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Court

Minute of Meeting held on Wednesday 10 April 2013 in the Rutherford McCowan Building, Dumfries Campus

Present:

Mr David Anderson General Council Member, 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, Rt Hon Charles Kennedy MP Rector (chair from item 37.2), Mr Alan Macfarlane General Council Member, Mr Donald Mackay SRC Member on Court, 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) (to item 37.1), Professor Michael Scott-Morton Co-opted Member, Professor Adrienne Scullion Senate Member, Dr Donald Spaeth Senate Member

In attendance:

Ms Ann Allen (Director of Estates & Buildings), Professor Anne Anderson (Head of College of Social Sciences and Vice-Principal), Professor Steve Beaumont (Vice-Principal Research & Enterprise), Mr Ian Black (Director of Human Resources) (to item 3.1), Professor John Briggs (Clerk of Senate), Professor John Chapman (Head of College of Science & Engineering and Vice-Principal), Professor Frank Coton (Vice-Principal Learning & Teaching), 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: Professor Christine Forde Senate Member, Mr James Harrison SRC President, Cllr Matt Kerr Glasgow City Council Assessor, Mr Brian McBride General Council Member, Mr Kevin Sweeney General Council Member

Attendees: Professor Anna Dominiczak (Head of College of Medical, Veterinary and Life Sciences and Vice-Principal), Professor Murray Pittock (Head of College of Arts and Vice-Principal)

CRT/2012/34. Announcements

Court thanked Professor Andrea Nolan for her outstanding contribution to the University over many years and wished her well for her appointment as Principal of Edinburgh Napier University.

CRT/2012/35. Minutes of the meeting held on Wednesday 11 February 2013

The minutes were approved.

CRT/2012/36. Matters Arising

There were no matters arising.

CRT/2012/37. Reports of Court Committees

CRT/2012/37.1 Human Resources Committee

CRT/2012/37.1.1 Management of Organisational Change/Redundancy Policy

At its December meeting, Court had agreed to defer consideration of this item of business, to provide an opportunity for further discussions to be held. The management and union sides to the discussions had each felt that there remained merit in allowing further consultation to take place.

A 'tiered' approach had been developed to deal with the different types of organisational change, and to allow Court to adopt different approaches commensurate with the proposed change. For Tier 2, which had been the focus of much of the discussion at the December Court meeting, a new Committee of Court, the Court Procedural Review Group (CPRG) would be established to scrutinise proposals and, from the October to June Court meetings each year, recommend to Court the actions Court should take. Court would therefore be able to have strategic oversight of proposals, but might in some circumstances decide to leave them in the management sphere. During the summer months, the CPRG would decide on Tier 2 cases without automatic reference to Court. It was proposed that the policy be reviewed in October 2014: this review would include the effectiveness of the tiered approach and the CPRG.

David Anderson, chair of the HR Committee, reported that the HR committee, by majority, had approved the proposed policy at its meeting on 27 March 2013. Mr Anderson explained that, however, in his capacity as a lay member of Court he did not support the policy as now presented, which was also the position of the other lay members of the HR Committee.

Alan Owen, a Senate Assessor member of the HR Committee, reported that he was pleased to support the proposed policy.

Mr Anderson explained that the main reason for him not supporting the policy related to the arrangements relating to Tier 2 cases: one of the key objectives in reviewing the procedure had been to reduce the time spent by Court on looking at matters relating to management of organisational change, but what was being proposed effectively meant no change was occurring, and indeed some matters might be looked at twice, by the CPRG and by Court. Another objective of the review had been to allow managers to manage; this Mr Anderson considered had not been achieved. He also felt that there was an inconsistency in that the CPRG would be authorised to make decisions over the summer recess, whereas outside the summer recess matters of a similar nature would be required to be referred to Court. Mr Anderson considered that a compromise, rather than best HR practice, was being put forward.

A number of lay members of Court confirmed that they did not support the policy as presented, objecting to the extra layer required by Tier 2 cases coming to Court; to the potential additional work for Court in having to consider virtually all cases; and to their not considering that Court's role was to be engaged in such detail in the day to day management of the University.

