



Council

Date and time	Wednesday 4 April 2001 at 4.00pm
Place	The Sara Champion Common Room, New College
Present	Dame Yvonne Moores (<i>in the Chair</i>), Professor Sir Howard Newby, Ms W C Allanach, Mr R J Davies, Professor I D Diamond, Dame Rennie Fritchie, Mr C Gordon, Professor P J Gregson, Mrs M Hubner, Mr A S Kent, Professor G R Luckhurst, Ms K Maurey, Professor K E McLuskie, Ms K Miller*, Dr A E Mitchell, Mr J J R Pope, Dr M Read, Mrs J Round, Dr B G Smith, Professor A M Ulph, Mr A J Walker and Mr G Whitehead
With	The Secretary and Registrar, Academic Registrar, Director of Estates and Buildings, Director of External Relations, Director of Finance, Director of Human Resources, Director of Planning and Ms C J Gamble

(* Members not present for the Restricted Section of the Agenda.)

Welcome

Dame Yvonne welcomed Dr Allan Mitchell to his first meeting of the Council.

Unrestricted

26 Obituary

Dame Yvonne announced with regret the death of the following members of the University and asked members of Council to stand as a mark of respect:

Alison Taylor, postgraduate student, Environmental Sciences: 4 December 2000;
Arlene Mundle, undergraduate student in the Faculty of Law: 2 March 2001.

27 Minutes (unrestricted) of the meeting held on 19 December 2000

Resolved That the Minutes (unrestricted) of the meeting held on 19 December 2000 be approved and signed.

28 Matters arising

The Director of Finance referred Minute 9, Annual report from the Audit Committee, and reported that it had been agreed that the internal audit contract would be put out to tender in the near future.

29 **The Vice-Chancellor's report** (Agendum 4)

The Vice-Chancellor said that the room in which members of Council were gathered had been re-named in memory of Dr Sara Champion who had died last year. Sara had been a much loved colleague who had worked tirelessly to bring adults back to education. The Secretary of State for Education and Employment had unveiled a plaque bearing Sara's name when he had visited the College in March.

Turning to academic matters, the Vice-Chancellor reported that:

- The number of medical students would be increased. The recruitment from 2004 of an additional 40 students represented a very important step forward for the School of Medicine. The bid for the extra places had been prepared with the Winchester and Eastleigh Healthcare Trust and included the innovative element of a foundation year in medicine. The University was assisting the Universities of Sussex and Brighton with their development of a new medical school.
- The University's bid for additional student numbers in initial teaching training, funded by the Teacher Training Agency, had also been successful. An extra ten places would be created on the primary Postgraduate Certificate of Education (PGCE) and a further 32 places on the secondary PGCEs from September 2001. The enhancement in the number of students in the Research and Graduate School of Education was a significant development.
- Under the Joint Research Equipment Initiative the University had won 16 awards in the latest round of bids, more than any other university in the country. The awards were worth £1.75m. A further £18.6m had been allocated as part of the Science Research Investment Fund to finance developments in research. The amount the University would receive was based on the quality and volume of research. It represented the tenth highest allocation in the country. Institutions were required to find at least 25 per cent of the funding for any of the projects they wished to spend the money on unless they were collaborative bids.
- Further funding had been secured from the Wellcome Trust under the scheme to consider bids which had not attracted Joint Infrastructure Fund money. The University had received £5m to provide new space and facilities for research in Infection, Allergy, Inflammation and Repair at Southampton General Hospital. The University was required to find fifty per cent of the funding for the project and work was under way to plan for this.
- The planning application for the extension of the Chilworth Science Park had finally been approved. A number of local residents had campaigned against the scheme for many months, claiming that a chemical factory would be established on the site that would release toxic fumes. The claims were totally wrong. The intention was to provide accommodation for the production of specialized optical fibre.

30 **Report from the President of the Students' Union** (Agendum 5)

Received The report from the President of the Students' Union.

The Vice-President, Ms Miller, presented the report in the absence of Ms Heracleous. She highlighted the work students had undertaken in community initiatives, devoting much time and effort to local projects. The Students' Union Rag had managed to raise over £4k for charity by holding a variety of events on and off campus.

During the term the student-run radio SURGE – Southampton University Radio from Glen Eyre – had received an FM licence for four weeks during which broadcasts were made to students and local residents.

The refurbishment of the Union Building was planned to start during the summer vacation. It would provide much needed, enhanced facilities for students.

