

Minutes

Meeting title:	Council	
Date:	Wednesday 20 March 2019	Time 2.30pm
Location:	The Board Room, SUSU, Building 42, Highfield	
Present:	Mr P Greenish (Chair), Mr R Cartwright, Mr S Gore, Mr G Hobbs, Mr P Hollins, Professor J Holloway, Dame J Macgregor (Vice Chair), Professor R Mills, Ms H Pawlby, Dr D Price, Mr A Reyes-Hughes, Professor P Reed, Mr W Shannon, Professor M Spearing and Dr A Vincent. Ms F Barnes joined by telephone	
In attendance:	Mr L Abraham (Clerk to the University Council & Senate), Mr I Dunn (Chief Operating Officer), Mr K Monaghan (Executive Director of Estates and Facilities), Ms S Pook (Executive Director, Finance & Planning), Mr N Sapsworth (Residences Manager) and Ms AM Sitton (Executive Director of HR)	

59 Apologies

An apology for absence was received from Professor A Neill

60 Minutes

RESOLVED that the minutes of the meeting held on 16 January 2019 be confirmed as a correct record and signed.

61 Actions and Matters Arising

Council noted the Annual Calendar of Business.

62 Declarations of Interest

None.

63 Publication of unrestricted papers

RESOLVED That the papers circulated that were not deemed "Commercial in Confidence" or Restricted be made available for view by the University wider community.

64 President and Vice Chancellor's Report

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

- International University rankings and the rises in Chinese Universities
- Brexit
- Cost of Subject Level TEF
- Labour Party view on Fees
- Internal Fundraising progress
- New Industrial Strategic partnerships
- Relations with Southampton City Council

Council noted the work in relation to widening access and participation and wished to be fully briefed on the progress being made against the requirements.

ACTION: Executive Director of Student Experience

It was noted that the University Executive Board had considered a report on Apprenticeships. The proposal was made for the University to become a provider of apprenticeships Post Grad Health Science Programmes and the MBA programme. UEB concluded that such a move lacked strategic alignment with other initiatives and that the impact on resource and brand outweighed the market share potential. Council requested that the executive keep a close watch on apprenticeships as they evolved and suggested that further consideration be given to the University becoming a provider later in the calendar year.

ACTION: President & Vice Chancellor (Interim)

RESOLVED that the report be noted.

65 Report from the President of the Students' Union

Council considered a report by the Acting President of the Students' Union which provided an update on recent SUSU activity. Council noted that elections were underway for the President and Sabbatical roles and that diversity among the candidates was wider than ever this year.

The report also gave a brief update on the activities of each of the Sabbatical officers.

RESOLVED that the report be noted.

Council agreed to take an additional verbal item.

66 Appointment of the next President and Vice Chancellor

The Chair of Council provided a verbal update on the process to appoint the next President and Vice Chancellor.

It was noted that the Joint Selection Committee had held interviews with the short-listed candidates and a clear preferred candidate had emerged. Negotiations were now taking place and it was suggested that a report informing Council of the candidates details, background and experience, be circulated via email to all Council members, seeking approval of the candidate as soon as appropriate. Council members should then reply to

the Clerk either with approval or with requests to call a meeting to discuss the candidate further. This course of action was agreed and

RESOLVED accordingly.

67 University Economy Model

Council considered a report by the Executive Director, Finance and Planning which provided details on the key assumptions and outputs from the University Economy Model (UEM), which had been refreshed from the version approved by Council in January 2018. The model provided a 5-year forward financial projection and formed the basis of the financial forecast submission to Moody's and the business planning framework.

Council noted that the financial forecast showed modest growth in revenue which was matched by expenditure increases. The projected cost savings of around £17m by 2019/20 would result in a small surplus, but under the 5% of turnover target. This would result in limited ability to invest in the strategy and it was further noted that significant executive action would be required to maintain focus on the projected cost savings. The risk of delaying the 10 Year Plan strategy was noted. It was recognised that the economy model was not sustainable and did not support the strategy but did reflect the current situation.

RESOLVED that the economy model be approved subject to there being significant action being taken by the University Executive Board to drive the cost savings outlined in the model.

68 Staff Engagement Survey

Council received a report from the Executive Director of HR which provided the results of the 2018 staff engagement survey and an overview of process, including the action planning.

Council noted that the University Executive Board was treating the results with the utmost importance. It was clear that there were some disappointing outcomes and there was much improvement to implement.

It was highlighted that the plan was to embark on an action plan of continuous improvement with the "pulse" of the organisation taken quarterly to monitor progress. In addition, Council would be updated on progress quarterly. The action plan would be presented to Council initially at the next meeting in May 2019.

ACTION: Executive Director of HR

RESOLVED that

- (i) the report be noted;
- (ii) the Action Plan be presented to Council in May 2019 and progress reported quarterly thereafter.

69 Residences Strategy

Council considered a report from the Executive Director of Estates and Facilities which reviewed the current Residential Strategy 2015 – 2020 in particular in terms of the quality of the existing estate and the future demand for and supply of bed spaces. In so doing, it proposes a set of recommendations to address short and medium-term requirements.

