Court

Minute of Meeting held on Wednesday 23 June 2010
in the Senate Room

Present:
Ms Susan Ashworth Employee Representative, Mr David Anderson General Council Assessor, Mr Ken Brown Co-opted Member, Dr Olwyn Byron Senate Assessor, Mr Peter Daniels Co-opted Member, Ms Susan Dunsmore General Council Assessor, Dr Robin Easton Co-opted Member, Mr Tommy Gore SRC Assessor, Dr Gordon Hay Senate Assessor, Rt Hon Charles Kennedy MP Rector (Chair), Ms Laura Laws SRC President, Mr Alan Macfarlane General Council Assessor, Mr Murdoch MacLennan Chancellor’s Assessor, Professor William Martin Senate Assessor, Ms Margaret Morton Co-opted Member, Professor Anton Muscatelli Principal, Dr Alan Owen Senate Assessor, Mr Alex Ross Employee Representative, Mr David Ross General Council Assessor, Professor Michael Scott-Morton Co-opted Member, Professor Adrienne Scullion Senate Assessor

In attendance:
Mr Ian Black (Director of Human Resources), Professor Graham Caie (Clerk of Senate), Professor Frank Coton (Vice-Principal Learning & Teaching), Mr Robert Fraser (Director of Finance), Professor Neal Juster (Vice-Principal Strategy & Resources), Mr Jim McConnell (Director of Estates and Buildings), Mr Ray McHugh (Corporate Communications), Ms Deborah Maddern (Administrative Officer), Mr David Newall (Secretary of Court), Professor Andrea Nolan (Senior Vice-Principal)

Apologies:
Members: Professor Muffy Calder Senate Assessor, Professor Eleanor Gordon Senate Assessor, Cllr Jim Mackechnie Glasgow City Council Assessor, Mr Kevin Sweeney General Council Assessor

Attenders: Professor Steve Beaumont (Vice-Principal Research & Enterprise), Ms Susan Stewart (Director of Corporate Communications)

CRT/2009/43. Announcements

Court noted that Laura Laws was attending her final meeting. It thanked Laura for her contributions to Court, and to the University, and wished her well in the future.

CRT/2009/44. Strategic Plan 2010-15 and Budget overview 2009-10 to 2012-13

Professor Neal Juster, Vice Principal Strategy and Resources, introduced the University’s Strategic Plan (including the capital plan) and the 2009/10 to 2012/13 University Budget.
The version of the Strategic Plan provided in the Court papers had been updated from the one circulated to members of Court at the end of May. Changes had been made after feedback from Senate, Court, Senior Management Group (SMG), the Students’ Representative Council (SRC), the Internationalisation Steering Group and the Research Planning and Strategy Committee, as well as from individual members of staff. The major changes included: a change of title to “Glasgow 2020: A Global Vision”; strengthening of the steps to be taken to enhance the student experience; additional KPIs for research student satisfaction; greater emphasis on international mobility of students; and changing the unit used to measure student numbers from Headcount to FTE. An additional document would be produced to map the main actions of the plan to the Outcomes and Strategic Themes of the SFC. The plan was written for staff of the University. Over the summer a version would be produced for external distribution, including case studies showing how the strategy would be put into action.

Court approved the University’s Strategic Plan for the period 2010-15 and thanked Professor Juster and all those involved for the considerable work which had gone into producing it, including much consultation with the University community. Court noted that the plan provided an opportunity for positive engagement with all staff, although the timeframe was challenging where areas were to be addressed by 2011/12. Good communication and a strong commitment from University staff would be essential in achieving the aims.

Professor Juster provided details on the budget. The UK national background was that there might be a 25% cut to University funding over a period of 4 years. If this occurred, then projections showed a large operating deficit and potential shortfall of £20-25M by 2014/15 for the University, relative to the operating surplus required for long-term financial sustainability. There were however a large number of unknown factors, including how the UK and Scottish governments and the SFC would allocate funding. The SMG would be considering scenarios, including ways to save on the salary budget, over the summer, and these would be reviewed at the Court strategy day in September. Future investments would be the subject of discussion with budget holders and would need to be strongly aligned with strategy, keeping the student experience and research growth in mind.

