

UNIVERSITY OF WARWICK

ASSEMBLY

Minutes of the meeting held on Tuesday, 11 February 2014

Present: Thrift, Nigel (Vice-Chancellor and President, Chair), Anderson-Gough, Fiona; Angouri, Jo; Archer, Michele; Baesens, Claude; Barnes, Rachael; Bell, Jo, Bhabra, Gurminder; Bivins, Roberta; Black, Sophie; Blindauer, Claudia; Bradford, Christine; Brettschneider, Julia; Bridger, Peter; Brown, Emma; Brown, Peter; Burke, Stephen; Caesar, Ann; Calvert, Alicia; Chambers, Ailsa; Chandler, Martin; Cherrington, Helen; Clarkson, Guy; Cooke, Paul; Croft, Stuart; Cunningham, Richard; Davies, Donna; Davies, Jonathan; Days, Malcolm; Dean, Deborah; Donaghey, Jimmy; Doyle, Jennifer; Drinkwater, Rosemary; Eardley, Michael; Earle, Rebecca; Edie, David; England, Suzanne; Ferdinand, Peter; Forysiak, Teresa; Freely, Maureen; Galetto, Manuela; Gibbs, Thea; Gilling, Simon; Gracia, Louise; Grain, Richard; Haeberlen, Joachim; Hall, Stacy; Hampton, Cathy; Harper, Simon; Harrison, Tilly; Harsch, Claudia; Henderson, Jennifer; Henrywood, Clair; Hewlett, Nick; Higgins, Andrew; Hopkins, Louisa; Horsburgh, Jo; Horsley, Margot; Horton, Robert; Hubbard, Monique; Hughes, Christina; Hutton, Jane; Ireland, Helen; Jacka, Saul; Jackson, Joe; Jay, Debbie; Johansen, Adam; Jones, Brenda; Katz, Daniel; Kirkwood, Alex; Klein, Judith; Kremakova, Milena; Lawrence, Nicholas; Leech, Dennis; Leigh, Christine; Lloyd, Scott; Lockley, Tim; Loomes, Graham; MacLean, Camilla; Macdonald, Graeme; Marginson, Paul; Marsh, Andrew; Martin, Andrew; Mason, David; Matthews, Steve; McClenaghan, Samuel; McDowell, Wallace; McGrattan, Gillian; McQuillan, Anne; Meardi, Guglielmo; Moss, Roger; Murphy, John; Murray, Sharon; Niblett, Michael; Nicholls, Claire; Nicolini, Davide; Ovens, Maria; Packwood, Roger; Palmowski, Jan; Parkinson, John; Pereira, Maria Do Mar; Pinski, Pamela; Pollard, Kathryn; Potter, Mark; Prakash Shum; Pratt, Nicola; Preston, Lesley; Price, Martin; Ranger, Debbie; Reeve, Andrew; Richardson, Benjamin; Richardson, Sarah; Rivett, Alan; Robinson, Peter; Rodger, Mark; Roemer, Rudo; Rogers, Julia; Rooney Kennedy, Jenny; Rupp, William; Seager, Richard; Shmygol, Tony; Silvester, Carolyn; Smith, Andrew; Smith, Christian; Smith, James; Smith, Richard; Smith, Viv; Snodgrass Tan, Natalie; Stein, Claudia; Stevens, Dallal; Sykes, Vivienne; Tan, Celine; Taylor, Joseph; Thorpe, Terence; Tilley, Lisa; Tuersley, Sharon; Turner, Matthew; Turner, Sean; Warren, Jonathan; Way, Helen; Wharton, Susan; Wilkes, Steve; Williamson, Paul; Wolkowitz, Carol; Wooldridge Smith, Roberta; Wright, Lynn; von Muhlenen, Adrian.

Apologies: Glover, Michael; Roberts, Anne.

In attendance: Sloan, Ken (Registrar and Chief Operating Officer, Secretary); Birchfiel, Anna; Blair, Mike; Britten, Tom; du Plessis, Laura; English, Claire; Findlay, Joy; Freeman, Rona; Glover, Philippa (Assistant Secretary), Hewitt, Penny; Lees, Rebecca; Kennell, Mark; Lynch, Natasha; Mills, Geraldine; Pitman, John; Roke, Ros; Spencer, Emma; Taylor, Wendy; Wyatt, Nick.

01/13-14 Confirmation of Quoracy

REPORTED: (by the Chair)

That, in line with the Standing Orders, the meeting was declared quorate as over 50 members of the Assembly were present.

02/13-14 Chair's Business

REPORTED: (by the Chair)

That the agenda, including the motions to be moved, together with the Standing Orders, were made available to members online via *insite* and had been available since the date of announcing the meeting;

03/13-14 Standing Orders of the Assembly

REPORTED (by the Registrar and Chief Operating Officer):

- (a) That, as set out in University Statute, the Assembly was not a decision-making body and thus any motion approved by the Assembly would be recommended for consideration by the University Council at its meeting of 13 February 2014, together with a record of the number of votes cast on the motion;
- (b) That members must not speak more than twice upon a question, with the exception of the mover of a motion (who would have the right of reply upon the original motion and upon any amendment to the motion), or to speak on a point of order, information or clarification of a point that they had previously raised.
- (c) That all acts of the Assembly were decided by a majority of the members present at the meeting by voting and that, in the case of equality of votes, the Chair had the casting vote.

CONSIDERED:

A motion moved by the Registrar and Chief Operating Officer and seconded by the Deputy Registrar that the Standing Orders of the Assembly as set out in Section 2.5 of the University Calendar be amended as set out in paper A.01/13-14 to:

- (i) Remove all references to gendered language;
- (ii) Reflect changes to role titles;
- (iii) Reflect the use of web-based communications, and:
- (iv) Clarify that the Assembly may be called at any time at the discretion of the Chair or upon the requisition in writing of not fewer than twenty-five members of the Assembly stating the purpose for which the meeting is to be called.

