UNIVERSITY OF GLASGOW

University Court

Minute of Meeting held on Wednesday 10 November 2004 in Senate Room

Present:
Mrs Joy Travers (Chancellor’s Assessor)
Sir Muir Russell (Principal)
Dr Jacqueline Atkinson
Professor David Bennett
Mr Norman Berry
Professor John Briggs
Professor Andrew Christie
Professor Mike French
Dr Alastair Hunter
Mr Robert McLaggan (Students’ Representative Council Assessor)
Dr Geoffrey Moores
Mr John Andrew Murray (President, Students’ Representative Council)
Dr Keith Nimmo
Mrs Margaret RH Paxton
Dr Craig Reedie
Mr David Ross
Mr Ian Russell
Mr Michael Sandford
Dr Mona Siddiqui
Professor David Watt
Mr Donald Wilson

In attendance:
Mr Bob Cunningham (Interim Director of Human Resources)
Mr Ian Hawkins (Administrative Officer)
Mr Robert Fraser (Director of Finance)
Professor Robin Leake (Vice-Principal)
Professor Malcolm McLeod (Vice-Principal)
Professor Chris Morris (Vice-Principal)
CRT/2004/9. WELCOME

Court welcomed Mr Robert McLaggan to his first meeting as a member of Court and also welcomed Professor Andrea Nolan to her first meeting as Vice-Principal (Learning and Teaching).

CRT/2004/10 MINUTE OF THE LAST MEETING

Court approved the Minutes of the meeting held on Wednesday 6 October 2004 subject to some minor typographical amendments.

CRT/2004/11. Matters Arising

CRT/2004/11.1 SMG Sub-Groups (Minute 4.3)

In response to questions the Principal stated that the purpose of the Sub-Groups was to look at those management issues where more analysis was required to assist SMG in its work. He did not consider that it would be appropriate to increase the standing memberships of the Sub-Groups for fear of creating bodies that were too large and unwieldy for that purpose. He had no fixed views however on whether non-management individuals such as members of Court, including student representatives, should be involved in the SMG Sub-Groups on an ad hoc basis. He did not envisage the Sub-Groups replacing existing Committees of Court as a matter of course and the establishment of any particular Sub-Group would not necessarily lead to the demise of a Committee. Although it was proposed that the External Relations and Marketing Committee was to be wound up (see minute 14.3) this was not part of a general trend and the example of the Information Policy and Strategy Committee was cited which acted as both a Court Committee and a Sub-Group of SMG.

With regard to the Principal’s Sub-Group the Principal explained that this met before meetings of the SMG in order to follow up and chase progress on matters previously considered by SMG as well as planning ahead for future meetings in the short term and horizon checking in the longer term.
CRT/2004/11.2 Committee of Recommendation for the Deanship of the Faculty of Engineering (Minute 5.5)

Court noted the following appointments to the Committee:

- Professor John Sewell (Academic /Related constituency)
- Mr Robert Boyd (Support staff constituency)

CRT/2004/11.3 Fixed Term Contracts (Minute 5.16)

Court noted that the policy on Fixed Term Contracts would now be presented to Court at its meeting on 2 February 2005.

CRT/2004/11.4 Institutional Visit by SHEFC (Minute 5.17)

Court noted that the formal report of the visit on 25 October 2004 would be prepared by SHEFC. Nevertheless the Principal reported that the Chair of SHEFC had intimated that it had been an excellent day. The SHEFC representatives had welcomed the emphasis on student involvement and the greater levels of transparency evidenced by the University. They also confirmed that they were satisfied with the University’s management of the merger with St Andrew’s College. The Principal thanked all those who had been involved, including students and staff, and paid particular tribute to Miss Jan Hulme’s contribution to the success of the visit.

CRT/2004/11.5 Estates Planning and Strategy Committee (Minute 6.2)

In response to questions the Secretary of Court undertook to encourage the adoption of a Fair Trade Policy by the student bodies.

CRT/2004/11.6 Health Safety and Environment Committee (Minute 6.4)

Court noted the SRC’s support of a No Smoking policy in all public places and looked forward to the expected statement by the Scottish Executive on this matter.

CRT/2004/12. REPORT FROM THE SENIOR MANAGEMENT GROUP (5 October 2004)

CRT/2004/12.1 Corporate Reputation

With regard to the November meeting of the SMG the Principal stated that it had received a report on the University’s corporate reputation that concluded, in simple terms, that the University could gain more benefit from its undoubted reputation. To follow this up a branding/vision exercise would be undertaken as the Future Shape process came to a focus, to ascertain how the University’s stakeholders and client groups view the University and how the University could seek to spread its influence. He reported that the University’s reputation was demonstrated in a new global ranking of Universities published by the Times Higher Educational Supplement in which the University was placed 112th – higher than many of its peer Institutions.
CRT/2004/12.2 Mini-RAE
The Principal reported that the SMG had received a presentation from the Vice-Principal Research on the Mini-RAE at its meeting on 2 November 2004 and that a further presentation would be made to the December meeting of Court.

