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)