

UNIVERSITY OF BIRMINGHAM

COUNCIL

2nd April 2020 at 10.00a.m.

MINUTES OF VIRTUAL MEETING HELD USING ZOOM

Members present: Mr Ed Smith CBE (Pro-Chancellor, in the Chair); Mr Derrick Anderson; Ms Deborah Cadman OBE; Mr Alan Davey CBE; Professor Sir David Eastwood (Vice-Chancellor and Principal); Mr Malcolm Harbour CBE; Mr Richard Haywood (Deputy Pro-Chancellor); Professor Tim Jones (Provost and Vice-Principal); Mr Harjinder Kang; Professor Karen Rowlingson; Dame Lin Homer; Mrs Caragh Merrick (Treasurer); Ms Joanne Park (Guild International Officer); Professor Corey Ross; Mr Richard Swann; Ms Jacqueline Taylor; Professor Nicola Wilkin; Mr Josh Williams (President of the Guild of Students).

Also present: Professor Kathleen Armour (Pro-Vice-Chancellor (Education)); Professor David Adams (Pro-Vice-Chancellor and Head of College); Professor Richard Black (Pro-Vice-Chancellor and Head of College); Mr Simon Bray (Director of Campus Services) - for Minute 20/29; Ms Erica Conway (Finance Director); Professor Andrzej Gasiorek (Pro-Vice-Chancellor and Head of College); Ms Cathy Gilbert (Director of External Relations) - for Minutes 20/29 and 20/30; Professor Laura Green (Pro-Vice-Chancellor and Head of College); Professor Robin Mason (Pro-Vice-Chancellor (International)); Mrs Colette McDonough (Assistant Secretary); Ms Gillian McGrattan, Director of Human Resources - for Minutes 20/29 and 20/33(1); Mr Trevor Payne, Director of Estates - for Minute 20/33(2); Ms Emma Robinson (Interim Academic Registrar) for Minute 20/29; Mr Lee Sanders (Registrar and Secretary); Professor Jon Rowe (Interim Pro-Vice-Chancellor and Head of College); Professor Tim Softley (Pro-Vice-Chancellor (Research and Knowledge Transfer)); Mr Will Spinks, External Consultant - observing as part of the Effectiveness Review of Council; Glyn Watson (Dubai Provost) - for Minute 20/30.

Apologies: Mr Mick Laverty; Professor Una Martin; Dame Una O'Brien.

Papers: The minute book contains copies of all written papers or reports to which reference is made below unless indicated otherwise.

20/25 Minutes

Resolved: that the minutes of the meeting of Council held on 29th January 2020 be approved (CO.20.04.01), subject to the addition of Mr Will Spinks, External Consultant, to the attendance record.

20/26 Matters Arising from the minutes not addressed elsewhere on the agenda

Reported: that there were no matters arising.

20/27 Pro-Chancellor's Items

Reported that:

- (a) the Pro-Chancellor thanked, on behalf of Council, all members of the University for their incredible work during this extraordinary and challenging time;

Note: Non-publication may be due to confidentiality, legal privilege, or personal data.

- (b) the Pro-Chancellor and the Vice-Chancellor would be in constant contact throughout this time, maintaining the strong and supportive relationship between the Council and the University's senior leadership and taking urgent decisions in accordance with their emergency powers where necessary (see Minute 20/29(10));
- (c) the Pro-Chancellor would continue to brief the Deputy Pro-Chancellor and Treasurer and could be contacted by members of Council at any time;
- (d) a special meeting of Council might be needed in May 2020;
- (e) the Pro-Chancellor emphasised that key decisions would need to be taken over the coming months as a result of the pandemic, noting the importance of safeguarding the long term sustainability of the University at all times.

20/28 Vice-Chancellor's Items

Noted: the report of the Vice-Chancellor (CO.20.04.02). Good progress had been made on the development of the University's new Strategic Framework. The Framework had been due to be considered at the April Council Strategy Day which had since been replaced by this virtual meeting because of Covid-19. It would need to be reviewed in light of Covid-19 and its financial impact, and this - alongside the need to manage the immediate emergency - meant that the University was reviewing the timescales for the production and publication of the Framework. This would be brought back to Council in due course.

