#### UNIVERSITY OF WARWICK

#### COUNCIL

# Minutes of the meeting of the Council held on 13 February 2014

Present:

Sir George Cox (Pro-Chancellor (Chair)) (except for item 71/13-14), Mr K Bedell-Pearce (Treasurer), Mrs V Cooke (Vice-Chair), Professor S Croft (Provost), Mr P Dunne, Mrs P Egan, Ms T Elliott, Mr J Higgins, Mr G Howells, Professor C Hughes (Pro-Vice-Chancellor for Education (Innovation, Widening Participation and Employability)), Professor C W Hughes, Professor T Jones (Pro-Vice-Chancellor for Research (Science and Engineering), Knowledge Transfer and Business Engagement), Mr C March, Sir David Normington, Mr A Rivett, Mr N Sanders, Mr B Sundell, Professor Sir John Temple, Professor P Thomas, Professor N Thrift (Vice-Chancellor and President).

Apologies:

Dame Fiona Caldicott, Ms V Heywood, Professor S Swain, Mr M Temple, Professor P Winstanley.

In Attendance:

Ms R Drinkwater (Group Finance Director), Dr M Glover (Academic Registrar, for item 89/13-14), Mrs P Glover (Head of Institutional Governance Services), Mrs C Henrywood (Assistant Registrar), Ms J Horsburgh (Deputy Registrar (Assistant Secretary)), Mr K Sloan (Registrar and Chief Operating Officer (Secretary)).

NOTE:

The Pro-Chancellor welcomed Mr A Rivett to his first meeting of the Council following his appointment as the non-academic member of staff on the Council.

## 69/13-14 Minutes

# **CONSIDERED:**

The minutes of the meeting of the Council held on 22 November 2013.

#### **RESOLVED:**

That the minutes of the meeting of the Council held on 22 November 2013 be approved.

#### 70/13-14 Conflicts of Interest

#### REPORTED:

(a) That, should any members or attendees of the Council have any conflicts of interest relating to agenda items for the meeting, they should be declared in accordance with the CUC Guide for members of Higher Education Governing Bodies in the UK.

#### (by the Pro-Chancellor)

(b) That Council members were encouraged, wherever possible, to inform the Registrar and Chief Operating Officer prior to the meeting of any potential conflicts of interest, and were also invited to do so now if appropriate.

NOTE: No declarations were made.

#### 71/13-14 Term of Office of the Pro-Chancellor

#### CONSIDERED:

A recommendation that the term of office of Sir George Cox, Pro-Chancellor and Chair of the Council, be extended from 1 August 2014 through to 31 July 2017.

REPORTED: (by the Registrar and Chief Operating Officer)

- (a) That the term of office of Sir George Cox as Pro-Chancellor and Chair of the Council was due to end on 31 July 2014.
- (b) That consultation undertaken on an individual basis with members of the Council had identified unanimous support for the continuation in office of the Pro-Chancellor and Chair of the Council.
- (c) That on the basis of the consultation, it was recommended that Sir George Cox be reappointed as both Pro-Chancellor and Chair of the Council for a further three year period, to 31 July 2017, noting that it was further recommended that the process to identify a successor be brought forward to no later than the summer term 2015, to enable a long handover period.

## (by Ms T Elliott)

(d) That the proposal should be built into the succession planning for the lay membership of the Council, to ensure that the potential successor had the opportunity to serve as a member of the Council prior to taking on the office of Pro-Chancellor and Chair.

#### **RESOLVED:**

- (a) That, in accordance with Statute 4, Sir George Cox be appointed as Pro-Chancellor and Chair of the Council for a further three academic years from 1 August 2014 to 31 July 2017 (passed nem con).
- (b) That the search for a successor to Sir George Cox be initiated no later than the summer term of 2015, with a view to an appointment being made by 1 August 2015, noting that the successor would be invited to serve a term as a lay member of the Council prior to taking on the office of Pro-Chancellor and Chair of the Council.
- (c) That the thanks of the Council be conveyed to the Pro-Chancellor for his continued contribution to the University.

