

UNRESERVED MINUTES

THE UNIVERSITY OF LIVERPOOL

COUNCIL (1041)

MEETING OF THE COUNCIL

9 July 2019

Present: The President (in the Chair); the Vice-President; the Vice-Chancellor; the Pro-Vice-Chancellor for Education; the Pro-Vice-Chancellor for Research and Impact; the President of the Guild of Students; Mrs C Booth; Mr S Butler; Mr E Fishwick; Dr P Johnson; Mrs H Miller; Mr N Molyneux; Dr R Platt; Mrs A Pointing; Professor J Balogun; Professor S Dawson; Professor B Gibson; Mr K O'Sullivan

Apologies: Dr A Scott, Mrs P Young, the Chief Operating Officer

In Attendance: Ms N Davies, Director of Finance

Clerk to Council: Dr A Fairclough

DISCLOSURES OF INTEREST

1.1 Disclosures of Interest

Members of Council were invited to disclose any potential conflicts of interest they had in relation to items on the agenda. Any such conflicts are noted under relevant minute headings.

MINUTES/COMMUNICATIONS

2.1 Minutes of the Meeting held 22 May 2019

AGREED:

- i. The minutes of the meeting held 22 May 2019 should be approved as an accurate record.

2.2 Matters Arising on the Minutes

- a. Access and Participation Plan (minute 3.3 refers)

REPORTED:

- i. Since submission of the Access and Participation Plan (APP) the University had received queries from the Office for Students including challenge on the level of ambition on specific targets. Following dialogue with the Office for Students liaison contact, the University had increased the ambitions in some targets and clarified some other areas of the plan. The plan had been resubmitted and would

now be reviewed by the Director for Fair Access and Participation. Further queries were expected. Following any further amendments, the Vice-Chancellor would be asked to sign off the final version as Accountable Officer.

- ii. It was understood that the University's experience had been mirrored across the sector, with many Russell Group institutions being asked to revisit targets.

2.3 President's Communications

- a. Action Taken on Behalf of Council Since the Last Business Meeting

ENDORSED:

Changes to the following Programme Ordinances:

Ordinance 46: Degree of Bachelor of Science in Health Sciences

Ordinance 47: Degree of Bachelor of Dental Surgery

Ordinance 48: Degree of Bachelor of Science in Dental Therapy

Ordinance 49: Degree of Diploma in Dental Hygiene and Dental Therapy

2.4 Vice-Chancellor's Communications

- a. Sector Update

REPORTED:

- i. Considerations were ongoing in the Department for Education on the potential implementation of recommendations from the Augar Review. There remained concerns in the sector about implementation of recommendations being selective.
- ii. At sector level in UUK, further work was being undertaken on the topics of Value for Money, grade inflation and essay mills.

- b. External Engagements

REPORTED:

- i. Since the last meeting of Council, the Vice-Chancellor had visited, met with, hosted or attended meetings regarding the following:

4 June	UUK New Vice-Chancellors' Dinner London
5 June	Liverpool Renaissance: Launch Heseltine Report, House of Commons, London
	International Cystic Fibrosis Conference Opening Speech, Liverpool
7 June	N8 Board, Lancaster University
12 June	University of Glasgow, awarded an honorary degree of Doctor of the University
13 June	Tate Liverpool – Keith Haring Opening Events

14 June	UUK Treasurers and Executive Committees, London
19 June	British Council Chair Selection Committee
20 June	Russell Group Private Roundtable with Swedish University Principals, London (chaired)
25 June	Heseltine “Using our City Regional Knowledge Assets to Accelerate Inclusive Growth Conference” UoL Long Service Awards UoL
27 June	Russell Group Board – Guest Speakers Jonathan Slater, Perm Sec at DfE and Robert Chote, Chairman of the Office for Budget Responsibility
28 June	UUK Board, London
2 July	LCC Liverpool Strategic Partnership
3 July	International Conference on Missing Children and Adults, UoL – Opening Speech
4 July	AHRC Regional Council Meeting, Glasgow
5 July	Mayoral Advisors Six Monthly Meeting

FOR ENDORSEMENT, APPROVAL OR NOTE

3.1 Planning and Performance Cycle 2019/20 to 2023/24

RECEIVED:

- i. A narrative plan for the period 2019/20 to 2023/24, including priorities and plans for each planning unit and the pillars of Strategy 2026.
- ii. A detailed budget and plan for 2019/20.

