

UNIVERSITY OF LEICESTER

Annual Report of the Nominations Committee for 2021-2022

Purpose of this report

1. The Nominations Committee reports to Council and to Court periodically, as required by the flow of business, but by long-standing arrangement does not present its minutes to either body. Instead, it reports by way of specific recommendations to whichever body is appropriate, and otherwise submits an annual report to Council.
2. This is the Nominations Committee's Annual Report to Council for 2021-2022 covering relevant activity in the period from 1 August 2021 to 31 July 2022. It was approved by the Committee at its meeting held on 21 September 2022. Council is asked **to note** this report, which is normally published on the University's website.

Membership

3. The membership of the Nominations Committee includes lay members, in a strong majority, and staff members of Council. In the period covered by this report the membership was as follows:

Lay members

Gary Dixon	Member and Chair throughout
Janet Arthur	Member throughout
Martin Cullen	Member throughout
Sophie Dale-Black	Member throughout
Ian Johnson	Member throughout
Carole Thorogood	Member throughout

Staff members

Edmund Burke	Member throughout
Nishan Canagarajah	Member throughout

4. Geoff Green, the University's Registrar and Secretary, was in attendance at all meetings of the Committee.
5. The role of Assistant Secretary to the Committee was provided by Rebecca Lord and Alison Benson, Governance Office.
6. Activity in the period covered by this report was considered by the Committee at meetings held on 16 September 2021, 3 February 2022 and 13 June 2022. The outcome of business during the year is summarised below.

Lay members of Council - new appointments and succession planning

7. The Committee recommended the appointment of George Acquah as a lay member of Council, for an initial term from 22 November 2021 until 31 July 2024, to fill the position left vacant by Martin Hindle's departure in July 2021.
8. The Committee noted that Andrew Morgan, Vijay Sharma and Carole Thorogood would be required to retire from Council on 31 July 2022, all due to their having completed the normal maximum of 9 years' continuous service as lay members of Council. In addition Janet Arthur, who had completed 6 years' continuous service, declined a further extension of appointment due to her other commitments. Mehmooda Duke, who had also completed 6 years' continuous service, also declined a further extension of appointment at this time due to appointment as the High Sheriff of Leicestershire from March 2022 until March 2023.

9. The Committee therefore recommended to Council that Vijay Sharma's existing term of office should be extended for a further year, to 31 July 2023. The University Ordinances allow for the maximum length of service on Council to be waived in exceptional circumstances.
10. After reviewing the role description and person specification, and conducting a full recruitment exercise, the Committee recommended the appointment of three new lay members of Council for an initial three-year term from 1 August 2022 – Florence Hayden, Rishi Madlani and Kevin Nagle.
11. EDI demographic information as disclosed by Council members for 2021/22 is attached at the Appendix.

Lay members of Council including Senior Officers – reappointments and additional roles

12. At its meeting held on 15 March 2022 Council approved the Committee's recommendation that the appointments of Gary Dixon as Chair of Council and Ian Johnson as University Treasurer should be extended for a further three-year term, from 1 August 2022 to 31 July 2025.
13. At its meeting on 15 March 2022 Council also approved the Committee's recommendation that Sophie Dale-Black should be reappointed as a Court-appointed member of Council for a further three-year term to 31 July 2025.
14. At its meeting on 5 July 2022 Council approved the Committee's recommendation that Craig Brown and Richard Tapp be reappointed as lay members of Council for a further three-year term, to run from 1 August 2022 to 31 July 2025.
15. To ensure a smooth transition in the role of Vice-Chair of Council, Council approved the Committee's recommendation to appoint Sophie Dale-Black as Vice-Chair of Council for a three-year term to run concurrently with her three-year term on Council (i.e. until July 2025), serving alongside Vijay Sharma in 2022-2023 to ensure continuity and a smooth transition.
16. At its meeting on 5 July 2022, Council approved the Committee's recommendation to appoint a Senior Lay Member, aligning with the role of 'Senior Independent Governor' as outlined in the 2020 Committee of University Chairs Higher Education Code of Governance (known as 'the CUC Code'). This role would be collocated with the role of Treasurer during 2022-2023 and would be subject to review after one year of operation.

Chancellor Appointment

17. The Augmented Nominations Committee, known as the Chancellor Selection Committee, was convened to seek appointment of a new Chancellor. Council recommended at its meeting on 5 July 2022, for approval by the University Court, the appointment of Dr Maggie Aderin-Pocock MBE as Chancellor of the University of Leicester for a five-year term from 1 March 2023. University Court approved the appointment on 15 July 2022, and the appointment was publicly announced on 27 July 2022.

