



**The
University
Of
Sheffield.**

Office UEB/2019/1203/01
Of
The President &
Vice-Chancellor.

Minutes University Executive Board

Date: 12 February 2019

Present: Professor K Lamberts (KL) (in the Chair),
Professor John Derrick (JD), Mrs H J Dingle (HJD), Mr A Dodman (AD),
Professor S Fitzmaurice (SF), Professor M J Hounslow (MJH),
Professor W Morgan (WM) (items 1-5), Professor D Petley (DP),
Professor Dame Pamela J Shaw (PJS), Professor G Valentine (GV)

In attendance: Dr T Strike (TS); Ms S Duke (SD) (item 1); Mr I Wright (IW) (item 3);
Dr R Birch (RHB) and Ms L Carlile (LC) (item 4); Dr M Butler (MB) (item 6);
Ms J Campbell (JC) (item 7)

Apologies: Mr R Sykes (RS),

Secretary: Mr D T Swinn (DTS)

1. External Activities and Income Policy

(Suzanne Duke in attendance for this item)

1.1 UEB considered the draft policy that was required to ensure that the University could fully demonstrate its commitment to the CUC HE Senior Staff Remuneration Code, whilst also satisfying OfS requirements. Following previous feedback, revisions had been made to three key areas to more clearly define external activity; recognise the possible overlap with consultancy; and including a process to seek approval for the retention of related income. It was reported that the application of the policy would be monitored on an annual basis by the President & Vice-Chancellor and the Chair of Council, which process would afford the opportunity to review the content of the policy itself, if necessary.

1.2 Actions:

- (a) The final version would be presented for approval to the forthcoming meeting of Senior Remuneration Committee and reported to Council before being added to the published Annual Remuneration Report and Statement.
- (b) The policy would be applied to existing and future activities falling within its scope from the point of adoption.

2. Closed Minute and Paper

3. Closed Minutes and Paper

4. Closed Minute and Paper

5. Closed Minute and Paper

6. Closed Minute and Paper

7. BAME University Strategy Launch

(Julie Campbell in attendance for this item)

- 7.1 UEB considered an update on the BAME Strategy, plans for the launch event and related activities, and discussed the associated draft BAME action plan. It was noted that the Strategy had been developed following extensive consultation with staff and student networks and committees, including UEB and Council.
- 7.2 During discussion it was confirmed that the strategy applied to all minority groups and the supporting action plan would be sufficiently inclusive to engage each group. It was noted that the tone and language of the strategy document both reflected consultation responses and was consistent with relevant terminology used in the sector and more generally.
- 7.3 **Actions:**
- (a) UEB agreed the BAME action plan, subject to any further comments being provided to JC/GV.
 - (b) Members were encouraged to attend the official launch event on 18 March and support the additional activities taking place throughout that week.

8. Closed Minute and Paper