20/29 Coronavirus (Covid-19)

Reported: that the Vice-Chancellor and Registrar and Secretary expressed their appreciation of the considerable work of their colleagues on the University's response to the pandemic.

(1) Restricted Operation

Reported: the University's plan for a phased approach to restricted operation for the University: Phase 1 to 27th March 2020, Phase 2 from 27th March 2020 to Easter Closed Period, Phase 3, Easter Closed Period; Phase 4 from 16th April 2020 to at least 10th May 2020 (and likely to be until 1st June 2020); Phase 5: Gradual return to normal campus operation (noting this would be determined in due course based on the Government's decisions on relaxing the lockdown and informed by Government advice on social distancing). The operational arrangements for implementation of this phased approach were set out in Paper CO.20.04.03A. These arrangements had been approved, with full support of the Pro-Chancellor, by the University Executive Board on 16th March 2020 and members of Council had been advised of this by e-mail.

Resolved: that the University's phased plan for restricted operations be endorsed as set out in Paper CO.20.04.03A, noting that the plan would run until 1st June 2020 in the first instance and be reviewed before this, subject to Government decisions on the lock down period and advice on social distancing and returning to work.

(2) Education

Reported that:

- (a) University Regulation 7.13 specified emergency provisions which could be put in place to minimise the disruption to students from certain events in relation to assessments;
- (b) Senate (by correspondence) on 18th March 2020 had resolved to use these provisions on the basis of the risk from both Covid-19 and the UCU industrial

- action and granted authority to the Pro-Vice-Chancellor (normally the Pro-Vice-Chancellor (Education)) to make alternative provision for student assessment arrangements and progression on the basis set out in Regulation 7.13;
- (c) following approval by Senate, the Pro-Vice-Chancellor (Education) and the Senior Education Team had been working through the complex detail of assessment arrangement adjustments and it had become clear that a programme-level approach in order to enable students to progress and graduate (rather than the module level approach envisaged in the current wording of Regulation 7.13) was required in the unprecedented circumstances of Covid-19. This approach would ensure quality and integrity of decision making and was in the best interests of the student, noting the key principle of no detriment to the student which would be applied in all cases. Further details of the approach were set out in the first part of Paper CO.20.04.03C. The Pro-Vice-Chancellor (Education) had sent details of the University's programme-level approach to the Quality Assurance Agency and was expecting it to be incorporated in their national guidance on revised assessment arrangements;
 - (d) Council would be invited later during consideration of this agenda item to adjust the wording of Regulation 7.13 to enable the recommended approach to be implemented as explained in the supplementary note to Paper CO.20.04.03C (Minute 20/29(11)). The Framework for Assessment and Progression of Undergraduate and Postgraduate Taught Graduating Cohorts for Summer 2020 would then be circulated to relevant staff and students by the end of the week. The equivalent document setting out the assessment arrangements for continuing students was also being developed on the basis of substitution of formative course work for examinations in Summer 2020;
 - (e) the President of the Guild of Students thanked the Pro-Vice-Chancellor (Education) for involving the Guild Education Officer in the development of the revised assessment arrangements;
 - (f) work was under way at sector level to develop a national position on student transcripts to convey the special nature of the 2020 graduating cohort, particularly to prospective employers;
 - (g) the University was continuing to provide virtual support to students during the period of restricted operation.

Resolved: that the University's approach to student assessment and progression during the Coronavirus emergency be endorsed as set out in Paper CO.20.04.03C.

(3) Student Recruitment and Admissions

Reported that:

- (a) **[NOT FOR PUBLICATION]**
- (b) the introduction of Home/EU undergraduate student number controls for 2020 entry was being considered at sector level. Options for introduction of a one year Home/EU undergraduate student number control included setting at the level of 2019 recruitment, setting at the average of the last three years of recruitment or setting at the level of 2019 with a tolerance band. The position was expected to clarify within the next few weeks;
- (c) confirmation and clearing might be held earlier than normal given that A level grades could be provided to students in July. This would be problematic for the University but contingency planning was being undertaken in preparation for the potential earlier timing;
- (d) the international student market was expected to be impacted by the global impact of the pandemic, the impact of the pandemic on key country markets such as China, and possibly by perceptions of the UK's relative handling of Covid-19. There was also evidence of both home and international students considering

- deferral of their studies by one year to 2021 entry;
- (e) **[NOT FOR PUBLICATION]**
 - (f) **[NOT FOR PUBLICATION]**
 - (g) the University had switched to virtual recruitment events and was maintaining regular contact with applicants to continue to develop their relationship with the University;
 - (h) a further update would be provided to the next meeting of the Council.

