

UNIVERSITY OF ABERDEEN

UNIVERSITY COURT

Minutes of meeting held on 29 June 2010

Present: Sir Moir Lockhead (in the Chair), Principal, Mr A Amoore, Mr A Arthur, Dr A Baxter (items 202-268), Lady Catto, Sir Don Cruickshank, Professor P Edwards, Professor C Fynsk, Mr S Grant, Professor D Houlihan, Provost W Howatson, Mr G Hunter, Mr B Lockhart, Professor S Logan, Dr A Mair, Mr B Pack, Mr R Parker, Mr S Robertson, Professor G Robinson, Councillor J Stewart, Dr N Vargesson, with Professor C Gane, Professor N Haites, Professor W Long, Professor B MacGregor, Professor P Morgan, Professor A Rodger, Mr S Cannon, Ms I Bews, Mr A Donaldson, Mrs C Inglis, Dr G Mackintosh, Mrs L Manders, Ms J Sewel and Mr B Purdon (Clerk).

Apologies were received from Ms J Craw, Mr R Ruddiman, Professor N Webster, Mrs C Banks and Mr P Haley.

MINUTES

202 The Minutes of the meeting held on 30 March 2010 were approved.

DECLARATION OF INTERESTS

203 Dr Mair, Professor Gane, Mr Cannon and Ms Bews declared an interest in items in the agenda as Trustees of the University of Aberdeen Superannuation & Life Assurance Scheme (UASLAS).

204 Mr Arthur declared an interest in the agenda as an officer of the Aberdeen branch of the Universities and Colleges Union (UCU).

205 Councillor Stewart declared an interest in items in the agenda concerning the Rowett Estate and Marischal College as Leader of Aberdeen City Council.

206 Professor Rodger declared an interest as a member of the Scottish Funding Council.

STATEMENT FROM THE SENIOR GOVERNOR

207 The Senior Governor invited Court to record its thanks to Sir Duncan Rice for all that he had done as Principal and the major improvement in the University's competitive position he had led.

208 The Senior Governor congratulated Professor Houlihan on the announcement that he had been awarded an OBE in Her Majesty The Queen's Birthday Honours List.

209 The Senior Governor also congratulated Mr Parker on his re-election as President of the Students' Association and noted that the Association had received a Bronze award in the Student Union Evaluation Scheme.

210 The Senior Governor closed by noting that this was Dr Mair's last meeting as Chancellor's Assessor and as a member of Court after seventeen years service to the University. The Court agreed to record its considerable gratitude to Dr Mair for all that he had done for the University and the Court over the years.

STATEMENT FROM THE PRINCIPAL

- 211 The Principal reported to Court on his first three months in office. He noted that as well as meeting with members of the University community he had held a number of meetings with key local and national stakeholders in the wider community. He also noted that he had met on two occasions with the previous Principal. The Principal reported that he had been stressing in meetings with key stakeholders that the University had a global role and ambition but that in so doing it had to also serve its region and its closest communities.

REPORT FROM OPERATING BOARD

- 212 Mr Cannon introduced a report from the Operating Board meetings held on 11 May 2010 and 15 June 2010.

FINANCE AND FUTURE SCENARIO PLANNING

Revenue Budget 2010/11 (See Minutes 241-247)

- 213 The Court noted that the Board had considered and, for its part, approved the interim budgets for 2010/11, subject to measures being adopted throughout the institution to exercise careful budgetary control. It had also approved other recommendations relating to budgetary control mechanisms; reports on income-generating activities; and staffing costs.
- 214 The Court discussed a recommendation from the Operating Board that authority should be delegated to the Principal and Senior Governor to approve any voluntary severance or early retirement scheme. (See Minute 243 for the record of this discussion)

Scenario Planning and 2011-2013 Revenue Budgets (See Minutes 248-251)

- 215 The Court noted that the Board had considered a paper on Scenario Planning and 2011-2013 Revenue Budgets and had agreed:
- (i) That further details and specific targets needed to be identified in relation to diversifying income, including detailed plans on future international student recruitment activities;
 - (ii) That plans would be put in place to take forward sponsorship and fundraising opportunities in light of the current financial climate;

- 216 The Court noted that the Board had noted that given increasing financial pressures, the University would need to reflect carefully on its priorities, and that this process was already taking place as part of the development of the next Strategic Plan.

