

Annual Report

# 2023-2024

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## Foreword

### Professor Jonathan Michie President



he 2023-24 academic and financial year was one of continued growth and progress for Kellogg. We attracted and appointed outstanding students, academics, and staff, further enriching our diverse and dynamic community. The year saw our largest-ever student intake, bringing our number to 1282 students, ranging in age from 20 to 80, representing over 100 different countries and enrolled in 184 different courses. A reflection of Kellogg's truly international nature.

#### Student experience

We were pleased to offer 14 student scholarships in 2023-24, enabling us to provide places irrespective of financial circumstances.

We remain committed to the welfare and development of our students whilst also investing in the College's future. In 2023-24, we established a dedicated Welfare Dean role and developed a new five-year College strategy, focusing on enhancing the student experience and improving our facilities to ensure our community has the best possible environment in which to study, research, and work.

#### Events and community

Our events calendar was more successful than ever, featuring a vibrant series of seminars, welfare workshops, and social activities. Events were live-streamed or recorded to ensure accessibility for our part-time students. Regular calendar events include our Wellbeing Week, twice-termly seminars organised by our Global Centre on Healthcare & Urbanisation, attracting leading academics, practitioners, and members of both City and County Councils, and our Bletchley Park Week – to which we welcome students from our partner school, East Oxford Primary School.

Our Sustainability Committee oversaw 'Green Week' activities and other sustainability-focused events throughout the year. We also launched a Commission on Sustainability Data, which aims to use operational data to determine actual emissions, rather than relying – as much of current reporting does – on industry averages and the like.

Additionally, we organised our first-ever Community Week, culminating in the inaugural Students vs. Fellows and Staff cricket match – a highlight of the social calendar!

#### People and achievements

Former UN Secretary-General Ban Ki-moon was elected as a Kellogg Fellow and delivered our inaugural Human Rights Lecture. Shortly thereafter, he received the inaugural King Charles III Harmony Award. Actor Brian Cox was appointed Kellogg's Artist in Residence and joined us in College for a discussion on his life and career.

Many of our Fellows received prestigious awards and appointments, including Dr Judith Hillier, elected Vice-President for Learning and Skills at the Institute of Physics (IOP) Council; Dr Elizabeth Gemmill, Dr Yasmin Khan, and Dr Richard Stevens, who were conferred the title of full Professor in the University's 2024 Recognition of Distinction exercise; Dimitrios Chaidas (MSt Modern Languages, 2016), who received a Social Action Award for his work in reducing inequality and advancing education; Dr Sara Keller, Junior Research Fellow at Kellogg and Research Assistant at Oxford University's Department of Engineering Science, who was awarded a 2024 Rising Talent Award from the L'Oréal-UNESCO For Women In Science programme; MSc Evidence-Based Health Care student Virginia Zarama, who won the 2024 Kellogg College Gillian Nicholls Prize for her dissertation; and Suvanga Parajuli (MSt Diplomatic Studies, 2023), who won the 2024 Ralph Feltham Prize from the Diplomatic Studies Programme.

Our commitment to lifelong learning extends to staff, and we were delighted that Jessie Weavers-Medina, Centre Administrator for the GCHU, received the University's Higher Apprentice Award 2023.

As a community, we were deeply saddened by the passing of Founding Fellow Dr Kate Tiller. A pioneer in flexible learning at Oxford, she served as Senior Tutor, Vice-President, and Dean of Degrees, leaving a lasting legacy. In her honour, we unveiled a portrait of Kate in the College and opened the 'Kate Tiller Reading Room' in our Library, housing her collection of books on local and social history.

### Fundraising

Thanks to the generosity of our global community, philanthropic contributions in 2023-24 exceeded £700,000. Our second Giving Day was a great success, generating £100,000 in donations.

We were delighted to complete our £2.4 million kitchen enhancement project. The state-of-the-art facilities will improve the experience of our growing community, expand catering capabilities, and enable us to host more events. The upgrade also reflects our commitment to sustainability, incorporating features designed to reduce environmental impact.

### Collaborations

We continued to organise and host academic conferences and courses, including Oxford's Global Surgery course. Kellogg also joined the King's Foundation Commonwealth Partnership, a collaboration between the Association of Commonwealth Universities (ACU) and institutions across the Commonwealth. This initiative supports fellowships, scholarships, and PhDs aimed at addressing challenges faced by Small Island Developing States (SIDS).

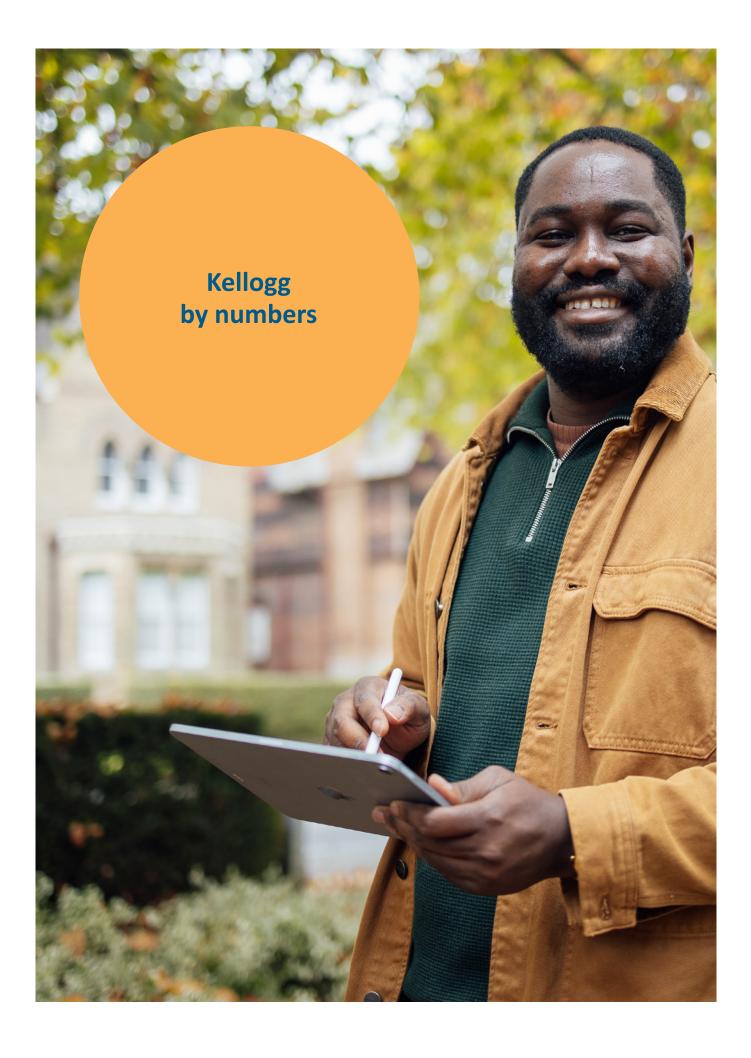
### **Research activities**

In addition to the ongoing activities in our thriving research centres, our research profile was further strengthened with the launch of a three-year programme, the Pandemic Evidence Collaboration. This initiative seeks to develop strategies for generating high-quality evidence on nonpharmacological interventions during pandemics to inform policy and care decisions.

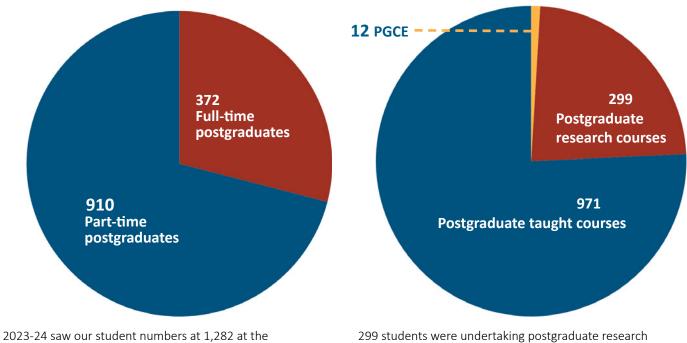
The Centre on Mutual and Co-owned Business launched the Nigel Mason Award, a prestigious new accolade dedicated to advancing employee ownership research.

