

WEB COPY

Court

Minute of Meeting held on Wednesday 25 June 2014 in the Senate Room

Present:

Mr Dave Anderson Employee Representative, Mr David Anderson General Council Member, Mr Graeme Bissett Co-opted Member, Mr Ken Brown Co-opted Member, Ms Heather Cousins Co-opted Member, Professor Christine Forde Senate Member, Dr Marie Freel Senate Member, Professor Nick Jonsson Senate Member, Professor Karen Lury Senate Member, Mr Alan Macfarlane General Council Member, Ms Jess McGrellis SRC President, Mr Murdoch MacLennan Chancellor's Representative, Mr Donald Mackay SRC Member, Ms Margaret Anne McParland Employee Representative, Mr David Milloy Co-opted Member, Ms Margaret Morton Co-opted Member, Professor Anton Muscatelli Principal, Mr David Ross General Council Member (Convener of Court), Dr Duncan Ross 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), Ms Christine Barr (Director of Human Resources), Professor Steve Beaumont (Vice-Principal Research & Enterprise), Professor John Briggs (Clerk of Senate), Professor John Chapman (Head of College of Science & Engineering and Vice-Principal), Professor James Conroy (Vice-Principal Internationalisation), Professor Anna Dominiczak (Head of College of Medical, Veterinary and Life Sciences and Vice-Principal), Mr Robert Fraser (Director of Finance), Professor Neal Juster (Senior Vice-Principal), Ms Deborah Maddern (Administrative Officer), Mr David Newall (Secretary of Court), Professor Murray Pittock (Head of College of Arts and Vice-Principal)

Apologies:

Members: Mr Brian McBride General Council Member, Cllr Pauline McKeever Glasgow City Council Representative

Attendees: Professor Frank Coton (Vice-Principal Learning & Teaching)

CRT/2013/46. Announcements

Court welcomed the SRC President-elect, Breffni O'Connor, to the Court meeting.

Alan Macfarlane, Jess McGrellis, Kevin Sweeney, Steve Beaumont and John Chapman were attending their final meeting of Court. Court thanked them for their contributions to Court and wished them well in the future.

CRT/2013/47. Minutes of the meetings held on Wednesday 16 April and Friday 2 May 2014

The minutes were approved. With regard to the minute of 16 April it was noted that the cover paper relating to the IT Strategy had referred to Court's approval being sought for the strategy, and that this approval had for the purposes of the record been taken as given following the presentation and questions, though it had not been specifically requested during the discussion

at the meeting. Following the Court presentation, discussions were being taken forward with academic managers responsible for Learning & Teaching, for Research and for Internationalisation. These were aimed at agreeing priorities for action and investment in order to realise the ambitions set out in the strategy.

CRT/2013/48. Matters Arising

There were no matters arising.

CRT/2013/49. University of Glasgow Pension Scheme UGPS

Neal Juster, Margaret Anne McParland and David Newall, Trustees of UGPS, did not attend for this item.

At the last meeting, Court had unanimously agreed that it could not support agreement to terms proposed by the Trustees to address the deficit in the scheme, for reasons including the potential for capital to be locked for a much longer time than might be necessary, and the potential for involvement of the Trustees in the management of the campus development being inappropriate. Court had referred back to the existing UGPS Court working group for a response to be provided to the Trustees.

Since April, members of SMG had engaged with the Trustees, supported by the Court working group. There had been positive engagement over the recovery plan, including on the affordability of payments and the sharing of information on the campus development. Members of the working group had been kept informed and agreement sought from members on the acceptability of the proposals as they developed. The working group had now agreed the terms of the recovery plan, in summary as follows:

1. An initial lump sum of £30m paid on or before 31 July 2014; and
2. The balance of the deficit to be repaid over a 20 year period. Based on the current deficit this would equate to contributions of £2.5m per annum, increasing at 2.5% per annum over the 20 year period, with each payment being made by 15 March each year and the first payment being made no later than 15 March 2015.

The recovery plan would be monitored formally on a triennial basis, timed according to the actuarial valuations, the next of which was due on 31 March 2016.

