



ANNUAL REVIEW

2023-2024



CONTENTS

4	FOREWORD FROM THE VICE-CHANCELLOR
6	FOREWORD FROM THE CHAIR OF COUNCIL
8	PEOPLE
15	PLACE
22	PARTNERSHIP
29	OUR VALUES
30	FINANCIAL REVIEW
34	GOVERNANCE 2023-2024

FOREWORD



FROM THE VICE-CHANCELLOR

I am pleased to introduce our review of the 2023-2024 academic year. It has been a year that has exemplified the exceptional progress and innovation at Ulster University as we continue to implement our strategy of 'People, Place, and Partnership'.

The University received the remarkable recognition as one of the top five institutions for research culture in the UK. This prestigious accolade reflects the dedication and collaboration of our academic community, whose groundbreaking work continues to place us at the forefront of research innovation. Among the highlights of this year was our world-leading Alzheimer's research, which is already making a profound impact on addressing one of society's most pressing healthcare challenges. Alongside this, our Centre for Personalised Medicine celebrated a decade of transformative healthcare research, showcasing the University's enduring commitment to improving lives locally and globally.

In October, we launched our ambitious five-year research

and innovation strategy, which is designed to supercharge our impact across a range of disciplines. Linking to 'People, Place and Partnership,' the research strategy seeks to unlock the University's collective potential to deliver Sustainable Futures for All and continue to advance our vision for research excellence.

This year, we were delighted to achieve our highest-ever ranking in the Guardian University Guide, placing us among the top 30 universities in the UK for the first time. This significant achievement also built upon the success of being named Student Crowd's top University in the UK for graduate employability and job prospects, as voted for by students, as well as being joint fifth in the world for university outreach activities, according to the Times Higher Education Impact Rankings.

We continued to strive towards groundbreaking research initiatives with the establishment of a £16.3 million Artificial Intelligence Collaboration Centre, which will position Ulster University as a leader in this transformative field. Additionally, the announcement of the creation of a CoSTAR Screen Lab - the

only one of its kind in Northern Ireland - within Studio Ulster, exemplifies our leadership in the creative industry and our ability to shape the future of film, media and digital storytelling.

Ulster University has always placed a strong emphasis on creating meaningful and innovative partnerships, and this year was no exception. We had the privilege of welcoming a senior U.S. business delegation to our Belfast campus, strengthening our international partnerships and opening new avenues for collaboration. This visit underscored the global significance of our research and teaching and highlighted our capacity to engage with world leaders in business and industry. Following this trade delegation visit, we were proud to join forces with Queen's University Belfast to champion and financially support Young Enterprise NI which fosters a culture of entrepreneurship and innovation among the next generation of leaders within Northern Ireland.

This year, we also celebrated the construction of a state-of-the-art sports centre at Nelson Place in Belfast, that provides cutting-edge facilities for our students,

staff and the wider community. Additionally, we marked the 175th anniversary of the Belfast School of Art, a proud milestone for one of the University's most historic institutions. This celebration was not only a reflection of our rich history but also a reaffirmation of our commitment to fostering creativity and innovation in the arts.

Teams and staff across the University continued to win awards this year including the Residential Life Team who were awarded Best Student Wellbeing in Accommodation (UK and Ireland) at the 2023 Global Student Living Awards, Dr. Paul Joseph-Richard who received a National Teaching Fellowship, and Florence Sharkey who won an award for her diabetes and dementia research at the RCN Northern Ireland Nurse of the Year Awards. You can read about these and more award wins below.

The 2022-2023 academic year was an unforgettable one for our entire University community. Our achievements and successes would not have been possible without the exceptional talent, dedication, and commitment of our colleagues. These

accomplishments are a true reflection of the individual and collective efforts of our people not just this year, but continuously.

I extend my sincere thanks to each and every one of you.



PROFESSOR PAUL
BARTHOLOMEW
VICE-CHANCELLOR

FOREWORD



FROM THE CHAIR OF COUNCIL

Through this 2023-2024 Annual Review, we reflect on another remarkable year of achievement, collaboration and growth at Ulster University.

This year, we continued our proud tradition of recognising extraordinary role models through the awarding of Honorary Doctorates. Among those honoured was former Irish President Mary Robinson, a global icon of social justice and climate action. Her leadership, advocacy, and unwavering commitment to human rights have inspired generations and serve as a shining example for our students. Celebrating her alongside other luminaries from diverse fields spanning the arts, journalism and community work, reminds us of the transformative power of education and leadership. These honourees embody the values of Ulster University, and their achievements resonate deeply with our mission to empower our students to become leaders and changemakers in their own right.

One of the standout moments this year came with our student, alumni and honorary graduates showcasing their exceptional talent on the global stage at the

2024 Olympics. These remarkable individuals demonstrated resilience, determination, and skill, highlighting the world-class support available to our students in achieving their dreams. My congratulations go out to all our athletes including Ulster graduate, Jack McMillan and Honorary Graduate, Rhys McClenaghan, who both won gold medals.

This year also saw another unforgettable moment for our sporting community as Ulster University Gaelic Athletic Association (GAA) brought the all-Ireland premier Gaelic football championships' Sigerson Cup home after 16 years. This triumph exemplifies the spirit of teamwork and dedication that defines Ulster University.

Music has also played a pivotal role in connecting and inspiring our community this year. Our growing partnership with the Ulster Orchestra continues to thrive, creating unique opportunities for students, staff, and the wider public to engage with the transformative power of the arts. By working together, we've fostered a space where creativity and collaboration are celebrated, enriching the cultural life of our region and beyond.

Our leadership development initiatives reached new heights this year through the 25@25 leadership programme, which marked 25 years since the Belfast Good Friday Agreement. We proudly celebrated the graduation of this exceptional cohort, comprised of participants from diverse sectors who share a commitment to shaping Northern Ireland's future. The programme offered workshops, mentoring, and a transformative Boston residential at Babson College. Participants gained insights from distinguished leaders, including BAFTA award-winning screenwriter Lisa McGee, Human Rights activist Candice Mama, and Glamour Magazine's American Editor, Samantha Barry. Supported by the Garfield Weston Trust, 25@25 equips these future leaders with the skills, networks, and vision to drive positive change. This initiative reinforces Ulster University's commitment to leadership, innovation, and building a thriving future for our entire region.