REPORTED:

- iii. The plan included areas of particular emphasis and further development, aligned to key areas of strategic risk and opportunity. These had been discussed throughout the Planning and Performance Cycle, and included the development of a new Student Intake Strategy, additional prioritisation of student wellbeing, emphasis on growth of research income, and the new requirements around Access and Participation.
- iv. A high-level timetable had also been provided for the Strategic Change Portfolio, summarising the plans for activities at different scales, from institutional Strategic Change programmes, to major projects, operational projects, and those still at pipeline stage. The portfolio of work was being overseen by a Scrutiny Group, which was assessing investments and the intended outcomes in terms of institutional benefits.
- v. *Minute redacted due to commercial interest.*

- vi. Additional controls would be introduced for the management of pay costs across academic and professional services areas. In addition to managing vacancy turnover savings, this Group would also seek to identify genuine cost savings.
- vii. Despite the lower than previously planned surplus, the University's cash position remained strong.
- viii. Further work would be undertaken to achieve a sustainable plan for years two to five of the planning period, balancing income with the University's cost base. This would include the development of a Student Intake Strategy, generating additional income for areas of growth such as postgraduate taught portfolio development, supported by investment where required.

NOTED:

- ix. The current income projections were not sufficient to support the University's growing cost base on a sustainable basis, but the planned outcomes from Project SHAPE would have a positive impact on this position, as would some of the priority areas included in the narrative. The revised position would then be used as a starting point for discussions about future financial sustainability.
- x. The level of identified savings would require careful management and oversight to ensure delivery. Budget holders would be accountable for the delivery of plans and budgets.

AGREED:

- xi. The narrative plan, providing clarity about the University's plans and priorities, should be approved.
- xii. The budget for 2019/20 should be approved.
- xiii. The plan for further work to develop a sustainable plan for years two to five of the planning period should be endorsed.

3.2 Code of Practice on Freedom of Speech

[Dr Paula Harrison Woods, Director of Student Administration and Support, attended for this item.]

RECEIVED:

- i. A revised Policy and Code of Practice on Freedom of Speech

REPORTED:

- ii. The Policy and Code of Practice on Freedom of Speech was reviewed every three years, and had been last reviewed in 2016.

- iii. The Policy had been updated to reflect recommendations from the Higher Education Policy Institute. This had involved the shortening and simplification of the Policy, the removal of information about the legal position and a link to EHRC guidance inserted, and the inclusion of an appeals process.
- iv. The revised version of the Policy included the recommended statement that if applied overseas it would only be to the extent that it would not breach another country's law.
- v. The Policy would be made available on the SAS intranet and also on the public website as recommended by HEPI.
- vi. The changes to the Policy would not require significant changes to the operation of the risk assessment process, which had been working very effectively in partnership with the Guild of Students.

NOTED:

- vii. The operation of the previous Policy and Code of Practice had involved positive discussions with student groups about potential speakers, and any issues identified had been addressed, meaning that the number of speakers turned down was very small.
- viii. The operation of the Policy and Code of Practice was supported by strong relationship-building work, and ongoing engagement of student groups.

AGREED:

- ix. The revised Policy and Code of Practice on Freedom of Speech should be approved.

3.3 Review of Research Integrity

RECEIVED:

- i. The report of the independent review of research integrity, chaired by Dr R Platt.
- ii. An implementation plan designed to address the key recommendations from the review report.

REPORTED:

- iii. The review had been undertaken following the serious case of research misconduct reported to the Office for Students in February 2019. It concluded that, whilst some strong elements existed, improvements were required to the overall set of processes designed to foster and monitor research integrity across the institution.
- iv. The recommendations were designed to add value to the research environment rather than creating a tick-box exercise. They covered three areas:

- Work on the research culture
 - Recognition of the crucial role of the Principal Investigator
 - The importance of embedding research integrity processes at an early career stage by implementing training for postgraduate research students.
- v. The implementation plan recognised the scale of work required and had prioritised and resourced actions that would minimise institutional risk and have a positive impact.

