



The
University
Of
Sheffield.

The Senate, 11 June 2008

Report of the Vice-Chancellor

EXECUTIVE SUMMARY

This paper presents a summary of key background information on current and forthcoming developments, based on the Vice-Chancellor's Report to Council on 28 April 2008.

The Vice-Chancellor will introduce the report at the meeting and will provide members of the Council with the opportunity to raise questions on any aspect of the report.

1. EXTERNAL ENVIRONMENT

1.1 Secretary of State's speech on a vision for Higher Education, 29 February

John Denham, Secretary of State for Innovation, Universities and Skills, gave a speech at the Wellcome Trust launching a series of reviews to help develop a framework for the expansion of HE over the next 10-15 years, and to inform the debate about lifting the £3300 cap on tuition fees. The reviews will cover:

- demographic changes: the future size and shape of HE in the UK
- new criteria for measuring the success of HE institutions
- responding to changing expectations of the student experience
- how intellectual property developed by academics is exploited
- the relationship between academia and policy-makers
- international competitiveness
- widening participation, especially links between HE and schools.

The speech also announced that Bill Rammell, Minister of State, is to lead a consultation on higher level skills and the relationship between HE and business.

1.2 Government's 'New University Challenge' – announced 3 March

This initiative, to open up opportunities for towns and cities to bid for new university campuses, recognises the importance of HEIs to regional development and could create 20 new HE sites providing an additional 10,000 places for students.

1.3 Secretary of State's speech to HEFCE Annual Conference, 8 April

John Denham re-stated the Government's commitment to widening participation, and announced that universities will in future have to include transparent admissions policies within their Access Agreements monitored by the Office for Fair Access.

The Secretary of State also announced that Professor Christine King, Vice-Chancellor at Staffordshire University will be leading a national review looking at part-time higher education study.

1.4 Tooke Report on modernising medical careers: Government response

The Health Secretary's response to Sir John Tooke's report 'Aspiring to Excellence' was published on 28 February and includes commitments to make collaborative links between health and education an appraisal target for Strategic Health Authority Chief Executives, and to ask the Healthcare Commission to incorporate education and training into their performance reporting regime.

2. ACADEMIC STRATEGY

2.1 Student numbers

- The CPO and SRAM have been working on proposals for overall student number targets and Planning Unit targets for 2008-09 to 2012-13 for all categories of students. The Planning Unit targets include a degree of 'stretch' to provide a cushion between assumptions made in the financial forecasts and assumptions made in setting Planning Unit budgets. These have now been considered in the first instance by the ADC Recruitment & Admissions Sub-Group and Academic Development Committee and were endorsed by SMG on 18 April 2008.
- Negotiations have now started with individual Planning Units to confirm 2008 entry targets before these are incorporated into the 2008-09 budget setting process.
- HEFCE applies a tolerance range of +/- 5% when assessing whether an institution is within its allocation of funded student numbers. Following receipt of the HEFCE grant letter in March 2008, the University's contract range position for 2007-08 has been adjusted. This adjustment takes account of (a) the changes to HEFCE methodology for counting students and (b) the introduction of national policy that gives rise to withdrawal of funding for equivalent or lower qualifications (ELQs).
- HEFCE has announced plans to allocate an additional 40,000 Additional Student Numbers (ASNs) funded through the HEFCE teaching grant for 2009-10 and 2010-11 to support future strategic growth. The scope for making a bid to HEFCE for an allocation of these ASNs is currently being evaluated. The five key HEFCE priority areas are: (a) currently funded Strategic Development Fund projects; (b) foundation degrees; (c) Strategically Important and Vulnerable Subjects (SIVSs), particularly science, technology, engineering and mathematics (STEM) subjects; (d) priorities within the healthcare sector; and (e) areas where new HE provision is required.
- The position in respect of applications for entry in 2008-09 is as follows (based on figures for the beginning of March):
 - there has been a significant increase in the take-up of offers for undergraduate study, due to reduction in the number of choices on the UCAS form
 - applications for postgraduate taught programmes (home students) show a fall compared with the same time last year; however, applications for pgt (overseas) are up
 - applications for postgraduate research (home and overseas) are up.
- In 2007-08, the University participated for the first time in the International Student Barometer study. The ISB is conducted by I-Graduate and researches international students' decision making (when selecting an HE institution) and initial levels of satisfaction with their universities 6-8 weeks post-registration. With 91 participating institutions, the study provides valuable benchmarking and comparisons. ISB results are being disseminated across the University to inform future service provision. An 'exit wave' will be conducted at the end of the academic year focusing on overall experience, degrees of satisfaction, recommendation ratios and aspirations. Early results for Sheffield indicate:

- the most important factors in choosing to study at Sheffield were teaching and research quality, University reputation and personal safety
- when choosing a university, the most important factors/influencers in helping students choose Sheffield were parents and the University website
- the University's Orientation on arrival arrangements were the third most highly rated of the Russell Group
- the most important factor related to 'living' satisfaction at that stage in the academic year was internet access, followed by safety and cost of accommodation
- on arrival, students were most dissatisfied with opening bank accounts and engaging with home students
- students were most satisfied with Students Services and the Union of Students, which received the highest rating of Russell Group universities and second highest of all participating institutions.

2.2 Academic planning

- Academic planning round meetings have been held with ten Planning Units for a range of strategic reasons. The remaining 29 Planning Units have received a response to their academic plan highlighting any issues which need to be followed up. The emerging strategic direction of the Faculties will be discussed at the Council's meeting in June.
- The Academic Development Committee has reviewed the initial outcomes of the 2007-08 Planning Round including: (a) performance and direction of travel; (b) strategic issues and priorities for investment; (c) business plans to support investment; and (d) estates issues. This will inform the budget setting process for 2008-09.
- The Government's policy to withdraw funding for students studying for a qualification that is equivalent to, or lower than, a qualification they have already been awarded (ELQs) will impact on institutions from 2008-09 onwards.
- A review of the Central Mechanical Workshop (CMW) has recommended that the CMW is reconsidered by the future PVC for the Faculty of Pure Science in consultation with the PVC for the Faculty of Engineering, and also that consideration is given to the development of a cross-faculty network of workshops, incorporating both the CMW and the existing Engineering Workshops.
- Academic Planning Units have completed the process of updating their risk registers and the University's Risk Review Group has received presentations on the risks faced by the Planning Units of Economics and Engineering Materials at their meeting in February 2008. The aim of these presentations was (a) to seek assurance on the implementation of the University's Risk Management processes within departments, and (b) to better understand the risks faced by individual Planning Units. This proved to be a very useful exercise and the Risk Review Group has now agreed that a sample of Professional Service Departments should present their risks at the next meeting in April 2008.

3. FINANCE

3.1 General

- The quarterly financial results to the period ended 31 January 2008 were circulated on 28 March to Council members. Quarterly financial results for the third quarter ended 30 April 2008 will be circulated to Council members when they are available around the end of May.

- In July 2007 the Statement of Recommended Practice: Accounting for further and higher education (SORP) was published. The SORP takes effect from 1 August 2007 and the Finance Department is currently considering the transition to the new SORP in order that the University will be fully compliant for the Financial Statements 2007-08. Audit Committee and Finance Committee will be receiving a report as part of preparing for financial year end.

3.2 Current financial headlines and financial forecast 2007-08

- The financial forecast process is underway and the quarterly financial results to the period ended 31st January 2008 include the first draft outturn for 2007-08. Key considerations for the financial forecasts are:
 - the effectiveness of strategies put in place in prior years to achieve the financial targets
 - staffing numbers and costs
 - student numbers targets
 - future capital expenditure.