(4) Communications

Reported that:

- (a) regular staff and student communications were being issued;
- (b) a 'We are UoB' Facebook Group had been created for staff;
- (c) the University was publishing regular updates on its Covid-19 research and its contribution to the fight against the pandemic;
- (d) a Covid-19 Latest Updates and FAQs Section had been added to the website.

(5) Research

Reported that:

- (a) the Pro-Vice-Chancellor (Research and Knowledge Transfer) had worked with the Interim Academic Registrar and the College Directors of Research to identify and agree the range of essential research activities which would continue throughout the restricted operation period;
- (b) the submission date for the Research Excellence Framework 2021 had been delayed from late November 2020. Research England had indicated it would provide a revised date in due course, and with at least eight months' notice. This would therefore also delay the award of associated funding to 2023 at the earliest.

(6) Human Resources

Reported that:

- (a) the majority of staff were now working from home, noting that the University's IT Services and IT infrastructure had managed to cope with the significant increase in demand for remote access;
- (b) guidance had been provided to staff on remote and home working and the wellbeing aspects of prolonged home working and the Government's restrictions of movement were in the forefront of the University's thinking;
- (c) special payments of £75 per week pro rata for key workers (up to and including at grade 8) who were required to deliver and support essential services across campus during the initial period of restricted campus operations would be made in the June payroll;
- (d) measures had been put in place to support staff well-being, including virtual social activities;
- (e) a meeting with the Campus Trades Unions was scheduled for later in the day to brief them on the emergency situation;
- (f) the President of the Guild of Students suggested that students would be interested in casual work to assist the University.

(7) Campus Services

Reported that:

- (a) the lockdown of campus buildings had been completed on 31st March 2020 and security on campus would continue to be managed by Security Services;
- (b) **[NOT FOR PUBLICATION]**

- (c) the University had maintained nursery provision for key workers;
- (d) **[NOT FOR PUBLICATION]**
- (e) the Pro-Chancellor welcomed Simon Bray, Director of Campus Services, to his first meeting of Council having joined the University on 1st April 2020 and thanked Paddy Jackman for his significant contribution to the University as Interim Director of Campus Services.

(8) University of Birmingham Dubai

Reported that:

- (a) in accordance with national UAE government requirements in Dubai, the University of Birmingham Dubai had closed from 8th March 2020 and would remain closed for the rest of the current academic year;
- (b) the Dubai Provost and Campus Director of Operations had managed the impact of the closure effectively, including the move to online education provision;
- (c) it was possible that the construction of the Phase 2 campus and its opening might be delayed, noting though that the University could remain in its current premises if necessary;

(d) **[NOT FOR PUBLICATION]**

(9) Work to address Covid-19

Reported:

- (a) the positive work by academic staff in the Colleges of Medical and Dental Sciences and Life and Environmental Sciences to address Covid-19 which included:
 - (i) led by Professor Nick Loman, the University was part of the national COVID-19 Genomics UK Consortium programme, which would deliver large scale, rapid sequencing of the cause of the disease and share intelligence with hospitals, regional NHS centres and the Government;
 - (ii) led by Professor Andrew Beggs, laboratories at the University were being re-purposed to support the same-day testing of frontline NHS staff in the City;
 - (iii) Professor Alan McNally was leading a national centre in Milton Keynes to run largescale testing for the virus;
 - (iv) Dr Alex Richter and Professor Mark Drayson were developing a Covid-19 anti-body test;
 - (v) a group led by Dr Elizabeth Sapey and Dr Benjamin Fisher was looking at ways of fast-tracking new interventions and drugs into the clinic within days using the expertise of the University's clinical trials units;
 - (vi) Dr Tom Clutton-Brock and the team in the Institute of Translational Medicine (ITM) were working with the Medicines & Healthcare Products Regulatory Agency on the development and testing of ventilators, with the third floor of the ITM hosting a national facility to test ventilators;
 - (vii) Matt Campbell-Hill was developing a prototype oxygen mask with his industrial partners which it was hoped could be deployed at low unit cost;
- (b) the arrangements for the involvement of medical students and clinical academics in the work of the NHS during the Covid-19 emergency.

