UNIVERSITY OF GLASGOW

Court

Minute of Meeting held on Wednesday 9 November 2005 in The Senate Room

Present:
Dr Jacqueline Atkinson Senate Assessor, Professor David Bennett Senate Assessor, Mr Norman Berry General Council Assessor, Professor John Briggs Senate Assessor, Professor Andrew Christie Co-opted Member, Professor Mike French Senate Assessor, Mr Dan Guy (SRC President), Dr Alastair Hunter Employee Representative, Mr Robert McLaggen SRC Assessor, Dr Martin Macauley Senate Assessor, Mr Alan Macfarlane General Council Assessor, Dr Keith Nimmo General Council Assessor, Mrs Margaret Paxton General Council Assessor, Mr David Ross General Council Assessor, Sir Muir Russell (Principal), Dr Mona Siddiqui Senate Assessor, Mrs Joy Travers Chancellor's Assessor (Convener).

In Attendance:
Professor Steve Beaumont (Vice-Principal Research), Mr Ian Black (Director of Human Resources), Mr Robert Fraser (Director of Finance), Mr Ian Hawkins (Administrative Officer), Professor Robin Leake (Vice-Principal), Professor Anton Muscatelli (Vice-Principal Strategy and Advancement), Professor Andrew Nash (Clerk of Senate), Mr David Newall (Secretary of Court), Professor Andrea Nolan (Vice-Principal Learning and Teaching), Mr Alex Ross (Observer), Ms Susan Stewart (Director of Corporate Communications).

Apologies:

Members: Mr Scott Cairns Co-opted member, Professor Susan Castillo, Ms Kate Phillips, Dr Craig Reedic, Mrs Margaret McCafferty, Mr Donald Wilson, the Rector.

Attendees: Professor Peter Holmes (Vice-Principal), Miss Jan Hulme (Academic Secretary), Professor Chris Morris (Vice-Principal).

CRT/2005/10 Welcome
Court welcomed Mr Alex Ross to the meeting and agreed that, as he was the nominee of the Joint Union Liaison Committee to fill the vacancy for a staff representative on Court, he be invited to attend for the whole meeting as an observer rather than just the item on Voluntary Severance as had been the original intention.

CRT/2005/11 Minutes of the meeting held on Wednesday 05 October 2005
The minutes of the meeting held on 5 October 2005 were agreed as a correct record.
CRT/2005/12 Matters Arising

CRT/2005/12.1 Procedure for the Appointment of Deans (Minute 56.1)

Court noted that a revised procedure document had been prepared and was under discussion by the Secretary of Court and the Territorial Vice-Principal prior to future submission to Court.

CRT/2005/12.2 Review of Governance Arrangements (Minute 69.1)

Court noted that the Secretary of Court, acting under delegated authority and in consultation with the Chancellor's Assessor, had agreed the following membership of the Working Group of Court members established to look at Court's Committee Structure:

- Mrs Joy Travers (Convener)
- Professor David Bennett
- Dr Alastair Hunter
- Mr Norman Berry
- Professor Andrew Christie
- Secretary of Court

CRT/2005/12.3 Revised Smoking Policy

With regard to the ban on the sale of tobacco products from 26 March 2006 Court noted that the Secretary of Court was seeking to clarify the consequences of this decision for the student bodies. The GUU and the QMU had been asked to submit written comments on how this ban would affect their operations and meetings had been arranged with the Secretary of Court to address the consequences of this decision.

CRT/2005/13 Voluntary Severance (VS) Scheme

The Vice-Principal (Strategy and Advancement) reported that an additional £1.6M of savings had been identified under the VS scheme since Court's last meeting. Of the further savings made since the report before Court was written, the main change was an improvement in the performance by the Faculty of Arts from 78% to 87% of target achieved.

