

UNIVERSITY OF DUNDEE**UNIVERSITY COURT**

An additional meeting of the University Court was held on 23 January 2020.

Present: Ronnie Bowie (in the Chair) (by telephone);
Janice Aitken;
Alan Bainbridge (by telephone);
Richard Bint (by telephone);
William Boyd;
Shirley Campbell (by telephone);
Catherine Cavanagh;
Lady Lynda Clark (by telephone);
Josh Connor (DUSA President);
Rumana Kapadia (by telephone);
Professor Lynn Kilbride;
Rebecca Leiper (by telephone);
Bernadette Malone;
Jane Marshall (by video conference);
Karen Reid (by telephone);
Professor Mairi Scott;
Jay Surti (by telephone);
Sharon Sweeney; and
Keith Winter (by telephone).

In Attendance: Wendy Alexander (Vice-Principal (International));
Dr Neale Laker (Director of Academic & Corporate Governance; Secretary to Court for the meeting);
Dr Jim McGeorge (University Secretary and Chief Operating Officer);
Dr Christine Milburn (Policy Officer (Corporate Governance));
Pam Milne (Director of Human Resources & Organisational Development);
Carol Prokopyszyn (Director of Finance); and
Thomas Veit (Director of External Relations).

Apologies: Lord Provost Ian Borthwick;
Dr David Martin;
Rector, Jim Spence;
Professor Nic Beech (Vice-Principal (Provost));
Professor Blair Grubb (Vice-Principal (Education));
Wesley Rennison (Director of Strategic Planning); and
Professor John Rowan (Vice-Principal (Research, Knowledge Exchange & Wider Impact)).

35. INTERIM PRINCIPAL & VICE-CHANCELLOR

The Chair of Court thanked everyone for attending and introduced a report which outlined the process followed by the Appointing Committee in relation to the appointment of an Interim Principal & Vice-Chancellor, and the resulting recommendation of the Principal's Appointing Committee that Professor David Maguire be appointed to this role effective from 1 February 2020. The report also included a CV for Professor Maguire and a draft press release from the Head of Corporate Communications.

In introducing the paper, the Chair drew members' attention to the robust and thorough process followed by the Committee, its focus on the criteria and qualities previously highlighted through discussion with the Court and the Senate, and the enhanced due diligence undertaken post-interview which had informed its decision.

In response to questions the Chair confirmed that it had been made clear to all candidates that the process for the appointment of a substantive Principal & Vice-Chancellor was entirely separate from the appointment process for the interim position, but that candidates for the interim role were eligible to apply for the substantive position in due course should they wish to do so.

The Chair of Court also updated the Court on the outcome of discussions at a meeting of the Remuneration Committee on 20 January 2020 at which it had, in accordance with powers delegated to it by the Court on 9 December 2019, considered and approved the proposed remuneration arrangements and associated terms and conditions for the appointment. Members noted that the Committee had approved a salary of £235,000 per annum pro-rata, payable from 1 February 2020 for a contractual period of seven months in the first instance. They were advised that the duration of the contract would be reviewed at the point at which the start date for the substantive Principal & Vice-Chancellor was known, which on the basis of the current recruitment plan was likely to be in May 2020. Members noted that in approving the salary the Committee had considered benchmarking information and Professor Maguire's intention to continue in his role as the non-executive Chair of the Board of JISC, for which the remuneration was £15,000 per annum. The Court was also advised that as Professor Maguire had indicated his intention to not join the USS pension scheme there would be no pension costs associated with his employment.

Turning to other remuneration matters, the Court noted that Professor Maguire had indicated his intention, if appointed, to move to Dundee for the duration of the contract and the Chair of Court confirmed that he would therefore be eligible for relocation expenses in line with the University's staff Relocation Policy, which amounted to a maximum of seven twenty fourths of one month's gross salary (£5,712). The Director of Human Resources & Organisational Development confirmed that this was below the taxable threshold set by HMRC and would be paid in accordance with University guidelines following the submission of receipts. The Court was pleased to note that Professor Maguire intended to move to Dundee, and members highlighted the importance of his integration into the University and Dundee City communities.

In response to questions the Director confirmed that the terms and conditions for the appointment did not include the payment of any rental or other accommodation costs by the University. Through discussion members noted that should Professor Maguire wish to consider renting the flat at University House from the University, this would be taken forward through a standard commercial rental agreement.

The Court noted that the Senate had met earlier in the day and had endorsed the appointment of Professor Maguire as the Interim Principal & Vice-Chancellor. The Vice-Principal (International), in her capacity as Chair for the meeting of the Senate, gave an account of the discussions and members noted that the Senate had considered matters relating to transition arrangements, priorities, responsibilities and remuneration.

Thereafter the Court decided unanimously to approve the appointment of Professor David Maguire as the University's Interim Principal & Vice-Chancellor from 1 February 2020 in accordance with Statute 5 and the terms and conditions set out in the minute above.

Those in attendance thanked the Appointing Committee and officers supporting the Committee for all their work in completing the recruitment and selection process on an expedited timescale.

- The Court decided:**
- (i) noting the endorsement of the Senate, to unanimously approve the appointment of Professor David Maguire as the University's Interim Principal & Vice-Chancellor from 1 February 2020; and
 - (ii) to endorse the terms and conditions for the appointment as approved by the Remuneration Committee on 20 January 2020 under powers delegated to it by the Court on 9 December 2019.

Mr Ronald Bowie
Chair of Court
University of Dundee