

WEB COPY

Court

Minute of Meeting held on Wednesday 10 October 2012 in the Senate Room

Present:

Ms Susan Ashworth Employee Representative, Mr Ken Brown Co-opted Member, Mr Peter Daniels Co-opted Member, Dr Robin Easton Co-opted Member, Dr Marie Freel Senate Member, Mr James Harrison SRC President, Mr Kenneth Law SRC Member on Court, Mr Brian McBride General Council Member, Mr Alan Macfarlane General Council Member, Mr Murdoch MacLennan Chancellor's Representative, Ms Margaret Anne McParland Employee Representative, Professor William Martin Senate Member, Ms Margaret Morton Co-opted Member, Professor Anton Muscatelli Principal, Dr Alan Owen Senate Member, Professor Miles Padgett Senate Member, Mr David Ross General Council Member (Convener of Court), Professor Michael Scott-Morton Co-opted Member, Professor Adrienne Scullion Senate Member, Dr Donald Spaeth Senate Member, Mr Kevin Sweeney General Council Member

In attendance:

Ms Ann Allen (Director of Estates & Buildings), Professor Anne Anderson (Head of College of Social Sciences and Vice-Principal), Mr Ian Black (Director of Human Resources), Professor John Briggs (Clerk of Senate), Professor John Chapman (Head of College of Science & Engineering and Vice-Principal), Professor Anna Dominiczak (Head of College of Medical, Veterinary and Life Sciences and Vice-Principal), Mr Robert Fraser (Director of Finance), Professor Neal Juster (Vice-Principal Strategy & Resources), Ms Deborah Maddern (Administrative Officer), Mr David Newall (Secretary of Court), Professor Andrea Nolan (Senior Vice-Principal)

Apologies:

Members: Mr David Anderson General Council Member, Rt Hon Charles Kennedy MP Rector, Cllr Matt Kerr Glasgow City Council Assessor

Attendees: Professor Steve Beaumont (Vice-Principal Research & Enterprise), Professor Frank Coton (Vice-Principal Learning & Teaching), Professor Murray Pittock (Head of College of Arts and Vice-Principal)

CRT/2012/1. Principal's Contract of Employment

The Convener announced that following a process involving a group of Senate, staff, student and lay members of Court which had been convened in the spring, and a formal meeting held earlier in the day, the University Court had unanimously accepted the recommendation of the group that the Principal's contract of employment be extended, on the current terms and conditions, for a further 5 years, running through until 30 September 2019. The Principal had indicated that he would accept. The Convener extended his congratulations and best wishes to the Principal on behalf of all those present. The Principal thanked Court for its support.

CRT/2012/2. Announcements

Court welcomed John Briggs, Marie Freel, Brian McBride and Margaret Anne McParland, to their first meetings of Court, and James Harrison to his first meeting of Court in his capacity as

SRC President. Court also welcomed John Lauwerys as observer. Mr Lauwerys was undertaking a review of Court governance.

Kenneth Law was attending his final meeting of Court. Court thanked him for his contributions to Court and wished him well in the future. Court noted that Susan Stewart had left the University since the last meeting, and recorded its appreciation of her contribution to Court and the University.

CRT/2012/3. Minutes of the meeting held on Wednesday 20 June 2012

The minutes were approved.

CRT/2012/4. Matters Arising

CRT/2012/4.1. Centre for Virus Research

At the last meeting, Court had received a paper on the proposed development of a Centre for Virus Research within the College of MVLS, through the transfer of the Medical Research Council (MRC) Virology Unit to the University. Court had approved a recommendation from the Finance Committee that formal negotiation proceeded on the terms and conditions of the transfer. The Convenor referred to his consultation with Court members by email in late September regarding the proposal from SMG that the contract for the construction of the new Centre should be entered into now, as the possible transfer had been delayed, and he confirmed that Court members had agreed to that proposal. Court noted that the preferred contractor had now been selected for the construction of the new centre.

