

HARPER ADAMS UNIVERSITY

Board of Governors

Institutional Monitoring Statement 2018/19

Section 1: Areas on Programme with the University's Strategic Plan

Indicator	Examples of Evidence to Support this Conclusion
Institutional Sustainability including transition to new funding environment	<ul style="list-style-type: none"> • Student recruitment levels during the year were more challenging in some course areas, while others remained positive. Overall UG student numbers were within 3 of target and 26 degree apprentices were also secured. BAME student recruitment increased. • Postgraduate student numbers increased on taught programmes and employer engagement student numbers were maintained. Securing funding for postgraduate research studentships remained challenging, but numbers remained steady. During 2018/19, additional PhD studentship funding was secured from philanthropic sources, overseas engagement, and, for the future, from a successful collaborative bid for a doctoral training programme (DTP). • International and EU student recruitment increased compared to 2017/18 • The Office for Students (OfS) approved the University's Access Agreement for 2018/19 (from 2019/20 re-named Access & Participation Plan)
Academic Profile and Positioning	<ul style="list-style-type: none"> • Research income per FTE academic staff member increased • Number of peer reviewed publications fell slightly compared to the previous year (2017/18 saw a significant uplift). • Number of academic staff who are HE Academy Practitioners continues to be maintained • Gold Rating in the Teaching and Excellence Framework (awarded 2017 and 2018) • QS World Rankings-maintained position as first in UK, and second in the world for employer reputation (agriculture and forestry) • Won THE Award for Technological Innovation, and silver HEIST award for community engagement
The Student Experience	<ul style="list-style-type: none"> • National Student Survey joint 6th in UK in July 2019. • WhatUni? Student Choice Awards-Gold for Student Support and Job Prospects, Silver for Courses and Lecturers • Employability performance indicator (DLHE) 97.2% of all graduates in employment or further study within six months of graduation • Complete University Guide 27th in the UK • Students achieved a wide range of national and international awards
Research	<ul style="list-style-type: none"> • Research income up (see above) • Research publications slightly lower (see above) • Range of successful bids across research areas achieved during the year • Secured new DTP and other funding for PhD studentships • "Hands Free Hectare" project awarded funding to develop 35 hectare "Hands Free Farm" (HFF)
Financial Health	<ul style="list-style-type: none"> • Student number targets remained challenging to achieve. Overall numbers maintained due to new apprenticeship programmes, increases in PGT and good performance in meeting targets for employer engagement programmes • Student recruitment for 2018/19 was a key focus during the year • Positive overall financial position at year end
Estates and Infrastructure	<ul style="list-style-type: none"> • STEP (Green Energy) project moved into delivery phase and further investment to improve efficiency was progressed during the year • Joint Veterinary School building designed and work began in summer 2019. • Reports on estates work monitored by Finance and General Purposes Committee at each of its meetings
Staff and Human Resource Development	<ul style="list-style-type: none"> • Positive progress with implementation of HR Strategy monitored by Staffing Committee • Positive Annual Staff Development Report presented to Staffing Committee • Positive staff engagement with new Employee Assistance Programme • Equality and Diversity Group work continued with volunteer members from across the University's staff and student community • Academic promotion criteria revised to address feedback arising from externally facilitated gender pay gap action plan
Governance, Leadership and Management	<ul style="list-style-type: none"> • Corporate Planning Statement monitored by Board. Targets delivered during the year

	<ul style="list-style-type: none"> • PREVENT Duty requirements addressed and managed. Positive outcome confirmed following OfS Prevent Review Meeting (June 2019) • On-going requirements for registration with Office for Students actively monitored and delivered • Successful outcome of externally facilitated four year Effectiveness Review of the work of the Board, its Committees and governance arrangements. Agreed enhancement actions in hand during 2019/20.
Institutional Projects	<ul style="list-style-type: none"> • Agri-Tech Projects continue (see HFF above). New Precision SMART Dairy operational • Additional farmland embedded in farm activities • Work on Joint Veterinary School progressed positively

Section 2: Areas of Particular Focus by the Board in 2019/20

Indicator	Actions During 2019/20
Institutional Sustainability, financial health and resilience	<ul style="list-style-type: none"> • Continued attention to be paid to financial performance and the University's Financial Strategy in the light of on-going changes to the public funding regime and the costs of pension schemes • Achieve student number targets for 2020/21 • Review forecast data once OfS funding letter is available • Continue to meet registration requirements for Office for Students (OfS) • Address new reporting standards for companies as required
Estates and Infrastructure	<ul style="list-style-type: none"> • Delivery of new Vet School building and other facilities for September 2020 start • Rationalise space requirements to deliver new Strategic Plan
Staff and Human Resource Development	<ul style="list-style-type: none"> • Impact of Staff Development to be monitored by Staffing Committee • Continue engagement with Advance HE 'Aurora' programme for female members of staff aspiring to be leaders • Continue to deliver action plan on Gender Pay Gap
Research	<ul style="list-style-type: none"> • Delivery of research income targets • Continue to grow research outputs and prepare submission for REF 2021 • Continue to develop partnerships with industry and other universities where appropriate • Secure further match funding for PhD awards
Governance/Strategic Planning	<ul style="list-style-type: none"> • Delivery of first year of new Strategic Plan 2020-2025 • Complete actions arising from Board Effectiveness Review
Institutional Projects	<ul style="list-style-type: none"> • Monitor progress with key estates/capital projects through regular reporting to the Board and its Committees • Continue work to deliver Joint Veterinary School • Continue focus on efficiency measures • Continue to explore opportunities to engage with other HE partners in key strategic areas • Explore new overseas opportunities • Engagement with Newport Innovation Park- first development phase

Dr C E Baxter
University Secretary
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