The Principal commented that he appreciated concerns from lay members, but highlighted that the policy had been approved with the consent of the unions, which was positive from the University's perspective, and that the policy, including the role of the CPRG, could be reviewed in 2014 by way of safeguard. Ian Black commented that the policy had been rewritten to remove Redundancy and Structural Change Committees which had existed previously. The process would therefore be more streamlined than it had been, with Court being provided with more information earlier in the process, with an option to discuss

matters in more detail if it considered this necessary. There was also greater emphasis on avoidance and mitigation.

A number of Senate Assessors and staff representatives spoke in favour of the proposed policy, supporting the early identification of Tier 2 cases and the checks, balances and protections provided for in the policy, which were important in the context of trust; referring to Court's responsibility as the employer of all staff and therefore to it being correct that Court be involved; referring to the importance of reducing anxiety for staff affected in such situations; and reminding members that there existed a mechanism for the policy to be reviewed in 18 months.

Following the discussion and on a vote, Court approved the procedure by a majority of 12 to 8. Court noted that a review of the policy would take place in 2014.

David Anderson noted that strenuous efforts had rightly been made by the SMG to consult with Senate Assessors and employee representatives to ensure that their views were fully considered as the policy was developed. Lay members had not been consulted in the same way and this should be registered as a matter of concern. He believed that this raised an important issue around governance and asked that this be a topic at the Court governance discussion day. This was agreed.

CRT/2012/37.1.2 Competency Procedure

The policy had been commended to Court as providing a comprehensive, fair way of dealing with performance issues for staff. It encouraged early intervention and supportive action, and was triggered as circumstances arose and was not dependent on timetables and outcomes driven by other policies. It had been agreed with the campus Trade Unions after extensive consultation. The HR committee had approved the policy at its meeting on 27 March 2013.

Court approved the Competency Procedure.

CRT/2012/37.1.3 Public Sector Equality Duty

Court had received a paper detailing the University's requirements to meet the Public Sector Equality Duty. Some elements of this area related to students, and others to staff; the details had therefore been to a number of committees including the Equality and Diversity Strategy Committee, the Education Policy and Strategy Committee, and the HR Committee. The different committees had approved the relevant sections for both staff and students, and the 6 Equality Outcomes.

Court noted the content and action plans, and approved the following: the Equality Outcomes; the Equality and Diversity Strategy Action Plan as the University's Mainstreaming Report; the Equal Pay statement; and the timescale for the Equal Pay Audit.

CRT/2012/37.2 Finance Committee

CA/2012/37.2.1. MRC Unit Transfer

Finance Committee had received an updated report on the proposed transfer of the Medical Research Council (MRC) Social and Public Health Sciences Unit and the MRC/University of Glasgow Centre for Virus Research (CVR) to sole ownership of the University. Finance Committee had agreed to recommend to Court that the transfer of the Units be approved subject to satisfactory resolution of the key issues identified in relation to: pay and grading, pensions and the s75 pension liability, suitable accommodation being identified, data protection requirements and

redundancy provision for externally funded staff. In order to meet the planned timetables for completion of the two transfers, Finance Committee had recommended that Court approve delegated authority to the Principal, the Secretary of Court and the Convenor of Court.

Court approved the recommendations.

CA/2012/37.2.3 South Glasgow Hospital Learning and Teaching Facility

Finance Committee had received a capital expenditure application requesting £4.975m to develop a learning and teaching facility at the new South Glasgow Hospital. Finance Committee had approved the application subject to satisfactory resolution of the outstanding issues in relation to ownership and running costs and funding for the Stratified Medicine Innovation Centre.

CA/2012/37.2.4 South Glasgow Clinical Research Facility

The Committee had considered a capital expenditure application to develop a Clinical Research Facility at the South Glasgow Hospital. The application had noted that the capital expenditure (£4.989m) would be met by external donations and by fundraising through the Development and Alumni Office. Finance Committee had approved the development of the Clinical Research Facility.