CRT/2012/4.2. Guide to Governance

At the last meeting, Court had been provided with a draft guide to Governance at the University, which has been compiled as part of the ongoing work of the Senate Communications Working Group. At that meeting, it had been agreed that the guide would be discussed at the next Court meeting. The document set out the responsibilities and *modus operandi* of the University's key decision-making bodies: the Court, the Senate and the Senior Management Group. In section IV the guide stated how these bodies worked together to ensure effective communication and mutual understanding in taking forward the work of the University. That section proposed that occasionally the Principal - either on his/her own initiative, or having received advice from Senate or Court - might decide that an issue was of sufficient importance to the academic work of the University that a formal Joint Senate/Court Working Group should be established. The Group would have a remit to consider the matter and to formulate recommendations to Senate and Court. Its establishment would require the approval of both bodies and it would operate in accordance with that section of the guide.

Court noted that the guide did not affect the law that applied to the University's governance and agreed that in order to avoid confusion in the future, it was appropriate to record on the face of the guide that it did not affect the law that applied to the University's governance. Court also agreed that as the proposed Joint Senate/Court Working Group could prove to be a useful mechanism in the future, there was no need to discuss the guide at this meeting.

CRT/2012/4.3 Stevenson Building Extension/GUU Social Facility

At the last meeting, Court had discussed the proposed Stevenson Building Extension/GUU Social Facility. Following the Court meeting in June, Mr Newall had met with GUU

representatives and conveyed Court's decisions. The Student Finance Committee had then met with GUU's senior office bearers in August. The need for GUU to improve its financial situation in the run up to the closure of the current social facility had been impressed on the union management. The union was in the process of revising its 2012/13 budget ahead of a further meeting of the Student Finance Committee, and it seemed likely that the support required by the union from the university while then new Facility was under construction would be less than initially estimated. At the Court meeting in June it had also been agreed that the Senate Assessors should identify one of their number to join the Student Finance Committee. David Newall reported that Dr Donald Spaeth had joined the Committee. Mr Newall also reported that the Student Finance Committee had asked the Queen Margaret Union to review its forward plans, given the difficult business environment in which it was operating, and that external consultants had been engaged to help with this exercise.

CRT/2012/5. Report from the Principal

CRT/2012/5.1 Glasgow International College

At its June 2011 meeting, Court had been advised that the agreement between the University and Kaplan Corporation, relating to Glasgow International College (GIC), had been extended to 2027, and its terms refreshed. An update on the College from Professor Andrea Nolan was noted. There had been a recent dip in numbers recruited by the College, connected to increased competition and to more stringent UK Border Agency requirements. This was being addressed. The College had obtained Highly Trusted Sponsor Status, and Court noted that it had a robust system in place in terms of the new UKBA monitoring requirements. The profile of students, in terms of spread of nationalities and the balance between UG and PG numbers, was under review. The College's academic curricula were being revised with a view to better aligning attainment levels when students entered the University system. Retention and progression rates were also being looked at by the College. The College's commitment to Glasgow had been evidenced by the building of new student accommodation in the city.

Professor Nolan agreed to follow up the possibility of providing more detailed data in relation to individual programmes of study at the University. The possibility of adjusting targets for recruitment to the College would be kept under review.

CRT/2012/5.2 UK Border Agency (UKBA)

As Court had heard in June, the University's Highly Trusted Sponsor Status, applicable to student sponsorship, had initially been valid until 23 September 2012, and it currently remained in place, subject to a UKBA audit that was anticipated later in 2012. Work had been undertaken over the summer, via a working group, to ensure the University's procedures would satisfy the audit conditions. This had included a communications strategy intended to raise staff awareness of their responsibilities under UKBA regulatory requirements. The working group had also focused on: increased standardisation of arrangements, including international admissions, and attendance monitoring; improved data, including attendance data and details of recruitment agents; and improved reporting to UKBA.

A Compliance Officer had now joined the University for Tier 4 activities (admission of international students). In addition, staff had recently been contacted advising them on changes to how and when attendance would be monitored for Tier 4 students, including details about contact points around the campus, which was a mandatory UKBA requirement.

