Minutes of Meeting held on Wednesday 8 October 2008
in The Senate Room

Present:
Dr Olwyn Byron Senate Assessor, Professor Muffy Calder Senate Assessor, Mr Peter Daniels Co-opted Member, Ms Barbara Duffner Co-opted Member, Ms Susan Dunsmore General Council Assessor, Dr Robin Easton Co-opted Member, Rt Hon Charles Kennedy MP Rector, Mr Gavin Lee SRC President, Dr Martin Macaulay Senate Assessor, Mr Alan Macfarlane General Council Assessor, Mr Jim Mackechnie Glasgow City Council, Dr Laura Martin Senate Assessor, Professor Keith Millar Senate Assessor, Mr Alex Ross Employee Representative, Mr David Ross General Council Assessor, Sir Muir Russell Principal, Mr Kevin Sweeney General Council Assessor, Mrs Joy Travers Chancellor's Assessor (Convener)

In attendance:
Professor Steve Beaumont (Vice-Principal Research & Enterprise), Mr Ian Black (Director of Human Resources), Professor Graham Caie (Clerk of Senate), Professor Frank Coton, Dean Faculty of Engineering (for agenda item 1), Mr Robert Fraser (Director of Finance), Professor Neal Juster (Vice-Principal Strategy & Resources), Mr Jim McConnell (Director of Estates and Buildings), Ms Deborah Maddern (Administrative Officer), Mr David Newall (Secretary of Court), Professor Andrea Nolan (Vice-Principal Learning, Teaching and Internationalisation), Ms Susan Stewart (Director of Corporate Communications)

Apologies:
Members: Mr David Anderson General Council Assessor, Ms Susan Ashworth Employee Representative, Professor Andrew Christie Co-opted Member, Professor Eleanor Gordon Senate Assessor, Professor Michael Scott-Morton Co-opted Member, Professor Mona Siddiqui Senate Assessor
Attenders: Professor John Coggins (Vice-Principal Life Sciences & Medicine), Miss Jan Hulme (Academic Secretary)

CRT/2008/1. Announcements
Court welcomed Professors Muffy Calder, Senate Assessor, and Mr Gavin Lee, the SRC President, to their first meeting of Court. Court welcomed back Mr Alex Ross as Employee Representative. Court also welcomed Professor Graham Caie to his first meeting as Clerk of Senate.

Court thanked Ms Jennifer Wightwick, outgoing SRC Assessor, for her contribution to Court business.

Court heard that Ms Jan Hulme, Academic Secretary, would be leaving in December to take up the position of University Secretary at Glasgow Caledonian University. Court recorded its thanks and appreciation for the contribution Ms Hulme had made to the University of Glasgow and wished her well in her new appointment.
CRT/2008/2. Presentations

Professor Frank Coton, Dean of the Faculty of Engineering, gave an overview of the Faculty’s strategic objectives and performance, as part of the series of presentations by Deans. The Faculty of Engineering aimed to establish itself as a leading international centre for Engineering and interdisciplinary research underpinning a portfolio of high quality teaching across a range of Engineering disciplines. It was the intention of the Faculty to position itself as the first choice for the majority of prospective Engineering students in Scotland. To help achieve this, a Faculty Recruitment Officer had been recruited to strengthen engagement with schools, market the Faculty more aggressively and encourage more women to study Engineering.

The Faculty was achieving or exceeding most of its Key Performance Indicators, but, if future KPIs were to be met, it was essential that it continue to grow and diversify its research base and increase margins where possible, and that recruitment and retention at undergraduate level continue to improve. Postgraduate Taught growth was encouraging, but international markets were volatile and it was necessary to penetrate new markets. With regard to research performance, the Glasgow Research Partnership in Engineering, a Research pool, was beginning to generate income. Some departments were performing well in research while more progress was required in others. There was strong interdisciplinary research engagement with the rest of the University in areas including Sustainability, Nanotechnology, Energy and Biomedical Engineering.

The Faculty was undergoing restructuring to address a number of matters including difficulties in providing administrative and technical supporting for core functions, the need to improve space usage, the need to regenerate and expand Undergraduate provision into new areas, and a requirement for better collective ownership of Faculty wide issues.

Court thanked Professor Coton for his presentation.

