

UNIVERSITY OF WARWICK

COUNCIL

Minutes of the meeting of the Council held on 15 March 2006

Present: Mr J Leighfield (Chair), Mr M Angle, Professor A Caesar, Mr C Foy, Professor R Lindley, Professor A McFarlane, Mr T Monnington, Professor S B Palmer, Mr L Parks, Mr N Sanders, Professor M Smith, Professor D VandeLinde, Mr P Varney, Mr T E H Walker, Mr B Woods-Scawen.

Apologies: Professor S Bassnett, Professor L Bridges, Professor Y Carter, Sir George Cox, Miss V Gooding, Mr M Greenlees, Professor A Harris, Mr J Higgins, Ms S J Hobson, Professor J Jones, Ms K Stark, Mrs S Stubbs, Professor Sir John Temple, Miss R Thorne, Professor M Whitby.

In Attendance: Academic Registrar, Acting Director of Finance, Director of Development and Alumni (until item 57/05-06), Director of Estates, Director of Personnel (until item 59/05-06), Deputy Registrar, Registrar, University Secretary, Ms Y Salter Wright, Ms N Snodgrass, Mr M Berezi, for item 57/05-06 the Assistant Director (Partnerships & Networks), International Office.

49/05-06 Minutes

RESOLVED:

- (a) That the minutes of the meeting of the Council held on 14 December 2005 be approved subject to amendment to minute 37/05-06 as follows: (amendment underlined, deletion struck through)

RESOLVED:

That ongoing development of the University's planning application for the University Development Plan be included as ~~items~~ an item for discussion at the meeting of the Council to be held on 15 March 2006.

- (b) That the notes of the informal meeting of the Council held on 1 February 2006 be approved.

Note: That the progress of the planning application for the University Development Plan will be an item for discussion at the meeting of Council on 5th July.

50/05-06 Amendments to University Regulations

REPORTED: (by the Pro-Chancellor)

That he had taken Chair's Action to approve on behalf of the Council the following further amendment to Regulation 14(76) Governing Higher Degrees to bring the Regulation into line with the changes previously approved by the Council at its meeting on 14 December:

- (76) ...The internal advisor shall be a member of staff other than a supervisor from the candidate's Department or School and shall be appointed by the Chair of the Board of Graduate Studies on the recommendation of the Head of the appropriate Department or School.

51/05-06 Appointment of Additional Lay Member to the Research Ethics Committee
(minute 68/04-05 refers)

REPORTED: (by the Pro-Chancellor)

That he had taken Chair's Action on behalf of the Nominations Committee to approve the appointment of Mr Andrew Gibson, Managing Director of Severn Trent Laboratories, as a lay member of the Research Ethics Committee.

52/05-06 Financial Planning Cycle

REPORTED: (by the Vice-Chancellor)

That he, the University Treasurer and the Acting Director of Finance had taken steps to increase consultation with key stakeholders as part of the University's current financial planning cycle with a view to enhancing the robustness of the University's 5-year financial plan.

53/05-06 EPSRC Doctoral Training Centre in Complexity Science

REPORTED: (by the Vice-Chancellor)

That the University had submitted a full bid proposal to the EPSRC for the establishment of an EPSRC Doctoral Training Centre in Complexity Science, that it was expected that two capacity-building grants of a value of up to approximately £4m each would be funded by the EPSRC and that it was expected that the outcome of the bidding process would be announced in July.

54/05-06 Report from the Senate

CONSIDERED and ADOPTED with the resolutions set out below a report from the meetings of the Senate held on 1 February and 8 March 2006 (C.34/05-06) together with an oral report from the Vice-Chancellor on the following items of business discussed at the meeting of the Senate:

- (a) The University's collaboration with the University of Birmingham to develop world-class centres of research excellence aligned to the Birmingham Science City initiative;
- (b) The ongoing development of proposals by the Universities of Warwick, Birmingham and Nottingham for the establishment of a Midlands Physics Consortium;
- (c) The funding received by the University under the third round of the Higher Education Innovation Fund (HEIF3);

- (d) University undergraduate and postgraduate admissions data for entry to the University in October 2006, noting that as of 2 March overall undergraduate applications had decreased by only 0.9% as compared to the significant decreases in applications experienced by many other HEIs.

(a) HR Framework

RECEIVED:

A presentation from the Director of Personnel on the HR Framework Agreement and ongoing developments in relating to the University's proposed implementation of the Framework Agreement.

CONSIDERED:

Draft proposals, recommended for approval by the Academic Staff Committee, for a revised three-tier academic career structure as part of the proposed implementation of the University's HR Framework (C.34/05-06).

