



Annual Senior Remuneration Report and Statement 2023-2024

1. Introduction

The University of Sheffield wishes to be an exemplar in its governance and transparency on the remuneration of its senior leaders and is fully committed to adhering to all the principles within the HE Senior Staff Remuneration Code. This report demonstrates this commitment by providing information on the University's existing governance and processes in relation to senior pay and demonstrating the value of its leadership roles in relation to institutional performance and the complex, global and competitive environment that they operate within.

2. University Reward Governance

Executive

The Remuneration of the **President & Vice-Chancellor and University Executive Board (UEB)** roles are determined and governed by the **Senior Remuneration Committee (SRC)**, and therefore are in scope of the principles within the HE Senior Staff Remuneration Code.

Current UEB membership: <https://www.sheffield.ac.uk/ueb/team-profiles>

The SRC is made up of independent lay members of Council, chaired by the Chair of Council. The Chair is rotated to another lay member when any decision on the remuneration of the President & Vice-Chancellor is made to further ensure independency of decision making. The lay members of SRC bring a wealth and breadth of remuneration expertise from different sectors. The Secretariat of SRC is provided by a member of the University's Human Resources Department Executive, with the University's Head of Reward in attendance. This not only ensures that the SRC have professional reward expert input, but also provides a link with the University's other reward governance structures and processes.

The SRC meet four times a year. The minutes of its meetings are published and reported to Council. The current SRC membership and terms of reference, minutes of its meetings and dates of future meetings are available on the University's governance web pages:

<https://www.sheffield.ac.uk/govern/committees/senior-remuneration>

Senior Staff (Professorial & Professorial Equivalent)

The pay of all other senior staff (Professorial and Professorial Equivalent level) who sit above the national pay framework and pay spine, are determined and governed by the **University Reward & Recognition Panel (URRP)** which is currently chaired by the Provost & Deputy Vice-Chancellor. The URRP meets annually to review and determine pay recommendations put forward by Faculty and Professional Services Departments for senior staff.

The SRC are consulted on any remuneration decisions relating to specific senior roles (as determined by the Committee) and any salary recommendations which exceed £150,000. The remuneration of any employees earning more than £100,000 are also reported to the SRC on an annual basis. This link with SRC and URRP ensures consistency and internal relativities are taken into account when reward decisions are made across the governance structure.

University Staff (Grades 2 to 9)

The pay of all other University roles is governed by the national framework on reward and University's local framework agreement. Pay decisions within this framework are delegated to Vice-Presidents & Head of Faculty or Professional Services Leadership Group Directors. Pay decisions and position are reported annually to the URRP so that the URRP can have final authorisation on these pay decisions and therefore maintain an oversight of remuneration and consistency of decision making across the University.

3. Equality, Diversity and Inclusion

The University is committed to rewarding its staff fairly and continually measures the impact of its reward schemes and takes positive action to improve and promote equality, diversity and inclusion.

The Senior Remuneration Committee and the University Reward & Recognition Panel (URRP) are both responsible for the assessment and monitoring of gender equality in relation to the remuneration decisions they make. The URRP also monitors gender pay implications of pay decisions at all levels across the whole University. The grade of all University roles are underpinned by Hay job evaluation and the University undertakes an equal pay review every three years to explore and address any instances of unequal pay that cannot be justified. The University also measures and publishes its gender and ethnicity pay and bonus gaps annually, with action plans in place to reduce its pay gap and ensure there is appropriate career opportunities and development for all its staff

Further information can be found on the University's inclusion webpages:

<https://www.sheffield.ac.uk/inclusion>

4. Policy and Approach to Executive Remuneration

Overview

The University aims to attract, engage and grow the best talent to its senior leadership positions. As part of its strategy to achieve this, the University offer's a total remuneration package to members of its University Executive Board (UEB) which is competitive and is linked to their contribution to the University's success. Their reward package will reflect the challenge and critical nature of the University's Executive roles in leading the University to achieve its vision to be world leading in learning, teaching, and research excellence.

Setting and Reviewing Base Salary

The basic salary of the University's Executive Board (UEB) roles, including the role of President & Vice-Chancellor are determined by the SRC, using a combination of job evaluation using Hay Job Evaluation Methodology and external benchmarking data.