Professor Andrea Nolan, Vice Principal Learning, Teaching and Internationalisation, gave a presentation providing an update on the Learning and Teaching strategy, including progress against Key Performance Indicators.

The University aimed to be renowned internationally for enquiry-led learning in a culture shaped by the research environment. The Learning & Teaching Strategy had nine strategic objectives, among which particular emphasis had been placed on Internationalisation and on student engagement and retention. Monitoring of progress in these areas had involved the creation and analysis of Key Performance Indicators at institutional and Faculty level as well as the development of indicators of good practice and innovation, notably through the “Learning Bank”. The Bank would contain case studies, details of innovative ideas supported by the Learning and Teaching Development Fund, and evidence of good practice from annual monitoring reviews and internal quality reviews.

The underpinning objectives of Internationalisation were to grow the international student population and enhance diversity, increase the number of students having an international study experience, increase educational partnerships with universities internationally, diversify educational delivery models and develop effective mechanisms to support student integration. KPIs in Internationalisation focused accordingly on International student numbers and student mobility. The former had not achieved growth targets, notably for Undergraduates, but it was expected this position would improve through increased intake from the Glasgow International College and recent investment in recruitment, marketing and programme development. The latter showed a significant percentage of students (around 20%) having international study experience. Measures to support the Internationalisation agenda included a Development Fund to promote international partnerships in education, regulations
having been revised to allow new models of partnership development, and more effective integration of and support for international students.

KPIs for student success and retention concentrated on Year 1 continuation rates and completion data, where there had been under-performance in all areas except Dentistry, Law, Medicine, Veterinary Medicine and where analysis revealed the reasons as multifactorial. Remedial action included a maths/numeracy support service and a peer mentoring system. KPIs also focused on tariff at entry, where Professor Nolan was pleased to report a significant reduction in the numbers of students admitted below tariff. An Institutional action plan was being developed which would contribute further to improving retention. The plan placed emphasis on areas such as creating communities of students, provision of integrated support services, notably through the HUB, more group based learning activities in Year 1, and extended induction.

Student feedback from the National Student Survey and local surveys indicated high levels of satisfaction with the learning experience. Systematic work was under way to improve assessment and feedback which had been highlighted by students as needing attention.

Court thanked Professor Nolan for her presentation.

CRT/2008/3. Minutes of the meeting held on Wednesday 25 June 2008

The minutes were approved.

CRT/2008/4. Matters Arising

There were no Matters Arising.

CRT/2008/5. Report from the Principal

CRT/2008/5.1 Student Admissions

Court noted that the Management Group had considered the University's performance in the 2008 admissions cycle. At this point in the calendar, it had been too early to make confident statements about international or postgraduate admissions, and attention had focused principally on performance in recruiting Home undergraduate students, which showed an improvement on last year, in particular in science areas. The University's overall recruitment target had been achieved, and the number of students admitted with entry qualifications below tariff had fallen to just 114 (compared with 231 in 2007 and 359 in 2006).

CRT/2008/5.2 National Student Survey

Court noted a summary of the recently published National Student Survey in so far as it related to Glasgow. While the University had recorded favourable results, it had nevertheless registered a one-percentage-point reduction in overall satisfaction rating, and this would have a negative impact on its placing in various league tables in the coming year. The Vice-Principal Learning, Teaching and Internationalisation was following up the publication of the NSS results with guidance to Faculties on action required to improve the University's performance.
CRT/2008/5.3 Higher Education Futures Task Force

Court noted that the Task Force's work continued and it would soon be considering how to implement its recommendations on the future funding structure of higher education in Scotland. The proposals for lighter touch regulation were welcomed by the sector.

CRT/2008/5.4 Update on Research Performance

Court noted that applications for research grants had been rising, as had financial contributions from research awards. However, there had been little growth in the value of new research grants and contracts in 2007/08. Faculties had been encouraged to take steps to encourage greater participation in research applications, to target these where possible at funders willing to contribute to the University's overhead costs, and to respond to the changing research landscape which gave greater prominence to 'challenge' driven research, 'utility' and scale.

CRT/2008/5.5 Student Lifecycle Project

Court was reminded that the Student Lifecycle Project involved implementing a new information system that would: give the University competitive advantage in the way it communicated with enquirers and applicants, provide better information to students, improve the efficiency of academic processes, and provide robust management information to help measure the University's performance against its business targets.

