



COUNCIL

Tuesday 30 January 2018

MINUTES

PRESENT:

Baroness Jo Valentine (*Vice-Chair, acting Chair*)

Ms Sarah Al-Aride	Professor Michael Arthur (<i>President and Provost</i>)
Mr Dominic Blakemore	Professor Lucie Clapp
Professor Annette Dolphin	Dr Martin Fry
Dr Andrew Gould	Professor Patrick Haggard
Mr Hamza Jamshaid	Ms Nahid Majid
Ms Lindsay Nicholson	Dr Hynek Pikhart
Lord Sharkey	Mr Justin Turner QC
Ms Sarah Whitney	Professor Andrew Wills

In attendance:

Ms Wendy Appleby (Secretary to Council); Dame Nicola Brewer (Vice-Provost (International)), Professor Stella Bruzzi (Dean of the Faculty of Arts & Humanities) (*for minute 48*); Professor Piet Eeckhout (Dean of the Faculty of Laws) (*for minute 48*); Mr Philip Harding (Director of Finance and Business Affairs); Ms Fiona Ryland (Director of Human Resources) (*for minute 47*); Mr Rex Knight (Vice-Provost (Operations)); Ms Anne Marie O'Mullane (Assistant Secretary to Council); Professor Anthony Smith (Vice-Provost (Education & Student Affairs))

Apologies for absence were received from Dame DeAnne Julius, Mr Philip Sturrock, Mrs Lori Houlihan (Vice Provost (Development)); and Professor David Lomas (Vice Provost (Health))

Key to abbreviations used in these Minutes:

DB	Defined Benefit
DC	Defined Contribution
GDPR	General Data Protection Regulation
IOE	Institute for Education
JNC	Joint Negotiating Committee
KPI	Key Performance Indicator
PGR	Postgraduate Research
QC	Queen's Counsel
UCU	University and College Union
USS	Universities Superannuation Scheme
UUK	Universities UK
VP	Vice-Provost

Preliminary Formal Business

42. **CONDOLENCES**

42.1 Council members extended their condolences to Dame DeAnne Julius on her father's recent passing.

43. **DECLARATION OF INTERESTS**

43.1 No interests were declared.

44. **PROVOST'S BUSINESS**

44A **Application Figures**

44A.1 UCAS application figures showed that UCL was outperforming the sector average and its competitors for UK EU and Overseas applications for 2018/19 entry.

44B **UCL Academy**

44B.1 Latest data published for Progress 8 indicated that the UCL Academy was in the top 27 per cent of Schools nationally and in the top five per cent for English. 13 per cent of pupils received a grade 9 compared to the national average of three per cent.

44B.2 60 per cent of students at the UCL Academy were from a disadvantaged background, which was more than twice the national average. There was no difference in progress for disadvantaged students.

44C **New Year's Honours**

44C.1 Professor Terence John Stephenson, a consultant paediatrician and chair of the GMC from 2015 to 2018, had been knighted for services to healthcare and children's health services.

44C.2 Professor Katharine Carruthers, Director of the UCL IOE Confucius Institute for Schools, had been awarded an OBE for services to education

44C.3 Professor Mark Miodownik, UCL Engineering, was awarded a MBE for services to Science, Engineering and Broadcasting.

44D **Brexit**

44D.1 The European Commission and the UK government have reached a deal on citizens' rights after Brexit. EU citizens would be able to apply for settled status using a streamlined application process after the UK left the EU. Permanent residence would not be lost unless an individual has been absent from the UK for five consecutive years.

44D.2 While the position of spouses and significant partners had been clarified, the position on future partners had not been clarified. A key question that need clarification was what would happen to new EU staff recruited in post-Brexit period.

44E **Government Changes**

44E.1 Sam Gyimah had replaced Jo Johnson as the Universities Minister. Damian Hinds had been appointed as the new Education Secretary after Justine Greening had resigned from the Government. Social mobility would be an important priority. It was not known how this reshuffle would impact on the planned review of higher education fees.

