

APPENDIX TO MINUTE 236

EQUAL OPPORTUNITIES POLICY STATEMENT

The University of Aberdeen confirms its commitment to a comprehensive policy of Equal Opportunities in employment for all categories of employees in all areas of the institution. Subject to statutory and contractual provisions no applicant or member of staff will be treated less favourably on the grounds of age, colour, ethnic or national origin, nationality, disability, health, sexual orientation, marital status, family responsibilities, gender (including gender reassignment) religious or political beliefs and affiliations, socio-economic background or any other inappropriate distinction. All members of staff are selected on the basis of their relevant skills and abilities in line with this commitment to Equal Opportunities. Once in employment, all members of staff will be treated as equal partners and be provided with equal opportunities in terms of training, personal development and promotion in line with the agreed policies and procedures.

The aim of this policy is to ensure that all prospective and present employees receive equal treatment in accordance with the University's policies and procedures and in line with best employment practice. It is intended that a harmonious and productive environment will be created in which diversity will add value to the work of the University.

The University is committed to the continual monitoring and review of the practical implementation of this Equal Opportunities policy, and its supporting policies, to ensure their continuing effectiveness.

UNIVERSITY OF ABERDEEN **Maternity Leave Policy**

On the basis of appropriate qualifying service, a member of staff who is pregnant or who has received confirmation of adoption, will be entitled to receive the following:

Qualifying Conditions	Entitlement
An employee with less than 52 weeks service at date of Estimated Week of Childbirth (EWC), may choose either to return to work or leave the University's employment.	18 weeks Ordinary Maternity Leave (OML) including 18 weeks Statutory Maternity Pay* (SMP).
An employee with 52 weeks service at date of EWC, who has confirmed their intention to return for a minimum of 6 months.	18 weeks full pay, inclusive of SMP*, the remainder on no pay subject to a maximum of 52 weeks leave from date of commencement of maternity leave. Or 9 weeks full pay, followed by 18 weeks half pay, inclusive of SMP*, the remainder on no pay subject to a maximum of 52 weeks leave from date of commencement of maternity leave.
An employee with 52 weeks service at date of EWC, who is undecided about returning to work.	18 weeks Ordinary Maternity Leave including 18 weeks SMP*.

<p>Six weeks after EWC employee will have the opportunity to confirm their decision to either:</p> <ul style="list-style-type: none"> ❖ return to post for a minimum of 6 months <p>Or</p> <ul style="list-style-type: none"> ❖ not to return 	<p>Receive maternity benefits they would have received had they initially decided to return to post.</p> <p>Continue to receive SMP* and remain on maternity leave with their employment concluding at the end of the OML period.</p>
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All benefits will continue to accrue during the first 18 weeks of maternity leave including annual leave and pension benefits.

* If the employee earns less than the lower earnings limit during the qualifying period at their 25th week of pregnancy, they will not qualify for SMP but may qualify for DSS Maternity Allowance. Where the employee earns more than the lower earnings limit they will qualify for SMP.

UNIVERSITY OF ABERDEEN Parental Leave Policy

The University of Aberdeen recognises the need to provide staff with appropriate support at important life stages and therefore provides entitlement to Parental Leave where an employee has 52 weeks continuous service.

Parental Leave is defined as planned absence from work in connection with the care of a dependant child. Application for parental leave should be made by the staff member directly to their line manager or Head of Department as appropriate.

The Parental Leave Policy allows 13 weeks unpaid leave over a period of 5 years, for an employee, either named on the birth certificate, an adoptive parent or a long term partner where the child is:

- ❖ Born on or after 15 December 1999 and who is under 5 years of age.
- ❖ Adopted on or after 15 December 1999 and who is under 18 years old.
- ❖ Disabled* and is under 18 years old.

The University will give sympathetic consideration to applications for parental leave which fall outwith the parameters detailed above.

