UNIVERSITY OF GLASGOW

Court

Minute of Meeting held on 22 March 2006 in The Senate Room

Present:
Dr Jacqueline Atkinson Senate Assessor, Professor David Bennett Senate Assessor, Mr Norman Berry General Council Assessor, Professor Susan Castillo Senate Assessor, Professor Andrew Christie Co-opted Member, Mr Peter Daniels Co-opted Member, Mrs Barbara Duffner Co-opted Member, Dr Robin Easton Co-opted Member, Professor Mike French Senate Assessor, Dr Alastair Hunter Employee Representative, Dr Martin Macauley Senate Assessor, Mrs Margaret McCafferty GCC Assessor, Mr Alan Macfarlane General Council Assessor, Mr Jamie McHale SRC Assessor, Mrs Margaret Paxton General Council 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:
Professor Steve Beaumont (Vice-Principal Research), 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), Professor Andrew Nash (Clerk of Senate), Mr David Newall (Secretary of Court), Professor Andrea Nolan (Vice-Principal Learning and Teaching), Ms Susan Stewart (Director of Corporate Communications).

Apologies:

Members: Professor John Briggs Senate Assessor, Ms Kate Phillips Co-opted Member, Dr Mona Siddiqui Senate Assessor, Mr Donald Wilson General Council Assessor, the Rector.

Attendees: Mr Ian Black (Director of Human Resources).

CRT/2005/42 Minutes of the meeting held on 1 February 2006

The minutes of the meeting held on 1 February 2006 were approved as a correct record save for the deletion of the reference to confidentiality in Minute 35.7.

CRT/2005/43 Matter Arising

43.1 Appointment of Deans

Court noted that the Secretary of Court would submit a report on this matter in due course. For the avoidance of doubt Court re-iterated its commitment to the external advertisement of vacant Deanships.
44.1 Funding Letter from the Scottish Funding Council

The Principal reported on the headline figures from the Scottish Funding Council's grant allocation for 2006-07 released at 6:00pm the night before the meeting. Court noted the receipt of a table paper setting out the change in resources for teaching and research 2005-06 and 2006-07 (Table D1 of the Funding Council letter).

The Principal informed Court that the grant letter saw the University’s total grants from the Funding Council for 2006-07 rise by 7.5% to £146.75M. This represented an increase slightly above the average for the HE sector (7.2%) and was in line with figures used by the University in its budget-making exercise.

2006-07 had been a particularly difficult year in which to predict the SFC grant allocation to individual institutions because of a number of effects including this being a year in which the Funding Council updated the minor volume indicators on the University's research grant. Moreover a new funding stream had been introduced to compensate Universities for their charity-funded research streams, which generally included no contribution to indirect costs. There was concern about whether the University had received its fair share within this element of the grant but the figures required detailed analysis before assessment of their true impact was possible.

The Principal reported that there had been an extremely good allocation of Knowledge Transfer Grant to the University in 2005-06 and, although the level relative to other institutions had slipped a little in the current allocation, it was still the second highest in Scotland. Overall he considered that the University was ahead of the average; it had received the largest teaching grant in Scotland and the level of research grant was up. He took the view that the grant settlement should be broadly welcomed.

Given that the outcome was broadly in line with the University's predictions, Court noted that the budgeting round for 2006-07 would now be concluded and presented to the June meeting of Court via Finance Committee. With continued tight control of costs and the setting of prudent targets for income generation in line with the direction set out in the Strategic Plan, the expectation was for a small surplus position in 2006-07.

44.2 National Student Survey

Court noted that the period for returns to the survey was due to close on 24 April but that this might be extended. The University's current level of return (49.18%) was reported as being already very close to the target of 50%.

44.3 AUT Action

Court noted that 12% of eligible staff had taken part in the industrial action on 7 March and that it was hoped that negotiations would be taken forward at a national level to resolve the dispute.

44.4 SMG Awayday 14-15 February 2006

The SMG received a follow up report on the SMG Awayday which highlighted four key areas that might be addressed as a matter of priority.
With regard to the key area of *Incentivisation* Court noted that the paper on the role and scope of the Deans and the centre was intended to inform the budget-making exercise but would be available for members of Court on request from the Principal's Office.

Court noted that, separate from the process referred to in the report regarding key pressure points on *Space Usage*, there would be a detailed presentation to the next meeting of Court on the University's Estates Priorities.

Court noted that the Secretary of Court would submit a report to the May meeting of Court regarding the establishment of Key Performance Indicators (KPIs) including the areas of Human Resources, Finance and Estates. The view was expressed that KPIs should also be used to monitor the success or otherwise of individual projects ie assess whether certain targets had been met and at what cost.

