INTRODUCTION

Transforming people and communities by delivering accessible, high quality, higher education through partnership.

This is the mission we have all focused on during 2012-2013. This year has been characterised by a huge amount of change, responding to the relevant changes in government policy and continuing to build upon changes we have made more locally over the last few years.

The aim of this brochure is to raise an awareness of the key events in 2012-13, both externally and internally, in our first annual review, designed specifically for staff.

I would like to take this opportunity to thank each and every member of staff for their contribution in 2012-13 – what we do at Staffordshire University really is a team effort.

Professor Michael Gunn LLB
Vice-Chancellor and Chief Executive

CHANGES AND IMPACT 2012-13

<table>
<thead>
<tr>
<th>Month</th>
<th>Event</th>
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<tbody>
<tr>
<td>September 2012</td>
<td>The Department for Business, Innovation and Skills (BIS) sets out the Government’s approach to Industrial Strategy.</td>
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<td>October 2012</td>
<td>Milburn report ‘University Challenge: How HE can advance social mobility’ is published.</td>
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<td></td>
<td>Heseltine Review ‘No stone unturned in the pursuit of growth’ is published.</td>
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<tr>
<td>January 2013</td>
<td>The BIS annual grant letter from the Higher Education Funding Council for England (HEFCE) is published.</td>
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<td>February 2013</td>
<td>Student Number Control (SNC) limits for 2013/14 confirmed.</td>
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<td>March 2013</td>
<td>Publication of institutional recurrent grants from HEFCE.</td>
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<td></td>
<td>The interim report on the National Strategy for Access and Student Success prepared jointly by OFFA and HEFCE is published.</td>
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<td></td>
<td>A HEFCE report on the impact of the 2012-13 reforms is published. The report confirms that 47,000 fewer (-12%) full-time undergraduates and 76,000 fewer (-49%) part-time undergraduate students entered university in 2012-13 than in 2011-12.</td>
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<td></td>
<td>Budget 2013 announced by Chancellor of the Exchequer.</td>
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<tr>
<td>May 2013</td>
<td>The Witty Review of how universities can drive economic growth in their local areas is launched.</td>
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<td></td>
<td>Consultation on Student Number Control (SNC) arrangements for 2014/15 is published.</td>
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<td></td>
<td>The National Information Economy Strategy is published.</td>
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<td>June 2013</td>
<td>The Government’s Spending Review 2015/26 is published.</td>
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<tr>
<td>July 2013</td>
<td>The International Education Strategy: ‘Global Growth and Prosperity’ is published by BIS.</td>
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<td></td>
<td>BIS announces the next steps in the Government’s programme of higher education funding and regulatory reform.</td>
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# Measures of Success

**2012-2013**

The University plan covers the period 2012-2017. Within this are the following key performance indicators that we have said we will achieve by 2017. A summary of progress is shown below:

<table>
<thead>
<tr>
<th>TARGET/INDICATOR</th>
<th>PROGRESS AS AT 31ST JULY 2013</th>
<th>STAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Students</strong></td>
<td></td>
<td></td>
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<tr>
<td>1. Exceed the UK National average overall satisfaction score as measured by the National Student Survey by 3 percentage points by 2017</td>
<td>84% of our respondents to the 2013 National Student Survey replied positively to the statement “Overall, I am satisfied with the quality of the course”. This is 2% higher than 2012, just 1% lower than the national average score of 85% - therefore 4% short of our 2017 target. However, other factors in the survey are viewed very positively with students rating their feedback and assessment, academic support, learning resources and personal development better than the sector average.</td>
<td>Mixed</td>
</tr>
<tr>
<td>2. Be in the top 50 of universities as measured by The Guardian League Table by 2017</td>
<td>The areas where we still have some of the lowest scores in the table and which need sustained improvement are value added (a combined measure of both entry tariffs and the proportion of 1st and 2.1s awarded), graduate level employment and entry tariffs. The 2014 Guardian League Table (published May 2013) saw a rise of four places in our overall ranking to 69th place from 73rd place last year. The rise in overall position appears to be attributable largely to improvements in the National Student Survey and a slight reduction in the student:staff ratio.</td>
<td>Mixed</td>
</tr>
<tr>
<td>3. Ensure all undergraduate programmes deliver the Staffordshire Graduate from 2012</td>
<td>The Staffordshire Graduate was mapped against all on-campus undergraduate awards for commencement in the 2012/13 academic year. Mapping against all off-campus undergraduate will be delivered by the end of the academic year 2012-13.</td>
<td>Good</td>
</tr>
<tr>
<td>4. Achieve 85% students securing employment or further study within 6 months of graduation</td>
<td>84.4% of our 2012 graduates who replied to the survey, and who had studied full time for a first degree, were in work or study 6 months after graduation. The 2017 85% target therefore seems achievable.</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>5. Become a top 40 UK university for graduate employability</td>
<td>This target is concerned with graduate-level work or study. It relates to our position in The Guardian league table with regards to graduate-level employment and/or study at a HE or Professional level, within 6 months of graduation. Our position against this measure dropped to 112th in the 2014 Guardian league table (published May 2013) from 77th last year. There is a lot of ground to be regained, but indicators suggest we should be back to around last year’s levels in next year’s league table. The emphasis on employability in the Staffordshire Graduate will contribute to future improvements.</td>
<td>Mixed</td>
</tr>
</tbody>
</table>

**Good:** this is on track, low risk  
**Satisfactory:** this is broadly on track with some concerns to be addressed  
**Mixed:** some significant concerns which could be damaging if not addressed, medium risk  
**Problematic:** serious concerns threaten this area, high risk to the institution’s overall performance  

