



*Key to abbreviations*

AB	Academic Board
ABWG	Academic Board Working Group
AC	Academic Committee
IoE	Institute of Education
TUPE	Transfer of Undertakings
UCLU	UCL (Students') Union
UCU	University and College Union

**24 MINUTES OF THE MEETING OF 26 FEBRUARY 2014**

## 26B National Settlement on 2013 pay claim

### **Reported:**

- 26B.1 The Provost welcomed the national settlement reached in relation to the 2013-14 pay dispute. Industrial action by the UCU, including a proposed marking boycott, had thereby been avoided. The settlement was effective through to the summer of 2015.

## 26C Academic Planning

### **Reported:**

- 26C.1 A more integrated institutional planning exercise had been designed and was now being undertaken, with discussions taking place with each School, Professional Services area, and Vice-Provost's office. Academic input into the process had been significantly increased compared to previous years, and discussions about academic staff numbers were ongoing in a number of areas.

## 27 UCL 2034

### **Received:**

- 27.1 At AB 3-23 (13-14) the UCL 2034 Strategy, with a note on the consultation process for developing the Strategy at AB 3-24 (13-14).

- 27.2 An oral report by the Provost.

### **Reported:**

- 27.3 The Provost highlighted four areas in which the Strategy sought to build on the White Paper 2011-2021<sup>2</sup>:
- it extended the vision beyond the ten-year timeframe set out in the White Paper. The Provost noted that the Strategy would be reviewed every 3-5 years;
  - it strengthened the emphasis on education and the student experience, particularly through the introduction of the concept of a research-based pedagogy;
  - it enhanced the concept of UCL as a key player in the future of London, and in the cluster of higher education activity in the South-East of England. It sought also to capture UCL's sense of responsibility to the local community, as embodied in the vision for the Stratford development;
  - it reinforced UCL's claim to be London's Global University, notably through the introduction of the concept of good partnership working, which would underpin UCL's international relations as well as the relationship between staff and the student body. UCL would seek to build on its existing international academic collaborations, notably the Yale-UCL Collaboration and the Faculty of Laws' links with the University of Hong Kong. The proposed development of a relationship with Peking University in respect of the provision of students for a programme in Chinese Studies was noted, as was the Institute of Education's partnership with Peking University in the development of the Confucius Institute<sup>3</sup>.

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<sup>2</sup> <http://www.ucl.ac.uk/white-paper/>

<sup>3</sup> <http://www.ioe.ac.uk/research/66810.html>



**Reported:**

- 28.3 Since the AB meeting of 26 February, an extensive consultation with IoE staff had taken place, and the Provost had recently attended a staff meeting at the Institute. There was a high level of support for the proposed merger at the IoE, particularly amongst the academic community.
- 28.4 It was understood that some support staff at the IoE were concerned about the risk of job losses. As had been the case with the merger with the School of Pharmacy in 2012, IoE staff had been offered a twelve-month protection clause, although this had not universally allayed fears of redundancies. It was noted however that no part of the case for merger depended on job losses, and the Vice-Provost (Operations) confirmed that no compulsory redundancies were envisaged. It was further noted that under TUPE legislation an employee could not be dismissed simply on the basis of the transfer.
- 28.5 It was envisaged that a formal decision on the proposals would be taken in October 2014, with merger following in December, if it was decided that the two institutions should merge. If the merger were to proceed, it was intended that the IoE would be re-designated a faculty of UCL, named the 'UCL Institute of Education', and would continue to occupy its current premises. Work was ongoing to ensure as smooth as possible a transition in terms of (eg) access cards, payroll and IT systems. It was intended that the merger be effected in such a way as to require the minimum change on day one; alignment of structures and processes would be an ongoing process following the date of merger.
- 28.6 Key issues in the current negotiations included: the nature of the degrees to be awarded to current IoE students; the options for alignment of the two autonomous Student Union bodies; entry requirements and tuition fees. There was reason to be optimistic that a way forward had been found regarding the alignment of terms and conditions of academic staff referred to at the last meeting [*AB Minute 16.8, 2013-14 refers*].