44F **University Visitor**

44F.1 A senior member of staff of UCL had petitioned the University Visitor. The Master of the Rolls Office had appointed Charles Bourne QC to advise on the process. UCL would cooperate fully with this process.

44G **London Conference on Intelligence**

44G.1 UCL was currently investigating a potential breach of its room bookings process for events after being alerted to conferences on intelligence hosted by an honorary senior lecturer at UCL¹. A draft report had been received and the Provost would consider the recommendation and convene a case conference with HR, academic and legal advisors as well as keeping the Chair and Vice Chair of Council updated. Council would be updated at the next meeting.

44G.2 Procedures were being tightened up so that this type of issue would not arise again. The processes for the appointment and renewal of honorary contracts were also being reviewed.

44G.3 More generally, Council discussed its responsibilities for freedom of speech under Section 43 of the Education Act (2) 1986 and how these might be balanced against the day-to-day decision-making required in individual cases. Council asked the Secretary to seek legal opinion on the question of its responsibilities.

44H **USS Pension Scheme**

44H.1 At a meeting of UUK-UCU JNC that had taken place in the last week, the Chair of the USS Board used his casting vote to break a tie and move forward with the proposal to change from a DB to DC USS pension scheme. A consultation would now take place with all members of the USS Pension Scheme on the proposed changes as per the requirements set out in the scheme rules. UCL was in a collective bargaining position and not directly involved in the negotiations.

44H.2 UCU has balloted its members on industrial action. Individual institutions were balloted. 57 per cent of eligible UCU members returned their ballots and thus

¹ <https://www.ucl.ac.uk/news/news-articles/0118/100118-UCL-statement-on-London-conference-on-intelligence>

there was a valid vote. Of those 57 per cent, 90 per cent voted for strike action and 95 per cent voted for actions short of a strike. The Provost had received notice of strike action dates. A working group had been set up to identify ways of mitigating the impact of the strike action. A series of information sessions had run; a statement and FAQs had also been circulated.

44| Donation

- 44I.1 UCL had received a single donation of £5 million from a North American charitable organisation to support neuroscience and dementia research.
- 44.1 Council members raised queries and discussed the matters of the proposed changes to the USS consultation, lessons to be learned from the Conference on Intelligence and the responsibilities of Council members in relation to freedom of speech.

RESOLVED

- 44.2 ***To engage legal advice on the legal responsibilities of Council members in relation to freedom of speech.***

45. Annual Review: UCL 2034 Principal Theme 3

[PAPER 3-30, 2017-18]

- 45.1 The VP (Research), Professor David Price, presented on progress with delivering UCL 2034 Principal Theme Three: *“Addressing global challenges through our disciplinary excellence and distinctive cross-disciplinary approach”*.
- 45.2 Professor Price outlined UCL’s positive performance against associated KPIs in 2016/17. UCL ranked second nationally for research grant and QR income market share and had received £594m in research income. UCL ranked 12th in the world for global citations. This performance illustrated UCL’s outstanding research strength. UCL had ranked sixth place in a table of the average rankings of current global league table positions, up from 15th place in 2013.
- 45.3 Professor Price highlighted a number of funding successes and explained the purpose of UCL Grand Challenges Fund. Professor Price updated Council members on preparation for REF 2021 and progress with Open Access. A draft Research Strategy was out for consultation with the research community and would be brought back to Council for approval in due course.
- 45.4 Council members welcomed the report. During discussion, it was noted that one of the most significant challenges was handling UCL’s research success and managing the large number of grant applications and research contracts. Concern was raised over the impact of challenges resulting from the management of this volume of work on morale. It was hoped that proposed solutions could be swiftly implemented to improve research contract processes. An estates strategy was being developed in order to support this growth and mitigate some of the short-term pressures on space. UCL East

presented a significant opportunity to provide new space that supports disruptive thinking in research. In addition, the processes for research grants were being reviewed to improve their efficiency.

46. **CHARTER AND STATUTES**

[PAPER 3-31, 2017-18]

46.1 The Secretary to Council, Ms Wendy Appleby, presented a paper on the outcome of the consultation with Academic Board on the proposed amendments to the UCL Charter and Statutes and the proposed amendments to the Charter and Statutes for petition to the Privy Council.