- Hay Job Evaluation Methodology assesses the size of a role based on a number of components. These include complexity, impact, accountability, decision-making authority and the knowledge skills, credibility and experience required to deliver the role effectively. All UEB roles have been independently evaluated using Hay evaluation by Korn Ferry Hay Group. Hay job evaluation methodology is used for all roles across the University.
- External benchmarking data enables the SRC to ensure that executive remuneration is both competitive and balanced in relation to the external market and the size of the role and University. This is essential to enable the University to attract and retain talent. External benchmarking data with comparator organisations from both within the sector and outside of the sector is provided to SRC from a number of sources. These include the UCEA Senior Remuneration Survey, the Russell Group Reward Survey, the CUC Survey of Vice-Chancellors Remuneration and industry benchmarking (mainly used for Professorial Equivalent Executive roles) from a number of sources including Korn Ferry Hay Group.

In addition, the SRC will take into account the reputation and academic/professional credibility required for the role, and will consider the current experience, qualification, skills and profile of the individual when agreeing a salary within the determined salary range of the role.

Executive members do not have a contractual requirement for an annual cost of living related uplift, however, the Committee may review annually whether such an uplift should apply with consideration to any nationally agreed increase applied annually to all other staff.

Performance-Related Pay and Institutional Performance

The performance of all UEB members is assessed formally by the SRC at the end of each academic year by assessing delivery against objectives agreed by SRC at the start of that year. The objectives of UEB members will include collective/common objectives which aim to build collegial behaviour and accountability and drive the collective delivery of institutional performance.

Delivery and achievement against both individual and collective objectives are reviewed and assessed at the end of the academic year by the Senior Remuneration Committee. The extent of successful achievement against these objectives will normally determine the level of any bonus payment in line with the University's Executive Performance Scheme. The maximum bonus value that can be achieved is normally reserved for exceptional achievement and performance against all objectives.

Bonus payments are non-consolidated payments which are separate from base pay. The SRC take into account overall institutional performance, gender equality and the potential impact on the University's

gender bonus gap, when assessing and agreeing any bonus. Bonus will not be paid where objectives have not been met and non-achievement of objectives will be taken seriously by the SRC.

Benefits

UEB members have the same eligibility and access to pension scheme membership and other benefits, as all University staff. In addition, UEB have the option to take-up private medical insurance as part of their package. The addition of private medical insurance ensures that the University's executive remuneration package is competitive within the market and provides security for the University in ensuring that its key senior leadership roles have access to immediate medical assistance, thereby ideally keeping unplanned time away from the University to a minimum.

5. External Activities and Income Policy

The following policy applies to all UEB members in relation to external activities.

Introduction

It is important for the University that the President & Vice-Chancellor and other University Executive Board (UEB) members represent themselves and the University, on various bodies/boards to carry out external responsibilities e.g., non-executive director/board roles. Such roles can have mutual benefit for the University, the UEB member and the external organisation, particularly in the development of partnerships and collaboration and through experience gained by the UEB member.

It is recognised that some of these roles may be remunerated, although the President & Vice-Chancellor would not normally retain any income from such roles and activities. Any income that President & Vice-Chancellor retains from such activities and appointments, will be disclosed and explained annually in the University's Remuneration Statement.

The purpose of this policy is to ensure that there is no conflict of interest with University business as a result of any external activities undertaken by University Executive Board members.

Scope

This policy applies to all University Executive Board members. External activities include board, non-executive director or trustee roles which relate to the individual's UEB or academic role and profile. Academic commitments such as external teaching and examining, and academic publishing and book royalties are not in scope of this policy. Any external role or activity, where the UEB member is also providing consultancy, must also comply with the University's policy on consultancy as detailed in the terms and conditions of all academic staff.

Approval Process

If a UEB member wishes to take up an external engagement or appointment, they must first discuss this with the President & Vice-Chancellor and obtain their written permission in advance of doing so. If the President & Vice-Chancellor wishes to take up an external engagement or appointment, they must first discuss this with the Chair of Council and obtain their written permission in advance of doing so. Details of any associated remuneration should form part of this discussion and approval process.