The Union's clubs and societies were thriving. A number of sporting clubs continued to compete in events organized by the British Universities Sports Association. The Ballroom Dancing Society had hosted the Southern Area competition during the term, the Theatre Group had staged a production in the Nuffield Theatre and Showstoppers and LopSoc had put on 'Anything Goes' and 'Iolanthe' at Boldrewood. Several events were planned for next term, including an Afro-Caribbean carnival and an international clothes show.

Resolved That the report be noted.

31 **Financial monitoring 2000/01** (Agendum 10)

Received The financial monitoring statement for the year ending 31 July 2001 as at March 2000.

The Director of Finance presented the monitoring statement, stating that the figures indicated that the financial position had improved significantly since the position last year. He referred to the projected deficit after capital provision of approximately £1.17m in Table 1 and commented that the deficit would have been higher without the contributions from the University's companies.

Highlighting particular developments during the last period, the Director of Finance said that the Faculty of Engineering was taking action to achieve the target figures set by the Policy and Resources Committee and the Faculty of Science was continuing to improve its overhead recovery rates. The financial results achieved in the Faculties of Arts and Medicine, Health and Biological Sciences and New College were encouraging. The School of Nursing and Midwifery had set aside funds for the payment of penalties in case student output targets were not achieved. The effect of earmarking the funding for this purpose was that it artificially inflated the overall financial position temporarily.

The Director of Finance referred to the concluding paragraph of the monitoring statement and explained that members of his Department were working closely with

budgetary groups to ensure that spending remained in line with the target figures and that reserves were maintained at the agreed levels.

In response to a question about the inclusion in the statement of the interest charged on loans arranged internally, the Director of Finance said that interest was not normally charged to the budgetary group involved. Dr Read asked what effect the change in the depreciation policy had had. The Director responded that the lower charge for depreciation had bolstered the overall position by approximately £2.5m in the first year of its introduction.

The Vice-Chancellor added that change in the depreciation policy had mitigated to some extent the effect of the investment which had taken place in preparation for the Research Assessment Exercise. Although the University remained committed to setting aside funds for the capital programme and maintenance of the estate, it was becoming increasingly difficult to do so, particularly in the area of maintenance where some work had to be carried out at a date later than anticipated. The sector as a whole was affected. Overall, the position was being monitored very carefully.

Dame Rennie drew attention to and expressed her appreciation of the work carried out by the Dean of Arts and staff of the Faculty in improving the financial position of the budgetary group.

- Resolved**
- (i) That the financial monitoring statement be noted.
 - (ii) That the work of the Dean and members of staff of the Faculty of Arts to improve the financial position of the group be recorded.

32 **HEFCE recurrent grant allocation for 2001/02** (Agendum 11)

Received A report from the Director of Planning on the provisional grant from the Higher Education Funding Council for England for 2001/2002.

The Vice-Chancellor introduced the report, drawing attention to the headline figure of the provisional grant for 2001/2002 of approximately £67.55m. The increase was mainly accounted for by the increase in the student numbers. If the additional funded student numbers were excluded, the increase in the University's grant would amount to 4.5 per cent rather than 7.7 per cent. When compared with last year's award, this increase was reduced to 3.7 per cent if the earmarked funds were also discounted, leaving only the core grant for teaching and research. The Vice-Chancellor reminded Council that the pay awards had yet to be announced and settlements in the public sector had been running between 3.5 per cent and 4 per cent. He pointed out that an additional allocation was expected for the teaching infrastructure, calculated on a formulaic basis by HEFCE, which had not been included in the provisional grant announcement. Overall, the initial figures indicated that the grant settlement would be marginally better than last year's.

Dr Taylor highlighted a number of points in his report:

- the earmarked sums would be allocated to initiatives designed to widen participation, including assisting students with disabilities.
- the total grant placed the University fourteenth in the country, one place higher than last year, while the research element within it was the eleventh largest of the awards made by the Funding Council to over 100 institutions.
- the pattern of QR – quality-rated research – funding showed important variations between units of assessment. The most significant this year had been the increase in postgraduates in the School of Engineering Sciences which had resulted in a considerable uplift in QR funding for that particular area.

The Director of Human Resources outlined the background to the current pay negotiations which were more complex this year because of discussions relating to a number proposals contained in the Bett Report. The Universities and Colleges Employers' Association would next meet with the Trades' Unions on 6 April 2001. The Director of Finance pointed out that if the settlement, when finalized, amounted to around 3.7 per cent it would take up a considerable portion of the University's increase in grant. This did not include the cost of incrementation.

