Bangor University

**COUNCIL MINUTES**

At an extraordinary meeting of the Council held in the University on Thursday, 16th May 2019.

**Present**:

Mrs Marian Wyn Jones (Chair), Professor Andrew Edwards, Dr Peter Higson, Professor Jerry Hunter, Dr Griff Jones, Sir Paul Lambert, Mrs Alison Lea-Wilson, Mr Gethin Morgan, Ms. Ellen Parry Williams, Miss Ruth Plant, Professor Gareth Roberts, Professor Carol Tully, Professor Oliver Turnbull, Professor Graham Upton, Mr Tudur Williams, the University Secretary, the Director of Human Resources and the Director of Finance.

Mr Marc Jones and Miss Julie Perkins attended by phone.

**Apologies**:

Dr Tomos Dafydd, Dr Karen Jones, Mrs Alison Lea-Wilson and Dr Lorrie Murphy.

**18.94 WELCOME**

The Chair welcomed everyone to the extraordinary meeting of the Council.

**18.95 REDUNDANCY COMMITTEE**

1. The Report of the meeting of the Redundancy Committee held on the 12th April 2019 (attached as Appendix I to the official copy of the Minutes) was approved.
2. The Chair reported that the Committee felt that they had been given a clear opportunity to scrutinise the proposals and were assured that the welfare of staff had been a primary consideration throughout the process.
3. The Director of Human Resources provided an update on the process and the discussions which have taken place since the Committee meeting in April. The following points were noted:

[1] Originally 14 business cases for change were issued for consultation with staff and students. Following consultation, a number of recommendations resulting from 7 of the business cases, have been considered by the Executive. In each case, the Executive received and considered in detail: the original business case for change; the completed response template summarising all themes from the consultation with staff, students, trades unions and stakeholders; the minutes of the scrutiny group relating to the proposal; and an updated Equality Impact Assessment. The Executive was re-assured, in each case, from the documentation that meaningful consultation has been undertaken and that equality issues had been considered.

[2] In 3 of the business cases considered to date there were no further staff losses required at this point in time. In the School of Medical Sciences, a reduction of 1 post was agreed but a selection process was required. In the School of Health Sciences, a reduction of 1 post had been identified but this had been achieved through the approval of a voluntary redundancy.

[3] In the Governance & Compliance Office, the reduction of 1 post was identified and the Committee reluctantly agreed to recommend to the University Council that the Grade 8 Senior Compliance Officer be dismissed by reasons of redundancy on 31 May, or after any appeal had been completed.

[4] In the School of Natural Sciences, the Executive had agreed with the original proposal to discontinue single honours Chemistry. The Committee reluctantly agreed to recommend to the Council that 18 affected staff be dismissed by reasons of redundancy. Since the meeting of the Redundancy Committee, redeployment opportunities had been identified for 3 technicians in the School. Discussions are ongoing with 15 academic staff on an individual basis regarding teaching out and voluntary redundancy and no staff will be dismissed until the end of this period.

[5] The Students’ Union thanked the University for the transparent process and the engagement with the student body throughout the process.

1. The Council recognised that this had been a difficult process for all the affected staff but reluctantly ***agreed*** that the 16 staff identified be dismissed by reason of redundancy as outlined above, subject to full consideration of redeployment opportunities and the offer of voluntary redundancy. The Council authorised the Director of Human Resources to issue notices of dismissal to the staff concerned.

*(It was accepted that the use of the term dismissed is not desirable, but stems from the relevant University Statute which the Council has resolved to review.)*

**18.96 APPOINTMENT OF A VICE-CHANCELLOR**

1. The Council received a paper providing an update on the process that had been followed for the appointment of a Vice-Chancellor and the CV of the recommended candidate. The University Secretary broadly outlined the process. The following points were noted:

[1] In accordance with Ordinance VI, a Committee of the Council was established to agree the requirements for the post and to appoint a new Vice-Chancellor. The Committee included three lay members of the Council, three members appointed by the Senate, one member appointed by the Students’ Union and Professor Alistair Fitt, Vice-Chancellor of Oxford Brookes University, was appointed as the external member on the appointment panel.

[2] The Appointment Committee met on 6 occasions to agree the requirements for the post and the recruitment process, to interview and appoint recruitment consultants, to consider the final job specification, to agree a ‘long list’ and shortlist of candidates, and to interview the shortlisted candidates

[3] At the outset of the process, it was agreed to involve the wider University community, where possible. Anderson Quigley conducted a range of discussions with local stakeholders, staff, students, trade union representatives and Council members to understand the current context, in order to both form the role particulars, and also to be able to accurately promote the role and the University to the potential candidate market.

[4] The candidates were invited to the University on 10 and 11 May for the assessment process and final interview. Each Candidate met with 3 groups – staff, students and a group of Executive and Council members. In each focus group they were given a topic for discussion. Each candidate also met with the Chair of Council and Interim Vice-Chancellor and were given a tour of the campus. Feedback from all of these groups were provided to the Appointment Committee before final decision was reached.

[5] After careful consideration a consensus was reached and it was agreed to recommend to the University Council that Professor Iwan Davies, Senior Pro Vice-Chancellor at Swansea University, be appointed as the next Vice-Chancellor of Bangor University.

1. The Chair noted that it had been transparent and efficient process and thanked all staff involved. She also noted the professionalism of Anderson Quigley and was pleased with the pool of appointable candidates.
2. The Chair noted that, in his current role, Professor Davies has responsibility for internationalisation, strategic development, resources and estates. He led the development and delivery of Swansea University's new £450m Science and Innovation Campus and has a strong reputation for internationalisation, developing a number of successful initiatives and partnerships around the world. He is a fluent Welsh speaker and has substantial experience of the Welsh Higher Education sector. He has an inclusive style of management and is very keen to meet with staff and students to hear from them about their ambitions for the University. The Chair noted that the panel were impressed with his clear strategic vision for the future of Bangor as an ambitious and successful University.
3. The Council ***resolved*** that Professor Iwan Davies be appointed Vice-Chancellor with effect from 1 September 2019 for fixed term period of 5 years, renewable, and that the remuneration for the post should be £220,000 per annum in the first instance, subject to an annual review, with no other benefits beyond those received by other members of staff. This was noted to be a significant reduction on the former Vice-Chancellor’s salary.
4. It was noted that the Interim Vice-Chancellor, Professor Graham Upton will continue in post until the end of August 2019. The Chair thanked Professor Upton, and hoped that Professor Davies would build on his strengths and his significant progress over the past 6 months.