There was therefore a high level of risk and uncertainty surrounding the budget going forward. The figures were based on assumptions as noted in the paper. The proposed budget included: overseas student growth at 10.1% in 2010/11, which it was confirmed was considered realistic given developments including innovative new courses; research revenue growth at 3-4% each year; and an additional 35 full time equivalent posts in 2010/11, the majority of which were embedded in the Faculties. After providing for clawback, Horizon Fund reductions and restructuring costs, a management accounting surplus of £2.5M and statutory surplus of £4.2M were forecast in 2010/11. Thereafter, large and growing management accounting deficits were forecast at -£4.1M in 2011/12 and -£5.9M in 2012/13 (-£2.4M and -£4.2M statutory respectively). The difference between management and statutory accounts was mainly due to the accounting treatment of pension liabilities which, in the statutory accounts, was required to comply with the terms of the professional accounting standard, FRS17.

Court noted that £79M of capital projects had been included in the forecast cash flow, as prioritised by SMG. The capital plan’s execution depended on the level of funds available; the assumptions were that investment would be possible to Priority 3 level, but this would be adjusted up or down depending on financial circumstances. The increase in VAT to 20% in 2011, announced in the UK Budget, might negatively affect capital projects.
Court approved the 2010/11 Budget and 4-year forecast, and the capital plan.

CRT/2009/45. Minutes of the meeting held on Wednesday 14 April 2010

The minutes were approved subject to a change to minute CRT/2009/40.1 paragraph 3 so that the first sentence would read “Mr Alex Ross commented that he was not content with the requirement to approve a Redundancy Committee at the outset under the Management of Organisational Change policy, since he felt this was pre-empting matters when the focus should be on mitigation”.

It was agreed that a briefing on Human Resources procedures, including an update on the revision of processes following the proposed changes to the employment Ordinance, should be arranged for Court members.

Action DN/IB

CRT/2009/46. Matters Arising

There were no matters arising.

CRT/2009/47. Report from the Principal

CRT/2009/47.1 Organisational Structure

Court had previously been advised that the management of the organisational restructure was being led by the Senior Vice-Principal, Professor Andrea Nolan, who reported to each meeting of SMG. The process was overseen by a Project Board, convened by Professor Nolan. Since the last meeting of Court, the four Heads of College and Vice-Principals had been appointed. The appointees were:

- Arts: Professor Murray Pittock
- Medical, Veterinary and Life Sciences: Professor Anna Dominiczak
- Science and Engineering: Professor John Chapman
- Social Sciences: Professor Anne Anderson

Interviews for College Dean posts were being scheduled for mid-June to early July. The four College Secretary posts had now been filled, and interviews were taking place for the senior finance and human resources positions in each College. The assimilation process was moving forward well across the University. A dedicated communications specialist had been seconded in recent months to the Restructure Project Team, and had managed the communications strategy.

The Principal recorded his thanks to academic units, the Deans, Faculty Secretaries and Human Resources managers for their work during the restructuring.

CRT/2009/47.2 Funding Environment

Court noted that the funding horizon was very unclear because of a number of unknown factors including the outcome of the Comprehensive Spending Review,
the Scottish budget not having been decided and the SFC not having announced its funding intentions.

**CRT/2009/47.3 Talks to Staff**

During early June the Principal had given a series of talk to staff, outlining the strategic priorities for the University. The talks had provided an opportunity for staff to hear first-hand about the direction the University would be taking in the coming years, about the financial pressures that this and other universities would be facing and how the University was preparing to meet these challenging times. The topics would be considered at the Court strategy day.