(10) Operation of Council and its Sub-Committees, Emergency Powers and Delegations during the Coronavirus Emergency

Considered: the operation of Council and its Sub-Committees, Emergency Powers and Delegations during the Coronavirus Emergency (CO.20.04.03D).

Reported that:

- (a) as reported previously to Council and above, with full support of the Pro-Chancellor, the University Executive Board had put in place a phased plan moving to on-line teaching and assessment and to significantly restrict activities on campus. The University's plan envisaged this phase lasting until 1st June 2020 in the first instance, but this was a rapidly moving situation and the approach and dates were being kept under constant review informed by the Government's decisions and advice. This was an unprecedented emergency. The government was issuing new guidance and instructions daily, meaning the University's plans were, by necessity, being revised sometimes hourly. It was therefore essential that the University was able to act rapidly to take decisions to support its business, to facilitate the wellbeing of staff and students, and to preserve its reputation and assets. In this context, emergency powers and delegations were required as the normal pattern and timing of approvals would not suffice. Paper CO.20.04.03D set out recommendations how these would operate, noting that they derived from existing powers and provisions within University legislation and decisions previously made by Council and covering:
- (i) how Council and its key sub-committees would operate;
 - (ii) the declaration of an emergency and the ability to suspend aspects of the University legislation where necessary;
 - (iii) the approval by Senate of special powers to the Pro-Vice-Chancellor (usually (Education)) to enable students whose assessment has been disrupted to progress and graduate;
 - (iv) the delegation of powers from Council to the Vice-Chancellor and Pro-Chancellor;
- (b) meetings of Council, Strategy, Planning and Resources Committee (SPRC), University Executive Board (UEB), Audit Committee and Council's other sub-committees would continue to meet but would be held virtually. UEB, the senior leadership team of the University, would continue to meet virtually on a weekly basis. It would consider a coronavirus update from the Strategic Emergency Response Team (SERT) at each meeting. Council, UEB and other Council Sub-Committees would continue to otherwise operate as normal, subject to the emergency powers and delegations detailed in Paper CO.20.04.03D to enable rapid real-time decisions to be made;
- (c) it was recommended that these arrangements operate in the first instance until 1st June 2020 (which was the same as the indicative end date in the University's plan for the phase of restricted opening). However, this timing would be kept under review, and, as might well prove necessary, if it needed extending, a proposal to this effect would be brought back to Council for approval either by correspondence or through a special meeting;
- (d) SERT on 19th March 2020 had declared an emergency in line with the procedure for suspension of University Legislation in the event of an emergency which had been approved by Council in September 2006 and added to the University's Code of Practice on Corporate Governance and Related Procedural Matters. On the recommendation of the Registrar and Secretary and in accordance with the procedure, the Vice-Chancellor had then sought and obtained agreement from the Pro-Chancellor on 19th March 2020 to suspend University legislation. This meant that any aspect of the University's Statutes, Ordinances, Regulations, Policies and Codes of Practice could be suspended as necessary during the emergency in order for the University to respond rapidly to the coronavirus emergency. The situation was evolving rapidly, so it was not possible to be prescriptive in what aspects of the University legislation might require suspension, but the kind of things envisaged might include changes to student and staff policies, for example:
- (i) changes to the Regulations governing admission of students to the University;