Ten Year Cash Flow Plan (See Minutes 252-257)

- 217 The Court noted that the Board had considered and, for its part, approved an updated Ten Year Cash Flow Plan and the recommendations contained within it.

Scottish Funding Council Strategic Plan Forecast 2010 (See Minutes 258-259)

- 218 The Court noted that the Board had considered and, for its part, approved the SFC's Strategic Plan Forecast 2010.

UNIVERSITY REDUNDANCY COMMITTEE: REPORTING STRUCTURES AND MEMBERSHIP

- 219 The Court noted that the Board had considered a paper from the University Redundancy Committee and, for its part, had approved the following recommendations:
- (i) Given the timings of Court meetings, the University Court would delegate authority to the Operating Board to act routinely on its behalf in receiving and deciding upon recommendations from the Redundancy Committee, subject to such decisions being reported to Court, including any subsequent appeals and their outcomes.

- (ii) The pool of individuals from which the membership of the Redundancy Committee was drawn be extended, in order to ensure sufficient expertise was available to serve the needs of the Committee.

Addendum: The Court approved the appointment of Mr Alex Green of the Law Agency as a solicitor of ten years' standing to hear appeals against dismissal.

PENSIONS

Review of the UASLAS Pension Scheme

- 220 The Court noted that the Board had considered a report on the review of UASLAS Pension Scheme that had been carried out by KPMG and, for its part, had agreed that the University propose the benefit changes set out in the paper to the Trustees.
- 221 The report had set out a range of options to reduce the ongoing cost of the Scheme and the size of the deficit, which had increased significantly since 31 July 2007 to around £24M as at the end of March 2010. These included options relating to:
- Liability reduction exercises
 - Changes to future benefits
 - Funding negotiations with the Trustees
 - Alternatives to cash funding.
- 222 The Court noted that the University would seek to retain parity between the UASLAS Scheme and the Universities Superannuation Scheme (USS), however, the future of USS was dependent on the outcome of the ongoing review being led by Sir Andrew Cubie (See *Minute 223 below*).

USS

- 223 The Court noted that the Board had received updates on the review of the USS, which was being carried out by a Joint Review Group comprising representatives from the Employers' Pension Forum (representing USS employers) and UCU (representing USS members) together with an independent chairman, Sir Andrew Cubie. The Group had been unable to agree on changes and as a result, two separate sets of proposals had been presented – one set from the employers and one from UCU. Both sets of proposals would be considered through USS's normal negotiating and consultative process, and the Joint Negotiating Committee was scheduled to meet on 7 July 2010 (See *Minutes 220-222 above*).

PAY NEGOTIATIONS

- 224 The Court noted that the Board had received a paper on progress with national pay negotiations at its meeting on 11 May, and a further update at its meeting on 15 June. A final meeting had been held on 28 May between UCEA and the Trades Unions. The Employers had made a final offer to consolidate their earlier 0.4% pay offer from 1 August 2010, and had responded positively to a UCU paper on training and career development. However, UCU were seeking further reassurances from UCEA in relation to job security.
- 225 The Court noted that the higher education sector's Academic Staff Trade Unions – UCU and EIS – had subsequently advised UCEA of their dissatisfaction with the final offer. The UCU intended to ballot on industrial action on two fronts – job security and changes to the USS Pension Scheme. Any industrial action would be likely to take place in the autumn.

STUDENT POPULATION PLANNING

- 226 The Court noted that the Board had noted that student applications for admission for 2010 entry currently showed a 32% increase on the same time last year. In addition, it was clear that there would be a significant rise in the conversion rate of applicants to entrants. As the

Scottish Funding Council (SFC) had set a limit for the University's overall full-time UK EU undergraduate population, student admissions were being monitored closely and management action being taken to mitigate the impact that the Year 1 intake would have on the student population as a whole. Under current SFC policy, the University would not receive tuition fees in respect of the number of UK/EU undergraduates in excess of the limit.