AGREED:

- vi. The implementation plan to address the recommendations of the Review of Research Integrity should be approved.
- vii. The revised Terms of Reference and Membership for the Research Governance Committee should be approved, enabling it to take oversight of research integrity matters.
- viii. Dr Platt should be thanked for the careful and diligent work undertaken during the review.

3.4 Ethical Investment Policy

RECEIVED:

- i. A revised Ethical Investment Policy, including a commitment to divest from companies that derive significant revenues from fossil fuel extraction by 31 July 2022.

REPORTED:

- ii. The current Policy had been approved by Council in July 2018 and included in its exclusions companies that derive more than 10% of revenues from thermal coal or tar sands. Since then the Investments Sub-Committee had been monitoring the environment with a view to changing its stance.
- iii. The Committee's representative from the Guild of Students had prepared a detailed case encouraging the University to divest from companies making significant profits from fossil fuels. The Committee agreed that the environment had changed and recommended a strengthening of the exclusions.
- iv. It was not anticipated that the change in policy would have a major impact on return from investments.

NOTED:

- v. In addition to the area of investments, the University should consider its broader ethical position on fossil fuels and energy efficiency, including aspects such as sustainability actions, car parking and travel policies, and research funding.

AGREED:

- vi. The revised Ethical Investment Policy, including a commitment to divest from companies that derive significant revenues from fossil fuel extraction by 31 July 2022, should be approved.
- vii. The University should consider its wider activities linked to sustainability and draw together the different strands of activity into a coherent institutional position.

3.5 Project SHAPE: Strategy and Structure**RECEIVED:**

- i. The final report from the Project SHAPE Board, recommending a new strategy for the Faculty of Health and Life Sciences and a revised organisational structure designed to deliver the strategy.

REPORTED:

- ii. The proposals had been made following extensive consultation and the recommendations had been considered by Executive Board, Planning and Resources Committee and Senate.
- iii. Consultation was underway with the unions about the linked Managing Change process, and members of the Faculty had been invited to raise queries that were being addressed through the Faculty Forum. The consultation with the unions would continue to inform the next phase of implementation.
- iv. The next priority would be to appoint individuals to the key leadership positions. The Vice-Chancellor would chair the panels for the Dean appointments and the post-holders would then be involved in recruitment of the other positions.
- v. The phasing of the implementation aimed to balance the need for Faculty staff to have a limited period of uncertainty with the need to do a careful mapping of staff to the new Institutes, and ensure successful integration of education and research. The deadline for this mapping had been moved to January 2020.

NOTED:

- vi. The Board had reviewed the Faculty's performance with respect to the KPIs of Strategy 2026 and recognised that improvements were required across research and impact, education and financial metrics. High-level objectives had been set as part of the strategy and further definition would be carried out during the implementation phase.
- vii. A key area for improvement related to research income, and the Faculty had identified some priority areas for growth, including plans to secure a Biomedical Research Centre (BRC) funded by the National Institute of Health Research (NIHR). This would be part of the priority of tackling health issues in the City Region.

- viii. It was expected that the benefits of Project SHAPE would not be fully realised until after the current Research Excellence Framework (REF) exercise.
- ix. The Faculty had seen improvements in the results from the National Students Survey (NSS), which had been published the previous week.
- x. It was anticipated that the leadership positions would be successfully filled from the internal pool of candidates. This would send a positive signal to staff in the Faculty.
- xi. It was recognised that the transition period from the current structure to the new configuration of four Institutes and Faculty directorates would be challenging, particularly to maintain business as usual and also to avoid change fatigue. The team was working with the Academy to provide support for staff through the period of change.
- xii. The Board was fully committed to delivering the new strategy and structure and as such did not have an alternative, backup plan.

AGREED:

- xiii. The new Strategy for Health and Life Sciences and the associated Faculty structure should be approved.

3.6 Estates Strategy Masterplan

[Mr Alex Beedle, Mr Matthew Clough and Mrs Joanne Carr attended for this item.]

RECEIVED:

- i. A presentation covering the Estates Strategy Masterplan, developed to deliver the Estates Strategy that had been approved in February 2017 and involving investment of around £1 billion over the period to 2033.