Note: Ms V Cooke, Vice-Chair, took the Chair for this item, which was conducted in the absence of the Pro-Chancellor.

# 72/13-14 <u>University Strategy Refresh</u> (minute 20/13-14 refers)

#### REPORTED: (by the Deputy Registrar)

(a) That, following the strategy discussions that had been held with a range of different stakeholder groups within the University, a high level draft of the refreshed University Strategy was under consideration by the senior executive, following which a broad ranging consultation in relation to the high level themes would be undertaken with the wider University community.

- (b) That an implementation plan would subsequently be developed, together with relevant performance indicators.
- (c) That the finalised draft of the refreshed University Strategy would be brought forward for consideration by the Council at its meeting on 9 July 2014.

#### 73/13-14 Council Effectiveness Review (minute 38/13-14 refers)

REPORTED: (by the Registrar and Chief Operating Officer)

- (a) That limited proposals regarding the means by which the executive considers resourcing decisions, together with recommendations to address issues around the effective governance of capital decision-making, would be circulated for consideration at the meeting of the Council on 9 July 2014.
- (b) That a range of formal and informal opportunities had been introduced to enhance the effectiveness of communication between Council members and the University executive.

(by Mrs P Egan)

(c) That a review of the success of the actions taken and the changes introduced in response to the implementation of the CER needed to be undertaken.

(by Ms T Elliott)

(d) That in order to address the question of the effectiveness of members of the Council, it had been agreed that it would be helpful to members to have the opportunity to have an annual discussion about their own contribution, with the Chair of the Council and the University Executive.

#### **RESOLVED:**

- (a) That a limited proposition regarding the committee decision-making structure be circulated for consideration at the meeting of the Council to be held on 14 May 2014.
- (b) That the proposal to introduce an annual effectiveness discussion between the Pro-Chancellor, the Secretary to the Council and each lay member of the Council be implemented.

## 74/13-14 Appointment of the Non-academic Member of the Council

REPORTED: (by the Pro-Chancellor)

- (a) That the Senate, at its meeting held on 29 January 2014, approved the recommendation of the Nominations Committee that Mr A Rivett be appointed as the non-academic member of staff on the University Council for the period through to 31 July 2016 to fill the vacancy arising following the expiry of the term of office of Mr J Kennedy.
- (b) That the Pro-Chancellor had taken Chair's action on behalf of the Council to approve the appointment of Mr A Rivett as the non-academic member of staff on the University Council for the period through to 31 July 2016.

#### 75/13-14 Membership of Committees of the Council

REPORTED: (by the Pro-Chancellor)

That the Pro-Chancellor had taken Chair's action on behalf of the Nominations Committee and the Council to approve the following appointments to Council Committees:

#### **Building Committee**

Appointment of Mr P Dunne and Mrs P Egan as the Council lay members of the Building Committee.

## 76/13-14 Warwick Business School (WBS) Advisory Board

REPORTED: (by the Pro-Chancellor)

- (a) That the Pro-Chancellor had taken Chair's action on behalf of the Council to approve the appointment of Mr M Temple to serve as the Chair of the WBS Advisory Board for a period of three years.
- (b) That the appointment implemented the recommendation of an independent review of the WBS Advisory Board that the Chair of the Advisory Board should be a current lay member of the University Council to ensure that the WBS strategy was aligned with that of the University.

# 77/13-14 Lay Membership of the Council

REPORTED: (by the Pro-Chancellor)

- (a) That Ms Vikki Heywood had intimated that she wished to stand down from her position as a lay member of the Council with immediate effect, due to other commitments.
- (b) That Ms Heywood would remain closely involved with the University, particularly through her role as Chair of the Warwick Commission on the Future of Cultural Value.

#### **RESOLVED:**

- (a) That the gratitude of the Council be recorded to Ms V Heywood for her service to the University Council and for her continued support of the University through her role as Chair of the Warwick Commission on the Future of Cultural Value.
- (b) That Ms V Heywood be invited to attend the Council dinner that was scheduled to take place on 13 May 2014.