In relation to the key area of *Management Information* the Principal reported that work was being done on establishing a finance system that engendered trust in the quality of information being provided by the centre with a view to removing the need for duplicate, ghost systems within the Faculties and Departments. The Director of Finance explained that a historic under-investment in the system had contributed to its failure to capture all data when first posted. In response to questions he informed Court that the first point of entry coding was being rewritten and confirmed that the change in the process was being driven by the centre.

Court agreed that the Finance Committee report to Court should include reference to its consideration of the Income and Expenditure Accounts.

---

**CRT/2005/45 Report from the Secretary of Court**

45.1 *Resolution 546 - Establishment of the Board of Catholic Education*

Court approved Resolution 546 attached as Annex 1 to the report save for an amendment to the membership from *Territorial* Vice-Principal to Vice-Principal.

45.2 *Scottish Centre for Ecology and the Natural Environment*

Court noted Rowardennan Field Station's status as the major site for field courses in ecology and freshwater biology in the UK and that there was no equivalent centre of this type in Scotland. In order to better identify the activities of the centre and make it more marketable to potential sponsors, Court agreed the recommendation of the Dean of IBLS that its title be changed to the *Scottish Centre for Ecology and the Natural Environment* (SCENE).

45.3 *Establishment of a Redundancy Committee*

Court noted that part of the work of the Section of Forensic Toxicology of the Division of Cancer Sciences and Molecular Pathology in the Faculty of Medicine included forensic work for third parties on a contractual basis including toxicology work for the Police. This last element however was due to be withdrawn from 30 April 2006 because of decisions made at a national level by the Police Common Services Agency. Because the employment contracts of staff in the Section were renewed as funding was secured for external contracts, the end of the Police work meant that redundancies were necessary.
Under the terms of the University's Management of Compulsory Redundancy Protocol, Court agreed to establish a Structural Change Committee consisting of the Dean, the Head of Division and the Territorial Human Resources Manager to assist a Redundancy Committee, the detailed membership of which would be agreed by the Principal, the Secretary of Court and the Vice-Chair of Court. The two bodies would set the criteria for selection, identify the members of staff to be made redundant and make the appropriate recommendations to Court in due course.

45.4 SRC Constitution

Court noted that the Secretary of Court, acting under delegated authority, and on behalf of Court, had approved some minor amendments to Schedule 2 - Elections to the recently revised constitution of the SRC. A copy of the Constitution could be found at: http://www.glasgowstudent.net/files/src_constitution_final_draft approved by council November 05.pdf.

45.5 College Club

Court noted that the Secretary of Court would report to its next meeting on the request that the University maintain a staff-only facility within the College Club area when it reopened after refurbishment in September 2006.

45.6 Tuition Fees and Bursaries Seminar

Court noted the uncertainty regarding the delayed timescale for the implementation of the change in the levels of fees and bursaries and the impact this might have on recruitment and students' perception of Scottish Higher Education as a whole.

45.7 Deputy Deanship of the Faculty of Medicine

Court noted that the Secretary of Court, acting under delegated authority and on behalf of Court had re-appointed Professor Ian Greer as the Deputy Executive Dean of the Faculty of Medicine from 1 January 2006 to 31 December 2009. This decision was taken following consultation with the Territorial Vice-Principal and on the nomination of the Executive Dean.

45.8 Acting Headship of the Department of English Literature

Court noted that the Secretary of Court, acting under delegated authority and on behalf of Court, had extended the term of office of Professor Nigel Leask as the Acting Head of the Department of English Literature to 28 August 2006.

45.9 Appointing Committee for the Associate Deanship of Veterinary Medicine (Clinical Services)

Court noted that the Secretary of Court, acting under delegated authority and on behalf of Court, had replaced Dr Jacqueline Atkinson on the above Appointing Committee with Professor Susan Castillo.

45.10 Adam Smith Chair of Political Economy

Court noted that the Secretary of Court, acting under delegated authority and on behalf of Court and on the nomination of the Dean of Law, Business and Social
Sciences, had appointed Professor Ronald MacDonald to the Adam Smith Chair of Political Economy with effect from 1 March 2006.

45.11 Amendment to the Session Dates for the Faculty of Medicine

Court noted that the Secretary of Court, acting under delegated authority and on behalf of Court, had amended the session dates for MBChB years 4 and 5 such that the Teaching Continues date after the Christmas break for both years would be Wednesday 3 January 2007 (Not 8 January as previously approved). The Teaching Ends date for Year 4 would be Friday 22 June 2007 (not 29 June) and the Teaching Ends date for Year 5 would be Monday 14 May 2007.

45.12 Outcome of the Grievance Committee Hearing

Court noted the decision of the Committee not to uphold the grievance regarding rates of pay of a group of electricians employed by the University

CRT/2005/46 Communications from Senate

Court agreed the nomination from Senate that Mr Michael McGrath, Director of the Scottish Catholic Education Service, be appointed as Convener of the Board of Catholic Education.

Court otherwise noted the Communications from Senate.

