

# Minutes

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<b>Meeting title:</b>	Council	
<b>Date:</b>	Wednesday 14 March 2018	<b>Time</b> 2.00pm
<b>Location:</b>	Room 1028 Building 28, Highfield	
<b>Present:</b>	Ms F Barnes, Mr G Berruyer, Mr P Greenish (Vice Chair), Mr G Hobbs, Mr P Hollins, Professor R Mills, Dame J Macgregor, Ms F Noble, Ms H Pawlby, Mr A Reyes-Hughes, Professor P Reed, Mr W Shannon, Professor Sir C Snowden, Professor M Spearing, Professor J Vickers and Dr A Vincent.	
	Dr G Rider via telephone	
<b>In attendance:</b>	Mr L Abraham (Clerk to the University Council & Senate), Mr I Dunn (Chief Operating Officer), Professor C Grant (Vice President – International) and Ms S Pook (Executive Director, Finance & Planning).	

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## 58 Apologies

Council noted apologies for absence from Dr D Price and Dr B Lwaleed.

As the chair, Dr Rider, was not able to attend in person, the Vice Chair, Mr Greenish, took the chair.

Council resolved accordingly.

---Mr Philip Greenish in the chair---

## 59 Minutes

In minute 48, it was proposed that “Ocean and Earth Sciences & National Oceanographic Centre Southampton” be amended to “Ocean and Earth Science”.

**RESOLVED** that the amended minutes of the meetings held on 17 and 18 January 2018 be confirmed as correct records and signed.

## 60 Actions and Matters Arising

Council noted the Annual Calendar of Business.

## 61 Declarations of Interest

Ms Pook and Mr Shannon declared an interests in item 8 as Trustees of PASNAS.

## 62 **Publication of unrestricted papers**

**RESOLVED** That the papers circulated that were not deemed “Commercial in Confidence” or Restricted be published on the open access SUSSED site, including item 7.

## 63 **President and Vice Chancellor’s Report**

The President & Vice Chancellor presented his report to Council highlighting the following:

- Government reshuffle;
- USS and UCU industrial action;
- CUC Guidelines on Senior Pay;
- Office for Students, the Regulatory Framework and opening Conference;
- QS World-Wide Subject Rankings;
- Recognition of Set Squared;
- University coverage in the media, particularly regarding senior pay and expenses; and
- An update on UEB activity.

Council noted the implications of the recent media coverage and the damage it may cause to the University reputation. It was recognised that this may have subsequent negative effects on REF, TEF and recruitment.

Council was pleased to note that UEB was directing work around GDPR and its requirements ahead of national implementation.

**RESOLVED** that the report be noted.

## 64 **Reshaping the University**

Council considered a report by the President and Vice Chancellor. Following Council’s approval for the five new Faculties in January 2018, work commenced on defining the composition of the schools. On 14 February 2018, the proposed schools were reviewed by Senate and recommended to Council for approval. This report provided a summary of the proposed school structure within the Faculties.

**RESOLVED** that the composition of the schools within the five new Faculties, and the necessary changes to the Ordinances, be approved.

## 65 **International Review – 2017/18**

Council considered a report from the Vice President – International, which provided a review of progress against delivery of the International Strategy from its approval in December 2016 to December 2017.

The Vice President presented a slide show outlining the various international partnership progress that had been made over the past 18 months. The slideshow showed partnerships and links with institutions in India, Malaysia, Mexico, Brazil, USA, Sri Lanka and China among other territories. The Vice President thanked colleagues for their assistance in his work in building these partnership, his EA Nikki Reed, Professor Peter

Smith in his role as Pro Vice Chancellor – International and Jo Donahoe for her work with international alumni links.

It was recognised that successful international partnerships took time to foster and relations should be kept up during the transition period as a new Vice President – International arrived in post. Professor Grant was thanked by Council for all his work and effort in the role of Vice President – International and wished him well in his new role.

**RESOLVED** that the report be noted.

## **66 Pensions Report**

Council considered a report by the Director of Finance – Operations which provided an update on the initial feedback from the consultation on changes to the PASNAS scheme which completed on 13th March 2018 and the proposed changes to USS to settle the 2017 valuation. The team working on the pensions project then presented the member consultation materials and feedback from the consultation with members and Unions.

Members agreed that the consultation process had been conducted effectively and thanked the team for their efforts. Members enquired about the capacity and prioritisation of the University in delivering the proposed changes at this time. Members agreed that effort should be focused on protecting those employees on the lower grades. The messaging of the proposed changes was critical to success. It was suggested that a clear distinction be drawn between the deficit issue and the issue of sustaining the scheme for the future.