# 78/13-14 <u>Vice-Chancellor and President's Business: Research Awards</u> (paper C.34/13-14 refers)

#### REPORTED:

(a) That the University's ongoing success was notable, in particular the achievement of larger scale research awards.

- (b) That the University was working to redress the shortfall in research expenditure against forecast, particularly in the context of increased risk of potential clawback on government funded awards that were not spent to profile.
- 79/13-14 <u>\*Vice-Chancellor and President's Business: Universities Superannuation Scheme</u> (USS) (paper C.34/13-14 refers)

## (COMMERCIAL AND IN CONFIDENCE)

#### RECEIVED:

An oral report from the Vice-Chancellor and President in relation to this item.

80/13-14 <u>Vice-Chancellor and President's Business: Higher Education Funding Council for England (HEFCE) Grant Letter</u> (paper C.34/13-14 refers)

## REPORTED:

That the HEFCE grant letter had been received in February 2014, noting that whilst some cuts to the grant had been made, the decrease in funding was not as severe as it might have been, particularly in light of the budget reductions for other Government departments.

81/13-14 <u>Vice-Chancellor and President's Business: Capital Expenditure Plan</u> (paper C.34/13-14 refers)

#### REPORTED:

- (a) That the University had published its capital expenditure plan for the next five years, demonstrating the University's commitment to improving its capital and infrastructure across a range of constituencies.
- (b) That the scale of capital development would necessitate revisiting the campus plan.

(by Mr P Dunne)

(c) That it was important that projects should be income generating wherever possible.

(by the Registrar and Chief Operating Officer)

- (d) That two caveats had been applied to the latest capital expenditure plan by the Financial Planning Sub-Committee (FPSC): that the plan was predicated on the forecast levels of surpluses being achieved and that every new capital expenditure project provided an additional income stream for the University where feasible.
- 82/13-14 <u>Vice-Chancellor and President's Business: National Student Survey (NSS)</u> (paper C.34/13-14 refers)

#### REPORTED:

(a) That the NSS survey had been launched on 10 February 2014, noting that the University had launched a joint marketing campaign with Warwick Students' Union (SU), with the aim of encouraging all final year students to complete the survey.

(b) That the University was proud of the quality of its teaching, and of the wider student experience, however the University and the SU continued to work together to address the ongoing challenge of communicating effectively the ongoing improvements that were being made in response to feedback from students.

# 83/13-14 <u>Vice-Chancellor and President's Business: Emerging Government Policies</u> (paper C.34/13-14 refers)

#### REPORTED:

That there was growing concern amongst Vice-Chancellors about impact of the potential for a reduction in the government-set fee cap, from £9k to £6k.

# 84/13-14 Registrar and Chief Operating Officer's Business: Chancellor's Commission

#### REPORTED:

- (a) That the location of the University across Coventry and Warwickshire boundaries provided an interesting political context, both at local district, county and regional level, noting that the University was actively engaged in Local Enterprise Partnerships.
- (b) That, recognising that the severe infrastructure constraints faced by the University could not be fully addressed by incremental discussions with the Local Authorities, the decision had been taken to revisit the original partnership planning methodology employed in the 1950s, by launching a Chancellor's Commission to establish with local and regional stakeholders the longer term economic, educational, health and wellbeing benefits to the community that would flow from growth in the campus.
- (c) That in recognition of the campus planning needs, greater capacity was being created in the executive team as Mr Bob Wilson moved to a new role that would focus on the strategic development of the University's campus, with the vacant Director of Estates role retaining the responsibility for the maintenance and running of the campus, together with the delivery of capital expenditure projects.
- (d) That a summary paper about the Chancellor's Commission would be circulated to the Council in due course.

#### (by Ms T Elliott)

(e) That it was critical to influence local, regional and national planning by gaining recognition of the University's value and contribution to infrastructure, noting that research demonstrated that the presence of the University would underpin the viability of many services and facilities in Coventry.

