UNIVERSITY OF GLASGOW

Court

Minute of Meeting held on Wednesday 1 February 2006 in The Senate Room

Present:
Dr Jacqueline Atkinson Senate Assessor, Professor David Bennett Senate Assessor, Professor John Briggs Senate Assessor, Professor Susan Castillo Senate Assessor, Mr Peter Daniels Co-opted member, Dr Robin Easton Co-opted Member, Professor Mike French Senate Assessor, Dr Alastair Hunter Employee representative, Dr Martin Macauley Senate Assessor, Mr Alan Macfarlane General Council Assessor, Mrs Margaret Paxton General Council Assessor, Ms Kate Phillips Co-opted Member, Dr Mona Siddiqui Senate Assessor, Ms Sarah Tomlinson Acting SRC President, Mr David Ross General Council Assessor, Sir Muir Russell Principal, Mrs Joy Travers Chancellor's Assessor (Convener).

In attendance:
Mr Ian Black (Director of Human Resources), Professor John Coggins (Vice-Principal), Mr Robert Fraser (Director of Finance), Mr Ian Hawkins (Administrative Officer), Miss Jan Hulme (Academic Secretary), Professor Robin Leake (Vice-Principal), Professor Chris Morris (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 Alastair Sim Director of Planning Services, Ms Susan Stewart (Director of Corporate Communications),

Apologies:
Members: Mr Norman Berry General Council Assessor, Professor Andrew Christie Co-opted Member, Mrs Barbara Duffner Co-opted Member, Mrs Margaret McCafferty GCC Assessor, Mr Jamie McHale SRC Assessor, Mr Donald Wilson General Council Assessor, the Rector.

Attendees: Professor Steve Beaumont (Vice-Principal Research).

CRT/2005/32. Welcomes

Court welcomed Mr Peter Daniels and Dr Robin Easton to their first meeting of Court as Co-opted Members.

CRT/2005/33. Minutes of the meeting held on Wednesday 14 December 2005

The Minutes of the meeting held on 14 December 2005 were approved as a correct record.
CRT/2005/34. Matters Arising

CRT/2005/34.1 Voluntary Severance - the Faculty of Medicine (Minute 23.1)

This matter was the subject of an oral report by the Principal elsewhere on the agenda (Minute 34 refers).

CRT/2005/34.2 Regius Professorship of English Literature and Language (Minute 26.9)

Court noted that Professor Nigel Leask had been appointed by the Queen as the Regius Professor of English Literature and Language with effect from 1 September 2004 and not 26 October 2005 which was when the process had been concluded.

CRT/2005/34.3 Briefing for New Court Members (Minute 26.11)

Court noted that the briefing for new members of Court would be held on 16 March 2006.

CRT/2005/34.4 The College Club (Minute 26.12)

The Secretary of Court reported that discussions with the College Club management continued. He confirmed the University's intention that there would continue to be a social space and facilities for staff clubs and societies. He also confirmed that the enhanced catering for staff and students would be provided by Hospitality Services. In response to questions he stated that the current College Club catering staff would be offered severance packages or be able to exercise the right to be redeployed within Hospitality Services.

Court noted the concern of some Members that there should be continued provision of private social space for members of staff only, to allow for confidential discussions

CRT/2005/34.5 Health and Well Being Group (Minute 29.4)

Court noted that the Secretary of Court was due to meet with the Convener of the Group to assess its needs and offer financial support where practicable.

CRT/2005/35. Report from the Senior Management Group

CRT/2005/35.1 Tuition Fees

Court approved the recommendations from the SMG as set out in Appendix 1 to the report.

CRT/2005/35.2 Future Pay and Grading Structure

Court received a presentation from the Director of Human Resources on the Future Pay and Grading Structure within the University which was being developed as part of the larger Pay Modernisation process. In response to questions he reported that Pay Modernisation was externally driven and the University was required to have a suitable structure in place by 31 July 2006. Court was also informed that the budgeted cost of implementing Pay Modernisation would be approximately £8M per annum although this would be
partly offset by additional funding from the Scottish Funding Council and a recognition from the Research Councils that the level of future grants will need to rise to accommodate the increase in staffing costs to Universities across the UK.