Court noted that the Student Lifecycle Project Board had now made its choice from among three short-listed suppliers. The preferred supplier was Atos/Oracle, and the Board had agreed that the University should enter into contractual commitments with the supplier only after the successful conclusion of a due diligence process. Court would receive a further update on this project in December, before contractual commitments were made.

CRT/2008/5.6 Points-based Immigration System

Court noted that the Points-based Immigration System, a government requirement, would place significant duties on universities with respect to the recruitment of non-EU international staff and students, in terms of document provision and record keeping.

CRT/2008/6. Report from the Rector

Court noted contact and diary details for the Rector, that the Scottish Rectors’ Group had met recently and that the wish for a "working" Rectorship had already been reflected in the range of invitations received and engagements fulfilled.

CRT/2008/7. Reports from Court Strategy Discussion

Court was reminded that the purpose of the discussion day had been to facilitate early input from Court members to the revision of the University's strategic plan. Attenders had received presentations on the University's recent performance, and how it compared with its competitors; on the current Strategic Plan; and on the political and funding environments. Plenary sessions, following group discussions, had revealed a strong level of agreement around six themes: more effective communication and implementation of University objectives; focus on those areas of the University's
teaching and research portfolio that were strong and had the potential for sustainable success; Internationalisation, with growth in international student numbers and a stronger international profile for the University; more efficient ways of working; effective marketing of the University; and a strong commitment to the student experience.

Court agreed that it would expect University managers to engage with the six priorities that had been identified, and to demonstrate progress being made against each. The guidance emerging from the strategy day discussion should also inform the development of a new strategic plan that would be coordinated by the Vice-Principal Strategy & Resources.

CRT/2008/8. Reports of Court Committees

CRT/2008/8.1 Finance Committee

CRT/2008/8.1.1 University of Glasgow Pension Scheme – follow up paper

Court was reminded that in November 2007 the Finance Committee had agreed to fund the pension scheme at 25.5% which had been estimated to clear the Pension Scheme deficit in 13 years. It had also been agreed that the University would endeavour to make additional contributions. Court noted that the Finance Committee had recently approved a proposal to pay an additional £2.2M into the Pension Scheme.

CRT/2008/8.1.2 October 2008 Pay Award

Court noted that cost to the University in meeting the commitment to pay a salary increase at the RPI rate in October was estimated as an unbudgeted £1.9M, but that the impact of this might be mitigated by other factors, including the benefit of the National Insurance Release (salary sacrifice) scheme. The Director of Finance advised Court that if the award were paid at the RPI rate, which was likely to be in the region of 5%, the University should with reasonable confidence be in a position to cover the cost within budget, on the assumption that savings would be achieved elsewhere.

Court was advised that in light of the current global financial situation, the University was restricting bank deposits to institutions which required no more than a week’s notice of withdrawal. The University’s cash accounts were spread across a range of institutions to lessen risk, in line with the policy approved by Court. There were no concerns regarding loans, since there were none held by the University. Given the current volatility in the banking system, members of the Finance Committee would be contacted should there be an urgent need to review the University’s banking policy.

CRT/2008/8.1.3 Banking Matters – Approval of Credit Facilities

Court approved the Finance Committee’s recommendation that an amendment to the terms and conditions of the University’s credit facility with the Clydesdale Bank be approved.

CRT/2008/8.1.4 National Insurance Release Scheme

Mr Fraser and Mr Black agreed to meet Dr Byron regarding the National Insurance Release Scheme to clarify a number of questions. It was agreed
that Court and the Trade Unions should be advised of any issues arising from the meeting.

**Action R Fraser; I Black**

**CRT/2008/8.2 Remuneration Committee**

Court noted that the context of this year's salary review had been unusually difficult. In terms of the national agreement, University staff had benefited from a salary uplift of 3% in May 2008. They were entitled to a further RPI-related award in October 2008. The value of this second award would be known when the retail price index for September was announced in mid-October.