Record Keeping and Reporting

The external engagements and appointments (including any remuneration retained) undertaken by each UEB member, including the President & Vice-Chancellor will be reviewed and reported annually to the Senior Remuneration Committee. Details of any external activities and appointments (including any remuneration retained) undertaken by the President & Vice-Chancellor will be shared annually to Council and published in the University's Remuneration Statement.

6. Severance

Any severance payments for the University Executive Members will be determined by the Senior Remuneration Committee, and will be fair, reasonable and justifiable, in line with the principles of the HE Senior Staff Remuneration Code.

7. Business-Related Expenses

The University has a single set of rules for any of its employees who incur expenses for University business purposes, the 'University's Travel and Business Expenses Regulations'. The University will pay reasonable, authorised travel and business expenses that comply with these Regulations where the expenses are incurred by staff wholly, exclusively and necessarily in the performance of their duties of employment and qualify as 'Allowable Expenses' under these Regulations. All University Executive Board (UEB) members must abide by these regulations.

In order to successfully perform their duties, UEB roles may be required to undertake extensive national travel and international travel. They will also be required to host external stakeholders and events or be invited to attend such events to represent the University. The costs incurred for the performance of these duties (some of which may relate to third parties) will be included in their individual business-related expenses. Details of the individual business-related expenses of each University Executive Board member are published within the University's Annual Reward Statement.

Annex: Annual Reward Statement 2023/24

1. Executive Post-Holders

The Senior Remuneration Committee governs and determines the remuneration of the President & Vice-Chancellor and University Executive Board (UEB) roles. The post-holders of these roles in 2023/24 were:

President & Vice-Chancellor	Professor Koen Lamberts
Provost & Deputy Vice-Chancellor	Professor Gill Valentine (until 31 January 2024)
Provost & Deputy Vice-Chancellor	Professor Robert Mokaya (from 17 June 2024)
Vice-President for Research & Innovation	Professor Sue Hartley
Vice-President for Education	Professor Mary Vincent
Vice-President & Head of the Faculty of Arts & Humanities	Professor Susan Fitzmaurice
Vice-President & Head of the Faculty of Health	Professor Ashley Blom
Interim Vice-President & Head of the Faculty of Engineering	Professor Jim Litster (until 31 August 2023)
Vice-President & Head of the Faculty of Engineering	Professor Conchúr Ó Brádaigh (from 1 September 2023)
Vice-President & Head of the Faculty of Science	Professor John Derrick (also Interim Lead Faculty Vice-President from 1 January 2024 to 31 July 2024).
Vice-President & Head of the Faculty of Social Sciences	Professor Craig Watkins (until 31 May 2024)
Vice-President & Head of the Faculty of Social Sciences	Professor Ruth Blakeley (from 1 June 2024)
Vice-President & Head of the Faculty of the Advanced Manufacturing Group	Professor Geraint Jewell
Chief Financial Officer	Jo Jones
Chief Operating Officer	Rob Sykes
Director of Human Resources	Ian Wright

2. Executive Reward Policy

The University's Executive Reward Policy which applies to all UEB roles can be found on the Senior Remuneration Committee pages: <https://www.sheffield.ac.uk/govern/committees/senior-remuneration>

3. The Remuneration of the President & Vice-Chancellor

The remuneration package and accompanying explanation of the President & Vice-Chancellor's remuneration for the year ending 2023/24 is disclosed in the University's Financial Statements. This includes **pay multiples** (using the Office of Student Accounts Direction methodology) which show the relationship between his remuneration and the median salary of all other employees in 2023/24, expressed as a multiple.

The Financial Statements can be found at: <https://www.sheffield.ac.uk/finance/annual-report-financial-statements>

4. External Activities and Income

In 2023/24, the President & Vice-Chancellor (Professor Koen Lamberts) undertook the following external activities relating to Higher Education Leadership and Education Scholarship, from which no additional income was received: The President & Vice-Chancellor did not receive any additional income for these activities:

- Russell Group – Board Member
- Universities UK – Member
- UK Council for International Student Affairs Board member (UKCISA) - Chair of the Board of Trustees
- N8 Research Partnership - Board Member
- National Centre for Universities and Business (NCUB) - Member
- White Rose University Consortium - Board member
- Worldwide Universities' Network (WUN) - Director
- Yorkshire Universities - Director
- South Yorkshire Mayor's Economic Advisory Council. (MEAC) - Member
- Doncaster City Centre Board - Member
- Tongji University, China - Board Member
- Experimental Psychology Society - Member
- Sir Henry Stephenson Endowment Trust -Trustee
- The Universities' China Committee in London – Ex-officio Member

5. Business-Related Expenses

The University has a single set of rules for any of its employees (including University Executive Board Members) who incur expenses for University business purposes. The details of business-related expenses for each member in 2023/24 can be found below.