Court noted that in addition to the formal recovery plan, which would require to be agreed by the Pensions Regulator, it had been agreed to maintain an ongoing dialogue with the Trustees concerning progress with the campus development, particularly as it affected the University's financial position. The Trustees would be consulted, as a significant stakeholder, as funding proposals for the campus development emerged and on any other significant event that might have a material impact on the Scheme. It was noted that this did not entail the Trustees having a veto; details regarding the campus would be provided for their information.

The Trustees would be updated on a 6 monthly basis on the status of a number of key points, prior to formal decisions being taken, together with any proposed or known changes in the 6 month horizon from the date of the reporting. The key points included proposals for security over assets or prior ranking debt arrangements, and major acquisitions or disposals proposed.

In addition, the Trustees would be notified if any Notifiable Events arose or any 'Type A' events arose or were being considered outside of the 6 monthly reporting. Type A events were events which would have a material impact on the Scheme meeting its pension liabilities and required a clearance statement from the Pensions Regulator.

The agreement would be formalised via appropriate documentation. Court agreed that it was

content that the matter be progressed.

CRT/2013/50. Budget 2014/15 and Financial Forecasts and KPIs

The Principal explained that the context of the budget was the *Glasgow 2020* Strategic Plan developed in 2010, at which point there had been a number of areas requiring improvement, including a relatively narrow research base in terms of the highest quality research (4* in terms of REF) and a very low international profile and international student population. Significant investment had taken place in the interim, including recruitment of new staff and development of new buildings and facilities. Action had been taken to invest to improve the REF grade point average, and also to invest in teaching, and to grow international student numbers and Trans-National Education (TNE). Further investment would take place ahead of the next REF. Key Performance Indicators (KPIs) had seen improvements in the majority of areas, moving the University into a better competitive position. The key to continuing this trend was continuing targeted investment in people and facilities. Court would receive additional information at key junctures over the coming years, to provide good visibility of budgets and management thereof including management of voids (vacant posts).

Professor Neal Juster, Senior Vice Principal, provided an update on progress against the University's KPIs in the past 12 months, to accompany the paper that had been circulated. The overall KPI scorecard had improved markedly between 2010 and 2014, with targets achieved in most of the areas measured. Of the remaining KPIs, three were related to the student experience and the current budget allocated significant resource to this area; the University continued to do well relative to competitors in these areas and in a further area was scheduled to achieve the target in the coming year. Court noted progress against the KPIs, and noted details of the University's position in recent league tables.

In discussion, Court heard that it was important to achieve an optimal balance of outcomes to enhance the University's performance in league tables. Investment in accommodation arising from increased student numbers was a key factor; in addition, metrics including student:staff ratios would be kept under review. Court noted that budgets for student facing services were reviewed annually to assess areas for potential additional investment. There was also liaison with the student bodies in this regard. Student feedback on teaching and assessment was being examined in a systematic way.

Court noted that the additional pressures on staff time arising from TNE activity was being kept under review as the area increased in scope.

Court had received a paper on the 2014/15 University Budget and financial forecasts, containing additional information requested by the Finance Committee at its meeting on 28 May, together with a commentary thereon provided by the Committee. Court noted details including: the main areas of investments and details about how these proposed investments would drive progress against the University's strategic objectives; a sensitivity analysis for the next 2-3 years including details of mitigation and containment of risk; information/analysis on the growth planned in fee income; key assumptions; variations since 2013/14; and surplus trends.

The 2014-15 budget outlined a management accounting surplus of £5.7m equating to a statutory accounting surplus of £4.8m. The budgetary forecast predicted management accounting surpluses of £3.1m, £10.1m and £13.2m in 2015/16, 2016/17 and 2017/18 respectively. This equated to statutory accounting surpluses of £2.2m, £9.2m and £12.3m in the same three-year period.

Court noted that the biggest challenge for the University in the next 2-3 years would be to

continue to invest in estates improvements and in the academic base, while achieving a level of operating surplus which would allow financing of the planned estates development. This was also in the context of the sector as a whole being affected by higher pension contributions and static public funding. The financial forecast indicated areas for income generation to offset these aspects, with a balanced investment in academic staff to safeguard student:staff ratios and the student experience. It was noted that fixed costs were high, therefore small movements could result in significant cost differences.