The Principal reminded Court that throughout the planning and implementation of Future Shape the task had been not only to achieve savings of £10M through a voluntary severance scheme, but also to ensure that the University was able to retain and build on its academic excellence. He reported significant progress towards achieving these aims. The financial objectives of the scheme had largely been met with only a handful of cases remaining to be completed. Moreover these savings had been achieved by meeting most of the prioritisation objectives of Future Shape. In addition the planned investments in the estate and in key senior academic appointments across the University had not been affected and remained in place with further prioritised investments to come in a range of Departments.

Although the VS scheme was now closed the Principal drew Court's attention to Clinical Medicine, the one remaining academic area where significant further savings were still expected. He pointed out that the voluntary severance scheme had begun here later than the rest of the University and that detailed and ongoing discussions with the NHS on cost sharing had impacted upon the administration of the scheme. Nevertheless despite this shorter time scale, good progress had been made towards
meeting the original financial target in Medicine, and he reported that the SMG was confident it would be met in the next few months.

In response to questions the Principal confirmed that, although the overall financial target had effectively been met, work would continue in those Faculties that had not reached their individual targets in order to achieve the objectives of the Future Shape exercise. In all these cases he was confident that the outstanding issues could be addressed on a low-key, voluntary basis. Court noted that a report would be presented to the February meeting of Court on the overall outcome of the VS scheme, including the final position in the Faculty of Medicine. In the meantime a progress report would be submitted to the next meeting of Court regarding those areas of continuing activity in Faculties other than Medicine.

Court noted the success of the VS scheme in meeting the ambitious targets set earlier in the year and commended all those involved, including the trades unions, for their considerable efforts. The following joint recommendation from the management and staff representatives as set out in the report was adopted:

It is recommended to Court that it recognises and celebrates the success of the scheme to date. Court is asked to note that this has been achieved entirely by voluntary means. The financial objectives have largely been met, as have most of the Shape objectives.

Court is asked to allow the Clinical Medicine Faculty to progress their discussions and is asked to note the greater degree of optimism as relations with the NHS appear to continue to improve.

Some discussions are still in the pipeline with people who have expressed an interest in taking voluntary severance. If these come to fruition, the success rate will improve further.

In response to questions the Director of Human Resources reported that, at that time, 233 posts had been subject to VS and he undertook to circulate to the members of Court a breakdown of that number by Faculty and category of staff.

The Principal reported that in the next few months, management would engage closely with University colleagues on the development of the Strategic Plan for 2006-10. Following on from the Special Seminar for Members of Court on 25 October 2005 on the Strategic Plan the SMG had held an awayday where similar themes had been discussed. Court noted that the Vice-Principal (Strategy and Advancement), the Vice-Principal (Learning and Teaching), and the Vice-Principal (Research and Enterprise) would lead the engagement with the University community during the preparation of the Strategic Plan. Arrangements were already in place to discuss its development with all staff, with student representatives, and with Faculty and AIMS Heads of Department/Division in the next few weeks.

Court noted that the GAUT had considered the matter of the University's overall fragile financial position and had passed a motion calling for the collective resignation of the Finance Committee. The Convener replied in her role as the Convener of the Finance Committee and acknowledged the concerns underlying the request. However the University’s financial position had not come about through recklessness or negligence. In order to prevent the position from arising again it was essential that the Finance Committee and the University had accurate and timely financial management information about the business on a Faculty basis. She referred to the new monthly management reports which had been developed by the Finance Office. They should highlight issues as they arose and allow those with operational responsibility to focus on areas requiring attention.
CRT/2005/14 Report from the Senior Management Group

CRT/2005/14.1 Proposals for Support by the University of Glasgow Trust.

Court noted that the Glasgow University Trust had accumulated net assets in excess of £1.5M and was due to consider a recommendation from the SMG that there should be four key overarching themes for investment

- Research;
- Teaching;
- Student support;
- Development support (through the ability to offer matching funding)

Each area, as far as possible, would have an indicative investment figure attached to it. and allocations made as block grants would be managed by the relevant Vice-Principal.

Court also noted the proposal that the Chancellor’s Fund be retained to disburse funds allocated to it by the Trust or donated to it directly. As in the past, it would be responsible for dispersing smaller amounts whereas major gifts (those over £10,000) would be filtered through the Trust in the first instance.