Our commitment to societal change has been further reinforced through meaningful initiatives, including our leadership in encouraging local businesses to act decisively to end violence against women in the workplace.

By engaging with industry leaders and stakeholders, we are proud to champion progressive conversations and actions that support safer, more equitable workplaces for all.

At Ulster University, as leaders and change-makers, we are committed to delivering real-world sustainability outcomes. This year we commenced a campus Net Zero Buildings Project to outline options, costs and carbon reductions for a representative sample of university building types which will ultimately inform the wider campus decarbonisation masterplan. Our research continues to inform and create new solutions to build a sustainable world, including the 'Future Island-Island' sustainable design project on Rathlin Island. This project works closely with the local community to advance its current Net Zero 2030 strategy and focuses on managing their specific waste types alongside the development of digital heritage and sustainable tourism applications.

This year we continued to receive recognition in global rankings, reinforcing our role as a leader in education, research, and community engagement. All of our

achievements this year reflect the dedication of our staff, students, and partners. At the heart of all we do is a commitment to delivering an outstanding and inclusive experience for our students, empowering them to realise their potential and make a difference.

As ever I owe sincere thanks to my University Council colleagues for their continued support and dedication to good governance, and on behalf of Council, I would like to formally thank and congratulate the entire Ulster University community. Your ambition and commitment ensure that we remain a beacon of innovation, partnership and progress and I look forward to what more we can achieve in the future.

DR JENNY PYPER
PRO-CHANCELLOR AND CHAIR
OF COUNCIL

PEOPLE

CELEBRATING THE 25@25 LEADERSHIP COHORT

In the summer, we proudly celebrated the graduation of the 25@25 participants from our pivotal leadership programme, commemorating 25 years since the Belfast Good Friday Agreement. Designed to nurture future leaders, the programme included workshops, mentoring and a Boston residential at Babson College. Participants, drawn from diverse sectors, gained insights from renowned leaders like BAFTA award-winning screenwriter, Lisa McGee and Glamour Magazine's American Editor, Samantha Barry. Supported by the Garfield Weston Trust, the programme provided these changemakers with skills and networks to shape Northern Ireland's future, reinforcing Ulster University's commitment to leadership and innovation.

To read more please visit ulster.ac.uk/news



ULSTER UNIVERSITY NAMED 2023 WINNER OF BEST STUDENT WELLBEING AWARD IN UK AND IRELAND



Ulster University's Residential Life team won Best Student Wellbeing in accommodation in UK and Ireland at this year's Global Student Living Awards. The Global Student Living Awards are based 100% on direct feedback from tens of thousands of students around the world, across 200 universities and colleges every year, making these awards uniquely credible and highly prized.

To read more please visit ulster.ac.uk/news

RECOGNITION AND AWARDS FOR OUR PEOPLE

Dr. Paul Joseph-Richard received a National Teaching Fellowship, Florence Sharkey won an award for her diabetes and dementia research at the RCN Northern Ireland Nurse of the Year Awards, Culinary Specialist,

Sean Owens was honoured with the NI Lifetime Achievement Award and UUSU Educator of the Year, and Professor Pilar Fernandez-Ibanez was inducted into the Royal Irish Academy for her work on water purification.

To read more please visit ulster.ac.uk/news



PROFESSOR IRVINE CO-CREATES SCORE FOR BBC HIT DRAMA

This year, Professor Brian Irvine co-composed the original score for BBC One's acclaimed mystery drama 'The Woman in the Wall' with Honorary Graduate Dr. David Holmes. Featuring haunting vocals by Anna Caragnano, the six-part series, starring Ruth Wilson and Daryl McCormack, received global praise.

To read more please visit ulster.ac.uk/news

HEAD OF NI CIVIL SERVICE INSPIRES ULSTER ALUMNI

In September, Ulster University alumni gathered at the vibrant Belfast campus for a special event featuring Jayne Brady, Head of Northern Ireland Civil Service, as



the keynote speaker. With over 20 years of leadership experience, Jayne captivated the audience by sharing pivotal moments from her career, her commitment to Northern

Ireland's future, and the importance of courageous leadership.

To read more please visit ulster.ac.uk/news



RESEARCHERS LAUNCH APP TO IDENTIFY AND TREAT SHORT-SIGHTEDNESS

On World Sight Day, Ulster University researchers launched the free "PreMO" app to help optometrists identify and manage myopia (short-sightedness). The app uses evidence-based methods to assess a patient's risk and progression of myopia through simple eye clinic measurements.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY AWARDS HONORARY DOCTORATES TO EIGHT OUTSTANDING INDIVIDUALS

This year Ulster University awarded Honorary Doctorates to eight distinguished individuals, recognising their remarkable contributions to politics, journalism, entertainment, the arts, and community work. Honourees included former President of Ireland Mary Robinson, comedian Patrick Kielty, journalist Samantha Barry, artist Oliver Jeffers, broadcaster Eamonn Mallie, actor and producer, Geraldine Hughes,

community leader Betty Carlisle MBE, and Sister Nuala Kelly. Each made a significant impact in their respective fields, from championing sustainability and empowering women to transforming the arts, media and community services, reflecting the University's dedication to excellence and social responsibility.

To read more please visit ulster.ac.uk/news



ULSTER RESEARCH ENHANCES SAFETY IN RUGBY

Ulster University researchers were recognised by World Rugby Chairman, Sir Bill Beaumont, for their role in the largest-ever study of smart mouthguards, aimed at tracking head impact in rugby. This innovative technology improves player safety by monitoring head impacts in real-time.