**CRT/2005/35.3 The National Student Survey**

Court noted that the University was to participate in the National Student Survey of final year undergraduates. The Survey had been introduced and run in England, Wales and Northern Ireland in 2005 and although Scottish institutions had not yet signed up to it, this position was becoming more difficult to sustain, particularly if the University wished to be part of a national (UK) scheme. Court welcomed the fact that the SRC supported the survey and hoped that the data obtained would provide the University with informative feedback on the student experience. In particular it was hoped that participation in the survey would contribute data helpful to the long term planning and development of quality teaching and support as well as providing information which could be used as a base source by the compilers of comparative league tables.

**CRT/2005/35.4 Voluntary Severance and the Faculty of Medicine**

At its meeting in December 2005 Court noted that significant further savings were still expected in the Faculty of Medicine. Court agreed that the Faculty be allowed further time to conclude discussions with the NHS on cost sharing in order to help make those savings. The Principal reported that the shortfall of £600k had now been met from the following sources:

- Cost sharing discussions with the NHS had been completed with an overall benefit to the University of £425k per annum with effect from April 2006 and an impact on the University's estate that would bring an additional benefit of £130k per annum from April 2007;
- The proposal by the British Heart Foundation to take over the full funding of two Chairs in the area of Cardiovascular Medicine would result in additional income to the University of approximately £175-200k per annum;
- With regard to the level of underfunded places at the Dental School the Principal reported that discussions had been held with the relevant Minister and, although the signals received had been encouraging, no positive announcement had yet been made.

Court congratulated the SMG on achieving the ambitious savings targets associated with the Future Shape exercise.

**CRT/2005/35.5 Comprehensive Spending Review**

The Principal informed Court that the most recent Government Comprehensive Spending Review settlement provided for an increase in the Funding Council baseline of 20% over the three years 2005-08. He stated that it was important to note however that the Funding Council accounted for only approximately half of the University's income. Moreover much of the increase was already earmarked by the Funding Council to support developments such as research 'pooling', capital expenditure on Learning & Teaching, and Pay Modernisation. The consequence of these and other commitments was that the 'free' funds left over in the University's aggregate income would be limited.
CRT/2005/35.6 Russell Group

Court noted that the Russell Group of research-intensive Universities was to create a distinct legal entity limited by guarantee so that its members, including Glasgow, might better work with, and within, Universities UK. The Principal reported that Articles of Association were currently being drafted and a Director General was being sought. When formal documentation was available the matter would be brought before Court again.

CRT/2005/35.7 Synergy

The Principal reported that the Conveners of Court and the Principals of the Universities of Glasgow and Strathclyde had reviewed the achievements of and future prospects for the Synergy collaboration between the two Universities. They had decided to initiate a study to explore options on how the two Universities might enhance their world-class international research and sustain outstanding, internationally competitive education.

Nothing had been ruled in or ruled out at this stage: the study would consider a range of options including an expansion of Synergy, the creation of a single or several research institutes and a single entity.

The study would analyse the benefits of these options and the resources that would be required to deliver them successfully. It would take account of wider implications, including administration and estates and be led by Professor Jim Love of Strathclyde and Professor Andrea Nolan of Glasgow University.

Court otherwise noted the report from the Senior Management Group.

CRT/2005/36. Report from the Secretary of Court

CRT/2005/36.1 Appointment of Deans.

Court approved a process of open competition, including inviting applications from external candidates, for the post of Dean and after a full discussion the following comments on the process were noted:

- The issue of whether and how a person holding a fixed term appointment might revert to a purely academic role on the expiry of that term
- The policy attached to the report as Annex 1 seemed to be an uneasy mixture of the old and a new system. It seemed incongruous for the Committee of Recommendation to seek nominations for internal candidates by interviewing staff when the post would be advertised both internally and externally;
- The Committee of Recommendation should include both a Senate Assessor and a Lay Member of Court;
- The phrase “All senior academic staff of the Faculty are eligible for consideration for appointment as Dean.” was redundant and should be removed;
- The dual role of the Dean as a manager and as the academic leader of the Faculty should be clarified.