The primary objective of the review was to ensure that the University continued to offer the type and quantity of accommodation to support student demand. The core strategic intent was to focus development into the main student hall sites, creating ‘student villages’.

The review of the Residential Strategy 2015 – 20 therefore responded to the growth forecast by balancing the forecast demand for University accommodation with supply, prioritising the first phase of Residential Refurbishment Programme investment in the four student villages.

RESOLVED that the core strategic objectives be endorsed:

- (i) Maintain the focus on the students’ residential experience;
- (ii) Reduce the level of capital investment to backlog maintenance where disinvestment is a preferred option, specifically to approve in principle the divestment of the following halls: 1) Gately 2) Romero and 3) Beechmount;
- (iii) Target the initial allocation of capital investment to the proposed student villages, specifically Glen Eyre, Wessex Lane, Mayflower and Erasmus Park, Winchester;
- (iv) Balance the demand for University accommodation with supply;
- (v) Progress the refurbishment and redevelopment of Stoneham House;
- (vi) All future Capital investment or divestment will be subject to future Council approvals.

70 Sexual Harassment at the University

Council considered a report by the Director of Student Services which provided an update and proposed next steps for consideration following a previous report presented to understand the extent of sexual harassment on campus and the actions that were being taken as a University community to address any concerns.

Council noted that a survey being undertaken by SUSU was open until the end of March. A joint response from the University and SUSU would then be composed and presented to Council.

RESOLVED that the report be noted and the proposed next steps endorsed.

71 University Ordinance Change

Council considered a report by the Clerk to the University Council and Senate which set out a minor change to Part 7 of the University Ordinances for approval.

RESOLVED that the amendment be approved.

72 Genetic Modification and Bio Safety Committee

Council considered a report by the Clerk to the University Council and Senate. Following Council's consideration of its terms of reference and Committees at the September 2018 meeting, the inclusion of the Genetic Modification and Bio-Safety Committee (GMBSC) as a Committee of Council was raised and queried. The report provided Council with information on how the Committee's reporting currently operated and suggested a way ahead for the future.

RESOLVED That the Genetic Modification and Bio-Safety Committee be removed as a Committee of Council and be designated a Committee of the University reporting directly to the Director of Health, Safety and Risk.

73 Nominations Committee Matters

Council received a verbal update from the Chair of the Nominations Committee setting out a number of recommendations from the Committee to Council for approval.

RESOLVED that

- (i) Ms Ruby Wax be appointed as University Chancellor from 1 May 2019 for a period of five years;
- (ii) Mr Stephen Young be appointed to the University Council as a class 2 lay member from 20 March 2019 until 31 July 2022 (this includes an extension of 4 months and 11 days to ensure alignment with a finish date of 31 July).
- (iii) Dame Madeline Atkins be appointed to the University Council as a class 2 lay member from 20 March 2019 until 31 July 2022 (this includes an extension of 4 months and 11 days to ensure alignment with a finish date of 31 July).

Mr Hollins left the meeting for consideration of the next recommendation

- (iv) Mr Peter Hollins be re appointed for a second term from 1 April 2019 until 31 March 2022 (or until his term as Chair of the University Hospital Southampton NHS Foundation Trust ceases).

Mr Hollins rejoined the meeting.

74 Management Accounts – January 2019

Council considered a report by the Executive Director, Finance and Planning which presented the management accounts for financial year 2018/19 as at January 2019. Faculties and Professional Services had produced full outturn forecasts for the year and the report focused on variances between those forecasts and the full year budget.

RESOLVED that the report be noted, including the increase to the Estates & Facilities Long Term Maintenance (LTM) budget of £1 m, given the overall improved University performance.

75 Sealing of Documents

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

76 Chair's Action

The following chair's action was noted:

- (i) Response to TEF Independent Review Consultation

77 Committee Minutes

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

Restricted Items

78 Restricted HR Matters

- (i) Proposal for Redundancy

Council considered a report which set out a proposed redundancy with the Faculty of Social Sciences.

RESOLVED that the report be approved and that the next stage of the redundancy procedure is initiated and those concerned are placed "at risk" of dismissal by reason of redundancy as set out in Ordinance 3.4.

- (ii) Pro Vice Chancellor - Education

RESOLVED That Professor Anna Barney be appointed as Pro Vice Chancellor – Education, for the duration of 3 years with effect from 1st April 2019 to 31st March 2022.

- (iii) Senior Appointments

Council considered a report which set out a senior appointment in Mathematics for approval.

RESOLVED that the following appointment be confirmed:

New Appointment

Faculty	School	Name	Start Date	End Date	Tenure	Replacing
Social Sciences	Mathematics	Professor Marika Taylor	1 July 2019	30 June 2022	3 years	Professor Jon Forster

The meeting concluded at 5.47pm

Actions

Minute No.	Minute Title	Action Summary	Owner	Report Back Date
83	USMC Update	To report back to Council on USMC Governance	PVC (Malaysia/COO/Director of Legal Svs)	May 2019
7	SUSU Report	Union President to report back on Sexual Harassment on Campus	SUSU President	May 2019
68	Risk Register	Action Plan - Staff Survey to Council	Exec Dir of HR	May 2019