- 227 The Court was assured that the University was confident it could manage any increase both in terms of teaching and accommodation provision. A further three hundred bed spaces had been secured for this year although it was noted that this might not avoid pressure on accommodation during the early part of the autumn term.

ONGOING CAPITAL AND ESTATES PROJECTS

- 228 The Court noted that the Board had received and considered updates on Capital Projects, noting that the capital expenditure programme for the period ending 30 April 2010 showed variances as a result of changes to project timing, but overall spend was generally on budget. However, any delays with projects might impact on the University's borrowing facility in future years, and this would need to be kept under review. The principal points from update reports in respect of individual projects are summarised below:

- 229 *Library*: The Court noted that the Board had noted that there continued to be a 6-week delay to the programme, but good progress was being made on site, and the Contractor and Design Team were investigating possible opportunities to reduce the slippage.

- 230 *Rowett Institute of Nutrition and Health*: The Court noted that the Board had agreed that the project could draw upon the full budget of £40.4M, which was included in the Ten Year Plan, to allow enabling works to take place. However, it had also noted that the issue of the timing of the Rowett estate proceeds would need to be reviewed once there was a clearer way forward in relation to the disposal of the Rowett estate.

- 231 *Foresterhill Site Energy Infrastructure*: The Court noted that the Board had noted that there had been further investigations into the option of connecting to the new combined heat and power centre being designed by National Health Services Grampian on the Foresterhill site, and the benefits this would bring both in terms of savings on energy costs and a reduction of carbon emissions. A University contribution of £1.9M would be required to participate in this project, and this had been identified within existing budgets and through project re-phasing. The Board approved the reallocation of budgets to fund this project.

- 232 *Marischal College*: The Court noted that the Board had noted that there had been indications that the Council might wish to gain a substantive interest in the University-retained space, while also ensuring University involvement in possible future activities on the site, such as shared arts and museum space. Before the University-retained areas could be used in the future, significant capital investment would be required to bring the fabric and infrastructure of these areas up to standard. On the understanding that no final decision could be taken without further discussion by the Board, it agreed that senior University staff should proceed with discussions with Aberdeen City Council on the possible disposal, through a ground lease, of the retained elements of Marischal College. Any formal recommendations about the future way forward would require to be supported by a detailed cost/benefit analysis.

- 233 The Court was assured that any formal recommendations regarding disposal would require scrutiny by the Operating Board and formal approval from the Court.

- 234 *Swimming Pool Development Project*: The Court noted that at its meeting in March 2010, the Board had agreed that a twin-track tender process for the proposed swimming pool should be taken forward to enable the costs of both an 8-lane and a 10-lane facility to be established. Following the presentation of the draft Stage D Report at the end of May, project costs had been identified as follows:

- 8-lane facility - £23M
- 10-lane facility - £23.665M.

- 235 The Court noted that the Board had discussed the targeted savings required to achieve these project costs and the project risks, and had:
- (i) Reiterated that the University's funding contribution to the project be capped at £5M;
 - (ii) Agreed that the design should progress through the twin-track tendering process to obtain final costs for both an 8-lane and a 10-lane facility;
 - (iii) Agreed that the transfer of the Project to ASV Ltd should be progressed with Aberdeen City Council.

OPERATING BOARD SUB-COMMITTEES

Health and Safety Committee

- 236 The Court noted that the Board had received and considered a Report from the Health and Safety Committee, which included the Health and Safety Annual Report. The Board had discussed the actions that had been taken in relation to three serious accidents occurring over the year and considered the types of minor accident that had occurred. It was intended to carry out further analysis to see if there were underlying trends.
- 237 The Court noted that the Board had:
- (i) Approved the proposed changes to the University Health and Safety Policy;
 - (ii) Agreed that updates on progress with the further analysis of accident causes be included in future reports.

Risk Management Committee

- 238 The Court noted that the Board had received update reports from the Risk Management Committee on progress with implementing new University Risk Management Procedures. It had approved the proposed approach to the development of the revised Risk Management Procedures, but recommended that, in finalising the Procedures, account be taken of what was termed "velocity" of risks.