3.3 Academic Development Committee (ADC) budget allocation 2007-08

- The budget allocated to ADC for its Academic Planning Units has been uplifted to reflect the additional costs arising from Promotions, Exceptional Contribution Awards and other Salary Reviews. These additional costs were included within the University's Financial Forecast for 2007-08.
- At the ADC meetings held on 28 January, 6 February and 20 March members have received financial monitoring statements derived from the uBASE Budget Usage reports. There are currently ten Planning Units where there appears to be some risk of overspend in the year and the Chair of ADC is in regular contact with the Heads to ensure that all possible actions are being taken to minimise their expenditure against core budget. However, there are eight other Planning Units that appear to be managing expenditure well within their budget and this helps ADC manage the overall position.
- A more detailed out-turn forecast of expenditure has recently been prepared and this suggests that overall Academic Planning Unit expenditure may show a small overspend in the year.

3.4 Transparency Review

- The Teaching costs return for 2006/07 has been prepared under the Transparent Approach to Costing methodology (TRAC). Comparison with benchmarking data from the sector and peer group aggregations from a preliminary submission in February shows that the University's subject – FACTS (Subject-related Full Average Cost of Teaching a Student) calculations are at the lower end of the spectrum. This is not unexpected since the University showed a surplus overall on teaching activities in the annual TRAC return, whereas some other institutions make high level cost adjustments to reduce such surpluses. Discussions with HEFCE representatives at benchmarking workshops suggest that the University may be asked to give consideration to some feedback on specific points arising in the preparation of its figures.

3.5 External developments

- The University has received an increase in recurrent HEFCE grant of £2.6 million (2.4%) to £112m. Although this was exactly as predicted in total in the Financial Forecasts, it was relatively low compared with other Russell Group institutions. In particular, the recurrent grant for Research failed to increase by as much as many

other Russell Group institutions because of a reduction in volumes related to charitable research and funding for postgraduate research students.

- HEFCE has undertaken a consultation on revisions to the Financial Memorandum which sets out the terms and conditions under which it provides funds to institutions. The main changes proposed are intended to rationalise and simplify the existing memorandum, particularly in relation to internal audit guidance. The University's response was largely in favour of the proposals, although a concern was raised about the inclusion of a proposal which, it was felt, would inappropriately increase the internal audit burden in relation to external data returns.
- HEFCE is changing the accountability framework in order to promote better regulation and to hold HEIs to account for funds distributed to them through a new accountability process linked to HEFCE's assessment of institutional risk. The pilot of this process has become known as the 'single conversation'. The new approach will come into effect from 1 August 2008. This will include the annual submission of accountability information from institutions in December of each year, including financial statements and financial forecasts. The University will still prepare the financial forecasts before the end of each financial year in order to inform the budget setting process for the coming year. This is also in accordance with HEFCE's expectations but, additionally, the forecasts may be updated prior to submission to HEFCE in December to reflect any material changes such as clarity on undergraduate recruitment.

3.6 uBASE update

- The majority of staff have now moved to online only payslips and this transition took place from the February 2008 payroll after some earlier pilots.
- Work is continuing to improve the process of Procure to Pay, which has now stabilised.
- Development work has commenced on the e-recruitment project to implement a new staff recruitment system in place of the current paper based approval processes. It is anticipated that go-live will be in two phases – May 2009 and November 2009.
- A second round of uBASE focus groups has commenced for Heads of Department, Departmental Administrators and users. These groups will update users on progress during the last 3 months, highlight current activity areas and gather feedback.
- The regular uBASE newsletter continues to be produced and communicated to all staff. This contains progress updates and good practice guidance.

4. CAPITAL PROJECTS

4.1 General

- The Project Capital Allocation (PCA) 4 programme is close to completion and it is anticipated that by the end of April 2008 this can be finalised with HEFCE.
- The Science Research Investment Fund (SRIF) 3 programme is being continually monitored and a number of different projects have exceeded the March 2008 HEFCE deadline. Estates and Capital projects have ensured that, wherever possible, risks to HEFCE funding claw back on late projects are being managed. However the Jessop West project will overrun the deadline and HEFCE are fully aware of the position.

4.2 Capital Review Group

- The Capital Review Group (CRG), chaired by Professor Dominic Shellard, has been looking both at the University's teaching space needs and at the pipeline of projects

that the University will fund from its HEFCE capital allocation over the next three years (i.e. the HEFCE Capital Investment Fund). The group has worked closely with the Estates Strategy Group and has made recommendations to the Vice Chancellor.