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**Educational partners**  
7. Secure 25,000 students studying for Staffordshire University Awards at partner institutions overseas by 2017 | The number of students enrolled at our existing international partners increased to 14,938 exceeding the 2012/13 milestone of 14,000 by almost 1,000. | Good |
| 8. Establish up to six overseas bases by 2017 Business | One overseas base has been established to date at the Global Institute of Software Technology (GISoft) in China | Good |
| 9. Increase by £3m the volume of activity in work based learning, continuing professional development activities carried out by the Staffordshire University Community | The end of year forecast is £2,899,689 against a target of £2,964,000. This represents a £64,311 growth in activity since last year’s year baseline of £2,5m. | Satisfactory |

| Sustainability |  
10. Growth in our new entrant, funded full-time home and EU undergraduate student numbers, on campus, in our partners and virtually by at least 20% by 2017 | Given the impact of the government funding reforms on student recruitment patterns, it was agreed at the Board meeting held on 20th March 2013 that this target be amended to a minimum total of 3,700 in each of the years 2012-2017. Even this decision to stay at our current size rather than to pursue growth will remain a significant challenge in the new, highly competitive marketplace for students. | Problematic |
| 11. Growth in our postgraduate student population by at least 20% by 2017 | There was a 7% increase in postgraduate student numbers during the year. However, it is widely anticipated that the new funding regime may have a negative impact on future demand. | Mixed |
| 12. 10% annual revenue surplus by 2017 | The end of year forecast surplus is £5.0m. We need to be generating around a £10m annual surplus to be sustainable on a long term basis and this would be in line with the University Pan target of a 10% surplus. | Satisfactory |

**Good:** this is on track, low risk  
**Satisfactory:** this is broadly on track with some concerns to be addressed  
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**Problematic:** serious concerns threaten this area, high risk to the institution’s overall performance
THE YEAR IN VIEW: 2012-13...

AUG ▶ 2012

Welcome for International Students
On Friday 28 September 2012 the welcome meal for international students was held in Stoke-on-Trent with many of our international students present. This was the first year we were able to welcome a significant number of students from one of our partners in China (Chengdu University of Technology), with the Vice-Chancellor welcoming them along with the first student from our partner in Suzhou (GIST) and students from Toago, India and Oman. We offer all our international students a great welcome to ensure they have a great experience with us from the start.

New faculty structures go live
On Wednesday 1 August the University’s new Faculty structure went live. The faculty restructure will be central to the efficient and effective delivery of the university plan.

Faculty of Arts and Creative Technologies
School of Journalism, Humanities and Social Sciences
School of Art and Design
School of Film, Sound and Vision

Faculty of Health Sciences
School of Psychology, Sport and Exercise
School of Social Work, Allied and Public Health
School of Nursing and Midwifery

Faculty of Computing, Engineering and Sciences
School of Computing
School of Engineering
School of Sciences

Faculty of Business, Education and Law
School of Business
School of Law
School of Education

SEP ▶ 2012

Professor Christine Kettle is Our Hero!
The annual Sentinel Our Heroes Awards ceremony, sponsored by the Aspire Group, was held on Thursday 20 September 2012 at the Moat House Hotel, Festival Park, Etruria. Following a black-tie dinner, 29 awards were handed out during an Oscar-style ceremony. Professor Christine Kettle was presented with award of “Hero of the NHS”

UniQ shopping reward scheme for staff and students!
Businesses in the University Quarter (UniQ) are rewarding student and staff customer loyalty and incentivising new UniQ customers to buy from them. If you want to know which outlets have joined the UniQ Business Loyalty scheme, please visit www.uniq-stoke.org

OCT ▶ 2012

Farewell to Professor Mike Goodwin
Professor Mike Goodwin retired at the end of October.
Many of you will have worked alongside Mike during his time as a researcher and teacher, and of course, most recently during his leadership of the Faculty of Computing, Engineering and Technology.

Science Centre opening goes with a bang!
The official opening of the new Science Centre Building took place, with local businesses, stakeholders and both university and sixth-form students joining faculty staff to celebrate.

The morning kicked off with a business breakfast and molecular gastronomy demonstration by Modernel 2011 winner Tim Anderson.
This was followed by tours of the building’s facilities, before Double Olympic gold medalist and Staffordshire University alumni, Andrew Triggs Hodge, was interviewed by Journalism Lecturer Gary Hudson in front of an audience of invited guests, before the official launch took place.

Global Entrepreneurship Week
To celebrate Global Entrepreneurship Week (12-18 November) the Business Villages ran road shows for business village clients and budding entrepreneurs from our staff and student community.

The aim of the events was to promote enterprise and entrepreneurialism and raise awareness of the facilities and services that the university has to offer businesses. Experts in business and university collaboration were available to talk to delegates.

The Chamber of Commerce and local authorities were present and the road show in Stoke was opened by Leader of Stoke-on-Trent City Council, Councillor Pever.

Lord Stafford Awards
We were delighted to win the Lord Stafford Award 2012 for the best KTP (Knowledge Transfer Partnership) with Clive Durose Ltd and KTP Associate Kenny McFarlane. Special thanks are due to Susan Semple, KTP Manager, Dave Cheshire, the academic supervisor, and everyone else involved.

This was the final Lord Stafford Awards event. For the University to have received an award at the final ceremony is very fitting. We have supported the Awards and engaged with them over many years. We have also had many winners.

Staffordshire Hoard Lecture
This talk by Kevin Leahy explored the Staffordshire Hoard of Anglo-Saxon Treasure and how it, and finds like it, are interpreted. The study of such a find involves many techniques and draws on a wide range of disciplines ranging from physics to palaeography (ancient handwriting). By using methods like these we can try to understand what happened more than 1400 years ago when the hoard was buried. Many questions remain, but advances in scientific methods are allowing us to look at the finds in new ways.