**CRT/2009/47.4. Professorial Performance and Development Review**

Through the work of a project team, headed by Professor Nolan, SMG had agreed to change the mechanism by which the University would manage and review professorial performance and the associated recognition and reward process.

**CRT/2009/47.5. League Tables**

There had been three UK league tables reported recently in national newspapers. These were in The Times (where the University had ranked joint 23rd compared to last year’s 19th), The Independent (26th in both years), and The Guardian (23rd from 17th). The tables ranked universities according to criteria, which varied according to the publication. The criteria included student satisfaction; how much the university spent per student; the student/staff ratio; the career prospects of graduates; entry tariff; RAE outcomes. Court noted that improvements in underlying performance would be required in order for a significant increase in ranking.


Court noted that the Rector had recently been elected as a co-chair of the All Party Parliamentary University Group.

**CRT/2009/49. Reports of Court Committees**

**CRT/2009/49.1 Finance Committee**

**CRT/2009/49.1.1 Budget Overview 2009/10 to 2012/13**

Court had approved the 2010/11 Budget and 4-year forecast, under item 1.

**CRT/2009/49.1.2 Accounting Policy for Equipment and Software**

Court approved a change in accounting policy for the depreciation of equipment and software. These assets would be depreciated on a straight line basis over the estimated useful life of the asset at between 3 and 10 years, rather than over 4 years, or the life of the project with which the asset was associated if that was shorter.

**CRT/2009/49.2 Audit Committee**

The report was noted.
CRT/2009/49.3 Human Resources Committee

The report was noted.

Mr Black explained that the Policy Manager role in Human Resources was required to provide an overview of all policies and any changes thereto. There would be close liaison with Colleges in this respect.

Mr Fraser confirmed that the estimated cost of the HR Payroll system had not changed.

Court noted an update on pensions, provided with the Human Resources Committee report. This included reference to current discussions about the possible restructuring of the Universities Superannuation Scheme (USS). In these discussions, an Employers Pensions Forum had defined a set of proposals emanating from the employers, and an alternative set of proposals had been developed by the Universities & Colleges Union. Mr Newall referred to a copy of a letter regarding USS which had been circulated to Court members. The letter had been sent to Mr David Ross by the chair of the Employers Pension Forum and the chair of the Universities & Colleges Employers' Association. The main purpose of the letter was to ask if the University Court would endorse the position adopted by the Employers Pensions Forum. Court agreed that this was not an issue for discussion at a full Court meeting, partly because of the complexity of the issues involved, and partly because many members of Court were members also of USS and therefore would have a conflict of interest in discussing it. Court agreed to invite the lay members of the Remuneration Committee (David Ross, David Anderson and Joy Travers) to decide how to respond to the letter, and that - given the significance of this issue for the University's finances - they might be joined in this discussion by Ken Brown as chair of the Finance Committee. David Ross noted Ms Ashworth’s request that due weight should be given to the interests of staff.

CRT/2009.49.4 Estates Committee

CRT/2009/49.4.1 Capital Plan 2010/2020

Court noted Estates Committee’s approval of the Key Projects as outlined within the capital plan. Mr Daniels expressed his thanks to SMG for producing the plan.

CRT/2009/49.4.2 Space Management Policy

Court noted that the Estates Committee had approved the Space Management Policy 2010 Draft B and that the draft had subsequently been discussed at SMG which was reviewing part of it before a final version was forwarded to Court for approval.

CRT/2009/49.4.3 Estates Key Performance Indicators

Key Performance Indicators for the estate were noted.
CRT/2009/49.5 Health, Safety & Environment Committee

CRT/2009/49.5.1 Health, Safety & Wellbeing Policy Statement

Court approved the HSE Committee’s recommendation that the Health, Safety and Wellbeing policy statement be adopted.