REPORTED:

- ii. The Masterplan had been developed using a sound, evidence-based approach in consultation with key stakeholders. The intention was to use the Masterplan for a variety of purposes, including supporting development plans and submissions for planning permission to the City Council.
- iii. The Masterplan included more prominent gateways to the site, less surface car parking, and zoning for Faculties and institutional facilities. It also covered plans for the Leahurst campus and a development in Malawi.
- iv. Examples of Faculty-based priorities included:
 - The developments in Cedar House to support the Medical School identity, and the development of Leahurst including social interaction space.

- A new building for Architecture and for Law and Social Justice in the Faculty of Humanities and Social Sciences.
 - Co-location of elements of the School of Environmental Sciences, the new Digital Innovation Facility, and the new Department for Education-supported Maths School. These developments would be designed in keeping with the redbrick heritage in the area.
- v. The consultation had been positive, with the widest range of feedback being received about car parking. Some staff considered that there was insufficient car parking and others felt that the University should go further in terms of reducing car usage. In the current plan there was a commitment to increase the amount of green space across the campus.

NOTED:

- vi. Dialogue was ongoing with the City concerning travel networks and it was recognised that improvements and investments were required across local road and rail networks. The Masterplan included transport hubs that included car parking but also facilities for staff travelling by bicycle.
- vii. The dialogue with the City about travel was complemented by a broader strategy about land assembly.
- viii. Design of buildings was closely linked to a specification of need, and the approach of the team was not to appoint architects at the early stages of a development but to understand the stakeholder needs first.
- ix. The communication of the rationale for investment was important in the context of the broader financial pressures in the University and the wider sector. The response during consultation was broadly supportive of the investment as there was recognition of the long period involved and the need to build for future success. The costs of the plan would be met through a combination of surplus generation, philanthropic donations and some cost reductions.

PLANNING AND RESOURCES COMMITTEE

4 Report of the Meeting of the Planning and Resources Committee held 11 June 2019

RECEIVED and NOTED:

- i. A report of the meeting of the Planning and Resources Committee held 11 June 2019, covering the following items:
- Project SHAPE (dealt with as a substantive item)
 - 2018/19 Quarter 3 Performance Report and 2018/19 Forecast 3 Report
 - Planning and Performance Cycle 2019/20 to 2023/24 (dealt with as a substantive item)
 - Academic Portfolio Planning Framework
 - University of Liverpool Pension Fund (ULPF) – Actuarial Valuation as at 31 July 2018

- Carnatic Residences Site – Disposal
- Investment Strategy
- Professional Services Benchmarking Exercise Results
- Policy on Use of External Auditors for Non-Assurance Services.

a. 2018/19 Quarter 3 Performance Report and 2018/19 Forecast 3 Report

AGREED:

- i. The key findings and resulting actions from the Quarter 3 Performance Report and 2018/19 Forecast 3 Report should be approved.

b. Academic Portfolio Planning Framework

REPORTED:

- i. The Committee had endorsed the framework, which provided guidance on local implementation of workload planning processes, intended to contribute to improved working environments for academic staff.

c. University of Liverpool Pension Fund (ULPF) – Actuarial Valuation as at 31 July 2018

AGREED:

- i. The valuation assumptions as proposed by the Trustee Board should be accepted.
- ii. The proposal for the Trustee to use some of the surplus to make good the difference between 16% and 16.8%, which currently amounted to approximately £325k per annum, should be approved.

d. Carnatic Residences Site – Disposal

[Mrs H Miller disclosed an interest as a local resident.]

REPORTED:

- i. The Planning and Resources Committee had recommended the disposal of the Carnatic Residences site by accepting an offer of £19m from Foundation Homes (a housing company established by Liverpool City Council). The offer had been scrutinised by an independent land Agent Consultant (CBRE), who had indicated it represented a market reflective valuation and was therefore a worthy offer.

NOTED:

- ii. The Carnatic site was located in a prime area of Liverpool and was regarded as having high potential value. As such the Council recognised its importance in terms of securing significant income for the University for future use and investment.