Court received an update on the capital plan to 2017/18. Priorities in the plan would be adjusted in the light of the Estate Strategy, and all capital projects would be built into a cash-flow projection when the Estate Strategy, which was currently being developed, was considered by Court in October. The strategy would set out the framework against which future capital plans would be developed, and would be underpinned by proven business cases for all projects. £108m had been previously approved by Court, with £109m in the present plan.

A new planning cycle would be starting over the summer, with a timetable for development of the resulting Strategy noted by Court. Court would continue to be kept informed on progress.

Ken Brown, chair of the Finance Committee, thanked Professor Juster for the work undertaken in providing additional information since the Finance Committee meeting. Court noted that future budgets would be presented in the context of a more strategic approach to cost saving, including the methodology for efficiency savings, that the budgets would include voids and ensure sustainability, and that Finance Committee would be informed of major assumptions and pressures as the budget was formulated.

Court approved the 2014/15 Budget and four year financial forecasts, and approved the Capital Plan noting that further details on all funded capital projects would be provided in October. Court thanked Professor Juster and his colleagues for their work on these areas.

CRT/2013/51. Report from the Principal

CRT/2013/51.1 SFC Grant Award and Dumfries Regional Outcome Agreement

Court noted a summary of 2014-15 funding as recently advised by the SFC. The total Teaching and Research allocation had risen by 0.6% to £143.19 m, an increase of £912,000 on 2013-14.

Court also noted the Dumfries Consolidated Outcome Agreement and strategic vision: 2014-15 to 2016-17, and that funding for the University in this area would not be affected by other institutions' approach to their Agreements.

CRT/2013/51.2 Universities Superannuation Scheme USS

At the last meeting, Court had heard that Universities UK had responded collectively to the engagement paper issued by the USS Board, based on consultation meetings with universities and other USS employers. USS was continuing to engage in dialogue with the regulator, employers and UCU on the issues raised by the Trustees first consultation on the Financial Management Plan. It was intended to complete the valuation process and agree a financial management plan for the scheme by the end of 2014, and therefore Court would be updated more fully in the autumn. During the summer months there would be discussions between UUK and UCU on the elements of the financial management plan.

CRT/2013/51.3 University Rankings

Court noted details of recent University rankings tables.

CRT/2013/51.4 Appointment of Vice-Principal/Head of College of Science & Engineering

Professor Muffy Calder, Professor of Computing Science, would succeed Professor John Chapman as Vice Principal and Head of the College of Science and Engineering.

Due to her commitments as Chief Scientific Adviser for Scotland, Professor Calder would take up her post on 1 January 2015. Professor David Fearn would take on the role of Acting Head of College for the intervening period.

CRT/2013/51.5 International and National Developments

Court noted a number of recent initiatives including the signature of Memoranda of Understanding with international partners.

CRT/2013/51.6 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/2013/52. Report from the Secretary of Court

CRT/2013/52.1 Socially Responsible Investment Policy – Fossil Fuel

At the February meeting, Court had approved the setting up of a working group to consider representations submitted by the Glasgow University Climate Action Society (GUCAS), via the SRC, for the University to divest from fossil fuel industry companies in accordance with the University's Policy on Socially Responsible Investment (SRIP). The working group had involved two lay members of Court (Graeme Bissett and Murdoch MacLennan), one Senate Assessor (Marie Freel), one SRC representative on Court (Donald Mackay) and the Secretary of Court.

The group had met on 16 May to consider the document provided by GUCAS and to hear representations from four of its members. Since then, the group had contacted the Investment Advisory Committee IAC for its views on potential divestment in fossil fuel extractors (oil/gas/coal extraction), which was the area which the GUCAS members who attended the meeting had clarified was the focus of the campaign. Court heard that IAC members had expressed a range of views; if there was a consensus, it was that divestment should be over a lengthy period, and that the University might expect there to be a small reduction in portfolio returns.

The working group had itself also considered that divestment should be over a lengthy period; and that a modest risk to financial returns existed. The group had however noted that one of the University's two brokers currently placed less than 5% of its investment portfolio with the fossil fuel industry. The level of investment by the fossil fuel industry in the University in terms of research funding and donations from the industry was small. The conclusion of the Working Group had been that it supported the ethical case for divesting from the fossil fuel extraction industry, that it recognised this would involve a modest risk to the financial return on the University's investments, and that it believed that this risk could be effectively managed by divesting over a substantial period of time. It had made

recommendations to Court accordingly.

