



**University of  
Nottingham**

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## University Executive Board

### Minutes of the meeting of 7 October 2019

#### Attending

Professor Shearer West (Vice-Chancellor and Chair), Professor John Atherton (FPVC Medicine and Health Sciences), Professor Dame Jessica Corner (PVC RKE), Dr Paul Greatrix (Registrar), David Hill (CDO), Jaspal Kaur (Director of Human Resources), Professor Sam Kingman (FPVC Engineering), Professor Todd Landman (FVPC Social Sciences), Professor Andrew Long (DVC), Professor Robert Mokaya (PVC GE), Margaret Monckton (CFO), Professor Sarah O'Hara (PVC ESE), Professor Kevin Shakesheff (FPVC Science), Professor Sarah Sharples (PVC EDI), Professor Jeremy Gregory (FPVC Arts) from minute 19.118

#### Apologies

Professor Graham Kendall (Provost UNM), Professor Nick Miles (Provost UNNC)

#### Attending

Rowena Hall (Secretary), Haf Merrifield (Director of Planning, Performance and Strategic Change) for minute 118.

#### 19.114 Welcome, Declarations of Interest and Quoracy

- .1 The Secretary confirmed that the meeting was quorate.
- .2 Members were asked to declare any interests they had relating to the items on the agenda:
  - .1 members declared an interest in item 8, Pension Scheme Opt Out: Alternative Remuneration Proposals; and
  - .2 RESERVED.
- .3 Congratulations were given to:
  - .1 the DVC on being elected a Fellow of the Royal Academy of Engineering;
  - .2 the FPVCs for MHS, Arts, Science and Social Sciences on their reappointment for a second term; and
  - .3 the PVC ESE on her forthcoming appointment as the CEO of Nottingham Global Online.

#### 19.115 Minutes of the Meeting Held on 17 September 2019 and Action Log

- .1 The minutes of the meeting of 17 September 2019 were agreed as an accurate record, subject to a number of minor amendments.

- .2 Updates were provided to the Action Log and NOTED by UEB. A mechanism had been developed under action 19.48.9 to record UEB staff engagement activity.

#### 19.116 Chair's Business

- .1 The Vice-Chancellor had circulated an update to UEB members prior to the meeting.
- .2 The Terms of Reference and membership of the Sustainability Committee were close to being finalised. The FPVC MHS would chair the committee and lead on the sustainability portfolio.
- .3 Chris Williamson MP would be attending University Park later in the week to participate in an event hosted by the School of Politics and International Relations. The focus of the event would be British party politics during the 2015 and 2017 general elections. The event had been risk assessed and a public statement released. UEB NOTED the University's legal duty to ensure that free speech was not prevented on campus and that Chris Williamson's contributions would be monitored carefully to ensure they did not contravene our expectations of legal free speech.
- .4 The Vice-Chancellor had attended the opening the of the University of Nottingham Lincoln Medical School.

#### 19.117 One University, Three Countries Operating Model

- .1 UEB RECEIVED paper UEB/19/105 from the Deputy Vice-Chancellor.
- .2 UEB NOTED the proposal to create a framework to provide high level principles to govern operational activity across the University and support the 'one University, with campuses in three countries' operating model. This would be underpinned by the allocation of activities into one of three categories: global Activities that are led and managed by the University across the University; activities that have global direction but are managed locally and activities that are managed locally.
- .3 UEB AGREED the creation and development of the framework should continue and that it should be overseen by the proposed steering group. Further consideration should be given to how the activities of Professional Services' departments and their teams should be reflected within the framework.

	<b>ACTION</b>	<b>OWNER</b>	<b>DUE</b>
.4	To provide UEB with an update on the progress of the development of the framework.	DVC	January 2020

#### 19.118 University Strategy

- .1 UEB RECEIVED paper UEB/19/107 from the Deputy Vice-Chancellor and which was presented by the Director of Planning, Performance and Strategic Change.
- .2 UEB discussed the feedback provided as part of the White Paper Consultation and NOTED the positive response, the broad agreement with the four questions posed and the free text responses, which included comments around distinctiveness, the use of particular words and some of the examples used to illustrate goals.
- .3 UEB considered and discussed the first draft of the strategy and NOTED:

- .1 it had been reviewed by UEB Members, UNNC and UNM Management Boards, a small group of Heads of School and Directors of Professional Services, and the Students' Union Executive.
- .2 the feedback included suggestions regarding modest changes to language, order and presentation and raised questions around the visibility of the civic commitments, the focus of the commitment to environmental sustainability and the phrase, 'university without borders'.
- .3 that the draft strategy incorporated the feedback received as part of the White Consultation.
- .4 Consideration was given to the use of particular words and phrases and their likely interpretation by students, staff and partners and whether the number of values should be reduced to make them more memorable.
- .5 UEB NOTED that the Director of Communications and Advocacy and the Director of Global and Political Affairs had begun work on the communication and engagement plans which would support the publication of the strategy and would include mechanisms for capturing ideas for implementation.
- .6 UEB further NOTED that:
  - .1 the proposed content document which formulated the White Paper Consultation and its resultant feedback would be shared with Council at its next meeting.
  - .2 a further draft of the strategy would be submitted to UEB for approval at its next meeting following which it would be presented to Council for approval.

#### **19.119 Graduation Enhancement Board: Proposals for Development of Graduation Events.**

- .1 UEB RECEIVED paper UEB/19/107 from the Registrar.
- .2 The Graduation Enhancement Board had reviewed the operation of graduation in July 2019 from a ceremonial and event perspective.
- .3 UEB NOTED the proposals and options contained in the papers and AGREED:
  - .1 ceremonies should be held four times a day during the summer graduation period and three times a day during the winter period;
  - .2 ceremonies should not be held on Saturdays;
  - .3 the ceremony hall size should remain the same as currently used;
  - .4 whilst it was not practical to read the names of PhD thesis titles during the ceremonies, other mechanisms should be considered to highlight the particular achievement of PhD graduands, such as inclusion of the thesis title in the graduation brochure or an acknowledgement by the name caller that certain graduands were recipients of PhDs; and
  - .5 the use of professional linguists or actors to call names at ceremonies should be offered to all Schools.
- .6 UEB made a number of other suggestions which would be passed to the Graduation team for consideration.

**19.120 Pension Scheme Opt Out: Alternative Remuneration Proposals**

- .1 UEB RECEIVED paper UEB/19/103 from the Director of Human Resources.
- .2 It was NOTED that all members of UEB had an interest in the paper.
- .3 UEB NOTED that the Remuneration Committee had requested a paper setting out options for the introduction of alternative remuneration proposals for those staff members who had opted out of the USS pension scheme including the current HE sector position on the issue. Remuneration Committee had requested UEB's view as part of their considerations. UEB also NOTED that it would be a decision for the Remuneration Committee as to whether to introduce alternative remuneration proposals.
- .4 UEB NOTED significant financial and equality concerns connected with any introduction of a policy as set out in the paper and considered that the lack of such a policy was unlikely to impact on the decision of candidates to accept employment with the University. Whilst not unanimous in its view, UEB was not supportive of the proposal.

**19.121 UEB Sub-Committee Update**

UEB RECEIVED and NOTED paper UEB/19/100 from the Secretary.

**19.122 Roundtable**

- .1 The University had faced a number of significant challenges at the start of term connected with the implementation of Campus Solutions. The Registrar reminded UEB members of the formal routes for surfacing issues which included designated colleagues in Faculties and Professionals Services and the IT helpline. Appropriate issues were in turn escalated to the Silver team. The hard work of colleagues across the University during this challenging time was acknowledged.
- .2 Grant award figures appeared at first sight to be significantly lower than forecasted. The PVC RKE considered that based on previous years, the current shortfall would be met and exceeded.
- .3 The Office for Students would soon release its results of the subject level TEF pilots. It was expected that the report would suggest significant challenges around the delivery of the framework.
- .4 The DVC provided a summary of his attendance at the Russell Group meeting of Deputy Vice-Chancellors and confirmed that the Chief Executive of UCAS had been invited to the University to present to UEB.
- .5 The School of Medicine had received a silver Athena Swan award.
- .6 The FPVC Arts had attended an alumni event at the National Theatre. He reaffirmed the importance of UEB members attending similar events.