Appointments and Governance Committee

20/01 A meeting of the Appointments and Governance Committee was held in Committee Room 2, Whiteknights House on Tuesday 28 January 2020 at 3.00 pm.

Present: -

The President, Dr P.R. Preston (in the Chair)

The Vice-President, Mr R. Evans

The Vice-President, Mrs K. Owen

Member of the Council, Mrs S. Maple (via phone)

Member of the Council, Mrs S. Woodman

The Vice-Chancellor

The Deputy Vice-Chancellor

By invitation: -

Member of the Council, Mr J. Taylor

The University Secretary

Head of Governance (Secretary)

20/02 Minutes of the last meeting

The Committee received and approved the Minutes of its meeting held on 21 October 2019.

20/03 Matters arising

It was noted that the report of the Committee to the Council on 27 November 2019 had been accepted.

It was also noted that:

Professor McCrum had been appointed to the Council from 1 January 2020

Professor Park had been appointed to the Strategy and Finance Committee from 1 January 2020

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- Do not look at protected characteristics under the Equality Act and try to get one of each. Have a fair and op en competition for all to apply, then chose the best candidate irrespective of background
- Celebrate diversity of thought, experience and background. Everyone brings something unique to the table. This is a bigger message to take on board rather than trying to tick the protected characteristics box.
- It would be helpful for board members to write down the top three skills that they bring to the table (or a 360 review) and then list what is missing. Life experience is just as important in terms of diversity as to what is shown by a person's exterior
- Think about practical arrangements – set dates well in advance, are more frequent/shorter meetings helpful, would evening meetings allow more people to attend, consider paying childcare costs, allow phone dial in/vi deo conferencing, could membership on sub -committee help if people can't make longer meetings
- Whether to pay governors varied greatly around the sector. If people can't afford to attend think about what other actions you could do to make a level playing fi eld for e.g. cover expenses, childcare
- Make interviews – ask candidates about the skills and experience that they bring, what they are passionate about
- There was a need to encourage younger people onto boards and committees earlier – they should use this a s part of their career development or as a networking opportunity. Reverse mentoring was being used by many companies. Look at Forbes 30 under 30, Alumni , speak to contacts like [redacted, section 40]. Many younger people would use these voluntary opportunities to gain paid roles at a later point

The Committee thanked Joanna for her time and insight which had been very valuable. The points raised had given the Committee much to think about.

20/07 Update on the Recruitment and Selection Process for the PVC (Item 5)

The Committee received a paper, prepared by the Vice- Chancellor on the PVC International and Student Experience post.

In light of the previous recruitment round that had taken place during the Autumn Term it was now proposed that the port folio be split into two parts – international and student experience.

A new recruitment round advertising internally and externally would be undertaken for a full -time Pro -Vice-Chancellor International.

For the student experience portfolio, it was proposed that this be allocated to the Pro - Vice-Chancellors for Education and that both their FTEs increase from 0.6 to 0.8 FTE for three years in the first instance, and that their title be amended to PVC Education and Student Experience .

communicating to Council the Senate's agreed positions on relevant matters lies with the Vice -Chancellor in his capacity as Chair of the Senate. '

20/09 Filling vacancies on Council (Item 6)

a) VicePresidency

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reporting line for D&I) replacing Professor Brooks on Appointments and Governance Committee, it had been agreed that Professor Chandler-Wilde's replacement as Dean for D&I did not need to join the Committee. The membership at present did require a Dean, but there is no evident reason why a Research Dean or T&L Dean would be ex officiomembers. After discussion with the Vice-Chancellor, it was recommended instead that James Magee, the professional and administrative staff member of Council, be invited to join, and that the constitution of the committee be changed as a consequence from a Dean to an internal member of the Council, not being a member of the University Executive Board. The Committee agreed with this proposal.