Opening of the China Centre in Suzhou
On Tuesday 30 October 2012, Professor Michael Gunn opened the new Staffordshire University China Centre, based at the GIST International College, Suzhou Industrial Park, Suzhou. This new venture is our first overseas base, enabling the university to support and manage our many Chinese partnerships more effectively, further ensure the delivery of high-quality educational opportunities for the many students who seek to undertake our programmes, support joint staff engagements on teaching, pedagogy, research and scholarship, and support our Chinese alumni. This is an exciting step, supporting our globalisation ambitions and making it easier to bring new approaches to globalisation into our programmes over the next few years.

Inaugural Lecture – Professor Jean Mangan
On Thursday 18 October, Professor Mangan delivered her inaugural lecture. It was a fascinating lecture about her research work in the economics of education.

November 2012

Executive Question Time
The important Executive Question Time event took place on Wednesday 10 October 2013 at the new time of 2-3pm in response to your feedback in the Internal Communications Survey. You can view the full Executive Question Time event footage via mms://crwnstream1.staffs.ac.uk/execquestiontime
Please be aware that before you view the stream, you may be prompted to enter a username and password. This will be your personal PC log-in password, with your normal username in the format of staffabc1. Remember, you can send your questions and comments completely confidentially to askexecutive@staffs.ac.uk all year round.

Celebrating Staff Success – congratulations colleagues!
The University’s annual Celebrating Staff Success event took place on Wednesday 19 September 2012, at the Britannia Stadium in Stoke. This inspirational evening saw many colleagues cross the stage to receive awards, acknowledging the special work they do above and beyond their roles.

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The Staffordshire Graduate comes to TV!

As part of our commitment to the Staffordshire Graduate programme, our Marketing and Public Relations department launched a TV advertising campaign on ITV Central West. They created the campaign to engage prospective students, impress potential business partners and inform our current students, staff and stakeholders. Running initially for six weeks, the air time was specifically chosen to support the peak time for traditional applications, support our Semester 2 recruitment drive, attract mature students, and engage with a broader audience. It appeared in a good number of prime time slots against some of the biggest programmes on TV, including X Factor, I'm a Celebrity Get Me Out Of Here, Coronation Street and the News.

Good Teacher Training Guide

Staffordshire University were the fourth highest ranked University provider in the country this year's Good Teacher Training Guide. It is produced by the University of Buckingham and is a key audience. It appeared in a good number of prime time slots driving, attract mature students, and engage with a broader audience. It appeared in a good number of prime time slots against some of the biggest programmes on TV, including X Factor, I'm a Celebrity Get Me Out Of Here, Coronation Street and the News.

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The new Brindley Food Court Officially Opens

The Brindley Food Court opened its doors for the first time on Monday 25th March. The Intu team and the University of Staffordshire are excited to welcome everyone to the new food hall.

“Brindley Food Court creates a wonderful new space for our students and staff. The soft furnishings make the area a great place for socialising, studying or meeting friends,” says Philip Heath, University of Staffordshire.

The heart of the Hall is the Global Food Court area, which offers an exciting mix of international food options from around the world. Over 100 people have been involved in the development and design of the Brindley Food Court, with students and staff involved in each stage of planning and development.

A number of independent and chain restaurants have been chosen for the new food area. Some of the highlights include

- Global Food Counter
- The Fish Counter
- The Snack Counter
- The Malaria parasite - and identifies the latest scientific developments which aim to control the spread of the disease.

Cutting edge research aimed at reducing the millions of cases of malaria each year is an important area of work for the University. The Global Food Court aims to provide a new platform for students and staff to learn about, discuss and enjoy a wide range of global cuisine.

Executive Question Time

The important Executive Question Time event took place on Wednesday 10 October 2012 at the new site of 2-3pm in response to your feedback from the previous IC Communications Survey. You can view the full Executive Question Time event footage via www.staffs.ac.uk/schools/art_and_design/stream/live.html Please be aware that before you view the stream, you may be prompted to enter a username and password. This will be your normal PC log-in password, with your normal username in the format of stafftab1. Remember, you can send your questions and comments completely confidentially to askexecutive@staffs.ac.uk all year round.

Information Services achieve excellence in Customer Experience

In April 2012, Information Services achieved the nationally-recognised Customer Service Excellence (CSE) Accreditation. Following the submission of a portfolio of evidence, interviews with staff and customers and direct observations in customer service areas, Information Services successfully achieved compliance in all the set themes in 2012. Over the past 12 months, IS has been improving many of its customer services as a direct result of the feedback to ensure ongoing continual improvement.

The Assessor returned to IS in early April 2013 to review progress and to review if anything else has changed during this period. In consequence, IS has converted all but two of the 11 partial compliance into full compliance and were awarded Compliance Plus in several areas.

Green Impact Awards

The Green Impact Awards were held on Thursday 6 June. They recognised continued improvements in what we are doing to ensure our commitment to environmental sustainability is reality. Thank you to everyone involved.

Fringe Festival and Show and Tell

This year's Arts, Media, Design and Show - Show & Tell was a success, with people having added the option to alternatively branch out and see something new at FRINGE. Details of the 2012 SHOW can be found at www.staffs.ac.uk/degreeshow

Details of the Fringe Festival can be found at www.fringestafford.org.uk

Biomechanics Conference

The 11th Staffordshire Biomechanics Conference took place at the end of April. As ever, it was a highly successful event with over 100 participants from across the world. It is so successful because of Staffordshire's reputation in the field and for hospitality. This reputation is thoroughly well deserved.