To read more please visit ulster.ac.uk/news



SCREEN PRODUCTION STUDENTS FILM DOCUMENTARY ON NORTH BELFAST MENTAL HEALTH CHARITY



Ulster University students and graduates created a documentary on TAMHI, a North Belfast charity promoting mental health through sport. The film focused on the 2023 'United for United' charity match, where local teams played against Manchester United Legends.

To read more please visit ulster.ac.uk/news

BBC'S MARK CARRUTHERS AND KAINOS' TOM GRAY APPOINTED VISITING PROFESSORS

Ulster University appointed two new visiting professors, Tom Gray, a leader in AI and Innovation at Kainos, who will mentor students in cutting-edge technology, and Mark Carruthers, the BBC broadcaster, who will offer his expertise in

media and news production. Both appointments reflect Ulster's commitment to providing students with hands-on learning from industry leaders.

To read more please visit ulster.ac.uk/news



ULSTER UNIVERSITY CELEBRATES GRADUATES OVERCOMING ADVERSITY

This year, we proudly celebrated all of our graduates, particularly those who have triumphed over significant challenges. From Anastasiia Burlachenko, a Ukrainian student demonstrating extraordinary resilience, to

Aileen McGuinness, Rachel Savage, Sarah Nally and Anna Kane, who all overcame serious health obstacles, each individual embodies unwavering determination, passion, and perseverance. Their achievements

not only inspire but also highlight the transformative power of education and resilience in shaping a brighter future.

To read more please visit ulster.ac.uk/news



STUDENT RECOGNISED FOR TACKLING RACIAL VIOLENCE IN NI

Ulster University BSc Community Development student, Jahswill Emmanuel, has been recognised for his outstanding voluntary work, earning numerous awards, including a British Empire Medal of Honour and a Platinum Champion Award. Originally from Nigeria, Jahswill founded the charity Multi-Ethnic Sports and Cultures NI (MSCNI) in 2016, promoting cultural diversity and harmony through sports and cultural programmes.

To read more please visit ulster.ac.uk/news

PROFESSOR DECLAN KEENEY SPEAKS AT TEDxSTORMONT

In January, Professor Declan Keeney, Director of Ulster Screen Academy and CEO of Studio Ulster, took to the stage at the prestigious TEDxStormont event at Parliament Buildings. His inspiring talk spotlighted the wealth of opportunities within Northern Ireland's thriving creative industries and emphasised the essential skills local talent must develop to excel in this rapidly evolving industry.

To read more please visit ulster.ac.uk/news



ULSTER UNIVERSITY GAA TEAM CELEBRATES HISTORIC SIGERSON CUP VICTORY

This year, Ulster University's Gaelic Football Team clinched the 2024 Electric Ireland Higher Education GAA Sigerson Cup for the first time in 16 years. The team celebrated their historic victory with a triumphant parade through the Belfast campus, welcomed by students, staff, and distinguished guests

including Belfast Lord Mayor Ryan Murphy, Economy Minister Conor Murphy, and incoming GAA President Jarlath Burns.

To read more please visit ulster.ac.uk/news



SHADOW SECRETARY OF STATE ENGAGES WITH ULSTER UNIVERSITY STUDENTS

In April, ahead of the UK election, Shadow Secretary of State for Northern Ireland, Hilary Benn MP, visited our Belfast campus for an exclusive Q&A with students studying law, politics and social policy. The event gave students insights into his career and role while exploring Northern Ireland's political landscape.

To read more please visit ulster.ac.uk/news

STUDENTS EXPERIENCE GLOBAL BUSINESS IN SAN FRANCISCO



Twenty-one first-year students from Ulster University's Global Business & Enterprise and Computing departments participated in the 2024 Global Business Leadership Programme in San Francisco. The initiative, funded by University WAP and the ROI Student Mobility funds, included visits to leading organisations including Meta, Google and Handshake, where students gained insights from industry leaders and explored career opportunities.

To read more please visit ulster.ac.uk/news

GLOBAL ART ICONS MARK BELFAST SCHOOL OF ART'S 175TH ANNIVERSARY

In June, leading figures in art, fashion, and animation were named ambassadors of the Belfast School of Art as it celebrates its 175th anniversary. Oliver Jeffers, Alice Maher, Hugh Mulholland,



Niamh McCarthy, Paul Young, Irene MacWilliam, and Stephen McGilloway were announced at the anniversary Degree Show, launching a year-long celebration of the school's local and global impact.

To read more please visit ulster.ac.uk/news

ULSTER ATHLETES SHINE AT 2024 PARIS OLYMPICS

Ulster University celebrated its athletes' remarkable achievements at the 2024 Paris Olympics with Honorary Graduate and gymnast, Rhys McClenaghan and Ulster Graduate and swimmer, Jack McMillan winning gold medals. Ulster University Olympians also included heptathlete Kate O'Connor, swimmers Danielle Hill, and Victoria Catterson, along with hockey players Peter McKibbin and Jonathan Lynch.

To read more please visit ulster.ac.uk/news



PLACE

ULSTER UNIVERSITY RANKED IN THE TOP FIVE INSTITUTIONS FOR RESEARCH CULTURE

The 2023 Postgraduate Research Experience Survey (PRES) recognised Ulster University's incredible research environment, ranking the University in the top 5 of the UK institutions in terms of research culture, and 4th overall, in terms of satisfaction with the postgraduate researcher experience.

To read more please visit ulster.ac.uk/news



BELFAST CAMPUS HOSTS U.S. BUSINESS DELEGATION TO BOOST NI INVESTMENT



In October, Ulster University hosted a senior U.S. business delegation at its Belfast campus, led by U.S. Special Envoy Joseph P. Kennedy III. The delegation included executives from companies such as Coca-Cola, Boston Scientific and Forbright Bank, along with over 100 local business representatives. The event aimed to promote Northern Ireland as an attractive investment destination, highlighting its strengths in sectors like digital, fintech, life and health sciences, net zero technologies and the creative industries.

To read more please visit ulster.ac.uk/news



ULSTER JOINS £21.3M MARITIME RESEARCH HUB TO DRIVE DECARBONISATION

Ulster University joined a UK research partnership led by Durham University to decarbonise the maritime sector. As the only partner based in Northern Ireland, Ulster's Hydrogen Safety

Engineering and Research Centre will be a major contributor to the hub's activities.

