



The
University
Of
Sheffield.

Office UEB/2018/2703/01
Of The
President &
Vice-Chancellor.

Minutes University Executive Board

Date: 13 March 2018

Present: Professor G Valentine (GV) (in the Chair),
Professor J Derrick (JD), Mrs H J Dingle (HJD), Mr A Dodman (AD),
Professor D Hadley (DH), Professor M J Hounslow (MJH),
Professor W Morgan (WM), Professor Dame Pamela J Shaw (PJS)
Mr R Sykes (RS), Professor C Watkins (CW)

In attendance: Dr T Strike (TS), Ms T Wray and Mr I Wright (items 2 & 3), Dr R Birch (item 4)

Apologies: Professor Sir Keith Burnett (KB), Professor D Petley (DP)

Secretary: Mr M Borland (MJB)

1. Minutes of UEB held on 6 March 2018

The minutes of the 6 March meeting would be considered at the UEB meeting on 20 March.

2. Closed Minute

3. Pay Negotiations: proposed response

(UEB/2018/1303/02)

(Tracy Wray and Ian Wright in attendance for this item)

UEB considered a paper on the National Pay Negotiations 2018/19. UCEA was now asking employers to confirm if they would participate in the 2018/19 pay negotiation round and are consulting on the predicted negotiating aims, including level of award and the type of deal (single year or multi-year) that could apply for 2018/19. Attention was drawn to the costs, where a 1% pay increase would add £3.5m to the University's costs.

During discussion comments included:

- International comparative data was not necessarily helpful due to time lags in the data between different countries.
- Publication of the University's gender pay gap would be in the week commencing 19 March.
- The University needed to ensure it was able to recruit staff across a range of grades and the paper set out the existing challenges regarding the attractiveness of an academic career
- To consider a minor amend to the draft response so that the text on staff spend representing more than 50% of University expenditure did not inadvertently imply that the figure should be lower.
- As a research intensive university it was necessary to attract and recruit staff in a competitive market.

- Breaking the link between the application of an annual uplift, that was in line with the national pay award, for Professorial & Professorial Equivalent staff could have a negative impact on staff recruitment.

UEB recommend to the President & Vice-Chancellor to apply any national pay award outcome to Professorial & Professorial Equivalent staff. It was noted that the application of any pay award to UEB members was a matter for the Senior Remuneration Committee and therefore out of scope for the discussion and recommendation.

A University response would be prepared for final approval by the President & Vice-Chancellor and submitted to UCEA by 19 March.

4. Round table

- (a) Research Grant: PS reported on a successful application to the GCRF.
- (b) Subject-level TEF: TS updated UEB that DfE had published a consultation on subject-level TEF, which focused on implementation, and a paper would come to UEB in due course.
- (c) Portfolio Review: WM reported that data was now available and that a paper would be brought to UEB in due course.
- (d) NSS: WM updated UEB on the response rate and that the deadline for responses was 30 April.
- (e) Open Day: WM reported that the next Open Day was on Saturday 17 March and plans were being made should industrial action affect it.
- (f) VC appointment: AD updated that the VC Appointment Committee had met and updated on the next stage of the process.
- (g) Yorkshire Universities: GV reported that a new Executive Director had been appointed and it was anticipated that the organisation would have a focus on the place based agenda.
- (h) Civic University Commission: GV reported that the Commission would be chaired by Lord Kerslake.
- (i) Research Councils: GV updated UEB on anticipated approaches to funding from the ESRC.
- (j) Organisational Culture: GV reported that there would be an internal audit regarding this which would involve focus groups that included some members of UEB.
- (k) Appointments: GV reported that the advert for the permanent FVP Social Sciences would be published shortly.