4.3 Pipeline projects

- The Finance Capital Projects Team is currently seeking to finalise business cases for the projects which have been included in the pipeline as candidates for the HEFCE Capital Investment Framework award. The business cases will be presented to ESG for approval on 21 April 2008. Recommendations will be brought forward from the ESG meeting for the projects to be funded and further approvals will be sought from Finance Committee and Council. (A presentation will be given at the Senate meeting.)

4.4 Progress on SRIF 3 projects

Jessop Building

- Although the anticipated completion date of 25 August 2008 is still being asserted by the contractor, this is not consistent with our current assessment of progress. The Department of Music is aware that the date for its relocation could be deferred.
- The construction contingency on this project continues to be higher than anticipated at this stage of the project and there is increasing risk to the overall financial position of the project; this is being closely monitored by the project managers.

Soundhouse

- The contractor is reporting a delay on programme as a result of inclement weather which will be at no cost to the University. The completion of the Soundhouse is programmed for June 2008 however it is expected that the contractor may ask for an extension of time. It is not expected to affect the location date of Music.
- Again, the level of project contingency at this stage of the project has been identified as a risk.

Jessop West

- The works are currently progressing satisfactorily to the contractor's completion programme of 10 October 2008. There are still potential time and cost implications to the project as a result of the sub contractor responsible for internal linings announcing without warning that the manufacturing slot had been missed. The full implications of this issue and possible mitigating actions are currently being reviewed by the contractor.

4.5 Student accommodation – Student Village

- The total number of rooms now handed over by Catalyst and occupied by students is now 2,104.
- The most recent handover at Endcliffe in February enabled the students from Ranmoor to move to their new home on the Endcliffe Village. This move went very smoothly, and the feedback from students and their parents about their new accommodation has been positive.
- A further 827 rooms are due to be handed over between now and the start of the next Academic Year in September 2008, although further delays to the planned completion in September 2008 are currently being indicated by Catalyst. The delivery of these rooms will complete the Endcliffe Village and the focus of development will then be on Phase 4 (Ranmoor and Shore Court).
- The claim from Catalyst for extensions of time in relation to the phase delivered in September 2007 and clarification of claims and impact on the future phases

continues to be discussed through the project Liaison Committee. The University has appointed solicitors (Hammonds) to advise on this matter.

- The Ranmoor site was handed over to Bovis Lend Lease at the end of February and demolition is underway. The target date for completion of accommodation on the Ranmoor site is September 2009, but may be impacted by the earlier phase delays noted in the claim above.
- The five artists who were selected to produce a 'concept' for Public Art on the Endcliffe and Ranmoor sites have presented their proposals. The selection panel, which includes the Public Art Officer at Sheffield City Council, have chosen two of the shortlist. The first Public Art installation will be unveiled on the Endcliffe Site in September 2008.
- Regular meetings with local residents continue, through the Construction Interface Group.

4.6 Contracts for Capacity

- The city centre rooms secured for 2007-08 in partnership with private providers have been well received by students and the strategy for securing further rooms for 2008-09 is being developed.

4.7 Apple disposals project

- All but three of the Apple street properties have either been fully sold or are under offer.
- The approach for the disposal of Ruth Square properties is being defined, so that it will be sold off as individual houses, rather than as a single site. This will increase the overall income from the sale, albeit over an elongated timeframe. The general slow down in the housing market is of concern and is another factor in formulating this approach.
- Following the refusal of planning permission for the Tipton scheme in late October, Miller Homes and the University have lodged an appeal against Sheffield City Council's decision. The Planning Inspectorate have confirmed that the appeal hearing will commence on 3 June 2008.