To read more please visit ulster.ac.uk/news

PERSONALISED MEDICINE CENTRE CELEBRATES A DECADE OF PIONEERING RESEARCH

In September, Ulster University's Personalised Medicine Centre celebrated its 10th anniversary of pioneering healthcare research. One of the centre's key projects involves Alzheimer's disease research and the team are aiming

to improve early diagnosis and develop new treatment strategies through personalised medicine approaches.

To read more please visit ulster.ac.uk/news



BREAKTHROUGH IN FERTILITY RESEARCH LED BY ULSTER UNIVERSITY PROFESSOR



A groundbreaking fertility study led by Prof Alex Miras, Professor of Endocrinology at the Ulster University School of Medicine, found that women experiencing fertility challenges who are treated with bariatric surgery have significantly enhanced chances of becoming pregnant than those offered non-surgical medical interventions.

To read more please visit ulster.ac.uk/news

RESEARCHERS MAP 193 YEARS OF NI COASTLINE CHANGES



A project examining the shifting shorelines of Northern Ireland over the last 193 years has recently been completed by Ulster University, revealing for the first time a detailed picture of coastal change. By analysing historical maps and surveys, they identified significant shoreline advancements due to human activities and natural erosion.

To read more please visit ulster.ac.uk/news



ULSTER WINS RESPONSIBLE TECHNOLOGY INNOVATION AWARD

Ulster University won the Responsible Technology Innovation Award at the Responsible Business Awards in Northern Ireland. This recognition was for the Discovery Academy,

a Virtual Learning Environment designed to broaden access to higher education.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY PARTNERS WITH DERRY CITY AND STRABANE DISTRICT COUNCIL

This year the University partnered with the council to support a series of local festivals including the City of Derry Jazz Festival, Foyle Maritime Festival, and Halloween. Ulster University and the council already work closely as strategic partners on a range of significant projects to benefit both students and the local community in Derry~Londonderry.

To read more please visit ulster.ac.uk/news





ACADEMY RESTAURANT EARNS GREEN KEY CERTIFICATION FOR SUSTAINABILITY

Ulster University's Academy Restaurant in Belfast has earned Green Key certification, becoming the first in the UK and Ireland to do so. This prestigious recognition highlights the restaurant's

commitment to sustainability, with initiatives like waste reduction, energy efficiency, and local sourcing. The restaurant's eco-friendly approach supports Ulster University's mission to promote

sustainable practices within the hospitality industry.

To read more please visit ulster.ac.uk/news



ULSTER UNIVERSITY HOSTS INCLUSIVE ORCHESTRAL PREMIERE

In October, the Belfast campus hosted "Zoom Time – Over and Out," a collaborative performance celebrating inclusivity in classical music. Featuring the Ulster Orchestra, inclusive ensembles Acoustronic and Performance without Barriers, and pianist Nicholas McCarthy, the event showcased co-created works from the COVID-19 pandemic.

To read more please visit ulster.ac.uk/news

CELEBRATING JOHN HUME'S LEGACY

Ulster University, in partnership with the European Parliament Liaison Office in the UK and The John and Pat Hume Foundation, hosted the "He Made Hope and History Rhyme" exhibition to celebrate John Hume's contributions to peace in Northern Ireland. The exhibition, marking the 25th anniversary of the Belfast Good Friday Agreement and Hume's Nobel Peace Prize, toured all the University's campuses and featured panels highlighting John Hume's role in the peace process and a bronze bust by sculptor Liz O'Kane.

To read more please visit ulster.ac.uk/news





INTERNATIONAL NURSING TEST CENTRE EXPANSION

Ulster University expanded its Nursing Competence Test Centre in Derry~Londonderry. This expansion enables the University to welcome over 8,000

internationally educated nursing and midwifery candidates each year for the Objective Structured Clinical Exam. This exam is the final test candidates must pass to gain

registration as a nurse, midwife or nursing associate in the UK.

To read more please visit ulster.ac.uk/news



TÁNAISTE MICHEÁL MARTIN VISITS THE BELFAST CAMPUS

Tánaiste Micheál Martin visited the Belfast campus and was given an insight into life at Ulster, meeting staff and students and touring a selection of key facilities including the Virtual Production Studio, a £1m facility supporting cutting-edge research in virtual production for use in the creative industries.

To read more please visit ulster.ac.uk/news

HEALTH MINISTER HAILS ULSTER'S PIONEERING RESEARCH

In March, Health Minister Robin Swann visited Ulster University's Centre for Genomic Medicine in Coleraine. He commended the Centre's research in understanding the genetic foundations of degenerative diseases and its role in enhancing Northern Ireland's healthcare.

To read more please visit ulster.ac.uk/news



ULSTER UNIVERSITY HOSTS BRITISH FILM INSTITUTE

Ulster University hosted a delegation from the British Film Institute, Northern Ireland Screen and Belfast City Council to discuss the future of filmmaking and digital

innovation in Northern Ireland. The visit emphasised the region's dynamic creative industries and the forthcoming opportunities in film production and virtual production.

To read more please visit ulster.ac.uk/news



£100M INVESTMENT AGREEMENT FOR CAUSEWAY COAST AND GLENS

Ulster University's Coleraine campus hosted the signing of a £100 million investment agreement for the Causeway Coast and Glens Borough. The funding includes £36 million each from the UK Government and the Northern Ireland Executive, aiming to drive economic growth, enhance infrastructure and create high-skilled employment opportunities in the region over the next decade.

To read more please visit ulster.ac.uk/news

VIRTUAL CAMPUS WINS TOP AWARDS

Ulster University's student-led Virtual Campus project was honoured with two top awards. It received a 'Highly Commended' in the 'Best Digital Innovation of the Year' category at the Digital DNA Awards. Additionally, it earned an Ulster Excellence Award for 'Outstanding Contribution', recognising its impact on students, faculty, and the broader community.