RESOLVED:

That the draft proposals for a revised three-tier academic career structure be approved as set out in paper C.34/05-06 including the following:

- (i) A new structure for academic careers to make Senior Lecturer the career grade for academic staff.
- (ii) Restructuring of probation arrangements to increase the length of probation from up to 4 years to 5 years and removing the restriction on loading for probationers in years 4 and 5 of their probationary term.
- (iii) The introduction of annual review for all staff to replace current University appraisal arrangements.
- (iv) 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 the scales.

(b) AUT Industrial Action

CONSIDERED:

An oral report from the Vice-Chancellor on the ongoing industrial action being taken by the AUT relating to the 2006 pay claim and the University's proposed actions in response to the 'action short of a strike' taken by AUT members from 8 March, noting that safeguards were being put into place to minimise the impact of the strike on students.

RESOLVED:

That the proposed University policy of applying a fractional deduction of pay for those staff who take action short of a strike for each separate occurrence of non-fulfilment of contract be approved by the Council.

(passed with 14 in favour, 1 opposed)

(c) Nomenclature of Academic Staff Titles

CONSIDERED:

Proposed changes to the nomenclature of University academic staff titles recommended for approval by the Academic Staff Committee and the Senate (S.27/05-06).

RESOLVED:

- (i) That the titles of Assistant Professor, Associate Professor and Professor be introduced for all new academic staff appointments from the start of the academic year 2006/07 and be made available to all existing members of staff if they expressed a wish to adopt these titles as proposed in paper S.27/05-06.
- (ii) That promotions to the position of Reader be retained in the academic years 2006/07 and 2007/08
- (iii) That those existing members of staff currently holding the title of Reader or who might be conferred this title during the 2005/06, 2006/07 or 2007/08 promotion rounds be permitted to retain this title indefinitely if they expressed a wish to do so.

55/05-06 Fundraising Feasibility Study (minute 31/05-06 refers)

CONSIDERED:

The full report from the feasibility study undertaken by Grenzebach Glier & Associates to evaluate the University's potential to conduct a major fundraising campaign (C.35/05-06) together with oral reports from the Vice-Chancellor and the Director of Development and Alumni Relations.

REPORTED: (by the Vice-Chancellor)

That the President of Grenzebach Glier & Associates would be visiting the University on 16 March for further discussion of the findings of the feasibility study report.

RESOLVED:

- (a) That continuation by the University of the preparation necessary to undertake a major fundraising initiative be supported and endorsed by the Council noting, in particular, the importance of the commitment of the academic and administrative leadership of the University to the success of its fundraising activities.
- (b) That a final decision on fundraising campaign goals not be set at this stage.

56/05-06 Warwick in Asia (minute 25/05-06 refers)

CONSIDERED:

The report from the Singapore Academic Planning Group established by the Vice-Chancellor to explore alternative plans for academic development in Singapore (C.36/05-06) together with oral reports from the Vice-Chancellor and the Pro-Vice-Chancellor (International Affairs and Equal Opportunities).

RESOLVED:

That, in the light of the proposals for academic developments in Singapore and the proposed arrangements for further University scrutiny of their academic merit and financial viability set out in paper C.36/05-06, the following proposed steps be supported and approved:

- (a) Further development of the six academic proposals summarised in paper C.36/05-06.
- (b) Determination of what level of support for the proposed initiatives and the proposed Warwick Centre in Singapore might be forthcoming from the Economic Development Board of Singapore and other Singapore institutions.
- (c) The disbanding of the Singapore Academic Planning Group and the channelling of responsibilities for future development including any capital proposals to establish a 'Warwick Centre' in Singapore via the normal University mechanisms for decision-making relating to teaching, learning, research and international partnerships.

57/05-06 Recurrent Funding 2006/07

RECEIVED:

A copy of the letter from the HEFCE concerning the recurrent grant allocation to the University for the academic year 2006/07, a news release from the HEFCE summarising its allocations of recurrent funding to all higher education institutions for 2006/07, Circular Letter number 03/2006 from the HEFCE on additional research capital funding for the period 2006-08 and together with a note prepared by the Acting Director of Finance on the implications of the recurrent settlement on the University's financial plan (C.37/05-06).

REPORTED: (by the Vice-Chancellor and the Acting Director of Finance)

That, while it was broadly positive that the University T and R grants would increase in real terms from 2005/2006 levels, there were a number of adverse financial factors that will affect the 2006/07 financial year.

58/05-06 Sustainability

RECEIVED:

HEFCE circular letter number 28/2005 requesting the submission by all higher education institutions of an initial framework setting out how the long-term sustainability of each institution is being managed (C.38/05-06).

CONSIDERED:

The draft University sustainability framework (C.39/05-06) together with an oral report from the Vice-Chancellor.

