

# UNIVERSITY OF WARWICK

## SENATE

Minutes of the meeting of the Senate held on 1 February 2006

Present: Vice-Chancellor (in the Chair), Dr J Ahearne, Professor S Bassnett, Professor L Bridges, Professor P Burnham, Professor A Caesar, Professor E Carter, Professor M J Cooper, Professor J Davis, Professor T Docherty, Professor M Finn, Professor R Freedman, Professor M Harrison, Dr C Hughes, Professor J Jones, Professor K Lamberts, Professor K Legge, Professor R Lindley, Professor M Luntley, Dr C MacDougall, Professor A McFarlane, Dr H Nesi, Professor S B Palmer, Dr A M Price, Dr P Roberts, Professor M Smith, Dr C Sparrow, Professor M Waterson.

Apologies: Mr T Arnold, Ms A Bell, Professor S Bright, Dr P Byrd, Professor Y Carter, Professor M Devereux, Mr B Duggan, Professor A Harris, Professor I Lauder, Dr J MacPherson, Professor P O'Hare, Professor A Phizacklea, Professor E Peile, Professor D Singer, Ms K Stark, Professor S Thornton, Professor M Whitby, Professor R Wilson.

In Attendance: Registrar, University Secretary, Acting Director of Finance, Director of Academic and Student Affairs, Ms Y Salter-Wright.

### 43/05-06 HR Framework

#### CONSIDERED:

Draft proposals for the implementation of the University's HR Framework (S.24/05-06).

#### RECOMMENDED:

That the draft proposals for implementation of the University's HR Strategy be approved as set out in paper S.24/05-06, including:

- (a) the proposed new structure for academic careers to make Senior Lecturer the career grade for academic staff.
- (b) restructuring of probation arrangements to increase the length of probation from up to 4 years to 5 years.
- (c) the introduction of annual review for all staff to replace current University appraisal arrangements.
- (d) the use of merit increases for staff either within the incremental areas of the pay grades or in the extended areas at the tops of scales.

RESOLVED:

- (a) That the Vice-Chancellor proceed to seek to reach agreement with AUT on the proposals for a new University structure for academic careers as set out in paper S.24/05-06.
- (b) That the Senate endorse the position of the Academic Staff Committee on the importance of annual review in career development and in helping to resolve issues of poor performance.
- (c) That the issue of introducing a change to the nomenclature of academic staff titles be considered at the next meeting of the Senate to be held on 8 March 2006.
- (d) That the views of the Academic Staff Committee be sought on:
  - (i) the appropriateness of removing the restriction on loading for probationary staff in years four and five of the new probationary period.
  - (ii) whether the title of Reader should be retained and if so for what period.

(Following a vote: 25 in favour, 2 against and 1 abstention)