CRT/2012/5.3 Consultation Outcomes – Nursing and Health Care

Based on the recommendation of SMG, Court had agreed to hold completion of the 2011 internal consultation and review of Nursing and Healthcare until the Chief Nursing Officer's

(CNO) review of nursing and midwifery education in Scotland had been published. The University's programmes in this area had continued as normal, including admissions for the 2012/13 year. The chair of the review panel had also given assurance to the staff that in the event that the CNO's report was delayed, the panel would return to complete the report by making recommendations to Court for a decision.

Over the last year, the external environment had also changed significantly. The Cabinet Secretary for Education and the CEO of the SFC had requested that, because of over-provision, providers cut their intake for 2012/13 by 10%. Discussion had taken place among providers to identify how they would collectively address the issue, and collaborate in a manner that would enhance the capacity, capability and impact of Nursing research in the sector. No agreement had been reached and thereafter, the SFC had directed nursing providers to consider collaboration on a regional basis, a requirement that was formalised in the University's Outcome Agreement. This referred to discussion having been initiated with Glasgow Caledonian University colleagues to consider options for greater collaboration and integration. The Court consultation group had met in September and had agreed that, given the change in the external environment, no knowledge of when the CNO's report would be produced, and the direction from the SFC, it was appropriate to establish a joint working group between the University and GCU to progress the commitment in the Outcome Agreement.

In the circumstances, it was recommended to Court that the internal consultation should formally end. Court noted comments from Ms Susan Ashworth and Professor Anna Dominiczak that the staff affected would welcome such a decision, as it would allow the School and College to enter discussions with GCU in a positive mode. A report from the School noting good progress made since the consultation was due to come to the College Management Group soon, and once approved would be shared with Court for information. Court also noted that discussions within the School and College about the possible future configuration of the subject area were at a very early stage and that interaction between the University's provision - which was on a relatively small scale albeit with particular strengths - and GCU's multi-professional and larger scale activity, needed to be examined in more detail.

The recommendation that the internal consultation should formally end was approved. Court noted that any proposal for a future model of provision would be brought back to Senate and Court.

CRT/2012/5.4 Student Admissions

Court noted data from the 2012 applications and admissions cycles, and an update on RUK undergraduate recruitment, where there had been a drop in numbers UK-wide, and where the University was pursuing a very active recruitment strategy to maintain its position.

CRT/2012/5.5 Outcome Agreements

At the June meeting, Court had received details about the University's proposed approach to Outcome Agreements, which had arisen from the Scottish Government's expectation that the Scottish Funding Council would ensure improved outcomes from universities across a range of areas. Court had heard that because of the short timescale for delivering the agreements for the year 2012/13, the focus would be on Widening access; Knowledge exchange; and Pattern of provision. Court had agreed that a draft paper that was going to SMG should also be circulated to Court, and that authority to sign off the agreement be delegated to the Convener of Court and the Principal. The agreement had been submitted to the Funding Council in mid July.

In the meantime the SFC wished to confirm a number of funding streams for the forthcoming HE budget in order for the indicative grant letter to be issued in mid December. The University was therefore engaged in preparing bids in priority areas identified by the SFC, these bids also being in line with the University's strategic plan, including augmenting PGT numbers and widening participation. Submission of the bids would need to be before the next Court

meeting. It was therefore agreed that Court would be kept updated following the Finance Committee meeting in mid November and again in early December if required.

CRT/2012/5.6 University Rankings/National Student Survey

Court noted the University's strong performance in the latest QS World University rankings, and its rise in a number of UK league tables. The University had however fallen in the THE World University rankings, to its 2010 level. The University was examining the reasons for this.

Court noted that the University had scored very highly for student satisfaction and in delivering an excellent student experience, in the National Student Survey 2012. Nevertheless the overall satisfaction figure had fallen slightly since the previous year, from 90% to 89%. As with every National Student Survey, analysis of the results was in hand and academic managers would, in discussion with the SRC, consider what actions would help address areas of relative weakness and so improve the NSS score in the coming year.

CRT/2012/5.7 Key Activities

Court noted a summary of some of the main activities in which the Principal had been involved since the last meeting of Court, covering internal and external activities beyond daily operational management and strategy meetings. The activities were under the broad headings of: Academic Development and Strategy, where Court noted in particular that the Principal would be co-chairing a steering group to develop a business plan for the new National Centre for Universities and Business; Internationalisation activities, where Court noted in particular the discussions with Sun Yat-Sen University regarding possible developments in trans-national education; Lobbying/Policy Influencing and Promoting the University; Internal activities and Communications.