RECEIVED

46.2 **Notice of the Special Resolution to be considered on 15 March 2018 and the subsequent meeting of Council.**

47. **ANNUAL REVIEW: UCL 2034 ON KEY ENABLER B AND STAFFING UPDATE**

[PAPER 3-32, 2017-18]

Ms Fiona Ryland, Director of Human Resources, was in attendance for this item

47.1 The Director of Human Resources, Ms Fiona Ryland, presented on UCL's progress against Enabler B (Valuing our Staff) of UCL 2034 over the previous 12 months. Ms Ryland outlined the aims of the draft HR Strategy and the key challenges and opportunities it sought to address. She also provided a summary of the key headlines from the staff survey held in November 2017 and details on the communication and action plan.

47.2 Council discussed the planned initiatives intended to improve the diversity of senior staff at UCL, especially staff from BME backgrounds; the work of the Preventing Sexual Harassment Strategy Group; whether there were plans to introduce a disability leave policy; UCL's performance on the gender pay gap and support for departments applying for Athena Swan accreditation and re-accreditation. Council explored the possible reasons for low scores for particular questions in the staff survey.

48. **SCHOOL OF LAWS, ARTS & HUMANITIES, AND SOCIAL & HISTORICAL SCIENCES (SLASH) SCHOOL REPORT**

[PAPER 3-33, 2017-18]

Professor Stella Bruzzi, Dean of the Faculty of Arts & Humanities and Professor Piet Eeckhout, Dean of the Faculty of Laws were in attendance for this item.

48.1 Professor Stella Bruzzi, Dean of the Faculty of Arts & Humanities, and Professor Piet Eeckhout, Dean of the Faculty of Laws presented a critical reflection on activity in the School since the last report; the challenges and successes encountered; and a look ahead at planned priorities.

- 48.2 Council discussed future predictions for contribution, how the School was handling the challenge associated with a large cohort in Year One, and preparations for the next REF.

Matters for approval or information
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49. **COUNCIL EQUALITIES CHAMPION**

[PAPER 3-36, 2017-18]

- 49.1 Council noted that Lord Sharkey had been appointed as LGBTQ+ Champion by the Chair of Council for a three year period. The position of Race Champion remained vacant.

50. **CHAIR'S ACTION**

[PAPER 3-37, 2017-18]

- 50.1 **Received** – a paper informing Council of decisions taken by the Chair on behalf of Council since the last report. These decisions were as follows:

- Receipt of a Grievance Committee Report, in accordance with Statute 18 paragraph 37;
Approval of the appointment of the Dean of Faculty of Population Health Sciences as designated officer for the purposes of the disciplinary procedure concerned, in accordance with Statute 18, paragraph 7 (4);
- Approval of the re-appointment of Professor Yiannis Ventikos as Head of the Department of Mechanical Engineering from 1 September 2018 to 31 August 2023.

51. **MINUTES OF OTHER COMMITTEES**

[PAPER 3-39, 2017-18]

- 51.1 **Received** – the minutes of the Audit Committee meeting held on the 10 October 2017.

52. **RESEARCH INTEGRITY ANNUAL STATEMENT**

[PAPER 3-40, 2017-18]

- 52.1 **Approved** – the UCL Research Integrity Annual Statement for the academic year 2016-17.

53. **LIBRARY COMMITTEE ANNUAL REPORT [2016-17]**

[PAPER 3-41, 2017-18]

53.1 **Received** – the Library Committee Annual Report 2016-17.

54. **GENERAL DATA PROTECTION REGULATION**

[PAPER 3-42, 2017-18]

54.1 **Received** – a paper on UCL's preparations for the incoming General Data Protection Regulation.

55. **DATE OF NEXT MEETING**

55.1 The next meeting was scheduled for Tuesday 15th March 2018 at 3pm at the UCL Academy.

Wendy Appleby
Secretary to Council
February 2018