Court also noted that the Remuneration Committee had considered the context of this year's salary review, together with the reported performance of each member of SMG and comparative data supplied on internal and external salaries, in coming to its recommendations. Having discussed the recommendations of the Remuneration Committee, Court agreed:

- That the University should meet the 2008 pay award in full and without phasing, and that this should apply to professorial staff, as well as to those grades of staff covered by the national pay agreement.
- That no additional performance-related awards should be made to Professorial staff in 2008/2009. Court favoured such awards strongly as a matter of principle, but decided that the financial position in 2008/09 would make it difficult to fund performance awards in addition to the basic salary increase in 2008. Ms Barbara Duffner, Chair of HR Committee, recorded her dissatisfaction with Court's decision on this matter.
- That a salary uplift should be awarded to all members of SMG that would be consistent with that for all other members of staff.
- That it would not be appropriate this year to provide SMG members with performance based awards. The percentage salary uplift for SMG members would therefore be exactly the same way as for the rest of the University workforce.

Court was advised that, in benchmarking the salaries of SMG members against similar roles in other major UK universities, Remuneration Committee had noted two cases in which it had agreed an adjustment to bring salary levels into alignment with the market rate.

Court further noted that at its meeting on 13 March, the Remuneration Committee had agreed a framework within which the University's executive officers might authorise severance packages, with these being reported to the following meeting of the Committee. In the period since then, the Principal and Secretary of Court had approved severance terms for five members of staff, on terms within the agreed framework.

**CRT/2008/8.3 Audit Committee**

Court noted that it would receive the Audit Committee’s annual report in December.

**CRT/2008/8.4 Human Resources Committee**

**CRT/2008/8.4.1 National Pay Issues**
Court noted that the Human Resources Committee had been updated on the national pay agreement.

**CRT/2008/8.4.2 Partial Performance**

Court noted that the Human Resources Committee had considered UCEA guidance on managing industrial action should any occur. The University intended to continue to support and participate in national pay negotiations into the future. In so doing, it would advise UCEA on its policy in relation to partial performance. The Human Resources Committee had affirmed the position adopted by the University in 2006, that partial performance was not acceptable and could lead to salary being withheld. It had been agreed that, in the event of any future industrial action, this policy should be made clear to members of staff and that it should also be made clear that the University would do its best to resolve any industrial dispute in a fair and reasonable way. It was the University’s intention to establish working groups to consider the University's response to possible future industrial action.

**CRT/2008/8.5 Estates Committee**

Court noted the report of the Estates Committee. Court heard that planning permission had been received for the Beatson Phase 2 development.

**CRT/2008/8.6 Nominations Committee**

Court approved the recommendations of the Nominations Committee in respect of the following appointments:

**Audit Committee**

Mr Kevin Sweeney be appointed as chair of the Audit Committee upon the retirement of Mr Tom O’Connell following the next meeting of the Committee, in November 2008.

**Finance Committee**

Mr Peter Daniels be appointed a member of the Finance Committee from 1 August 2008. Mr Daniels would replace Mr Norman Berry whose membership of the Committee ended on 31 July 2008.

**Nominations Committee**

Dr Robin Easton be appointed as a member of the Nominations Committee from 1 August 2008, to fill a vacancy that has existed for some time.

**Remuneration Committee**

Mr David Anderson be appointed as a member of the Remuneration Committee with immediate effect.

**CRT/2008/8.7 Search Committee**

Court noted the report of the Search Committee, whose remit was to oversee the process of appointing a new Principal to succeed Sir Muir Russell in October 2009. The Committee aimed to bring a recommendation to the next meeting of Court.
CRT/2008/9. Report from the Secretary of Court

CRT/2008/9.1 Review of University Health Service

Court noted that a group had been established in April 2008 to review the current nature and structure of the University Health Service (UHS) and its appropriateness to the changing demands of the University. Court approved the group’s preliminary report. This included reference to the enhanced provision of NHS services to students arising from the transfer of a GP practice to new premises in the HUB. It referred also to the need for the UHS to have a greater focus on occupational health matters, and stronger links with other, related, services in the University. Court noted that a final report would be prepared for its December meeting.

CRT/2008/9.2 Queen Margaret Union

Court was reminded that in June 2008 the President and General Manager of the Queen Margaret Union had asked that in future all Glasgow University students should have the right of automatic membership of QMU, rather than requiring to register as members. As the proposal could have an impact on the other student bodies, consultation had taken place with the other bodies, which were not supportive. Court noted that some important concerns about this proposal had been raised by the other student bodies, and agreed that automatic membership should not be permitted.