#### (by Mr G Howells)

(f) That the proposal was important and well-timed, noting that the University was now integrated nationally, such that mapping the benefits would help leverage support and deliver the economic case to further improve infrastructure.

(g) That there was a need to have a growth plan to seek and drive opportunities, taking a wider view of the University landscape, including the Wellesbourne campus.

# 85/13-14 Registrar and Chief Operating Officer's Business: Simplify to Deliver Programme

#### REPORTED:

That the 'Simplify to Deliver' programme had been developed to identify, streamline and simplify processes wherever possible, in order to drive delivery improvements across the University administration, both centrally and in departments.

NOTE: That, subsequent to the meeting, the programme was renamed 'Simplify, Collaborate and Deliver'.

## 86/13-14 Report from the Senate

CONSIDERED and ADOPTED, with the resolutions set out below, a report on selected items considered at the meeting of the Senate held on 29 January 2014 (C.35/13-14), together with an oral report from the Vice-Chancellor and President on the following items of business:

(a) Report from the Warwick Institute of Education Implementation Group

REPORTED: (by the Vice-Chancellor and President)

That significant progress had been made towards the successful operation of the Centre for Education Studies and the Centre for Professional Education.

(b) Revised Alcohol and Drugs Policy

REPORTED: (by the Vice-Chancellor and President)

- (i) That the Senate had approved the revised University Alcohol and Drugs Policy, noting that there was a formal requirement for the Senate to recommend the policy to the Council for approval.
- (ii) That the revisions had been made in response to an increase in cases of substance abuse, and reflected a move to more active intervention.

(by the Registrar and Chief Operating Officer)

(iii) That the intention was to revise the way that new and revised policies were adopted and implemented.

# RESOLVED:

That the revised Alcohol and Drugs Policy be approved.

(c) Student and Alumni Deaths

REPORTED: (by Mr N Sanders)

(i) That the arrangements in place to support staff and students, together with the openness of reporting on such matters to the Council, was to be commended.

(by the Registrar and Chief Operating Officer)

- (ii) That following the recent tragic death of a postgraduate student as a result of a road accident on one of the roads near the campus, the University had engaged with the Highways Agency and Coventry City Council's review of road safety in the vicinity of the campus.
- (d) University Assessment Strategy
- (e) Senate Degree and Examinations Conventions
- (f) Collaborative Course Proposals
- (g) Conferral of Title of Emeritus Professor.

## 87/13-14 Report from the Assembly

#### RECEIVED:

A supplementary note regarding the meeting of the Assembly that was held on 11 February 2014 (C.54/13-14), together with an oral report from the Registrar and Chief Operating Officer.

REPORTED: (by the Registrar and Chief Operating Officer)

- (a) That, prior to its meeting on 11 February 2014, the Assembly had not met since 2010, but that provision for meetings remained in the Statute whereby a meeting of the Assembly could be held upon the requisition in writing of not fewer than twenty-five members of the Assembly stating the purpose for which the meeting was to be called, noting that on this occasion, the meeting of the Assembly had been called by the Vice-Chancellor and President.
- (b) That the Assembly had no decision-making authority, and could only recommend motions to the Senate and to the Council.
- (c) That the Assembly considered three items of business at the meeting on 11 February 2014:
  - (i) A revision to the Standing Orders of the Assembly, which was passed nem con;
  - (ii) A presentation from the Provost and the Director of Human Resources regarding the strategic context of the University and contextual data in relation to pay and reward; and
  - (iii) A motion to the Assembly was moved, namely that the University of Warwick used its influence in the Universities and Colleges Employers Association (UCEA) to get better pay for all staff, making a strong commitment to the living wage; to set an example and publicly support the living wage; and to subject all staff not on the 51 point scale to the increases agreed through the Joint Negotiating Committee for Higher Education Staff (JNCHES).
- (d) That, with the votes as detailed in paper C.54/13-14, the Assembly had recommended to the Council the motion as set out in minute 87c(iii)/13-14 above.