CA/2012/37.2.5 James Watt South Mezzanine/Chemistry Laboratory

Finance Committee had approved applications from the College of Science and Engineering to develop additional research facilities within James Watt South Building; and to develop laboratory space to enhance the world class research opportunities in Chemistry.

CRT/2012/37.2.6 Overview of Performance as at 28 February 2013

Court noted an Overview of Performance.

With regard to the debtors' report it was noted that the level of student debt was not such that it was causing concern and indeed a more proactive approach to recovery had reduced the level compared to the previous year.

CRT/2012/37.2.7 Investment Managers Report

Court noted the Investment Report.

CRT/2012/37.3 Estates Committee

CRT/2012/37.3.1 Heritage Lottery Fund HLF bid – Kelvin Hall

Professor Neal Juster, Vice-Principal Strategy & Resources, updated Court on a proposed Heritage Lottery Fund (HLF) bid connected to the 'Phase 1' redevelopment of the Kelvin Hall, where the aim was to contribute to a 'cultural quarter' in the West End, providing visitor attractions, a world class research and teaching resource, and also storage space for University collections which were currently widely dispersed, some in locations that were not fit for purpose. The deadline for submission to HLF was 13 June, and therefore a decision on this matter would require to be made before the next meeting of Court.

Court noted that the proposed redevelopment would be a significant cultural asset for the University and the city. There were several other partners involved in the project, who would also be required to confirm their commitment to it. In particular, the nature of the City Council's commitment must be made clear regarding the ongoing costs of maintaining the new facility. Court noted also the ambition to follow the Phase 1 Kelvin Hall development with an ambitious 'Phase 2' development that would involve locating the University's Hunterian Museum and Art Gallery collections at Kelvin Hall. This was an exciting prospect, on which Court would require much more information at a future date, in terms of anticipated costs, possible income streams, the commitments of other parties, and the prospects for fund-raising.

Court approved a request that discussions continue on the possible submission of the HLF bid and that delegated authority be given to Estates and Finance Committees to approve submission in order to meet the 13 June deadline. Such a decision would require further discussions at Senior Management Group, and options appraisals, relating to the academic and financial cases for investment and the building's fitness for purpose.

CRT/2012/37.3.2 South Glasgow Hospital

Court noted the University's underwriting risk in respect of the South Glasgow Hospital (Teaching and Learning and Clinical Research Facilities).

CRT/2012/37.3.3 CapEx Applications

Court noted Estates Committee's approval of CapEx applications in respect of Gilmorehill Halls in the sum of £200k; Chemistry Laboratories, Joseph Black Building £2.955m; Queen Elizabeth Building, Glasgow Royal Infirmary £1.715m; and James Watt South Mezzanine (Room 455) £2.95m.

CRT/2012/37.4 Audit Committee

Court noted the report from the Audit Committee.

CRT/2012/37.5 Health, Safety and Wellbeing Committee

Court noted the report from the Health, Safety and Wellbeing Committee.

CRT/2012/38. Report from the Principal

CRT/2012/38.1 SFC Grant Award

Court noted brief details of the 2013/14 SFC grant award, further details of which would be available for the next meeting. The awards had been approached differently because of the Outcome Agreements, with each institution receiving an individual letter in the first instance.

CRT/2012/38.2 Trans-national Education

Court noted the draft TNE strategy, which was now nearing the conclusion of a consultation process, and was due to go to Senate later in April for final comment and input. A presence in certain countries, as well as delivery of programmes, was important to the University's strategy in this area. Court noted that work was under way to ensure that students were well integrated

into the 'Glasgow experience' despite not being on the Glasgow campus, and to widen the subject areas being studied.

CRT/2012/38.3 Nursing and Healthcare

Following the end of the internal consultation on Nursing and Healthcare in October 2012, and further to discussions within the School and College about the possible future configuration of the subject area, Court had heard at the February 2013 meeting that funding was being provided by the SFC for an options appraisal and collaborative discussion between the University and Glasgow Caledonian University. These were ongoing. Court noted the final report of the School of Medicine's internal working group.

Any proposal for a future model of provision would be brought back to Court.