CRT/2005/14.2 VS Scheme.

See Minute 13 above.

CRT/2005/14.3 Timetable and arrangements for developing the Strategic Plan.

See Minute 13.2 above.

CRT/2005/14.4 Visit to USA.

Court noted a successful trip to New York and Boston by the Principal and senior colleagues where very useful discussions had taken place with Columbia University on various areas of potential co-operation including medicine and business studies. Professor Peter Holmes would lead and co-ordinate the ongoing discussions with Columbia University on behalf of the University.

CRT/2005/15 Report from the Secretary of Court

CRT/2005/15.1 U21 Global

Court noted the proposal from Universitas 21 Global that the University invest up to a further $US950,300 (£534,000) in the venture. Court agreed that:

The University should not commit further investment at this stage to Universitas 21 Global, but that

The University should increase its level of pedagogical engagement with Universitas 21 Global, for both financial and academic reasons.

Court noted that the Director of Planning Services was currently attending a U21 meeting in Hong Kong and that any developments would be reported to the next meeting of Court.
CRT/2005/15.2 Sustainability Framework

Court noted the sustainability framework document attached as Annex 2 to the report and approved its submission to the Funding Council.

CRT/2005/15.3 Headships of Departments

Court agreed the Headships of the following Departments:-

Department of Central and East European Studies - Dr Rebecca Kay vice Mr Richard Berry for the period 1 August 2006 to 31 July 2010;

Economics - Dr Farhad Noorbakhsh. Dr Noorbakhsh was appointed as Head of Department with effect from 1 April 2004 for a period of two years. Court approved the recommendation of its Appointing Committee that he serve a full four year period until 31 March 2008.

CRT/2005/15.4 Memberships of Court Committees

Court ratified the following memberships of its Committees. Changes required due to members reaching the end of their terms of office are shown in bold):

**Equality and Diversity Strategy Committee** – Principal (Convener), Head of Staff Development Service, Clerk of Senate, VP (Arts Side), VP (Physical Sciences), Secretary of Court, Academic Secretary, Head of Widening Participation Service, Director of Human Resources, Director of Finance, Dean of Law, Business and Social Sciences, Lay Member of Court (Mrs Kate Phillips), Trade Union representative (nominated by JUCC), SRC President or Vice-President (Welfare and Equal Opportunities)

**Health Safety & Environment Committee** - Seven members of academic staff appointed by Court, one of whom shall be Convener - Prof Alan Cooper (Chemistry) (Convener), Prof R Galbraith (Aerospace), Prof I MacGregor (Physics & Astronomy), Dr G Dickinson (Geog & Top Science), Dr H Birkbeck (I&I IBLS), Prof D Taylor (Vet School), Prof S White (Politics); and Mr Alan Macfarlane (vice Mr Michael Sandford)

**Safety Directorate** - the Principal, Director of SEPS, Convenor of Health, Safety & Environment Committee (Convener), Secretary of Court, Director of Estates & Buildings (or representative), Mr Alan Macfarlane (vice Mr Michael Sandford), Two ‘lay’ members of academic staff, one of whom should have a special interest in environmental matters - Prof Alan Taylor (IBLS) and Dr G Dickinson (Geog & Geomatics).

**Academic and Related Board of Review** -The Principal (Convener), the Territorial Vice-Principals, Secretary of Court, Director of Human Resources, External Assessor (Academic), External Assessor (Administrative), one Lay Member of Court (Mr Norman Berry), the Senior Senate Assessor.

**Joint Committee (Technicians)** – Four Court appointees one of whom should be a Senate Assessor (Professor Chris Morris, Professor John Chapman, Professor John Briggs and the Director of HR.

**Joint Committee Secretarial/Clerical** - 3 Court appointees (at least one of whom should be Senate Assessor) - Director of Human Resources, Ms Helen Durndell and Dr Mona Siddiqui.