The Secretary of Court undertook to give proper consideration to the points raised and to bring the matter back to Court in due course.
CRT/2005/36.2 Appointment of External Auditors

Court agreed to accept the unanimous recommendation of the Audit Committee that Ernst & Young Ltd should be reappointed as the University's external auditors, with immediate effect and for a period that would allow for the audit to be performed for the current financial year, and the following four; i.e. up to and including the audit of the financial statements for 2009/2010.

CRT/2005/36.3 The Future of Internal Audit

Court noted that the University's Head of Internal Audit had resigned with effect from 31 December 2005. The quality and resourcing of the internal audit service had been an issue for some time and in view of this, Court noted the decision of the Audit Committee to outsource the internal audit function and invite tenders for the provision of the University's internal audit service for a period of four years.

In response to questions the Secretary of Court reported that, at their request, the remaining staff in Internal Audit would be redeployed elsewhere in the University.

CRT/2005/36.4 Committee Structure

Court noted that the Working Group looking at its Committee structure was due to meet again and report to the next meeting of Court.

In response to questions the Secretary of Court confirmed the Working Group's intention that there should be a Committee of some description reporting to Court on Estates issues but that it had not yet formed a view on its relationship with the SMG Sub-Group on Estates.

CRT/2005/36.5 Policies on Equality and Diversity; Disability; and Sexual Orientation

Court approved the following policies attached as Annex 3 to the report:

- Equality and Diversity
- Disability
- Sexual Orientation

Court also noted that the Secretary of Court would seek to implement members' suggested minor textual amendments to the Introduction section of the Equality and Diversity Policy.

CRT/2005/36.6 Deanship of the Faculty of Physical Sciences

On the recommendation of its Committee of Recommendation Court agreed that Professor David Saxon continue as the Dean of Physical Sciences for a second period from 1 August 2006 to 31 July 2008.

CRT/2005/36.7 Headship of the Department of Politics

Court approved the recommendation of its Appointing Committee that Dr Barry O'Toole be appointed Head of the Department of Politics for the period 1 August 2006 to 31 July 2010. Dr O'Toole would replace Professor Andrew Lockyer who was due to demit office on 31 July 2006.
CRT/2005/36.8 Membership of the Joint Committee (Technicians)

On the recommendation of its Joint Committee (Technicians) Court agreed to reduce the number of Court appointees in that Committee's membership from four to three and to designate the Director of Human Resources as the Convener. The Court appointed membership of the Joint Committee would therefore stand as:

- Three Court appointees one of whom should be a Senate Assessor (Professor John Chapman, Professor John Briggs and the Director of HR - Convener).

CRT/2005/36.9 Resolution 545 - Foundation of the British Heart Foundation Chair of Translational Cardiovascular Science

Following the receipt of comments from the General Council on the Draft Resolution, Court approved the Final Resolution set out in Annex 4 to the report to take effect from 1 October 2006.

CRT/2005/36.10 Draft Resolution 546 - Establishment of the Board of Catholic Education

On the recommendation of the Board of Catholic Education Court approved the Draft Resolution set out as Annex 5 to the report and agreed that it be passed for comment to the General Council and to Senate.

Court noted that the proposed amendment would allow the Convener to be the Director of the Scottish Catholic Education Service as an alternative to one of the four nominees of the Bishops' Conference. This preserved the original intention that the Convener be appointed from the non-University members of the Board. Court also took the opportunity to consolidate the various amending Resolutions regarding the Board of Catholic Education into a single new Draft Resolution.

CRT/2005/36.11 Grieve Lectureship

On the recommendation of the Dean of IBLS, Court approved the re-appointment of Dr David Leader of the Division of Biochemistry and Molecular Biology to the Grieve Lectureship in Physiological Chemistry for the period 1 October 2005 to 30 September 2008.

CRT/2005/36.12 SRC Constitution

Court noted that, acting under delegated authority and on behalf of Court the Secretary of Court had approved a revised Constitution of the SRC a copy of which could be found at: http://www.glasgowstudent.net/files/src_constitution_final_draft_approved_by_council_10_november_05.pdf

Court also noted that a copy of the Constitution was available on request or for inspection in the Court Office.