The 13 weeks-unpaid leave will be on a pro-rata basis for part time employees. Employees must provide 21 days notice of the start and end date of leave, take leave in blocks of a week, with a maximum of 4 weeks being taken each year, except by prior agreement. The carer of a disabled child may take leave in days rather than weeks. The University may postpone a period of leave for up to 6 months if the operation of the University would be disrupted. Notice of any such postponement will normally be given not more than seven days after the employee submitted his or her request for leave. Any individual who feels aggrieved by a decision not to grant (or to postpone) an application for parental leave shall be entitled to seek redress through the appropriate staff grievance procedure.

Paternity/Co Maternity Leave

Paternity Leave/Co Maternity Leave forms part of the Parental Leave entitlement and allows for four weeks of Paternity/Co Maternity Leave following the birth or adoption of a child. One week of the Paternity Leave period will be paid; the remaining 3 will be unpaid.

*Definition – where a child receives disability living allowance.

UNIVERSITY OF ABERDEEN Policy for Urgent Domestic Distress

The University of Aberdeen commits to supporting employees by providing reasonable paid time off work, to be approved normally by the line manager or Head of Department as appropriate, to:

- ❖ resolve unexpected disruption to or termination of arrangements for the care of a dependant defined as a spouse, child, parent or a person who lives in the same house as the employee otherwise than as a tenant or lodger;
- ❖ deal with an incident, involving a child of the employee, which occurs unexpectedly at a time when an educational establishment, or other caring agency, would normally have responsibility for the child.

APPENDIX TO MINUTE 237

UNIVERSITY OF ABERDEEN

Redundancy Policy and Procedure – Teaching and Research Staff

1. AIM

The aim of this policy is to ensure that the University deals with redundancy in a fair, consistent and sympathetic manner in line with best practice and within the framework of relevant employment legislation and the statutes and ordinances of the University.

2. POLICY

2.1 Introduction

It is the University's intention to provide a stable working environment and security of employment for all staff. However, circumstances may arise which necessitate reductions in staffing levels and, in such an event, the University, in consultation with the appropriate campus Trade Union(s), will seek to avoid or minimise compulsory redundancies where possible, by the use of other measures such as early retirement and voluntary redundancy. Where compulsory redundancy is inevitable, the University will handle the redundancy in a fair, consistent and sympathetic manner.

This procedure is based on the University Commissioners' modifications to the Ordinances of the University of Aberdeen, approved in October 1992 which apply to all Professors, Readers, Senior Lecturers and Lecturers as well as other staff paid on academic-related salary scales who are required to undertake teaching and /or research duties by the terms of their contract of employment. This procedure is supplementary to and shall be used in conjunction with the Ordinance in respect of those staff; for the avoidance of doubt in any circumstance where there is apparent conflict between the Ordinance and this procedure, the Ordinance shall have precedence.

2.2 General Principles

- i. this policy and procedure will apply to all members of teaching and research staff;
- ii. the University recognises the need to keep Trade Union representatives informed as fully as possible about staffing requirements and any need for redundancies;
- iii. wherever possible and practicable the University will aim to offer the employee who is likely to be made redundant, alternative work within the University;
- iv. consideration will be given to the use of non-compulsory redundancies, through the use of voluntary redundancy and early retirement;
- v. the University will use specific objective criteria to select employees for redundancy;
- vi. each member of staff selected for redundancy will receive written notice summarising the action taken by the University Court, the selection procedures used, and when the proposed dismissal is to take effect;
- vii. the University recognises the right of employees to appeal against any proposed redundancy;
- viii. if re-deployment is not possible, the University will offer employees reasonable paid time off to look for alternative employment during the final notice period;
- ix. an employee selected for redundancy will be entitled to a redundancy payment if he/she has accrued the statutory period of service within the University.
- x. in accordance with the University's policy on Equal Opportunities, an individual will not be discriminated against either directly or indirectly because of their age, colour, ethnic or national origin, nationality, disability, health, sexual orientation, marital status, family responsibilities, gender (including gender reassignment), religious or political beliefs and affiliations, socio-economic background or any other inappropriate distinction.