CRT/2009/49.5.2 Policy for Managing Stress and Mental Wellbeing in the Workplace

Court noted that the Committee had agreed the policy for Managing Stress and Mental Wellbeing in the Workplace, subject to minor amendments, and that the final version would be brought to the next meeting of Court for approval.

CRT/2009/49.5.3 Procedure for Lone Working

Court noted that the Committee had agreed the procedure for Lone Working, subject to minor amendments, and that the final version would be brought to the next meeting of Court for approval.

CRT/2009/50. Report from the Secretary of Court

CRT/2009/50.1 Redundancy and Structural Change Committee: Teacher Education

The Principal commented that the Secretary of Court’s reports on all the areas recently subject to structural change reflected the detailed discussions which had been held at SMG. There had been very good progress and the Principal paid tribute to the work of the Structural Change Committees in this respect. Financial targets had been met or exceeded. The SMG was confident that priority had been given to maintaining teaching capacity and quality. In the circumstances a recommendation was being made that no compulsory redundancies were required.

With respect specifically to Teacher Education, at its February meeting Court had approved the establishment of a Structural Change Committee and a Redundancy Committee. This had been in the context of an announced reduction in government funding for Initial Teacher Education, which had meant that the University’s intake of teacher trainees would be substantially reduced, with a corresponding reduction in fee and grant income.

The Structural Change Committee had been convened by Professor Neal Juster, and the Redundancy Committee by Professor Frank Coton. The Structural Change Committee had, through various measures of mitigation, achieved an improvement in the financial position of over £1M as at the date on which the Court papers had been circulated. Court received up-to-date details from Professor Coton, who reported that the Redundancy Committee had been impressed with the work of the Structural Change Committee, especially in its efforts in mitigation, and with the efforts of the Dean in securing additional funding. The latest position was that 12 voluntary severance packages had been agreed and a further 2 were likely; these would total a saving of £690k. There was likely to be £284k of savings through redeployment or reduction in hours, and additional funding of 150k secured from government funding. The overall total was therefore £1.124M, which was very close to the target of £1.160M; there were a further 2 voluntary severance possibilities which could increase the total.
In response to a question about any possible effect on PhD students, Professor Coton replied that the Redundancy Committee had been impressed with the focus by the Structural Change Committee on continuity of activity and did not expect any negative effects on PhD supervision.

Court agreed that no compulsory redundancies would be needed in this area, nor in Veterinary Medicine or Biomedical and Life Sciences, for which reports had also been provided and where the Redundancy Committees had already concluded that financial targets had been met. Court noted that the decision on no compulsory redundancies would be communicated to all staff as soon as possible after the meeting.

Dr Byron asked that Court note several concerns that Senate Assessors had expressed regarding this recent staff reduction exercise. These were: that there appeared to be a lack of transparency in the budget process, with those staff who were expected to deliver financial targets not having enough of a role in the process; that the Dean of the Faculty of Biomedical and Life Sciences had suggested in December 2009 that a reduction in salaries for members of staff should be considered as a way of making savings of up to £1M per month, and that time had been lost by not considering alternatives such as this; that, as an alternative to targeted voluntary severance, there could have been a University-wide scheme; that there had been a loss of morale; that Court had not had enough information provided to it; and that the threat of industrial action should not have happened.

Dr Byron asked what the University management intended to do to restore confidence.

Mr Newall commented that the recommendations with respect to the setting up of Structural Change and Redundancy Committees had come from the SMG, which had been united in its view that the University must take early action to reduce staff costs in Education and Biomedical & Life Sciences. Court had approved SMG's recommendation. The Court strategy day might consider whether lessons should be learned from the recent experience, but it was inevitable that a staff reduction exercise would cause anxiety in the institution. The Principal added that a delay in trying to achieve savings would have been difficult, given the need to balance the budget. References by some staff to surplus funds being available were not accurate, since the University’s stated operating surplus was not the same as profit: there was a need to reinvest. It was the case that a reduction in salaries had been suggested by the Dean in late 2009, but SMG had not supported this approach, which, apart from requiring Court approval, would have involved a potentially lengthy process of collective bargaining. The Principal also said that SMG would not have favoured a more general University-wide voluntary severance scheme, given the need to maintain strategic focus. SMG and Court had agreed to take early action and to focus on the areas where there were budget shortfalls, rather than introducing a general severance scheme.