Additionally, a new £3.5 million research programme, led by Kellogg Fellow Professor Kokila Lakhoo, was launched to address the concerning rates of childhood injuries in Tanzania and Zimbabwe.

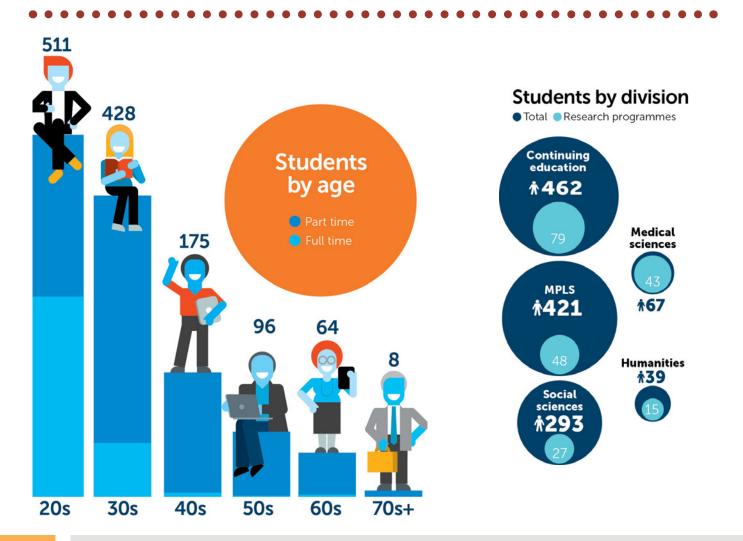
Jonathan Michie



#### **STUDENT NUMBERS**



Michaelmas Term 2023 student census. This comprised 372 full-time postgraduate students and 910 part-time postgraduate students. 299 students were undertaking postgraduate research courses, and 971 were taking postgraduate taught courses, with the remaining 12 studying for a postgraduate certificate in education.



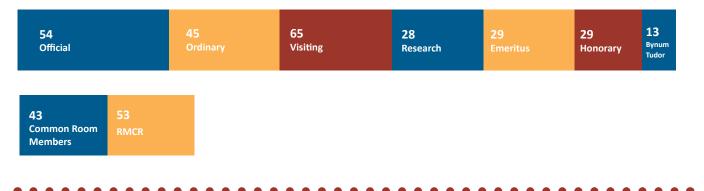
# In Michaelmas term 2023 students came from **100 different countries**

Student numbers per country: 1-10 11-20 21-50 51-100 100+



### FELLOWS AND COLLEGE MEMBERS

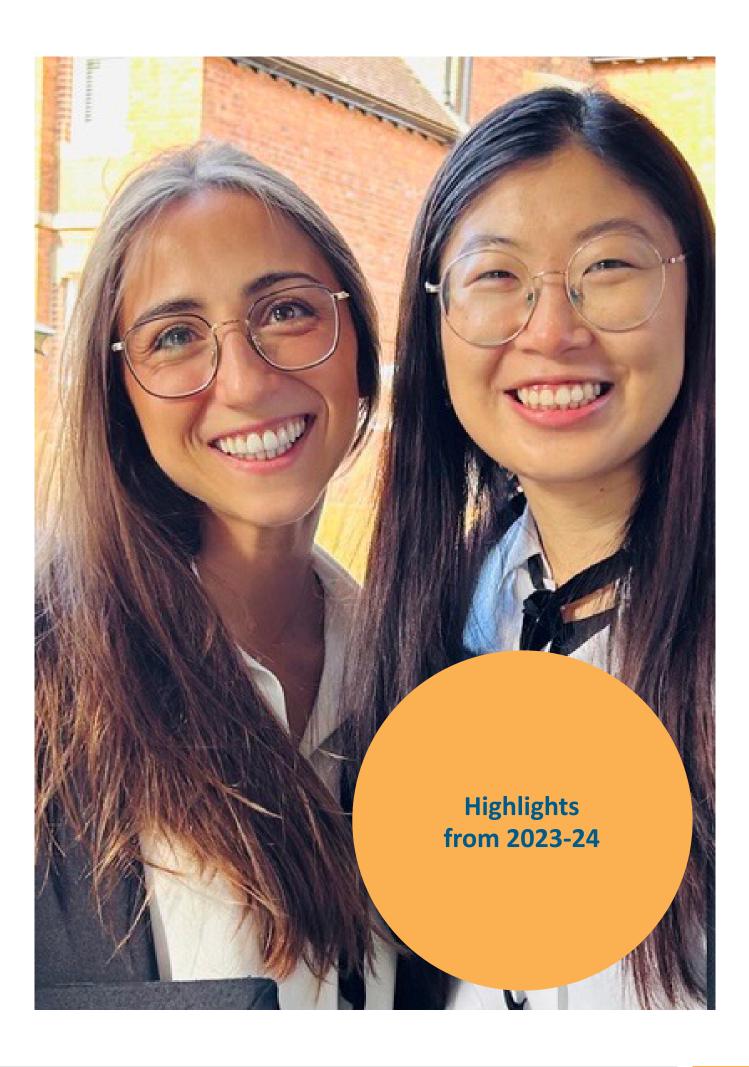
In 2023-2024 Kellogg had 52 Official Fellows, plus 45 Ordinary Fellows, 65 Visiting Fellows, 28 Research Fellows, 29 Emeritus Fellows, 29 Honorary Fellows, and 13 Bynum Tudor Fellows. In addition, the College had 43 Common Room Members, and 53 Research Members of Common Room (RMCR).



### IN 2023/24 ...







ELLOGG'S MISSION is to enhance the work of the University in lifelong learning and outreach, through supporting graduate students studying and researching both traditionally and in flexible formats.

Our students will advance humankind through learning, discovery, and social endeavour. We are committed to the values of lifelong learning, the pursuit of excellence, the support for ambition, and the development of our community.

# **Our people**

- Former UN Secretary-General Ban Ki-moon was elected as a Kellogg Fellow and delivered our inaugural Human Rights Lecture. Shortly thereafter, he received the inaugural King Charles III Harmony Award. <u>Listen to Ban</u> <u>Ki-moon's Human Rights lecture</u>
- Actor Brian Cox was appointed Kellogg's Artist in Residence and joined us in College for a discussion on his life and career. <u>Read more</u>
- Dr Judith Hillier was elected Vice-President for Learning and Skills at the Institute of Physics (IOP) Council. <u>Read</u> <u>more</u>
- Dr Elizabeth Gemmill, Dr Yasmin Khan, and Dr Richard Stevens were conferred the title of full Professor in the University's 2024 Recognition of Distinction exercise. <u>Read more</u>
- Dimitrios Chaidas (MSt Modern Languages, 2016) received a Social Action Award for his work in reducing inequality and advancing education. <u>Read more</u>
- Dr Sara Keller, Junior Research Fellow at Kellogg and Research Assistant at Oxford University's Department of Engineering Science was awarded a 2024 Rising Talent Award from the L'Oréal-UNESCO For Women In Science programme. <u>Read more</u>
- MSc Evidence-Based Health Care student Virginia Zarama won the 2024 Kellogg College Gillian Nicholls Prize for her dissertation. <u>Read more</u>
- Suvanga Parajuli (MSt Diplomatic Studies, 2023) won the 2024 Ralph Feltham Prize from the Diplomatic Studies Programme. <u>Read more</u>



Ban Ki-moon with Professor Jonathan Michie in May 2024 at College.



Dr Sara Keller, Junior Research Fellow at Kellogg.

## Research

Our research profile was further strengthened with the launch of a three-year programme, the Pandemic Evidence Collaboration. This initiative seeks to develop strategies for generating high-quality evidence on non-pharmacological interventions during pandemics to inform policy and care decisions.

The Kellogg Centre on Mutual and Co-owned Business launched the Nigel Mason Award, a prestigious new accolade dedicated to advancing employee ownership research.

A new £3.5 million research programme led by Kellogg Fellow Professor Kokila Lakhoo was launched to address the concerning rates of childhood injuries in Tanzania and Zimbabwe.