CRT/2004/12.3 Risk Management
The Principal reported that it had been agreed that the proper approach to risk management was to cascade the concept and responsibility for this down through the Faculties. The approach would be considered further by the Director of Finance who would convene a central group, and would work with Faculty colleagues.

CRT/2004/12.4 Developing Full Cost PGT Courses
In response to questions the Principal confirmed that a target to increase the numbers of international students from the current level of 7% to 15% by 2010 would be addressed by the Future Shape exercise and that this would mean the recruitment of an additional 100 international students in the first year. Possible ways in which headroom could be provided included reducing the numbers of fees only students and the number of course options to be offered particularly those with very small uptake. He emphasised however that this would involve consideration of more than just the numbers of students on courses. The possible effects on the health of the University’s work and on its reputation and image would also be taken into account.

CRT/2004/12.5 Comprehensive Spending Review
Court noted the encouraging results of the Comprehensive Spending Review (CSR) which indicated that the baseline of £787.40M was to rise by 8.3% in 2005/06, 12.3% in 2006/07 and by 7.3% in 2007/08.

CRT/2004/12.6 Further Education/Higher Education Bill
Court noted that the Bill provided encouraging news as most of the concerns expressed by the Higher Education sector, and by the Universities of Glasgow and Edinburgh in particular, had been taken into account and addressed satisfactorily. In particular it was evident that the two funding streams would be maintained and concerns over governance issues and the power of SHEFC to intervene in the affairs of the universities had been re-drafted.

Court otherwise noted the report from the Senior Management Group.

CRT/2004/13. REPORT FROM THE SECRETARY OF COURT

CRT/2004/13.1 NON-ACADEMIC STAFF PENSION SCHEME (NASPS)

13.1.1 Funding Options
The Court received a presentation by the scheme actuary, Mr Ian Seller of Mercer Human Resource Consulting on the current position of NASPS.

The actuary informed Court that all defined benefit pension schemes (final salary schemes) in the UK were under pressure from lower levels of income...
and an increase in life expectancy to the extent that some employers were closing such schemes. The funding for a scheme such as NASPS was made on a long term basis (about 20 years) and based on assumed investment return or assumed discount rate. The actuary reported that based on the ongoing valuation results at 1 April 2004 the scheme was in deficit to the sum of £13.9M and, in his opinion, required a total ongoing annual contribution of 19.25%. The current contribution rate was 16% made up of 11% from the employer and 5% from the employee.

In addition the Minimum Funding Requirement (MFR) legislation, together with FRS17, resulted in a more short term view being taken of such Schemes. In particular MFR provisions required deficits to be repaid within ten years. A total annual contribution rate of 19.0% (payable with effect from October 2004) plus £2.7M per annum for a 10 year period payable with effect from September 2005 arose from the MFR rules.

Court noted that its working group established to look at the options open to the University believed it was reasonable to consider, at a time when the costs to the employer were rising steeply, whether the employee's contribution should also be raised. Members of Court accepted that this was reasonable but asked also that some analysis be undertaken on the wider options available to the University. These might include closing the scheme to new entrants, reviewing the benefits available and moving to a money purchase pension arrangement.

Court agreed that:

1. discussions be initiated with staff and staff representatives to explain the financial position regarding the NASPS scheme.
2. the University’s managers should give early consideration to how the higher contributions could be met in light of the fact that the MFR required a substantially increased contribution to the Scheme.
3. the issue be brought back to Court on 15 December 2004 with a quantification of the potential costs to the University, and to staff, when Court would have the benefit of knowing its financial position from the financial statements for the year ending July 2004.

13.1.2 Appointment of Trustees

Court appointed Mr David Newall (Secretary of Court) and Mr Robert Fraser (Director of Finance) as trustees of the University of Glasgow NASPS in place of Miss Jan Hulme and Ms Shona Morrison respectively. The Trustees would therefore be:

- Craig Reedie, Chairman (Lay Member of Court)
- Principal
- Secretary of Court
- Director of Finance
- George Gardiner, Member Nominated Trustee
- Margaret Anne McParland (Unison)
- John Speirs (TGWU)
- Robert Harkins (Amicus MSF)
CRT/2004/13.2 NAVAL ARCHITECTURE AND MARINE ENGINEERING

Court noted that under the terms of this collaboration some staff were employed on University of Glasgow contracts and some on contracts from the University of Strathclyde.

Court agreed that:

1. a more efficient way to run the department would be for all staff to have contracts with a single employer, in this case the University of Strathclyde.
2. subject to agreement with the members of staff involved, the contracts of employment be transferred from the University of Glasgow to the University of Strathclyde.
3. the Human Resources Departments of the two Universities should begin the consultation process with all staff concerned and the relevant trades unions with a view to achieving a smooth transition to the new contracts.