At the meeting, Court noted from the working group's members that the case for climate change being a fact had been taken as made, that the group had been strongly persuaded by the quality of the arguments presented by the GUCAS, and that for the University to take a lead in the area of disinvestment from the fossil fuel extraction industry would be a positive symbolic step. It would also see the University taking a lead as an early supporter of the proposal, which it was understood was being considered by a number of institutions worldwide. While it had not received formal representations from bodies that were opposed to what GUCAS was suggesting, the group had considered potential downsides, in particular the potential loss of income both from investments and funding, but had concluded that on balance it would recommend progressive disinvestment and that instructions should be given to fund managers to this effect.

In discussion, mixed views were expressed by Court members. Concerns were raised as to whether alternative arguments had been examined as part of the process; Court heard in response to this point that details of University funding from the fossil fuel extraction industry had been sought and the IAC had been consulted for its views. Reference was made to the terms of the SRIP, namely that *"the key criterion against which specific cases would be considered would be whether the activity complained of and substantiated by the concerned group, was wholly contrary to the University's value systems either as reflected in the Mission Statement or the Strategic Plan or in regard to wider issues of social, environmental and humanitarian concern"*; it was questioned whether this criterion could be said to be the case here, for example in the context of the University recently having recently approved a gas-powered Combined Heat & Power system. Against this, reference was made to the University's commitment to carbon reduction via its Carbon Management Plan. It was also confirmed that the terms of the SRIP had indeed been considered by group, and reflected in its recommendation that a phased disinvestment take place, the decision having been taken that the GUCAS proposal did not fit neatly on one side or the other of the criterion, but that environmental damage was nevertheless a key challenge for the current times: it was argued that the idea of not reducing the impact of fossil fuel extraction in this wider global context could indeed be considered as 'wholly contrary' to the University's value systems.

Court heard views that ensuring the maximum returns from investments was vital for funding scholarships. The University's portfolio could be negatively affected by the proposed disinvestment, since few companies had such good yields as the fossil fuel companies in question, and were also riskier investments. It might also be difficult properly to clarify which companies could be classified as extractors. Such companies might also in time take the lead in developing alternatives to fossil fuels. Concerns were also expressed about the effect on University funding, although it was noted that the present level of both philanthropic donations and direct research funding from the industry was small. It was commented that the reverse might in fact apply, that other companies might be positively encouraged to support the University if it disinvested in the fossil fuel industry, since the move could add value to the University's attractiveness to funders.

It was agreed that more information was needed to inform a decision, and that as such the matter should be reviewed further by the working group over the summer, with specific proposals to be presented and discussed further at the October 2014 meeting of Court. In particular, information would be provided to link the GUCAS concerns about investments in the fossil fuel industry to the SRIP criterion of this being 'wholly contrary' to the University's value system. Greater clarity would also be provided on the potential risks and impact on University income, which needed to be quantified as best as possible, and should include consideration of the potential difficulty in accepting funding from fossil fuel extraction

companies in the future. Individual Court members were invited to submit details of any other points for consideration by the group.

It was noted that the basic case about climate change being a fact would not be re-considered by the group and would be taken as given.

CRT/2013/52.2 SRC Motion – Conflict Minerals

The Students' Representative Council had supported a motion relating to the Conflict Free Campus Initiative, by calling on the University to make the reduction of the use of conflict minerals a priority in its procurement policy.

It was agreed that the matter would be carried forward to the October meeting of Court.

CRT/2013/52.3 Code of Practice for Student Bodies

Following the review of the GUU undertaken in the summer of 2013, it had been agreed that the Code of Practice for student bodies would be revised to include a requirement for the student bodies to be compliant with current legislation. Court was required to keep under revision the Code of Practice for student bodies, therefore the opportunity had also been taken to update the Code (including removing references to bodies no longer in existence) and correct some typographical errors. In addition, the Code had been updated to delete the referral to the University Court in the case of appeals following complaints to the student bodies and those unfairly disadvantaged by opting out of the SRC; instead, referral was made to the University Complaints Procedure introduced in the summer of 2013.