Guardian League Table

The University was delighted to travel up the Guardian League Table by four places in May 2013, indicating a turning of the tide. The main achievements highlighted in the Guardian table were the three National Student Satisfaction Survey results that they use, student achievement (in percentage of good degree results), entry tariffs, and an improved student/staff ratio. We know that we have a hard work hard, with our students and on graduate employability, and the Staffordshire Graduate seems to be having an impact already on many of the ways that we work, giving our students greater chances of gaining meaningful employment. We hope that this increase will continue to have an impact as the new students progress through their degree programme. We need to make sure that we place the importance we place upon the NSS, how we react to issues raised and that we continue to improve our teaching, feedback to students, and how we organise and manage the programmes that they study. Thank you to everyone for the efforts made in making a positive difference.

People and Planet League

Staffordshire University has moved up to the People and Planet League, and we have moved up 15 places to 16th in the Green League. This is an excellent achievement showing phenomenal progress moving from 104th to 16th in just three years thanks to the dedication and hard work of our Environmental Manager Adam Van Wissum, Phil Patrick our Energy Manager and the wider Estates and Commercial Services team and all of the Green Impact champions within the faculties and services.

Further information about the Green League can be found at the following link: www.peopleandplanet.org/green-league-2013/tables

Staff Fest 2013

Stafffest is the University’s annual fortnight of staff development. Staff Fest 2013 focused on “New Horizons”, with all activities, workshops and conferences focussing on reaching out, striving for change and going towards a brighter future. The Centre for Professional Development, Personnel Services, manages over 100 successful staff development events during the fortnight and plans for similar events are already underway for next year.

For more information email professional.development@staffs.ac.uk

National Teaching Fellowship honour for Staffordshire University librarian

David Parkes, a senior librarian at the University was honoured by the Higher Education Academy (HEA) in recognition of his dedication to teaching and learning support.

Dave, Associate Director of Learning, Technology, Information Services at the university, is one of 55 higher education staff to be awarded a National Teaching Fellowship this year – the most prestigious awards for excellence in higher education. Through his current role he provides library, learning technology and information services for Staffordshire University. He is also a highly regarded writer, speaker and thought leader in ICT, libraries, educational technology, learning spaces and the future of libraries.

Higher Education Academy Fellows Announced

Congratulations to all colleagues listed in the Higher Education Academy Fellowship scheme for this year. This is a significant achievement for each individual involved. It is also really important for the university and for our students. Congratulations to:

- Chris Harrison, Academic Development Unit, Fellow
- Carl Barton, Arts and Creative Technologies, Fellow
- Clive Chandler, Arts and Creative Technologies, Fellow
- Emma Cleary, Arts and Creative Technologies, Fellow
- Pauline Elkeis, Arts and Creative Technologies, Fellow
- Sandie Hope-Forest, Arts and Creative Technologies, Fellow
- Alexander Jackson, Arts and Creative Technologies, Fellow
- Peter Law, Arts and Creative Technologies, Fellow
- Robert Manders, Arts and Creative Technologies, Fellow
- David Newman, Arts and Creative Technologies, Fellow
- Greg Pannick, Arts and Creative Technologies, Fellow
- Peter Rudge, Arts and Creative Technologies, Fellow
- Alan Russell, Arts and Creative Technologies, Fellow
- David Wals, Arts and Creative Technologies, Fellow
- Tony Bickley, Business, Education and Law, Fellow
- Helen Buttery, Business, Education and Law, Fellow
- Mike Clements, Business, Education And Law, Principal Fellow
- Guy Durden, Business, Education and Law, Fellow
- Stephen Longden, Business, Education and Law, Fellow
- Jim Pugh, Business, Education And Law, Fellow
- Clyde Redfern, Business, Education and Law, Fellow
- Russell Spink, Business, Education and Law, Fellow
- Tony Atkins, Computing, Engineering and Sciences, Fellow
- Lesley Drumm, Computing, Engineering and Sciences, Fellow
- Khawar Hussain, Computing And Sciences, Fellow
- Graham Mansfield, Computing, Engineering And Sciences, Fellow
- Tara Ball, External, Fellow
- Debra Findler, External, Fellow
- Clare Barlow, Health Sciences, Fellow
- David Clark-Carter, Health Sciences, Fellow
- Jerry Cole, Health Sciences, Fellow
- John Erskine, Health Sciences, Fellow
- Senda Gai, Health Sciences, Fellow
- Chris Lee, Health Sciences, Fellow
- Melanie Hall, Health Sciences, Fellow
- Bernard Moss, Health Sciences, Principal Fellow
- Peter Jones, Health Sciences, Fellow
- Rachel Povey, Health Sciences, Fellow
- Teresa Rapson, Health Sciences, Fellow
- Mark Savage, Health Sciences, Fellow
- Kim Sutton, Health Sciences, Fellow
- Nigel Thomas, Health Sciences, Fellow
- Shan Green, Personnel Services, Fellow
- Val Hall, Personnel Services, Fellow
- Mar Spiller, Personnel Services, Principal Fellow

Well done to everyone on this fantastic achievement!
Congratulations to our colleagues!
The university’s annual Celebrating Staff Success event took place on Wednesday 19 September 2012, at the Britannia Stadium in Stoke.

This inspirational evening saw many colleagues cross the stage to receive awards, acknowledging the special work they do above and beyond their roles.

We would like to congratulate everybody who was nominated in this year’s ceremony, and hope you will join us in celebrating the achievements of this year’s winners.