CRT/2008/9.3 Faculty Performance

Court agreed that as a potential way of monitoring Faculties' performance, in addition to the presentations from Deans and the provision of Key Performance Indicators from Faculties, discussions should take place with Deans and individual lay members about the possibility of the latter visiting Faculties to follow performance and report observations back to Court.

Action D Newall

CRT/2008/9.4 Redundancy Committee - Department of Computing Science

Court was reminded that at its June meeting, it had approved the establishment of a Redundancy Committee and Structural Change Committee to look at matters relating to the Department of Computing Science where there had been a possible reduction of 4 in the systems team staffing complement. Court approved the Redundancy Committee’s recommendation that the posts of IT Officer and Systems Manager be made redundant from 31 October 2008 and that those members of staff, either at Grade 8 or 9, who were not successful in securing any of the alternative posts which had been created following a restructuring be made redundant with effect from 31 October 2008. The result of this was that at present there was a proposed reduction of 3 staff, and not 4 staff as advised to Court in June. Court noted that it would receive a further report with respect to possible enhancement to statutory redundancy pay.

CRT/2008/9.5 Redundancy Committee - GUARD

Court was reminded that at its June meeting, it had approved the establishment of a Redundancy Committee and Structural Change Committee to look at matters
relating to the Glasgow University Archaeological Research Division (GUARD) where there had been a possible reduction of 3.4 FTE in the staffing complement. Court approved the Redundancy Committee’s recommendation that the Contracts Manager and two Illustration-related postholders be made redundant from 31 October 2008 and that an enhancement to statutory redundancy pay be considered through the Remuneration Committee.

Court noted a request from Mr Alex Ross that guidelines be drawn up for a standard voluntary severance mechanism so that the Remuneration Committee would not need to consider proposals for voluntary severance on an individual basis. Court noted also Mr Ross's request to allow more time for discussion by postponing its decisions on redundancies in Computing Science and GUARD. It was agreed, however, that the decisions should not be postponed.

**CRT/2008/9.6 Standing Orders**

Court noted Standing Orders, details of Court committee dates and memberships for the current session.

**CRT/2008/9.7 Employee Representative on Court**

Court noted that in June, Mr Alex Ross had been re-nominated by the Joint Union Liaison Committee to serve on Court as Employee Representative for a further 2 years. No other employee nominations had been received during the nomination period and therefore Mr Ross had been re-appointed to Court for 2 years from 1st August 2008.

**CRT/2008/9.8 General Council Representatives on Court**

Court noted that at its half-yearly meeting on 27 June, the General Council had approved the re-appointments of Susan Dunsmore and David Ross as nominees to two General Council positions on Court, to serve for 4 years from 1 August 2008; and had accepted the nomination of Mr David Anderson to the vacancy created by the retirement from Court of Mr Norman Berry. Mr Anderson would serve for 4 years from 1 August 2008.

**CRT/2008/9.9 Appointment of Senate Assessor on Court**

Court noted that in July, Senate had elected Professor Eleanor Gordon, Department of Economic & Social History, to the position of Senate Assessor on Court in the Arts territory. She would serve from 1st August 2008 until 31st July 2012.

**CRT/2008/9.10 Grievance Committees and Disciplinary Tribunal**

Court noted the following:

That a Stage 2 Grievance Committee had heard a grievance relating to payroll check-off facilities for union subscriptions. The grievance had not been upheld but it had been agreed that facilities would be provided.

That a stage 2 Grievance Committee had been set up to consider a grievance in the Arts Faculty and that a stage 2 Grievance Committee had been set up to consider a grievance in the Faculty of Law, Business and Social Sciences.

That a Disciplinary Tribunal had been set up to consider a staff matter in the Medical Faculty.
CRT/2008/9.11 Dean of Law, Business & Social Sciences

Court noted that Professor Noreen Burrows would demit office as Dean of Law, Business & Social Sciences on 31 July 2009. Professor Burrows would have served two terms in office and would not be eligible for reappointment. Arrangements would therefore be put in place to advertise the post, with applicants invited from within and outwith the University.