The revised Code had been drawn up in consultation with the student bodies.

Court approved the revised Code of Practice.

CRT/2013/52.4 Ordinance on Court composition

Following the 2 May EGM of Court, Ordinance 206 on Court's composition had been submitted to the Privy Council. Court members would be kept updated over the summer.

After the draft Ordinance had been submitted to the Privy Council on 8 May, the Privy Council had received two representations, to which it had sought a response from the University. One representation had been from the Convener of the General Council Business Committee (GCBC) on behalf of the Committee; a reply had been provided to the Privy Council noting that all the points of concern raised by the GCBC had been considered by Court's Governance working group and then by Court itself, as evidenced in the paperwork that had already been sent to the Privy Council. The other submission had been from the Convener of the GCBC, writing on behalf of himself and 9 other members of the GCBC and included some matters that had already been raised by the GCBC and some others that had not. A response to this submission had been drafted by the Convener of Court and agreed with David Newall and Duncan Ross before being sent to the Privy Council.

An email had also been received from the Convener of the GCBC raising further concerns. Court had received a copy of the email. The Secretary of Court would draft a reply to this correspondence, and share it for comment with the members of the Governance working group.

CRT/2013/52.5 RUK Fees

At the 2 May meeting, Court had approved a number of recommended changes to the

University's pricing and support packages for RUK students for 2015/16. There had been 2 points on which Court had agreed that further consideration was required:

- .1 the matter of RUK students who spend just three years at the University, and whether they should benefit from a discount;
- .2 the specific circumstances of Modern Languages students who are required to study a compulsory year abroad as part of their degree programme.

Court noted a commentary from the Director of the Recruitment and International Office, on these two points. The advice was that the University should not offer a discount to the small number of RUK students who spent just three years at Glasgow. It was agreed that further information on the background to this advice would be provided to the October meeting,

Regarding year-abroad language students, it had been proposed that they be charged a fee equivalent to 15% of the annual fee in relation the study-abroad year. In view of the complexity of this latter issue, the arrangements would be kept under close review.

CRT/2013/52.6 Court Strategy Day/Campus Estates Strategy Court working group

A Court strategy day would be held on 30 September, with part of its focus on the Campus Estates Strategy, and also on the recent Staff Attitude Survey.

Ahead of 30 September, a Court working group would be meeting over the summer to provide input on Court's behalf into the ongoing development of the Campus Estates Strategy, and to liaise with SMG in this area.

CRT/2013/52.7 Nominations Committee Business

(i) Court and Court committee vacancies

Depending on the outcome of the Privy Council's decision on Ordinance 206, recruitment would take place if applicable over the summer for Co-opted positions arising from the posts vacated by Miles Padgett, Alan Macfarlane and Kevin Sweeney. Court would be kept informed. The Nominations Committee would oversee this process and make recommendations to Court.

Nominations Committee would be mindful that there would be a vacancy on the Audit Committee arising from Kevin Sweeney's departure from Court, and a vacancy on the HR Committee arising from Alan Macfarlane's departure from Court.

There was also a vacancy on the HR Committee arising from a non-Court lay member, Stephen McCafferty, having demitted office. Nominations Committee would make a recommendation to Court in relation to a replacement.

There remained a vacant external position on the Remuneration Committee.

Once new members of Court were in post, Court would be invited to appoint two new members to the Nominations Committee, to fill the vacancy that had arisen at the end of Robin Easton's term of office on 31 December, and to increase by one the number of lay members on Nominations Committee, as agreed by Court in June 2013.

(ii) Audit Committee membership

Jo Elliot, a current external member of the Audit Committee, would continue for two years from 1 August 2014 following the end of his first 4-year term of office.

CRT/2013/52.8 Employee Representative on Court

Margaret Anne McParland had been reappointed as Employee Representative on Court and would serve a 4-year term from 1 August 2014.

CRT/2013/52.9 Appointments of Heads of Research Institute and School

College of MVLS

Institute of Molecular, Cell and Systems Biology

Professor Neil Bulleid had been appointed as Head of the Institute of Molecular, Cell and Systems Biology from 1 January 2015 for 5 years, succeeding Professor Richard Cogdell.

