



University Executive Board

Minutes of the meeting of 4 June 2024

Present: Professor Shearer West (Vice-Chancellor and Chair), Professor Sube Banerjee (FPVC MHS), Helen Dunn (Interim Director of Human Resources), Professor Jon Garibaldi (Provost UNNC, online), Dr Paul Greatrix (Registrar, online), Professor Jeremy Gregory (FPVC Arts and interim FPVC Social Sciences), David Hill (CDO), Professor Sam Kingman (FPVC Engineering), Professor Katherine Linehan (PVC People and Culture), Margaret Monckton (CFO), Professor Tom Rodden (PVC RKE), Professor Sarah Speight (PVC ESE), Professor Zoe Wilson (FPVC Science).

Attending: Rowena Hall (Secretary), Rav Kalsi (Principal Executive Officer), Helen McNamara (Director of People and Organisational Design) for minute 24.66, Angela McDonald (Associate Director Risk and Assurance) for minute 24.64, Kev Thompson (Deputy Director Governance and Assurance) for minute 24.64, Nalayini Thambar (Director of Planning, Performance and Strategic Change) for minute 24.65, Richard Sanderson (Learning and Development Manager) for minute 24.66,

Apologies: Professor Robert Mokaya (PVC GE), Professor Jane Norman (DVC), Louella Houldcroft (Director of Communications and Advocacy)

24.61 Welcome, Quoracy and Declarations of Interest

- .1 The Secretary confirmed that the meeting was quorate and there were no declarations of conflict of interest.
- .2 Dr Nagamani Bora (Associate Professor, School of Biosciences) and Debbie Smith (Capital Projects Manager) were welcomed to the meeting as observers.
- .3 Professor David Fitzpatrick was welcomed his first meeting of UEB in his role as the interim Provost UNM.
- .4 Congratulations were offered to Professor Tom Rodden on his election as a Fellow of the Royal Society.

24.62 Minutes of 8 May Meeting and Action Log

The minutes of the meeting held on 8 May (UEB/24/50) were CONFIRMED as a true and accurate record and the Action Log was NOTED.

24.63 Chair's Business

The Vice-Chancellor had circulated an update to UEB prior to the meeting.

24.64 Strategic Risk Management

- .1 UEB RECEIVED paper UEB/24/65 which accompanied the Strategic Risk Register.
- .2 The Strategic Risk Register was last considered at the March meeting of UEB where it was noted that the number of risks had increased. Following the meeting, the Associate Director Risk and Assurance met with risk owners to identify risks that could be de-escalated and managed via the relevant sub-committee. There was no appetite amongst risk owners to remove any of the risks from the Strategic Risk Register.



- .3 As an alternative to de-escalation, UEB considered the proposal set out in the paper to introduce an acute and assured risk classification to the Strategic Risk Register which would ensure clear focus on the top priority risks.
- .4 There was a suggestion that alongside the acute/assured classification, consideration should be given to how to reflect which of the risks listed had already materialised.
- .5 Members considered the level of access that should be granted to the proposed confidential risk register. It was confirmed that the Chair of Council had determined that a small sub-set of Council members only would have access to it which would ensure appropriate oversight. The paper proposed that a small sub-set of UEB members would also have access.
- .6 It was reiterated that the confidential risk register would only be used in very limited circumstances and access to it would be reviewed if the numbers of risks held on it increased.
- .7 UEB APPROVED:
 - .1 The full Strategic Risk Register and the acute and assured risk classification contained within it, save that the risk related to the Bio-Support Unit should be re-classified as acute.
 - .2 The high-level version of the Strategic Risk Register for submission to Council at its next meeting.
 - .3 The introduction of a Confidential Risk Register.

24.65 Business Plan and Performance Report

- .1 UEB RECEIVED and NOTED paper UEB/24/77 which summarised the outcome of the business planning round and included a performance update. A performance update would be provided to Council at its next meeting.
- .2 Whilst it had been challenging to meet Finance Committee's previous requests for a business plan, it was NOTED that to achieve approval of the Future Nottingham case for change by Finance Committee and Council, a business plan would need to be provided.
- .3 The importance of better aligning finance and business planning was reiterated.

24.66 Leadership Learning at the University of Nottingham

- .1 UEB RECEIVED paper UEB/24/64 which proposed a significant revision to the University's approach to leadership learning. The new approach would be more agile, personalised and available to more colleagues. It would allow staff to have ownership of their learning development.
- .2 A number of suggestions were made as part of the discussion of the proposal:
 - .1 Examples and case studies of how staff might move through the training and development offer should be included.
 - .2 There should be a mechanism for staff to keep a record of their learning profile.
 - .3 Consideration should be given to how to align the new approach with other training provision across the University including the PGCE HE, teaching and learning conferences, mandatory training and the Nottingham Reward Scheme.
 - .4 The use of the UoN Online platform should be considered for the delivery of content and modules.
 - .5 Appropriate mechanisms would be required to track staff engagement with the training and completion rates.



- .6 The commercial potential of this new programme with external audiences should be considered.
- .3 It was confirmed that
 - .1 The potential to exploit the learning development content commercially would be explored once the learning approach was successfully in place for staff.
 - .2 A paper on mandatory training requirements would be submitted to the next meeting of People and Culture Committee.
- .4 UEB AGREED the proposed changes to leadership learning at the University as set out in the paper.

24.67 Roundtable

- .1 The Registrar REPORTED that a two-minute silence would be held at midday on 13 June on the Djanogly Terrace in memory of Grace O'Malley-Kumar, Barney Webber and Ian Coates. The O'Malley-Kumar and Webber families would be in attendance.
- .2 The following updates were provided:
 - .1 The University continued to work together with the Students' Union in relation to the encampment at Jubilee campus. The camp remained small and peaceful. Facilities for the use of those camped at the site continued to be made available. The University continued to engage with faith groups and across the University to identify support available to those affected by situation in Gaza. Consideration was being given to support for displaced academics and to scholarships. The legal steps required to remove the encampment if necessary would be progressed in the event that they might be needed.
 - .2 Progress since the signing of the new partnership agreement between the University and Nottingham University Hospitals NHS Trust in December 2022.
 - .3 A visit to the Sutton Bonington campus by representatives of the Wanli Education Group and Zhejiang Wanli University.
 - .4 Changes in direction for the China Beacons Institute in Ningbo, China.
 - .5 Dr Nagamani Bora had led a series of joint workshops with Advance HE and the University of Cardiff on inclusive assessment and design.
 - .6 The progress of the HR Transformation Programme.
 - .7 FPVCs and APVCs had attended a session led by the PVC RKE focussed on research priorities.
- .3 It was REPORTED that:
 - .1 Professor Jonathan Tallant had been appointed APVC ESE for the Faculty of Arts.
 - .2 The University's Access and Participation Plan had been submitted to the Office for Students.
 - .3 A paper had been circulated to UEB on changes to equity splits in University spin out companies.
 - .4 The next Senate meeting would take on 17 June.

24.68 Feedback

The CFO provided feedback on the meeting and highlighted the solution-focussed approach of members to the discussions.