University of Sheffield - UEB Business Related Expenses

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

UEB Role	UEB Member	UEB Role Related Expenses	Academic-Related Expenses	Total Spend
President and Vice-Chancellor	Professor Koen Lamberts	£21,636.97	£0.00	£21,636.97
Provost and Deputy Vice-Chancellor	Professor Gill Valentine	£0.00	£0.00	£0.00
Provost and Deputy Vice-Chancellor	Professor Robert Mokaya	£685.94	£0.00	£685.94
Vice-President and Head of the Faculty of Arts and Humanities	Professor Susan Fitzmaurice	£0.00	£145.69	£145.69
Vice-President and Head of the Faculty of Health	Professor Ashley Blom	£7,591.43	£0.00	£7,591.43
Interim Vice-President and Head of the Faculty of Engineering	Professor Jim Litster	£0.00	£0.00	£0.00
Vice-President and Head of the Faculty of Engineering	Professor Conchúr Ó Brádaigh	£19,612.59	£4,954.63	£24,567.22
Vice-President and Head of the Faculty of Science	Professor John Derrick	£85.00	£1,217.03	£1,302.03
Vice-President and Head of the Faculty of Social Sciences	Professor Craig Watkins	£0.00	£415.00	£415.00
Vice-President and Head of the Faculty of Social Sciences	Professor Ruth Blakely	£9.97	£362.25	£372.22
Vice-President and Head of the Advanced Manufacturing Group	Professor Geraint Jewell	£1,005.44	£465.30	£1,470.74
Vice-President for Research and Innovation	Professor Sue Hartley	£1,145.87	£744.71	£1,890.58
Vice-President for Education	Professor Mary Vincent	£1,303.94	£323.28	£1,627.22
Chief Financial Officer	Joanne Jones	£354.37	£1,052.18	£1,406.55
Chief Operating Officer	Rob Sykes	£2,484.43	£0.00	£2,484.43
Director of Human Resources	Ian Wright	£2,521.09	£0.00	£2,521.09
Total		£58,437.04	£9,680.07	£68,117.10

Notes:

Professor Gill Valentine vacated the post on 31 January 2024
 Professor Robert Mokaya started in post on 17 June 2024
 Professor Jim Litster vacated the post on 31 August 2023
 Professor Conchúr Ó Brádaigh started in post on 1 September 2023
 Professor Craig Watkins vacated the post on 31 May 2024
 Professor Ruth Blakely started in post on 1 June 2024

University of Sheffield - UEB Business Related Expenses

President and Vice Chancellor

The role of President and Vice-Chancellor is the critical leadership role within the University, and also a key ambassador and influencer beyond, in the city and region, nationally within the sector, with government and industry and also internationally.

Professor Koen Lamberts

Professor Lamberts is a cognitive psychologist with an extensive track record in experimental and theoretical research on human perception and memory, for which he has been awarded prizes from the Experimental Psychology Society and the British Psychological Society.

Throughout his career he has and continues to hold a number of significant leadership roles in higher education.

In the year 2023/24, the President and Vice Chancellor represented the University in a wide range of national and international activity at senior level. Nationally this included, for example, attendance at Russell Group and Universities UK Board meetings and representing the University at Alumni events in London.

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for Vice- President Role	Total for Academic Role	Total Expenses for 2023/24
Accommodation and Subsistence	£3,191.01	£0.00	£3,191.01
Travel	£17,916.96	£0.00	£17,916.96
Conference	£529.00	£0.00	£529.00
	<u>£21,636.97</u>	<u>£0.00</u>	<u>£21,636.97</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Provost and Deputy Vice-Chancellor

The Provost and Deputy Vice-Chancellor (DVC) supports the President & Vice-Chancellor (P&VC) in providing strategic leadership of the organisation, working to drive improvement and innovation and advance scholarship. The role provides leadership and oversight of the majority of University business across both academic and professional services areas. Professor Valentine acts on behalf of the P&VC across a range of delegated internal and external matters which include attending external educational, alumni partnership and policy meetings (national and international).