RESOLVED:

That the Standing Orders of the Assembly as set out in Section 2.5 of the University Calendar and amended as set out in paper A.01/13-14, be approved.

CONSIDERED:

A presentation from the Provost and the Director of Human Resources with respect to the financial and planning context for the University.

REPORTED (in summary):

- (a) That the University had experienced significant growth and development in recent years, with recent investment most notably in academic staff in preparation for the Research Excellence Framework (REF), and on enhancing the student experience;
- (b) That there was significant pressure to invest in further capital development in parts of the campus, in order to ease pressures on space, including academic facilities, campus facilities, and student residences, together with the continued maintenance and development of the underpinning campus infrastructure and existing buildings;
- (c) That, noting the reduction in government funding, and limited borrowing capacity of the University, there would be a need to generate target surpluses of approximately £30m per annum, being circa 6% of the University's total income, in order to deliver the investment plan in line with the University's strategic goals;
- (d) That the diversity of the University's income streams enabled investment to be considered;
- (e) That surplus levels of £30m per annum were not predicted in the near future in view of the challenging environment, with particular reference to student recruitment, government uncertainty, economic uncertainty and rising costs;
- (f) That the University's normalised performance in many global higher education indicators and rankings continued to improve, but there was intensifying competition and greater scale in competitor institutions in science, engineering and medicine;
- (g) That, in the context of the UK economic downturn since 2008, pay and reward in the higher education sector had performed comparatively well;
- (h) That total staff reward at Warwick encompassed base pay, employer pension contributions (being 16% of salary for USS), discretionary merit pay and senior salary review schemes, together with a range of other benefits;
- (i) That total reward percentage remuneration change in the last 12 months for staff at levels 1A-8 with incremental headroom was 4.2%, and that it was 1.6% for staff at 1A-8 without headroom and 4.1% for staff at level 9;
- (j) That there had been significant growth in the University's academic workforce, noting that the total salary headcount was approximately 5,500;
- (k) That 62 members of salaried staff, being those on the lowest point on the pay spine (SP3), fell below the Living Wage fair pay benchmark in December 2013 for the first time and that, in response, the University would pay a single full-time-equivalent bonus of £200 to those individuals who worked during the 2013/14

financial year, and that there would be further consideration of the appropriate policy response for future years;

- (l) That the refresh of the University Strategy would enable the community to engage on questions around the optimum future size and shape of the University;
- (m) That, whilst the regular meetings of the Assembly had ceased some years ago due to low attendance rates, and there were a range of other engagement routes not bounded by the constitutional limitations and complexity of the Assembly, there was a need for the staff community to be able to engage on an annual basis in the financial and strategic context for the University's decision-making.

RESOLVED:

That further information and clarification would be made available to the staff community via insite, following the meeting, in response to questions raised by members in relation to the pay and reward metrics that had been presented.

05/13-14 Motion to the Assembly

CONSIDERED:

A motion moved by Dr Jimmy Donaghey, Warwick Business School, and seconded by Professor Dennis Leech, Department of Economics, as set out below:

The Assembly:

- (a) Notes that the University of Warwick is generally a successful university and moreover in, financial terms, consistently produces healthy surpluses.
- (b) Is concerned that wages are becoming a smaller share of the University budget while staff are seeing real pay decreases, despite over £70m in surpluses in the past three financial years.
- (c) Is concerned that those earning over £100k are not subject to the same downward pressures as all other staff;
- (d) Believes the University can pay more to all its staff and should use its influence to ensure UCEA settle the pay dispute with an improved offer as soon as possible.

The Assembly therefore requests the University of Warwick:

- 1) To use its influence in UCEA to get better pay for all staff and make a strong commitment to the living wage.
- 2) To set an example and publicly support the living wage.
- 3) To subject all staff not on the 51 point scale to the increases agreed through JNCHES.

REPORTED (in summary):

- (a) That the introductory section of the motion, including points (a) to (d), were contextual and should be regarded as reflecting the views of the proposer.

- (b) That although the sector had seen salary increases above the national level between 2001 and 2008, this period followed 10 years of pay erosion.
- (c) That there was a perceived inequality in the rate of increase to pay and reward between the highest earners at the University, versus the majority.
- (d) That there was perceived scope for the University to use its influence as a member of the UCEA more effectively, and to use the JNCHES agreements more creatively, noting that other institutions had paid discretionary bonuses to staff.
- (e) That there was a potential role for the University to lead by example in adopting the Living Wage, noting that Coventry City Council had done so despite significant budget cuts;
- (f) That there was a perceived need for the University to enhance pay and reward as part of a balanced investment strategy, in order to maintain staff morale, and to consider other aspects contributing to job satisfaction, such as the issue of workplace stress, as well as reward mechanisms to recognise and incentivise high academic performance.

RESOLVED:

- (a) That the composite motion as set out in points (1) to (3) of the published motion be put to the vote.
- (b) That the motion as set out in points (1) to (3) of the published motion be approved with the following votes cast by show of hands:

For	106
Against*	5
Abstention**	24

*[Note: *The votes "against" as reported in the meeting were 4 – reconciliation post-meeting identified one missed vote. **The abstentions reported in the meeting were 20 – reconciliation post-meeting identified that four members present had not indicated their vote by show of hands, and hence were deemed to have abstained.]*

- (c) That the requests of the Assembly, as set out in points (1) – (3) of the adopted motion, be submitted to the Council for consideration at its meeting of 13 February 2014.