College of Arts

School of Humanities

Dr Jeremy Huggett had been appointed as Head of the School of Humanities from 1 August 2014, for 2 years in the first instance, succeeding Professor Roibeard O'Maolalaigh.

School of Culture and Creative Arts

Professor Dimitris Eleftheriotis had been appointed as Head of the School of Culture and Creative Arts from 1 August 2014, for 4 years, succeeding Professor Nick Pearce.

CRT/2013/52.10 SRC Elections

The following candidates had been successful in the Spring 2014 SRC elections and would take up sabbatical officer posts on 1st July 2014:

President	Breffni O'Connor
VP Education	Cal Davies
VP Student Support	Liam King
VP Student Activities	Gin Masiulyte

CRT/2013/52.11 Student Unions – Constitutional Changes

As agreed at the meeting of Court on 16 April, David Newall had approved changes to the constitution of the GUU, as endorsed by the GUU Management Board on 9 May. In addition, on Court's behalf, he had approved changes to the constitution of the Queen Margaret Union. These were minor in nature, except in respect of Equality & Diversity, where the Union's commitments were now set out much more fully than before.

CRT/2013/53. Reports of Court Committees

CRT/2013/53.1 Finance Committee

CRT/2013/53.1.1 Budget 2014/15 and four year forecast

Finance Committee had expressed concern around the levels of operating surpluses forecast, in particular given the need to generate sufficient operating surpluses to finance investment in the Campus Estates Strategy. Finance Committee had asked that, ahead of its advice to the Court meeting, some further information should be provided. Following provision of consideration of this additional information, Finance Committee had agreed to recommend the budget and forecasts to Court.

Court had approved the 2014/15 Budget and four year financial forecasts, under item *CRT/2013/50. Budget 2014/15 and Financial Forecasts and KPIs*.

CRT/2013/53.1.2 Capital Plan

Finance Committee had agreed to recommend the Capital Plan to Court. Court had approved the plan under item *CRT/2013/51. Budget 2014/15 and Financial Forecasts and KPIs*

CRT/2013/53.1.3 Changes to Financial Reporting Standards / FE HE SORP

Finance Committee had approved recommendations associated with mandatory changes to Financial Reporting Standards which would be introduced from 2015-16.

CRT/2013/53.1.4 CHP project

Finance Committee had received a paper setting out options for building and operating the Combined Heat and Power (CHP) unit, evaluating the choice between building and operating the unit within the University or creating a new subsidiary company. Finance Committee had accepted the recommendations in the paper with regard to the final structure and the required funding method, namely that the CHP system should be purchased (through equity investment from the University) and operated by a subsidiary company. Finance Committee had agreed that the CHP Project Board should explore the opportunity to apply for an interest free loan from Salix to assist with the cost of the CHP engine and, if deemed to be appropriate, engage with Salix for the funding available.

CRT/2013/53.1.5 CapEx applications

Court noted that Finance Committee had approved CapEx applications relating to: £2.66m of investment to continue the environmental improvement works in the main library; £250k of funding towards new infrastructure supporting a series of future developments in aerodynamic technologies; £0.7m to fit out a suite of offices at Tay House in the city centre to accommodate c.220 members of staff working in non-student facing services, on the conditional basis that options for cost reduction would be explored and reported back to the Committee; underwriting of the current funding gap of £1.2m associated with the development of Phase II Imaging at the South Glasgow Hospitals campus; £673k of investment to increase availability of large teaching venues in order to relieve space pressure on campus.

CRT/2013/53.1.7 Financial reports

Court noted an Overview of Performance and a debtors report as at 30 April 2014.

CRT/2013/53.2 Audit Committee

The Committee had received an update on the pensions schemes; reports on recent internal audits of House in Multiple Occupancy (HMO) licences, Language Centre procedures, and

contract management; details of a risk management workshop; update reports on actions against recommendations from prior internal audits; and a briefing on the external auditor's approach to the University's financial statements for the year ending 31 July 2014.

The Committee had recorded its thanks to Kevin Sweeney, who was attending his final meeting, for his chairmanship of the Committee.

The report was noted.

CRT/2013/53.1 Estates Committee

CRT/2013/53.1.1 Estates Strategy

Court noted progress made on the Estates Strategy and its associated work streams.