FINANCE AND THE FINANCIAL CONTEXT FOR THE NEXT PLANNING PERIOD

- 239 The Principal set the context for the Court's discussion of a number of papers on financial planning.
- 240 The Principal had noted that the Chancellor of the Exchequer had announced there would be 25% real terms cuts across all UK Government departments and there would undoubtedly be consequences for Scotland. While the implications would not be clearer until after the Government's spending review in late Autumn the University would have to plan on the assumption that cuts of this magnitude in public spending in higher education were likely. This would include funding streams from the UK Research Councils. However, the Principal also noted that while the funding environment was going to be very challenging, the University was better placed than many of its competitors to deal with those challenges and to use that to its competitive advantage.

Revenue Budgets 2010/2011

- 241 Ms Bews introduced a paper outlining proposed revenue budgets for 2010/11 together with reports from all Colleges and the Administration on their recent and forecast future financial performance.
- 242 In discussion it was accepted that there was a need to reduce costs including staff costs, although it was also noted that increasing income was equally necessary. The importance of exploring the potential for sharing services was stressed and the University was engaged in early stage discussions with partners such as the NHS and RGU about such opportunities.

- 243 Mrs Inglis advised Court of the outline details of a proposed voluntary severance scheme which was intended to assist in reducing the University's cost base given the forecast reductions in core public funding. The Court endorsed the need for such a scheme and authorised the Principal and Senior Governor to approve its final details.
- 244 The Court approved the budgets for 2010/11, subject to measures being adopted throughout the institution to exercise careful budgetary control.
- 245 The Court also approved that all areas of the University seek to adopt best practice in budgetary control by,
- withholding a proportion of operating budgets pending greater clarity of income
 - management of posts to align resources with the imperatives identified as part of the strategic planning process, ensuring additional income streams and full costs of engagement are all considered before appointment
 - further embedding the need to deliver value for money at all times regardless of funding source.
- 246 The Court approved that regular updates on the development and progress of income generating activities are collated centrally to inform institutional planning, share best practice and develop opportunities cohesively.
- 247 The Court agreed that a range of options aimed at containing or reducing staffing costs is taken forward in addition to a voluntary severance scheme including:
- opportunities for staff to reduce working hours, explore job sharing, take unpaid sabbatical leave or extend annual leave on an unpaid basis; and,
 - a full review of current staffing levels and structures across the University.

Scenario Planning & 2011 to 2013 Revenue Budgets

- 248 Ms Bews introduced a paper which modelled the impact of assumed public sector cuts on the institution and the potential for mitigating actions to be taken. The paper also provided details of revenue budgets for 2011 to 2013 based on a 5% annual cut in SFC funding from 2011/12. A sensitivity analysis also modelled a further 5% annual cut. Taken together these two scenarios amounted to between £12M to £22M in cuts over the three years. The paper also explored the impact of cuts as significant as 30%
- 249 The Court noted that it was likely that there would be a clearer indication of future funding levels at the end of the year, given that the Scottish Government would probably announce its draft budget for 2011/12 in December 2010 at the latest. This would follow the Budget Announcement from the Chancellor on 22 June, which would precede a comprehensive spending review in the autumn.
- 250 In discussion, the importance of diversifying income streams was stressed. It was agreed that in this context fundraising was of particular importance and that further discussion of the areas which should be the focus for future fundraising was required.
- 251 The Court noted that after the level of funding cuts had been clarified and the new Strategic Plan agreed, detailed plans for each College and the Administration would be brought to the Operating Board for consideration including detailed actions to deliver balanced budgets in 2011/12 and 2012/13.

10 Year Cash Flow Plan

- 252 Ms Bews introduced a revised Ten Year Cash Flow Plan which had been updated to reflect a more cautious approach to capital spending given the expected tightening of public funding. In addition, given the scale of cuts in the public sector, all assumptions about future capital grants had been removed from the latest version of the Plan. The University remained committed, however, to delivering its major capital programme, which included the Library,

the new Rowett building, the major refurbishment fund, the recurrent capital programme; and student accommodation projects funded by Campus Services.