# Development

Thanks to the generosity of our global community, philanthropic contributions in 2023-24 exceeded £700,000. Our second Giving Day was a great success, generating £100,000 in donations.

The College's £2.4 million enhanced kitchen was unveiled. The state-of-the-art facilities will improve the experience of our growing community, expand catering capabilities, and enable us to host more events. The upgrade also reflects our commitment to sustainability, incorporating features designed to reduce environmental impact.

In 2024 we acquired two additional Victorian villas - 49 and 55 Banbury Road - and increased our on-site accommodation for students. This is the first step in our site development plan which aims to increase accommodation and improve facilities while preserving our rich architectural heritage.



The Pandemic Evidence Collaboration team.

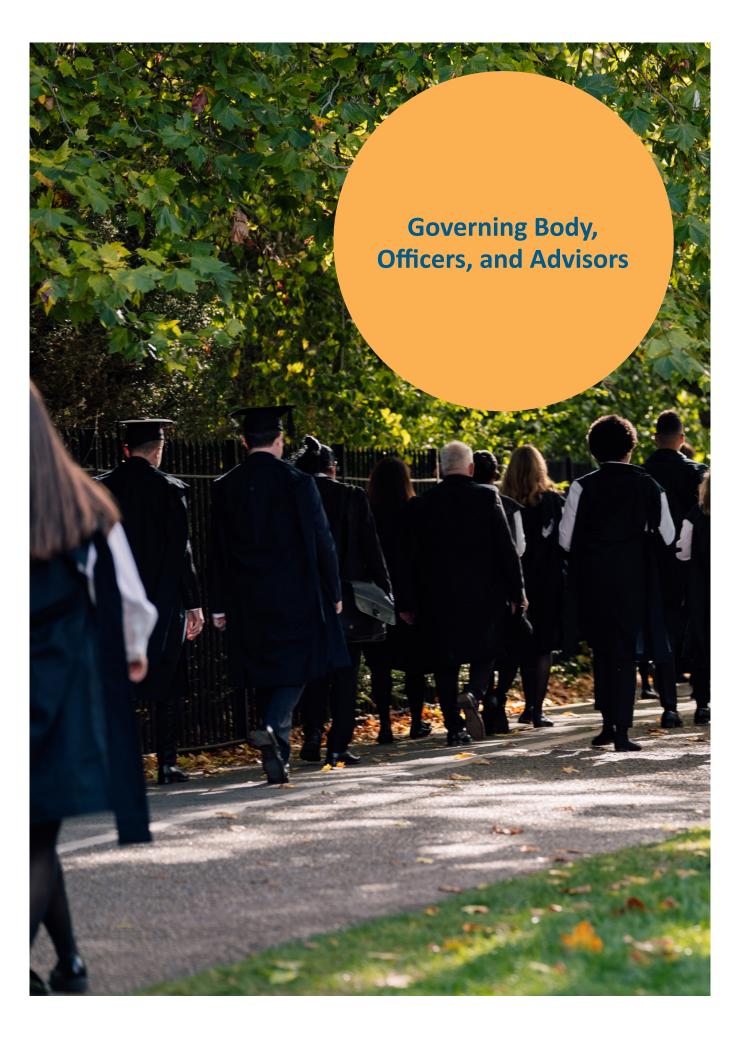


Kellogg's 2024 Giving Day 'Ergathon' took place in The Hub.



The College's enhanced kitchen facilities.





# **Members of the Governing Body**

University Council Regulations 10 of 2002<sup>1</sup> empowers the Governing Body of Kellogg. The members of the Governing Body during the 2023-2024 academic year are detailed below. During the year the activities of the Governing Body were carried out through eleven committees. The membership of these is shown below for each Fellow.

		Academic Committee (inc. JRF <sup>1</sup> , and Scholarship <sup>2</sup> Sub-committees)	Communications Committee	Development and Alumni Relations Committee	Domestic Committee	Equality & Welfare Committee (Sports <sup>3</sup> Sub-committee)	Finance and Resources Committee	IT and Digital Strategy Sub- Committee	Nominating Committee	Site Committee (incl. Garden Sub- committee)	Sustainability Committee
Dr Nihan Akyelken											
Dr Matthew Amengual											
Dr Shreya Atrey		•		•		•					
Professor Clare Bankhead	Ex-officio from HT24	•				•					
Dr Idalina Baptista											
Dr Jason Bell											
Dr Reuben Binns											
Professor David Beard		•2		•					•		
Professor Pedro Bordalo							•				
Professor Tom Buchanan											
Professor Sandie Byrne		•	•			•	•		•		
Dr Leah Clark											
Dr Ronald Clark											
Professor Jim Davies		•									
Dr Seàn Duffy							•	•			
Dr Dace Dzenovska											
Dr Elizabeth Gemmill											
Professor Nazila Ghanea							•				
Professor Jeremy Gibbons		•			•						
Professor David Griffiths										•	
Dr Liang He											
Dr Jonathan Healey Professor Carl Heneghan		•	•	•					•	•	
Dr Judith Hillier		•2		•						•	
		•									
Dr Debbie Hopkins Professor Andrew Hopper											
Dr David Howard											
Dr Bige Kahraman							•				
Dr Yasmin Khan				•			-				•
Dr Jiri Knesl				-							-
Dr Jeremy Knox	Started MT23										
Dr David Lewis	Started Witzs										
Dr Javier Lezaun							•				
Professor Andrew Markham		● <sup>12</sup>									
Professor Andrew Martin											
Professor Ivan Martinovic											
Professor Jonathan Michie		•	•	•		•	•		•	•	•
Dr David Mills		•1								•	
Dr Marek Naczyk					•						
Professor Alis Oancea		•									
Dr Matthew Perkins	Visiting Fellow from TT24			•						•	
Professor Chris Pugh		•			•					•	•
Professor Kasper Rasmussen								•			
Dr Alistair Ross		•			•				•		
Professor Laurent Servais											
Dr Andrew Simpson				•		•					
Dr Mark Smith		•									
Professor Paul Smith											
Professor Tara Stubbs		•				•					
Dr Felipe Thomaz		•									
Professor Niki Trigoni		•									
Dr Max Van Kleek						•					
Professor Carlos Vargas-Silva		•									
Mr Gary Walker		•		•			•	•		•	•
Professor Niall Winters			•					•			
Dr Tingting Zhu											

1. http://www.admin.ox.ac.uk/statutes/regulations/516-122.shtml

#### Governing Body Officers 2023-24:

Vice-President: David Mills Senior Tutor: Sandie Byrne Dean: Jeremy Gibbons Welfare Dean: Clare Bankhead GB Secretary: Andrew Simpson and Leah Clark (MT23 only)

#### Other Governing Body Roles:

Senior Fellow: Alistair Ross Admissions Tutor: Jim Davies Fellow for Part-Time Students: Alistair Ross Research Coordinator: Alis Oancea LGBTQ+ Fellow: Max Van Kleek Equality & Harassment Advisers: Richard Stevens, Alison MacDonald IT Fellow: Sean Duffy Fellow Librarian: Jonathan Healey Archive Fellow: Tom Buchanan Sustainability Fellow: Chris Pugh Racial Justice and Equality Fellow: Shreya Atrey Ball Committee Reps: Tony Harris, Ana Nacvalovaite Chamberlains: Clare Bankhead, Judith Holder, Sandie Byrne, Anna Beer, Alison MacDonald, Juliet Carpenter Deans of Degrees: Gary Lock, Steven Parissien, Shirin Tahzib, Clare Morgan, John Simpson, George Leeson, Christine Jackson, Tony Harris, Anna Beer, Elizabeth Gemmill, Alistair Ross, Trevor Rowley.

#### **COMMITTEE MEMBERSHIP FOR 2023-24**

Note: the 'alumni' representative on the Development & Alumni Relations Committee is a non-voting, 2-year appointment, additional to the three ordinary members that are proposed by NC, and that this member of the committee can on no account seek to influence any decisions regarding student admissions or scholarship decisions.