3. PROCEDURE

3.1 Introduction

- i. Once the University has decided that it is necessary to reduce staffing levels, it will be necessary to select and recommend the requisite numbers of staff for dismissal by reason of redundancy.
- ii. Non-compulsory redundancies may be sought in the first instance through the use of voluntary redundancy and early retirement.

3.2 Consultation

i. Where it is likely that the University will require to reduce staffing levels through compulsory redundancy, the University shall, at the earliest reasonably practicable opportunity, consult the appropriate recognised Trade Union(s). Such consultation will be with a view to considering the ways and means of avoiding compulsory redundancies, and, where this is not possible, to minimising the numbers to be made redundant and mitigating the consequences of redundancy. Consultation will be undertaken with the view to reaching agreement with the relevant trade Union(s). To enable the Trade Union(s) to make constructive proposals, the University shall supply them with all information it reasonably regards as relevant, including:

- the reasons for the proposed redundancies;
- the numbers and descriptions of employees who are likely to be affected;
- the total number of employees of any such description employed by the University;
- how employees are to be selected for redundancy;
- the period over which the redundancies are to take effect;
- how any redundancy payments are to be calculated.

The University will also supply, so far as is possible, any other appropriate or relevant information which may be requested by the Trade Union(s).

The initial consultation will be with local Trade Union representatives who will be free to inform national officials.

ii. The University shall, at the earliest reasonably practicable opportunity, which shall normally follow consultation described in (i). above, consult with the employees likely to be affected (whether the redundancies be voluntary or compulsory).

3.3 Redundancy Committee

The Court will appoint a Redundancy Committee with the following composition:

- A Convenor;
- 2 lay members of the University Court;
- 2 members of the Senate.

The remit of the Redundancy Committee will be:

- to approve the redundancy selection criteria;
- to select and recommend staff for dismissal by reason of redundancy;
- to conduct appropriate consultation with the Trade Union(s) and members of staff;
- to report recommendations to the University Court.

3.4 Selection Criteria

In selecting members of staff for redundancy, specific criteria will be used based on the needs of the University at the time of the redundancy. The criteria will be objective and will be applied fairly and consistently, avoiding any bias to a specific criterion. The criteria may include factors such as lack of available funding, length of service, experience, knowledge, effort and efficiency, the relevance of the individual's specialism, discipline, skills or qualifications to the maintenance of a balanced staffing profile appropriate to future needs, disciplinary record, attendance record and/or any other factors deemed relevant.

3.5 Notices of Intended Dismissal

Where the University Court approves a recommendation from the Redundancy Committee, it will authorise an officer of the University to dismiss the relevant member(s) of staff. Each member of staff selected for redundancy will receive a redundancy notice detailing:

- a summary of the reasons for the dismissal;
- the selection process used by the Redundancy Committee;
- the date the dismissal will take effect;
- the procedure and timescales for appealing against the decision.

3.6 Period of Notice

The University will endeavour to provide staff who are selected for redundancy with at least six months' notice of intended dismissal. In circumstances where this is not possible, notice will be according to the individual contract of the member of staff concerned, or the provision laid down by legislation, whichever gives the greater period of notice.

3.7 Assistance to Staff

To assist in the consultative process, each member of staff selected for redundancy will be given information in writing along with the notice of intended dismissal, about the following :

- the counselling facilities available to staff to assist them with finding alternative employment;
- the right to reasonable time off to seek alternative employment or retraining opportunities;
- the calculation of any intended redundancy payment.

3.8 Compensation

The University will consult the appropriate Trade Union(s) regarding the calculation of redundancy payments to members of staff selected for redundancy.

3.9 Appeals

Any member of staff wishing to appeal against dismissal by reason of redundancy must do so, in writing, to the University Secretary within 28 days of the date of the redundancy notice, detailing the grounds for appeal. The Secretary will bring the appeal to the notice of the University Court who will appoint a person to hear the appeal. This person will neither be an employee of the University, nor a member of the University Court and will be a solicitor or advocate of at least 10 years' standing. This person will normally consider appeals alone, but may choose to sit with one member of the University Court and one member of Senate if they feel that this is in the best interests of justice and fairness.

