

ASM10A001

THE ASSEMBLY



Draft Minutes of the meeting held on 8 June 2011

Present: The Chair of the Standing Committee of the Assembly (Mr K. Harper) (in the chair), the Vice-Chancellor (Mr E. Acton), W. Bainham, M. Bissell, L. Bowater, C. Butcher, J. Catling, J. Cross, S. Cox, N. Curson, N. Davies, G. D'Cruz, A. Delany, R. Delahaye, C. Dunlop, S. Elsegood, J. English, S. Ghosh, L. Ghost, S. Gibson, R. Grant, P. Grassby, T. Greaves, A. Guyon, A. Gumber, S. Hargreaves Heap, V. Hawkes, R. Henderson, N. Howlett, M. Hume, L. Jacotine, J. Jepson, C. Jerosch-Herold, C. Jones, J. Kinge, S. King, S. Leard, P. Levy, D. Mac Sithigh, L. Marsh, J. McAllistar, S. McConnell, A. McDonald, J. Moore, H. Murdoch, A. Robinson Pant, J. Page, P. Page, E. Paterson, A. Paxton, G. Plank, R. Read, C. Richards, E. Sherrifs, K. Song, S. Song, T. Southon, S. Steel, S. Stevens, C. Tourniaire, P. Unwin, N. Ward, C. Wells, R. Whittaker and B. Zamorski.

(Please note the above are those who signed the attendance sheets)

With: The Registrar and Secretary and the Deputy Registrar and Secretary (Mr R.P. Evans).

1. MINUTES

The minutes of the meeting held on 11 June 2008 were confirmed. (it was also noted that the meetings of 10 June 2009 and 9 June 2010 were inquorate).

2. STATEMENTS BY THE VICE-CHANCELLOR

The Vice-Chancellor welcomed the new Chair of the Standing Committee of the Assembly, Kris Harper, and invited him to chair the meeting.

3. STATEMENTS BY THE CHAIR OF THE STANDING COMMITTEE OF THE ASSEMBLY

Kris Harper welcomed everyone to the meeting.

4. MEMBERSHIP OF THE STANDING COMMITTEE OF THE ASSEMBLY

Reported

(1) that the membership of the Standing Committee of the Assembly was:

Ex-officio – VC & PVC's

Members elected by the Assembly:

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Ms W. Bainham (2013)
Dr G. D'Cruz (2013)
Mr J. Docherty (2013)
Mr K. Harper (2013)
Ms C. Richards (2011)
Mr P. Skillen (2011)
Two Vacancies (Dr C.J. Harrison having resigned from the University)

- (2) that Dr C.J. Harrison had been Chair of the Standing Committee and that following a call for nominations for a new Chair the single name of Mr K. Harper was received and Mr Harper was declared Chair of SCOTA for the period to 31 July 2013;
- (3) that since the membership of Ms C. Richards and Mr P. Skillen would end on 31 July 2011, and there were two outstanding vacancies and that the membership of the Standing Committee of the Assembly provided for 8 members elected by the Assembly, nominations were invited for the 4 vacancies from 1 August 2011 and four nominations were received. As a result no election is necessary and the four have been declared members of the Standing Committee of the Assembly, 1 August 2011 - 31 July 2014:

Dr Lee Marsden (PSI) (Senior Lecturer – ATR)
Ms Claudina Richards (LAW) (Senior Lecturer – ATR)
Mr Timothy Southon (SSF-T) (Senior Administrator ALC)
Mr Richard Delahaye (SSF-LS) (Senior Administrator ALC)

5. COUNCIL

Reported

that at its meeting on 30 June 2008 the Council noted the report of the Assembly dated 11 June 2008.

6. PROPOSED CHANGES TO USS

Considered

a motion from Dr Tim Southon that Assembly asks the University to write to the Employers' Pension Forum calling on them to re-open negotiations with UCU about the proposed changes to USS.

(Dr Southon argued that the dispute in connection with changes to the USS pension scheme needed to be resolved by negotiation. He said that the scheme was already addressing the issue of the extent of its dependence on equalities and the threat to the scheme from large pay rises had receded. Counter proposals from UCU had not led to proper negotiations which was unhelpful. Rachel Henderson endorsed Dr Southons arguments.)

RESOLVED

to approve the motion.