#### ACADEMIC COMMITTEE

Senior Tutor (Chair) President **Research Coordinator** Admissions Tutor Fellow for Part-Time Students Dean Fellow Librarian Sustainability Fellow Racial Justice and Equality Fellow Carlos Vargas-Silva Felipe Thomaz Niki Trigoni Paul Irwin Crookes MCR Representative **Finance Bursar** Academic Registrar (Secretary)

#### Scholarship Sub-Committee

Senior Tutor (Chair) Andrew Markham David Beard Judith Hillier MCR Representative Assistant College Accountant Finance Bursar Director of Development and Alumni Relations Academic Registrar (Secretary)

#### Junior Research Fellows' Sub-Committee

Senior Tutor (Chair) Research Coordinator Anne-Marie Boylan Andrew Markham David Mills HR Assistant (Secretary)

#### IT AND DIGITIAL STRATEGY COMMITTEE

IT Fellow (Chair) Kasper Rasmussen Niall Winters [Visiting Fellow] Rhona Sharpe MCR IT representative Finance Bursar Assistant Academic Registrar Domestic Bursar College Administrator HR Manager Communications Director Head of IT (Secretary)

#### FINANCE & RESOURCES COMMITTEE

Pedro Bordalo (Chair) President Senior Tutor Tony Harris [Research Member of Common Room] Javier Lezaun Sean Duffy Bige Kahraman Naz Ghanea MCR Treasurer Finance Bursar (Secretary)

# DEVELOPMENT & ALUMNI RELATIONS COMMITTEE

President (Chair) Shreya Atrey David Beard Carl Heneghan Andrew Simpson Yasmin Khan Matt Perkins MCR Development Officer William Scott-Jackson (Alumni Representative) Finance Bursar Head of Development and Alumni Relations (Secretary)

#### COMMUNICATIONS COMMITTEE

President (Chair) Senior Tutor Jonathan Healey Niall Winters [Visiting Fellow] Judith Holder [Common Room Member] MCR Representative Academic Registrar Communications Director (Secretary)

#### EQUALITY & WELFARE COMMITTEE

Welfare Dean (Chair) President Senior Tutor LGBTQ Fellow Racial Equality and Justice Fellow Equality & Harassment Adviser – Male Equality & Harassment Adviser – Female Sports, Recreation and Wellbeing Sub-committee Chair Junior Dean MCR Welfare and Equality Officer Domestic Bursar Academic Registrar (Secretary)

#### Sports, Recreation and Wellbeing Sub-Committee

Tony Harris [Research Member of Common Room] (Chair) Andrew Simpson David Beard Hilary Wynne [Research Member of Common Room] Ronald Clark MCR Sports Representative Finance Bursar HR Assistant (Secretary)

#### DISCIPLINARY COMMITTEE

President (Chair) 3 Official Fellows MCR Representative Clerk

#### DOMESTIC COMMITTEE

Marek Naczyk (Chair) Alistair Ross Steven Parissien Sustainability Fellow Dean MCR Representative Domestic Bursar Accommodation Manager (Secretary)

#### SITE COMMITTEE

President (Chair) Vice-President Sustainability Fellow Garden Sub-committee chair Carl Heneghan Kathy Davies [Visiting Fellow] Matt Perkins Junior Dean MCR Representative Finance Bursar Domestic Bursar Head of Facilities Management (Secretary)

#### Garden Sub-Committee

David Griffiths (Chair) Debbie Hopkins Leah Clark Kamal Mahtani MCR representative Junior Dean Domestic Bursar Head of Facilities Management (Secretary)

#### NOMINATIONS COMMITTEE

President (Chair) Senior Tutor Senior Fellow Three Governing Body fellows by rotation (excluding the Vice-President and Dean): Yasmin Khan, David Beard, Jonathan Healey HR Assistant (Secretary)

#### SUSTAINABILITY COMMITTEE

Sustainability Fellow (Chair) President Finance Bursar Domestic Bursar Nigel Mehdi Annette Pluddemann Yasmin Khan Communications Director MCR Representative Small Works and Facilities Coordinator (Secretary)

#### GOVERNANCE WORKING GROUP

Vice President (Chair) Three Governing Body Fellows Staff members: Academic Registrar Finance Bursar

#### COMMITTEE TO REVIEW DONATIONS

Vice President (Chair) Two Governing Body Fellows: David Beard Yasmin Khan

#### BALL COMMITTEE

Ball Fellows (X2) MCR Ball Officer (Secretary) MCR Ball Vice President MCR Ball Entertainment Officer (X2) MCR Ball Communications Officer MCR Ball Décor and Aesthetic Officer MCR Ball Food and Drink Officer (X2) MCR Ball Finance Officer MCR Ball Security and Cleaning Officer Head of Facilities and Maintenance Head of Catering and Events



The Members of the Governing Body present their Annual Report for the year ended 31 July 2024 under University Council Regulation 10 of 2002\* (as amended in 2019) together with the management accounts for the year.

# REFERENCE AND ADMINISTRATIVE INFORMATION

Kellogg College in the University of Oxford, which is known as Kellogg College ("the College"), is formally a Society of the University of Oxford. It was founded on 1st March 1990 as the Rewley House Society, and changed its name to Kellogg College in 1994.

As a Society of the University, the College does not have a separate registration with the Charity Commission but shares the University of Oxford's charitable status.

The names of all Members of the 2023-2024 Governing Body, together with details of the senior staff and advisers of the College, are given on pages 14-16.

# STRUCTURE, GOVERNANCE, AND MANAGEMENT

#### **Governing Documents**

The College is empowered through University Regulation 10 of 2002.

#### Governing Body

University Regulation 10 of 2002 grants the Kellogg Governing Body full powers to do all that may be necessary to administer Kellogg College as a society of the University. The Governing Body has established Standing Orders to regulate its conduct.

The Governing Body is self-appointing, and new members are elected based on a Governing Body decision to seek new members with academic interests, maintaining an academic balance to Governing Body.

The Governing Body determines the ongoing strategic direction of the College and regulates its administration and the management of its finances and assets. It meets regularly under the chair of the President and is advised by the twelve committees and four sub-committees outlined on pages 15-16, and it delegates day to day management of the College to the Governing Body Officers and senior members of staff, listed on pages 14-16.

# Recruitment and induction of members of the Governing Body

New members of the Governing Body are recruited through interview and discussion with the relevant University Department. New members are inducted into the workings of the College, including Governing Body policy and procedures, by meetings with the President, Governing Body Officers and senior staff supplementing an induction pack of documentary guidelines and College information.

# *Remuneration of Members of the Governing Body and Senior College Staff*

All members of the Governing Body are Fellows and are teaching and research, or senior administrative employees of the University of Oxford. Kellogg College pays a contribution towards the salary of the President, otherwise Governing Body Members receive a small remuneration from the College in the form of an allowance.

The remuneration of senior College staff is set by the Finance Bursar and the President in line with University of Oxford published grading and pay scales.

#### Organisational Management

The Governing Body meets six times a year. The work of developing policies and monitoring the implementation of these is carried out through eleven Committees:

- The Finance and Resources Committee: Chaired by a Senior GB Fellow, membership consists of the College President, Senior Tutor, five other members nominated by GB, the Finance Bursar and an MCR representative. The Committee meets once each term and once more at the end of the long summer vacation.
- The Academic Committee: Chaired by the Senior Tutor, membership consists of the President, the Dean, the Admissions Tutor, the Research Coordinator, the Fellow Librarian, the Fellow for part-time students, five other Fellows, the Finance Bursar, the Academic Administrator and an MCR representative. The Committee meets twice each term. The Academic Committee has three subcommittees:
- The Scholarship Sub-committee: Chaired by the Senior Tutor, membership consists of 3 other Fellows, the Finance Bursar, the Academic Administrator, and the Director of Development and Alumni Relations. The Sub-committee meets once each term.
- The JRF Sub-committee: Chaired by the Senior Tutor, membership consists of the Research Coordinator, three other Fellows, and the HR Assistant. The Sub-committee meets once each year.
- The Sports and Recreation Sub-committee: Chaired by a Fellow, membership consists of three other Fellows, the Finance Bursar, an MCR representative, and the HR Assistant. The Sub-committee meets once each term.

