University of Glasgow

Court

Minute of Meeting held on Wednesday 28 June 2006 in The Business School
Lecture Theatre

Present:
Dr Jacqueline Atkinson Senate Assessor, Professor David Bennett Senate 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, Mr Alan Macfarlane General Council Assessor, Mr Jamie McHale SRC Assessor, Professor Michael Scott-Morton Co-opted Member, Mrs Margaret Paxton General Council Assessor, Ms Sarah Tomlinson SRC President, Mr Alex Ross Employee Representative, 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), Miss Jan Hulme (Academic Secretary), Professor Robin Leake (Vice-Principal), Ms Deborah Maddern (Administrative Officer), Mr Jim McConnell (Director of Estates and Buildings), Ms Shona Morrison (SRC President elect), 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), Mr Alastair Sim (Director of Planning Service), Ms Susan Stewart (Director of Corporate Communications).

Apologies:

Members: Mr Norman Berry General Council Assessor, Professor John Briggs Senate Assessor, Mrs Margaret McCafferty GCC Assessor, the Rector, Dr Mona Siddiqui Senate Assessor, Mr Donald Wilson General Council Assessor.

CRT/2005/60. Announcements

Court welcomed Mr Alex Ross to his first meeting as Employee Representative and Ms Shona Morrison, the SRC President elect, as an observer.

Court noted that a number of its members were attending their final meeting. It thanked Professor David Bennett, Professor Susan Castillo, Mrs Margaret Paxton and Ms Sarah Tomlinson for their contributions to Court business and wished them well in the future.

CRT/2005/61. Minutes of the meeting held on Wednesday 10 May 2006
The minutes were approved save for a correction to minute CRT/2005/54.3 where references to "de minimus" would be corrected to read "de minimis", and to minute CRT/2005/55.4 where Court wished to record that the presentation from the Director of Estates and Buildings, on the Estates Strategy, had been much appreciated and well received.

CRT/2005/62. Matters Arising

CRT/2005/62.1 Appointment of Deans (Minute 43.1)
A report was provided in the Secretary of Court’s regular Report (see minute CRT/2005/66).

CRT/2005/62.2 Working Group on Committee Structure (Minute 47.6)
A paper from the Secretary of Court, on Committee Remits and Membership, was attached to his regular Report, for discussion and decision (see minute CRT/2005/66).

CRT/2005/62.3 School of Modern Languages (Minute 56.3)
An update was provided in the Secretary of Court’s regular Report (see minute CRT/2005/66).

CRT/2005/62.4 VAT on Buildings (Minute 54.3)
It was noted that the Medical Faculty was preparing a business case with a view to VAT being paid on the construction costs of the Biomedical and Cardiovascular Buildings, in order for their permitted use to be more flexible.

CRT/2005/63. Report from the Principal

CRT/2005/63.1 Industrial Action
Court was pleased to note that the suspension of industrial action by the Universities and Colleges Union (formerly the Association of University Teachers (AUT)) had enabled the University to collect in marking and assessments such that it was confident that the 2006 Graduations would be able to proceed, with degrees in no way devalued. This was a very positive development following a period of great anxiety for students and staff alike. It was noted that the Principal had taken the view in late May and early June that evidence of withholding of marks from Examination Boards meant that it had been necessary, first, to warn students of the risk that graduation with classified Honours degrees might not be possible on the planned timetable; and secondly, when negotiations appeared to have broken down, to warn staff that a proportion of pay would be withheld if marks were not made available by them. These decisions had not been taken lightly, but in the Principal’s view had been necessary in the interest of students.

CRT/2005/63.2 Crichton Campus
The Principal reported that the Scottish Funding Council (SFC) were aware of the University’s position on the campus presence in Dumfries. Since the last meeting of Court representation
had been made to the Chairman of the SFC about the impact of the lack of recurrent funding for Crichton. It was clarified that Crichton's operating deficit was reflected in the University's budget and not in a Faculty budget.

A full report on the University's options with regard to Crichton would be provided to Court at its next meeting.

**CRT/2005/63.3 Synergy**

Earlier in the session, the Principal had reported that a review would be undertaken of future options for 'Synergy', the University's strategic research alliance with the University of Strathclyde. Court noted that a range of options was being analysed and that meanwhile the two institutions were moving forward with mutually advantageous projects including the WestChem alliance. A further report would be made to Court in the autumn.

