Bangor University

**COUNCIL MINUTES**

At a meeting of the Council held in the University on Friday, 17th April 2015.

**Present** :

The Rt. Hon Lord Dafydd Elis-Thomas AM (Chair), Mrs. Stephanie Barbaresi, Ms. Elinor Bennett, Dr. Gillian Davies, Sir Peter Davis, Mr. Guto Gwilym, Dr. Peter Higson, Professor John Hughes, Professor Jerry Hunter, Mr. Alun Ffred Jones, Mr. Geraint Jones, Dr. Griff Jones, Dr. Karen Jones, Dr. Lorrie Murphy, Professor Richard Parry-Jones, Ms. Ellen Parry Williams, Dr. Alwyn Roberts, Dr. Dewi Roberts, Professor David Shepherd, Professor Paul Spencer, Mr. Rhys Taylor, Professor Carol Tully, Professor Oliver Turnbull, Professor Helen Wilcox, Mr. David Williams, Dr. Olwen Williams, University Secretary, Director of Estates, Director of Finance, Director of Human Resources, and the Director of Corporate Communications.

**DEATHS**

The Chair referred to the recent deaths of the following, and members stood in tribute to their memory:

Eddie Saynor, former member of staff in the Security Section

Edward Lloyd-Jones, former member of staff in SENRGY

John Moorcroft, former member of staff in the School of Electronic Engineering (IDB)

Rhys Jones, Honorary Fellow

Aled Jones, former member of staff in Catering

J. Islwyn Davies, former member of staff in Bio-chemistry

Brian Neal, former member of staff in the Estates Department (Security)

Trefor Owen, Honorary Fellow

Meredydd Evans, Honorary Fellow

John Davies, Historian and Scholar, Deputy President of the Institute for the Study of Welsh Estates, Bangor University

John Rowlands, former member of staff in the School of Welsh

J B Hughes, former member of staff in the School of Mathematics

D.E. Alun Jones, former Treasurer of the University

Briant Bourne, former member of staff in Education

R. Geraint Gruffydd, Honorary Fellow

**CONGRATULATIONS**

The Chair expressed the Council’s congratulations to the following who had been awarded a Personal Chair:

Angharad Price (School of Welsh)

Christopher Burton (School of Healthcare Sciences)

Gareth Griffiths (Bangor Business School)

Julia Jones (SENRGY)

Jason Walford Davies (School of Welsh)

On the award of Readerships:

 Vian Bakir (Creative Studies & Media)

 Charles Bishop (Biological Sciences)

And the following on the award of Honorary Chairs:

 Matthew Makin

 Lynda Warren

 Dave Snowden

The Chair also expressed congratulations to:

The Student Midwife Society, which has only been in existence for five months, came third in the British Journal of Midwifery Practice Awards 2015.

Six Bangor academic staff, who have been awarded Higher Education Academy Fellowships and Senior Fellowships in the first round of applications to the Aberystwyth-Bangor scheme for recognising CPD in teaching and supporting learning – the only joint accreditation scheme in the UK.

Two Bangor University students, Hannah Powell and Joshua Peacock, who won gold and silver medals at the 2015 English Weightlifting Championships.

**MINUTES**

1. The Minutes of the meeting held on 12th December 2014 were confirmed and signed.
2. With reference to :

[1]Page 2 **(Research Excellence Framework)**, the Deputy Vice-Chancellor provided an overview of the University’s performance in the Research Excellence Framework. It was reported that the University was very pleased with the outcome.

[2] Page 3 **(Strategic Plan)**, Council members were provided with the published version of the Strategic Plan.

**VICE-CHANCELLOR’S BUSINESS**

The Vice-Chancellor informed the Council that:

[1] In the recent THE Student Experience Survey, the University was placed 14th in the UK and 1st in Wales.

[2] The University has been shortlisted for six out of the nine awards at this year’s prestigious Whatuni Student Choice Awards.

[3] The Alumni & Development Office have sourced £0.5M of funding for scholarships and the total raised in recent years is now £2.75M. The Council agreed that the office should be congratulated on their success.

**REPORT FROM THE EXECUTIVE**

1. The Report of the meetings of the Executive held between January and March (attached as Appendix I to the official copy of the Minutes) was approved.
2. With particular reference to :

[1]Page 3 **(Recruitment),** the latest figures show that home undergraduate applications are 2% higher than last year and accepted offers are 9% higher. Overseas applications are considerably higher than last year.

[2] Page 4 (**Marketing),** the Executive has recently considered a new ‘marketing proposition’ for the University and it was***agreed*** that this would be presented at the next meeting of the Council.

