

UNIVERSITY OF LEICESTER

COUNCIL

Minutes of a meeting held on
Monday 4 July 2016

Present: Dr B Towle (Chair)

Mr P Ash	Mr P Lawson
Professor P Baker	Dr S Macleod
Professor M Barstow	Mr D Moore
Professor P Boyle	Mr A Morgan
Professor J Coleman	Professor M Peel
Mr G Dixon	Dr N Reed
Mr I Johnson	Dr V Sharma
Professor J Ketley	Ms C Thorogood

Mr L Trotman

In attendance: Mr D Hall (Secretary), Mr M Riddleston, Professor S Dixon (for 16/M36), and Mr N Cox (Assistant Secretary).

Apologies for absence were received from Mr M Hindle, Judge A Hampton, Ms R Holland, Professor M Lester, Dr D Lockett, and Professor E Raven.

UNRESERVED BUSINESS

16/M31 **DECLARATIONS OF INTEREST**

No personal interests were declared by members in relation to specific items of business to be transacted at this particular meeting.

16/M32 **MINUTES**

Council considered the unreserved minutes of the meetings held on 17 March and 12 May 2016. **Council approved** them as a correct record.

Arising from minute 16/M25 (Ordinances), Council confirmed its approval for the proposed amendments to University Ordinances 9, 10 and 16, to provide the facility for honorary degrees to be awarded to organisations as well as to named individuals.

16/M33 **CHAIRS' BUSINESS**

The Chair advised all members of Council that any correspondence or queries received by them on an individual basis, on matters relating to University business, should be referred for the attention of the Registrar and Chief Operating Officer in his capacity as the Secretary to Council.

The Chair also reported that, in future, the Nominations Committee would be responsible for making recommendations for approval by Council on all matters relating to the naming of University buildings and/or the rooms within them.

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16/M34 PRESIDENT AND VICE-CHANCELLOR'S BUSINESS

The President and Vice-Chancellor reported that, in the immediate aftermath of the outcome of the 'Brexit' referendum, Universities UK was already in negotiations with the UK government and the EU on the implications for UK universities. At the present time, EU students in the UK were still eligible to receive student loan funding.

16/M35 COUNCIL ADVISORY COMMITTEE

Council considered reports of meetings of the Council Advisory Committee held on 4 May and 14 June 2016.

Council noted that the Committee had reflected on the first year of its operation as a new committee of Council, and had agreed that meetings had provided an important and worthwhile platform for strategic topics to be discussed with staff at an early stage, with all substantive matters still to be determined by the full governing body.

16/M36 INTERNATIONAL STRATEGY

Council considered the University's new international strategy, which incorporated a range of approaches and initiatives to expand the global presence of the University and the international horizons of all of its staff and students. Key priorities included a focus on international student recruitment through partnerships and possibly an overseas campus, developing the internal perspectives of UK-based students, and international collaborative research.

Council approved the new International Strategy, noting that it had also been endorsed by the Council Advisory Committee and by Senate, and welcomed in particular the clarity of its supporting KPIs.

16/M37 PHYSICAL ENVIRONMENT STRATEGY

Council considered the University's new physical environment strategy, which was designed to underpin the University's overarching strategic aims by preserving the historic character of the campus whilst transforming the facilities to deliver a welcoming, cohesive and high quality experience. **Council noted** that the strategy encapsulated the principles and proposals that were set out in the presentation to the Council Awayday held in May 2016, and was much broader than 'new build' in its scope.

Council approved the new Physical Environment Strategy, noting that it had also been endorsed by Senate.

16/M38 SENATE REPORT – DEPARTMENTAL DISESTABLISHMENT

Council considered a report from the Senate on the proposed disestablishment of the Vaughan Centre for Lifelong Learning as an academic unit of the University.

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The report detailed the background and rationale for the proposal, the planned support arrangements to enable current students to complete the award for which they were currently registered, and included the text of statements presented verbally to Senate by the UCU, the Students' Union and the Acting Head of the Vaughan Centre.

Also presented to Council was a supplementary written statement from the Acting Head of the Vaughan Centre, submitted after the Senate meeting, and a petition of 226 signatures against the proposed closure, collected by the *Save Vaughan College Campaign* on 19 June 2016.

Council noted that the proposal was still subject to the formal HR consultation process and that no decision was required of Council at this stage. If it was decided to proceed with the proposal to close the Centre, it would return to Council in autumn 2016 for full consideration and for the final decision to be made. Senate's conclusion, however, had been that the closure, if confirmed, would be a regrettable but necessary consequence of the University's current challenging circumstances.