CRT/2008/9.12 Appointing Committees for the Headships of Departments

Court noted that the following Appointing Committees had been approved for Headships of Departments where the current Heads would demit office on the dates specified; the outgoing Heads were also indicated:

**Accounting & Finance (Kwaku Opong 31.7.09)**
- Professor Noreen Burrows (Convener).
- Dr Martin Macauley (Senate Assessor)

**Adult & Continuing Education (Rod Purcell 31.3.09)**
- Professor Jim Conroy (Convener).
- Dr Martin Macauley (Senate Assessor)

**Archaeology (Jeremy Huggett 31.7.09)**
- Professor Elizabeth Moignard (Convener).
- Dr Olwyn Byron (Senate Assessor)

**Civil Engineering (Simon Wheeler 31.7.09)**
- Professor Frank Coton (Convener).
- Professor Keith Millar (Senate Assessor)

**Economic & Social History (Neil Rollings 31.7.09)**
- Professor Noreen Burrows (Convener).
- Dr Olwyn Byron (Senate Assessor)

**Electronics & Electrical Engineering (John Arnold 31.7.09)**
- Professor Frank Coton (Convener).
- Professor Muffy Calder (Senate Assessor)

**English Language (Jeremy Smith 31.7.09)**
- Professor Elizabeth Moignard (Convener).
- Dr Martin Macauley (Senate Assessor)

**Geographical & Earth Sciences (Trevor Hoey 31.7.09)**
Professor John Chapman (Convener).
Professor Eleanor Gordon (Senate Assessor)

History (Donald Spaeth 31.7.09)
Professor Elizabeth Moignard (Convener).
Professor Eleanor Gordon (Senate Assessor)

Management (Robert MacIntosh 31.7.09)
Professor Noreen Burrows (Convener).
Dr Laura Martin (Senate Assessor)

Music (Bill Sweeney 31.7.09)
Professor Elizabeth Moignard (Convener).
Professor Muffy Calder (Senate Assessor)

Statistics (Marian Scott 31.7.09)
Professor David Fearn (Convener).
Professor Keith Millar (Senate Assessor)

Urban Studies (Ken Gibb 31.7.09)
Professor Noreen Burrows (Convener).
Dr Laura Martin (Senate Assessor)

Division of Clinical Neurosciences (Peter Kennedy 31.7.09)
Professor David Barlow (Convener).
Professor Mona Siddiqui (Senate Assessor)

Division of Developmental Medicine (Mike Connor 31.7.09)
Professor David Barlow (Convener).
Professor Mona Siddiqui (Senate Assessor)

CRT/2008/9.13 Management Appointments
Court noted that the Secretary of Court had approved the following management appointments on Court's behalf:

Headship of the Department of Economics
Dr Alberto Paloni for the period 1 April 2009 to 31 July 2012, in succession to Professor Farhad Noorbakhsh
Headship of the Department of Educational Studies
Dr Margery McMahon for the period 12 October 2008 to 31 July 2012, in succession to Professor Bruce Carrington

Headship of the Division of Immunology Infection and Inflammation, Faculty of Medicine
Professor Iain McInnes for the period 1 October 2008 to 31 July 2012, in succession to Professor Eddie Liew

Following the reorganisation of the Faculty of Biomedical and Life Sciences from 1st August 2008:
Headship of the Division of Ecology and Evolutionary Biology, Faculty of Biomedical and Life Sciences
Professor Neil Metcalfe to continue as Head of Division (formerly the Division of Environmental and Evolutionary Biology) until 31 July 2010

Headship of the Division of Infection and Immunity, Faculty of Biomedical and Life Sciences
Professor Jeremy Mottram from 1 August 2008 to 31 July 2012

Headship of the Division of Molecular and Cellular Biology, Faculty of Biomedical and Life Sciences
Professor Gareth Jenkins from 1 August 2008 to 31 July 2012

Headship of the Division of Integrated Biology, Faculty of Biomedical and Life Sciences
Professor Ian McGrath from 1 August 2008 to 31 July 2012

CRT/2008/9.14 Honorary Degree Nominations
In line with the previously agreed arrangement with Senate to allow members of Court to submit observations on nominations for honorary degrees, the Secretary of Court introduced the Clerk of Senate who advised Court of the nominations on a confidential basis. It was noted that members of Court should contact the Clerk of Senate should they have observations to make.

CRT/2008/10. Any Other Business
There was no other business.
CRT/2008/11. Date of Next Meeting

The next meeting of the Court will be held on Wednesday 10 December 2008 in the Senate Room at 1.30pm

Other dates for the 2008/2009 Session are

Wednesday 11 February 2009
Wednesday 22 April 2009
Wednesday 24 June 2009