Ms Ashworth commented that the cost and time incurred in the processes had been considerable, and the effect of potential redundancy letters going to a large number of staff had been negative. A cycle of potential redundancy threats followed by strike threats was not desirable. Ms Ashworth added that the UCU was willing to look at possibilities for salary savings.

Dr Easton commented that improved communications should be considered with regard to advising staff that compulsory redundancy was always the last resort.
At its April meeting, Court had authorised the creation of a Structural Change Committee and a Redundancy Committee to oversee possible staff reductions in Veterinary Medicine, where the Dean had faced a challenging budget target, arising in part from reduced grant income following the 2008 Research Assessment Exercise. Court had agreed that, as a measure to mitigate the impact of redundancy, those staff affected might be offered voluntary severance terms, consistent with those available to staff in the Faculty of Education.

Court noted that at an early stage of its work, the Structural Change Committee had been advised that the Faculty of Veterinary Medicine had succeeded in balancing its 2010/11 budget. The Redundancy Committee had reviewed this position and had agreed that the projected budget for 2010/11 did not require immediate steps to reduce staff numbers but that, given the risks involved, the Committee’s decision was conditional upon a contingency plan being put in place as soon as possible by the Faculty, in case the income and savings figures were not met. The Committee had also agreed that proposed steps with respect to reducing stockworker costs must be implemented.

The Redundancy Committee had received the contingency plan at a meeting on 15 June. It had been content with the level of savings and income generation indicated in the plan, but had asked Faculty management for some further information on the detail and assumptions underpinning the figures; this had since been provided and the Committee had been satisfied with it, on the assumption the monitoring of the situation would continue to occur. At the meeting on 15 June the Redundancy Committee had been satisfied that proposed steps with respect to reducing stockworker costs were being implemented. It had remained content that the 2010/11 budget figures were satisfactory, as had been the case during its earlier review of them. Nevertheless it had taken the view that proposals to increase income as part of the contingency plan should be implemented immediately to generate headroom and de-risk the budget for 2010/11.

Court noted the position.

At its April meeting, Court had authorised the creation of a Structural Change Committee and a Redundancy Committee to oversee possible staff reductions in Biomedical and Life Sciences, where the Dean faced a challenging budget target, arising in part from reduced grant income following the 2008 Research Assessment Exercise. Court had agreed that, as a measure to mitigate the impact of redundancy, those staff affected might be offered voluntary severance terms, consistent with those available to staff in the Faculty of Education.

When Court met in April, the financial gap requiring to be bridged in Biomedical and Life Sciences had been £1.15M. The Redundancy Committee had met on 15 June to receive an update report from the Structural Change Committee, which had included a breakdown of mitigation measures taken. The Redundancy Committee had been satisfied that the financial target had been met in full - through a combination of voluntary severance (13 confirmed acceptances at 15 June generating savings of £0.6M), reduced hours, staff leaving, and budget adjustments including income generation - and indeed would be exceeded by c£0.2M, or by c£0.3M if further voluntary severance offers were accepted. The Committee had been content that the reduction in staff through voluntary severance and other means could be managed
without serious impact on the business of the Faculty/School, and had noted that a recent Faculty meeting had expressed broad support for the Structural Change Committee’s achievements. The Redundancy Committee had recorded its appreciation of the achievements of the Structural Change Committee and the Faculty.

Court noted the position.