CRT/2012/6. Report from the Secretary of Court

CRT/2012/6.1 Court Strategy Day

Court noted a report on the key points arising from the Strategy Day held on 25 September and details of University officers responsible for taking forward matters discussed at the meeting.

CRT/2012/6.2 Management of Organisational Change: Accounts Receivable function

At its last meeting, Court had received an update on the activities of the Structural Change and Redundancy Committees established in connection with a proposal to restructure the accounts receivable function within the University, involving the transfer of activity from Registry to Finance Office. At the June meeting, Court had heard that one potential redundancy in relation to a Grade 8 post had been fully mitigated. Over the summer, further steps in mitigation had taken place. A Grade 6 postholder had been redeployed to the School of Veterinary Medicine and therefore that potential redundancy had been mitigated. The remaining member of staff had been deployed at this stage on a fixed-term, basis, until July 2013. Court noted the progress that had been made.

CRT/2012/6.3 Review of Court's Effectiveness

John Lauwerys was undertaking a review of Court's effectiveness and would be engaging with Court committees and with individual Court members and senior University managers over the autumn and early winter.

CRT/2012/6.4 Western Infirmary Site

The University was in continuing negotiations with NHS Greater Glasgow & Clyde regarding the acquisition by the University of the 4-acre Western Infirmary 'Site B'. A sub-group of governors and University officers had authority on Court's behalf to agree the terms of this transaction, which it was expected would conclude by the end of the calendar year

CRT/2012/6.5 Pensions Liability

As reported at the last meeting, the Pension Regulator had written earlier in the year to the Chair of the Trustees of the University of Glasgow Pension Scheme, outlining the Regulator's concerns about the proposed recovery plan, by which the University had undertaken to address the deficit in the Pension Scheme. The Trustees had since engaged an independent party to conduct an assessment of the University's financial covenant. When this work had been done, they would correspond with the Pension Regulator regarding the future terms of the recovery plan. Meanwhile, the Chair of the Trustees had asked to meet with representatives of the Court to discuss the matter, and a meeting was being arranged. Court would be updated at its December meeting.

CRT/2012/6.6 Review of Higher Education Governance

Following publication of the Von Prondzynski report on 1 February, the Cabinet Secretary for Education had made a parliamentary statement on 28 June. The statement had focused principally on the College sector, but had included a brief reference to the Higher Education Governance Review. In this statement, the Minister had announced that he was asking the Scottish Funding Council to take forward the establishment of an HE Advisory Forum, and that he had asked the Committee of the Scottish Chairs of Higher Education Institutions to lead a group to develop a new Scottish Code of Good Higher Education Governance. Court noted information on the composition and remit of the group.

CRT/2012/6.7 Student Lifecycle Project /MyCampus

At its last meeting, Court had received a report on the current status of the MyCampus student system implementation, outlining progress in addressing the recommendations contained in the Lessons Learned Group's Report, and in preparing to ensure that the Registration and Enrolment process in 2012 would operate more efficiently than in 2011. The Lessons Learned Group's recommendations had been fully implemented in time for Registration and Enrolment and the process had operated more satisfactorily than last year. A post-Registration exercise was being conducted in October / November to hear the views of students and staff on their experience of the system this year and to consider areas where further improvements were desirable. KPIs were provided to Court on the operation of the system.

The start of the Registration exercise had been made difficult in the current year because of problems encountered with system performance when MyCampus had opened for student registration in early August. This had been due to the malfunction of software designed to distribute workload among servers. IT Services had addressed this issue by reconfiguring the IT architecture, allowing Registration and Enrolment to proceed. Towards the end of the calendar year, it was intended to introduce a hardware load balancer, which would remove any future reliance on the software.