[3] Page 4 (**HE in North East Wales),** the Executive had agreed not to participate in a bid to support the further development of Glyndwr University. There were, however, opportunities to work with the Interim Vice-Chancellor.

**PONTIO**

1. The Director of Estates updated the Council on the current position in relation to the ongoing buildings works and the updated programme.
2. Following discussions with Galliford Try’s Construction Division Chief Executive there had been an improvement in the contractor’s delivery but there are still issues to resolve including the quality of the work and the achievement of key deadlines.
3. There are no financial risk for the University due to the delay and the University is pursuing full liquidated damages. There has been no indication that grant funding will be withheld and WEFO have extended outcome targets until December 2015.
4. Completion of the building will be followed by a period of familiarisation and a soft opening. It is expected that a formal arts programme will commence no earlier than January 2016.

**PROJECT MANAGEMENT**

1. The Deputy Vice-Chancellor gave an initial presentation on future project management arrangements and the proposed establishment of a Capital Programme Board. It was noted that a full set of proposals would be considered at the July meeting of the Council.
2. The Council welcomed the proposals and a number of members offered their services in developing the proposals further.

**WELSH MEDIUM STUDENT NUMBERS**

1. The Pro Vice-Chancellor (Welsh Medium & Civic Engagement) updated the Council on the current situation in relation to Welsh Medium Student Numbers. It was noted that:

[1] The number of students undertaking at least 5 credits through the medium of Welsh is increasing and the HEFCW targets have been met. The target for the number of students undertaking at least 40 credits through the medium of Welsh is much more challenging, especially in the context of reducing numbers of Welsh-speaking students.

[2] Activities associated with recruitment, conversion and improved data management were noted. Welsh Medium activity has been maintained and the proportion of Welsh medium activity per student is increasing. Bangor has been confirmed as the largest provider of Welsh Medium Education in Wales.

[3] The range of subjects offered through the medium of Welsh is significant, providing a bilingual workforce across a number of sectors. The University is working to increase understanding of the value of Welsh for employment.

1. The Council welcomed the report and were pleased to note that the University is working with Coleg Llandrillo Menai to promote progression opportunities.

**FINANCE AND RESOURCES COMMITTEE**

1. The Reports of the meetings of the Resources Committee held on 15th January 2015 and the 13th April 2015 (attached as Appendix II to the official copy of the Minutes) were approved.
2. With reference to :

[1] Minutes 485 & 497 (**Menai Science Park**), it was noted that the Committee are receiving regular updates from the Executive Director of the Menai Science Park and are monitoring the risks associated with the project.

[2] Minutes 489 & 503 (**Resources Management Strategy**), it was noted that the latest in-year financial position showed delivered savings of £4.8m against a £6.0m target which would lead to an operating surplus of almost £0.2m.

[3] Minutes 494 & 504 (**Long Term Debt Matters**), it was noted that the Director of Finance is currently exploring a range of options to mitigate the risk of breaching the Barclays loan covenant.

[4] Minute 496 (**Any Other Business**), it was noted that Mr Neil Ashbridge had been co-opted as a member of the Committee.

**AUDIT & RISK COMMITTEE**

1. The Report of the meeting of the Audit & Risk Committee held on the 2nd February 2015 (attached as Appendix III to the official copy of the Minutes) were approved.
2. With reference to :

[1] Minutes 319 (**Pontio**), it was noted that the terms of reference of the Pontio review will be considered at the May meeting of the Committee.

[2] Minutes 321 (**Performance Development Review**), it was noted that following a recent internal audit a number of actions are underway to ensure that there are rigorous and effective processes in place for performance development of staff.

**HEALTH & SAFETY COMMITTEE**

1. The Report of the meeting of the Health & Safety Committee held on the 4th February 2015 (attached as Appendix III to the official copy of the Minutes) were approved.
2. With reference to :

[1] Minute 454b (**Report on the Tragic Death of Ian Nicholls**), it was noted that the Health and Safety Executive have concluded their investigation and have found no fault with the University. This now concludes the criminal investigation but the civil case continues. The Council thanked those involved in managing the process.

[2] Minute 458 (**Policy Revision – Fieldwork**), the Fieldwork Safety Policy is currently being reviewed in line with best practice guidelines.

[3] Minute 459 (**Health and Safety Policy Revision**), a review of the Policy will be undertaken and a Policy Review Group has been established. The Group is also reviewing the recently drafted UCEA guidance.