**CRT/2009/50.4 Glasgow University Archaeological Research Division (GUARD)**

At the April meeting, Court had been asked to authorise the creation of a Structural Change Committee and a Redundancy Committee to oversee possible staff reductions in GUARD, which over several years had been unable to meet the financial targets set for it. SMG's recommendation had been that, given this situation, GUARD's activities should be wound down. Court had not been willing to approve establishing these Committees on the strength of information provided for the April meeting. It had agreed that a small review committee be convened, with a remit to bring a more detailed report on GUARD to the June meeting of Court.

The report of the review committee had been circulated to Court. The committee had noted the high level of subsidy required for GUARD, and its relatively low level of contribution to research excellence and internationalisation. It had been impressed with aspects of GUARD's activity, believed it had a solid external reputation, and would wish, if at all possible, to see the brand continue. However, it believed that if GUARD continued as presently constituted, it would present an ongoing financial liability for the College of Arts. It therefore supported the SMG's request, considered by Court in April, that a Structural Change Committee and a Redundancy Committee be established.

Court was advised that on 9 June, the senior lay member of Court, the Principal and the Secretary of Court had met with the chairs of the Court Committees to review the agenda for the June meeting of Court. The group had been briefed by Kevin Sweeney, chair of the GUARD review committee. Given the review committee's desire that future business models for GUARD should be considered, the group was suggesting to Court that it allow GUARD a period of time, up until the October meeting of Court, to explore alternative business models that might allow it to re-establish its business on a genuinely commercial basis, independent of the University. During that period, University management should offer assistance to GUARD in assessing business models, and lay members of Court with relevant expertise should be invited to submit guidance or suggested business models for GUARD to consider. Meanwhile Court should suspend the establishment of the Structural Change Committee and Redundancy Committee until its October meeting.

Mr Daniels informed Court that he had recently received financial information from GUARD staff which contradicted the information provided with the report of the review committee. Mr Fraser explained that the difference was because the paper provided by GUARD staff had erroneously concluded that bonuses had not been paid in 2007/2008, when in fact they had been paid, and accrued as such; and because the figures provided by GUARD staff included discretionary funds which were not in fact available to the unit, since there were no resources underpinning the funds claimed. In contrast, the figures in the committee’s report were the audited University figures. Mr Daniels reiterated that GUARD disputed the figures. He had also been advised by GUARD that they had not supplied the figures in the report. Mr MacLennan, who had been on the review committee, advised that the figures had been discussed with GUARD and that the committee had been satisfied that the figures included in its report were correct.
A question was raised about GUARD’s knowledge of its financial targets over the past years. It was confirmed that the Faculty management would have received financial targets at its budget meetings, and that the Dean had given GUARD the targets for the unit. Mr Daniels responded that information on the contribution required from GUARD had nevertheless only been conveyed to GUARD at its meeting with the Working Group, irrespective of when faculty management had been given its financial contribution by the Finance Department.

A number of Court members asked whether the proposal to allow GUARD a period of time until October to look at alternative business models was realistic, given that GUARD staff would be occupied in fieldwork over the summer period. A suggestion was made that allowing a period to December would be better. Other Court members were of the opinion that the period to October would be sufficient: GUARD had been aware of the financial situation for several months and had known the annual targets. On a vote of ten for and eight against, on a motion proposed by Mr Daniels and seconded by Ms Dunsmore, it was agreed that while Court accepted the review committee’s conclusion that the University could not continue to subsidise GUARD’s work and that a Structural Change Committee and Redundancy Committee should be established, the establishment of these committees should be suspended until its December meeting, to allow GUARD a period of time to explore alternative business models that might allow it to re-establish its business on a genuinely commercial basis, independent of the University. Staff from the University should be available to provide professional advice to GUARD as it undertook this exercise.