CRT/2005/47 Reports of Court Committees

47.1 Finance Committee

47.1.1 Forty Year Limit on Pension Scheme Service

Court noted that USS had decided to allow members to make contributions beyond the 40 year limit but expected individual employers to decide whether to continue the employers' contributions. Court also noted that as far as Non-Academic Staff pensions Fund Scheme (NASPS) was concerned such a provision would apply to only a handful of relatively low-paid staff and would therefore have limited financial implications for the University.

Court agreed to continue to pay pension contributions for staff regardless of whether they exceed 40 years service or not. It also agreed that current employees who have exceeded the 40 year limit be permitted to re-commence contributions to the scheme from 6 April 2006 and to benefit from the associated employer contributions.

47.1.2 Removal of the Statutory Earnings Cap

Court agreed that the University would not remove the "cap" placed upon pre-April 2006 service on the grounds of cost. Based on figures supplied by the USS, the cost of "uncapping" the existing 21 USS members subject to "capping" would be in the region of £2.6 million.

47.1.3 Level of Price Inflation to apply to NASPS Pensions in Payment

Court agreed that there would be no change to the rules of NASPS ie pensions in payment beyond the GMP level should be increased
automatically in accordance with the Retail Price Index (RPI) up to a maximum of 10%.

Court otherwise noted the report of the Finance Committee.

47.2 Audit Committee
Court approved the updated Risk Register attached as Annex 1 to the report which was otherwise noted.

47.3 Human Resources Committee
Court noted the report from the Human Resources Committee.

47.4 Health, Safety and Environment Committee

47.4.1 Report on visits by HSE Inspectors
Members expressed concern at the lack of progress by the Department of Infection, Immunity and Inflammation in meeting HSE expectations. The Secretary of Court and the Vice-Principal Life Sciences and Medicine assured Court that action was being taken to address their concerns. Issues associated with housekeeping matters would be addressed by the move of the department to the new Glasgow Biomedical Research Centre where the safety regime would be the responsibility of IBLS. Other matters would be addressed by the Secretary of Court, who had recently taken over the direct management of the Safety and Environmental Protection Service. He would meet with those concerned to ensure that safety was given the high priority it deserved.

Court otherwise noted the report of the Health, Safety and Environment Committee.

47.5 Research, Planning and Strategy Committee
Court noted the receipt of a tabled paper setting out the views received from the members of the Equality and Diversity Strategy Committee on the Equality Code of Practice for RAE 2008 and approved the Code of Practice, incorporating the minor amendments raised by Committee members.

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

47.6 Working Group on Committee Structure
Court noted the conclusions of the Working Group set out in the report and agreed that doing nothing with regard to the Committee structure was not an option as the current system was too unwieldy with too many Committees and other reporting bodies. Members agreed that, as the governing body, Court should be able to satisfy itself that it had discharged the responsibilities placed upon it. They also agreed that the way business was conducted at Court and the supporting Committee structure should facilitate that requirement.

During discussion the following points were raised. The Secretary of Court undertook to take them into account and report back to the June meeting of Court with an interim report to the May meeting:
• The review should not just tinker at the edges - a root and branch approach was required.
• There should be greater delegation of decision-making authority to Committees by way of a scheme of delegation and lay members of Court should contribute at that level.
• Court should be limited to high level, strategic matters.
• There should be a degree of separation between the roles of Court and SMG - the proposal to merge the Estates Planning and Strategy Committee and the SMG group should be looked at again.
• Court was not necessarily too big - a larger number of members allowed a greater chance of informed debate of opposing views.
• The Court agenda might be divided into functional areas rather than the current system.

47.7 Museums and Galleries Committee

Court approved the Hunterian Forward Plan 2006-10 attached as Annex 1 to the report of the Museums and Galleries Committee and otherwise noted the report.

The Secretary of Court undertook to review the position regarding the physical state of the Balmore Store.

47.8 Academic and Academic Related Board of Review

Court approved the recommendations set out in the report.

CRT/2005/48 Any other Business

48.1 Farewells

Court noted that this was to have been the last meeting of Court for Mrs Kate Phillips who had reached the end of her term of office as a Co-opted Member of Court but that she had been unable to attend. The Vice-Chair of Court led the appreciation of her commitment to the University in her time on Court.

Court also noted that this was to be the last meeting of Court to be attended by Professor Chris Morris in his capacity as Vice-Principal before he left the University. Court thanked Professor Morris for his strong contributions across a wide range of issues in his time both as a Vice-Principal and as a Senate Assessor. He would be sorely missed and Court wished him all the best for the future.

CRT/2005/49 Date of Next Meeting

The next meeting of Court would be held on Wednesday 10 May 2006 at 14:00 hours.

Prepared by: Ian Hawkins (Clerk) I.Hawkins@admin.gla.ac.uk
Last modified on: [day dd mmmmm yyyy]
Version: 1