**Joint Committee GAUT** - 5 Court appointees (at least one of whom should be a Senate Assessor): Director of Human Resources (Convener), Christine Barr, Dr Jacqueline Atkinson, Mrs Margaret Paxton.
Joint Committee (Manual and Ancillary). 4 Court appointees (at least one of whom should be a Senate Assessor) – Professor Chris Morris (Convener), Professor Susan Castillo (vice Dr G Moores), Mrs Margaret Paxton and Director of Human Resources.

Estates Planning and Strategy Committee - Professor Robin Leake (Convener); Two Members of Court, one of whom should be a Lay Member (Norman Berry and Professor John Briggs), three Senior Academics (broadly representing Arts and Social Sciences; Science and Engineering; Medicine and Veterinary Medicine).

Museums & Galleries Committee – Mrs Margaret Paxton, one student appointed by Court on the nomination of the Students Representative Council.

Student Support and Development Committee - Clerk of Senate (Convener), Head of the Student and Staff Support Division, University Medical Officer, Head of Student Counselling and Advisory Service, International Students’ Adviser, Chaplain to the University [with the Roman Catholic Chaplain as alternate], Representative of the Widening Participation Service, Senior Student Disability Adviser, Head of Registry or Nominee, Director of the Teaching and Learning Service, Director of the Careers Service, Director of the Accommodation Service, Director of Student Recruitment and Admissions Service, Director of the Sport and Recreation Service, SRC nominees (4), SRC Student Welfare Adviser, Team Leader, Student Services, Crichton University Campus, a Lay member of Court vice Mr Michael Sandford, Dr Jacqueline Atkinson (vice Dr Geoffrey Moores), Senate Nominees (3 Senior Advisers, one from each territorial area).

Education, Planning and Strategy Committee -
Vice Principal (Learning & Teaching) [Convener], The Deans, Head of the Dental School, Convener of Academic Regulations Committee , Convener of Learning and Teaching Committee, Convener of Student Support and Development Committee, if not the Clerk of Senate, two members elected from and by Senate, Professor Chris Philo and Professor David Watt, two members elected from and by Court, Professor Mike French (vice Dr Jacqueline Atkinson) and Mrs Margaret Paxton, President of the Students' Representative Council, Academic Secretary, Head of the Senate Office, Head of Registry, Director of the Teaching and Learning Service, Director of Information Services, Director of Careers Service, Director of Student Recruitment and Admissions Service, Head of Widening Participation Service.

Finance Committee -Three Lay Members of Court (Professor Andrew Christie, Mr Norman Berry and Mr Scott Cairns). Two Senate Assessors Dr Mona Siddiqi (vice Professor David Watt) and Professor David Bennett.

Audit Committee (Mr Tom O’Connell, Mr David McVicar, Ms Elizabeth Simpson, Dr Keith Nimmo and one vacancy).

Nominations Committee - The Principal, Chancellor’s Assessor, Secretary of Court, two Lay Members of Court (Mr Scott Cairns, Mr Donald Wilson).

Human Resources Committee Professor Chris Morris (Convener), Principal, Secretary of Court, one Lay Member of Court (Ms Kate Phillips), Three Deans (formerly two) - nominated by the Deans), the Senate Assessors, any Conveners of sub-committees/ working parties not otherwise on the Committee (Professor Mike McMahon, Dr Gordon Hamilton, Professor David Saxon), Director of Human Resources.
Research Planning and Strategy Committee - The Principal, Vice-Principal (Research) (Convener), the Territorial Vice-Principal, three selected staff from each territorial area, a Representative of the Deans' Group, Director of Research Development, Executive Assistant to Vice-Principal (Research), SRC PGR representative (for PGR items only), a Lay Member of Court (vacant), Director of Research and Enterprise.

Remuneration Committee The Chancellor's Assessor, the Principal and Mr Scott Cairns.

Ferguson Bequest Committee – Three Senate Assessors or former Senate Assessors (Professor Robin Leake, Professor Andrew Nash and Professor Mike MacMahon)

Chapel and Chaplaincy Committee - Nominee of University Court (vice Professor Graham Caie).