**CRT/2009/50.5 Partial Performance**

Court noted that in light of the possibility that Court might decide compulsory redundancies were necessary in order to meet financial targets in Education and in Biomedical and Life Sciences, the Glasgow branch of the Universities & Colleges Union had balloted its members on possible industrial action. In recent years, industrial action in universities had sometimes taken the form of partial performance, by which staff had agreed not to undertake certain duties. Court had an established policy on partial performance, adopted in 2006 and reaffirmed in 2008, which was that it is unacceptable and may lead to salary being withheld.

**CRT/2009/50.6 Nominations Committee**

A vacancy existed on the Audit Committee, whose membership was 6 lay members including one lay member of Court. Court approved the Nominations Committee’s recommendation, made via the Secretary of Court, that Mr Jo Elliot be appointed to the Committee for 4 years from 1 August 2010.

**CRT/2009/50.7 Employee Representative on Court**

Court noted that Mr Alex Ross had been re-appointed to Court as an Employee Representative for 2 years from 1 August 2010.

**CRT/2009/50.8 Voluntary Severance Scheme**

At the April meeting Court had asked to receive the final terms of the University’s voluntary severance scheme, as developed by Remuneration Committee for the current
staff reduction exercise in the Faculty of Education. Court noted the terms of the scheme.

**CRT/2009/50.9 Campus Solutions**

Court noted a progress report from the Project Board managing the implementation of Campus Solutions (the 'Student Lifecycle Project'). The report had been considered on 17 May by the Senior Management Group, which had accepted its recommendations. In recent weeks, Oracle UK Consulting had proposed revised terms to its service agreement with the University, through which it provided consultancy support for the implementation of Campus Solutions. These had not been acceptable to the University and had led to Oracle terminating the service contract. Following from this, the University would now employ contracting staff directly to manage this implementation through to completion. There had been an increase in the estimated cost of implementing Campus Solutions, from £13.241M to £14.1M. This related to the need to develop customisations in order to compensate for current gaps in the functionality of Campus Solutions; and an extended period of backfill to allow the Project Team to continue to commit fully to this project over a longer period than originally planned.

**CRT/2009/50.10 Dumfries Campus - Lease**

In 2007, Court had discussed a proposal that the University should wind down its activities on the Dumfries Campus in the light of a recurring annual deficit of approximately £800,000. At that time, the Scottish Government and the Scottish Funding Council had made an additional financial commitment to the campus, aimed at addressing the annual deficit and so maintaining a Glasgow University presence at Dumfries. An element of this financial package had involved the Funding Council providing additional financial support to the University of the West of Scotland (UWS) to allow Glasgow to transfer to UWS the principal lease for the Rutherford McCowan Building.

Court noted that negotiations over the transfer of the Rutherford McCowan lease to UWS had still not concluded, largely because the UWS Court was concerned that the funds provided by the SFC might be insufficient to meet the full cost of the tenancy, including maintenance and dilapidations costs. At this stage, the lease remained with the University and, given a concern that it might not now transfer on the terms originally envisaged, a provision for possible future property costs had been made in the 2009/10 financial accounts.

**CRT/2009/50.11 Scottish Funding Council: Strategic Dialogue**

The University had received a visit on 4 June from members of the Scottish Funding Council for Further and Higher Education, as part of its 'Strategic Dialogue' initiative. The visit had been attended by senior university officers and three lay members of Court. The SFC had been briefed on the University's strategic priorities, the effectiveness of its governance, the organisational restructure, and collaboration in research and teaching. There had also been a ‘closed’ session with a group of students to hear about their experiences of being at the University.
CRT/2009/50.12 Court Strategy Day

A Court Strategy Day would be held on Friday 3rd September 2010, to review how the University would manage the financial challenges ahead. An update would be provided on the financial environment, and there would be discussion on the University's strategy for financial sustainability.

CRT/2009/50.13 Constitutional Amendments - Glasgow University Union

Court noted that acting under delegated powers on behalf of Court, the Secretary of Court had approved certain minor constitutional amendments to the constitution of the GUU, as proposed by the Union's Management Board.