7. ADMINISTRATION RESOURCES

Considered

a motion from Professor Shaun Hargreaves Heap that Assembly requests that Senate consider as a matter of contingency planning, what administrative activities might be cut to accommodate the reduction in administrative resources.

(Professor Hargreaves Heap has said “that unless there is evidence, not hearsay, to suggest that this project will enable the same administrative activities to be performed with fewer resources, some administrative activities will need to cease in order to prevent academic time being diverted from teaching and research”).

RESOLVED

to approve the motion for transmission to the Senate (see also Report to the Senate).

8. EQUALITY

Considered

motions from Dr Jackie Granleese and Dr Heather Savigny:

- (1) that whilst the University of East Anglia espouses equality of opportunity in its policy documents, in practice equality of opportunity is not evidenced;
- (2) that the Equalities Act (2010) places upon public bodies a duty to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations, we thus call upon the University of East Anglia to:
 - (a) complete an equality audit of all its management committees from ET downwards;
 - (b) devise and detail a plan, including equality targets, by 1st June 2012 as to how equality might be achieved in all of these management committees from ET downwards;
 - (c) present these findings and plan, including equality targets for all management committees from ET downwards at Assembly in June 2012
 - (d) publish and disseminate the equality audit of management committee findings, and plan to all UEA staff by 30th June 2012.

(Dr Granleese said that the motion was not a criticism of the Equality and Diversity Office but was about maximising the opportunities of the Equality Act. Dr Granleese referred to the lack of woman in senior roles in her own School NBS, and on the Executive Team and the imbalance across Committees in the School of Law. She argued that the culture at UEA was more receptive to ideas and proposals from men rather than woman. She suggested that the University did

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not publish full data particularly in respect of part time staff in order to hide lack of gender equality.

Dr Heather Savigny was unable to attend the meeting but a statement of support was read on her behalf.

The Equality and Diversity Manager, Helen Murdoch, drew attention to the distance travelled in equality and diversity over recent years at UEA. Though much remained to be done and there is inconsistency between areas in the University much work has gone on and the scope of the current Gender Project and its timetable should not be overlooked. She also indicated that gender was only one equality issue and others should not be overlooked. Revision of some policies had been delayed by the need to await clarification from the Government of some implications of the Equality Act for public bodies. She reminded everyone of the opportunity to feed into the Gender Project and to contact her.

The Vice-Chancellor indicated his support for equality and the need for ideas such as mentoring to hasten changes and hoped that proposals would flow from the Gender Project.)

RESOLVED
to approve the motion.

9. STRESS MANAGEMENT POLICY

Considered

a motion from Dr Jackie Granleese and Dr Rupert Read that the University of East Anglia lacks an effective stress management policy.

(Dr Granleese introduced the motion, reading out some comments from staff about stress She indicated that the University had obligations under health and safety legislation which she argued it was not meeting. Dr Rupert Read endorsed the motion saying that the motion should be supported, particularly noting the stress likely from integration and the pressure from the REF.

The Vice-Chancellor indicated that he believed that the University was complying with its obligations but was very keen to manage down any excessive stress. The University had appropriate policies though implementation had been unavoidably delayed.)

RESOLVED
to approve the motion.

10. QUESTION TIME

No questions were received.

11. REPORT TO THE SENATE

Administrative Resources

To report

that at its meeting on 8 June 2010 the Assembly resolved to approve a motion proposed by Professor Shaun Hargreaves Heap “that Assembly requests that Senate consider as a matter of contingency planning, what administrative activities might be cut to accommodate the reduction in administrative resources.”

(Professor Hargreaves Heap said that unless there is evidence, not hearsay, to suggest that this project will enable the same administrative activities to be performed with fewer resources, some administrative activities will need to cease in order to prevent academic time being diverted from teaching and research.

Professor Hargreaves Heap said that he did not believe that the Administrative Integration Project would necessarily achieve sufficient efficiency savings to compensate for reductions in administrative staff resource and that it would be prudent for contingency planning to be undertaken both to safeguard academic time and ensure that an undue load was not placed on administrative staff. He also suggested that the advent and implication of £9k tuition fees meant it was timely to consider this matter.

The Vice-Chancellor indicated that it was important always to keep under review whether there were functions that might be eliminated but none were immediately obvious, and he invited Professor Hargreaves Heap to send him any suggestions he had).