

HARPER ADAMS UNIVERSITY

Staff Meeting

Minutes of the Staff Meeting held on 20 April 2018 at 0915 in the Foulkes-Crowther Lecture Theatre

Attendance: a record of all staff who attended is held in the University Secretary's Office, together with a record of apologies received.

17/07 **Welcome**

The Vice-Chancellor welcomed new staff to their first staff meeting.

17/08 **Minutes**

Agreed: the minutes of the Staff Meeting held on 18 September 2018 (17/01-17/06).

17/09 **Matters Arising**

Noted: that there were no matters arising other than those covered later on the agenda.

17/10 **Presentation from the Vice-Chancellor**

- Noted:
- i) that the Vice-Chancellor's presentation would be made available to all staff on the University Portal following the meeting;
 - ii) that live applicants to Harper Adams for April 2018, were currently running at 101% of the same point in 2017 . At national level, UCAS had indicated that the sector was about 5% down in terms of overall applications;
 - iii) that in light of the above, student recruitment remains key with a need to continue active in-cycle marketing and to identify and progress new ways to respond to the new market;
 - iv) that more work was required to convert those attending interviews to confirmed acceptances and also to provide a quick response to applicants;
 - v) that progress was being made on getting employers engaged with degree apprenticeships and thanks were expressed to all those involved with this;
 - vi) that the Field to Fork Festival was planned for 27/28 April with 600 students pre-registered to attend on the educational day and in excess of 6,000 for the community day;
 - vi) that Open Days were planned for 12 May and 16 June;
 - vii) that the Joint Vet School proposal was being considered at the Board meeting on 26 April with further details to follow when confirmed;
 - viii) that international recruitment activities continued to be very active. A proposal to further engage with the Chinese Government was being investigated further;

- ix) that a visit from the President of HAS Den Bosch in mid-May was planned to discuss the next steps with the strategic partnership;
- x) that the projected surplus was reduced from 3.6% in 2016/17 to c.1.3% in 2017/18;
- xi) that the forecast position for 2017/18 remains tight in light of student intake which necessitates maintaining a close watch on income and expenditure;
- xii) that it was confirmed that the OfS will not determine grant allocations for 2018/19 until early May. However, the initial grant letters indicate a recurrent funding cut of £19m for the sector with specific cuts totalling £44m for the student outcomes premium and the postgraduate taught student supplement and an increase for high cost subjects;
- xiii) that NCOP funding was to continue until a further review in July 2019;
- xiv) that work was ongoing on recovering the Higher Education Innovation Fund (HEIF) income with support from GuildHE;
- xv) that the review of Post-18 Education and Funding is also under way with a consultation exercise recently launched and the position on grants for 2019/20 is therefore, currently uncertain;
- xvi) that the University had recently undertaken a study on Gender Pay Gap Reporting in line with the Equality Act 2010. An action plan had been drafted to include the creation of a focus group to determine motivations and possible barriers to applicants for promotion, to ensure continuing engagement with the Aurora programme, to encourage and support professional development and HEA recognition and to provide mentoring specifically for the teaching-led route to professional appointments; **DC**

[Post-meeting note- two focus groups have been arranged for 25th September]

- xvii) that the OfS was now in place having taken over from HEFCE in April 2018;
- xviii) that there was a requirement to register with the OfS which required us to report on aspects of governance and compliance with the rules of the Competition AND markets Authority together with producing Student Protection and Access & Participation Plans;
- xix) that further news about the Knowledge Exchange Framework was awaited;
- xx) that the UK and Chinese Governments had recently signed a new Strategic Plan for Science and Technology;
- xxi) that the first 'Flagship Challenge' in the Strategic Plan is for agricultural technologies and further information is awaited;

- xxii) that Innovate UK had confirmed that China and Canada were target countries for collaborative bids under elements of the Industrial Strategy;
- xxiii) that the Green Brexit consultation paper 'Health & Harmony' was published with submission due on 8 May;
- xxiv) that the paper includes a study about Hans Free Hectare;
- xxv) that a DEFRA consultation event is being held on campus on 26 April;
- xxvi) that the Food & Drink Sector Council met for the first time on 29 January;
- xxvii) that Dr Lucy Meredith had been appointed as Deputy Vice-Chancellor at the RAU;
- xxviii) that Prof Elena Rodriguez-Falcon had been appointed as Provost of NMiTE;
- xxix) that Ian Peake had been appointed as Principal of North Shropshire College and Herefordshire and Ludlow College to progress their merger;
- xxx) that there has been reports of redundancies at Writtle University College;
- xxxi) that planned visits to campus in the forthcoming weeks included Jane King and Peter Kendall from AHDB, Nicola Danbridge, OfS, Nick Hillman, HEPI, the Engineering Professor's Council, Dick Pouwels, HAS Den Bosch and Tim Breitmeyer, President of the CLA;
- xxxii) that in the recent Times Higher Education Student Experience Survey, HAU achieved second overall, first for Academic Experience, Student Welfare and Industry Connections, third for Accommodation and fifth for University Facilities;
- xxxiii) that in the WhatUni Student Choice Awards HAU achieved 3 Golds, 2 Silvers and 3 Bronze awards;

17/11 Questions

- i) in response to a question about the course areas affected at Writtle it was noted that reports in the press had referred to courses in Floristry and Art.

17/12 Date of Next Meeting

17 September 2018 at 0915