CRT/2009/50.14 Heads of Schools

Court noted that the following Headship appointments had been made:

**College of Arts**

*School of Culture & Creative Arts*
Professor Nick Pearce - 1 August 2010 to 31 July 2014

*School of Critical Studies*
Professor Nigel Leask - 1 August 2010 to 31 July 2014

*School of Humanities*
Professor Simon Ball - 1 August 2010 to 31 July 2014

*School of Modern Languages & Cultures*
Dr John McCulloch - 1 August 2010 to 31 July 2014

**College of Medical, Veterinary and Life Sciences**

Professor David Barlow, who had been appointed to the post of Executive Dean of the Faculty of Medicine in 2005, had been confirmed as Head of the School of Medicine.

**College of Science and Engineering**

*School of Chemistry*
Professor Stephen Clark - 1 August 2010 to 31 July 2014

In addition, on Court’s behalf the Secretary of Court had approved the appointment of Professor Clark to the Headship of the Department of Chemistry from 14 May to 31 July 2010, following the resignation of Professor Charles Wilson.

*School of Computing Science*
Professor Joe Sventek - 1 August 2010 to 31 July 2014

*School of Engineering*
Professor John Marsh - 1 August 2010 to 31 July 2014
School of Geographical & Earth Sciences  
Professor Trevor Hoey - 1 August 2010 to 31 July 2011  

School of Mathematics & Statistics  
Professor Nick Hill - 1 August 2010 to 31 July 2014  

School of Physics & Astronomy  
Professor Andrew Long - 1 August 2010 to 31 July 2012  

College of Social Sciences  
Business School  
Professor Fahrad Noorbakhsh - 1 August 2010 to 31 July 2014  

School of Law  
Professor Rosa Greaves - 1 August 2010 to 31 July 2013  

School of Social & Political Sciences  
Professor Mike French - 1 August 2010 to 31 July 2014  

Professor David Clark, who had been appointed to the post of Director of the Dumfries Campus in 2009, had been confirmed as Head of the School of Interdisciplinary & Applied Studies at Dumfries.  

CRT/2009/50.15 General Council Assessors  
Court noted that Mr Kevin Sweeney and Mr Alan Macfarlane had been re-elected as General Council Assessors to serve on Court for a further 4 years from 1 August 2010.  

CRT/2009/50.16 Hetherington Research Club  
Court noted that the Secretary of Court had received proposals for the Hetherington Research Club to be reopened, but that the case had not been sufficiently persuasive; this had been advised to those requesting the reopening.  

CRT/2009/51. Communications from meetings of Senate 29 April and 3 June 2010  
Court endorsed Senate’s recommendation to dissolve the present Faculties from 1 August 2010, in the context of the establishment of the new College structure.  

Court noted that Senate proposed to adopt an inclusive approach to its composition in the new structure, to ensure the continued membership of academic heads of unit. The composition of Senate was governed by a University Ordinance. Court endorsed Senate’s recommendation that a new Ordinance be promulgated and noted that Senate would establish a small working party to take the matter forward.  

Court approved Senate’s endorsement of a nomination for an Honorary Fellowship of the University for Andrew Stevenson.  

Court noted the Secretary’s of Court’s approval of standard dates and dates for programmes in the School of Medicine, Dental School, Division of Nursing & Health  

13/14
Care and Faculty of Veterinary Medicine for 2010/11 and provisional dates for 2011/12.

The Clerk of Senate recorded his thanks to the Students’ Representative Council for its help in the review of the Undergraduate student advisory system.

CRT/2009/52. Any Other Business

There was no other business.

CRT/2009/53. Date of Next Meeting

The next meeting of the Court will be held on Wednesday 13 October 2010 in the Senate Room

The other dates for the 2010/2011 Session are

- Wednesday 15 Dec 2010
- Wednesday 16 Feb 2011
- Wednesday 13 April 2011
- Wednesday 22 June 2011