\* weblink: http://www.admin.ox.ac.uk/statutes/regulations/516-122.shtml

- The Development and Alumni Relations Committee: Chaired by the College President, membership consists of seven Fellows, the Finance Bursar, the Director of Development and Alumni Relations and an MCR representative. The Committee meets once each term.
- The Domestic Committee: Chaired by a Fellow, membership consists of the Dean, three other Fellows, the Domestic Bursar, the Accommodation Officer and an MCR representative. The Committee meets once each term.
- The IT and Digital Strategy Committee: Chaired by the IT Fellow, membership consists of three other Fellows, the Assistant Academic Administrator, the Domestic Bursar, the Head of IT, Director of Communications, Finance Bursar, College Administrator and HR Manager, and an MCR representative. The Committee meets once each term.
- The Communications Committee: Chaired by the President, membership consists of two other Fellows, the Senior Tutor, the Academic Administrator, the Director of Communications, and an MCR representative. The Committee meets once each term.
- The Equality and Welfare Committee: Chaired by the Welfare Dean, membership consists of the President, the Senior Tutor, the Racial Equality and Justice Fellow, Chair of the Sports, Recreation and Wellbeing Sub-Committee, the Junior Dean, a Male Harassment Advisor, a Female Harassment Advisor, the LGBTQ Fellow, the Academic Registrar, the Domestic Bursar, and an MCR representative. The Committee meets once each term.



Professor Clare Bankhead, Welfare Dean.

- The Site Committee: Chaired by the President, membership consists of the Vice-President, the Sustainability Fellow, three other members nominated by Governing Body, the Chair of the Garden Sub-Committee, a Junior Dean, the Finance Bursar, the Domestic Bursar, the Head of Facilities Management and an MCR representative. The Committee meets once each term. The Site Committee has one sub-committee:
- The Garden Sub-committee: Chaired by a Fellow, membership consists of three other Fellows, a Junior Dean, the Domestic Bursar, the Head of Facilities Management and an MCR representative. The Sub-committee meets once each term.
- The Nominations Committee: Chaired by the President, membership consists of the Senior Tutor, the Senior Fellow, and three other Governing Body Fellows by rotation (excluding the Vice-President and Dean), and the HR Assistant. The Committee attends to most business via email.
- Sustainability Committee: Chaired by the Sustainability Fellow, membership consists of three other Fellows, the President, the Small Works and Facilities Coordinator, the Domestic Bursar, the Finance Bursar and an MCR representative.
- The Discipline Committee: Chaired by the Vice President, membership consists of three additional Fellows (chosen by the President), and MCR Representative (to be invited by the President), and a Clerk (invited by the President on a case-by-case basis).
- The Governance Working Group: Chaired by the Vice President, with membership consisting of three Governing Body Fellows chosen by the Vice President on request, alongside Staff Members chosen by the Vice President on request. In this instance it is the Academic Administrator, and the Finance Bursar.

The day-to-day running of the College is delegated to the Finance Bursar, supported by the Domestic Bursar and Academic Administrator. There is at least one of these senior staff in attendance at all meetings of the Governing Body's Committees, and the Finance Bursar is in attendance at all meetings of Governing Body.

#### Group structure and relationships

The College is a Society of the University of Oxford. Material interdependencies between the University and the College arise as a consequence of this relationship. Where applicable, the College liaises closely with the University and the other Colleges including through the Conference of Colleges and its various committees.



#### **VISION, OBJECTIVES, AND ACTIVITIES**

#### Vision and Objectives of the College

The objective of Kellogg College is to enhance the University's work in lifelong learning and outreach, through supporting graduate students studying and researching parttime and in flexible formats, together with full-time students in areas where the College has academic strength.

Our vision is to be an intellectual community that supports learning and facilitates research and communication across disciplines and boundaries, combining theory and practice relevant to the needs of society. This both requires and reinforces the College's values of openness, engagement, and innovation. We aim to strengthen the positive impact the University has locally, regionally, nationally, and globally by reaching out beyond the standard full-time residential student body, thereby enriching the pool of intellectual talent attracted to study and research at Oxford.

Kellogg welcomes and supports part-time and full-time graduate students. We are an inclusive and egalitarian intellectual community, learning and researching across disciplines. We are flexible and responsive and give our members a voice in shaping the future of the college.

#### Activities of the College

Kellogg advances lifelong learning by providing support for postgraduate degree students within Oxford University. On the census date of 1 December 2023, Kellogg had 1,282 students, of which 910 students were part-time, 372 were full-time and 12 PGCE students.

The College provides public benefit by offering, in conjunction with the University of Oxford's Departments, Schools and Faculties, higher education to graduate students. The College provides seminars and other forms of academic activity as appropriate. Pastoral and administrative support is provided to students through the College's Welfare Dean and associated advisory network and through the Senior Tutor who exercises general oversight of academic progress. Each Kellogg student is assigned a College Adviser who provides pastoral support.

To enable students to realise their academic potential and develop other personal qualities while at University, the College supports a range of facilities, including high-quality student accommodation, a library and study space. The wider cultural and social development of its students is promoted actively through a dialogue with the MCR student representative body leading to a programme of events, sports, and welfare support.

The College provides catering, security, and cleaning services to a high standard to ensure that students are fully supported whilst resident members of College.

Kellogg staff are recruited without regard to their gender, income, ethnic origin, religion, disability, sexual orientation, or social background.

#### ......

#### Recruitment of and support for Students

Kellogg admits students regardless of gender, ethnic origin, religion, disability, sexual orientation, or previous educational opportunity. There are no geographical restrictions in the College's objectives; both students and academic staff are drawn from across the UK and countries worldwide.

The College receives funds through the University and Colleges' funding formula and also charges for accommodation, meals, and other services at reasonable rates.

Financial support in the form of scholarships and research and travel grants is available to students to assist them with the costs of studying at Oxford.

In the 2023-24 academic year Kellogg College made payments totaling £308k in the form of scholarships and grants, including travel grants, research support grants, and hardship grants. In addition, Kellogg contributed £22,020 towards the MCR, £22,257 towards students' sporting and recreational endeavors, and over £42,000 towards welfare support.

#### **FINANCIAL REVIEW**

The College's total income was £7,179m prior to the decision to re-invest the full endowment income of £738k (+9% on prior reinvestments). Total resources expended were £6,773m (+22% on prior year), and after accounting and reserve adjustments the College posted an in-year surplus of £407k.

#### **Reserves Policy**

The College's reserves policy is to build reserves so as to be able to take advantage of strategic asset purchases when they become available whilst maintaining sufficient free reserves to enable the College to meet its short-term financial obligations in the event of an unexpected revenue shortfall and to allow the College to be managed efficiently and to provide a buffer that would ensure uninterrupted services.

The College's unrestricted funds at the year-end amounted to £13.446m (2022-23 £10.376m). In addition to this a further £1.039m was held in restricted funds (such as Research Centres, specific donations and future year

commitments arising from the Scholarship programme). The value of Kellogg's endowment funds invested with Oxford Endowment Management was £24.4m, offset in the Kellogg accounts by a loan of £2.3m.

#### **Risk Management**

The College has on-going processes which operate throughout the year for identifying, evaluating, and managing the principal risks and uncertainties faced by the College in undertaking its activities. When it is not able to address risk issues using internal resources, the College takes advice from experts external to the College with specialist knowledge. Policies and procedures within the College are reviewed by the relevant College Committee, and specific Risk Registers are maintained relevant to each Committee's remit. Financial risks are assessed by the Finance and Resources Committee. In addition, the Domestic Bursar regularly reviews health and safety issues. Training courses and other forms of career development are available to members of staff to enhance their skills in risk-related areas. The Governing Body, who have ultimate responsibility for managing any risks faced by the College, have reviewed the processes in place for managing risk and the principal identified risks to which the College and its subsidiaries are exposed and have concluded that adequate systems are in place to manage these risks.

#### Investment Policy, Objectives, and Performance

The College's investment objective is to grow the value of its assets in real terms over time whilst at the same time allowing it to produce a consistent and sustainable income to support annual expenditure in delivering the activities of the College. This investment objective is to be delivered within acceptable levels of risk.