- (ii) changes to programmes of study or collaborative arrangements;
 - (iii) changes to scholarships and bursaries;
 - (iv) changes to HR policies such as pay and terms, for example, to reward staff for work during the emergency, or support leave, or staff appointments;
- (e) the powers of Council were set out in Sections 9 and 10 of the University Statutes. With the exception of the reserved powers set out in Section 10 of the Statutes, the Council could delegate its powers under the Charter, Statutes, Ordinances and Regulations to:
- (i) an appropriately qualified member of the Council; or
 - (ii) an appropriately qualified committee consisting of persons appointed by the Council, or to the Senate, or a joint committee consisting of persons appointed by the Council and the Senate; or
 - (iii) an appropriately qualified member of the Staff.
- Council had a well established Scheme of Delegated Powers of Council already. Given the intention was that UEB, SPRC, Audit Committee and other Council Sub-Committees continued to meet virtually as far as practical, the aim was for matters to come to these bodies for decision in line with the Scheme of Delegated Powers. However, Covid-19 presented an unprecedented emergency where it was difficult to predict what decisions in the University might need to be made real time. Therefore, it was recommended that during the emergency Council delegate to the Vice-Chancellor and the Pro-Chancellor the authority to decide upon the matters set out in Appendix 2 to Paper CO.20.04.03D, if in their judgement, and having taken appropriate advice, the issue could not be managed in line with the existing Scheme of Delegated Powers or wait for the next meeting of the appropriate committee or handled by correspondence. The use of the powers delegated by Council would be recorded and reported to the next meeting of Council.

Resolved that:

- (i) meetings of Council, Strategy, Planning and Resources Committee (SPRC), University Executive Board (UEB), Audit Committee and Council's other sub-committees continue but are held virtually using whatever technology is appropriate (eg teleconferencing, video conferencing, teams, skype etc). If special meetings are required these will be convened;
- (ii) Council endorses the Pro-Chancellor's decision to suspend the University's legislation in the coronavirus emergency and delegates to the Vice-Chancellor and the Pro-Chancellor authority to suspend University legislation as necessary, having consulted the Registrar and Secretary (or his nominee) in order for the University to respond rapidly to the coronavirus emergency, noting that the use of this authority will be reported to the next meeting of Council. As noted above, it is envisaged that Council, SPRC, UEB and the other Council Sub-Committees will continue to meet virtually next term, so these meetings will be in place for decision making where possible, but this delegation enables rapid decision making on suspending University legislation as necessary and as foreseen by Council when it originally agreed the procedure;
- (iii) during the coronavirus emergency Council delegate to the Vice-Chancellor and the Pro-Chancellor the authority to decide upon the matters set out in Appendix 2 of Paper CO.20.04.03D, if in their judgement, and having taken appropriate advice as noted in Paragraph 5.6 of Paper CO.20.04.03D, the issue cannot be managed in line with the existing Scheme of Delegated Powers or wait for the next meeting of the appropriate committee or handled by correspondence;
- (iv)-(vi) **[NOT FOR PUBLICATION]**
- (vii) Council, in the event of the Vice-Chancellor or Pro-Chancellor being ill or otherwise indisposed, appoints the following as deputies to exercise the powers it has delegated above during the coronavirus emergency:
The Deputy Pro-Chancellor

The Treasurer

The Provost and Vice-Principal

Two Lay Members of SPRC: Lin Homer and Derrick Anderson

- (viii) the use of the powers delegated by Council will be recorded and reported to the next meeting of Council. To support this the Vice-Chancellor and Pro-Chancellor will consult the Registrar and Secretary (or his nominee) on the use of the power so that it can be recorded and reported;
- (ix) these arrangements operate in the first instance until 1st June 2020 (which is the same as the indicative end date in the University's plan for the phase of restricted opening). However, this timing will be kept under review, and, as might well prove necessary, if it needs extending, a proposal to this effect will be brought back to Council for approval either by correspondence or a special meeting.
- (11) Special powers to the Pro-Vice-Chancellor (usually Education) to enable students whose assessment has been disrupted to progress and graduate

Considered: the amendment of Regulation 7.13.2(a) and the programme-level approach being taken to adjust assessment arrangements to enable students to progress and graduate as set out above and in Paper CO.20.04.03C and its supplementary note.

Reported that:

- (a) as reported at Minute 20/29(2) above, Senate (by correspondence) on 18th March 2020 had granted authority to the Pro-Vice-Chancellor (normally the Pro-Vice-Chancellor (Education)) to make alternative provision for student assessment arrangements and progression on the basis set out in Regulation 7.13;
- (b) in order to enact the programme-level approach to assessment adjustments reported above, it was necessary to make the changes to Regulation 7.13.2(a) highlighted in the supplementary note for Council on assessment adjustments (Paper CO.20.04.03C);
- (c) the Vice-Chancellor, as Chair of Senate, had approved the amendment of Regulation 7.13.2(a) on behalf of Senate as set out in the supplementary note, noting that these changes were in line with the intention of Senate to adjust assessment arrangements to enable students to progress and graduate in the unprecedented circumstances of the current emergency situation created by Covid-19.