Court noted the hope that this new arrangement might be implemented early in calendar year 2005.

CRT/2004/13.3 DELEGATION OF FINANCIAL AUTHORITY

Court agreed the request of the Secretary of Court that this item be withdrawn with a view to clarifying a number of points, including the status of the Vice-Principal Estates, and that it be resubmitted at a later date through the Finance Committee.

CRT/2004/13.4 RESOLUTIONS

13.4.1 Resolution 509 – Revisions to Resolutions 464, 475 and 488: Establishment of the Board of Catholic Education

In response to questions the Vice-Principal (Arts Side) stated that it was reasonable for the Board of Catholic Education to monitor the staffing profile of the Faculty in respect of the support for the professional education of students for Catholic Schools and of Continuing Professional Development of teachers in Catholic Schools and confirmed that this monitoring would be of the relative numbers of staff undertaking such duties in the light of allocated numbers from SHEFC. It would not be concerned with the religion or beliefs of individual members of staff, appointed to the Faculty.

Court approved the final Resolution as set out in Appendix 2 to the report.

13.4.2 Resolution 512 – Change of Title of the Chair of Oral Surgery to the Chair of Oral and Maxillofacial Surgery

Court noted that the Clerk of Senate was content for this change to be made and comments from the General Council were awaited.

[Note from the Clerk to Court – Comments from the General Council have been received; no changes were necessary to the Resolution.]

It was noted that the Secretary of Court had looked into the feasibility of amending the wording of future Resolutions regarding established Chairs to emphasise that Professors across the University would not be entitled to hold the office of Chair past the age of 65. Court noted that the Government plans to introduce age discrimination legislation in October 2006 although it was
still wrestling with issues over compulsory/flexible retirement ages and pension issues. On balance therefore it was agreed that any changes to the wording of future Resolutions be deferred until such time that there were firm proposals from the Government on these matters.

Court therefore approved the Resolution as set out in Appendix 3 to the report.

**CRT/2004/13.5 COMMITTEES OF RECOMMENDATION FOR THE DEANSHIP OF THE FACULTIES OF ARTS AND EDUCATION**

**Faculty of Arts**

Court noted that the Secretary of Court acting under delegated authority and on behalf of Court had established the following Committee of Recommendation for the Deanship of the Faculty of Arts:

- Territorial VP (Convener) - Professor Chris Morris
- Two members of Court (SAs and/or Lay) - Ms Kate Phillips, Professor Mike French
- Cognate Dean - Professor Hirek Kwiatkowski
- Academic staff representative - process to be initiated by the Territorial VP
- Support staff representative - process to be initiated by the Territorial VP

For the avoidance of doubt Court noted that the support staff constituency for representation on the Committee (and other such Committees in the future) would be drawn from administrative staff, secretarial staff, Technician staff and Manual and Ancilliary staff. Previously the constituencies were, one representative from the Academic and Academic Related staff and one representative from the “other” staff categories.

**Faculty of Education**

Court recalled that at its last meeting it established a Committee of Recommendation for the Deanship of Education that included Professor Andrea Nolan in the role of cognate Dean. Since that time Professor Nolan had demitted her Deanship of the Faculty of Veterinary Medicine and taken up the post of Vice-Principal (Learning and Teaching). Court noted that the Secretary of Court acting under delegated authority and on behalf of Court had approved Professor Nolan’s continued membership of the Committee of Recommendation despite her change in role within the University’s senior management.

**CRT/2004/13.6 EXECUTIVE DEAN OF MEDICINE**

Court noted that Professor Barlow was unable to take up his post until 5 January 2005 and that Professor Ian Greer, the incumbent Deputy Dean, had agreed to fill the post of Acting Executive Dean for the period 1 August 2004 to 4 January 2005.
CRT/2004/13.7 APPOINTING COMMITTEE FOR THE ASSOCIATE DEANSHIP (RESEARCH) IN THE FACULTY OF VETERINARY MEDICINE

Court noted that the Secretary of Court acting under delegated authority and on behalf of Court had approved the establishment of the following Appointing Committee for the position of Associate Dean (Research) in the Faculty of Veterinary Medicine:

- Professor Stuart Reid - Dean Designate and current Associate Dean (Research)
- Dr Jacqueline Atkinson - Senate Assessor

The relevant Territorial Human Resources Manager had been asked to assist in the process of identifying a successor to Professor Reid.