16/M39 **SENATE REPORT – CHANGES TO ORDINANCES**

Council considered two sets of proposed amendments to the University's Ordinances in relation to:

- a. the introduction of revised procedures for the award of emeritus and other honorary titles, effective from 1 September 2016, which required amendments to Ordinances 9.6 and 19.1 as set out in Appendix C/16/M39a(App) attached to the signed copy of these minutes; and
- b. the new role and membership of Court, arising from the 2015 review, which required changes to Ordinances 2, 11, 12, 13 and 30 as set out in Appendix C/16/M40a(App) attached to the signed copy of these minutes.

Council approved the proposed changes to Ordinances, noting that these had also been endorsed by Senate at its meeting held on 29 June 2016.

16/M40 **ELECTION OF MEMBERS OF SENATE TO SERVE AS MEMBERS OF COUNCIL**

Council noted that Senate had elected the following members of Senate to serve as members of Council for a period of three years commencing on 1 August 2016:

Professor Paul O'Brien, Department of Physics and Astronomy
Professor John Schwabe, Department of Molecular and Cell Biology

16/M41 **ACADEMIC STAFFING ISSUES**

Council considered details of proposed revised approaches to academic career structures, promotion and professorial remuneration arrangements, formulated in response to concerns on these issues raised by staff during the strategic conversation in 2015.

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Council noted that the proposed revised approaches in the above areas were all underpinned by an emphasis on the central importance of teaching and research, but with encouragement for staff to develop their contributions and achievements in the areas of enterprise, engagement and citizenship and leadership.

Council welcomed the strong emphasis placed on the role of senior staff in the coaching, mentoring and general development of their colleagues, **and suggested** that there was also a role to be played in espousing the values of the University.

Council approved the proposals, noting that the operational details would be finalised in time for the formal launch of the 2016-17 academic promotion round on 1 September 2016.

16/M42 **AUDIT COMMITTEE**

Council considered a report of a meeting of the Audit Committee held on 20 June 2016.

Council noted that, immediately prior to the meeting, the Committee had received a separate briefing session on current audit issues in the HE sector, and this had been extremely useful to the Committee in helping to frame the audit programme for 2016-17.

With regard to an internal audit review of long term maintenance in Estates, the Committee had indicated that enhanced visibility was required within the University as to the monitoring of 'backlog' maintenance. This was being addressed by the Registrar and Chief Operating Officer.

16/M43 **PROPOSED CHANGES TO THE CONSTITUTION OF COUNCIL**

Council considered a recommendation from the Nominations Committee that the Chancellor's place on Council, and the three places allocated to be filled by pro-vice-chancellors, should be deleted, thereby reducing the size of Council from 25 to 21 members.

Council noted that the rationale for deleting the Chancellor's place was to address an anomaly whereby the Chancellor was expected, as a trustee, to accept shared collective responsibility for decisions of Council but, by convention, did not attend its meetings. The Chancellor had indicated to the University that he did not feel that this arrangement was appropriate, and he had expressed full support for the deletion of the Chancellor's place.

With regard to the proposed deletion of the three pro-vice chancellor places, this was intended to resolve a number of practical issues, including the fact that it was difficult for the pro-vice-chancellors to act as 'critical friends' in relation to management decisions to which they had been a contributing party; to the fact that there were more PVCs than places available for them on Council, and the current rotation policy had been of limited success; and to the fact that the size of the current lay majority on Council occasionally gave rise to quoracy pressures. The proposal also took account of a downsizing trend amongst HE governing bodies, where Leicester now looked comparatively generous in terms of the number of places allocated to be filled by staff at pro-vice-chancellor level and above.

Council approved the recommendation of the Nominations Committee that the Chancellor's place on Council, and the three places on Council allocated to be filled by pro-vice-chancellors, should be deleted, thereby reducing the total size of Council from 25 to 21 members. This change would require formal approval by the Privy Council.

In approving the above recommendation, **Council agreed** that each pro-vice-chancellor should attend at least one regular Council meeting or awayday per year to present reports on issues and developments in their respective areas, for consideration and challenge by Council.

16/M44 **COUNCIL SKILLS MATRIX**

Council received the updated Council skills matrix, which had been completed by 19 members of Council during May 2016.

Council noted that the matrix indicated that, in general, there was a good coverage of relevant skills and experience on Council, with the possible exception of estates-related and legal areas. This would be borne in mind by the Nominations Committee, although not as the sole determining factor, when considering the appointment of new lay members of Council (16/M46 refers).