Appointment of new Full and Associate Members of Court

18. During 2021-2022 the Committee considered and noted updated criteria for the appointment of members to Court, noting that any nominations received must be seconded, and that nominations must demonstrate alignment with the University's values.
19. During 2021-2022 Council approved recommendations from the Committee for the following individuals to be invited to be appointed as Full and Associate Members of Court, each to serve for a three-year term in the first instance:

Full Members

Martin Hindle (former lay member of Council, following maximum service of 9 years)

David Wood (former High Sheriff of Rutland 2020-2021)

Associate Members

Name	College/School/Department	Emeritus Professor from
Panicos Demetriades*	School of Business	1 July 2021
Glenn Fulcher*	School of Education	1 April 2022
Alison Goodall*	Cardiovascular Sciences	1 November 2021
Simon Gunn*	History, Politics and International Relations	1 August 2021
Colin Haselgrove*	Archaeology and Ancient History	1 July 2021
Bob Norman*	School of Medicine	1 July 2022
Christine Pullar	Molecular & Cell Biology	1 January 2022
Nuala Sheehan	Health Sciences	1 January 2022
Mark Stein*	School of Business	1 July 2021
Michael Saren*	School of Business	1 July 2021
Janet Ulph*	Law	27 September 2021

* Invitation accepted

20. At the time of writing this report the current total membership of Court stood at 97 full members (five of which are currently members of Court in more than one capacity) and 114 Associate members. There is no specified maximum for the total membership number in either category, although the 2015 review of the membership of Court proposed that the total number of Full members should be maintained at 'around 100'. Associate members of Court do not attend the annual meeting.

Attendance monitoring

21. On the recommendation of the Nominations Committee, and agreed by Council, the attendance records of members of Council at meetings of Council and its four key 'compliance' committees were published for the first time within the University's Financial Statements for 2016-17. This information has since been published annually in the Financial Statements.
22. At its meeting in September 2022 the Committee reviewed the 2021-2022 attendance record of all Council members at meetings of the governing body, and the attendance record of Council members serving on the four key 'compliance' committees of Council – the Audit and Assurance, Finance and Infrastructure, Nominations and Remuneration committees. Due to the ongoing impact of the Covid-19 pandemic and associated restrictions, many committee meetings had taken place online.
23. The Committee identified no concerns with members' attendance records during 2021-2022, and these were subsequently published in the Financial Statements for that year.

Lay membership of University Committees 2022-2023

24. The Committee approved a list of lay membership of University committees for 2022-2023 which was presented to Council at its meeting on 5 July 2022. It was noted that the membership position demonstrated full compliance with the CUC Code.

Council Effectiveness, Induction and Engagement

25. During the year the Committee considered the results of the Council Effectiveness Survey undertaken in May 2021. An action plan was developed in respect of areas requiring attention; progress against the plan was discussed by full Council in March and July 2022.
26. In June 2022 the Committee considered the proposed approach to lay member induction and engagement for 2022-2023 which had been revised in light of the Council Effectiveness Review. This approach intended to provide wider support to lay members from a range of internal and

external sources and would commence with a strategic away day for Council and Executive Board members in September 2022.

Code of Conduct and Fit and Proper Persons

27. In September 2021 the Committee recommended to Council the adoption of a Code of Conduct for members, as a response to provisions in the CUC Code. The Code was subsequently adopted by Council from November 2021.
28. At its meeting on 3 February 2022 the Committee approved a process and approach for compliance with 'Fit and Proper Persons' requirements, as stipulated by the Office for Students (OfS) and the Finance Act 2010.

Appendix: Council member EDI demographic information 2021/22 (derived from EDI disclosures only)

Council EDI Demographic					
Disability					
Disclosed	%	Not Disclosed	%	PNTS	%
2	10%	17	85%	1	5%
Ethnicity					
White	%	Minority Ethnic	%	PNTS	%
15	75%	4	20%	1	5%
Religion					
Disclosed	%	No Religion	%	PNTS	%
13	65%	5	25%	2	10%
Sexual Orientation					
Heterosexual/Straight	%	LGB+	%	PNTS	%
16	80%	2	10%	2	10%
Gender					
Male	%	Female	%	PNTS	%
11	55%	9	45%	0	0%
Grand Total					
20					