To read more please visit ulster.ac.uk/news



DERRY~LONDONDERRY CAMPUS HOSTS ANNUAL FOYLE CUP PARADE

Ulster University's Derry~Londonderry campus hosted the annual Foyle Cup parade, marking the start of the tournament. Thousands of participants, including players, coaches and families, gathered at the Martha Magee building before marching through the city to Guildhall Square. The University sponsored the U17 and U19 categories, demonstrating its commitment to supporting grassroots sports in the region.

To read more please visit ulster.ac.uk/news



DERRY~LONDONDERRY CAMPUS HOSTS MAJOR AI SUMMIT

In September, Ulster University hosted GenAIEdu 2023, a national conference on Generative Artificial Intelligence in Education, at its Derry~Londonderry campus. The event brought together

educators, researchers, and industry professionals to explore how generative AI is transforming learning, teaching and assessment. Attendees engaged with cutting-edge technologies and large

language models like ChatGPT, Bard and Claude through keynotes, workshops and networking events.

To read more please visit ulster.ac.uk/news

PARTNERSHIP



ISLANDMAGEE WITCH TRIAL EXHIBITION

In September, Ulster University in partnership with Carrickfergus Museum hosted 'Reimagining the Islandmagee Witches'. The interactive exhibition showcased Ulster University's research on the Islandmagee witch trial of 1711 and featured an immersive virtual reality experience.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY LEADS GREEN TRANSITION WITH £4.6M ECO-WASTE INITIATIVE

A consortium led by Ulster University, in partnership with Queen's University Belfast, secured £4.625m in funding from the Arts and Humanities Research Council (AHRC) for one of four new 'Green Transition Ecosystems' across the UK. The Ulster University-led 'Future Island-Island' project aims to bolster awareness

and improve engagement with the public towards an intuitive, eco-friendly waste management culture.

To read more please visit ulster.ac.uk/news



BUSINESS SCHOOL AND FINTRU LAUNCH TALENT HUB TO BOOST CAREERS

Ulster University Business School launched the 'Talent Hub,' an initiative co-designed with FinTrU and in collaboration with the Londonderry Chamber of Commerce. The program connects students with Derry~Londonderry employers to build professional networks and retain talent in the North West.

To read more please visit ulster.ac.uk/news



BELFAST CAMPUS HOSTS ONE YOUNG WORLD AMBASSADORS

In October, Ulster University hosted an event welcoming over 100 of the One Young World Ambassadors to the Belfast campus for an evening themed around 'How can we fight inequality through education?'. The event featured discussions on the University's strategic plan to widen access to education in Northern Ireland, insights from local school and community groups, and reflections on a keynote by HM Queen Rania of Jordan.

To read more please visit ulster.ac.uk/news

ULSTER RESEARCH PAVES WAY FOR FDA APPROVAL OF NEW SLEEP TREATMENT

Ulster University researchers conducted clinical trials that were pivotal in obtaining U.S. Food & Drug Administration (FDA) clearance for Neurovalens' 'Modius Sleep' device, a non-invasive treatment for chronic insomnia. This device delivers safe electrical pulses to the head for 30 minutes before bedtime, offering

an alternative to prescription medications. The FDA's approval enables the device to be prescribed to individuals suffering from chronic insomnia across the United States.

To read more please visit ulster.ac.uk/news





RESEARCHERS PARTNER WITH OTHER UNIVERSITIES TO SECURE £28M FOR SOCIAL SCIENCE

Ulster University researchers secured over £28 million in funding for the Northern Ireland and North East Doctoral Training Partnership (NINE DTP). The NINE DTP is a collaborative initiative involving seven universities across North East England and Northern Ireland. The funding, including £20 million from the ESRC and £8.5 million in match funding from partner

universities, will support PhD researchers across 18 social science research pathways over the next five years.

To read more please visit ulster.ac.uk/news



UNIVERSITY HOSTS GALA TO COMBAT WORKPLACE VIOLENCE AGAINST WOMEN

Ulster University, in partnership with White Ribbon NI, hosted a Gala dinner in November, to address violence against women in the workplace. The event aimed to raise awareness of how violence affects women's job performance and career progression.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY SECURES COSTAR SCREEN LAB TO ADVANCE VIRTUAL PRODUCTION

An Ulster University-led consortium secured a new advanced screen and performance technology research lab within Studio Ulster in Belfast. This lab is part of the CoSTAR network, a UK Research and Development initiative funded by the Arts and Humanities Research Council (AHRC). The lab will focus on virtual production techniques, including computer-generated imagery (CGI), augmented reality and motion capture, to create virtual sets and experiences.

To read more please visit ulster.ac.uk/news





UNIVERSITIES UNITE TO SUPPORT YOUNG ENTERPRISE NI'S MISSION

Ulster University and Queen's University united to advocate for increased support for Young Enterprise NI, a charity dedicated to fostering entrepreneurial skills among young people in Northern Ireland. Over the past 30 years,

Young Enterprise has delivered 2,000 financial, enterprise, and entrepreneurship programs, reaching 90,000 individuals. The universities emphasised the charity's significant role in cultivating the region's

entrepreneurial culture and its impact on economic development.

To read more please visit ulster.ac.uk/news



ULSTER UNIVERSITY AND HIVE CANCER SUPPORT UNVEIL STREET ART MURAL

In November, Ulster University, in collaboration with HIVE Cancer Support, unveiled a vibrant street art mural titled 'We Carry On' at Quayside Shopping Centre in Derry~Londonderry. This mural, designed by local artist Peaball Graffiti Collective, visually represents key findings from a research study examining the mental health impact of cancer surgery.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY AND ULSTER ORCHESTRA LAUNCH PARTNERSHIP



Ulster University and the Ulster Orchestra launched a partnership to enrich the cultural landscape of Northern Ireland. This collaboration will feature joint community workshops, school and student outreach sessions, concerts and a dedicated talks program.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY AND ATU SIGN MEMORANDUM OF UNDERSTANDING

Ulster University and Atlantic Technological University (ATU) signed a Memorandum of Understanding (MoU) to enhance academic and cultural collaboration. The agreement, launched by Minister Simon Harris TD in January at ATU's Letterkenny campus, focuses on faculty and staff exchanges, joint academic programs,



student initiatives, cultural exchanges and research and consultancy collaborations.