- 253 The Court approved the revised Ten Year Cash Flow Plan and noted that it would be brought back to the Operating Board periodically as updated information on projects and capital funding became available.
- 254 The Court noted that the library project was expected to be deliverable within budget and approved a recommendation that the super contingency of £2M be released.
- 255 The Court agreed that a list of projects, to be phased in as required and as affordability is established, including the unallocated major refurbishment fund, research reserve, nursery and new interdisciplinary research building/graduate school, and that the phasing of these projects in previous versions of the plan was revoked.
- 256 The Court agreed that expenditure on recurrent capital is maintained at £4M per annum and that DIT and Estates are asked to direct this investment to deliver real added value, including consideration of the pay-back period for investment where appropriate.
- 257 The Court agreed that further evaluation of the scope for efficiency through investment in IT be evaluated.

SFC Financial Forecasts

- 258 Ms Bews introduced the University's Strategic Plan Forecast for 2010 to SFC. The University was required to submit this to SFC detailing the forecast outturn for the current financial year and budgets for the years 2010-11, 2011-12, and 2012-13. The Court was advised that SFC guidance requested that the forecasts be completed with an assumption that SFC funding would remain flat. With the exception of this assumption, the forecasts were consistent with the budgetary information presented earlier in the meeting.
- 259 The Court approved the forecast for submission to SFC but requested that the University also emphasise that it did not consider the SFC assumptions to be realistic and to outline the more prudent basis on which the University was basing its planning.

Quarterly Management Accounts

- 260 Ms Bews introduced the quarterly management accounts for the period to 30 April 2010.
- 261 The Court noted that the management accounts for the period ended 30 April 2010 reported a cumulative surplus before exceptional items of £0.3M against a budgeted surplus for the year to date of £4.3M, a negative year to date variance of £1.3M. The Court noted that the University had undertaken a major exercise to deliver savings and achieve the target surplus of £5M, which has resulted in a significant improvement in the forecast out turn. Surplus before exceptional items was now forecast to be £4.4M compared with the March 2010 forecast of £2.7M. The Court was assured that management actions to identify savings were continuing.

DEVELOPMENT OF THE NEXT STRATEGIC PLAN

- 262 The Court received a paper outlining progress on the development of the University's next Strategic Plan. The University had launched a web based consultation with staff and students, including input from the Senate and discussions at College and individual School level. The consultation with the University community was due to close on Friday 9 July. The paper summarised for Court written responses from all Heads of Schools and highlighted a number of key questions arising from those responses.
- 263 The Principal led a discussion across a number of key areas, the principal points of which were as follows:

Education and Teaching

- 264 The issue of student retention was seen as a challenge. If the University was to focus on getting the best students did that necessarily mean in the traditional sense in terms of their qualifications or a different definition. The tension between raising standards for entry and addressing retention while also embracing widening access was also noted. Discussion then moved to whether the widening access objective should be focused on the University's regional role.

Research

- 265 The concept of research themes was discussed. It was noted that there were opportunities in positioning the University as the global university of the North. A number of other potential themes were discussed including Food and Drink, Health and health services research, Energy, the Rural Economy, the Environment, Divinity, Marine/Sub-sea, Natural Minerals and Resources, and Life sciences. A range of views as to the extent to which the University should shadow national research agendas were expressed.
- 266 The Court also discussed whether the University should, in terms of achieving its Top 100 ambition, be a 'Full service' or 'specialised' institution. The importance of alliances and partnerships with other institutions to maximise competitive advantage was discussed together with the need to bring researchers across disciplines together.
- 267 The point was made that Aberdeen was well regarded as an employer by academics and that, in the current financial environment, its comparatively positive financial position could be advantageous in recruiting staff from other institutions.
- 268 The Court also discussed whether current structures for research were the right ones and whether more integrated cross-university approaches were needed.

Strategic Partnerships

- 269 The Court noted the increasing strength of links with local and regional partners. There existed a commonality of interest within the North-East region in terms of retaining students and staff which should be built upon further. The Court also agreed that consideration be given as to how to map the region's economic and cultural priorities with those of the University.
- 270 It was suggested that the University could address widening access by increasing its partnership activities within schools.
- 271 The question of the consolidation of the higher education sector in Scotland was discussed and that the University should be prepared to respond if this became an issue in the future.

