

THE UNIVERSITY OF WARWICK

Minutes of the meeting of the Steering Committee held on 20 December 2011

Present: Vice-Chancellor,
Professor S Croft,
Professor M Finn,
Professor C Hughes,
Professor T Jones,
Professor J Labbe,
Professor K Lamberts,
Professor M Taylor.

Apologies: Deputy Vice-Chancellor, Professor A Caesar, Professor S Swain, Professor P Thomas, Professor P Winstanley, Mr L Bøe, Registrar.

In Attendance: Deputy Registrar, Academic Registrar, Director of Finance and Financial Strategy, Director of HR, Director of Development, Communications and Strategy, Director of Estates, Head of Corporate Governance, Head of Governance Support Services, Executive Officer (VC's Office), Administrative Officer (Governance), Director of Student Admissions and Recruitment (for items 205/11-12 and 206/11-12), Senior Assistant Registrar (Outreach) (for item 205/11-12).

198/11-12 Minutes

RESOLVED:

That the minutes of the meeting held on 5 December 2011 be approved.

199/11-12 Single Equality Plan (minute 150/11-12 refers)

CONSIDERED:

The University's draft revision of the Single Equality Scheme and the proposed Equality Objectives, incorporating the original Single Equality Action Plan and new HEFCE equality objectives (SC.161/11-12).

REPORTED: (by the Director of HR)

- (a) That the draft Single Equality Scheme had been revised in the light of the Equality Act 2010 and the refresh of the University's 2015 Strategy.
- (b) That the proposed Equality Objectives were an amalgamation of the Athena Swan Plan and the original Single Equality Action Plan, and would be an iterative document.

RESOLVED:

That the University's revised Single Equality Scheme and Equality Objectives be approved, as outlined in paper SC.161/11-12.

200/11-12 Equal Pay Review Levels 1a to 8 (minute 152/11-12 refers)

RECEIVED:

A paper from the Director of HR with the results of the Equal Pay Review 2011 for staff at levels 1A to 8 (SC.162/11-12).

REPORTED: (by the Director of HR)

- (a) That the Equal Pay Review was undertaken in accordance with the Equality Act 2010, and had been received by the Joint Consultative Committee and the Equality and Diversity Committee.
- (b) That there was found to be no evidence of significant disparities in base pay distribution within grades on grounds of gender, ethnicity or any other protected characteristic.
- (c) That the occupational categorization of staff explained any disparities in the distribution of protected characteristics across the grade structure.
- (d) That work could be undertaken to further understand the spread of non-base pay by gender, as this tended to be concentrated in occupations traditionally undertaken by male staff.

201/11-12 Higher Education and Community Interaction Survey

REPORTED: (by the Vice-Chancellor)

That the University's response to the Higher Education and Community Interaction Survey (SC.146/11-12) was circulated to members for their consideration by correspondence on 9 December 2011, and that on the basis of the responses received by 12 December 2011, he had taken Chair's Action to approve the response.

202/11-12 New York "Urban Sciences" Campus (minute 148/11-12 refers)

REPORTED: (by the Vice-Chancellor)

- (a) That the outcome of the consortium bid, led by New York University (NYU) and including Carnegie Mellon University, University of Toronto, City University of New York (CUNY) and the Indian Institute of Technology (IIT) Mumbai, as well as Warwick and industry leaders such as IBM, Cisco and Siemens, to build a new applied sciences and engineering campus in New York, would be considered by the New York City Economic Development Corporation in early January 2012.
- (b) That Cornell University had been awarded the site on Roosevelt Island, but that the consortium was continuing to press for a second location.

203/11-12 Monash University

REPORTED: (by the Vice-Chancellor)

That, at his recent meeting at Monash University, he had signed a Heads of Agreement with Monash University, Australia to take forward the strategic alliance between the two universities.

204/11-12 Government Innovation and Research Strategy

RECEIVED:

- (a) The Executive Summary of the Government's Innovation and Research Strategy for Growth (SC.150/11-12).
- (b) A UUK policy briefing with an overview of the Government's Innovation and Research Strategy for Growth, and the future implications for university research (SC.165/11-12).

REPORTED: (by the Pro-Vice-Chancellor for Knowledge Transfer, Business Engagement and Research (Science & Medicine))

(a) That the University would be submitting a collaborative bid for High Performance Computing with the Universities of Birmingham, Nottingham and Queen Mary.

(b) That the Technology Innovation Centres were to be called Catapult Centres.

(by the Pro-Vice-Chancellor for Research (Arts and Social Sciences))

(c) That there was increasing demand for evidence of how Universities contributed to the local economy.

(by the Deputy Registrar)

(d) That there was a lack of clarity about the implications of the proposal concerning open data and how it would sit alongside parallel developments in the sector.

(e) That, following the University's provision of case studies to Sir Tim Wilson's review of links between business and universities, a request had been received for a specific case study between Warwick and Coventry University.

(f) That release of a case study had been agreed with Coventry University and submitted for inclusion within the Wilson report.

205/11-12 Monitoring Return Guidance for the Widening Participation Assessments (minute 111/11-12 refers)

CONSIDERED:

The University's draft Access Agreement and Widening Participation Strategic Assessment (WPSA) monitoring return for 2010-11, for submission to HEFCE and OFFA by 12 January 2012 (SC.148/11-12).