Professor Valentine's research interests are focused in three interconnected areas: diversity and social inclusion; childhood, parenting and family life; and urban cultures and consumption. She is regularly invited to speak at national and international seminars and conferences on these subjects.

Professor Gill Valentine

In the year 2023/24, Professor Valentine vacated the role on 31 January 2024 having incurred no business-related expenses.

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Provost and Deputy Vice Chancellor

Robert was appointed as Provost and Deputy Vice-Chancellor at the University of Sheffield from June 2024. Robert's research interests are on the design, synthesis and characterisation of new forms of sustainable porous materials and the study of their structure-property relations. The research involves exploring fundamentally new synthesis methods that are simpler, cheaper, and more efficient and offer valorisation routes to materials with optimised properties for targeted sustainable energy applications.

Professor Robert Mokaya

In the year 2023/24, Professor Robert Mokaya represented the University, as the Provost & Deputy Vice-Chancellor at a number of national and International conferences and events in person and virtually. The associated costs of his business-related expenses are as below:

Purchasing Card - 17/06/2024 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£260.94	£0.00	£260.94
Conference	£425.00	£0.00	£425.00
	<u>£685.94</u>	<u>£0.00</u>	<u>£685.94</u>

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University of Sheffield - UEB Business Related Expenses

Vice-President and Head of the Faculty of Arts and Humanities

Faculty Vice-Presidents are accountable for the leadership and development of the University's five Faculties. The roles also play a key corporate role in the development and delivery of University strategy. The roles are required to represent the University at a local, national and international level. In addition, Vice-Presidents are expected to continue to develop their research profile, and to keep an active interest in their discipline area. They are also expected to ensure their own personal development.

Professor Susan Fitzmaurice

Professor Fitzmaurice is an internationally regarded scholar of English Historical Linguistics. As Principal Investigator of funded collaborative research projects, she leads the dissemination of research results to the academic community. She is regularly invited to attend conferences or sits on boards relating to her area of expertise.

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£0.00	£145.69	£145.69
	<u>£0.00</u>	<u>£145.69</u>	<u>£145.69</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President and Head of the Faculty of Health

Faculty Vice-Presidents are accountable for the leadership and development of the University's five Faculties. The roles also play a key corporate role in the development and delivery of University strategy. The roles are required to represent the University at a local, national and international level. In addition, Vice-Presidents are expected to continue to develop their research profile, and to keep an active interest in their discipline area. They are also expected to ensure their own personal development.

Professor Ashley Blom

In the year 2023/24, Professor Blom represented the University, the Faculty of Health and his own field of research at. The associated costs of his business-related expenses are as below:

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£3,571.04	£0.00	£3,571.04
Conference	£1,871.32	£0.00	£1,871.32
Accommodation and Subsistence	£2,149.07	£0.00	£2,149.07
	<u>£7,591.43</u>	<u>£0.00</u>	<u>£7,591.43</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Interim Vice-President and Head of the Faculty of Engineering

Faculty Vice-Presidents are accountable for the leadership and development of the University's five Faculties. The roles also play a key corporate role in the development and delivery of University strategy. The roles are required to represent the University at a local, national and international level. In addition, Vice-Presidents are expected to continue to develop their research profile, and to keep an active interest in their discipline area. They are also expected to ensure their own personal development.

Professor Jim Litster

Professor Litster's research is in the general area of particle technology and he has published extensively on industrial crystallisation, granulation (particularly as it applies to the pharmaceutical industry) and on various forms of computer modelling.

In the year 2023/24, Professor Litster vacated the role on 31 August 2023 having incurred no business-related expenses.

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President and Head of the Faculty of Engineering

Conchúr is an elected Fellow of the Royal Academy of Engineering, a Chartered Engineer and a Fellow of the Institute of Material, Minerals and Mining and of the Institution of Mechanical Engineers. He is also President of the Society for the Advancement of Material and Process Engineering (SAMPE). He joined the University as the Vice-President and Head of the Faculty of Engineering in 2023 from Edinburgh where he was Head of the School of Engineering.