Internationalisation

- 272 The Court discussed the challenges of balancing the University's global role with its role in the local community and of pursuing both successfully.
- 273 The Court also discussed the issue of how to better support international students especially at the postgraduate level.

General Discussion

- 274 The general issue of the importance of fundraising was discussed.

COMPOSITE REPORT FROM COURT COMMITTEES AND
JOINT COMMITTEES OF COURT AND SENATE

Governance Committee

Appointment of Independent Members

- 275 The Committee approved a recommendation from the Governance Committee that Ms Anne West and Mrs Kathryn McPhail be appointed as independent members of Court from 1 August 2010 for terms of three years respectively.

Membership of Court and Joint Court and Senate Committees 2010/11

- 276 The Court approved, on the recommendation of the Governance Committee, the following appointments to committees:

Committees of Court

Operating Board

- 277 Mr R Ruddiman

Risk Management (Sub-Committee of Operating Board)

- 278 Mr S Cannon (Convener)

Remuneration

- 279 Mr B Lockhart

Support Staff Liaison

- 280 The Court noted that the Governance Committee had agreed to defer appointment to a vacancy for an independent member of Court, pending the outcome of potential changes to the staffing committee structure.

Committees of Court and Senate

Research, Income Generation and Commercialisation: Sir Don Cruickshank

- 281 The Court noted that the Committee would revisit a number of further vacancies for 2010/11 on the Operating Board, Redundancy Committee, Remuneration Committee, Staffing and Development Committee and Student Affairs Committee.

Change to the Composition of the Remuneration Committee

- 282 The Court approved, on the recommendation of the Governance Committee, changes to the composition of the Remuneration Committee to reflect recent changes in the governance structure of the University. (Copy filed with the principal copy of these minutes)

Increasing the Number of Independent Members on Court

- 283 The Court noted that the Governance Committee had considered further possible options to increase the number of independent members on Court without increasing its overall size. Possible options that the Committee had considered and agreed were, in principle, worthy of consideration by Court, were to reduce the number of places on Court currently held by Vice-Principals (three members) and by General Council Assessors (four members).

- 284 The Court also noted that the Convenor of the Governance Committee had also requested that further work be undertaken to clarify the degree to which the Court was free to alter its composition and the terms of office of the various constituencies that make up its membership. The Court noted that the Governance Committee would consider the issue further once that clarification was available before making any recommendations to the Court.

Audit Committee

- 285 The Court noted a report of the principal items of business that the Audit Committee had considered at its meeting on 22 April 2010.

Student Affairs Committee

- 286 The Court noted a report of the principal items of business that the Student Affairs Committee had considered at its meeting on 10 May 2010.

Committee for Research, Income Generation and Commercialisation

- 287 The Court noted a report of the principal items of business that the Committee for Research, Income Generation and Commercialisation had considered at its meeting on 28 May 2010.

University Committee on Teaching and Learning

- 288 The Court noted a report of the principal items of business that the University Committee on Teaching and Learning Committee had considered at its meetings on 17 March and 19 May 2010.

Staffing and Development Committee

- 289 The Court noted a report of the principal items of business that the Staffing and Development Committee had considered at its meeting on 1 June 2010.

Support Staff Liaison Committee

- 290 The Court noted a report of the principal items of business that the Support Staff Liaison Committee had considered at its meeting on 12 May 2010.

Chapel Committee

- 291 The Court noted a report of the principal items of business that the Chapel Committee had considered at its meeting on 18 May 2010.

DRAFT ORDINANCE NO 141 [AMENDMENT OF POWERS OF THE UNIVERSITY COURT]

- 292 The Court considered a paper proposing draft Ordinance No 141 [Amendment of Powers of the University Court]. The Court in December 2009 had approved Draft Ordinance No 142 [Revised Employment Statute]. The Court noted that further discussions had taken place with Privy Council advisers, the University and the other Scottish ancient universities over the question of whether the ancients were able to amend their own powers to include variation or revocation of Ordinances made by the former University Commissioners. The Privy Council advisers had now indicated that they were of the view that a pragmatic interpretation of the provisions of the Universities (Scotland) Act 1966, Part 1 Schedule 2 (which allows for the University Court to amend its own powers) could enable the ancients to request such an extension of their powers.