AGREED:

iii. Further information should be sought and shared with members via correspondence in order to obtain approval for the proposed plan for disposal. This should cover the following areas:

- Further detail on the process followed to date, including details of any parties engaged in discussions about the site.
- Information about the institutional policy on major disposals.
- Further information about the value of the site in relation to its size and location.

e. Investment Strategy

AGREED:

i. The new Investment Strategy, including a revised asset allocation that reduced the proportion of equities held and increased diversifying assets, should be approved.

f. Professional Services Benchmarking Exercise Results

REPORTED:

i. The results of the 2018 Uniform benchmarking exercise had demonstrated that the University's Professional Services were in the lowest quartile of participants for operations cost. The effectiveness measured by satisfaction survey had stayed relatively constant but declined in relative terms due to improvements elsewhere. Work was underway to consider priorities for increased efficiency and potential areas for investment to enhance added value.

ii. The institutional KPI relating to the exercise would need to be reviewed in the context of the additional insight and data available to date.

g. Policy on Use of External Auditors for Non-Assurance Services

REPORTED:

i. Minor revisions to the Policy on Use of External Auditors for Non-Assurance Services, to clarify that the University would not seek to appoint the external audit firm to undertake any work other than the assurance work currently undertaken, had been endorsed.

SENATE

5 Report of the Meeting of the Senate held 26 June 2019

RECEIVED:

A report on the meeting of the Senate held 26 June 2019, covering the following items:

- Adoption of IHRA Definition of Antisemitism
- Project SHAPE (considered as a substantive item)
- Research Integrity Review (considered as a substantive item)
- Updated Policy and Code of Practice Regarding Freedom of Speech (considered as a substantive item)
- Business from the Faculty of Science and Engineering – Institute for Digital Engineering and Autonomous Systems (IDEAS) Level 2 Unit Proposal
- ‘Pass with Major Modifications’ as a PGR Examination Outcome
- Academic Portfolio Planning Framework
- Admissions Appeals and Complaints for Entry September 2019
- Payment Policy 2019/20: Student Programme Fees, Accommodation Fees, Fines and Charges.

a. Adoption of IHRA Definition of Antisemitism

AGREED:

- i. The recommendation that the University should adopt the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism, in order that it could be included in training materials, should be approved. The definition was as follows: “Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities”.

b. Institute for Digital Engineering and Autonomous Systems (IDEAS) Level 2 Unit

AGREED:

- i. The proposal to establish a new Level 2 unit in the Faculty of Science and Engineering should be approved.

c. ‘Pass with Major Modifications’ as a PGR Examination Outcome

REPORTED:

- i. Senate had approved amendments to the PGR Code of Practice, to facilitate availability of a pass with major modifications examination outcome for all eligible candidates on PGR programmes from September 2019.

- ii. These changes provided a useful additional option for students and were consistent with practice elsewhere in the sector.

AGREED:

- iii. Revisions to the PGR Ordinances, to reflect the 'Pass with Major Modifications' as a PGR examination outcome, should be approved.

d. Academic Portfolio Planning Framework

REPORTED:

- i. The Academic Portfolio Planning Framework had evolved from the earlier Workload Allocation Model development. The proposed approach was to provide local flexibility in how processes were delivered and to allow Schools and Departments to set tariffs.
- ii. The 2019/20 activity would be viewed as a trial, learning year. The Faculty of Health and Life Sciences had been given an extension linked to the changes in Project SHAPE and to facilitate the integration of clinical activity.

AGREED:

- iii. The Academic Portfolio Planning Framework and the proposed way forward should be approved.

e. Admissions Appeals and Complaints for Entry September 2019

REPORTED:

- i. There had been a total of four formal appeals and no complaints for 2019 entry, from four individuals. All appeals had been for programmes at undergraduate level. This was a reduction in the number of appeals and the number of complaints compared to 2018 entry, when there had been five appeals and one complaint. This needed to be seen within the context of the overall number of applications processed (c. 41,000 undergraduate applications and c. 19,000 taught postgraduate applications).

f. Payment Policy 2019/20: Student Programme Fees, Accommodation Fees, Fines and Charges

REPORTED:

- i. Senate had approved the Payment Policy 2019/20: Student Programme Fees, Accommodation Fees, Fines and Charges. One of the key substantive changes had been made to reflect the agreement of the Executive Board on 3 June 2019 to remove the provision of applying academic sanctions for non-academic debt, by clearly stating that it is only a failure to pay programme fees that would result in the application of academic sanctions, and that a failure to pay accommodation fees, student fines or student charges may result in the University deploying

formal external debt recovery proceedings, which may ultimately result in County Court Judgements.