To meet these objectives the College's investments are managed through the University of Oxford subsidiary company Oxford University Endowment Management (OUEM). OUEM was established by the University of Oxford to deliver an appropriate balance between risk and return.

The investment policy and strategy are set by the Governing Body as advised by the Finance and Resources Committee from time to time and performance is regularly monitored by the Finance and Resources Committee.



#### Development and Alumni Support

The College benefits from support from former students and other friends. Philanthropic support for the College is essential to the maintenance of the College facilities in supporting students. The total received by way of legacies and donations in 2023-24 was £706k (2022-23 £595k), The College is grateful to Alumni and friends who provided support during the year towards the financial well-being of the College.

# Statement of Accounting and Reporting Responsibilities

The Governing Body is responsible for preparing the Report of the Governing Body and the financial statements in accordance with applicable law and regulations.

As a Society of the University of Oxford, the College's accounts and financial statements are subject to the same regulatory and financial reporting standards as the University of Oxford. The College applies the University of Oxford Financial Regulations in its accounting practices and the College's accounts are audited annually as part of the annual audit of the University of Oxford accounts. There is currently no requirement for Kellogg to produce full statutory accounts and so the College does not do so. Kellogg operates within the Financial Regulatory framework of the University, preparing annual budgets, quarterly forecasts and following prescribed year-end accounting requirements.

In lieu of statutory accounts, this Annual Report includes the College's year end management accounts and Balance Sheet.

As a Society of the University of Oxford, the Kellogg College accounts are not separately audited and as such there is not a signed report from the auditors.

#### Approved by the Governing Body in March 2025.







## Kellogg College overall position for the year ended 31 July 2024

	Including OIPA	Excluding OIPA
	£'000	£'000
Total Income	7,065	6,441
Staff Costs	3,302	2,938
Non-Staff Costs	4,029	3,835
Total Costs	7,331	6,773
+/- Surplus/Deficit	-266	-331
	£'000	£'000
Accounting/Reserves Adjustments	738	738
Trust fund re-invested	472	407
BA085 Trust Fund Matched	18	18
Funding		
Adjusted +/- Surplus/Deficit	19	19

OIPA- Oxford Institute of Population Ageing

## Kellogg College balance sheet for the year ended 31 July 2024

Balance Sheet at Financial Year End		Position as at 31 July 2024 £'000	Position as at 31 July 2023 £'000	Movement in year £'000
Tangible Fixed assets		11,284	11,713	-429
Investments		28,432	27,375	1,057
Total Fixed Assets		39,716	39,088	628
Current Assets	+	12,864	1,059	11,085
Current Liabilities	+	11,533	2,499	9,034
Total Assets less Current Liabilities		41,047	37,648	3,399
Creditors falling due after one year		-2,204		-2,299
Defined benefit Pension Scheme Liability		0		0
Total Net Assets		38,843		35,349
Funds of the Society				
Unrestricted Endowment Funds		-22,132	-21,455	-677
Restricted Endowment Funds	+	-1,306	-1,266	-40
Endowment Matching Funds (restricted)	++	-919	-879	-40
Unrestricted Funds		-13,446	-10,376	-3,070
Restricted Funds	+++	-1,039	-1,373	333
Total Funds		-38,843	-35,349	-3,494
<sup>+</sup> - Restricted Endowments				
Diana Wood Packford-Smart Scholarship Fund		-618	-599	
Oxford- McCall MacBain Scholarship Fund		-688	-667	
Total Restricted Endowments		-1,306	-1,266	
++- Funds held centrally by University of Ox Sheet presentation from 31st July 2022	ford. Ir	ncorporated int	o Kellogg Colle	ge Balance
<sup>+++</sup> - Restricted Funds				
Scholarships		-624	-700	
Kellogg Research Centres		-66	-67	
Other Restricted Donations Received (eg Strudwick Lecture Fund)		-14	-22	
, Oxford Institute of Population Ageing		-335	-583	

