

Appointments and Governance Committee

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Committee Room 2, Whiteknights House on Tuesday 29 January 2019 at
3.30 pm.

Present:

The President of Council (Dr P.R. Preston) (Chair)
The Acting Vice-Chancellor (for Minutes 19/01-19/04 and 19/06-
19/09 only)
Professor Gavin Brooks
Professor Simon Chandler-Wilde
Vice-President, Mr Robin Evans
Vice-President, Mrs Kate Owen
Lay Member of the Council, Mr Steve Sherman

- (a) Ms P. Egan and Dr B. Rawal be reappointed to membership of the Council in Class 2 for the period from 1 January 2019 to 31 December 2021;
- (b) A process be undertaken to appoint to the Class 2 membership of the Council (in view of the departure of Dr Erskine and Mr Sherman, following the completion of their ninth and final year of membership on 31 July 2019);
- (c) Mrs H. Gordon be appointed to the Strategy and Finance Committee (vice Dr Erskine) for the period from 1 August 2019 to 31 July 2020 in the first instance. The remaining vacancy on the Strategy and Finance Committee (vice Mr Sherman) be filled following the recruitment of new lay members;
- (d) The vacancy on the Appointments and Governance Committee and the vacancy on the Remuneration Committee (in both cases vice Mr Sherman) be filled following the recruitment of new lay members;

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Matters for Report

19/03 Reports of Committees of Selection (Item 2)

The Committee received and noted one Committee of Selection report for a professorial appointment within the Henley Business School .

19/04 Report of the University Executive Board (Item 3)

There was no report on this occasion.

Appointments Matters for Discussion and Decision

The Acting Vice -Chancellor withdrew from the meeting for 19/05.

19/05 Update on the Appointment of the Vice- Chancellor (Item 4)

The Committee received an update from the University Secretary on the appointment of the Vice -Chancellor.

It was noted that :

- x Five candidates had been considered.

term of office would also end on 31 July 2019. The University Secretary would submit a paper in respect of lay membership of the Council to the next meeting of the Committee on 11 June 2019.

The Committee received and noted the Skills Matrix that was undertaken for lay members. The skills matrix had identified skills gaps in the areas of audit and risk, land and property, higher education, HR, change management & development, and successful implementation of diversity and inclusion initiatives. These skills had specifically been included in the advert placed for new lay members.

The Committee received a copy of the advert for new lay membership which had been placed on the Advance HE board vacancy portal as well as selected publications. bii (e C9.5 -3 (a)2011.3m sha)9.7 (s)-b-2 C9.31el (a)93.7 (21(n)9.1 9 w)0.5 (4)-6159(

The Committee was mindful of the need to balance resilience in the organisational structure through the designation of deputies, but also allowing the opportunity for open recruitment into roles when required.

It was agreed that the University Executive Board should discuss this matter further, and possibly discuss further with the Leadership Group

Governance Matters for Discussion and Decision

19/08 CUC Code and related (Item 7)

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xSome deteriorating results relating mostly to: staff agreeing that UEB set out a clear vision of where the University was headed; staff feeling safe and secure in their working environment; staff feeling that the University was interested in their physical wellbeing; agreement from staff that UEB manage and lead the University well.

It was reported that further work was required to extract the verbatim comments and to produce bespoke summaries for each School/Function . The results would then be discussed further with the Leadership Group on 6 February 2019.

The Committee noted that given the change and uncertainty that the University was currently going through that a number of the results were reflective of that. The verbatim comments would be helpful in contextualising the results; the Committee asked to see these once they were available.

It was suggested that deep rooted cultural objection to change needed a long - term campaign so that staff understood that there would always be change in the future and that change was positive. The University Secretary informed the Committee that a Change Management Group had been established,

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