## (by Mr B Sundell)

- (f) That Warwick Students' Union (SU) supported the motion that was adopted by the Assembly.
- (g) That it was important that the University continued to communicate the background behind strategic decisions to students in order to improve understanding.

### (by the Vice-Chancellor and President)

(h) That the University had experienced a number of peaceful student protests in support of the national campaign against the privatisation of universities, noting that whilst peaceful protest was acceptable, violence would never be tolerated.

# (by the Pro-Chancellor)

(i) That the Warwick community needed to consider carefully where the University's income would be generated from in the future, particularly if student tuition fees were to be reduced and the Government continued to reduce its spending on the research funding available to universities.

#### **RESOLVED:**

- (i) That the motion adopted by the Assembly be noted.
- (ii) That the views of the Assembly be taken into account in the forthcoming financial planning round.

# 88/13-14 Key Performance Indicators

# **CONSIDERED:**

A paper concerning the new Key Performance Indicators (KPIs) model (C.36/13-14), together with an oral update from the Deputy Registrar.

#### REPORTED: (by the Deputy Registrar)

- (a) That the intention of the revised KPIs was that the data should speak for itself through more transparent presentation, noting that the KPIs were still under development as the work linked to the strategy refresh.
- (b) That the revised model KPIs reflected the development of the University's data analysis capabilities, being just one part of a range of analytical data that enabled the University to measure its performance through metrics.
- (c) That the Steering Committee had recommended the broad KPI model to the Council, noting that there was further work to do to identify targets and develop links to the institutional risk register.

### (by the Registrar and Chief Operating Officer)

(d) That it was ill-advised to focus solely on improving a university's performance in terms of current league table position, noting that the University needed to balance its short, medium and long-term performance.

## (by Ms V Cooke)

(e) That the new KPI model represented a positive move forward in the provision of accessible and visible information.

## (by Mr N Sanders)

- (f) That the new model drew on a rich set of data that was not visible to the Council as a matter of course.
- (g) That the enhanced visibility of the importance of the financial surplus generated through postgraduate taught courses (PGT), when considered together with the Academic Statistics, highlighted the University's dependence on a small number of overseas countries for recruitment to PGT courses, indicating that this should be an area of particular focus.

## (by Sir David Normington)

(h) That in view of the number of KPIs that had been included in the draft model, further consideration should be given as to which indicators were key for the Council to monitor, noting that a greater number of KPIs would be required by the University Executive.

# (by Ms T Elliott)

(i) That the reputational value of KPIs should be considered, noting that there was potential for the forthcoming Chancellor's Commission to generate KPIs relating to the impact of the University.

#### **RESOLVED:**

That the new KPI model be approved, noting that further work would be undertaken.

## 89/13-14 Academic Statistics

#### RECEIVED:

An oral update from the Academic Registrar concerning the Academic Statistics Yearbook for 2013/14 (C.24/13-14).

### REPORTED: (by the Academic Registrar)

- (a) That the Academic Statistics Yearbook provided a rich source of information about the University that incorporated time-series and benchmarking data, and as such represented a governance resource, noting in particular:
  - (i) Student Population

That the student population had grown over time, with demand remaining healthy, however there had been a small decrease in the student population in 2012/13, caused by the small decline in the number of postgraduate taught students and students in the Social Sciences (figure 1.5).

## (ii) Recruitment from Overseas

- A. That overseas numbers remained healthy, however there was a strong concentration of international students joining the University from China, Hong Kong and India.
- B. That in view of the risk of over-dependency on certain markets, the University was seeking to strengthen recruitment from less well represented markets such as Indonesia (figure 2.1.10).

## (iii) Postgraduate Taught Students

That the majority of postgraduate taught (PGT) student recruitment was to courses offered by Warwick Business School, Warwick Manufacturing Group and Education, noting that Warwick Medical School had recruited significant part-time PGT students to continuing professional education courses (figures 2.2.5 and 2.2.7).

# (iv) Widening Participation

That it was difficult to record reliable time-series data for students from state schools, low socio-economic class and low participation neighbourhoods, noting however that the University had performed ahead of its Russell Group peers in recruiting students from state schools in 2013/14, whilst remaining highly selective (figure 2.1.15).