5. LEARNING AND TEACHING

5.1 Progress against KPIs

- The final report on the Institutional Audit of last November has now been received. The outcomes of the report were:
 - confidence in the management of academic standards and in the management of the quality of learning opportunities available to students
 - confidence in the University's structured and strategic approach to enhancement, including the identification and reward of staff who demonstrated excellence in teaching; the clearly documented and appropriate academic standards and quality of PGR programmes; the accuracy and completeness of the University's published information on its educational provision and the standards of its awards

Eight areas of good practice were identified. Two areas were recommended as advisable for action: the process for the approval of joint awards with other institutions, and the development of consistent central and local guidance for the management of postgraduate research provision. A further area – separation of the processes for the approval of potential collaborative partners and for the approval of programmes to be delivered through the collaborative arrangement – was identified

as desirable for action. Actions in response to the recommendations are currently being planned by the Learning and Teaching Committee.

- In the recent Annual Review of Learning and Teaching, 38 departments underwent a light-touch review, seven a medium review and two a full review. The intensity of the reviews was determined on the basis of achievements against KPIs.
- The 2008 National Survey of Students is now underway. The number of responses so far is indicated to be higher than last year.

5.2 Strategic developments in learning and teaching

- Work continues to link the University's research strategy and the learning and teaching strategy more closely. A project has been accepted for the latest SeeChange programme which will explore ways of building stronger links between research, learning and teaching, to feed into faculty, departmental and wider institutional strategic development. This will include identifying strategies to enable students to participate more fully in the research culture of the University, and for discipline-based research and knowledge transfer to benefit more from learning and teaching. Current actions by Directors of Research and Directors of Learning and Teaching Development include plans to work with four departments with an excellent record in both research and teaching and learning in order to identify and disseminate factors for success. The departments are: Animal and Plant Sciences, Civil and Structural Engineering, Philosophy, and Politics.
- In February, a PGT strategy event led by Professor Dominic Shellard provided the opportunity to consider marketing and recruitment issues, to hear about and discuss some examples of recent PGT portfolio development, and to network with colleagues. Sixteen Planning Units are planning new PGT developments for 2008-09 and beyond.
- The Schools of Law at the Universities of Sheffield and Utrecht are building on their mutual strengths in the area of Conflict and Security Law to introduce a jointly delivered LLM programme. As well as providing significant coherence to the degree, the core course will ensure staff mobility and exchange.
- A Maths and Statistics Help (MASH) Co-ordinator has now been appointed. In addition to further supporting students of the University, a link to pre-entry work will be developed to enhance our Widening Participation activity.
- Sheffield International College's total number of student enrolments with the potential for entry to the University in 2008 is 430 (projected number 400). The breakdown is as follows:

Undergraduate Business, Law and Social Sciences	140
Undergraduate Science and Engineering	112
Postgraduate Business, Law and Social Sciences	139
Postgraduate Science and Engineering	39
- Aimhigher funding has been confirmed at £200k. Aimhigher is a national programme which aims to widen participation in higher education by raising the aspirations and developing the abilities of young people from under-represented communities.

5.3 Key projects

- The new Inclusive Curricula project has begun with a focus on engagement. The core team has spoken to over 150 staff through a range of approaches including a workshop session, and has identified colleagues who would like to support the project in a variety of ways, including: 10 'consultants', 11 'champions', 7 'departmental champions' and 9 case study providers. A workshop with students is planned for 13

April and inclusive curricula is the theme for the University's Learning and Teaching Good Practice "blog" in the same week.

5.4 Other student-related issues

- New guidance on the avoidance of plagiarism and other unfair means for both students and academic staff has been approved by Senate. Further consultation will now take place with students to ensure that the definitions of unfair means are fully understood.
- During April the Student Services Department hosted the University's first student support conference on the theme of 'Supporting the Supporters'. This was a very successful event, attracting around 120 attendees from across the University. The conference arises from the 'Supporting the Supporters' project, which is a response to the University's new Student Support Strategy, which was approved by the Senate in 2007.
- The Student Services Department has established a project to evaluate the ways in which student communities develop on campus, and how these enrich the student experience in its broadest sense. Communities include friendship groups, social networks, the experience of community in academic departments, virtual communities like Facebook, student societies, faith based groups, community-building in a residential context, etc. This work follows from the aspirations set out in a new institutional Student Support Strategy (approved by the Senate in 2007) and there are also links to the concept of 'a sense of belonging' expressed in Our Shared Vision. The project is attracting considerable national interest and Student Services are in touch with colleagues in some 15 other HEIs who wish to follow the progress of the project and learn from Sheffield's approach.
- The Student Services Department has been invited to present on their successful student mentoring scheme at the Mentoring and Befriending Foundation National Annual Conference in May 2008. This event is a well-established forum within the voluntary, community and education sectors.
- Andrew West, Director of Student Services, has been appointed to the Advisory Council for the International Education Knowledge Community of NASPA, the key professional association for Student Services in the USA.