The Secretary and Registrar reported that, in response to the Bett Report, the Government had made available to the sector an additional sum which would be used to address the problems of retention and reward of staff in higher education, targeting issues such as staff development and equal opportunities. Universities had been requested to present their strategies to the Funding Council. The extra funding could not be spent on awarding salary increases across the board.

Resolved That the report be noted.

33 **Annual Health and Safety Report 1999/2000** (Agendum 12)

Received The Vice-Chancellor's Annual Health and Safety Report for the year 1999/2000.

In introducing the report, the Vice-Chancellor said that, overall, considerable progress had been made by the University in the management of health and safety but there remained a number of areas where further action was required. He drew attention to the section on the appointment of the Area Safety Advisers (ASAs). A further review of the work carried out by the ASAs would be completed before the end of the next academic year. On the subject of Annual Reports, the Vice-Chancellor said he was pleased to be able to report that the quality of the reporting had improved. As part of the aim to ensure consistency of format and content of the reports, any inadequate or incomplete reports were followed up. Last year one report had been referred back to the budgetary group. One particular area of concern was the Division of Art and Design at the Winchester School of Art. Steps had been taken to issue guidance to the Division and it was expected that the shortcomings which were apparent would be addressed. Another area which was currently under discussion was the management of lone working. Traditionally, academic staff expected to be able to have access to their offices and laboratories whenever they wished. The introduction of any

curtailment to this freedom would be considered a severe restraint. It was important to balance academic interests and health and safety obligations. The matter was under consideration.

The Vice-Chancellor summarized the discussions at the meeting of the Policy and Resources Committee on 28 March 2001 when the report had been presented. In particular, lay members had expressed concerns about the general management of the area of health and safety. One of the problems faced by departments and some budgetary groups was the relatively short period of office of the Head or Dean. A new incumbent usually took over after three years. It had been suggested that groups which failed to meet their health and safety obligations should be penalized in some way. The Vice-Chancellor said that this suggestion would be given further consideration and the outcome of the discussions would be reported back. Indeed, PRC had invited the Safety Management Group to present a report to a meeting in June on all the outstanding health and safety issues. The areas where further work was needed included fire risk assessments and certification, first-aid cover out of hours and the revision of the Health and Safety Policy.

In response to enquiries about the role of a Health and Safety Manager, the Secretary and Registrar explained the current structure for the management of safety and the responsibilities of the Safety Office. There was no question of the University not meeting the health and safety obligations placed on it but it was not possible to achieve all that was required immediately; changes had to be phased in. The University was a large and diverse organization. Some years ago the Health and Safety Executive had criticized the University for not integrating the management of health and safety into line management structures. The Health and Safety Policy, introduced thereafter, set out each individual's responsibility in respect of health and safety and the reporting lines for each level of management within the University. The Safety Adviser and the ASAs provided advice and guidance to every group but the responsibility for implementing any action which arose from that advice lay with management. All Heads of Department and School and Heads of Budgetary Groups received appropriate training and the management of health and safety was included in the appraisal of Heads of Budgetary Groups.

Dame Rennie suggested that Council should be informed of those departments which were not meeting health and safety requirements. The Council could then write to the Head, expressing concern about the situation and requesting confirmation that matters would be rectified. The Vice-Chancellor said that he would take this suggestion back to PRC. Members of the Committee were provided with the opportunity to read the annual reports from Departments, Schools and Budgetary Groups and the responses to any particular matters that were raised.

Ms Allanach said that, in her experience as serving as a Departmental Safety Officer, the advice given by the ASAs was invaluable. Despite the very useful role played by the Safety Office, she felt that there was an ambivalent approach to health and safety within the University. She cited the decision taken recently to withdraw the payment – albeit small – to first-aiders, the lack of signage to fire muster points in some areas, and fire extinguisher training which did not run unless a certain number of staff signed up for it. Financial considerations seemed at times to be more important than health and safety.

The Secretary and Registrar explained that, as a general rule, the University did not grant an honorarium to members of staff for gaining additional qualifications. It did, however, cover the costs of first-aid training and staff completed it in work time. The payment of first-aiders, although small, was a considerable amount annually and it was felt that this sum would be better used if it were allocated to funding the training of yet more first-aiders. He acknowledged that the decision to stop the small honorarium had caused resentment and, consequently, it had been decided to retain it for first-aiders already qualified and in post.

