

# Appointments and Governance Committee

**23/15** A meeting of the Committee was held on Friday 13 October 2023 at 9.00 am via Teams.

Present: Lay Member of the Council, Kate Owen (Chair)  
Lay Member of the Council, Sian Butler  
Vice-President of the Council, Kevin Corrigan  
The President of Council, Helen Gordon  
Lay Member of the Council, Sue Maple  
The Vice-Chancellor  
The Deputy Vice-Chancellor

By invitation: University Secretary  
Director of Human Resources  
Head of Governance (*Secretary*)

## **23/16 Minutes of the last meeting**

The Committee approved the minutes of the last meeting, held on 21 August 2023, as a correct record.

## **23/17 Matters Arising**

The Committee noted that the report submitted to Council on 28 September 2023 had been accepted, including all changes to membership.

All other matters arising were covered below.

## **23/18 Disclosures of Interests**

The Committee received and noted a paper from the University Secretary in regard to Disclosures of Interests. The Committee noted that the Deputy Vice-Chancellor had recently been appointed as the Chair of Advance HE; the Committee agreed that there was no conflict of interest.

## **23/19 Committees of Selection**

The Committee received and noted a Committee of Selection Report that had been submitted since the last meeting.

### **23/20 Report of the University Executive Board on matters relevant to the Committee**

There was no report on this occasion.

### **23/21 Membership of the Council in Class 2**

The Committee received and noted membership of the Council in Class 2.

In respect of vacancies on the Council in Class 2 the Committee noted that at its meeting in the Spring Term consideration would need to be given to replacing vacancies on the Council. The Committee were asked to forward any views on what particular skill set should be sought to the University Secretary.

It was noted that the Chair, University Secretary, and Director of HR would meet outside of the meeting to discuss Council succession planning.

It was noted that Kate Owen would be stepping down as Chair of the Student Experience Committee (though she would continue as a member for the current academic year) and that Steve Alexander had agreed to take this on. The Committee would formally recommend this change in Chair to the Council.

### **23/22 Update on recent appointments**

The Vice-Chancellor informed the Committee that since the last meeting progress had been made on the process for appointing the Senior Financial Officer and Pro-Vice-Chancellor Academic Planning and Resource posts. A timetable for appointment would be known within the coming week; it was anticipated that appointments would be completed as soon as possible, and no later than the end of the Autumn Term.

Lay members of Council would be contacted as to their availability to join the appointment panels.

### **23/23 Report on the Personal Titles Process 2022-23**

The University Secretary gave a verbal update to the Committee on the Personal Titles process for 2022-23. In particular in regard to appeals it was noted that:

- Four appeal cases had been considered at School stage – [Redacted, Section 40].
- Five appeal cases had been considered at University stage – [Redacted, Section 40].
- It was deemed that there were no specific lessons to be learnt from the appeals process.

In relation to the process more generally, it was noted that:

- The Disability and Neurodiversity Network had submitted a series of suggestions as to how the process could be improved in the future. Further consideration would be given to these.
- The University's academic promotion process was similar to that undertaken at other universities particularly in regard to the two step School and University stages. However, Reading was more transparent than other universities in publishing criteria, offering training/mentoring, and providing open feedback.
- The process was quite administratively onerous but was positively received by academic colleagues. The proportion of female Professors at Reading had increased to being one of the highest in the sector, and this could be viewed as a direct consequence of the process.
- In many cases the awarding of the title was more important than pay considerations for academic colleagues.
- Discussions had taken place with other universities in the S10 Group to benchmark academic promotion processes; positive feedback had been received on the University's process.
- Reward and Promotion processes would not run during 2023/24 – over this period consideration would be given reviewing a number of these.

**23/24 Date of next meeting**

Thursday 1 February 2024 at 3.30 pm

Tuesday 4 June 2024 at 12.00 pm