**CRT/2005/63.4 International College**

Court noted that discussions were taking place with a possible partner.

**CRT/2005/63.5 Research Commercialisation**

Court was advised that, in discussion with the Faculties, the work of the Research & Enterprise Office was being reorganised such that the Business Development Team would be better positioned to serve the Faculties' priorities. As part of this development, the University's approach to spin-out companies had been under review for the past year. This had involved discussions with a company that specialised in spin-out formation. Court noted that its approval would be sought in due course should a contractual agreement with a private spin-out company be proposed.

**CRT/2005/63.6 Universitas 21 Meeting**

The Principal reported a positive outcome with regard to the future of the Universitas 21 network, with a number of initiatives including collaboration, joint PhDs and credit transfers having been listed in the “The Auckland Consensus”, a document which had emerged from a meeting he had attended in New Zealand. There had been some (more limited) progress on the Distance Learning element of U21.

**CRT/2005/63.7 Major Capital Projects: Beatson Phase 2 and SCENE**

Court noted that the Senior Management Group had discussed the merits of two major capital projects; Beatson Phase 2, and SCENE (the Scottish Centre for Ecology and the Natural Environment). Business plans would now be prepared for consideration by the Finance Committee.

**CRT/2005/63.8 Scottish Executive, Funding Council and Universities Scotland Business**

Court noted that the Scottish Universities were in discussion about measures which could be taken to meet the requirements of the Efficient Government Initiative; these included possible
sharing of services.

Court wished the Principal well in his new role as the convener of Universities Scotland.

The contents of the report from the Principal were otherwise noted.

**CRT/2005/64. Faculty of Information and Mathematical Sciences**

The presentation from the Dean of the Faculty of Information and Mathematical Sciences was postponed to a later date.

**CRT/2005/65. Reports of Court Committees**

**CRT/2005/65.1 Finance Committee**

Court received a presentation on the University Budget 2006/2007 and Financial Forecasts 2007-2009 from Professor Anton Muscatelli, Vice Principal Strategy and Advancement. The Financial Forecasts showed the University proceeding with greater confidence, and evidence that Faculties had ambitious but realistic budgets which reflected increases in local income-generating activity. Some resource was being made available to Faculties as an incentive to increase income further. All were now in a stronger financial position than before, with no Faculty reliant on continuing 'collegial support' beyond 2007/2008. Court welcomed this very positive development, and in particular the sharp improvement in the financial position of the Medical Faculty. The Administration had met its savings target and central service costs were consuming a lower share of the University's income, in spite of the significant increase budgeted for Utilities costs.

Court agreed that it was now possible to conclude that good progress had been made in making the University financially sustainable. It was noted that a number of positive investments had been made as part of setting Faculty and corporate budgets, that budgets included some stretching, but realistic, figures on new non-Funding Council income generation, and that under reasonable assumptions the University was now in a position to invest, through both recurrent and capital spending, to fund ambition.

Court noted that the budget figures would need to be revisited were the current pay offer to be rejected in the forthcoming union ballot. It also noted that the major potential variables in the budget and financial forecast were the level of tuition fees, awards under Full Economic Costing and the level of Teaching and Research resource to be provided by the Comprehensive Spending Review from 2008/2009.

Court thanked Professor Muscatelli for his comprehensive and encouraging presentation. Court also thanked Professor Muscatelli and Mr Fraser for their work on the University budget and for the greatly improved clarity of financial information provided to Court members.

Court approved the 2006/2007 budget and financial forecast. Court also approved a minor change in the terms and conditions of the University’s credit facility. Court otherwise noted the report of the Finance Committee.
CRT/2005/65.2 Human Resources Committee

Mr Ian Black introduced papers which requested Court’s approval to policies on Age Discrimination and on Alcohol, Drugs and Substance Abuse, and to discussions being taken forward with trade unions with a view to implementing a 35-hour working week for all staff.

While noting that the link between certain service/pension issues and the provisions in the policy were still the subject of discussion, Court approved the Age Discrimination Policy.

Court approved the Alcohol, Drugs and Substance Abuse policy.