Professor Conchúr Ó Brádaigh

Conchúr's research interests include manufacturing, testing, modelling and sustainability of composite materials for renewable energy (wind and ocean), aerospace and automotive applications.

In the year 2023/24, the Vice-President and Head of the Faculty of Engineering incurred the following expenditure during the course of their role:

Purchasing Card and Reimbursed Expenses - 01/09/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£12,858.51	£3,462.91	£16,321.42
Accommodation and Subsistence	£6,754.08	£1,491.72	£8,245.80
	<u>£19,612.59</u>	<u>£4,954.63</u>	<u>£24,567.22</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President and Head of the Faculty of Science

Faculty Vice-Presidents are accountable for the leadership and development of the University's five Faculties. The roles also play a key corporate role in the development and delivery of University strategy. The roles are required to represent the University at a local, national and international level. In addition, Vice-Presidents are expected to continue to develop their research profile, and to keep an active interest in their discipline area. They are also expected to ensure their own personal development.

Professor John Derrick

In the year 2023/24 the Vice President and Head of the Faculty of Science incurred the following expenditure during the course of their role:

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£0.00	£681.67	£681.67
Other	£0.00	£5.49	£5.49
Accommodation and Subsistence	£85.00	£529.87	£614.87
	<u>£85.00</u>	<u>£1,217.03</u>	<u>£1,302.03</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President and Head of the Faculty of Social Science

Professor Watkins's current and recent research focuses on the structure and operation of local housing systems, and the impact of public policy on housing markets. His main research commitment is as a Director of the UK Collaborative Centre for Housing Evidence (CaCHE), a national research centre funded by the ESRC, AHRC, and the Joseph Rowntree Foundation for six years. CaCHE is a consortium of 10 Universities, the Chartered Institute of Housing, Royal Town Planning Institute and Royal Institution of Chartered Surveyors and, in addition to Sheffield, has staff based in Glasgow, London, Belfast and Cardiff.

Professor Craig Watkins

In the year 2023/24 the Professor Watkins incurred the following expenditure during the course of their role:

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/05/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Conference	£0.00	£415.00	£415.00
	£0.00	£415.00	£415.00

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President and Head of Faculty of Social Sciences

Professor Ruth Blakeley

Ruth joined the University in 2017 as Professor of Politics and International Relations. Her research focuses on state violence and human rights. She has served as Director of the White Rose Social Sciences Doctoral Training Partnership, Head of Department of Politics and IR, and Social Sciences Faculty Director of Research and Innovation. She was appointed as Vice-President and Head of Faculty of Social Sciences in June 2024.

In the year 2023/24, since her appointment as Vice-President and Head of Faculty of Social Sciences in June 2024, Ruth has incurred the following expenditure during the course of their role:

Purchasing Card - 01/06/2024 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£9.97	£223.25	£233.22
Accommodation and Subsistence	£0.00	£139.00	£139.00
	<u>£9.97</u>	<u>£362.25</u>	<u>£372.22</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President and Head of the Advanced Manufacturing Group

Geraint is a graduate of the University of Sheffield (BEng 1988, PhD 1992) and has been a member of the academic staff since 1994. He served as Engineering's first Faculty Director of Research and Innovation from 2008-2011 and as Head of the Department of Electronic and Electrical Engineering from 2013 to 2019. He served as Interim Head of the Advanced Manufacturing Group from 2022 and became Vice-President and Head of the Advanced Manufacturing Group in June 2023.

Professor Geraint Jewell

His research is concerned with electromagnetic and electromechanical devices and has encompassed numerous topics including impulse magnetisation fixture design, pulsed field characterisation of permanent magnets, core loss in electrical machines, linear actuation systems, electrical machines for aerospace applications and mechanical and aerodynamic aspects of high-speed machines. Much of this research has been undertaken in close collaboration with industry. His research has in more recent times focussed on manufacturing of electrical machines.