Resolved: that the amendment of Regulation 7.13.2(a) and the programme-level approach being taken to adjust assessment arrangements to enable students to progress and graduate be approved as set out above and in Paper CO.20.04.03C and its supplementary note.

- (12) Student Accommodation

Considered: a briefing note for Council on the urgent decision taken by the Pro-Chancellor and Vice-Chancellor regarding student rental of University accommodation (CO.20.04.03B).

Reported that:

- (a) an urgent decision not to charge rent for the summer term to students in University accommodation and partner halls, who chose to leave the residences by 11th April 2020 had been taken by the Pro-Chancellor and Vice-Chancellor on the evening of 25th March 2020. **[NOT FOR PUBLICATION]**
- (b) the Pro-Chancellor (on behalf of Council) and the Vice-Chancellor (on behalf of SPRC) had:
- (i) authorised that the University's students in University of Birmingham

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owned halls of residence, who vacated their University accommodation by April 11th, would not be charged rent for the summer term, **[NOT FOR PUBLICATION]**

- (ii) **[NOT FOR PUBLICATION]**
- (c) the President of the Guild of Students expressed their appreciation of this decision which would benefit many students.

Resolved: that the decision taken by the Pro-Chancellor and Vice-Chancellor as set out above was endorsed by Council, **[NOT FOR PUBLICATION]**

(13) **[NOT FOR PUBLICATION]**

(14) Vice-Chancellor's reflections on medium-term implications

Considered: the reflections of the Vice-Chancellor on the medium-term implications of Covid-19.

Reported:

(a)-(c) **[NOT FOR PUBLICATION]**

- (d) the scope for the University to learn from the experience of Covid-19 and adopt permanently more efficient and agile ways of working.

(15) Conclusion

Reported: that members of Council thanked the Vice-Chancellor and his team for their comprehensive briefing on the Covid-19 emergency and expressed their appreciation of the significant work and the approach being taken on this to date. In return, the Vice-Chancellor thanked the Pro-Chancellor and members of Council for their support during this challenging time.

20/30 **[NOT FOR PUBLICATION]**

20/31 Election of Pro-Chancellor

Considered: the election of the next Pro-Chancellor of the University (CO.20.04.05).

Reported that:

- (a) a briefing note had been sent to members of Council on 12th March 2020 which set out the recommendation of the Appointment Panel for the next Pro-Chancellor to succeed Ed Smith from 1st August 2020. This recommendation had the strong support of the Council Membership Committee;
- (b) the Panel's recommendation was that Mervyn Walker be appointed as the next Pro-Chancellor, with effect from 1st August 2020. **[NOT FOR PUBLICATION]**
- (c) in accordance with the appointment process prescribed by University Ordinance 3.2, the call for nominations stage resulted in the nomination of one candidate for election as Pro-Chancellor. The Deputy Pro-Chancellor, Richard Haywood, and the Treasurer, Caragh Merrick, nominated Mervyn Walker to stand for election as Pro-Chancellor and Mervyn confirmed that he was willing to stand;
- (d) the Registrar and Secretary sent each member of Council notice of this nomination on 26th March 2020 and asked each member of Council to cast their vote in the election electronically (given it was not possible to send out ballot papers by post because the University was in restricted operation due to Covid-19). The outcome was unanimously in favour of the election of Mervyn Walker as the next Pro-Chancellor of the University.

Resolved that:

- (i) Mervyn Walker be elected unanimously as the next Pro-Chancellor for five years with effect from 1st August 2020;
- (ii) Mervyn Walker be appointed to one of the current vacancies for a Lay Member of Council with immediate effect.

20/32 Report of Membership Committee

Considered: the report of Membership Committee (CO.20.04.06).

Resolved that:

- (i) Rosie Harris be appointed as a member of Council for four years with effect from 1st August 2020;
- (ii) Dame Lin Homer be re-appointed to serve as a member of Council for four years from 29th June 2020.