OTHER COMMITTEES OF COUNCIL

6.1 Audit Committee

RECEIVED:

- i. The report of the meeting of Audit Committee held 10 June 2019.

REPORTED:

- ii. The Committee had discussed the following items:
 - Internal Audit Risk Assessment and Plan 2019/20 to 2021/22
 - Moody's Updated Credit Opinion
 - Risk Management Framework Update
 - Data Assurance Update
 - Policy on Use of External Auditors for Non-Assurance Services
 - External and Internal Audit Contract Tender Process
 - Annual Report on Fraud
 - Research Integrity Review
 - Reports of the Internal Auditors.

REPORTED:

- iii. The OfS Funding and Monitoring Data (FAMD) audit for HESA Student 2016/17 had been concluded and the FAMD 2017/18 was underway. HESA Data Futures would no longer go live in 2019/20, but the University continued to prioritise this activity as a pilot within the Data Improvement Programme.
- iv. An annual report on fraud and whistleblowing was presented to the Committee with no significant issues identified.

AGREED:

- v. The internal Audit Risk Assessment and Plan 2019/20 to 2021/22 should be endorsed, noting that improvements to the clarity of the report had been requested from the internal auditors and an updated version of the plan would be circulated to members when available.

6.2 Joint Committee on Honorary Degrees

RECEIVED and NOTED:

- i. That, further to the recommendations approved by Council at its July 2018 meeting:

The following were scheduled to receive their honorary degrees at ceremonies in July 2019:

- Judge Wendy Beetlestone
- Sir Stephen Cobb
- Professor Ray Donnelly
- Lord Hall
- Stephen McGann
- Amrit and Rabindra Singh
- Max Steinberg
- Heidi Thomas

Remainder of minute redacted due to personal information.

- ii. In accordance with the provisions of Ordinance 28 (Honorary Degrees), the Joint Committee on Honorary Degrees had met to consider nominations which had been received for the conferment of honorary degrees and other honorary awards, and had made a number of recommendations.

AGREED:

- iii. The recommendations of the Joint Committee on Honorary Degrees in relation to the conferment of honorary degrees and an honorary fellowship, as endorsed by Senate on 26 June 2019, should be approved.

6.3 Nominations Committee

a. Nominations Committee Annual Report

RECEIVED:

- i. An annual report from Nominations Committee, covering issues of membership, skills and actions from effectiveness reviews.

REPORTED:

- ii. The annual review of skills and expertise had demonstrated a good range of knowledge and experience required for the ongoing effectiveness of Council.
- iii. However, the review of periods of service had indicated that there would be a significant loss of experienced members over the next two years that would need to be addressed in succession plans.
- iv. A review of the Committee of University Chairs Higher Education Code of Governance was ongoing and the Council's approach to ensuring diversity of membership could be reviewed in the context of the anticipated updated guidance.

AGREED:

- v. The following recommendations should be approved:
- To seek to maximise diversity of membership without the use of diversity targets.
 - The advertising of lay member vacancies on Council in order to appoint replacements for Mr Chris Graham and Mrs Pat Young.
 - The process for nominating a representative of the Senate to replace Professor Susan Dawson.
- vi. The following recommendations should be endorsed for discussion at the meeting of Nominations Committee in November 2019:
- To define a process for the appointment of the next President and a paper on the potential for introducing remuneration.
 - In the event of the current Vice-President being appointed to the role of President, the principle of running a Vice-President appointment process as an opportunity to extend the appointment term of one of the experienced members of Council.

b. Report of Nominations Committee 11 June 2019

RECEIVED:

- i. A report of the meeting of Nominations Committee held 11 June 2019.

AGREED:

- ii. The appointments of the following individuals to various Committees and bodies should be approved:

Committee	Nominee	Period of appointment
Audit Committee	Mrs Carmel Booth	1.8.19-31.7.22
Audit Committee	Mr Barry Flynn	1.8.19-31.7.22
Discipline – Board of Appeal	Ms Cilla Ankrah-Lucas	1.8.19-31.7.22
Enterprise Board	Dr Paul Ewing	1.8.19-31.7.22
Joint Committee on Honorary Degrees	Ms Cilla Ankrah-Lucas	1.8.19-31.7.22
Joint Committee on Honorary Degrees	Mrs Carmel Booth	1.8.19-31.7.22
Nominations Committee	Mr Sam Butler	1.8.19-31.7.20
Nominations Committee	Mr Norman Molyneux	1.8.19-31.7.21
Planning and Resources Committee	Mr Sam Butler	1.8.19-31.7.20