CRT/2004/13.8 BEQUESTS AND DONATIONS

Court noted the following bequests/donations:

- The late Margaret Christine JACK: £15,000 in memory of the Reverend Adam Jack for use in the Faculty of Divinity to assist in providing travel funds to enable Church of Scotland candidates for the ministry to travel, if possible, to the Holy Land.
- The late Elizabeth MACNIVEN: £40,000 for the purposes of medical research. The bequest had been applied to funds raised for the BHF Glasgow Cardiovascular Research Centre.
- Eleanor June Drysdale MORGAN: £44,798 to the University. The bequest had been applied to funds raised for the BHF Glasgow Cardiovascular Research Centre.
- Edwin MORGAN, Scotland’s first national poet had gifted a collection of 70 works of fine art, including paintings, drawings and sculptures, to the University. Discussions were ongoing with a view to marking the donation of the remarkable collection, including the University’s deep gratitude, and to arranging for the works to be displayed.

CRT/2004/13.9 DONALD DEWAR VISITING PROFESSORSHIP IN SOCIAL JUSTICE

Court noted the appointment of Professor Ruth Lister as the first Donald Dewar Visiting Professor. Professor Lister was currently Professor of Social Policy in the Department of Social Sciences at Loughborough University, and was recognised as a leading member of the social policy research community in Britain.

Court noted that the appointment was for two years, to commence in January 2005 and that part of Professor Lister’s duties would be to raise the public profile of the Chair.

CRT/2004/13.10 HEADSHIP OF THE DEPARTMENT OF STATISTICS

Court approved the recommendation of its Appointing Committee to appoint Professor Marian Scott as the Head of the Department of Statistics for the period 1 August 2005 to 31 July 2009. Professor Scott would replace Professor Adrian Bowman.
CRT/2004/13.11 SUMMARY OF KEY STATISTICS
Court noted the report.

CRT/2004/14. REPORTS OF COURT COMMITTEES

CRT/2004/14.1 Finance Committee
Court noted the report of the Finance Committee held on 27 October 2004 and approved the introduction of a system to reimburse proper claims for expenses made by external members of Court or external members of Court Committees.

Court also noted that the figures reported to the Finance Committee in the Financial Statements Update had been developed further and were likely to be closer to break even than previously thought.

CRT/2004/14.2 Estates Planning and Strategy Committee
With regard to the Western Infirmary Site the Vice-Principal (Physical Sciences and Engineering) informed Court that the details of the agreement had not been finalised but the concept of the University developing the site had been established. He confirmed that it would be a long time before the site would be vacated by NHS Greater Glasgow and the University could seek to develop part of the site before then. Once completed this would allow the University’s accommodation that was no longer suitable for academic use north of University Avenue to be returned to the residential market.

With regard to the Otago Street Car park the Vice-Principal (Physical Sciences and Engineering) confirmed that, were the University to be successful in acquiring the site, it would be used for post graduate accommodation. In response to questions he stated that any development of the site would not necessarily be in conjunction with Sanctuary Housing Association.

Court otherwise noted the report of the Estates Planning and Strategy Committee held on Monday 11 October 2004.

CRT/2004/14.3 External Relations and Marketing Committee
Court noted the report of the External Relations and Marketing Committee held on 12 October 2004 and agreed that the External Relations and Marketing Committee should be abolished, in accordance with the Committee’s recommendation.

In response to questions the Principal took the opportunity to underline the importance of students making a contribution to the decision making process in the University and he stated that he had an open mind about student involvement in the SMG Sub-Groups.

Court agreed that the matters considered by the Committee should continue to be referred to Senate and to Court.

CRT/2004/14.4 Education Committee
Court noted the report from the meeting of the Education Committee held on 13 October 2004.
CRT/2004/14.5 Human Resources Committee

Court noted the report from the meeting of the Human Resources Committee held on 20 October 2004.

CRT/2004/14.6 Safety Directorate

Court noted that Professor Alan Cooper, the Convenor of the Health Safety and Environment Committee would continue as the Convenor of the Safety Directorate and that no changes to the Directorate’s remit were sought. Court also noted that the Head of Internal Audit and the Secretary of Court would discuss the relative roles of the Directorate and the Strategic Risk Management Committee.

With regard to the question of Disabled Egress in the Event of an Emergency Court asked that the Principal or the Secretary of Court meet with the members of the Directorate to discuss how best to implement the recommendations set out in the report.

The report of the meeting of the Safety Directorate on 1 November 2004 was otherwise noted.

CRT/2004/14.7 Report from the Academic and Academic Related Board of Review

Court noted the report from the Academic and Academic Related Board of Review.

CRT/2004/15 COMMUNICATIONS FROM SENATE

Court noted the Communications from the meeting of Senate of 7 October 2004.

CRT/2004/16 DATE OF NEXT MEETING

The next meeting of Court would be held on the 15 December 2004 at 2.00pm.

Prepared by: Ian Hawkins Clerk to Committee i.hawkins@admin.gla.ac.uk
Last modified on: Tuesday 23 November 2004
Version: 1