And the winners were:

Business Engagement Awards:
- Individual Award: Professor David Cheshire
- Team Award: Spots Atelier Team (Colette Dobson, Sarah Peart)

Apprentice of the Year Customer Service Award: Joe Tilstone

Health and Safety Award: Jonathan McGahan

Sustainability Awards:
- Sustainability Within and/or Beyond the Workplace: Adrian Lowe, Fiona Roberts - Commercial Services, Sustainability Innovations in the Curriculum: John Hudson - Faculty of Arts and Creative Technologies

Best Newcomer Award: Duncan Hindmarch, Faculty of Business, Education and Law

Outstanding Contribution Award: Jean Goldstraw

Customer Service Excellence Award Winners:
- Information Services
- Pippa Brady, Faculty of Arts, Media and Design
- Stephen Kelly, Business School
- Nicki Morris, Commercial Services

Customer Service Individual Awards:
- Sue Bailey, Faculty of Computing, Engineering and Technology
- Christopher Kenning, Enterprise and Commercial Development
- Max Dicks, Estates
- Hannah Murley, Finance
- Rachel Good, Faculty of Health
- Craig Houghton, Information Services
- Diane Light, Law School
- Gary Dickson, Marketing and Public Relations
- Kathryn McFarlane, Personnel Services
- Jackie Campbell, Faculty of Sciences
- Shelley Burton, Student Office
- Annie Hood, Student Recruitment and Admissions

Customer Service Team Awards:
- The Faculty Quality Team, Faculty of Arts, Media and Design
- Enterprise and Commercial Development
- Room Bookings Team, Estates
- Credit Control team, Finance
- Student Allocations Team, Faculty of Health
- Business Applications Team, Information Services
- APIT Summer School Team, Law School
- Digital Marketing Team, Marketing and Public Relations
- Personnel Managers, Personnel Services
- Faculty Technical Team, Faculty of Sciences
- Student Guidance Team, Student Office
- Admissions and Data Team, Student Recruitment and Admissions

Cross University Team Customer Service Award:
- Clearing 2011 Campaign Team: Chris Alcock, Dr Helen Chapman, Catherine Cook, Paul Donnelly, Lisa Miceli, Gurijt Nigar, Jim Pugh, Dr John Wheeler, Jo Burgess, Dr Jamie Cleland, Emma Davis, Joyce Eversall, Peter Moss, Robin Oldham, Kevin Rowe, David Winter

25 Years Contribution to the University Award:
- Diana Bishon, Petra Chall, Stephen Cleary, Ray Edwards, Joyce Eversall, John Franklin, Anni Hollings, Peter Martin, Steve Perry, Dr Derek Pratts, Dr Andrew Platt, Louise Rosie, Prof David Sanderson, Ken Sproston, Steve Shaw, Susan Steele, Dr Ian Taylor, Dr Steve Wyn Williams, Ian Wilson, John Wyld

Outstanding Manager Award:
- Janet Weaver, Information Services

Equality and Diversity Award:
- Careers Centre Team - Jane Bailey, Carol Bragg, Sharon Brewster, Vicky Cook, Julia Crooks, Kathy England, Maria Freeman, Jill Freeman, Diane Gadsby, Amanda Garner, Olwen Gibson, Jackie Hartley, Mark Kent, Simon Knight, Dina Lewis, Bob Mee, Sally Smith, Sally Thompson, Janet Turner, Cheryl Williams

Student-led Teaching Awards:
- Excellence in Distance Learning Award - James Fair
- Developing Student Employability Award – Jim Pugh
- Inclusiveness Award - Sylvia Cooper, Personal Tutor of the Year Award - John Rafferty, Positive Impact on Students Award - Catherine Dineley
- Best Feedback Award - Tim Dunning, Innovative/Green Award – Dave Allman

Positive Impact on Students Award:
- Catherine Dineley, Best Feedback Award - Tim Dunning

Innovative/Green Award:
- Dave Allman

A number of Qualification Successes and Teaching & Learning Fellowships were also acknowledged during the ceremony.

To view a PDF of this brochure: www.staffs.ac.uk/assets/celebrating_staff_success_2012_tcm44-52388.pdf

To view videos of this event: www.youtube.com/watch?feature=player_embedded&v=SRvr_J7nMmE
During 2012-2013, we were delighted to welcome the following staff to Staffordshire University...

**Academic Development Unit**
- Rebecca Penny: Director-Quality Improvement & Standards
- Alison Rudd: Quality Officer
- Louise Chatfield: Head Chef - Stafford
- Victoria Goodwin: Sous Chef - Stafford
- Leslie Halloway: Domestic Assistant - Stoke
- Juliet-Briana Ikosiku: Domestic Assistant - Stoke Weekend
- Craig Key: Hospitality Assistant
- Maria Morris: Domestic Assistant - Stoke
- Katherine Mullineux: Domestic Assistant - Stoke Weekend
- Badrun Nessa: Domestic Assistant - Stoke Weekend
- Teresa Bridwood: Head Chef - Stoke