The Vice-Chancellor reiterated that, as part of the continuing monitoring of health and safety, PRC would consider, in the following months, revisions to the University's Safety Policy, ways of making the management of health and safety more robust and the role sanctions might play. He reassured Council that the management of health and safety had improved greatly over the last two years but the introduction of policies and procedures had highlighted the need for more work to be carried out in specific areas which cut across the boundaries of budgetary groups such as lone-working and first-aid cover out of hours. These would be addressed in due course. He proposed that a progress report be presented on all outstanding issues as part of the Vice-Chancellor's annual report next year. The routine reports from PRC to Council would keep members abreast of the discussions and, if there were matters officers were particularly concerned about, they would decide whether a separate, interim report was required. Council endorsed the proposal.

Dame Yvonne thanked members of Council for their constructive comments.

Resolved That the Annual Health and Safety Report be noted.

34 **Report from meeting of Senate held on 14 March 2001** (Agendum 17)

Received The report from the meeting of Senate held on 14 March 2001.

Dame Yvonne drew attention to an error in the paper under Item 4; the committee referred to, the Academic Support Services Committee, was a committee of Senate and its formation did not require Council's approval. There was also an amendment to Item 7, 'Change of Departmental Title'; the reference to Agendum 13 should read Agendum 24.

The Academic Registrar presented the report entitled, 'Regulations Governing Student Complaints'. The procedures for dealing with complaints from students concerning matters other than academic ones had been fairly informal until the Quality Assurance Agency (QAA) had issued guidelines on the subject. The Agency required the University's governing body to endorse and approve the regulations that had been drawn up in response. They incorporated, too, best practice at other institutions of higher education. The Academic Registrar summarized the process which comprised six steps, commencing with an 'informal' stage aimed at resolving the complaint immediately and ending with a petition to the Visitor. The implementation of the regulations would impose an additional administrative burden on the members of staff involved. Institutions were also required to report annually to the QAA on the number of complaints dealt with. Under the current arrangements,

complaints were not monitored, but, based on experience, the Academic Registrar said very few were registered during an academic year. He attributed this in part to the services provided by the Students' Union whose Student Advice and Information Centre offered a range of help to students with problems.

The Secretary and Registrar commented that the steps taken by the QAA reflected the growing interest nationally in the treatment of students in higher education, particularly since fees had been introduced. The University's approach to managing the area covered by the regulations was to resolve any problems at the earliest possible stage and at the lowest level, namely, in the Department or School where the complaint would be first registered.

Mr Walker asked whether at stage five – Appeal to Council – the appeal related to the procedures or the merits of the case. The Academic Registrar said that stages four and six concerned the procedures followed in respect of the case. However, the wording of the University's Statute 17(20), quoted for stage five, indicated that the option to review the merits of the case was left open. He acknowledged that the two areas were intertwined; in practice, it was often difficult to separate procedural from substantive issues. With regard to monitoring the regulations, the Academic Registrar said that an annual report would be prepared and submitted to Senate and Council. Ms Allanach drew attention to the steps which members of staff would be expected to take if they were called upon to deal with a complaint. She asked whether these steps would be incorporated in the University's Personnel Policies and Procedures. The Academic Registrar said that he would discuss the matter with the Director of Human Resources.

- Resolved**
- (i) That Senate's endorsement of the proposed re-appointment of Dame Rennie Fritchie and Sir Adrian Swire as Pro-Chancellors be noted.
 - (ii) That the honours and distinction reported by Senate be noted with pleasure.
 - (iii) That the Regulations Governing Student Complaints be endorsed and approved.
 - (iv) That the change in title of the Department of Management to the School of Management be noted.
 - (v) That, subject to (i) to (iv) above, the comments and information provided by Senate be noted.

35 **Reports from meeting of Policy and Resources Committee**

21 February 2001 (Agendum 18.1)

Received The report from the meeting of the Policy and Resources Committee held on 21 February 2001.

The Vice-Chancellor drew attention to the following items in the report:

New College Budget to 2004/2005

PRC had considered in great detail the revised financial plan and concluded that it was robust. Much would now depend on the recruitment of students for the new degree programmes and the foundation year courses.

Report from University Management Group: Enterprise and Innovation Strategy Committee

The Secretary and Registrar reported that there were two small errors in the attached Annex. The membership of the Committee should include the Director of the Centre of Enterprise and Innovation and one more *ad personam* member.