To read more please visit ulster.ac.uk/news



ULSTER UNIVERSITY LEADS £4.8M INITIATIVE TO ADDRESS ECONOMIC INACTIVITY IN NI

Ulster University is leading a £4.8 million initiative to address economic inactivity in Northern Ireland. The EPIC Futures NI Local Policy Innovation Partnership, funded by UK Research and Innovation, unites the Departments for Communities, Finance, and Economy, along with over

10 community groups. The partnership aims to identify and support the 'hidden unemployed' who are typically those individuals who desire employment but face barriers to entering the workforce.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY AND UCL SECURE £11.7M FOR DIGITAL HEALTH RESEARCH

Ulster University and University College London (UCL) secured £11.7 million from the Engineering and Physical Sciences Research Council to establish a Centre for Doctoral Training in Digital Health Technologies. This initiative aims to recruit 75 PhD researchers who will develop and advance digital health technologies, such

as virtual hospital wards and hospital-at-home programs, to enable earlier diagnosis and personalised treatment strategies, thereby alleviating pressure on the healthcare system.

To read more please visit ulster.ac.uk/news





ULSTER UNIVERSITY AND KING'S COLLEGE LONDON LAUNCH £7M MENTAL HEALTH RESEARCH PARTNERSHIP

Ulster University is partnering with King's College London on a four-year, £7 million research project focused on improving mental health in Northern Ireland. Funded by UK Research and

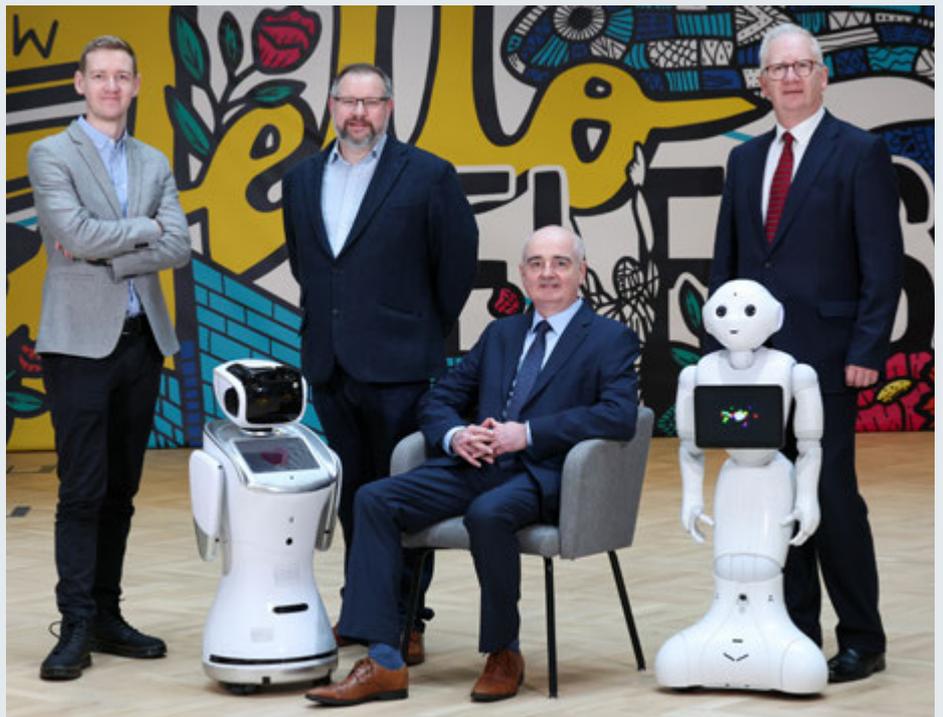
Innovation, this initiative is part of the Population Health Improvement UK network. The collaboration aims to develop evidence-based strategies to enhance mental health outcomes across the region.

To read more please visit ulster.ac.uk/news

£16.3 MILLION INVESTMENT IN AI COLLABORATION CENTRE

Invest Northern Ireland and the Department for the Economy are investing £16.3 million investment in a new state of the art Artificial Intelligence Collaboration Centre (AICC), which is based at Ulster University in partnership with Queen's University Belfast. The Centre focuses on increasing business awareness and adoption of AI technology to boost competitiveness and productivity across all industries.

To read more please visit ulster.ac.uk/news





BUSINESS SCHOOL AND PWC WIN NATIONAL LEARNING EXCELLENCE AWARD

Ulster University Business School and PwC Operate won the Business and Academic Partnership Award at the 2024 Learning Excellence Awards. This recognition highlights their collaboration in developing two bespoke postgraduate training

programs: the MSc Professional Services Operational Delivery and the MSc Business in Technology.

To read more please visit ulster.ac.uk/news

ULSTER UNIVERSITY AND STUDENT ROOST DEVELOP NEW SPORTS CENTRE IN BELFAST

Ulster University and student accommodation provider Student Roost have developed a new state-of-the-art sports centre in Belfast. The centre, located on the ground floor of Nelson Place, provides Ulster University

students, staff and the local community with amenities such as a gym, fitness classes and a roof top running track.

To read more please visit ulster.ac.uk/news



OUR VALUES

OUR VALUES SET THE TONE FOR OUR UNIVERSITY,
WHERE WE ARE AND WHERE WE WANT TO GO

At Ulster University we are embarking on organisational change that will affect individuals and teams across each of our campuses, both now and in the years to come.

Our core values of Integrity, Inclusion, Collaboration and Enhancing Potential will help to underpin the work of those who have a role in supporting the University's transformation and help to keep the needs of colleagues at the very heart of our thinking, planning and delivery.



▲ Ulster University's values

Achieving Excellence Together

The co-created nature of our Ulster University Values provides an indication of the culture within our community. They give us direction on how we can Achieve Excellence Together, to enhance our employee and student experience, now and in the future.