CRT/2005/36.13 Election of Chancellor

Court noted that Professor Sir Kenneth Calman, the former Chief Medical Officer, had been elected by the General Council as its new president and as Chancellor of the University.
Court expressed its thanks to the Clerk to the General Council and his team on the efficient way the election had been administered.

**CRT/2005/36.14 Convenership of the Selection Board of the Stevenson Citizenship Fund Trust**

Court noted that acting under delegated authority and on behalf of Court the Secretary of Court had appointed Dr Robin Easton as the Convener of the Selection Board of the Stevenson Citizenship Fund Trust to replace Sir William Fraser who was retiring.

**CRT/2005/36.15 Deputy Deanship of FBLS**

Court noted that, acting under delegated authority on behalf of Court and in consultation with the Territorial Vice-Principal and the Dean, the Secretary of Court had appointed Professor Alan Taylor as Deputy Dean of FBLS from 1 January 2006 for the duration of the period of office of Professor Hagan as Dean.

**CRT/2005/36.16 Universities Scotland - Seminar on Tuition Fees and Bursaries**

Court noted that there was to be a seminar at the University on Monday 13 February 2006 organised by Universities Scotland. Representatives from each of the Scottish Universities would discuss the implications and practicalities involved in the implementation of the Scottish Executive’s proposals on tuition fees and bursaries with officials from the Scottish Executive, the Scottish Funding Council, the Student Awards Agency for Scotland and the Student Loan Company.

**CRT/2005/36.17 Sir Craig Reedie**

Court noted that Dr Craig Reedie, who came to the end of his term of office as a member of Court at the end of December 2005, had become a Knight Bachelor in the New Year's Honours list. Court offered its congratulations to Sir Craig on his award.

**CRT/2005/36.18 Election of Employee Representative on Court**

Court noted that there would be an election to fill the vacant post for an Employee Representative on Court between Mr Alex Ross, the Nominee of the Joint Union Liaison Committee, and Mr David Jamieson of Estates and Buildings. The Secretary of Court would be the designated Returning Officer and the election would be held by means of a postal ballot of the University's Non-Academic Staff.

**CRT/2005/36.19 Centre for Battlefield Archaeology**

Court noted that, on the recommendation of the Senate, the Secretary of Court had approved under delegated authority and on behalf of Court the establishment and constitution of the Centre for Battlefield Archaeology.

**CRT/2005/37. Communications from Senate**

Court noted that the Secretary of Court acting under delegated authority and on behalf of Court and on the recommendation of Senate had approved the dates for Academic
Session 2006-07 and Provisional Dates for Session 2007-08 attached as Annex 1 to the Communications from Senate and available from the Court Office on request.

Court otherwise noted the Communications from Senate.

**CRT/2005/38. Report on Strategic Plan**

Court approved the submission of the Strategic Plan as set out at http://www.gla.ac.uk/services/planning/smg/stratplan0610/stratplan200610.html for submission to the Scottish Funding Council.

**CRT/2005/39. Reports of Court Committees**

**CRT/2005/39.1 Finance Committee**

Court noted the report.

**CRT/2005/39.2 Estates Planning and Strategy Committee**

Court noted the report.

**CRT/2005/39.3 Human Resources Committee**

Court approved the creation of a new career grade within the Faculty of Veterinary Medicine as set out in Appendix 1 to the report

The report was otherwise noted.

**CRT/2005/39.4 Health Safety and Environment Committee**

In response to questions the Secretary of Court reported that the Safety and Environmental Protection Service was working closely with the Division of Infection, Immunity and Inflammation to address issues identified in the recent Health and Safety Executive report and he was confident that matters would improve.

The report was otherwise noted.

**CRT/2005/39.5 Remuneration Committee**

Court noted the report.

**CRT/2005/40. Any Other Business**

There was no other business.

**CRT/2005/41. Date of Next Meeting**

The next meeting of the Court would be held on Wednesday 22 March 2006 at 14:00 hours.