Audit of appraisal arrangements

The audit of appraisal arrangements for academic and academic related staff had indicated that the majority of staff had taken part in the appraisal process. A number of departments had not supplied information and it was not clear in these instances what progress had been made in introducing the scheme. Appraisal was an important part of staff development and management and PRC had therefore agreed that, from next year, proposals for promotion and *ex-gratia* payments to staff would not be considered from departments which did not provide satisfactory evidence of carrying out the appraisal scheme. The Vice-Chancellor outlined the background to the matter, explaining that in the past academic and related staff had been granted tenure. With the introduction of the Education Reform Act (1988), the University Commissioners had amended universities' constitutions allowing for dismissal on certain grounds for those entering or changing posts in academia from 1987. Academic staff had been used to achieving promotion through performance. Appraisal, despite not being the determinant of promotion, was the monitoring of staff development and was seen as an unnecessary tool of management.

Mr Gordon commented that, although it was important to have a record of an individual's performance at work in order to be able to offer rewards, if staff perceived the appraisal process to be linked to promotion, it would be very difficult to develop it successfully. The Director of Human Resources said that, overall, the scheme was working well and most staff welcomed it. The present scheme included arrangements to ensure that staff were appraised even if their direct line manager was not willing to carry it out.

The Vice-Chancellor reiterated that the process did not drive the promotion procedures. PRC wanted to ensure that the appraisal scheme was introduced across all groups in the University; it was not changing the nature of the process.

Resolved That, subject to the above, the report from, and the decisions taken by, the Policy and Resources Committee be noted and endorsed.

36 **Report from meeting of Standing Committee of Council held on 21 February 2001** (Agendum 19)

Received The report from the meeting of Standing Committee of Council held on 21 February 2001.

Resolved That the report from Standing Committee of Council be noted.

37 **Report from meeting of Nominations Committee held on 21 February 2000** (Agendum 20)

Received The report from the meeting of Nominations Committee held on 21 February 2001.

- Resolved**
- (i) That Dame Rennie Fritchie and Sir Adrian Swire be re-appointed as Pro-Chancellors for a further period of three years from 1 August 2001.
 - (ii) That Dr Bruce Smith be appointed as Vice-Chair of Council for three years from 1 August 2001.
 - (iii) That Council record its appreciation to Sir John Fairclough for his contributions to the work of the Council.
 - (iv) That Mr C Gordon, Dr M P Read and Dr A Mitchell be re-appointed as members of Council for three years from 1 August 2001.
 - (v) That Dr S Duckworth be appointed as a member of Council for three years from 1 August 2001.
 - (vi) That the persons who had accepted the invitation to become members of the Court, be so appointed:

Dr Penny Hackett (Class 10)
Ms Vanessa Lawrence (Class 1(i))

38 **Amendments to Charter, Statutes and Ordinances** (Agendum 24)

Received Proposed amendments to the Charter, Statutes and Ordinances of the University, dated 20 February 2001.

The Secretary and Registrar introduced the proposed changes to the Charter, Statutes and Ordinances. He reminded Council that the modifications to the Charter and Statutes had to be approved by 'Special Resolution' which meant that they were passed by a Resolution at one meeting and confirmed at a subsequent meeting. The date of the Special Meeting of Council had been set for 6 June 2001.

The Secretary and Registrar summarized the proposed changes to the Charter which included the updating of the wording in relation to the titles of the Faculties. The main changes to the Statutes were:

- the recognition of New College as a grouping with a status equivalent to a Faculty and its representation on University committees;
- the inclusion of the Director of Academic Support Services.

- Resolved**
- (i) That the amendments to the Charter, the Statutes and Ordinances of the University, as set out in the paper dated 20 February 2001, be approved.
 - (ii) That a Special Meeting of Council be held on 6 June 2001 to confirm the approval of the modifications in the above-mentioned paper to the Charter and the Statutes.

39 **Students' Union: Final accounts** (Agendum 25)

Received A paper from the Director of Finance on the Students' Union's accounts for the year ended 31 July 2000.

The Director of Finance introduced the paper and reported that the University Management Group had scrutinized the accounts. He was pleased to be able to report that the Students' Union's finances were healthy and there were no issues of concern to bring to the attention of Council.

Resolved That the report on the satisfactory nature of the Students' Union's accounts be noted.

40 **Programme of seminars organized by the Committee of University Chairmen** (Agendum 26)

Received A paper from the Secretary and Registrar seeking views on the appropriateness of seminars and induction programmes.

Dame Yvonne invited members of Council to discuss with her informally whether they felt that their training needs were met by the current arrangements.