#### (v) Employment Opportunities for Graduates

- A. That the University had performed well in terms of graduates securing employment, noting that the proportion of students in employment was higher amongst those who had studied subjects from the Faculty of Science, compared with those that had studied subjects from the Faculty of Arts (figure 6.10).
- B. That it would be interesting to undertake sector benchmarking of graduate employment for the Faculty of Arts.

#### (vi) Funded Research

- A. That data relating to funded research awards demonstrated that the forward "order book" for research was in a good position as a result of the University's recent success rates research grant and contract awards (figure 5.10).
- B. That the data highlighted those sources of funding that should be a focus for growth, being European Union, UK Industry and UK Charitable funding, noting that the University's recent strong performance in gaining Research Councils funding should be protected.

#### (vii) Teaching Space Usage

A. That statistics presented in respect of use of timetabled teaching rooms demonstrated the impact of the University's term structure on the efficiency of space usage, noting the variability across terms in the demand for teaching space (figure 4.7).

B. That the data demonstrated the capital cost of retaining a single point of entry for undergraduate intake, noting that the issue of underutilisation of assets would require further consideration should the University wish to expand its course provision further.

## 90/13-14 \*Thematic Report: National Automotive Innovation Centre (NAIC)

# (COMMERCIAL AND IN CONFIDENCE)

#### RECEIVED:

A progress update on the National Automotive Innovation Centre (NAIC) project as reported by Finance and General Purposes Committee and Building Committee (C.51/13-14 {restricted}).

# 91/13-14 \*Finance and General Purposes Committee (FGPC)

# (COMMERCIAL AND IN CONFIDENCE)

CONSIDERED and ADOPTED, a report from the meeting of the Finance and General Purposes Committee (FGPC) held on 20 January 2014 (C.37/13-14 {restricted}) together with an oral report from the Treasurer and the Group Finance Director.

#### 92/13-14 \*Audit Committee

## (COMMERCIAL AND IN CONFIDENCE)

CONSIDERED and ADOPTED, a report from the meeting of the Audit Committee held on 15 January 2014 (C.38/13-14 {restricted}) together with an oral report from the Chair of the Audit Committee, Mr John Higgins.

### 93/13-14 Building Committee

CONSIDERED and ADOPTED, a report from the meeting of the Building Committee held on 11 December 2013 (C.39/13-14) together with an oral report from the Chair of the Building Committee, Mr G Howells, on the following items of business:

(a) Campus Development Plan and Village Centre

REPORTED: (by Mr G Howells)

That there was a need to animate the edges of the spaces within the proposed development of the Plaza and Gibbet Hill Road, noting that there was great potential within the development, however it was crucial that the Campus and Commercial Services Group (CCSG) were engaged fully in the development of the plan.

- (b) International Automotive Research Centre (IARC) Building Entrance Extension
- (c) National Automotive Innovation Centre (NAIC).

# 94/13-14 \*Future Developments: California (minute 39/13-14 refers)

# (COMMERCIAL AND IN CONFIDENCE)

#### RECEIVED:

An update paper on the progress made regarding the development opportunity in California (C.40/13-14 {restricted}), together with an oral report from the Pro-Chancellor and the Registrar and Chief Operating Officer.

## 95/13-14 University Risk Update

#### **RECEIVED:**

A paper on the status of the University's key risks for the 2013/14 Autumn term (C.41/13-14), together with an oral report from the Deputy Registrar.

REPORTED: (by the Deputy Registrar)

- (a) That the University risk update was based on data from the 2013/14 Autumn term, but utilised the new institutional risk register format previously approved by the Audit Committee.
- (b) That greater granularity had been provided in the report and that mitigating actions that had been taken were highlighted, noting that the Council had already in the course of the business of this meeting considered those risks that the Steering Committee wished to draw to the attention of the Council, namely capital planning, the NAIC development, pension contributions, student recruitment and student experience satisfaction ratings.