REPORTED: (by the Senior Assistant Registrar (Outreach))

(a) That, in contrast to previous returns, institutions were not asked to report on the targets and milestones outlined within their WPSA, as only those targets and milestones set out in their 2010-11 Access Agreement were required.

(b) That the tables from the University's 2010-11 monitoring return had been reviewed by Internal Audit, together with the data and methodologies used to populate them.

(c) The University's additional outreach expenditure was 105.6% of the committed sum (£520,000) and within the tolerance band.

(d) That mixed levels of progress were seen against intake targets by age, ethnicity, socio-economic category, low participation neighbourhood and school type.

(e) That the 2012/13 WPSA monitoring return would focus more on elements of input into Widening Participation efforts, rather than the resultant outcomes.

(by the Deputy Registrar)

(f) That the University's response in the narrative to Table 10 should be amended to emphasise the progress made towards targets set out as part of the 2010-11 Access Agreement.

RESOLVED:

That the University's draft Access Agreement and Widening Participation Strategic Assessment (WPSA) Monitoring Return for 2010-11 as set out in paper SC.148/11-12, be revised as discussed in the meeting and submitted to HEFCE and OFFA, prior to the submission deadline of 12 January 2012.

206/11-12

UCAS Admissions Process Review Consultation

CONSIDERED:

A paper summarising departmental feedback on the UCAS Admissions Process Review, and specifically proposals for a Post Qualifications Admissions (PQA) system from 2016 (SC.147/11-12).

REPORTED: (by the Director of Student Admissions and Recruitment)

- (a) That widescale internal consultation had been undertaken amongst departments regarding UCAS' proposals for a PQA system from 2016.
- (b) That, overall, the proposed system was not seen as the solution to the issues currently faced, and the proposed timescales were considered problematic.
- (c) That a number of respondents noted their concern with the phrasing of the questions asked.
- (d) That a pre-application relationship with potential students would remain as a requirement prior to the application process formally opening.

(by the Vice-Chancellor)

- (e) That the paper was useful in gauging the opinion of departments, but did not form the formal University response on the consultation.

(by the Academic Registrar)

- (f) That departmental responses demonstrated concern that the proposals may not provide for a sufficiently flexible admissions process for applicants to support widening participation.
- (g) That the proposed system may remove the option of time to reflect on the suitability of candidates' skills and experience beyond their grades.

(by the Pro-Vice-Chancellor for Access, Widening Participation and Development)

- (h) That the University's response to the UCAS Admissions Process Review could refer to the departmental data available from the Management Information and Planning Office regarding Warwick students first and second choice of institution via UCAS.

(by the Deputy Registrar)

- (i) That the University's response should be suitably robust to ensure that assent of the proposals was not assumed.

RESOLVED:

That the Director of Student Admissions and Recruitment amend the University's draft response to the UCAS Admissions Process Review, in line with the comments made at the meeting, to be considered by the Steering prior to the submission deadline of 20 January 2012.

207/11-12 Qtr 1 End - ARC

RECEIVED:

A report setting out the 2011/12 Q1 financial position for academic departments, including WMS and WBS, together with an oral report (SC.153/11-12).

REPORTED: (by the Academic Registrar)

- (a) That the Income Summary Statement showed a significantly favourable variance against forecast for academic fees and direct payroll, and an adverse variance in research income.
- (b) That adverse variances in gross surplus against budget were observed for Warwick Medical School and the Institute of Education, and that discussion between these departments and ARC was planned.

208/11-12 The Regional Growth Fund

RECEIVED:

A press release from the Department for Business, Innovation and Skills announcing details of two rounds of bidding to the Regional Growth Fund, with the recent addition of a further £1 million to the Fund (SC.154/11-12).

209/11-12 Appointments to Committees of the Senate

RESOLVED:

Information Policy and Strategy Committee

That the recommendation that Dr Steve Mann (Centre for Applied Linguistics) serve on the Information Policy and Strategy Committee as one of the three members of the academic staff appointed by the Senate, be approved.

210/11-12 Coventry House

REPORTED: (by the Chair of the Board of Graduate Studies)

- (a) That Coventry House was due to be re-opened in February 2012, but that consideration should be given to how the space would be managed.

(by the Academic Registrar)

- (b) That he and the Chair of the Board of Graduate Studies were to meet with the University Librarian to discuss the model used for the Learning Grid in University House.

(by the Director of Estates)

- (c) That consideration should also be given to how the study space in Leamington Spa will be managed.

211/11-12 The Chancellor's Autumn Statement (minute 179/11-12 refers)

RECEIVED:

A UUK briefing with analysis of the Chancellor's 2011 Autumn Statement and the updated "Economic and fiscal outlook" from the Office of Budget Responsibility (SC.151/11-12).

212/11-12 Leadership Foundation for Higher Education (LFHE) Annual Review 2010-11

RECEIVED:

The Leadership Foundation for Higher Education's Annual Report for 2010-11 (SC.152/11-12).

NO/KP/steersshare/minutes/201112/Dec11/20Dec11