6. RESEARCH AND KNOWLEDGE TRANSFER

6.1 Progress against KPIs (nos 8 and 9)

- The University has been awarded a total of £5.38m HEIF 4 funding, over three years. This is the maximum allocation, (nine institutions have been awarded this maximum allocation). This represents a reduction in funding, however, when compared to HEIF 3 (£6.4m), as a result of the removal of the 'competitive' element of HEIF funding which is now allocated on a wholly formulaic basis.

6.2 Strategic developments and partnerships

- The Department for Innovation, Universities and Skills (DIUS) has recently published the Department White Paper, *Innovation Nation: unlocking talent*, which has the central aim of making Britain 'the best country in the world to run an innovative business or public service'. The Government intends to foster innovation by unlocking talent, investing in research and exploitation of knowledge, and by making better use of regulation to shape the market for innovative solutions. This paper builds on the Sainsbury report, and will help to shape the University's strategic thinking.

- Bids totalling £8.4m have been submitted to the European Regional Development Fund (ERDF) for 2 major capital projects, the Sheffield Institute of Translational Neuroscience, and the Kroto Innovation Centre 2 (George Porter Building). A third ERDF bid is currently being developed to support the provision of Executive Education.
- A bid to establish an Integrated Knowledge Centre in Sustainable Manufacturing has been submitted by the Advanced Manufacturing Research Centre. If successful, a total of £7.4m will be made available by the Engineering and Physical Science Research Council and the new Technology Strategy Board.

6.3 Research student matters

- Regulations are now approved for Joint Research Degree Programmes and the first proposals for these are being finalised.

7. GOVERNANCE AND MANAGEMENT

7.1 Organisational restructuring

- In progressing the organisational development of the University, PVC appointments for the five Faculties, Learning and Teaching and External Affairs have now been made (see section 8.2 for details) and these post holders are to take up office with effect from June 2008. Discussions concerning an appointment to the PVC Research role remain ongoing. It is anticipated that the transition arrangements will be defined in the coming weeks.
- In the meantime efforts are now being placed in:
 - The recruitment of the Directors of Faculty Operations. These key posts will provide strategic support and lead the organisational development of the faculty infrastructure. In recognition of the high level and critical support they will offer, the University is seeking to appoint at Grade 10 in each Faculty. It is anticipated that these adverts will generate a wide range of interest both internally and externally, and interviews are to be conducted from mid-May 2008.
 - The need to successfully unite the Professional Services regardless of their departmental or service location. Discussions on the benefits of developing a seamless service ethos and new ways of working are needed to capture the full range of viewpoints and talents within the University. A variety of discussion groups are to be established to facilitate these discussions. Many of the centrally-based Professional Services are currently considering how they may best align with the five Faculties and a highly productive away-day was held on 1 February 2008 to share views on how change may be best achieved and to share best practice.
 - Drafting departmental budgets for 2007-08 (and simultaneously preparing shadow Faculty-based budgets).
- At the next Council event (23 June 2008), an overview of the strategic issues and the academic challenges facing each Faculty will be presented to the Council for discussion. The newly appointed PVCs are to join these discussions.