Mr Black explained that for staff whose contracts currently required them to work more than 35 hours per week, the proposed harmonisation to a 35-hour week should be able to be incorporated without additional cost to the University, for example by the adoption of flexible working patterns. The incorporation of some other types of contract - such as those for shift staff working non-office hours and for those with significant overtime patterns - into a 35-hour structure presented greater challenges and was the subject of ongoing discussion with a view to minimising the impact on earnings.

Court heard concerns expressed about the potential impact on research output, arising from a reduced number of Faculty technical staff following the Voluntary Severance scheme coupled with a reduction to a 35-hour week for remaining Technicians. Mr Black advised that the Deans were being closely consulted on this matter.

Court agreed that discussions be taken forward with a view to harmonising to a 35-hour working week for all staff.

CRT/2005/65.3 Estates Planning and Strategy Committee

Court noted the report of the Estates Planning and Strategy Committee.

CRT/2005/65.4 Health Safety and Environment Committee

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

CRT/2005/65.5 Audit Committee

Court noted the report of the Audit Committee.

CRT/2005/65.6 Research Planning and Strategy Committee

Court noted the report of the Research Planning and Strategy Committee.

CRT/2005/66. Report from the Secretary of Court

CRT/2005/66.1 Committee Remits and Membership

The Secretary of Court had circulated a paper on the University’s committee structure, containing recommendations on the future remit and membership of Court committees. Court was asked to consider the suggested future reporting arrangements of committees, to confirm
that appointments to Court committees (including the appointment of conveners) should be made by Court on the recommendation of the Nominations Committee, and to invite each of the Court committees to review its sub-committee structure and to maintain standing sub-committees only where they had a continuing specialist role that could not be addressed effectively by the main committee.

Court agreed to the paper's recommendations, subject to the following points:

- There should be Senate Assessor representation on the Nominations Committee.
- The Estates Committee's membership should be amended to clarify that it would include the Vice Principal Estates.
- Three (rather than two as proposed) Senate Assessors should sit on the Human Resources Committee and all Senate Assessors should be consulted on membership of the sub-committees.
- The Secretary of Court should discuss with the Clerk of Senate the continuing membership of Senate Assessors on committees that would no longer report directly to Court.
- Consideration should be given to the number of regular attenders at Court.
- An appropriate mechanism should be put in place to ensure that, where appropriate, business concluded through the Senior Management Group (SMG) would be brought to Court’s attention, perhaps through a list of SMG agenda items appended to the Principal’s Report to Court.

**CRT/2005/66.2 Appointment of Deans**

Court was reminded that it had earlier decided that all future appointments to the post of Dean should be by open competition, with applications invited from external and internal candidates. In reaching this decision, Court had noted a draft procedure on appointing Deans that had first been prepared at a time when internal appointments were envisaged. It had been agreed that the procedure should be revised in the light of Court’s decision. Since then, the process of selection had been discussed at Senate, and further amendments had been made to the document originally considered by Court, to include suggestions made by Senate. This was now being presented for final approval.

Court agreed that the proposed number of people on appointing committees for Deans was too large and that the balance of academic and non-academic staff was not correct. It was also not clear what arrangements would apply at the end of the fixed-term appointment of a Dean with respect to the future role of the appointee. Court agreed that further consideration should be given to the appointment mechanism.

**CRT/2005/66.3 Appeal against Dismissal Under Capability Procedure**

Court noted that a notice of appeal had been received against the University’s decision to dismiss an academic-related member of staff under the Capability Procedure (Prolonged, Long Term Ill-Health), and approved the appointment of an Independent Person to hear the appeal.
**CRT/2005/66.4 Redundancy and Structural Change Committees**

Court had been asked to approve the Secretary of Court establishing two Redundancy Committees and two Structural Change Committees, under delegated powers over the summer, to look at matters relating to the Departments of Music (1 possible redundant post) and Psychology (3 possible redundant posts). In both cases, the issues being considered arose from reduced departmental activity in the areas of work covered by the postholders.

The Secretary of Court clarified that the normal, agreed, processes would be followed in relation to both Departments and that this would include discussions with the relevant campus Trade Union(s).

