

UNIVERSITY OF ROEHAMPTON
COUNCIL

Minutes of the 85th meeting of Council held at 9am on 19 July 2022
The meeting was held remotely via MS Teams

- Present: Phil Walker (Chair), Mark Allen, Dr Aleata Alstad-Calkins, Dr Christine Carpenter, Dr Priscilla Chadwick, Harrison Cohen, Janet Cooper, Jennifer Coupland, Sr Christine Edwards, Prof Jean-Noël Ezingear, Dennis Hone, Revd Dr Tim Macquiban, Sheena Pindoria, David Sharkey, Revd Canon Dr Jennifer Smith, Kevin Thomas
- Secretary: Dr George Turner
- Notes: Elaine Lentell
- Apologies: None.
- In attendance: Prof Anna Gough-Yates, Liam Hurley, Baljit Kaur, Jordan Kenny, Andy Lamb, Tom Rowson

Regular Business Matters, Minutes and Reports

1. Welcomes, introductions, apologies

- 1.1 The Chair welcomed all those present to the meeting, in particular:
- Harrison Cohen, President of the RSU for academic year 2022-23, who was attending his first meeting.
 - Andy Lamb, Executive Director of HR, who was attending in support of Item 7.

2. Declarations of Interest

- 2.1 No declarations of interest were declared.

3. Notification of Any Other Business

- 3.1 There was no other business.

4. Minutes

- 4.1 The minutes of the 84th meeting of Council, which was held on 20 June 2022 (Paper RUC85/1), were **confirmed** and Council **approved** the redactions for the published minutes as highlighted.

5. Matters Arising

- 5.1 Council agreed that the updates would be taken at the end of the meeting under AOB.

6. Chair's Items

There were no items to report.

Item for approval

7. Strategy Delivery Programme update

- 7.1 Council received Paper RUC85/3, which provided an update on the Strategy Delivery Programme. The Vice-Chancellor introduced the paper and invited Council to consider and endorse the proposal detailed in the paper and to authorise the University Executive Board (UEB) to proceed with the changes. The Deputy Vice-Chancellor & Provost highlighted the key points in the paper as noted below:
- 7.2 That a meaningful collective consultation had taken place with the UCU as well as individual consultation with affected academic staff, and that regular advice had been taken from the University's legal advisors to provide assurance that all legal requirements had been met. A number of actions had been taken to minimise proposed redundancies and, where appropriate, the business plans had been revised in response to feedback received during the consultation. For example, two full-time posts in the Dance department had been reinstated in the business case.
- 7.3 **Minute exempt from publication under s.43 Freedom of Information Act 2000**
- 7.4 A further question was raised regarding the morale of staff. Council noted that work would be required going forward to improve staff morale once the programme was over.
- 7.5 It was queried whether staff who took a voluntary severance package could work at another Higher Education Institution. It was confirmed that they could, although there were some caveats in the agreement about their returning to work at Roehampton specifically in the future.
- 7.6 Council asked about the UCU assertion that some courses marked for closure were actually performing well. Council noted that a robust process had been followed to select courses for closure, which included academic sustainability considerations. It was further noted that some programmes marked for closure were performing relatively better in an academic context, but were unsustainable financially because staffing levels were too high.
- 7.9 Council asked about the increase in the number of international students and the impact on campus community and University values. It was noted that there was a need to ensure that international students continued to be

supported well at Roehampton given the increasing numbers. It was also noted that Roehampton's values around tolerance and inclusivity were paramount, and that as an academic institution it was vital to create a space where different cultures, views and opinions could be freely discussed and expressed.

7.10 Council **approved** the proposals and authorised UEB to proceed with the changes, including:

- The closure of those courses identified, as per the timetable proposed in the original business plans, subject to Senate's approval;
- The reduction in staffing across five of the University's academic schools including through voluntary redundancy and compulsory redundancy if required;
- The reconfiguration resulting in academic roles focused on employability, practice and applied research and knowledge exchange;
- The process of appointment to those roles, noting that it is unfortunately likely to result in a small number of compulsory redundancies;
- Making minor changes to the process in response to developing events, provided that such changes are consistent with the business cases, the University's policies and procedures and its overall legal obligations.

It was agreed that Council would be provided with a progress update once the scheduled completion date of 6 September 2022 had passed.

8. Appointment of Senate Appointee to Council

8.1 Council received the Appointment paper (Paper RUC85/4), and was asked to consider and approve the following item on the recommendation of the Nominations and Governance Committee.

8.2 Council **approved** the appointment of Professor Sunitha Narendran, Dean of the Faculty of Business and Law, as the Senate Appointee to Council for an initial term of three years.

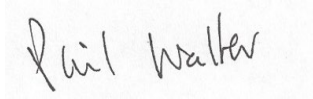
9. Any Other Business

9.1 The Revd Dr Tim Macquiban, Member of Council and Chair of the Southlands Methodist Trust, gave an update on the programme of events which took place to mark the College's 150th Anniversary and to raise money for its Transformation fund. These included a Sustainability Conference on 30 June and an alumni reunion on Saturday 2 July.

The Head of Southlands College, Dr Christopher Stephens, and the Director of Alumni, Development & Careers, Eleanor Merrick, were thanked for all their work on the celebrations. It was noted that an update on the Transformation fund would be provided to Council in the autumn.

9.2 Minute exempt from publication under s.43 Freedom of Information Act 2000.

Signed:

A handwritten signature in black ink that reads "Phil Walker". The signature is written in a cursive style and is placed on a light grey rectangular background.

Phil Walker, Chair of Council

Date: 3 October 2022

Minutes prepared by:

Elaine Lentell, Senior Governance Officer, July 2022