CRT/2013/53.1.2 Capital Plan

Court noted the update to the plan, which it had approved under item *CRT/2013/50. Budget 2014/15 and Financial Forecasts and KPIs*

CRT/2013/53.1.3 CapEx Applications

Court noted and endorsed Estates Committee's approval of the lease terms and CapEx for: Tay House for the relocation of part of University Services; and Olympia Building for the creation of a Social Sciences Hub. It was noted that the matter of the cost of parking arrangements for staff who would be working at Tay House had been the subject of discussion at Estates and Finance Committees.

Court noted and endorsed Estates Committee's approval of CapEx applications in respect of: CP13/596 Bute Hall/Hunter Halls/GUU Debating Chamber and Dining Room in the sum of £673,834.00; LM13/605 Library Environmental Improvement Works (Level 3) in the sum of £2.66m; South Glasgow Hospital – Phase 2 Imaging underwriting funding gap risk of £1.2m in the event of a shortfall; and CP13/570 Supersonic Wind Tunnel in the sum of £0.25m

Court note and endorsed Estates Committee's approval, which Court noted had been jointly given with the Finance Committee, for the increase in budget from £13.383m to £15.345m to allow acceptance of the tender for the Stevenson/GUU project.

CRT/2013/53.4 Human Resources Committee

The HR Director had provided an update to the HR Committee regarding 2014/15 pay negotiations; staff survey 2014 outcome highlights, on which matter Court noted that more detailed outcomes would be disseminated across the institution; relocation of some University Services areas; the launch of performance and development review 2013/14; employee and organisational development; an update from an equality and diversity perspective on applications for Athena SWAN Bronze Award; HR restructuring plans; and an update on developments with regards to the HR/Payroll system.

The Committee had received presentations from Professor Steve Beaumont providing an update on the Researcher Development Committee; and the Internal Communications Manager, Phil Taylor, providing an update on the Internal Communications Strategy.

The Committee had received papers for discussion from Professor Steve Beaumont providing an update on the REF 2014 Submission; and from the HR Director on the KPI: Equal Pay & Gender Distribution at Senior Level.

The report was noted.

CRT/2013/53.5 Health, Safety & Wellbeing Committee

The Committee had received reports from Occupational Health and the Safety & Environmental Protection Services; and had noted details of a report on the Employee Assistance Programme, which provided staff counselling and specialist advice on its website. The Committee had also received an updated Lone Workers policy for review.

The report was noted.

CRT/2013/53.6 Remuneration Committee

The report was noted.

Court approved a recommendation from the Committee that its remit be amended as follows (deletions marked, and additions highlighted in bold), noting that this had arisen from an audit of the committee's operation, undertaken by the University's internal auditors.

Remit

To formulate the University's remuneration policy, and to review that policy annually, recommending changes to Court as appropriate:

To determine salaries for members of the Senior Management Group, having regard to:

- their performance in advancing the University's strategic objectives,*
- the need to offer salaries that are competitive with those of other major UK universities, as reflected in robust comparative data, and*
- the budget approved by Court;*

In the absence of the Principal, to determine the Principal's salary;

Annually, to determine the University's policy on the performance-related reward of professorial and senior administrative staff (all Level 10 staff); and

~~*On Court's behalf, To determine*~~ ***advise Court on the University's policy on severance arrangements for staff, and, within parameters agreed by Court, to implement that policy, considering*** ~~*to consider*~~ *on an individual basis, any severance proposal:*

- that departs from the parameters agreed by Court, and/or***
- that pertains to*** ~~*for*~~ *a member of the Senior Management Group.*

Membership

The Convener of Court

three lay members of Court, one of whom should convene Remuneration Committee

the Principal
one external member

CRT/2013/54. Communications from Meeting of Council of Senate held on 5 June 2014

The report was noted. Senate had received a report from the EGM of Court held on 2 May, a briefing on the 2014/15 budget, an update on the development of the Estate Strategy, and reports from the Research Planning & Strategy Committee and the Education Policy & Strategy Committee. Senate had discussed options relating to the future appointment of Senate Assessors on Court.

CRT/2013/55. Any Other Business

There was no other business.

CRT/2013/56. Date of Next Meeting

The next meeting of the Court will be held on Wednesday 8 October 2014 at 2pm in the Senate Room.