In response to a concern about the KPIs not fully reflecting the staff and student experience with the system, David Newall acknowledged that the indicators were limited in scope; the post-Registration exercise, which would include analysis of calls to the MyCampus support team, would therefore be important in identifying areas for further improvement and for sharing good practice. The future oversight of the system was under discussion at SMG, including the future composition of the project board, the wider liaison with users and the effective use of the system in Schools, Institutes and service departments. The College liaison groups had been useful and were likely to continue. Court noted that, given the infrastructure difficulties experienced in August, implementation of the new Direct Admissions functionality had been delayed until the Project Board was confident that the IT infrastructure and the key users of Direct Admissions were ready to support the transition.

CRT/2012/6.8 Nominations Committee/Lay member of Estates Committee

A new lay member, with suitable skills and experience to contribute in particular to the Campus Development Framework, was being recruited for the Estates Committee.

CRT/2012/6.9 Employee Representative on Court

Margaret Anne McParland had been appointed to Court as Employee Representative for 2 years from 1st August 2012, in succession to Alex Ross.

CRT/2012/6.10 Representative of Glasgow City Council

Councillor Matt Kerr had been selected as the Glasgow City Council representative on Court, in succession to Councillor Jim Mackechnie.

CRT/2012/6.11 Clerk of Senate

Professor John Briggs had been elected as Clerk of Senate, for a period of 4 years from 1 August 2012, in succession to Professor Graham Caie.

CRT/2012/6.12 Honorary Fellowship

Court approved the nominations of Clark McGinn and John Lumsden for honorary Fellowships of the University.

CRT/2012/6.13 Court Business 2012/13

Standing Orders for Court had been provided for reference, and included details of Court committee dates and memberships for the coming session. The Statement of Primary Responsibilities, the Scheme of Delegated Authorities and the Schedule of Court Business for the coming year had had also been provided for reference.

CRT/2012/6.14 Grievance Committee and Disciplinary Tribunals

Court noted updates in relation to a Grievance Committee and Disciplinary Tribunals.

CRT/2012/6.15 Appointment of Head of School

The following appointment had been made:

College of Arts

School of Humanities

Professor Roibeard Ó Maolalaigh had been appointed as Head of the School of Humanities from 1 November 2012 until 31 July 2016, in succession to Professor Simon Ball.

CRT/2012/6.16 QMU Constitution

In July 2012, the Board of the Queen Margaret Union had approved some amendments intended to update the terms of its constitution. The amendments, which were minor in nature, had been approved by the Secretary of Court on Court's behalf.

CRT/2012/6.17 Media Report

Court noted the latest media report.

CRT/2012/6.18 Resolutions

The following Resolutions had been approved. They had been drafted following comments from the Senate and General Council, then reported to Court as having been approved in draft form, and no further comments had been received during the notice period:

RESOLUTION NO. 652 - CHANGE OF NAME OF THE RANKINE CHAIR OF ENGINEERING (MECHANICS AND MECHANISM) (AMENDMENT TO ORDINANCE No. 313 (GLASGOW No. 86))

RESOLUTION NO. 564-4 – AMENDMENT OF RESOLUTION 564 – CODE OF ASSESSMENT FOR UNDERGRADUATE AND TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 564-5 – AMENDMENT OF RESOLUTION 564 – CODE OF ASSESSMENT FOR UNDERGRADUATE AND TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 552-4 – AMENDMENT OF RESOLUTION NO. 552 - GENERIC REGULATIONS FOR THE AWARD OF MASTERS DEGREES GAINED BY THE SUCCESSFUL COMPLETION OF TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 557-3 – AMENDMENT OF RESOLUTION 557 - DEGREE OF MASTER OF RESEARCH

RESOLUTION NO. 564-6 – AMENDMENT OF RESOLUTION 564 – CODE OF ASSESSMENT FOR UNDERGRADUATE AND TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 596-1 – AMENDMENT OF RESOLUTION 596 - DEGREES OF BACHELOR OF ENGINEERING, BACHELOR OF SCIENCE IN ENGINEERING AND MASTER OF ENGINEERING

RESOLUTION 605-1 – AMENDMENT TO RESOLUTION 605 - DEGREE OF BACHELOR OF SCIENCE AND DEGREE OF MASTER IN SCIENCE

RESOLUTION NO. 609-1 – AMENDMENT OF RESOLUTION 609 - DEGREE OF BACHELOR OF ARTS (SCOTTISH AGRICULTURAL COLLEGE) AND BACHELOR OF SCIENCE (SCOTTISH AGRICULTURAL COLLEGE)