The appeal will take the form of an oral hearing where the member of staff will have the right to be represented and may call witnesses. Appeals will be heard as expeditiously as reasonably practicable.

The person hearing the appeal may allow or dismiss an appeal in whole or in part and may remit the case to the University Court for further consideration. A written reasoned decision will be issued to the member of staff.

UNIVERSITY OF ABERDEEN

Redundancy Policy and Procedure – Non-Academic Staff, Administrative, Library and Computing and Other Related Staff

1. AIM

The aim of this policy is to ensure that the University deals with redundancy in a fair, consistent and sympathetic manner in line with best practice and within the framework of relevant employment legislation and the statutes and ordinances of the University.

2. POLICY AND PRINCIPLES

2.1 Policy Statement

It is the University's intention to provide a stable working environment and security of employment for all staff. However, circumstances may arise which necessitate reductions in staffing levels and, in such an event, the University, in consultation with the appropriate campus Trade Union(s), will seek to avoid or minimise compulsory redundancies where possible, by the use of other measures such as early retirement and voluntary redundancy. Where compulsory redundancy is inevitable, the University will handle the redundancy in a fair, consistent and sympathetic manner.

2.2 General Principles

- xi. this policy and procedure will apply to all members of administrative, library and computing staff, other related staff and non-academic staff, other than those required to undertake teaching and/or research under the terms of their contract of employment who will be covered by the policy relating to teaching and research staff;
- xii. the University recognises the need to keep Trade Union representatives informed as fully as possible about staffing requirements and any need for redundancies;
- xiii. wherever possible and practicable the University will aim to offer the employee who is likely to be made redundant, alternative work within the University;
- xiv. consideration will be given to the use of non-compulsory redundancies, through the use of voluntary redundancy and early retirement;
- xv. the University will use specific objective criteria to select employees for redundancy;
- xvi. each member of staff selected for redundancy will receive written notice summarising the action taken by the University Court, the selection procedures used, and when the proposed dismissal is to take effect;
- xvii. the University recognises the right of employees to appeal against any proposed redundancy;
- xviii. if re-deployment is not possible, the University will offer employees reasonable paid time off to look for alternative employment during the final notice period;
- xix. an employee selected for redundancy will be entitled to a redundancy payment if he/she has accrued the statutory period of service within the University.
- xx. in accordance with the University's policy on Equal Opportunities, an individual will not be discriminated against either directly or indirectly because of their age, colour, ethnic or national origin, nationality, disability, health, sexual orientation, marital status, family

responsibilities, gender (including gender reassignment), religious or political beliefs and affiliations, socio-economic background or any other inappropriate distinction.

3. PROCEDURE

3.1 Introduction

- i. Once the University has decided that it is necessary to reduce staffing levels, it will be necessary to select and recommend the requisite numbers of staff for dismissal by reason of redundancy.
- ii. Non-compulsory redundancies may be sought in the first instance through the use of voluntary redundancy and early retirement.

3.2 Consultation

- i. Where it is likely that the University will require to reduce staffing levels through compulsory redundancy, the University shall, at the earliest reasonably practicable opportunity, consult the appropriate recognised Trade Union(s). Such consultation will be with a view to considering the ways and means of avoiding compulsory redundancies, and, where this is not possible, to minimising the numbers to be made redundant and mitigating the consequences of redundancy. Consultation will be undertaken with the view to reaching agreement with the relevant trade Union(s). To enable the Trade Union(s) to make constructive proposals, the University shall supply them with all information it reasonably regards as relevant, including:
 - the reasons for the proposed redundancies;
 - the numbers and descriptions of employees who are likely to be affected;
 - the total number of employees of any such description employed by the University;
 - how employees are to be selected for redundancy;
 - the period over which the redundancies are to take effect;
 - how any redundancy payments are to be calculated.