CRT/2012/38.4 Senior Management

Court members had met in private at the beginning of the meeting and had approved a recommendation from the Principal that Professor Neal Juster be appointed as Senior Vice-Principal and Deputy Vice Chancellor in succession to Professor Andrea Nolan, for the period 1 July 2013 until 31 July 2016.

CRT/2012/38.5 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; Internationalisation activities; Lobbying/Policy Influencing and Promoting the University; Internal activities and Communications.

CRT/2012/39. Report from the Secretary of Court

CRT/2012/38.1 Review of Higher Education Governance/ Scottish Code of Governance

Following publication of the Von Prondzynski report on 1 February 2012, the Cabinet Secretary for Education had asked the Committee of the Scottish Chairs of Higher Education Institutions to develop a new Scottish Code of Good Governance for Higher Education. A Steering Group had been formed and consultants appointed to support the Steering Group in developing the new Code.

The Steering Group would publish a draft Code shortly. Court had agreed that a sub-group of Court might be convened, if required, to consider and comment on the draft Code. Court now approved the formation of the sub-group, to include the chairs of Court committees, Senate Assessor, a staff representative and the SRC President.

CRT/2012/38.2 Post-16 Education (Scotland) Bill

Court had been briefed on the contents of the Post-16 Education Bill, and had submitted comments on it to the Education & Culture Committee. The Committee had concluded its Stage 1 consideration of the Bill on 20 March, and on 27 March the Scottish Parliament had approved the Bill's progress to Stage 2. With regard to University Governance, Section 3 of the draft bill placed a requirement on universities to comply with principles of good governance and management practice, as determined by Scottish Ministers. The University had supported a suggested amendment to that part of the Bill, as proposed by Universities Scotland, having the impact that the Minister would expect universities to comply with a Code of Good Governance

practice, as developed by the HE sector. The Education & Culture Committee had encouraged the Minister to consider this suggested amendment, which might be adopted when Stage 2 was presented.

Court would be kept updated at future meetings.

CRT/2012/38.3 Glasgow University Union

The Senate Office had initiated an investigation into complaints against students of the University relating to events at this year's Glasgow University Union (GUU) Ancients Debating Championship. In addition, GUU's officers had committed to an independent review of the culture within the GUU to ensure that it provided a welcoming and safe environment for everyone. The GUU's officers were in discussion with the Principal, the Clerk of Senate and the Secretary of Court regarding the nature of this review.

CRT/2012/38.4 Pensions Liability – University of Glasgow Pension Scheme UGPS

In October 2012, Court had received correspondence from the chair of the Trustees of the UGPS, advising that the UK's Pensions Regulator had raised concerns regarding the UGPS deficit recovery plan, as submitted by the University in 2011. The UGPS deficit had increased significantly since 2011, largely because of the low rate of return applying to Government bonds. The Trustees had advised that they had commissioned an independent review of the strength of the University's financial covenant and a review of arrangements for funding the deficit. They had communicated again with Court in December, asking that the University increase substantially its financial commitment to the pension scheme.

Court had established an expert working group to provide advice on this matter, given its significance and the technical nature of the analysis required. The Group's role was to review proposals for addressing the current UGPS deficit, and to consider the future benefit structure of UGPS, given the need for future pension arrangements to be financially sustainable. In recent weeks, there had been several discussions of this business, involving the Senior Management Group (SMG), the Pension Trustees and the Court working group. In addition, SMG members had briefed the relevant campus trade unions. Discussions were ongoing and it was anticipated that the working group would receive a proposal from SMG in time to consider it and report with recommendations to the meeting of Court on 19 June.

CRT/2012/38.5 Nominations Committee

Nominations Committee had recommended to Court that Dr Paul Brady and Neil Menzies serve a further 4 years as members of the Audit Committee, until April 2017. Court members had approved this via email following the February meeting.

CRT/2012/38.6 Staff Engagement Development Plan

The Year 1 Review of the University Restructure had identified the need for managers to engage more effectively with staff throughout the University. The Staff Engagement Development Plan, setting out how this was being taken forward, was noted by Court.