We continue to work together to help facilitate and embed values driven activities and further colleague engagement at Ulster University.

Integrity

At Ulster University, we are open and honest, allowing us to develop professional and positive trusting relationships. We strive to make

sound judgements, recognise each other's contribution and understand the impact our actions can have on colleagues and students.

Collaboration

Working together, we can continually build trust between individuals and teams and commit to actively listening and communicating with each other. As a University we support cross-team working and creating a transparent environment that promotes connectedness and partnerships internally and externally.

Enhancing Potential

This year we have worked to enhance potential and are pioneering in our teaching, research

and professional practice. We nurture our strengths and ambitions, empowering each person to become their 'best self', and as a University we have recognised and rewarded excellence.

Inclusion

We are an inclusive University community which celebrates individual differences and encourages inter-cultural respect always. We treat each other fairly, behaving with respect and dignity in our language and actions.

FINANCIAL REVIEW

The financial results for 2023/24 were positive despite a number of challenges facing the HE sector across the UK, which saw a significant downturn in international student recruitment due to changes in Visa regulations by Government. These changes did impact the University but to a lesser extent than other universities across the UK due to the reliance of University financials on international students and the success of our partnership with QAHE.

Financial performance during the year shows a surplus of £83.3m (2023: surplus £38.3m). This includes a net credit of £85.8m (2023: credit £25.2m) due to pension funds activity in the USS and NILGOSC pension schemes. The balance sheet has strengthened with total net assets increasing to £445m (2023: £362m) reflecting cash surpluses generated during the year and the release of the USS pension liability.

The outlook for the 2024/25 financial year and beyond remains challenging as the University operates in an increasingly complex changing operating environment. Ongoing activity will seek to work in partnership with key stakeholders and funders to develop a financially sustainable pathway for the University to deliver against the ambitions of the University and the Northern Ireland Executive.

FINANCIAL STATEMENTS

The financial statements comprise the financial results of the University consolidated with the results of its subsidiary companies Innovation Ulster Limited and Studio Ulster Limited. The University is an independent educational charity whose legal status is derived from a Royal Charter granted in 1984. The distinctiveness of the University within the Higher Education sector, places it within a small group of institutions that are research engaged and business focussed with significant commercialisation of research, and major knowledge transfer relationships.

FINANCIAL HEALTH

Key performance indicators are set out below with an assessment on progress against the financial strategy target with **red** meaning action required, **amber** more work required and **green** on track. When taken together these measures reflect the strong governance and effective management of the University's resources in sustaining financial health in the short, medium and long term.

Financial Sustainability Indicators	2024 Actual	2023 Actual	Status	Comments
(Deficit)/Surplus as a % of income after deducting pension provision movement	(0.9%)	4.7%		This indicates the level of return necessary for investment in capital.
Earnings before Interest, Tax, Depreciation and Amortisation (EBITDA)	£17.3m	£27.8m		This is a measure of operating surplus excluding accounting adjustments and finance charges. It is a good indicator of financial capability to service debt and/or capital expenditure from internally generated cash.
Liquidity ratio	231 days	176 days		This measures our ability to fund short term cash requirements.
Current assets to current liabilities	2.3:1	2.3:1		An indicator of financial strength to meet short term liabilities.

SUMMARY OF FINANCIAL POSITION

Key performance Indicators from the financial statements

Year Ended 31 July	2024 £m	2023 £m	2022 £m	2021 £m	2020 £m
Total income	293.1	281.4	259.5	239.2	214.6
Surplus/(Deficit) before Gains and Losses	72.9	12.5	(41.0)	16.4	18.0
EBITDA	17.3	27.8	31.5	37.3	14.4
Net assets	445.1	361.8	323.4	310.0	255.7

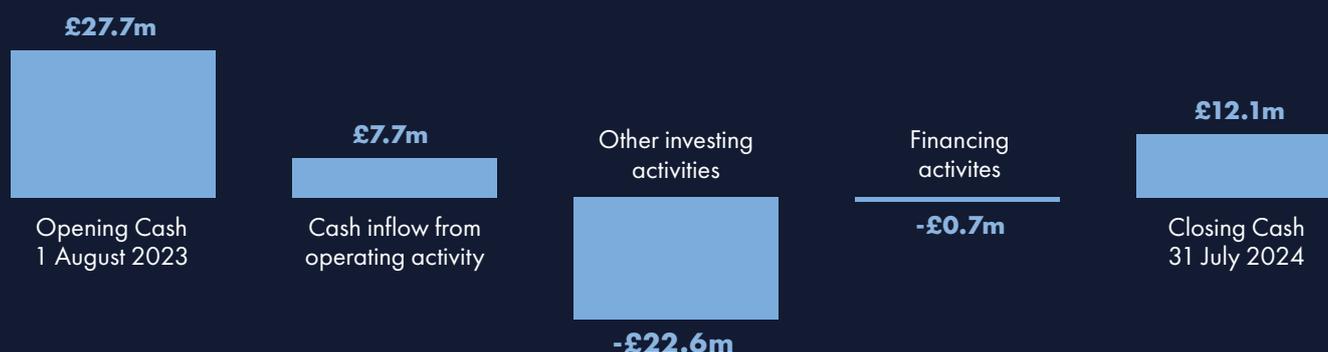
TREASURY, BORROWINGS AND INVESTMENTS

Net cash decreased £9.6m during the year. The movement in funds is summarised below:

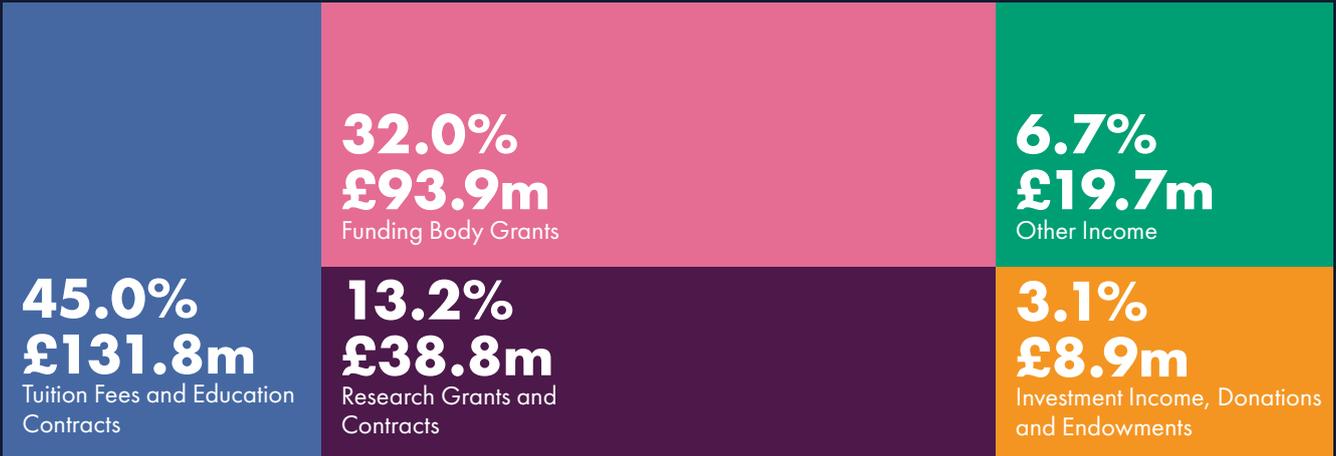
	2024 £m	2023 £m	Change £m
Investments and short term deposits	127.2	102.2	25.0
Cash at bank and in hand	12.1	27.7	(15.6)
Bank and other loans	(160.4)	(160.7)	0.3
Net cash	(21.1)	(30.8)	9.7

During the year £15.0m cash was spent on acquiring fixed assets against which £8.3m of capital grants were received.

CASHFLOW STATEMENT 2023-2024



SOURCES OF INCOME 2023-2024



HOW WE ALLOCATED OUR RESOURCES 2023-2024

Academic Departments Staff costs: £91.2m Other: £15.8m	£107.0m	
Research Grants and Contracts Staff costs: £12.9m Other: £18.5m	£31.4m	
Premises Staff costs: £4.6m Other: £46.6m	£51.2m	
Administrative and Central Services Staff costs: £22.4m Other: £22.9m	£45.3m	
Residences, Catering and Conferences Staff costs: £1.4m Other: £4.7m	£6.1m	
Academic Services Staff costs: £26.4m Other: £26.2m	£52.6m	Total Staff Costs £81.7m
Pension Adjustment Staff costs: (£79.8m) Other: £1.8m	(£78.0m)	Total Other £138.5m
Other Spend Staff costs: £2.6m *Other: £2m <i>*including income-generating operations</i>	£4.6m	Total £220.2m

GOVERNANCE 2023-2024

COUNCIL AND THE COMMITTEES OF COUNCIL

COUNCIL COMPOSITION

Ex-Officio Members

Pro-Chancellors

Dr J Pyper
Dr E Way

Vice-Chancellor

Professor P Bartholomew

Honorary Treasurer

Mr D Clements

President of the Students' Union

Ms R Allen

Appointed Members

External Lay Members, not being members of staff or students of the University, the number of which shall be determined, as required by Council.

Mr C Conway
Dr J Healy
Mrs M Lindsay
Mr P Lobban
Mr A Moore
Dr P M^cNaney
Mr P Sheridan
Mr R Sloan
Dr J Stuart (until 15/09/23)
Ms J Taggart (until 18/07/24)

Elected Members

Two members of Academic Staff

Professor A Gallagher
Ms G Horgan

One member of Academic-Related Staff

Mr E Friel (until 23/10/23)

COUNCIL COMMITTEE

Audit and Risk Committee

Committee Composition

Ex-Officio Members

Dr E Way (Chair)

Appointed Members

Mr C Conway
Mr R Sloan (until 01/09/23)
Mrs M Lindsay
Ms J Taggart

Elected Member

Mr E Friel (until 23/10/23)

External Independent Members

Mr A Bing

COUNCIL COMMITTEE

People Committee

Committee Composition

Ex-Officio Members

Dr J Pyper (Chair)
Professor P Bartholomew (Vice-Chancellor)
Mr D Clements
Dr E Way

External Independent Members

Mr D Bingham (until 05/01/24)
Mr A Hunter (until 22/05/24)
Ms G M^cAuley
Ms J Minne (from 19/03/24)
Mr K Morrison (from 19/03/24)

COUNCIL COMMITTEE

Resources Committee

Committee Composition

Ex-Officio Members

Mr D Clements (Chair)
Professor P Bartholomew (Vice-Chancellor)
Dr J Pyper
Ms R Allen

Appointed Members

Mr J Healy
Mr P Lobban
Dr P M^cNaney

Elected Members

Professor A Gallagher

External Independent Members

Mr C Trotter

COUNCIL COMMITTEE

Belfast Campus Development Committee

Committee Composition

Dr P M^cNaney (Chair)
Mr D Clements (Deputy Chair)
Professor P Bartholomew (Vice-Chancellor)
Mr P Lobban
Mr A Moore
Professor P Gray

Co-opted Independent Members

Mr D Gregory
Mr J Cole

COUNCIL COMMITTEE

City Deals and Special Projects Committee

Committee Composition

Mr P Sheridan (Chair)
Professor P Bartholomew (Vice-Chancellor)
Mr E Friel (until 23/10/23)
Ms G Horgan
Mr R Sloan
Dr J Stuart (until 15/09/23)

External Independent Members

Mr C Trotter (from 08/09/23)

STATEMENT OF PRIMARY RESPONSIBILITIES

The Council has adopted a statement of primary responsibilities which is available for download at:

ulster.ac.uk/statementofprimaryresponsibilities



Ulster University
2-24 York Street
Belfast
BT15 1ED

ulster.ac.uk



©Ulster University [2024]