Court approved the establishment of the necessary Committees, as required during the summer. Structural Change Committees would comprise the relevant Dean and Head of Department and the territorial Human Resources Manager. Redundancy Committees would comprise a Chairperson (normally the Principal or a Vice-Principal), two lay members of Court, the Director of Human Resources or nominee, two members of Academic or Related staff, one of whom would be a Senate Assessor, and two members of support staff. In accordance with the University's Compulsory Redundancy Protocol any Structural Change Committees would act locally on behalf of the Redundancy Committees. The Structural Change Committees would, in discussion with the relevant campus Trade Union(s), establish the selection pool from which the affected staff were to be drawn and develop the proposed selection criteria. The Redundancy Committees would consider the Structural Change Committees’ recommendations. It would remain the final responsibility of the Redundancy Committees to select and recommend the requisite posts for redundancy and to make their recommendations to Court.

**CRT/2005/66.5 Resolutions - Degree Regulations**

A copy of a number of Draft Resolutions concerning Degree Regulations, approved by Court at its December 2005 meeting, had been placed on deposit in the Court Office and sent to the General Council and Senate for comment. Comments having been received and incorporated as appropriate, Court approved the following Resolutions:

507 Degree of Doctor of Philosophy
508 Degree of Master of Arts in Theology and Religious Studies
511 Degree of Bachelor of Laws
514 Amendment of Resolution 469 - Degree of Master of Research (Accounting and Finance)
516 Degree of Bachelor of Theology
519 Degree of Bachelor of Dental Surgery (2004 Curriculum)
521 Degree of Bachelor of Nursing (2002 Curriculum)
522 Degrees of Bachelor of Science and Master in Science
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524 Degrees of Bachelor of Engineering, Bachelor of Science in Engineering and Master of Engineering
525 Degree of Master of Arts (Liberal Arts)
526 Degree of Bachelor of Accountancy
527 Bachelor of Accountancy and Law
528 Bachelor of Science (Scottish Agricultural College)
529 Bachelor of Arts (Scottish Agricultural College)
530 Bachelor of Education (Hons) in Primary Education
531 Degree of Master of Arts in Religious and Philosophical Education with Secondary Teaching Qualification
532 Degrees of Bachelor of Medicine and Bachelor of Surgery
533 Degree of Bachelor of Science in Medical Science
534 Degree of Master of Education
536 Amendment of Resolutions 223 and 503 - Degree of Master of Science
537 Amendment of Resolution 416 - Degree of Master of Music
538(A) Master of Laws by Research
538(B) Master of Laws by Prescribed Courses
539 Degree of Master of Arts
540 Degree of Bachelor of Divinity

**CRT/2005/66.6 Car Parking Charges 2006-2007**

At its meeting in October 2002 Court had noted that the University was seeking to move towards a more environmentally conscious approach to vehicle use by staff and students by discouraging private cars being brought to its campuses and by encouraging the use of public transport. In that light, Court had approved increases to car parking charges at Gilmorehill and Garscube on a phased basis between 2003-04 and 2005-06, as follows:

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<th>2003-04</th>
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<td>£135</td>
<td>£150</td>
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<td>Garscube</td>
<td>£ 70</td>
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Court now approved charges for 2006-07 as follows:

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<tr>
<td>Garscube</td>
<td>£105</td>
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**CRT/2005/66.7 Headship of the Division of Environmental & Evolutionary Biology in IBLS**
Court approved the recommendation of its Appointing Committee that Professor Neil Metcalfe be appointed as Head of the IBLS Division of Environmental & Evolutionary Biology for the period 1 August 2006 to 31 July 2010.

**CRT/2005/66.8  Headship of the Division of Biochemistry & Molecular Biology in IBLS**

Court approved the recommendation of its Appointing Committee that Professor Hugh Nimmo be appointed as Head of the IBLS Division of Biochemistry & Molecular Biology for a further period of 4 years, from 1 October 2006 to 30 September 2010.

**CRT/2005/66.9  Headships of Departments in the Faculty of Arts**

Court was reminded that, acting under delegated authority on behalf of Court and on the recommendation of the Dean, the Secretary of Court had previously appointed the following Acting Heads of Department in the Faculty of Arts:

- Professor Ian Hazlett, Theology and Religious Studies for the period 1 August 2005 to 31 July 2006;

- Dr Gary Kemp, Department of Philosophy for the period 1 August 2005 to 31 July 2006.

On the recommendation of the Dean and a Senate Assessor, Court’s approval had been sought to Professor Hazlett and Dr Kemp being confirmed as substantive Heads of Department in their respective Departments until 31 July 2007. Court noted a concern that the normal consultative process might not have been followed in these cases and asked that the Secretary of Court discuss the matter further with the Dean and advise Court of the details.