RESOLUTION NO. 363-1 – DEGREE OF BACHELOR OF SCIENCE IN VETERINARY SCIENCE

RESOLUTION NO. 552-5 – AMENDMENT OF RESOLUTION NO. 552 - GENERIC REGULATIONS FOR THE AWARD OF MASTERS DEGREES GAINED BY THE SUCCESSFUL COMPLETION OF TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 557-4 – AMENDMENT OF RESOLUTION 557 - DEGREE OF MASTER OF RESEARCH

RESOLUTION NO. 564-7 – AMENDMENT OF RESOLUTION 564 – CODE OF ASSESSMENT FOR UNDERGRADUATE AND TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 596-2 – AMENDMENT OF RESOLUTION 596 - DEGREES OF BACHELOR OF ENGINEERING, BACHELOR OF SCIENCE IN ENGINEERING AND MASTER OF ENGINEERING

RESOLUTION 605-2 – AMENDMENT TO RESOLUTION 605 - DEGREE OF BACHELOR OF SCIENCE AND DEGREE OF MASTER IN SCIENCE

RESOLUTION NO. 609-2 – AMENDMENT OF RESOLUTION 609 - DEGREE OF BACHELOR OF ARTS (SCOTTISH AGRICULTURAL COLLEGE) AND BACHELOR OF SCIENCE (SCOTTISH AGRICULTURAL COLLEGE)

RESOLUTION NO. 621 – DEGREE OF DOCTOR OF CLINICAL PSYCHOLOGY

RESOLUTION NO. 626 – DEGREE OF MASTER OF THEOLOGY IN SCOTTISH CHURCH HISTORY AND THEOLOGY

RESOLUTION NO. 627 – DEGREE OF MASTER OF PHILOSOPHY IN TEXTILE CONSERVATION

RESOLUTION NO. 628 – DEGREE OF BACHELOR OF NURSING

RESOLUTION NO. 629 – DEGREE OF BACHELOR OF DESIGN IN FASHION AND TEXTILES

RESOLUTION NO. 363-2 – DEGREE OF BACHELOR OF SCIENCE IN VETERINARY SCIENCE

RESOLUTION NO. 382-1 – DEGREE OF BACHELOR OF SCIENCE IN DENTAL SCIENCE

RESOLUTION NO. 533-1 – DEGREE OF BACHELOR OF SCIENCE IN MEDICAL SCIENCE

RESOLUTION NO. 552-6 – AMENDMENT OF RESOLUTION NO. 552 - GENERIC REGULATIONS FOR THE AWARD OF MASTERS DEGREES GAINED BY THE SUCCESSFUL COMPLETION OF TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 557-5 – AMENDMENT OF RESOLUTION 557 - DEGREE OF MASTER OF RESEARCH

RESOLUTION NO. 558-2 – AMENDMENT OF RESOLUTION 558 - DEGREE OF MASTER OF SCIENCE

RESOLUTION NO. 564-8 – AMENDMENT OF RESOLUTION 564 – CODE OF ASSESSMENT FOR UNDERGRADUATE AND TAUGHT POSTGRADUATE PROGRAMMES

RESOLUTION NO. 575-3 – AMENDMENT OF RESOLUTION 575 - DEGREE OF MASTER OF PHILOSOPHY

RESOLUTION NO. 576-2 – AMENDMENT OF RESOLUTION 576 - DEGREE OF MASTER OF LETTERS

RESOLUTION NO. 596-3 – AMENDMENT OF RESOLUTION 596 - DEGREES OF BACHELOR OF ENGINEERING, BACHELOR OF SCIENCE IN ENGINEERING AND MASTER OF ENGINEERING

RESOLUTION 605-3 – AMENDMENT TO RESOLUTION 605 - DEGREE OF BACHELOR OF SCIENCE AND DEGREE OF MASTER IN SCIENCE

RESOLUTION NO. 636 – DEGREE OF DOCTOR OF LETTERS

RESOLUTION NO. 643 – DEGREE OF BACHELOR OF DESIGN IN DIGITAL CULTURE
(GLASGOW SCHOOL OF ART)