RESOLVED:

That the draft University sustainability framework be approved as set out in paper C.39/05-06 for submission to the HEFCE.

59/05-06 Report from the Strategy Committee

CONSIDERED and ADOPTED a report from the meeting of the Strategy Committee held on 23 February 2006 (C.40/05-06).

REPORTED: (by the Vice-Chancellor)

(a) That the Committee of University Chairmen (CUC) were currently developing a proposed set of key performance indicators (KPIs) for use by all higher education institutions, noting:

- (i) That the CUC's suggested list of KPIs was expected to be finalised by the end of July 2006.
- (ii) That it was anticipated that the University's own set of KPIs would be confirmed and adopted well in advance of this date.

(b) That, as agreed at the informal meeting of the Council held on 1 February, the issue of KPIs would be scheduled as a topic for discussion at the pre-Council presentation session to be held on 5 July 2006.

60/05-06 Report from the Finance and General Purposes Committee

CONSIDERED and ADOPTED with the resolution set out below a report from the meetings of the Finance and General Purposes Committee held on 2 February and 7 March 2006 (C.41/05-06 {Parts 1 and 2}) together with an oral report from the University Treasurer.

Centre for Scientific Computing: High Performance Computing

RESOLVED:

- (a) That the proposed investment in high performance computing equipment within the Centre for Scientific Computing of £1m in years 1 and 3 on a recurring future basis be approved, noting that satisfactory confirmation of possible funding sources and underwriting of cost under-recovery by all participating departments utilising the equipment had been received.
- (b) That delegated authority be assigned to the Vice-Chancellor, Treasurer and Acting Director of Finance to make the purchase decision in regard to the equipment in (a) above.

61/05-06 Equality and Diversity Committee

CONSIDERED and ADOPTED with the resolution set out below a report from the meeting of the Equality and Diversity Committee held on 30 January 2006 (C.42/05-06) together with an oral report from the Chair of the Committee.

Statistical Monitoring of Equality and Diversity

CONSIDERED:

Reports on Workforce Profile: Analysis of Existing Staff 2004/05 (EOC 9/05-06), Recruitment Monitoring 2004/05 (EOC 10/05-06), Senior Academic Salary Review (EOC 12/05-06) and Student Statistics (EOC 13/05-06, 14/05-06 and 15/05-06) together with a report from the Committee on its consideration of the above reports.

RESOLVED:

That the University reports on statistical monitoring of equality and diversity be approved as set out in papers EOC 9/05-06, EOC 10/05-06 and EOC 12–15/05-06 of paper C.42/05-06.

62/05-06 Appointment of the Pro-Chancellor and Chair of Council

REPORTED: (by the Vice-Chancellor)

That the term of office of the Pro-Chancellor and Chair of Council would expire on 31 July 2006.

CONSIDERED:

An oral report from the Vice-Chancellor on the outcome of consultation with lay and academic members of the Council on the appointment of the Pro-Chancellor and Chair of Council for the period from 1 August 2006.

RESOLVED:

That, in accordance with Statute 4(1), Mr J Leighfield be re-appointed to the position of Pro-Chancellor of the University and Chair of the University Council for a further period of two years until 31 July 2008.

NOTE: The Pro-Chancellor left the meeting for consideration of this item and the Vice-Chancellor took the Chair.

63/05-06 Appointment of the Deputy Vice-Chancellor

REPORTED: (by the Vice-Chancellor)

That the first term of office of Professor S B Palmer as Deputy Vice-Chancellor would expire on 31 July 2006.

CONSIDERED:

The recommendation of the Vice-Chancellor, following consultation with the Vice-Chancellor (elect), in accordance with Statute 7 and with the support of the Senate, that Professor S B Palmer be re-appointed to the position of Deputy Vice-Chancellor for the period 1 August 2006 to 31 July 2008.

RESOLVED:

That Professor S B Palmer be re-appointed to the position of Deputy Vice-Chancellor for a further period of two years until 31 July 2008.

NOTE: The Deputy Vice-Chancellor left the meeting for consideration of this item.

64/05-06 Appointment of Pro-Vice-Chancellors

REPORTED: (by the Pro-Chancellor)

(a) That the current period of office of Professor Jones as Pro-Vice-Chancellor would expire on 31 July 2006.

(b) That Professor Jones was eligible for re-appointment for a third two-year term of office.

RECEIVED:

An oral report from the Vice-Chancellor on the procedures adopted by the Committee on the Appointment of Pro-Vice-Chancellors during the Spring term in accordance with Ordinance 3 governing the appointment of Pro-Vice-Chancellors.