Investment Advisory Committee – Three Lay Members of Court - Dr Craig Reedie (Convener) Mr Scott Cairns and Mr David Ross (vice Mr Michael Sandford). Up to 6 other members (external) - Mr W Graeme Knox, Mr J R Gibb, Mr Graham Pottinger, Dr J H F Macpherson, Mr Ronald Graham and Professor John Holland.

CRT/2005/15.5 Resolution 544 - Amendment of Resolutions 113 and 534; Degrees of Master of Philosophy

Court agreed to amend Resolution 544 in light of the Clerk of Senate's comments on comments received from the General Council. Court noted that a full copy of the amended Resolution was available from the Court Office.

CRT/2005/15.6 Honorary Professorship

Court noted that the appointment of Mr Aleksandr Lazarev as an Honorary Professor reported to its meeting in June 2005 would be for a period of two years from 18 April 2005 and not the normal five years.

CRT/2005/15.7 Membership of Court

Court noted that Dr Craig Reedie would stand down as a co-opted member of Court as soon as a replacement could be found but had agreed to continue until the summer of 2008 as the Convener of the University’s Investment Advisory Committee and as a Trustee of the Non-Academic Staff Pension Scheme.

Court also noted that in accordance with established procedure the JULC had nominated Mr Alex Ross, a technician in the Department of Electronics and Electrical Engineering, to fill the vacancy left by Mr Ian Russell and that the nomination of other candidates from amongst the staff had been invited. Unless there was more than one candidate for the post, in which case an election would be held, it was expected that the new member of Court would be confirmed by the February meeting of Court.

With regard to the identification of new members of Court the Secretary of Court reported that further to the work of the Nominations Committee, set out elsewhere in the agenda, meetings had taken place with four prospective co-opted members. Three of these had agreed to be nominated to Court for appointment with effect from 1 January 2006 and a response was awaited from the fourth who, if approved, would replace Mrs Kate Phillips who was due to demit office on 31 March 2006. Court noted the table paper setting out the short
CVs of the first three candidates and agreed the recommendation of the Nominations Committee that the following be appointed as co-opted members of Court with effect from 1 January 2006 for a period of four years in the first instance:

- Mr Peter Daniels
- Mrs Barbara Duffner
- Dr Robin Easton

For the avoidance of doubt Court noted that the foregoing would replace Mr Scott Cairns, Dr Keith Nimmo and Mr Craig Reedie.

**CRT/2005/15.8 Headship of the Department of Adult and Continuing Education**

Court noted that acting under delegated authority, on behalf of Court and on the recommendation of the Appointing Committee the Secretary of Court had appointed Dr Brian Findsen as the Head of the Department of Adult and Continuing Education for the period 1 April 2006 to 31 July 2010.

**CRT/2005/15.9 Appointing Committee for the Headship of the Department of Educational Studies**

Court noted that acting under delegated authority and on behalf of Court, the Secretary of Court had established the following Appointing Committee for the headship of the Department of Educational Studies:

- Professor James Conroy
- Professor Mike French

**CRT/2005/15.10 Honorary Fellowship**

Court noted that, acting under delegated authority on behalf of Court and on the recommendation of Senate, the Secretary of Court had approved the award of an Honorary Fellowship of the University to Dr Rex Taylor, the recently retired Director of the Crichton Campus.

**CRT/2005/15.11 Honorary Professorship and Visiting Professorship**

Court noted that acting under delegated authority, on behalf of Court and on the recommendation of the Territorial Vice Principals Group, the Secretary of Court had made the following re-appointments:

- Professor James Faller as a Visiting Professor for the period for the period 1 January 2006 to 31 December 2009; and
- Mr Michael Purshouse as an Honorary Professor for the period 1 October 2005 to 30 September 2009.