The Secretary of Court agreed to brief Court on the system for appointing Heads of Department, at the next meeting.

**CRT/2005/66.10  Headship of the Department of Celtic**

Court approved the recommendation of the Committee of Appointment that Professor Thomas Clancy be re-appointed as the Head of the Department of Celtic for the period 1 August 2006 to 31 July 2007.

**CRT/2005/66.11  Headship of the Division of Infection and Immunity in IBLS**

Court approved the establishment of the following Appointing Committee to recommend a successor to Professor Graham Coombs who was demitting office on 31 August 2006:

Professor Paul Hagan (Convener)
Professor John Briggs (Senate Assessor)

**CRT/2005/66.12  Modern Languages**

Court noted that a review committee had been established to consider the future strategy for the School of Modern Languages and Cultures. The committee consisted of Professor John Briggs, Professor Anton Muscatelli and the Secretary of Court and, in discussion with the Dean of Arts,
it had identified a series of issues relating to the School's academic work, its business prospects and its accommodation and it had asked relevant university officers to undertake analysis of these issues in the coming weeks. The group would maintain close contact with the Dean throughout this exercise and would report to the October meeting of Court.

**CRT/2005/66.13 Redundancy Committee: Forensic Toxicology Section, Faculty of Medicine**

Court noted that the Principal, the Secretary of Court and the Vice-Chair of Court, acting under delegated powers on behalf of Court, had adopted the recommendations contained in the report of a Redundancy Committee established by Court in March 2006 under the terms of the University's Management of Compulsory Redundancy Protocol. In summary, the recommendations were:

1. That within the Forensic Toxicology Section of the Faculty of Medicine one technician post and one researcher post be made redundant and that the redeployment procedure and the normal redundancy measures set out in the Compulsory Redundancy Protocol be applied.

2. That the holder of the technician post should receive full maternity pay (rather than the statutory minimum) and that this should be regardless of whether a suitable alternative post became available following her maternity leave.

The recommendations were adopted as of 24 May 2006.

**CRT/2005/66.14 Key Performance Indicators**

Court noted that the Finance Committee had agreed on a set of indicators that would help it, and Court, monitor the University’s financial performance. Key performance indicators had also been established for Learning & Teaching and for Estates Management. Some further work was required to agree a set of institutional level indicators in two other areas; Research (which was being discussed by the Research Planning and Strategy Committee) and Human Resource Management (which was being discussed by the Human Resources Committee).

**CRT/2005/66.15 Convenership of the Museums and Galleries Committee**

Court noted that acting under delegated authority and on behalf of Court the Secretary of Court had appointed Professor Elizabeth Moignard as the Convener of the Museums and Galleries Committee to replace Professor Chris Morris, who had retired from the University.

**CRT/2005/66.16 Appointment of Clerk to the General Council**

Court noted that the Business Committee of the General Council at its meeting on 18th May 2006 had reappointed Mr Lawrence Reynolds to be Clerk to the General Council for a further three-year period with effect from 1st October 2006.

**CRT/2005/66.17 Bequests**

Court noted the following bequests:

Miss Jean M PAUL: £20,000, which would be applied to the Small Animal Hospital and
Ms Agnes Crawford MARSHALL: £8,000, with only the annual income available, to be used in support of a medical student, if possible from New Zealand. The bequest was in memory of Sgt Samuel Forsyth VC and Robert & Andrew Gardner, all killed in action in 1918.

Miss Janet A McMILLAN: £5,000 which would be applied to the Small Animal Hospital and Rowardennan Field Station (Scottish Centre for Ecology and the Natural Environment).

**CRT/2005/67. Communications from the Meeting of Senate held on 8 June 2006**

Court noted the Communications from Senate.

**CRT/2005/68. Any Other Business**

There was no other business.

**CRT/2005/69. Date of Next Meeting**

The next meeting of Court will be held on Wednesday 11 October 2006 at 2pm.

The other Court meeting dates for the 2006/2007 are:

- Wednesday 13 December 2006 (with the annual Court dinner in the evening)
- Wednesday 14 February 2007
- Wednesday 18 April 2007
- Wednesday 27 June 2007

All at 2pm