CONSIDERED:

In accordance with the procedures for the appointment of Pro-Vice-Chancellors prescribed in Ordinance 3, a recommendation from the Vice-Chancellor for appointment to the vacancy arising in the position of Pro-Vice-Chancellor for the period 1 August 2006 to 31 July 2008, noting that the Senate at its meeting on 8 March supported this recommendation.

RESOLVED:

That Professor Jones be re-appointed to the position of Pro-Vice-Chancellor for a third term of two years from 1 August 2006.

65/05-06 Appointment of Lay Members of the Council 2006-2009

REPORTED: (by the Pro-Chancellor)

(a) That the period of office of the following lay members of Council would expire on 31 July 2006:

Mr M Greenlees
Mr T E H Walker

(b) That nominations for lay members of the Council had been invited from all members of the University with a deadline of 24 March, noting that the Nominations Committee was in the process of considering the nominations put forward against agreed criteria for lay membership of Council.

RESOLVED:

That any further nominations for lay members of the Council for the period 2006–2009 be forwarded to the University Secretary by 31 March.

66/05-06 Student Members of the Council

REPORTED:

That Mr Brian Duggan, a graduate in English and Comparative Literary Studies and currently Education Officer and Deputy President of the Union of Students, had been elected President of the Union of Students for the academic year 2006/2007 and that Matthew Dunn, a 1st year student in French and German, had been elected as the second student member of the Council for the academic year 2006/2007.

67/05-06 Awards and Distinctions

RECEIVED:

A paper setting out the awards and distinctions that had been conferred on members of the University since the meeting of the Council held on 14 December 2005 (C.43/05-06).

REPORTED: (by the Pro-Chancellor)

That, further to the list of awards and distinctions set out in paper C.43/05-06:

- (a) Mr Brian Woods-Scawen, formerly a non-executive Director of the West Bromwich Building Society, had been appointed as Chairman of the Society.
- (b) Dr Paul Greatrix, former Director of Academic and Student Affairs, had been appointed to the position of Deputy Registrar of the University.
- (c) Ms Kat Stark, President of the Union of Students, had been elected as National Women's Officer of the National Union of Students for 2006/07.

RESOLVED:

That the Council record its congratulations to Mr Woods-Scawen, Dr Greatrix and Ms Stark on their achievements, in addition to those individuals listed in paper C.43/05-06.

68/05-06 University Council Meeting Dates

RECEIVED:

A copy of the schedule for meetings of the University Council up to Autumn 2007 (C.44/05-06).

REPORTED: (by the Pro-Chancellor)

- (a) That the 'if-required' meeting of the Council scheduled for 10 May 2006 would not proceed as scheduled.
- (b) That the first meeting of the Council in the academic year 2007/08, originally scheduled to be held on Wednesday 3 October 2007, would now be held on Thursday 4 October 2007.

69/05-06 Avian Influenza

RECEIVED:

An oral report from the Deputy Registrar on the ongoing development of appropriate procedures and safeguards by the University and the dissemination of information to all staff and students in preparation for any potential outbreaks of avian influenza within the UK, noting that all Heads of Departments had been requested to draw up departmental crisis management plans in preparation for eventualities where a significant number of staff would be absent.

70/05-06 Report from the Safety Committee

CONSIDERED and ADOPTED with the resolutions set out below a report from the meeting of the University Safety Committee held on 10 February 2006 (C.45/05-06).

(a) Revision of the University Safety Policy "Safety in the University" (SITU)

RESOLVED:

That the proposed revisions to SITU Parts 2 (Work at Home), 4 (Ionising Radiation) and 12 (Disabled People) be approved as set out in papers USC.19/05-06, USC.21/05-06 and USC.20/05-06 respectively.

(b) Annual Report to the Senate and the Council

RESOLVED:

That the Annual Report from the University Safety Committee for the year ending 31 December 2005 be approved as set out in paper USC.26/05-06.

(c) Operation of the University Safety Committee

RESOLVED:

- (i) That the issues raised in discussion at the meeting relating to the remit and focus of the University Safety Committee and the importance of addressing health as well as safety issues within the University be taken into account as part of the review of the role and remit of the Safety Committee about to be undertaken.
- (ii) That the University Safety Committee be requested to consider whether there was a need to establish any formal University targets related to health and safety.

71/05-06 Amendments to University Ordinances

CONSIDERED:

For the first time, proposed amendments to University Ordinance 16 on Matriculation (C.46/05-06).

RESOLVED:

For the first time, that proposed amendments to University Ordinance 16 be approved as set out in paper C.46/05-06.

72/05-06 Deeds

REPORTED:

That, in accordance with Council minute 33/77-78, a copy of the deeds executed on behalf of the Council since the meeting of the Council held on 19 July 2005 was available for consultation in the registry and would be attached to the minutes in the official minute book (C.47/05-06).

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05/04/06