**ANNUAL JOINT MEETING OF THE WELSH LANGUAGE STRATEGY TASK GROUP AND THE BILINGUALISM COMMITTEE**

The Report of the annual meeting of the Welsh Language Strategy Task Group and the Bilingualism Committee held on the 30th January 2015 (attached as Appendix IV to the official copy of the Minutes) were approved.

**NOMINATIONS & GOVERNANCE COMMITTEE**

1. The Report of the meeting of the Nominations & Governance Committee held on the 27th March 2015 (attached as Appendix V to the official copy of the Minutes) were approved.
2. With reference to :

[1] Minute 105 (**Skills Audit**), it was noted that the Committee agreed to undertake a skills audit of all Council members. Following the audit further consideration will be given to an advertisement in the national press, including specifics of the role, competencies required, and the identification of specific skill gaps.

[2] Minute 106 (**Revision of Ordinances**), it was ***resolved*** that the following revised Ordinances be approved:

* Ordinance I : Student Discipline
* Ordinance XVI : Committees of the Council
* Ordinance XXII : Appointment of Personal Chairs, Honorary Professors, Research Professors, Visiting Professors and Readerships

[3] Minute 108 (**Appointment to Committees**), it was ***resolved*** that the following members be added to the pool to serve of Appeals, Grievance Committees, Investigation Panels and Redundancy Committees :

 Dr Griff Jones

 Ms Ellen Parry Williams

 Dr Karen Jones

 Dr Gillian Davies

 Dr Olwen Williams

It was noted that an employer nominated trustee is required for the pension scheme.

**REMUNERATION COMMITTEE**

1. The Report of the meeting of the Remuneration Committee held on the 12th December 2014 (attached as Appendix VI to the official copy of the Minutes) were approved.
2. With reference to :

[1] Minute 3 (**Proposed Professorial Banding Criteria with Single Spine**), it was noted that a newly approved single spine for professorial staff would be used for future banding and salary awards.

[2] Minute 4 (**Recommendations for Senior Remuneration Applications**), it was noted that approval had been given for salary increases for 39 members of staff (with salaries less than £80K) and for 6 individuals (with salaries more that £80k).

**REDUNDANCY COMMITTEE**

1. The Report of the meeting of the Redundancy Committee held on the 12th December 2014 (attached as Appendix VII to the official copy of the Minutes) were approved.
2. With reference to Minute 4 (**Anonymised List of Staff**), it was ***resolved*** that the staff whose fixed term contracts were due to expire between 1 February 2015 and 31 July 2015 be dismissed by reason of redundancy. It was noted tat mitigation is considered before a contract is ended.

**HUMAN RESOURCES MATTERS**

1. The Council received a report on Human Resources matters.
2. It was noted that changes are being proposed to the Universities Superannuation Scheme and that a consultation is ongoing.
3. It was **resolved** that Professor Christopher Burton be appointed to the established Noreen Edwards Chair of Healthcare Sciences.
4. A list of recent appointments was received.

**KEY PERFORMANCE INDICATORS**

The Council received data concerning research grants and contracts awarded, student numbers and quarterly performance indicators.

**SEALING**

The Council ratified the sealing of documents listed in Agendum 11.

**HONORARY FELLOWS**

It was reported that Honorary Fellowships will be conferred on the following in July 2015:

* **Shireen Chambers,** Executive and Technical Director, Institute of Chartered Foresters. Bangor Graduate. For services to Forestry
* **Lowri Evans,** Director General of the Directorate-General for Maritime Affairs and Fisheries for the European Commission. For services to Marine Science.
* **Dr David Roberts**, former Registrar and Secretary, Bangor University and staff member for 35 years. For services to the University
* **Myrddin ap Dafydd**, Founder of Gwasg Carreg Gwalch. For services to Welsh Literature and publishing industry in Wales.
* **Jeremy Howell,** professor at the University of San Francisco, and alumnus of the College of Health and Behavioural Sciences. For services to Sports Science
* **Bernard Taylor CBE,** Chairman of Cambridge Laboratories Ltd, and former Chief Executive of Glaxo Worldwide. For Services to Pharmaceutical Science.
* **Nicholas Snowman,** Chairman, Wartski of Llandudno. For services to Business
* **Meirion Prys Jones**, chair of the Network to Promote Linguistic Diversity and former chief executive of the Welsh Language Board. For services to Language Policy and Planning
* **Gruff Rhys,** lead singer of Super Furry Animals. For services to Music
* **Huw Stephens**, Radio1 DJ and BBC Radio Cymru's music strand C2. For services to Music.