CRT/2012/38.7 Heads of School

The following appointment had been made:

College of Social Sciences

Business School

Professor Jim Love, former Deputy Principal at the University of Strathclyde, had been appointed as Head of the Business School for a period of four years from 1 August 2013, in succession to Professor Farhad Noorbakhsh

The following Senate Assessors would serve on appointing Committees for Heads of Schools where vacancies were occurring in December 2013:

College of Arts

School of Modern Languages and Cultures (current Head Professor John Macklin)

Dr Alan Owen would be the Senate Assessor on the appointing committee

School of Critical Studies (current Head Professor Nigel Leask)

Professor Christine Forde would be the Senate Assessor on the appointing committee

CRT/2012/38.8 Draft Resolutions

The following draft Resolutions had been approved. They related to academic matters including degree regulations, and had been drafted in the Senate Office, incorporating comments from the General Council:

DRAFT RESOLUTION NO. 382-2 – AMENDMENT OF RESOLUTION 382 - DEGREE OF BACHELOR OF SCIENCE IN DENTAL SCIENCE

DRAFT RESOLUTION NO. 507-4 – AMENDMENT OF RESOLUTION NO. 507 - DEGREE OF DOCTOR OF PHILOSOPHY

DRAFT RESOLUTION NO. 552-7 – AMENDMENT OF RESOLUTION NO. 552 - GENERIC REGULATIONS FOR THE AWARD OF MASTERS DEGREES GAINED BY THE SUCCESSFUL COMPLETION OF TAUGHT POSTGRADUATE PROGRAMMES

DRAFT RESOLUTION NO. 557-6 – AMENDMENT OF RESOLUTION 557 - DEGREE OF MASTER OF RESEARCH

DRAFT RESOLUTION NO. 558-3 – AMENDMENT OF RESOLUTION 558 - DEGREE OF MASTER OF SCIENCE

DRAFT RESOLUTION NO. 564-9 – AMENDMENT OF RESOLUTION 564 – CODE OF ASSESSMENT FOR UNDERGRADUATE AND TAUGHT POSTGRADUATE PROGRAMMES

DRAFT RESOLUTION NO. 565-1 – AMENDMENT OF RESOLUTION NO. 565 – FITNESS TO PRACTISE

DRAFT RESOLUTION NO. 570-2 – AMENDMENT OF RESOLUTION NO. 570 – APPEALS CODE

DRAFT RESOLUTION NO. 582-2 – GENERIC REGULATIONS FOR THE AWARD OF DEGREES GAINED BY THE SUCCESSFUL COMPLETION OF UNDERGRADUATE PROGRAMMES

DRAFT RESOLUTION NO. 583-1 – DEGREE OF MASTER OF ARTS

DRAFT RESOLUTION NO. 583-2 – DEGREE OF MASTER OF ARTS

DRAFT RESOLUTION NO. 583-3 – DEGREE OF MASTER OF ARTS

DRAFT RESOLUTION NO. 585-1 – DEGREE OF BACHELOR OF DIVINITY

DRAFT RESOLUTION NO. 586-1 – DEGREE OF BACHELOR OF DIVINITY (MINISTRY)

DRAFT RESOLUTION NO. 597-1 – DEGREE OF MASTER OF ARTS (SOCIAL SCIENCES)

DRAFT RESOLUTION NO. 603-2 – AMENDMENT OF RESOLUTION 603 - DEGREE OF BACHELOR OF DENTAL SURGERY

DRAFT RESOLUTION 605-4 – AMENDMENT TO RESOLUTION 605 - DEGREE OF BACHELOR OF SCIENCE AND DEGREE OF MASTER IN SCIENCE

DRAFT RESOLUTION NO. 606-2 – AMENDMENT OF RESOLUTION 606 - DEGREE OF BACHELOR OF VETERINARY MEDICINE & SURGERY

DRAFT RESOLUTION NO. 607-1 – AMENDMENT TO RESOLUTION 607 - DEGREES OF BACHELOR OF SCIENCE IN VETERINARY BIOSCIENCES AND MASTER IN SCIENCE IN VETERINARY BIOSCIENCES