16/M45 **RE-APPOINTMENT OF EXISTING LAY MEMBERS OF COUNCIL**

On the basis of the recommendations of the Nominations Committee, **Council approved** the re-appointment of the following lay members of Council to serve for a further period, from 1 August 2016 until 31 July 2019:

Dr B Towle	Chair of Council
Mr D Moore	Treasurer
Mr P Lawson	Lay member
Mr A Morgan	Lay member
Ms C Thorogood	Lay member
<i>Dr V Sharma*</i>	<i>Lay member</i>

*(*Council noted that Dr Sharma held one of four places on Council directly appointed by Court. Court had already confirmed Dr Sharma's re-appointment until 31 July 2019.)*

16/M46 **APPOINTMENT OF NEW LAY MEMBERS OF COUNCIL**

Council noted that the Nominations Committee was considering a number of possible candidates for appointment as lay members of Council from 1 August 2016, replacing retiring members Mr P Ash and Judge A Hampton. There were no recommendations to consider at this stage and the process would continue during the summer. It was hoped that appointments would be confirmed, by correspondence with Council if required, in time for the meeting of Council in November 2016.

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16/M47 LAY APPOINTMENTS TO UNIVERSITY COMMITTEES

Council received details of lay appointments to University committees for 2016-2017, as determined by the Nominations Committee on behalf of Council. **Council noted** that it was intended to add an additional lay member to the membership of the Finance Committee, and a few other gaps still needed to be filled, including some to be filled by the new lay members of Council when appointed.

16/M48 APPOINTMENT OF NEW MEMBERS OF COURT

On the basis of the recommendations of the Nominations Committee, **Council approved** the appointment of the following (subject to confirmation of their willingness to serve) as new members of Court, acting in a personal capacity, until 31 December 2020 in the first instance:

Mr Gordon Arthur
Mr Paul Rivlin

16/M49 CONSTITUTION OF THE 'AUGMENTED' NOMINATIONS COMMITTEE

Council considered a recommendation of the Nominations Committee that the constitution of the Augmented Nominations Committee, established specifically to oversee the process for the appointment of the Chancellor, be amended.

The current terms of reference of the Augmented Committee specified that its membership should include three additional academic members of Council. The Committee had reflected on this requirement in the context of the changing nature of Chancellor appointments in universities, which were now much less characterised by individuals with a prominent academic profile, and the separate proposal to Council that the three pro-vice-chancellor positions on Council be deleted (minute 16/M43 refers).

Council approved the recommendation of the Nominations Committee that the requirement for three additional academic members of Council to be appointed to the Augmented Nominations Committee be deleted.

16/M50 EQUALITY AND DIVERSITY COMMITTEE

Council received and noted reports of meetings of the Equality and Diversity Committee held on 24 February and 19 May 2016.

Council recorded its appreciation for the contribution to the work of the Committee and the wider University of Professor Annette Cashmore, who had died suddenly on May 26 2016.

16/M51 HEALTH AND SAFETY COMMITTEE

Council considered a report of a meeting of the Health and Safety Committee held on 6 June 2016.

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Council noted that the Chair of Council had attended the meeting of the Committee, as an observer, and had asked the Director of Safety Services to present an annual report to Council to provide assurance on the management of health and safety in the University.

16/M52 **STANDING COMMITTEE OF THE ALUMNI ASSOCIATION**

Council received and noted a report of a meeting of the Standing Committee of the Alumni Association held on 5 May 2016.

16/M53 **CUC HIGHER EDUCATION CODE OF GOVERNANCE**

Council considered an update report on follow-up actions to be taken in response to the CUC's Higher Education Code of Governance, published in 2015. The report identified a range of practical ways in which the Council, and the University, was already operating in accordance with the key requirements of the Code, and set out a number of further follow-up actions that would be taken in certain areas, and mostly within the next 12 months, to further enhance the overall level of compliance.

Council endorsed the actions being taken in response to the CUC Code, and **agreed** to receive a progress report on their implementation by the end of 2016-17.

16/M54 **RESEARCH INTEGRITY**

Council received the 2016 annual statement on research integrity, as required under the national *Concordat to Support Research Integrity*, and **noted** the range of actions taken by the University to support and strengthen understanding and application of research integrity issues.

16/M55 **DATES AND TIMES OF FUTURE MEETINGS**

Council noted the dates of forthcoming meetings, all to start at 4.00pm:

Wednesday 16 November 2016

Thursday 16 March 2017

Monday 15 May 2017

Wednesday 5 July 2017

16/M56 **RETIRING MEMBERS**

Council expressed its appreciation to the following individuals, who would be standing down as members of Council on 31 July 2016:

Mr Paul Ash
Professor P Baker
Professor M Barstow
Professor J Coleman
Judge A Hampton
Professor J Ketley
Professor M Lester

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Council recorded in particular the contribution made by Mr Ash to the work of the Council and its committees during his nine consecutive years as a lay member of Council, and extended to him its very best wishes for the future.

CHAIR

Duration of meeting (Unreserved and Reserved Business): Three hours and 15 minutes