

UNIVERSITY OF DUNDEE

UNIVERSITY COURT

An extraordinary meeting of the University Court was held on 25 August 2020 by video conference.

Present: Ronnie Bowie (in the Chair);
Janice Aitken;
Alan Bainbridge;
Richard Bint;
Tricia Bey;
Dr William Boyd;
Catherine Cavanagh;
Lady Lynda Clark;
David Dorward;
GiGi (Jia Hui) Gan;
Professor Lynn Kilbride;
Professor David Maguire (Interim Principal & Vice-Chancellor);
Bernadette Malone;
Jane Marshall;
Dr David Martin;
Ron Mobed;
Professor Mairi Scott;
Jay Surti;
Sharon Sweeney; and
Karen Thomson;
Keith Winter.

In Attendance: Wendy Alexander (Vice-Principal (International));
Professor Julian Blow (Interim Vice-Principal (Academic Planning & Performance));
Professor Blair Grubb (Vice-Principal (Education));
Dr Neale Laker (Director of Academic & Corporate Governance);
Dr Jim McGeorge (University Secretary & Chief Operating Officer);
Dr Christine Milburn (Policy Officer (Corporate Governance));
Pam Milne (Director of Human Resources & Organisational Development);
Carol Prokopyszyn (Director of Finance);
Wesley Rennison (Director of Strategic Planning);
Professor John Rowan (Vice-Principal (Research, Knowledge Exchange & Wider Impact)); and
Thomas Veit (Director of External Relations).

Apologies: Scott Quinn (DUSA President);
Lord Provost Ian Borthwick;
Rebecca Leiper; and
Rector, Jim Spence.

1. **APPOINTMENT OF THE PRINCIPAL**

(1) Recommendation from the Appointing Committee

The Chair of Court thanked members for attending the extraordinary meeting and introduced a paper which set out the process for the appointment of the new Principal & Vice-Chancellor as well as the resulting recommendation from the Principal's Appointing Committee.

He advised that the Appointing Committee had recommended to the Senate and the Court that Professor Iain Gillespie be appointed as the next Principal & Vice-Chancellor of the University and that the Senate had unanimously supported the recommendation at a meeting earlier that day.

The Chair drew members' attention to aspects of the appointment process which had been enhanced relative to the process followed in 2018, including the use of independent psychometric testing and additional due diligence. The Convener of the Remuneration Committee then provided a detailed overview of the Committee's discussion of the proposed remuneration package and terms and conditions for the appointment. In particular she highlighted the Committee's consideration of UCEA benchmark data, the cost of living in Dundee, public perception, the University's financial position, and the recognition of the candidate's skills and experience in a competitive market. Members also noted that the Committee recommended that the University's standard terms and conditions, such as holiday entitlement, sick pay, travel while on University business, hospitality/other expenses, and relocation package be applied. The Chair confirmed that subsequent to the meeting of the Remuneration Committee an annual salary of £245k had been agreed with the candidate, subject to the approval of the Court, and that the candidate was aware that it was unlikely that his remuneration would increase in the first few years beyond the cost of living increases payable to all staff.

The Chair also confirmed that he had provisionally agreed a start date for Professor Gillespie of 1 January 2021, and that Professor David Maguire had agreed to continue in the role of Interim Principal & Vice Chancellor until that date. Through discussion members noted that the start date had been agreed based on the importance of continuity in the leadership of the University at a challenging time, and that the University Executive Group (UEG), under the leadership of the Interim Principal & Vice Chancellor, would be expected to maintain progress throughout this period against key priorities agreed with the Court. Members were however satisfied that there would be sufficient interaction between the new Principal and the Interim Principal throughout this period to ensure a smooth transition.

Turning to the contract, the Chair drew members' attention to amendments to the employment contract for the Principal which would permit the continuation of a remunerated external Directorship. Members noted that, after review, the Chair had been satisfied that the position would not place undue demands on the new Principal's time and that it offered benefits to the University in terms of networks and reputation. Members also noted that the new Principal had agreed that the remuneration for this position (less than £5k p/a) would be

donated to the University's Student Hardship Fund. As such the Court was content that the new Principal would not personally benefit financially from the role. The Chair also highlighted changes to the contract which related to appraisal and performance monitoring expectations, and the Court was pleased to note the introduction of both continuous performance management measures and mentoring throughout the first year of employment.

In response to questions the Chair of Court confirmed that any use of University House as private accommodation by the new Principal would be subject to a separate tenancy agreement at a commercial rate, and that it would not form any part of the contract of employment.

Discussions focussed on the skills and experience which Professor Gillespie would bring to the role, and areas where he would benefit from additional mentoring and support. Members noted in particular his empathy for the University in its role as a driver for economic and social change in Tayside, his experience of innovation, and his strong support for the widening access agenda.

- The Court decided:**
- (i) to unanimously to approve the appointment of Professor Iain Gillespie as the University's Principal & Vice-Chancellor from 1 January 2021 on a salary of £245k p/a, and in accordance with the standard terms and conditions as set out;
 - (ii) to note that any use of University House as private accommodation would be subject to a separate tenancy agreement, and would not form any part of a contract of employment.

(2) Recommendation from the Remuneration Committee

The Court received the minutes from the meeting of the Remuneration Committee on 13 August 2020 which detailed the Committee's consideration of aspects of the proposed remuneration package for the preferred candidate, including salary and terms and conditions (see also minute 1(1) for the Court's discussion of these recommendations).

- The Court decided:** to approve the minutes.

Mr Ronald Bowie
Chair of Court
University of Dundee

Appendix

UNIVERSITY OF DUNDEE
COMMUNICATION FROM THE SENATUS ACADEMICUS
(Extraordinary Meeting of 25 August 2020)

1. APPOINTMENT OF THE PRINCIPAL & VICE-CHANCELLOR

The Interim Principal explained that the extraordinary meeting of Senate had been called to allow consultation on the appointment of a new Principal in line with University Statutes. Senate noted that the papers provided details of the appointment process, the recommendation of the Appointing Committee, a draft Press Release and the Curriculum Vitae of the preferred candidate.

The Interim Principal invited Ronnie Bowie (Chair of Court) to provide further details of the recommendation of the Appointing Committee.

The Chair of Court took the opportunity to thank members of the Appointing Committee and senior officers for their hard work and support through the selection process. He emphasised that Court, the University Executive and the Appointing Committee had been determined to learn lessons from previous selection and appointing processes. He explained that additional psychometric testing and due diligence activity had been carried out to ensure that any recommendation would ensure the best possible fit with institutional values and ambitions.

The Chair announced that the Committee had recommended the appointment of Professor Iain Gillespie as the next Principal & Vice-Chancellor of the University. He referred to Professor Gillespie's expertise and experience as evidenced in his Curriculum Vitae.

Members of Senate sought clarification on the role that stakeholder groups had played in the appointment process and on the preferred candidate's longer-term career ambitions. The Chair explained that due to the Covid-19 pandemic there had been fewer opportunities for meetings between candidates and groups of staff and students. However, he emphasised that there had been very positive feedback from online meetings and that there had been strong support from staff and students who had met with the preferred candidate.

The Chair expressed confidence in the alignment of the preferred candidate's professional ambitions and the need of the University for stability.

Senate was asked to consider the recommendation of the Appointing Committee and, if so minded, to endorse the recommendation to Court.

The Senatus decided:

unanimously to endorse to Court the recommendation of the Appointment Committee to appoint Professor Gillespie as the next Principal & Vice-Chancellor of the University.