The University will also supply, so far as is possible, any other appropriate or relevant information which may be requested by the Trade Union(s).

The initial consultation will be with local Trade Union representatives who will be free to inform national officials.

- ii. The University shall, at the earliest reasonably practicable opportunity, which shall normally follow consultation described in (i). above, consult with the employees likely to be affected (whether the redundancies be voluntary or compulsory).

3.3 Selection Criteria

In selecting members of staff for redundancy, specific criteria will be used based on the needs of the University at the time of the redundancy. The criteria will be objective and will be applied fairly and consistently, avoiding any bias to a specific criterion. The criteria may include factors such as lack of available funding, length of service, experience, knowledge, effort and efficiency, the relevance of the individual's specialism, discipline, skills or qualifications to the maintenance of a balanced staffing profile appropriate to future needs, disciplinary record, attendance record and/or any other factors deemed relevant.

3.4 Notices of Intended Dismissal

Where the Convenor of the Staffing & Development Committee approves a recommendation from the Dean/University Secretary, he will authorise an appropriate officer of the University to dismiss the relevant member(s) of staff. Each member of staff selected for redundancy will receive a redundancy notice detailing:

- a summary of the reasons for the dismissal;
- the selection process used to determine the individuals to be so dismissed;
- the date the dismissal will take effect;
- the procedure and timescales for appealing against the decision.

3.5 Period of Notice

The University will endeavour to provide staff who are selected for redundancy with at least six months' notice of intended dismissal. In circumstances where this is not possible, notice will be according to the individual contract of the member of staff concerned, or the provision laid down by legislation, whichever gives the greater period of notice.

3.6 Assistance to Staff

To assist in the consultative process, each member of staff selected for redundancy will be given information in writing along with the notice of intended dismissal, about the following :

- the counselling facilities available to staff to assist them with finding alternative employment;
- the right to reasonable time off to seek alternative employment or retraining opportunities;
- the calculation of any intended redundancy payment.

3.7 Compensation

The University will consult the appropriate Trade Union(s) regarding the calculation of redundancy payments to members of staff selected for redundancy.

3.8 Appeals

Any member of staff wishing to appeal against dismissal by reason of redundancy must do so, in writing, to the Director of Human Resources within 28 days of the date of the redundancy notice, detailing the grounds for appeal. The Director of Human Resources will arrange for the appeal to be heard by the Appeals Committee. This Committee will comprise a Vice-Principal, a Lay member of Court and a Head of Department (not the employing Department).

The appeal will take the form of an oral hearing where the member of staff will have the right to be represented and may call witnesses. Appeals will be heard as expeditiously as reasonably practicable.

The Committee hearing the appeal may allow or dismiss an appeal in whole or in part and may remit the case to the University Court for further consideration. A written reasoned decision will be issued to the member of staff.

APPENDIX TO MINUTE 243

RESOLUTION NO 223 OF 2000

[FIFTH AMENDMENT TO SCHEDULE A TO UNIVERSITY COURT ORDINANCE NO 111
(ELECTION OF READERS AND LECTURERS TO THE SENATUS ACADEMICUS)]

After consultation with the Senatus Academicus, the University Court of the University of Aberdeen at its meeting on 27 June 2000 passed the following Resolution:

1. In terms of Section 1(b)(I) and (ii) of University Court Ordinance No 111 (Election of Readers and Lecturers to the Senatus Academicus), paragraph 1 of Schedule A (Regulations for the Conduct of Elections) to the said Ordinance, as amended by University Court Resolutions Nos 27 of 1970, 44 of 1972, 64 of 1973, 139 of 1990 and 196 of 1996, are hereby further amended as follows:
 - (i) Voting shall take place in the following constituencies, which (except as provided in paragraph (iii) below shall comprise the Personal Professors, Readers and Lecturers in those Departments assigned to the relevant Faculties by the University Court on the recommendation of the Senatus Academicus in terms of Resolution No 129 of 1988, as amended by University Court Resolutions No 178 of 1995 and No 219 of 2000 (Creation of a Faculty of Education), together with any other Personal Professor, Reader or Lecturer not otherwise included in a constituency.