7.2 Report from the meeting of the Senate on 12 March 2008

Matters considered and approved by the Senate included the following:

- A report from the Vice-Chancellor outlining the following:
 - progress with regard to organisational restructuring
 - a recent visit by the EPSRC, including an outline of the likely move away from awarding individual research student grants towards block grants in future

- the HEFCE recurrent grant
- the need to develop a University strategy for further developing markets in Europe, including further developing links with CITY College, Thessaloniki.
- the Capital Investment Fund and the work of the Capital Project Review Group, including plans for the refurbishment of the Arts Tower and the development of the Jessop site
- recent achievements by University staff and students
- Approval of the establishment of the following new research centres, whilst noting that adoption of a new method for the consideration of proposals for new research centres would ensure that all new research centres would be cost neutral:
 - the Comparative Linguistics Research Centre
 - the Cell Mineral Research Centre
 - the BAE Systems Centre for Research in Active Control
- Approval of the following matters relating to learning and teaching and postgraduate research students:
 - a revised policy and guidance on the use of unfair means in the assessment process
 - a recommendation that once the University's current validated provision comes to an end, this area of activity should cease, subject to allowing current cohorts of students to complete their programmes of study
 - a number of amendments to the General Regulations for First Degrees, the General Regulations for Higher Degrees by Research, the General Regulations as to Examinations, the General Regulations as to the Discipline of Students, and the General Regulations for Validated Programmes for Study
 - recommendations for the introduction of new programmes of study and amendments to existing programmes of study
 - minor amendments to the approval process for Distance Learning programmes
 - plans for implementation of e-theses, to be introduced from October 2008 onwards, in response to a national move towards the electronic storage and dissemination of doctoral theses
- Approval of a recommendation that membership for all existing members of the Academic Development Committee should continue in 2008-09 until transition to the new governance structure of the University is achieved.

8. HUMAN RESOURCES

8.1 Outstanding achievements

These include the following who have received external recognition:

- **Dr Virpi Lummaa** and **Dr Jon Slate**, both from the Department of Animal and Plant Sciences, have been awarded the Starting Independent Research Grants by the prestigious European Research Council (ERC).
- **Professor Gordon Duff**, Florey Professor of Molecular Medicine in the School of Medicine, has been elected a Fellow of the Royal Society of Edinburgh.
- **Professor Tony West** (Department of Engineering Materials) is to receive the Institute of Materials, Minerals and Mining's 2008 Griffith Medal and Prize in recognition of his distinguished work and notable contribution in the field of materials science.

8.2 New key appointments

- **Professor Paul White**, currently a member of the University's Senior Management Group, has been reappointed as the Pro-Vice-Chancellor for Teaching and Learning. A professor of Human Geography, Paul White has been a member of the University's teaching staff since 1974.
- **Professor Dominic Shellard**, the former Head of the University's School of English Literature, Language and Linguistics and Chair of Sheffield Theatres Trust, will become Pro-Vice-Chancellor for External Affairs. A former researcher to the Shadow Secretary of State for National Heritage, Professor Shellard is an expert on post-war British theatre.
- The University's Faculty of Arts and Humanities will be headed up by **Professor Philip Powrie**. Professor Powrie joins the University as Pro-Vice-Chancellor after a successful academic career in Modern Languages at the University of Newcastle. His research focuses on French cinema and in recognition of his work he received the Chevalier dans l'Ordre des Palmes Académiques from the French government in 1999.
- **Professor Tony Weetman**, former Dean of the School of Medicine and Biomedical Sciences, will take the reins of the University's Pro-Vice-Chancellor for the Faculty of Medicine. He has been Professor of Medicine at the University of Sheffield and Consultant Endocrinologist at the Sheffield Teaching Hospitals Foundation Trust since 1991.
- **Professor Mike Hounslow** will lead the Faculty of Engineering. Prior to taking on the post of Pro-Vice-Chancellor he was Head of the Department of Chemical and Process Engineering at Sheffield for nearly eight years.
- The Faculty of Pure Science will be under the leadership of **Professor Tony Ryan**, who in 2006 was made an OBE for 'Services to Science'. Before being appointed Pro-Vice-Chancellor he was Director of Research for Engineering and Physical Sciences at the University of Sheffield, during which time he established the world leading Polymer Centre.
- **Professor Tony Payne**, who joined the University's Department of Politics in 1985, will be the Pro-Vice-Chancellor for the Faculty of Social Sciences. His principal research interests are the politics of the Caribbean, international political economy and the politics of development.