CRT/2012/7. Reports of Court Committees

CRT/2012/7.1 Finance Committee

CRT/2012/7.1.1 Endowments Change of Use

The University had previously received approval from the Privy Council to change the use of dormant endowments. A number of endowments had been gifted to the University with very strict parameters, which over time had become restrictive. The Finance Committee had approved the transfer of thirty three endowments totalling £1,219k in capital to the Post Graduate Scholarship Fund. Court approved these changes of use.

CRT/2012/7.1.2 UGPS Additional Pension Contribution

Court noted that the Finance Committee had approved the additional payment of £850k to UGPS in order to reduce the deficit in the fund. This was part of a regular (annual) programme of such payments.

CRT/2012/7.1.3 Laser Lithography and the James Watt Nanofabrication Centre (JWNC)

Court noted that the Finance Committee had approved a capital expenditure request for £489k for a direct-write laser lithography tool for the James Watt Nanofabrication Centre.

CRT/2012/7.1.4 Gilmorehill Halls

Finance Committee had previously approved the initial capital expenditure application of £1,850k in November 2011, for works to the Gilmorehill Halls. It had received an updated application requesting a further £300k (total expenditure £2,150k) since the value of the successful tender had been higher than budgeted. Court noted that the Finance Committee had approved the increased application to £2,150k.

CRT/2012/7.1.5 Renewal of Banking Facilities

Court noted that the Finance Committee had approved banking facilities to be provided by Clydesdale Bank for 2012/13.

CRT/2012/7.1.6 Insurance Renewal 2012/13

Court noted arrangements regarding the University's insurance renewal.

CRT/2012/7.1.7 Debtors Report as at 31 July 2012

Court noted an overview of debtors at 31 July 2012.

CRT/2012/7.2 Audit Committee

The report was noted.

CRT/2012/7.3 Human Resources Committee

CRT/2012/7.3.1 Performance and Development Review Process

Court approved the success criteria for P&DR, as recommended by the Human Resources Committee.

CRT/2012/7.3.2 Management of Organisational Change

Alan Macfarlane explained that a review of the Management of Organisational Change procedures had been undertaken as part of a wider review of University HR-related procedures following approval by the Privy Council of the revised Employment Ordinance. Following wide consultation - with lay members, Senate Assessors and trade union representatives - HR Committee had agreed to submit to Court a paper proposing a way forward which was intended to balance the requirements of Court's overall scrutiny of employment matters and the University's need for procedures which were commensurate with different types of Organisational change. Court was being asked to approve the principles of a 'tiered' (levels) approach and the establishment of a Procedural Review Group (PRG) which would oversee the process in relation to level 2 proposals.

Susan Ashworth recorded a concern on behalf of the unions about the proposed removal of some potential redundancy cases from the ambit of Court. Although the paper presented the case as one of improved efficiency, it was important that staff had trust and confidence in the process and that Court was a forum for discussion. Based on the cases which had come to the Court over the past few years, Ms Ashworth estimated that only two out of ten would have been classified as level 2 in the proposed new procedure, involving a PRG, therefore it was argued that there was no need for potential redundancies in general to be removed from Court's scope. The unions were not accepting of the 'tiered' system as it was proposed, and Court was therefore being asked to reconsider the matter. Court was advised that the unions had put forward counterproposals to the 'tiered' system, with a focus on mitigation and avoidance.

Ian Black, Director of Human Resources, explained that the present system required a Redundancy Committee to be set up on all occasions, but this did not automatically mean compulsory redundancies, given that a Structural Change Committee would be seeking to take steps in mitigation. The proposed procedure would allow for management of the process to take place locally, where appropriate, rather than a Redundancy Committee being set up in every case. Steps in mitigation and avoidance would still occur. The University was not proposing to move from its long-held focus on avoiding compulsory redundancy where possible.

Professor Billy Martin commented that initial discussions with the Senate Assessors who had been involved in reviewing the process had not reached agreement because of the lack of independent scrutiny, but the introduction of a proposed PRG into the process for level 2 cases had addressed their concerns.