Name of Constituency	Number of Seats allocated to Constituency
(a) Arts & Divinity	8
(b) Education	6
(c) Medicine & Medical Sciences	15
(d) Science & Engineering	20
(e) Social Sciences & Law	12

- (ii) Within the Education constituency, on the occasion of the first election to be held under this Resolution, the three successful candidates receiving the larger number of votes shall serve until 30 September 2006, and the remainder of the successful candidates until 30 September 2004.
 - (iii) Within the Medicine & Medical Sciences constituency, ten seats shall be allotted to full-time members of staff as defined in paragraph (i) above and five seats shall be allotted to part-time Clinical Professors, Readers and Lecturers whose principal responsibilities are in the Faculty of Medicine & Medical Sciences.
 - (iv) The number of seats allotted to individual constituencies (a) to (e) above may be varied by the University Court on the recommendation of the Senatus Academicus.
2. This Resolution shall come into force from and after the date on which the Aberdeen campus of Northern College is vested in the University.

APPENDIX TO MINUTE 249

MEMBERSHIP OF COURT AND JOINT COURT-SENATE COMMITTEES 2000-2001

The Court approved the recommendations of the Nominating Committee, as indicated below, for Court membership and joint Court-Senate Committees in 2000-01:

(i) Joint Negotiating and Consultative Committee

Professor Macdonald, Professor Logan, Dr G Roberts, DrN Milne

(ii) Nominating Committee

Mr A Mair, Principal, Professor Macdonald, Senate Assessor, General Council Assessor.

(iii) Remuneration Committee

Mr A Mair, Dr M Mackie, Dr H Fullerton, DrN Milne, Professor Ogston

(iv) Health & Safety Committee

Professor Forrester, Mr A Mair, Professor Baker, Miss A Harper

(v) Museums Collections & Galleries

Principal, MrJ Leiper (alternate), Professor Houlihan, Professor Logan, Dr A Dawson, Mrs A Skene

(vi) Student Recruitment & Admissions

Professor Macdonald, Professor Torrance, Miss A Harper, Miss M Main

(vii) University Committee on Teaching & Learning

Dr J G Roberts, Dr J Farrington, Mr J Leiper, DrJ Simpson

MEMBERSHIP OF COMMITTEES CURRENTS UNDER REVIEW

The Court approved the recommendations of the Nominating Committee, as indicated below for Court membership of committees currently under review:

(i) Joint Planning, Finance & Estates Committee

Mr A Mair (Convener), Dr H Fullerton, Mr A Salvesen, Mr G Stevenson

(i) Student Affairs Committee

Dr N Milne (Convener), Mr D Cockburn, Mrs A Skene

(ii) Staffing & Development Committee

Dr M Mackie, Dr A Dawson, Professor Forrester, Professor Torrance, Deans

SENATE APPOINTMENTS TO JOINT COURT-SENATE COMMITTEES AND TO COMMITTEES OF
THE COURT WITH SENATE MEMBERS

The Court approved the following appointments to Committees approved by the Senate at its meeting of 14 June 2000:

(i) **Chapel Committee**

Dr JG Roberts (*Convener*), Professors Johnstone, Beaumont and Torrance, Dr A Main and Dr EJ Powell.

(ii) **Committee on Biological Services Units**

The Deans of the Faculties of Medicine & Medical Sciences and of Science & Engineering, Professors Lomax, Matthews and Russell.

(iii) **Continuing Education Policy Committee**

Professor Macdonald, Dr J Darling and Dr GP McQuillan.

(iv) **Joint Policy and Resource Committee**

The Deans of the Faculties, plus two further members elected from amongst the Senate assessors on the University Court (Professor Graham and one other to be elected).