- 293 The Court, therefore, approved draft Ordinance No 141 [Amendment of Powers of the University Court] which would seek that power and further agreed that the draft Ordinance be forwarded to the Senate and to the General Council and made available within the University in terms of the Universities (Scotland) Act 1966. The Court noted that once Ordinance No 141 was approved by the Privy Council, the Draft Ordinance 142 [Revised Employment Statute] would then be presented to the Privy Council for approval.

APPOINTMENT OF VICE PRINCIPALS

- 294 The Court approved, on the recommendation of the Principal, the re-appointment of Professor Haites as Vice Principal and Head of the College of Life Sciences and Medicine for a further term of one year with effect from 1 August 2010.
- 295 The Court endorsed the recommendation of the Selection Committee for the Appointment of the Vice Principal (Learning and Teaching) to appoint Professor Peter McGeorge for a fixed period of office of 3 years commencing on 1st August 2010.

RESOLUTION NO 263 OF 2010 [CHANGES TO REGULATIONS FOR VARIOUS DEGREES]

- 296 The Court noted that the draft Resolution No 263 of 2010 [Changes in Regulations for Various Degrees] had been approved by the Senate and had been considered by the Business Committee of the General Council. Following this process, amendments to the Regulations had been proposed.
- 297 The Court approved the Resolution as amended.

SENATE

Resolution No 264 of 2010 [Amendments to the Code of Practice on Student Discipline]

- 298 The Court approved, on the recommendation of the Senate, the draft Resolution [Amendments to the Code of Practice on Student Discipline] in accordance with the provisions of Section 6(2) of the Universities (Scotland) Act 1966 in order that the amended provisions be applied with effect from the date they are passed by the University Court.

Validation Agreement: UHI/Agriculture (Agronomy) and Environmental Science

- 299 The Court, for its part, approved on the recommendation of the Senate, that the UHI Millennium Institute academic areas of Agriculture (Agronomy) and Environmental Science be revalidated under the terms of the accreditation agreement currently in force.

Enhancement-led Institutional Review

- 300 The Court noted the initial outcomes from the recent Enhancement-led Institutional Review conducted by the Quality Assurance Agency.

CHANCELLOR'S ASSESSOR

- 301 The Court noted that the Chancellor had informed the Secretary that he had appointed Sir Moir Lockhead as his assessor on Court for a period of four years with effect from 1 August 2010 to 31 July 2014.
- 302 The Court also noted that the Governance Committee had endorsed the appointment.

ELECTION OF GENERAL COUNCIL ASSESSORS TO COURT

- 303 The Court noted that Ms Jacquelyn Craw had been re-elected and Dr Maitland Mackie elected as General Council Assessors on Court with effect from 1 October 2010 for a period of four years respectively.

COLLECTIVE BARGAINING

- 304 The Court at its meeting on on 30 March 2010 Court received and approved, in principle, the following staffing policies:
- Partnership Working and Recognition Agreement
 - Consultation on Avoidance of Redundancy Policy
 - Policy on the Management of Staff Contracts of Employment.
- 305 The Court noted that a number of informal meetings had taken place with UCU officials since the last meeting of Court. The staffing policies had been discussed formally at the JNCC meeting on 3 June 2010. A joint campus trade union meeting had been held on 8 June 2010 where the Partnership Working and Recognition Agreement and the Consultation on Avoidance of Redundancy Policy were agreed in principle, subject to formal ratification by the Court. Following further discussions, the Management of Staff Contracts of Employment Policy were also approved, subject to ratification by the Court on the 21st of June.
- 306 The Court agreed to now formally ratify and approve the Partnership Working and Recognition Agreement; the Consultation on Avoidance of Redundancy Policy and the Policy on the Management of Staff Contracts of Employment.

DATE OF NEXT MEETING

- 307 The Court noted that the date of its next meeting was Tuesday 28 (2.00-5.00pm) and Wednesday 29 September 2010 (9.00am-12.00noon)