Mr Black explained that the PRG would scrutinise relevant cases at an early stage and ensure at that point that steps in mitigation and avoidance were taken and that Court would see the details if the PRG considered it appropriate. The explanatory grid provided in the Court papers gave examples of cases and what would occur in the different levels. Potential redundancy cases of a larger scale would continue to come to Court as they did now. Margaret Anne McParland expressed concerns nevertheless that different types of staff might be treated differently; there were particular concerns about the level 2 arrangements.

Court agreed that University management should expand the current proposals to clarify

processes relating to mitigation and avoidance and that further discussions should be held with the unions and others on their concerns about proposals, particularly regarding mitigation and the composition and powers of the PRG. A final paper should then be drafted for submission to the December 2012 Court. Court also agreed with a suggestion from Professor Martin that the Procedural Review Group be referred to as the Court Procedural Review Group.

CRT/2012/7.3.3 Professorial Reward/Zoning

Court had been regularly updated on the Maximising Academic Performance and Career Development (MAPCD) project, which included Professorial Reward/Zoning, via the minutes of the HR Committee. Professor Andrea Nolan and Mrs Christine Barr, Deputy Director of Human Resources, briefed Court on the outcomes of the project, whose focus was on the 'People' strand of the University's strategic plan, which concerned career development, recruitment and retention, reward and recognition. The project was in four phases, covering Performance & Development Review (PDR), Professorial zoning and senior administrative banding, academic promotion and academic probation. Details of the interaction between these areas were explained. The career track for academic staff was described. Fuller details of the professorial zoning exercise were noted, including the involvement of College assimilation panels and the Board of Review.

Professor Nolan and Mrs Barr were thanked for the briefing, and thanks were extended on behalf of Court to all those involved in the exercise.

CRT/2012/7.4 Estates Committee

CRT/2012/7.4.1 Carbon Management Plan

Court note that the University's Carbon Management Plan would be presented to Court in December 2012.

CRT/2012/7.4.2 CapEx Applications

Court noted Estates Committee's approval of a CapEx application in respect of Gilmorehill Hall Fabric and Structural repairs in the sum of £300k (additional funding).

CRT/2012/7.4.2 Kelvin Hall

Court noted that a number of factors had changed. The project had not yet been approved, and there would be updates at the forthcoming Estates Committee meeting with a view to a decision being reached in conjunction with the Finance Committee early in 2013.

CRT/2012/7.5 Health, Safety & Wellbeing Committee

The report was noted. Court agreed to the publication of the Fire Safety Policy.

CRT/2012/8. Report from the Rector

In the absence of the Rector there was no report.

CRT/2012/9. Communications from meeting of Senate 4 October 2012

The Clerk of Senate advised Court of the honorary degree nominations, on a confidential basis. Members of Court could contact the Clerk of Senate if they had observations to make.

Communications from the meeting of Senate held on 4 October were noted by Court.

CRT/2012/10. Enhancement-led Institutional Review

Court had received a copy of the University's draft annual report to the Scottish Funding Council (SFC) on progress with institution-led reviews during 2011-12. The contents were specified by the SFC, and summarised review activity undertaken by the University of its provision for students, namely Periodic Subject Reviews, Graduate School Reviews and the Administrative Review Process carried out in respect of student-facing University services. Information concerning review activity carried out at the University by Professional, Statutory or Regulatory Bodies was also included.

In relation to the Administrative Review Process, Mr Newall agreed to a request from Alan Owen to consider inclusion of a Court member on the Review Panel.

Court noted from Professor John Briggs that Professor Frank Coton had met with the Heads of School and Directors of Research Institutes earlier this year to underline the importance of the University's quality processes, and in particular the Periodic Subject Reviews process. Engagement with these processes continued to be very good. Professor Coton also commended the work of the Senate Office in supporting the University's quality processes.

Court approved the report to the SFC.

CRT/2012/11. Any Other Business

There was no other business.

CRT/2012/12. Date of Next Meeting

The next meeting of the Court will be held on Wednesday 12 December 2012 in the Senate Room