**Enterprise And Commercial Development**
- Jonathan Fogarty: Recruitment Consultant
- Jane Pearson: Employability Assistant
- Wendy Pollard: Employability Assistant
- Claire Worrell-Hill: Employability Consultant
- Duncan White: Director Of Estates
- Victoria Parry: Executive Assistant
- Susan Adams: Pa To FmT
- David Andham: Technician
- Paul Ashley: Ktp Associate
- Mark Brown: Senior Lecturer
- Michael Conway: Operations Manager
- Emma Dawson-Varughese: ‘Get Talking’ Researcher
- Andrew Duke: ‘Get Talking’ Researcher
- Timothy Fieldstead: Lecturer
- Samantha Fletcher: Lecturer
- Christopher Javin: Resources Officer
- Carol Meachem: Senior Lecturer
- Richard Malfor: Senior Lecturer
- Catherine Ralph: Enterprise Development Manager
- Jamie Summerfield: StaffsLive Community Managing Editor
- Fiona Wilson: Senior Lecturer
- Nicholas Adnett: Professor (TeF)
- Peter Bezzer: Lecturer
- Dominic Britt: Business Administration Apprentice
- Isabel Clarke: Lecturer
- Jayne Daly: Lecturer
- Karen Goodchild: Lecturer
- Michael Jarrett: Legal Advice Centre Manager
- Robert Ledgar: Project Manager
- Louis Martin: Lecturer
- Edward Orlic: Technical Systems Specialist
- Ashley Bailey: Technical Systems Specialist
- Cedric Belloc: Academic Group Leader
- Paul Boscock: Lecturer
- Louise Brown: Clerical Assistant Reception
- Caroline Cliquet: Technical Systems Specialist
- Jake Dowson: Ktp Associate - Storming Plastics Ltd
- Anjan Gopinathan Nair: ‘Get Talking’ Researcher
- Yoananda Granja-Rubio: Clerical Assistant
- Samantha Harrison: Research Assistant
- Declan Heath: Business Administration Apprentice
- Mary Leese: Pa To Dean Of Faculty
- Hastings McKenzie: Dean
- Kudakwashe Nyamugure: Ktp - Neuteq Ltd
- Niloofar Safavian: Ktp Associate - Clive Durose Ltd
- Noel Shammas: Professor
- Mark Tonge: Lecturer
During 2012-2013, we said goodbye and good luck to the following colleagues:

### Academic Development Unit

- Samuel Court  E-Learning Facilitator - AMD
- Sunanda Gait  E-Learning Facilitator
- Mary Hulford  Director - Quality Improvement & Standards
- Gillian Marino  Administration Officer
- Alex Adams  Domestic Assistant - Stafford
- David Ashley  Grounds Maintenance Manager
- Sandra Bradshaw  Receptionist
- Paul Brayford  Domestic Assistant - Stoke Weekday
- Stewart Coglan  Hospitality Assistant
- Kirsty Dean  Hospitality Assistant
- Mark Georgiou  Domestic Assistant - Stoke
- Malcolm Green  Domestic Assistant - Stafford
- Michelle Howell  Domestic Assistant - Stafford
- Susan Johnson  Senior Domestic Assistant - Stafford
- Jane Jones  Housekeeper - Stafford
- Patrick Monaghan  Cleaner - Sixth Form College
- Linda Weddings  Housekeeper - Stafford
- Yinika Oyebanjo  Domestic Assistant - Stoke
- Lucia Pereira  Domestic Assistant - Leek Rd
- Henry Rathsone  Porter - Stoke
- Jodie Stanton  Domestic Assistant - Stoke
- Mandy Swindell  Domestic Assistant - Stoke Weekday
- Sharon Walker  Domestic Assistant - Stoke
- Susan Boden  Enterprise & Entrepreneurship Administrator
- Cathy England  Recruitment Consultant
- Amanda Garner  Careers Adviser
- Ollie Gibson  Careers Adviser
- Robert Moe  Careers Adviser

### Estates

- Alessandro Maggioli  Project Office Manager
- Michael Shaw  Maintenance Officer
- Paul Taylor  Director - Estates
- Paula Andrews  Technical Team Leader - 2D/3D
- Caroline Beavan  StaffsLive Community News Moderator
- Pipa Brady  Media Centre Manager
- Ray Kay  Project Manager (High House/Wallpaper)
- Lara Dodd  Research Officer
- Douglas Field  Senior Lecturer
- David Hands  Senior Lecturer
- Ross Hawkes  Senior Lecturer (TeF)
- Bobbie Jones  Senior Lecturer
- Frances May  Senior Lecturer
- John Morton  Senior Lecturer
- Frank Peters  Technical Skills Specialist
- Norma Purdy  Pa To Frint
- John Rafferty  Academic Recruitment Manager
- Barbara Ridley  Principal Lecturer (TeF)
- Samantha Rudkin  Project Support Assistant
- Vicki Shields  Senior Lecturer
- Hue Thomas  Senior Lecturer
- Gaooffey Walton  Senior Researcher - 1 Act (TeF)
- Marilyn Baker  Placement Officer
- Stephen Cleary  Software Development Officer
- David Connolly  Senior Lecturer
- David Cross  Programme Co-Ordinator
- Roy Edwards  Senior Lecturer
- David Evans  Senior Lecturer
- Janet Fletcher  Senior Lecturer
Gill Marino joined Staffordshire University in March 1999, working within the Press Office. She was well respected and liked by colleagues in the department, becoming an integral part of the Marketing and Public Relations team.

Gill moved to Learning, Development and Innovation in 2008 to provide administrative support for the team in her most recent role. They had the following words to say about their time working with Gill:

"Gill was fun to work with. She carried out her duties with a cheerful efficiency and impressed us all. Outside of work Gill had a rich artistic life attending painting classes and, with her partner, Andy, enjoyed heading off to Greece as often as she could."

Sadly Gill was diagnosed with cancer for the second time in early 2012 and, after retiring from the University, passed away later that year.

"Gill was a true professional and always went above and beyond to support the team. She was a great asset to the department and will be deeply missed by all her colleagues."

Sadley MISSED 2012
Honorary Graduates
The award of Honorary Degrees is bestowed for major contributions to Staffordshire University or fields relevant to its work.

In 2013 Honorary Degrees were bestowed on:

Osman Kassim DUniv
Osman Kassim is an entrepreneur and education visionary, who has been instrumental in the development of an international collaboration with Staffordshire University to deliver Higher Education in Sri Lanka.

A global entrepreneur, Osman is the Founder Chairman of Expolanka Holdings PLC, which was a pioneer exporter of fresh produce when operations commenced in 1978, since then, Expolanka Group has diversified to encompass many sectors of enterprise from manufacturing to transportation and presently operates in 38 cities across 12 countries.