(v) **Military Education Committee**

Professors Salmon, Swanson and Torrance, Dr KR Page, Mr JH Wyllie and Dr G Herd.

(vi) **Museums, Collections and Galleries Committee**

Dr JG Roberts (*Convener*), Dr D Mannings, the Manager, Historic Collections, Mr G Pryor, Dr M Gorman, Dr JS Reid, Dr NH Trewin and Dr CC Wilcock.

(vii) **Research Committee**

Professors Britton, Devine, Gane, Gow, Ingold, Ingram, Killham and Ralston.

In attendance: The Deans of the Faculties.

(viii) **Student Recruitment and Admissions Committee**

The Deans of the Faculties, two Selectors for undergraduate degrees, elected from the Panel of Selectors (Dr SP Townsend and Mr AW Gray), the Convener of the Academic Standards Committee (Postgraduate), the Director of the Student Recruitment and Admissions Service, one other representative of the student recruitment function and the President of the Students' Association.

In attendance: The Academic Registrar, the Director of External Relations and the Manager of the Centre for Continuing Education.

(x) **University Committee on Teaching & Learning**

The Conveners of the Academic Standards Committees and of the Undergraduate Programme Committees, the Deans of the Faculties, the President of the Students' Association and one other student member.

(xii) **Finance and Estates Committee** (see also item 3.2 below)

Professors MacGregor and Prosser.

(xiii) **Staff Disciplinary Tribunal Panel**

Professors Evans-Jones, Fraser, Harrison, MacGregor, Pennington, Russell, Thomson and Dr GP McQuillan.

(xiv) **Staff Grading and Promotions Committee**

The Deans of the Faculties.

(xv) **Staff Grievance Committee Panel**

Professors Duff, Mordue, Rodger, Ritchie and Saunders, and Mrs M Ross.

Notwithstanding the above appointments, the Senate has approved the following membership, if the proposals for the review of committees are approved by the Court:

(i) **Chapel Committee**

Professor Johnstone.

(ii) **Joint Planning, Finance and Estates Committee**

Principal, Senior Vice-Principal, four Deans plus two further members elected from amongst the Senate assessors on the University Court (Professor Graham and one other to be elected).

(iii) **Student Affairs Committee**

Principal or alternate, Vice-Principal with responsibility for Student Welfare, the Conveners of the three Academic Standards Committees.

(iv) **Staffing and Development Committee**

The Deans of the Faculties.

COURT REPRESENTATION ON EDUCATIONAL AND OTHER BODIES

The Court is invited to approve the following changes in Court representation on educational and other bodies:

Aberdeen International Youth Festival

Professor Graham to be appointed *vice* Mr C McLaren.

Burn Management Committee

Mr S Cannon to be appointed *vice* Professor Hewitt.

Trust for Education in Highlands and Islands of Scotland

Dr M Dalgarno to be reappointed for a further 3 years.

Grampian Research Ethics Committee

Dr Graham Murray to be appointed in place of Dr E Gray for 4 years from September 2000.
Professor A Rees to be appointed in place of Professor N Webster for 4 years from 1 May 2000.
Professor I Torrance to be reappointed for 4 years from April 2000.
Mrs J Pearson (alternate Mr D Lessels) to be appointed *vice* Mrs M Ross (resigned).

Scottish Committee for Hospital Services

Professor M Greaves to be reappointed for one year until 31 March 2001.

Scottish Museums Council

Dr A Knox to be appointed for one year until 31 July 2001.

Strathcona-Fordyce Chair of Agriculture : Board of Curators

Mr A Mair to be appointed *vice* Dr R Scott Brown.

University of Stirling : Conference

Dr I Hutchinson to be reappointed for 3 years until 31 July 2000.

University of Strathclyde Convocation

Miss A Harper to be reappointed for 3 years until 31 July 2003.

Students' Association Union Management Council

Mr D Cockburn and Mr M Ord (alternate Mr S Duggan) to be appointed for 2000-01.