Planning and Resources Committee	Dr Paul Johnson	1.8.19-31.7.20
Remuneration Committee	Mrs Helen Miller	1.8.19-31.7.21
Research Governance Committee	Captain Ibrahim Nadim	1.8.19-31.7.22
Research Governance Committee	Ms Sue Thomas	1.8.19-31.7.22
Central University Research Ethics Committee B	Mr John Gray	1.8.19-31.7.22
Central University Research Ethics Committee B	Mr Paul McCarthy	1.8.19-31.7.22
Central University Research Ethics Committee A	Ms Shereen Murphy	1.8.19-31.7.22
Tribunals, Appeals and Grievances Committees Panel	Ms Cilla Ankrah-Lucas	1.8.19-31.7.22
Tribunals, Appeals and Grievances Committees Panel	Mrs Helen Miller	1.8.19-31.7.21
Board of the Liverpool University Press	Professor Fiona Beveridge	1.8.19-31.7.22
Joint UoL Singapore Institute of Technology Committee on Research Ethics	Mr Hyder Gulam	1.8.19-31.7.22

6.4 Remuneration Committee

RECEIVED:

- i. A report of the meeting of Remuneration Committee held 22 May 2019.

REPORTED:

- ii. Remuneration Committee had agreed changes to the approach of performance-related pay, which included the ceasing of separate bonus payments for future senior appointments, action to encourage Exceptional Performance Award applications from under-represented groups and work with the NHS on clinical excellence awards.
- iii. Remuneration Committee had reviewed a report including sector data on remuneration, from analysis of annual report disclosures, a summary of 2018 Annual Review process outcomes and a report on senior staff matters.

STRATEGIC COMMITTEES

7.1 Education Committee

RECEIVED and NOTED:

- i. A report of the meeting of the Education Committee held 12 June 2019, covering the following topics.
 - Academic Portfolio Planning Framework
 - Information and Digital Fluency Framework
 - Review of Policy on Lecture Capture
 - Academic Advising and Student Success: Plans for Implementation
 - Quarter 3 Performance Report.

7.2 Research and Impact Committee

RECEIVED and NOTED:

- i. A report of the meeting of the Research and Impact Committee held 13 June 2019, covering the following topics:
 - Chair's Report – REF Code of Practice
 - REF Update and Forward Plan
 - Quarter 3 Performance Report
 - Research Income Task and Finish Group
 - Academic Portfolio Planning Framework.

ROUTINE ITEMS

8.1 Use of the University Seal

RECEIVED and NOTED:

- i. A summary of uses of the University Seal since the last meeting.

8.2 Date of Next Meeting

NOTED:

- i. The next meeting would be an Away Day on 15 October 2019.

OTHER MATTERS

9. Thanks

NOTED:

- i. Five members of Council were completing their periods of service on Council:
 - Professor Susan Dawson, who had served for six years as a representative of Senate.
 - Mr Christopher Graham, who had served as Vice-President since August 2016 and provided invaluable input to the Planning and Resources Committee, Nominations Committee, Remuneration Committee, Joint Committee on Honorary Degrees, as Vice-Chair of the Committee on Research Ethics and as a member of the Tribunals, Appeals and Grievances Committees Panel.
 - Mr Rory Hughes, who would shortly complete his term as President of the Guild of Students.
 - Mrs Abi Pointing, who had been a lay member since January 2011, and had served diligently on the Planning and Resources Committee, Nominations Committee, Audit Committee, Joint Committee on Honorary Degrees, Board of Appeal (Discipline), the Tribunals, Appeals and Grievances Committees Panel and on numerous Chair selection panels.
 - Mrs Pat Young, who had been a lay member for eight and a half years and, in addition to her very demanding day job until her retirement last August, had lent her expertise to the Education Committee, Remuneration Committee and the Tribunals, Appeals and Grievances Committees Panel. Mrs Young had agreed to continue to serve on the Board of the Maths School.

AGREED:

- ii. All five members should be thanked for their excellent contributions during their service and wished well for the future.