[NOT FOR PUBLICATION]

20/33 Strategy, Planning and Resources Committee

Considered: the report of the meeting of the Strategy, Planning and Resources Committee held on 5th March 2020 (CO.20.04.07).

(1) Birmingham Academic Career Framework

Considered: the arrangements for the Birmingham Academic Career Framework project (CO.20.04.08).

Reported that:

- (a) the commissioning of the project had been discussed at the University Leadership Forum in June and November 2019 and at UEB in April and December 2019;
- (b) the components of the project were as follows:
 - (i) Career pathways - to be reviewed and revised, with provision being made, as appropriate, for areas such as industrial expertise, innovation activities, public engagement, knowledge transfer and impact;
 - (ii) Titles - the new titles of Assistant Professor to replace Lecturer and Associate Professor to replace Senior Lecturer would be instituted. The title of Reader to no longer be used;
 - (iii) Academic Development Programme - newly appointed Assistant Lecturers to be supported by the provision of a 5 years academic development programme, **[NOT FOR PUBLICATION]**, the successful completion of which would be linked to promotion to Associate Professor;
 - (iv) Teaching Associates and Teaching Fellows - (currently on Administrative and Other Related Academic Staff terms and conditions) to be included in the consideration of academic career pathways at Birmingham, as will the mechanisms by which support for Research Associates and Research Fellows was offered;
 - (v) Promotion - promotion criteria to be revised to take account of the new pathways and to provide greater clarity for staff seeking promotion;
- (c) a Project Board would oversee progress which was due to be completed by September 2021;
- (d) in relation to the title of Reader, there had been moves to align academic job titles with those in common usage elsewhere (the US and Asia in particular). As such, a number of Russell Group Universities (including Nottingham, LSE and Warwick)

had adopted the typology of Assistant Professor, Associate Professor and Professor in place of Lecturer, Senior Lecturer and Professor respectively. Some but not all had dropped the Reader title (at Birmingham, this was an extension to the Senior Lecturer scale rather than a grade in its own right). UEB had considered the use of the Reader title on 16th December 2019 and had supported the proposal that the Reader title would no longer be available (except for those already holding the title) as part of revising the career pathway for academic staff at Birmingham. The corollary to this was that the title for new Honorary Readers should also be withdrawn. Members of SPRC had supported the proposal on this basis and recommended it to Council;

- (e) further reports were due in November 2020 (on the proposed career pathways), and March 2021 (on proposed promotions criteria, and Academic Development Programme content). Changes to the University Regulations to remove references to recruitment panels for Readerships and to remove procedures on appointing an Honorary Reader would be prepared for the academic year 2021/2022.

Resolved that:

- (i) the arrangements for the Birmingham Academic Career Framework project be approved as set out in Paper CO.20.04.08;
- (ii) the proposal not to use the title of Reader for new employees and new honorary staff be approved with effect from 1st October 2021;
- (iii) a final opportunity be provided for existing employees to apply for a Readership in the 2020/2021 promotions round;
- (iv) the title of Reader remain in the University Legislation and will continue to be used by staff currently holding the title;
- (v) the future reporting arrangements be noted as set out above and in Paper CO.20.04.08.

(2) **[NOT FOR PUBLICATION]**

20/34 Any Other Business

Reported: that there were no items of Any Other Business.

20/35 Programme of Meetings

Noted: the programme of meetings of Council for 2019/20:
Tuesday 23rd June 2020, 5.00pm, Council Presentation and Dinner
Wednesday 24th June 2020, 9.00am, Council Meeting

However, a special meeting of Council might be required in May 2020.

20/36 Closing Remarks

Reported that, on behalf of Council, the Pro-Chancellor thanked, in their absence:

- (i) Dame Una O'Brien for her service as a member of Council, noting that her term of office would expire on 31st May 2020. She would continue her involvement with the University as a member of the IGI Advisory Board;
- (b) Professor Andy Schofield, Pro-Vice-Chancellor and Head of College of Engineering and Physical Sciences, for his significant contribution to the University over the past 21 years, with very best wishes for his new role as Vice-Chancellor of Lancaster University.