8.3 Professorial salary structure review

At the request of the Senior Remuneration Committee, the professorial salary structure is being reviewed. This review aims to introduce a new structure and review process with clear criteria reflecting the University's needs to attract and retain motivated and high achieving staff, who will contribute to its success and future development. Professorial staff will be consulted, and it is planned that the new structure will be in place by January 2009.

8.4 Health and Safety Executive (HSE) Audit

- The Health and Safety Executive (HSE) are generally satisfied with the University's performance in the following areas audited since August 2007: managing sickness absence, slips and falls, violence in the NHS and the management of asbestos. All recommendations are being addressed.
- The University was also inspected by the HSE for the management of stress and this included Focus Groups run by HSE staff. The HR team are raising a number of comments and issues with the HSE prior to receipt of their final Report.

8.5 Staff survey

- The first University-wide staff survey was made available in April for staff to complete on-line. Conducted by an independent agency, ORC International, the survey was open to every member of staff, and will help provide the Vice-Chancellor and the new University Executive Board with detailed information about the views of staff.

9. MEDIA COVERAGE AND EXTERNAL RELATIONS

9.1 Events

- The University's Firth lecture series continued with the fourth lecture entitled 'Culture, Creativity and Research' delivered by Dame Lynne Brindley, Chief Executive of the British Library.
- Lord Sainsbury visited the University in February and presented his report, The Race to the Top, a review of government science and innovation policies, to academics and business leaders throughout the region.

9.2 Community relations

- The University took part in National Science Week during March, presenting lectures and events to schools and colleges throughout the region. Sheffield's Science Week programme is the largest in the country, with over 400 separate initiatives and is an active example of partnership with Sheffield Hallam, Sheffield College, local schools and the city museums.
- The University is a formal partner in a coordinated city bid for government funding relating to the provision of culture within schools. Established work within English, Music and Architecture will be developed as part of a bid to enhance the involvement of young people in cultural leadership and policy making. This work is in collaboration with the City Council and Crucible Theatre, as well as local schools.
- The University unfortunately experienced a serious incidence of student misconduct when a house party at Oakholme Lodge was promoted on a social networking site and attracted up to 300 young people, with drunk and disorderly behaviour in the immediate neighbourhood. Ten young people were detained, with nine formal cautions and one arrest. The University immediately issued a reminder from the Pro-Vice-Chancellor for Learning and Teaching to all students of the requirement for good behaviour in the community under the Student Charter, and the disciplinary consequences of any failure to observe this. This action was fully supported by the Union of Students, and has been welcomed by the police and local community representatives. The students involved are all currently in the University's disciplinary process.

9.3 Media coverage

- Extensive media coverage has been received for the Queens Anniversary Prize award for the AMRC which was presented to Professor Geof Tomlinson on behalf of the Vice-Chancellor.
- For the month of February, 206 press and media cuttings were recorded through publications such as Sunday Express, The Times, and Times Higher Education (THE), as well as regional press and broadcast media.
- A highlight of the month has been the extent of international media coverage received for Professor Noel Sharkey and his research into the development of new robot weapons.

9.4 Awards

- Students from the School of Architecture have won a prestigious national prize for a creative building they designed and built using nothing but other people's rubbish. The students beat off fierce competition from UK architects to gain the Architects' Journal Small Projects Award for their work on the Space of Waste project. This national prize is awarded to architectural projects under £250,000 and is open to any UK architect.

9.5 Marketing activity

- The 2009 undergraduate prospectus and DVD have been delivered, and the 2009 entry online prospectus is now live.
- An advertisement for the new Management School Executive MBA ran on Hallam FM during the week beginning 3 April, representing the University's first ever use of radio advertising.
- A new edition of the wallet-sized 'Facts and Figures' is now available.
- A project is underway to revamp and enhance the staff section of the University's website.
- A digest of the key findings from a range of surveys completed by students in 2006-2007 – Student Survey Spotlight - has been published and circulated.
- The image library has been trialled across the University and will be fully launched.
- Mystery shopping reports have been issued to departments.
- The 2008 National Student Survey went live in February.