-1,039

-1,373

Total Restricted Funds

25

## Kellogg College income for the year ended 31 July 2024

2024 Total Total Total F0002023 Total F000Postgraduate Fee Income Postgraduate Fee Income Overseas1,1701,300Postgraduate Fee Income Postgraduate Fee Income3,0742,241Research Income Miscellaneous411245Contributions to academic staff costs (OIPA) Miscellaneous24211Research Income1,053818Total Research Income1,023736Student accommodation income1,023736Student accommodation income1,023736Student accommodation income1,023736Student accommodation income1,023736Student accommodation income1,023736Student accommodation income1,5261,154Other residential income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Non-Charitable Trading Income3240Admissions charges and facilities fees7322Publications and mechandise sales94Subscillar Income4845Share of Joint Venture Income3240Admissions charges and facilities fees7322Publications and mechandise sales94Subtoal Trading Income4845Share of Joint Venture Income430Commercial rent2045Income from fixed interest stocks173230Interest on fixed intere		Including OIPA	Excluding OIPA
f*000f*000Tuition and Research Income1,1701,300Postgraduate Fee Income - Overseas1,904941Total Postgraduate Income3,0742,241Research Income411245Contributions to academic staff costs (OIPA)24211Miscellaneous24211Total Research Income1,053818Total Tuition and Research Income1,023736Student accommodation income1,023736Student accommodation income1,023736Student accommodation income1,023736Student actering income108888Charitable conference and function income7470Charitable conference and function income74706Charitable conference and function income706595Total Nooma on Legacies)706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and legacies94Share of Joint Venture IncomeOther miscellaneous trading income1104Total Investment Income2045Income from fixed interest stocks173230Income from fixed interest stocks173230Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interest stocks173230 <t< th=""><th></th><th>2024</th><th>2023</th></t<>		2024	2023
Tuition and Research IncomeIncomePostgraduate Fee Income - Home/EU1,1701,300Postgraduate Fee Income - Overseas1,904941Total Postgraduate Income3,0742,241Research Income411245Contributions to academic staff costs (OIPA)619552Miscellaneous24211Total Research Income4,1273,059Residential Income1,053818Total Tuition and Research Income1,023736Student accommodation income1,023736Student accommodation income1,023736Student accommodation income1,023736Student accommodation income1,023736Charitable conference and function income74700Charitable other trading income74706Voluntary Income (Donations and Legacies)706595Total Voluntary Income (Donations and Legacies)706595Non-Charitable Trading Income3240Admissions charges and facilities fees7322Publications and nechandise sales944Share of Joint Venture Income3240Admissions charges and facilities fees7322Publications and mechandise sales944Share of Joint Venture IncomeOther miscellaneous trading income104458Investment Income2045Comer forn fixed interest stocks173230Income forn f		Total	Total
Postgraduate Fee Income - Home/EU1,1701,300Postgraduate Fee Income - Overseas1,904941Total Postgraduate Income3,0742,241Research Income411245Contributions to academic staff costs (OIPA)619552Miscellaneous2421Total Research Income4,1273,059Residential Income1,023736Student accommodation income1,023736Student catering income10888Charitable conference and function income7470Charitable conference and function income7470Charitable conference and function income766595Total Residential Income3240Admissions charges and facilities fees7322Publications and legacies944Share of Joint Venture Income3240Admissions charges and facilities fees7322Publications and nechandise sales944Subtotal Trading Subsidiary Income4845Share of Joint Venture Income3240Admissions charges and facilities fees7322Publications and nechandise sales944Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeComercial rent2045Income from fixed interest stocks173230Income from fixed interest stocks173230Interest on fixed interest stocks		£'000	£'000
Postgraduate Fee Income - Home/EU1,1701,300Postgraduate Fee Income - Overseas1,904941Total Postgraduate Income3,0742,241Research Income411245Contributions to academic staff costs (OIPA)619552Miscellaneous2421Total Research Income4,1273,059Residential Income1,023736Student accommodation income1,023736Student catering income10888Charitable conference and function income7470Charitable conference and function income7470Charitable conference and function income766595Total Residential Income3240Admissions charges and facilities fees7322Publications and legacies944Share of Joint Venture Income3240Admissions charges and facilities fees7322Publications and nechandise sales944Subtotal Trading Subsidiary Income4845Share of Joint Venture Income3240Admissions charges and facilities fees7322Publications and nechandise sales944Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeComercial rent2045Income from fixed interest stocks173230Income from fixed interest stocks173230Interest on fixed interest stocks	Tuition and Research Income		
Postgraduate Fee Income - Overseas1,904941Total Postgraduate Income3,0742,241Research Income411245Contributions to academic staff costs (OIPA)619552Miscellaneous24211Total Research Income1,053818Total Research Income1,023736Student catering income1,023736Student catering income10888Income from stores, buttery, bar6346Other residential income7470Charitable conference and function income1,5261,154Voluntary Income (Donations and Legacies)706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Share of Joint Venture Income1104Total Non-Charitable Trading income1104Conference and function income3240Admissions charges and facilities fees7322Volter miscellaneous trading income1104Total Non-Charitable Trading Income4845Share of Joint Venture Income2045Income for fixed iterest stocks173230Income for fixed iterest stocks173230Interest on fixed iterest stocks173230Income for fixed iterest stocks173230Income for fixed iterest stocks173230Income for fixed iterest sto		1 170	1 300
Total Postgraduate Income3,0742,241Research Income411245Contributions to academic staff costs (OIPA)619552Miscellaneous2421Total Research Income1,053818Total Tuition and Research Income1,023736Student accommodation income1,023736Student catering income10888Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income1,5261,154Voluntary Income (Donations and Legacies)706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income48455Subtotal Trading Subsidiary Income49149Investment Income2045Income from fixed interest stocks173230Interest on f	-		,
Research Income Contributions to academic staff costs (OIPA)411245Miscellaneous2421Total Research Income1,053818Total Tuition and Research Income4,1273,059Residential Income1,023736Student accommodation income1,023736Student catering income1,023736Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income1,5261,154Voluntary Income (Donations and Legacies) Donations and legacies706595Total Voluntary Income3240Admissions charges and facilities fees73222Publications and merchandise sales94Subtoal Trading Income2045Subtoal Trading Subsidiary Income48495Subtoal Trading IncomeConference and facilities fees73222Publications and merchandise sales94Subtoal Trading Subsidiary Income48495Share of Joint Venture IncomeCommercial rent2045Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interest stocks173230 <t< td=""><td></td><td></td><td></td></t<>			
Contributions to academic staff costs (OIPA)619552Miscellaneous24211Total Research Income1,0538118Total Tuition and Research Income4,1273,059Residential Income1,023736Student catering income213178Income from stores, buttery, bar6346Other residential income7470Charitable conference and function income7470Charitable other trading income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales944Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income2045Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed term deposits and cash458191Total Income (OIPA)5-Total Income (OIPA)5-		5,074	2,241
Miscellaneous2421Total Research Income1,053818Total Tuition and Research Income4,1273,059Residential Income1,023736Student accommodation income213178Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable conference and function income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Total Voluntary Income3240Admission scharges and facilities fees7322Publications and merchandise sales944Subtotal Trading Subsidiary Income48495Share of Joint Venture Income2045Income from fixed interest stocks173230Interest on fixed interestOther Income (OIPA)5-Total Income7,0655,423	Research Income	411	245
Miscellaneous2421Total Research Income1,053818Total Tuition and Research Income4,1273,059Residential Income1,023736Student accommodation income213178Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable conference and function income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Total Voluntary Income3240Admission scharges and facilities fees7322Publications and merchandise sales944Subtotal Trading Subsidiary Income48495Share of Joint Venture Income2045Income from fixed interest stocks173230Interest on fixed interestOther Income (OIPA)5-Total Income7,0655,423	Contributions to academic staff costs (OIPA)	619	552
Total Tuition and Research Income4,1273,059Residential Income1,023736Student catering income213178Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subter IncomeOther miscellaneous trading incomeConference and function income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtoal Trading Subsidiary Income4845Subtoal Trading incomeOther miscellaneous trading income1104Total Non-Charitable Trading Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment IncomeCother InterestOther InterestOther InterestOther InterestOther Income (OIPA)5-Total Income7,0655,423Cot	Miscellaneous	24	21
Residential Income1,023736Student accommodation income1,023736Student catering income213178Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income4635Total Residential Income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income48455Share of Joint Venture Income1104Total Non-Charitable Trading Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income55,423	Total Research Income	1,053	818
Residential Income1,023736Student accommodation income1,023736Student catering income213178Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income1,5261,154Voluntary Income (Donations and Legacies)706595Total Residential Income706595Total Voluntary Income (Donations and Legacies)706595Non-Charitable Trading Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture Income1104Total Non-Charitable Trading Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total IncomeComer (OIPA)5-	Total Tuition and Pacaarch Income	4 1 2 7	2.050
Student accommodation income1,023736Student catering income213178Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income1,5261,154Voluntary Income (Donations and Legacies)706595Total Residential Income706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income104104Total Non-Charitable Trading Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment IncomeCommercial rentIncome from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment IncomeOther Income (OIPA)5-Total IncomeConference of fixed term deposits and cash458Total IncomeConference of income (OIPA)5Conference of income (OIPA)5Conference (OIPA)5Conferen	Total fultion and Research income	4,127	5,055
Student catering income213178Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income4635Total Residential Income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income49149Investment Income2045Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interestOther Income (OIPA)5-Total Income (OIPA)5-	Residential Income		
Income from stores, buttery, bar6346Other residential income10888Charitable conference and function income7470Charitable other trading income4635Total Residential Income1,5261,154Voluntary Income (Donations and Legacies)706595Donations and legacies706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment IncomeCommercial rent2045Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interestOther Income (OIPA)5-Total Income (OIPA)5-Total IncomeOther Income (OIPA)5-Total IncomeTotal IncomeOther Income (OIPA)5-Total IncomeTotal IncomeTotal Income (OIPA)5-Total IncomeTotal Income <t< td=""><td>Student accommodation income</td><td>1,023</td><td>736</td></t<>	Student accommodation income	1,023	736
Other residential income10888 Charitable conference and function income7470 70 70 70Charitable other trading income1,5261,154Total Residential Income1,5261,154Voluntary Income (Donations and Legacies) Donations and legacies706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture Income1104Total Non-Charitable Trading Income2045Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interestOther Income (OIPA)5-Total Income (OIPA)5-	Student catering income	213	178
Other residential income10888 Charitable conference and function income7470 70 70 70Charitable other trading income1,5261,154Total Residential Income1,5261,154Voluntary Income (Donations and Legacies) Donations and legacies706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture Income1104Total Non-Charitable Trading Income49149Investment Income2045Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed interestOther Income (OIPA)5-Total Income (OIPA)5-		63	46
Charitable conference and function income7470Charitable other trading income4635Total Residential Income1,5261,154Voluntary Income (Donations and Legacies) Donations and legacies706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment IncomeCommercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment IncomeCother Income (OIPA)5-Total Income (OIPA)5-		108	88
Charitable other trading income4635Total Residential Income1,5261,154Voluntary Income (Donations and Legacies) Donations and legacies706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income49149Investment Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment IncomeConter Income (OIPA)5-Total Income (OIPA)5-	Charitable conference and function income	74	70
Total Residential Income1,5261,154Voluntary Income (Donations and Legacies) Donations and legacies706595Total Voluntary Income706595Total Voluntary Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income4949Investment Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment IncomeCommercial rent2045Income from fixed interestOther Income (OIPA)5-Total Income5,5,423-			
Voluntary Income (Donations and Legacies) Donations and legacies706595Total Voluntary Income706595Non-Charitable Trading Income Conference and function income Admissions charges and facilities fees Publications and merchandise sales Share of Joint Venture Income Other miscellaneous trading income3240Investment Income Commercial rent Income from fixed interest stocks Income from fixed interest stocks173230Interest on fixed term deposits and cash458191458Total Investment IncomeOther InterestOther Income (OIPA)5Total Income5		40	55
Donations and legacies706595Total Voluntary Income706595Non-Charitable Trading Income3240Conference and function income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Total Residential Income	1,526	1,154
Donations and legacies706595Total Voluntary Income706595Non-Charitable Trading Income3240Conference and function income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Voluntary Income (Donations and Legacies)		
Total Voluntary Income706595Non-Charitable Trading Income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment IncomeOther Income (OIPA)5-Total Income5-		706	595
Non-Charitable Trading IncomeConference and function income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423		700	555
Conference and function income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Total Voluntary Income	706	595
Conference and function income3240Admissions charges and facilities fees7322Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Non-Charitable Trading Income		
Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	-	32	40
Publications and merchandise sales94Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Admissions charges and facilities fees	7	322
Subtotal Trading Subsidiary Income4845Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	-	9	4
Share of Joint Venture IncomeOther miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423		-	
Other miscellaneous trading income1104Total Non-Charitable Trading Income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	<b>o</b> <i>i</i>		
Total Non-Charitable Trading Income49149Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423		1	104
Investment Income2045Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423			
Commercial rent2045Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Total Non-Charitable Trading Income	49	149
Income from fixed interest stocks173230Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Investment Income		
Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Commercial rent	20	45
Interest on fixed term deposits and cash458191Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423	Income from fixed interest stocks	173	230
Total Investment Income651466Bank and Other InterestOther Income (OIPA)5-Total Income7,0655,423			
Bank and Other Interest-Other Income (OIPA)5Total Income7,0655,423	interest on fixed term deposits and easing	-50	191
Other Income (OIPA) 5   Total Income 7,065	Total Investment Income	651	466
Total Income 7,065 5,423	Bank and Other Interest	-	-
	Other Income (OIPA)	5	-
	Total Income	7 065	5 473
Total Income Exc. OIPA     6,441     4,870		7,005	5,423
	Total Income Exc. OIPA	6,441	4,870