In 1999, Osman was instrumental in establishing the Asia Pacific Institute of Information Technology (APIIT) Sri Lanka, as one of the first private higher education institutions in the country in collaboration with (APIIT) Malaysia and Staffordshire University. The award of Honorary Doctor of Staffordshire University is bestowed upon Osman in recognition of his achievements as both a global entrepreneur and visionary educationalist.

Hilary Hughes DUniv
As a founder member of the participatory arts company B-Arts based in Newcastle-under-Lyme, Hilary Hughes has devoted her life to empowering people through the arts both locally and internationally.

From large scale outdoor events, involving lanterns, fire and giant puppets to small scale intimate projects involving only a few people, B-Arts projects have enabled people from different communities to engage creatively and help build their aspirations.

The award of Honorary Doctor of Staffordshire University is bestowed upon Hilary in recognition of her vision in empowering local people through the arts. It also recognises the wider social impact of her projects with refugees and migrant communities in North Staffordshire and in Bosnia Herzegovina.

Peter Dartford DUniv
Peter started in the Fire and Rescue Service in 1982 where at the age of 18 he joined the Hertfordshire Fire Brigade, beginning his 31 year career dedicated to making our communities safer.

Peter joined Staffordshire Fire and Rescue Service in 1999 as a Senior Divisional Officer and was promoted to Assistant Chief Fire Officer and Deputy Chief Fire Officer before being appointed Chief Fire Officer and Chief Executive of Staffordshire Fire and Rescue Services in 2008.

The award of Honorary Doctor of Staffordshire University is bestowed upon Peter in recognition of his exceptional success with Ireland’s leading festival, the Galway Film Fleadh. It also recognises the hugely influential role she continues with Ireland’s leading festival, the Galway Film Fleadh.

The award of Honorary Doctor of Staffordshire University is bestowed upon Nick in recognition of his considerable business success on a global scale, notably as Chief Executive of the world’s second largest leisure group Merlin. It also recognises David’s distinguished civic career culminating in his position as Lord Mayor of London in 2011.

District Judge Peter Rank DUniv
Peter Rank has dedicated his adult life to the study, teaching and administration of Law and Justice, firstly as an academic lawyer, and later as a barrister-at-law, practising on the Midland Circuit. A recipient of the Andrew Marvell Jackson prizes (Hull University) in 1968 and 1969, Peter won a Harmsworth Entrance Scholarship to his Inn of Court in 1970 before later specialising in Chancery and Family Law.

During his academic career he tutored students at Universities in London and Nottingham, before returning to Staffordshire where he taught in the Law School for 15 years. During those years he published upwards of 80 articles and book reviews in Professional Journals, including The Conveyancer, Solicitors’ Journal, the New Law Journal and the Staffordshire Jurist.

The award of Honorary Doctor of Staffordshire University is bestowed upon Peter in recognition of his contribution to the legal profession and his dedication in improving people’s daily lives and bringing resolution to conflict and disputes which affect families, neighbourhoods and communities.

Nick Varney DUniv
As Chief Executive of Merlin Entertainments Group, Nick Varney is at the heart of a global portfolio of the world’s best known theme parks and leisure brands including Alton Towers, Madame Tussauds and the London Eye.

After studying Economics and Government at the London School of Economics, Nick started out as a junior marketer in 1984 at Rowettree Mackintosh before progressing to senior roles, culminating in his position as Marketing Director at Alton Towers in 1990.

The award of Honorary Doctor of Staffordshire University is bestowed upon Nick in recognition of his considerable business success on a global scale, notably as Chief Executive of the world’s second largest leisure group Merlin. It also recognises the personal and pivotal role he has played in Staffordshire’s best known tourist attraction Alton Towers.

Anna Watkins MBE DUniv
Joining forces with Katharine Grainger in 2010, the pair celebrated an unbeaten season culminating in their victory at the World Championships in New Zealand before being named World Rowing Female Crew of the Year.

Individually, Anna Watkins became Champion of the Thames in the annual championships, the Wingfield Sculls, a title she would go on to retain the following year, setting a new record time. Anna and Katharine joined forces again in the double scull and continued their unbeaten run, finishing the 2011 season with World Championship gold before the pair achieved Olympic Gold at London 2012, setting a new Olympic record in the semi-final.

Anna is celebrating her second award of the year having received an MBE in the 2013 New Year Honours List, for her services to rowing.

Outside rowing, Anna has remained committed to higher education and is currently attending the University of Reading as a PhD student in Mathematics.

The award of Honorary Doctor of Staffordshire University is bestowed upon Nick in recognition of his phenomenal sporting achievements and her continuing journey through education, which combined with her performance on the water, makes her an inspirational role model for a generation.

Sir David Wootton DUniv
Sir David Wootton was born in Yorkshire and educated at Bradford Grammar School before going to Jesus College, Cambridge, to study Classics and then Law. While at Cambridge, he was also able to captain his college’s boat club in 1972.

He became a partner at Allen & Overy in 1979 and advises on corporate transactions and corporate governance. He has served as President of the City of London Law Society and is Chairman of the City of London Branch of the Institute of Directors.

With a strong interest in the governance of the City of London, David stood for election to Common Council and was elected as Member for the Ward of Farrington Within in 2002. In 2005 he was elected Alderman for the Ward of Langbourn.

David became Lord Mayor of the City of London in November 2011. Aside from his role in promoting British expertise in key export markets, the role required him to act as a global ambassador in a year of the Queen’s Diamond Jubilee and the London 2012 Games.

The award of Honorary Doctor of Staffordshire University is bestowed upon David in recognition of his successful achievements in business and law. It also recognises David’s distinguished civic career culminating in his position as Lord Mayor of London in 2011.
Peter Wright DUniv

Peter started on the shop and factory floor earning his place at the top after fulfilling roles ranging from engineering, customer service and marketing by setting Wright’s Pies upon a campaign of remarkable success and growth. The family promoted him to Managing Director in 1992 at the age of 28.