Resolved That members of Council be invited to discuss with the Chair of Council their views on the current arrangements for training.

41 **Dates of committee meetings during 2001/2002** (Agendum 27)

Received Extract of the University's *Almanac* for 2001/2002, listing the dates of the main committee meetings during the year.

Resolved That the provisional dates of the main committee meetings for the academic year 2001/2002 be noted.

42 **Date of Special Meeting of Council: Wednesday, 6 June 2001 at 5.00pm**
 (Agendum 28)

The Secretary and Registrar announced that the Special Meeting of Council to be held on 6 June 2001 at 5.00pm to approve the changes to the Charter and Statutes might also receive the final report from the Joint Committee for the Appointment of the Vice-Chancellor.

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Restricted

43 Minutes (restricted) of meeting held on 19 December 2000

Resolved That the Minutes (restricted) of the meeting held on 19 December 2000 be approved and signed.

44 Matters arising

There were no matters arising.

45 The Vice-Chancellor's report (Agendum 32)

The Vice-Chancellor said that there were no matters that he wished to raise.

(The Vice-Chancellor left the meeting.)

Dame Yvonne presented an update on the work of the Joint Committee for the appointment of a Vice-Chancellor. The Joint Committee had held two meetings with the consultants and the position had been advertised nationally. The Joint Committee would meet at the end of April to consider applications from all the candidates. From this group, a small number would be interviewed by members of the Committee. Dame Yvonne hoped that by the date of the Special Meeting of Council it would be possible to come forward with a proposal for the appointment of the new Vice-Chancellor.

46 Report (restricted) from meeting of Senate held on 14 March 2001 (Agendum 36)

Resolved (i) That the following senior appointments, effective from the dates shown, be noted:

Chair of Rehabilitation	Dr A Ashburn (1.01.01)
Chair of Clinical Nutrition and Metabolism	Dr M Elia (1.03.01)
Chair of Human Genetics and Director of the Wessex Regional Genetics Laboratory	Dr N C P Cross (1.09.01)

(ii) That the conferment of honorary degrees upon those individuals listed in *Annex 2* to the report be approved.

(iii) That the list of promotions to the grade of Senior Lecturer as set out in *Annex 3* to the report be noted with pleasure.

(iv) That Professor J K Hammond be appointed Dean of the Faculty of Engineering and Applied Science for the period 1 April 2001 to 31 August 2004.

- (v) That Dr W G Brooks be appointed Dean of the Faculty of Arts for the period 1 August 2001 to 31 July 2004.
- (vi) That Professor C Thomas be appointed Head of the Department of Politics for the period 1 January 2001 to 31 December 2004.
- (vii) That the appointment of Professor Dame Jill Macleod Clark, Professor H S Roe, Professor A A Wheeler, Professor K Crouan and Professor J K Hammond as Senate representatives on Council for the period 1 August 2001 to 31 July 2004 be noted.
- (viii) That, on the recommendation of the Academic Staff Committee, the title and status of Professor be conferred upon the following with effect from 1 February 2001:

Dr A J Frew	School of Medicine
Dr J Fleming	Medical Physics and Bio-engineering

- (ix) That, on the recommendation of the Academic Staff Committee, the title and status of Reader be conferred upon the following with effect from 1 February 2001:

Dr B Margetts	Medical Specialities
Dr M Starink	School of Engineering Sciences
Dr G Swinerd	School of Engineering Sciences
Dr D Thompson	Institute of Sound and Vibration Research
Dr K Weare	Research and Graduate School of Education

- (x) That, on the recommendation of the Academic Staff Committee, the title and status of Honorary Professor be conferred upon the following with effect from 1 March 2001:

Dr P Killworth	Southampton Oceanography Centre
Dr M Fasham	Southampton Oceanography Centre
Dr J Thomson	Southampton Oceanography Centre
Dr C German	Southampton Oceanography Centre

- (xi) That, on the recommendation of the Academic Staff Committee, the title and status of Honorary Reader be conferred upon the following with effect from 1 March 2001:

Dr R S Lampitt	Southampton Oceanography Centre
Dr A J Gooday	Southampton Oceanography Centre

- (xii) That, on the recommendation of the Academic Staff Committee, the title and status of Reader be conferred upon the following with effect from 1 March 2001:

Dr M Leuschel	Electronics and Computer Science
Dr L Moreau	Electronics and Computer Science

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The meeting ended at approximately 6.20pm

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