## **RESOLVED:**

That the risk update for the 2013/14 Autumn term be approved.

# 96/13-14 University of Warwick's 50<sup>th</sup> Anniversary Celebrations

## **RECEIVED:**

A paper regarding the progress made in relation to the University of Warwick's 50<sup>th</sup> Anniversary Celebrations (C.42/13-14), together with an oral report from the Registrar and Chief Operating Officer.

REPORTED: (by the Registrar and Chief Operating Officer)

(a) That Professor A Caesar and Mr I Rowley would be invited to present the paper to the meeting of the Council to be held on 14 May 2014.

(by Mr P Dunne)

- (b) That the strategic intent of the University needed to be at the heart of the plans for the University's 50<sup>th</sup> anniversary celebrations, noting that the 50<sup>th</sup> anniversary celebrations presented a great opportunity to position and project the University's future aspirations.
- (c) That it would be helpful to develop KPIs against which to measure the impact of the planned celebrations and activities.

#### 97/13-14 Research Governance and Ethics Committee

#### RECEIVED:

The report from the meeting of the Research Governance and Ethics Committee held on 19 November 2013 (C.43/13-14).

- (a) Membership and Terms of Reference
- (b) Universities UK Research Integrity Concordat
- (c) Russell Group Research Integrity Workshop
- (d) Human Samples Status Report
- (e) Security Sensitive Research Material
- (f) Draft concordat on openness on the use of animals in research in the UK
- (g) Report from the Animal Welfare and Ethical Review Body (AWERB).

# 98/13-14 Equality and Diversity Committee

#### RECEIVED:

The annual report for 2012/13 from the Equality and Diversity Committee (C.43/13-14).

- (a) Athena Swan Charter
- (b) Athena Swan Annual Report 2012-13
- (c) Proposed Charter Mark for Gender Equality (GEM)
- (d) Staff Statistics Report: Equality Monitoring 2012/13
- (e) Promotion and Probation
- (f) Review of the Public Sector Equality Duty Report of the Independent Steering Group
- (g) The Equality Act 2010 Third Party Harassment Provisions Repealed
- (h) HESA Data Collection.

### 99/13-14 Monash-Warwick Alliance Activities

#### RECEIVED:

A paper concerning Monash-Warwick Alliance activities (C.46/13-14), noting that this item would be presented formally for consideration at the meeting of the Council to be held on 14 May 2014.

#### 100/13-14 Awards and Distinctions

#### RECEIVED:

A paper that set out the awards and distinctions that had been conferred on members of the University since the last meeting of the Council held on 22 November 2013 (C.47/13-14).

#### 101/13-14 Amendments to University Ordinances

### **CONSIDERED:**

- (a) For the first time, proposed amendments to University Ordinance 13 on Degrees and Diplomas, as noted by the Senate (C.45/13-14).
- (b) For the second time, proposed amendments to University Ordinance 14 on Honorary Degrees, as approved by the Senate (C.48/13-14).

#### RESOLVED:

- (a) That the proposed amendments to University Ordinance 13 on Degrees and Diplomas, as noted by the Senate and set out in paper C.45/13-14, be approved for the first time.
- (b) That the proposed amendments to University Ordinance 14 on Honorary Degrees, as approved by the Senate and set out in paper C.48/13-14, be approved for the second time, including the approved minor amendments.

#### 102/13-14 Amendments to University Regulations

#### CONSIDERED:

- (a) Proposed amendments to University Regulation 38.3 governing the Research Degrees, as approved by the Senate (C.52/13-14).
- (b) Proposed amendments to University Regulation 36.1.7 governing the Access to University Facilities for Temporarily Withdrawn/Resit Students, as approved by the Senate (C.53/13-14).

## RESOLVED:

- (a) That the proposed amendments to University Regulation 38.3 governing the Research Degrees be confirmed.
- (b) That the proposed amendments to University Regulation 36.1.7 governing the Access to University Facilities for Temporarily Withdrawn/Resit Students be confirmed.

As at 14 May 2014