Now in his 21st year at the helm, Peter has been responsible for increasing company turnover by 1400%. The range of products has increased by 250% and the workforce has risen from 70 to 470 employees.

The award of Honorary Doctor of Staffordshire University is bestowed upon Peter in recognition of his entrepreneurial vision in expanding his family business through tough economic times and Wright’s Pies commitment to its 470 strong workforce in North Staffordshire and South Cheshire.

Peter Wright
Sir David Woolton
Osman Kassim
Andrew Triggs Hodge MBE
Hilary Hughes
Peter Rank
Nick Varney
Peter Dartford
Miriam Allen
Anna Watkins MBE
**Financial profile**  
*2011-12*

- £52.2m Funding Council Grants
- £50.3m Academic Fees and Education Contracts
- £1.6m Research Grants and Contracts
- £6.4m Residences, Catering and Conferences
- £5m Consultancy / Self-Financing Fees
- £1.3m Other Rents / Lettings
- £1.4m Other Income
- £0.4m Endowment Income and Interest Receivable

**Expenditure**  
£111.5M

- £63.2m Staff Costs Inc FRS 17 Pension Adjustment
- £7.1m Depreciation
- £39.1m Other Operating Expenses
- £2.1m Interest Payable and Other Finance Costs Inc FRS 17 Pension Adjustment

**Income**  
£118.6M

**By study location**

<table>
<thead>
<tr>
<th>Location</th>
<th>Full-time</th>
<th>Part-time</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stoke Campus</td>
<td>6,902</td>
<td>4,720</td>
<td>11,622</td>
</tr>
<tr>
<td>Stafford Campus</td>
<td>4,082</td>
<td>3,113</td>
<td>7,195</td>
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<tr>
<td>Lichfield Campus</td>
<td>39</td>
<td>191</td>
<td>230</td>
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<tr>
<td>Telford Hospital</td>
<td>0</td>
<td>66</td>
<td>66</td>
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<tr>
<td>Shrewsbury Hospital</td>
<td>399</td>
<td>150</td>
<td>549</td>
</tr>
<tr>
<td>Burton Hospital</td>
<td>0</td>
<td>76</td>
<td>76</td>
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<tr>
<td>Other UK Partners</td>
<td>985</td>
<td>3,577</td>
<td>4,562</td>
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<tr>
<td>Grand Total</td>
<td>12,407</td>
<td>11,893</td>
<td>24,300</td>
</tr>
</tbody>
</table>

**By age**

- 21 to 29: 31%
- 30 to 39: 17%
- 40 to 49: 13%
- 50+: 5%
- Under 21: 34%

**By gender**

- Male Full-time: 29%
- Male Part-time: 18%
- Female Full-time: 22%
- Female Part-time: 31%

N.B: Due to the timing of this publication, data for 2012-13 is not yet available but will be shared with all staff in November 2013.
The figures in the graphs reflect our staff, including part-time hourly paid staff. These are expressed in both headcount and full-time equivalent (FTE). The graph shows the reducing number of staff employed by the University over five years. It can be seen that the reduction in headcount is larger than the reduction in FTE, which suggests we have more staff employed for more hours per week.

The graph shows the FTE figures of staff over the last five years by broad type of role. Management posts are these identified as grade 9 or above. The chart illustrates that management and professional support staff roles have reduced over the time period, whereas, academic, research and technical staff have remained broadly the same, or increased.
Long term absence is defined as four weeks continuous absence or greater, short term, below four weeks. The University plan has an annual target of below 3% sickness absence, which has been met each year since 2010, with the introduction of the health and wellbeing policy.
Thank you to all staff that delivered sessions at or participated in this year’s Staff Fest fortnight, taking place between Monday 24 June to Friday 5 July.

Staff Fest 2013 delivered a total of 127 conferences, workshops, masterclasses and activities with over 1083 attendances from across all Faculties, Schools and Services. Within the programme three major conferences were organised.

Leadership and Management (Embedding a Coaching Approach): This aimed to increase awareness and understanding of coaching techniques as a pivotal approach to leadership and followership; covered the application of coaching models to unlock individual and team potential; and identified how to harness the results of transformed behaviours and a ‘can do – will do’ culture.

Learning and Teaching (Transforming Assessment & Feedback: Strategies that Work): This helped attendees to identify effective strategies for assessment and feedback in a variety of contexts; understand how to overcome typical barriers to improving assessment and feedback; and recognise and acknowledge the students’ involvement in making assessment and feedback successful

Professional Support (A Chance to Change: New Horizons in Professional Support): This conference aimed to highlight the advantages to be gained from the development of the new student system; looked at the development of the role of professional support staff; increased understanding of what constitutes a positive student experience and what staff can do to help improve the student experience.

Following Staff Fest, participants were asked to give feedback by answering a range of questions designed to identify the appropriateness and success of each event. Overall, 89% of participants rated their experience of Staff Fest as either good or excellent, with a further 91% stating they would either ‘highly recommend’ or ‘recommend’ the event they had attended to other colleagues. Participants were also given the opportunity to give additional feedback and comments, some of which are shown below:

"The walk enabled me to meet other University staff members, understand a little more about the University's commitment to the environment and increased my familiarity with the Stoke campus”

"I am a lot keener on using twitter now and see more value both personally and professionally. Am already using it a lot more and hope to continue to do so in promoting the university and sharing interesting work related info”

"It was so much fun! A great team building exercise and generally enjoyable and satisfying”

"A rare chance to discuss cross-Faculty issues with staff in other areas”

Look out for the return of Staff Fest, due to take place at the end of June 2014.