DRAFT RESOLUTION NO. 609-3 – AMENDMENT OF RESOLUTION 609 - DEGREE OF BACHELOR OF ARTS (SCOTTISH AGRICULTURAL COLLEGE) AND BACHELOR OF SCIENCE (SCOTTISH AGRICULTURAL COLLEGE)

DRAFT RESOLUTION NO. 620-1 – AMENDMENT OF RESOLUTION 620 - DEGREE OF MASTER OF SCIENCE (DENTAL SCIENCE)

DRAFT RESOLUTION NO. 628-1 – AMENDMENT OF RESOLUTION 628 - DEGREE OF BACHELOR OF NURSING

DRAFT RESOLUTION NO. 637 – DEGREE OF BACHELOR OF SCIENCE IN MEDICAL SCIENCE (MEDICAL HUMANITIES)

DRAFT RESOLUTION NO. 645 – DEGREE OF MASTER OF RESEARCH.

CRT/2012/39. Report on Research

Professor Steve Beaumont, Vice Principal Research & Enterprise, provided a report on Research performance, KPIs and the Research Excellence Framework (REF).

Court was reminded of the environmental factors currently existing. With regard to the SFC-related factors, the SFC Working party recommendations on single Knowledge Exchange office had been accepted, Innovation Centres had been launched, and Outcome Agreements were in place; with regard to Research Councils and the Department for Business, Innovation and Skills, the outcome of a spending review was awaited, Open Access was being promoted for publications and research data, and the Triennial Review was in progress. The EU's plans to increase the budget for research had not yet been approved but the current expectation was that it would be in the region of €70bn.

Court noted KPIs relating to Research, and trends in areas including: Research Award volume and contribution rates; contribution from KTG eligible awards, which continued to grow; research order book movement; PGR student population figures, where Court also noted details of the PGR Experience Survey. Court heard that there had been a recent increase in the run-rate of new awards, and noted significant achievements including: the establishment of CREATE, the UK wide research centre for copyright law and new business models in the creative economy, led from Glasgow; a new Centre of Excellence in Rheumatoid Arthritis Research; a £5M EPSRC Frontier Engineering award in the application of Synthetic Biology to water and wastewater treatment; and the University leading two (of three) Scottish Innovation Centres, in Stratified Medicine and Sensors & Imaging Systems. These achievements built on strategic investments in interdisciplinary research and the formation of research institutes.

Court received details of progress to date with regard to the Research Excellence Framework (REF) process; and details of academic appointments and leavers and actions arising from the latter. Court also noted progress on Case Impact studies relating to the REF.

Court thanked Professor Beaumont for the briefing.

CRT/2012/40. Knowledge Exchange and Impact Strategy

Court received a briefing on the Knowledge Exchange and Impact Strategy from Professor Steve Beaumont. The context was that the Government and research funder focus was moving towards the recognition and reward of academic endeavour beyond traditional research outputs and included a significant element covering the creation of economic, societal, cultural or policy related impacts. These impacts would be assessed for the first time in 2014. The expectation was that there would be increasing emphasis on impact in the quality profile and associated funding. Given the importance of this area, the University needed to become more systematic and proactive in ensuring that identifiable impacts were derived from research wherever possible.

The aim of the strategy was to capitalise on the breadth of the research portfolio and thereby to accelerate generation of economic and societal impacts in the UK and internationally, through proactive knowledge exchange activities and relationships. The strategy focused on 6 enabling themes which, once implemented, would maximise opportunities to make research relevant to users, have it taken up by them, and demonstrate impact. These themes included positioning the University as a partner of choice for industry, cultural organisations and public service providers; leadership development; commercialisation; and public engagement, accompanied by cross-theme institutional support and an intention to capitalise on impact generating opportunities arising from the internationalisation agenda. Court noted action plans associated with these areas.

Court approved the Knowledge Exchange and Impact Strategy.

CRT/2012/41. Report from the Rector

The Rector had no matters to raise.

CRT/2012/42. Any Other Business

There was no other business.

CRT/2012/43. Date of Next Meeting

The next meeting of the Court will be held on Wednesday 19 June 2013 in the Senate Room