**CRT/2005/15.12 Bequest**

Court noted the receipt of a bequest from the late Miss Grace M Robertson in the sum of £40,000 which would be applied to fundraising for the University Field Station and the Small Animal Hospital.
CRT/2005/15.13 Appointment of External Auditors to the University
Court noted the position regarding the appointment of the University's external auditors and that a recommendation would be made to its meeting on 1 February 2006.

CRT/2005/15.14 Sale of Acre House
Court noted that Acre House would be put on the market with a view to its sale.

CRT/2005/16 Communications from Senate

CRT/2005/16.1 Nominations for Honorary Fellowships
Court approved the following nominations from Senate for the award of Honorary Fellowships of the University:

- Mr Henry Adams, Member of the University Court, 1996-2004. For his extensive and distinguished contribution to University committee activity and Court business.
- Mr George Ronald Gibson Graham, Member of the University Court, 1996-2004, and Clerk to the General Council, 1990-96. For his distinguished contribution to University affairs.
- Mr Michael Sandford, Member of the University Court, 1998-2005. For his distinguished contribution to University affairs.

The Communications from Senate were otherwise noted.

CRT/2005/17 Minutes and Reports of Court Committees

CRT/2005/17.1 Research Planning and Strategy Committee
Court noted the report.

CRT/2005/17.2 Estates Planning and Strategy Committee
Court noted that the architects responsible for work relating to the development of the Hub had made a claim against the University regarding the basis of the capital sum on which their fee would be assessed and that this had gone to arbitration.

The report of the Estates Planning and Strategy Committee was otherwise noted.

CRT/2005/17.3 Human Resources Committee
Court noted the report.

CRT/2005/17.4 Finance Committee
Court noted the report.

CRT/2005/17.5 Honorary Degrees Committee
Court agreed the establishment of a new honorary award: ‘University Patron’ and noted that work would be taken forward on the following:
• Development of detailed guidelines for selection procedures
• Improved publicity for the Roll of Benefactors
• Possible use of designated robes
• The wording to be used on any parchment to be presented
• Further ways of maintaining contact with those on the Roll.

**CRT/2005/17.6 Health, Safety and Environment Committee**
Court noted that the concerns raised in the report regarding the website for the Safety and Environmental Protection Service had been dealt with by the Secretary of Court. The report was otherwise noted.

**CRT/2005/17.7 Nominations Committee**
Court noted the report (and also see Minute 15.7 above).

**CRT/2005/17.8 Remuneration Committee**
Court noted the report.

**CRT/2005/18 Any Other Business**

**CRT/2005/18.1 Promotion Round/Modernisation Agenda**
Court noted that the Territorial Vice-Principals were in discussions with the Human Resources Department regarding the possible consequences of the modernisation agenda for the promotion procedures.

**CRT/18.2 Otago Street Site**
Court noted that Glasgow City Council had now agreed to consider this site for its own educational purposes which, if pursued, would mean the University would not be able to use it for postgraduate accommodation.

**CRT/18.3 Research Income from Charities**
Court noted that Charities provided increasingly significant research funding to Scottish institutions but generally funded only a proportion of the full cost of the work. In response to questions the Vice-Principal (Research and Enterprise) reported that SHEFC had proposed an additional charity stream of funding within the Main Quality-Related research grant to be distributed at stage one pro-rata to the charitable income earned by each unit of assessment. Given Glasgow's high volume of charity-funded research he expected the University to be awarded a substantial share of this additional income from SHEFC. The Director of Research Strategy was preparing an estimate of the level of uplift and the Vice-Principal undertook to circulate this to members of Court when it became available.

**CRT/2005/19 Farewell**
Court noted that Mr Robert McLaggan, the SRC Assessor on Court, was due to demit office and this would be his last meeting as a member of Court. The Chancellor's Assessor thanked him for his dedication and good service to the University and wished him well for the future.
CRT/2005/20 Date of Next Meeting

The next meeting of Court would be held on Wednesday 14 December at 2:00pm.

Prepared by: Ian Hawkins Clerk to Committee i.hawkins@admin.gla.ac.uk
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