It was suggested that changing the “Defined Benefit” scheme to “Defined Contributions” for only new starters to the scheme could be reconsidered. Members questioned how long it would take for the current “Defined Benefit” scheme pool of members to exit employment naturally to enable the current membership to remain unaffected. It was explained that this may help the scheme become sustainable for the future, but it would not alleviate the deficit issue.

Members were of the view that the scheme should remain fair and become sustainable as a result of any changes. It was noted that a recommendation from the Finance Committee would be forthcoming to Council at the meeting on 9 May regarding the future terms of the PASNAS scheme. **ACTION: Director of Finance - Operations**

**RESOLVED** that the Director of Finance – Operations note the comments made by Council in advance of preparing the final report for consideration.

## **67 Nominations Committee Matters**

Mr Greenish left the room at this point and Dr Rider chaired the meeting via telephone.

Council had previously received a summary report from the Nominations Committee that set out the recommendation of the Committee that Mr Philip Greenish be appointed Chair of Council from 1 August 2018.

The recommendation had been proposed following the Committee’s consideration of a full report by the appointed Selection Panel. Following the receipt of one nomination of candidacy, from Mr Greenish, the panel had used a range of evaluation methods to test

the candidate's suitability for the role. These methods included 1-2-1 interviews with colleagues of the candidate, both on Council and from his professional career, together with benchmarking information and assessment conclusions from Odgers Berndtson, an Executive search firm who had been commissioned to assist in the overall assessment of Mr Greenish's suitability.

The recommendation from the Nominations Committee that Mr Philip Greenish be appointed Chair of Council for a term of 3 years from 1 August 2018 was put to the vote and carried unanimously.

**RESOLVED** that Mr Philip Greenish be appointed Chair of Council of the University of Southampton for a term of 3 years from 1 August 2018.

Mr Greenish rejoined the meeting and was congratulated on his appointment.

#### **68 HEFCE Institutional Risk Report**

Council considered a report by the Executive Director, Finance and Planning which set out the HEFCE assessment of institutional risk. Council was pleased to note that the university had achieved the highest rating possible in the assessment.

**RESOLVED** that the report be noted.

#### **69 Management Accounts – January 2018**

Council received a report from the Executive Director, Finance and Planning which presented the management accounts for financial year 2017/18 as at January 2018. Faculties and Professional Services had now produced full outturn forecasts for the year and the report focused on variances between these forecasts and the full year budget.

**RESOLVED** that the report be noted.

#### **70 Report from the President of the Students' Union**

Council received a report from the President of the Students' Union on recent Union activity:

- Outcome of the spring elections;
- Campaigns and events;
- The Future of the Union; and
- Activities for the remainder of the current President's terms.

**RESOLVED** that the report be noted.

#### **71 Sealing of Documents**

Council received and noted a report detailing the documents sealed since the last report to Council.

#### **72 Committee Minutes**

Council noted all the Committee minutes from meetings that had been held since the last meeting.

## Restricted Items

### 73 HR Matters – Senior Appointments

Council considered a restricted report by the President & Vice Chancellor which set out two Head of Academic Unit appointments for Council approval.

**RESOLVED** that the appointment of Professor Linda Holden-Dye as the Head of Biological Sciences and Professor Nikolaos Tzavidis as the Head of Social Sciences be approved.

### 74 Senate Matters

Council considered a restricted report by the President & Vice Chancellor which set out level 6 promotions and nominations for the conferment of the title of Emeritus Professor for Council approval.

Council queried the gender and BME percentages with regard to level 6 promotions and requested that future reports of this kind contain more comprehensive and useful diversity information.

**ACTION: Executive Director of HR**

**RESOLVED** that the level 6 promotions and the nominations for the conferment of the title of Emeritus Professor be approved.

Council agreed to consider an urgent item that had not been published as part of the original agenda.

### 75 Appointment of Dean of Medicine

Council considered a restricted report by the President & Vice Chancellor which recommended the appointment of Professor Diana Eccles as Dean of Medicine

**RESOLVED** that Professor Diana Eccles be appointed as Dean of Medicine with effect from 1 September 2018 for a term of five years.

**The meeting concluded at 6.21pm**

## Actions

Minute No.	Minute Title	Action Summary	Owner	Report Back Date
75	USMC Options	To report back to Council on progress	Vice President (International)	May 2018

79	Staff Mental Health	To report back to Council on progress	Director of Health and Safety	May 2018
12	Standing Orders and Statement of Primary Responsibilities	To add whistle blowing to the Terms of Reference of the Audit Committee.	Executive Director, Finance and Planning	Jan 2018
15(i)	Restricted HR Matters	Summary report of redundancy cases over previous 3 years.	Chief Operating Officer	Jan 2018