Purchasing Card - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£412.02	£140.60	£552.62
Conference	£529.00	£0.00	£529.00
Other	£0.00	£180.00	£180.00
Accommodation and Subsistence	£64.42	£144.70	£209.12
	<u>£1,005.44</u>	<u>£465.30</u>	<u>£1,470.74</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President for Research and Innovation

Sue leads on the University's research and innovation activity, including research excellence, flagship institutes, Research Excellence Framework (REF), research income and impact, as well as overseeing the University's innovation, partnerships, and commercialisation activities. Sue is also the institutional lead for sustainability.

Professor Sue Hartley

In the year 2023/24, Professor Hartley represented the University as the Vice-President for Research at a number of national and international conferences and events in person and virtually.

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£862.79	£0.00	£862.79
Other	£88.25	£0.00	£88.25
Accommodation and Subsistence	£194.83	£744.71	£939.54
	<u>£1,145.87</u>	<u>£744.71</u>	<u>£1,890.58</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Vice-President for Education

The Vice President for Education takes the lead for ensuring excellence and innovation in teaching and learning for students including undergraduate, postgraduate, overseas students and those studying for University of Sheffield qualifications overseas. She also oversees the University's commitment to broad participation, including outreach and access to schools and new forms of advanced vocational and technical education. Vice-Presidents are expected to continue to develop their research profile, and to keep an active interest in their discipline area. They are also expected to ensure their own personal development.

Professor Mary Vincent

In the year 2023/24 the Vice President for Education incurred the following expenditure during the course of their role:

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£1,206.95	£164.78	£1,371.73
Accommodation and Subsistence	£96.99	£158.50	£255.49
	<u>£1,303.94</u>	<u>£323.28</u>	<u>£1,627.22</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Chief Financial Officer

As Chief Financial Officer, Joanne oversees the Finance and Commercial Services Group, comprising: Finance & Commercial and Accommodation and Commercial Services. Joanne is responsible for developing and implementing dynamic and future-focussed financial strategies to support the University's aims, whilst maintaining sound financial oversight and administration in managing the University's financial affairs.

Joanne Jones

In the year 2023/24 the Chief Financial Officer incurred the following expenditure during the course of their role:

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£354.37	£643.09	£997.46
Accommodation and Subsistence	£0.00	£409.09	£409.09
	<u>£354.37</u>	<u>£1,052.18</u>	<u>£1,406.55</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Chief Operating Officer

As Chief Operating Officer, Rob has management responsibility for a range of services including: Estates and Facilities Management; IT Services; Student and Academic Services; Library Services; Research, Partnerships and Innovation; Strategic Planning and Change; Student Recruitment, Marketing and Admissions; Global Engagement; Campaigns and Alumni Relations; and Corporate Communications and External Relations.

Rob Sykes

In the year 2023/24, The Chief Operating Officer incurred the following expenditure during the course of their role:

Purchasing Card - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£343.67	£0.00	£343.67
Conference	£552.19	£0.00	£552.19
Accommodation and Subsistence	£1,588.57	£0.00	£1,588.57
	<u>£2,484.43</u>	<u>£0.00</u>	<u>£2,484.43</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.

University of Sheffield - UEB Business Related Expenses

Director of HR

As Director of Human Resources, Ian has leadership responsibility for people management policy, practice and development at the University. He leads a comprehensive HR function providing operational support to all areas of the University as well as specialist expertise in recruitment, reward and organisation development (OD). Ian also has executive responsibility for the Health & Safety Directorate.

Ian Wright

In the year 2023/24 the Director of HR incurred the following expenditure during the course of their role:

Purchasing Card and Reimbursed Expenses - 01/08/2023 to 31/07/2024

	Total for UEB Role	Total for Other Role	Total Expenses for 2023/24
Travel	£1,056.20	£0.00	£1,056.20
Conference	£216.00	£0.00	£216.00
Accommodation and Subsistence	£1,248.89	£0.00	£1,248.89
	<u>£2,521.09</u>	<u>£0.00</u>	<u>£2,521.09</u>

Note: UEB Members are often required to host external stakeholders and/or events. As such, University costs incurred may include amounts relating to other parties. Travel on University business by UEB members may also include elements of cost relating to other University staff members. Where the costs of an activity are ultimately funded from a specific external funding source (but are paid by the University in the first instance) these sums are also included.