OIPA - Oxford Institute of Population Ageing

## Kellogg College staff costs for the year ended 31 July 2024

#### Charitable Expenditure

#### Cost of Generating Funds

Function/Dept	Tuition	Research	College Member Residential	Non Member Charitable Conferences	Total Teaching Research & Residential	Fundraising	Non charitable / Trading (inc trading subs)	Total	P/Y
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Direct Costs									
Teaching Fellows	97	-	-	-	97	-	-	97	95
Research fellows	-	243	-	-	243	-	21	264	140
Other Research Staff (OIPA)	-	364	-	-	364	-	-	364	346
Academic Administration	197	65	-	-	263	-	-	263	217
Admissions	52	-	-	-	52	-	-	52	62
Total Academic Department	346	673			1,019		21	1,040	860
Library	-	16	-	-	16	-	-	16	16
Welfare	-	-	10	-	10	-	-	10	-
Total Academic Services	-	16	-	-	26	-	-	26	16
Gardens & Grounds	-	-	244	-	244	-	-	244	53
Maintenance	-	-	61	-	61	-	-	61	213
Accommodation & Housekeeping	-	-	88	-	88	-	7	95	115
Catering & Bars	-	-	404	-	404	-	422	826	692
Porters Lodge	-	-	86	-	86	-	-	86	90
Other domestic costs	-	-	0	-	0	-	-	0	-
Total Premises	-	-	883	-	883	-	430	1,312	1,163
Development	-	-	-	-	-	158	-	158	146
Miscellaneous	-	-	20	-	20	-	-	20	-
Other (Communications)	50	10	10	10	80	20	-	100	86
Other (Events)	-	-	19	-	19	-	70	89	67
Other (KAIP)	-	-	-	-	-	-	-	-	-
Total Gen Ed/Central Admin	50	10	48	10	119	178	70	366	299
Total Direct Staff Costs	396	699	931	10	2,046	178	520	2,745	2,33
					,			-	,
Indirect Costs									
IT	86	35	36	-	157	16	-	173	161
Total Academic Services	86	35	36	-	157	16	-	173	161
HR	93	19	75	-	187	-	-	187	209
Financial Administration	99	10	79	-	188	10	-	198	221
Other Financial Charges	-	-	-	-	-	-	-	-	-
Total Gen Ed/Central Admin	192	29	154	-	375	10	-	385	431
Total Support Costs - Staff	279	63	190	_	532	25	-	557	591
Total Staff Costs	675	762	1,121	10	2,578	203	520	3,302	2,929
								,	
Total Staff Costs Exc. OIPA	675	397	1,121	10	2,214	203	520	2,938	2,583
		237	_,		_,+	200		_,	2,000

OIPA- Oxford Institute of Population Ageing

## Kellogg College non-staff costs for the year ended 31 July 2024

#### Charitable Expenditure Cost of Generating Funds

Function/Dept	Tuition	Research	College Member Residential	Non Member Charitable Conferences	Total Teaching Research & Residential	Fundraising	Non charitable / Trading (inc trading subs)	Total	Р/Ү
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Direct Costs									
Research fellows	-	74	-	-	74	-	6	80	39
Other Research Staff (OIPA)	-	194	-	-	194	-	-	194	241
Academic Administration Admissions	98	-	-	-	98	-	-	98	59
Total Academic Department	41 139	- 268	-	-	41 407	-	-	41 413	25 365
Prizes & Scholarships	139	- 200	-	-	407	-	-	413 192	240
Bursaries & Other Student Support Grants	69	_	_		69	_	-	69	68
Library	-	12	-	-	12	-	-	12	8
Total Academic Services	261	12	-	-	273	-	-	273	316
Sports Societies & Student Common Rooms	0	-	49	-	49	-	-	49	23
Welfare	-	-	32	-	32	-	-	32	28
Total Staff & Student Facilities	0	-	81	-	81	-	-	81	50
Gardens & Grounds	-	-	134	-	134	-	-	134	161
Building Maintenance	-	-	401	-	401	-	-	401	155
Equipment Maintenance	-	-	113	-	113	-	-	113	71
Furniture and equipment	21	2	255	2	281	1	1	283	192
Accommodation & Housekeeping	-	-	261	-	261	-	45	306	295
Catering & Bars	-	-	112	-	112	-	18	130	143
Porters Lodge	-	-	2	-	2	-	-	2	2
Rents, Rates, Insurance	-	-	326	-	326	-	-	326	334
Energy	-	-	250	-	250	-	-	250	255
Water	-	-	24	-	24	-	-	24	22
Total Premises	21	2	1,878	2	1,903	1	63	1,968	1,629
Development	-	-	-	-	-	93	-	93	92
Audit Fees	-	-	-	-	-	-	-	-	-
Legal and Professional	-	-	253	-	253	-	-	253	43
College Contribution	-	-	16	-	16	-	-	16	13
Grants to Other institutions	-	-	-	-	-	-	-	-	-
Miscellaneous	36	-	36	-	73	-	-	73	(45)
Other (Communications) Other (Events)	15	3 72	-	3	21	6	3	30	49
Other (KAIP)	-	12	40	-	112	-	25	137	98
Other (ICM)	-	-	-	-	-	-	-	-	-
Total Gen Ed/Central Admin	51	75	345	3	475	99	28	601	250
Total Direct Non-Staff Costs	473	357	2,304	5	3,139	100	97	3,336	2,610
	475	337	2,304	J	3,135	100	57	3,330	2,010
Indirect Costs									
IT	26	10	11	-	48	5	-	52	16
Total Academic Services	26	10	11	-	48	5	-	52	16
HR	19	4	15	-	38	-	-	38	14
Investment Management	-	-	-	-	-	2	-	2	2
Interest Payable	-	-	100	-	100	-	-	100	104
Other Financial charges	59	25	-	-	84	-	-	84	62
Total Gen Ed/Central Admin	78	29	116	-	222	2	-	224	182
Depreciation	208	-	208	-	416	-	-	416	416
Total Premises	208	-	208	-	416	-	-	416	416
Total Indirect Non-Staff Costs	312	39	335	-	686	7	-	693	614
Total Non-Staff Costs	785	396	2,639	5	3,825	106	97	4,029	3,224
Total Non-Staff Costs Exc. OIPA	785	203	2,639	5	3,632	106	97	3,835	2,983
			_,	_	-,			-,	,

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