**Discussion:**

- 28.7 The academic case for merger remained compelling, and the Deans of the Faculties of Population Health Sciences and Social and Historical Sciences outlined the principal opportunities in their areas. It was noted also that there was planning permission in place for development at Bedford Way, but that the IoE alone lacked sufficient resources to take advantage of the opportunity.
- 28.8 An AB member expressed concern about the mismatch of the career profiles of Teaching Fellows at the IoE and UCL, and anomalies in the promotions requirements in terms of the necessity of having a research portfolio. The Provost agreed that these issues would need to be addressed in due course, but noted that the possibility of ring-fencing a group of staff under the TUPE regulations meant that this could take place after the date of merger. It had not been possible, nor would it be appropriate, to make significant progress on this issue in advance of the outcome of the consultation process. The Provost confirmed that he envisaged a resolution on this matter being achieved within approximately two years.
- 28.9 AB confirmed its full support for the proposals which would be considered by UCL's Council at its next meeting on 20 May 2014. If all proceeded to plan, the IoE Council would meet in October 2014 to consider a resolution to merge. It was envisaged that AB would meet in the autumn before the matter was scheduled to go to UCL Council for a final decision.



## **32 APPOINTMENTS**

### ***Noted:***

- 32.1 The list of recent appointments (i) of Heads of Academic Departments and (ii) to established Chairs and Readerships tenable at UCL at AB 3-29 (13-14).

## **33 ACTION TAKEN BY THE CHAIR ON BEHALF OF ACADEMIC BOARD**

### ***Noted:***

- 33.1 Since the last meeting of AB, the Chair had taken action on behalf of AB to approve the appointment of Professor Jane Rendell to serve on the Ethical Investment Review Committee.

## **33A Academic Board Working Groups on Established Chairs and Readerships**

### ***Noted:***

- 33A.1 Since the last meeting, action had been taken by the Chair of AB, on behalf of AB, to approve the membership of the ABWGs listed at <sup>\*4</sup> AB 3-30 (13-14).

## **34 ANY OTHER BUSINESS**

### **34A AB attendance and membership**

#### ***Discussion:***

- 34A.1 Noting the contribution made to the current meeting by Teaching Fellows and research staff, an AB member drew attention to the Minutes of 24 February 2014 indicating that non-professorial members had been in a majority at that meeting. The difficulty of persuading non-professorial staff to stand for election to AB was nevertheless noted. It was also hoped that professorial staff could be encouraged to attend AB in greater numbers in future.
- 34A.2 In response to a question from an AB member, the AB Secretary confirmed that the date and time of the current meeting had been changed (and details notified on the Agenda for the February meeting) in order to accommodate the timetable for discussion of the proposed merger with the IoE, so that AB members would have an opportunity to discuss the matter before it was considered by Council at its meeting on 20 May 2014. Also, differing views were expressed about the preferred timing of AB meetings.

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<sup>4</sup> An appendix reference preceded by an asterisk indicates that, for the sake of economy, the document was not circulated in hard copy but was available from the AB web pages at <http://www.ucl.ac.uk/srs/governance-and-committees/governance/ab> and would be filed with these Minutes.



**34B Valete**

***Reported:***

- 34B.1 The AB Secretary, Mr Clarke, would be leaving UCL to take up the post of Chief Operating Officer & Registrar at the Conservatoire for Dance & Drama. On behalf of AB, the Provost thanked Mr Clarke for his work in supporting the Board in recent years.

**35 DATE OF NEXT MEETING**

***Noted:***

- 35.1 There were no further meetings of AB scheduled for the current session. Dates of meetings of AB in session 2014-15 will be circulated shortly.

***Secretarial Note:*** meetings of AB in session 2014-15 have now been scheduled as follows

- *Wednesday 1 October 2014;*
- *Wednesday 25 February 2015;*
- *Wednesday 13 May 2015.*

*The above meetings will commence at 4.05pm; venues will be confirmed in due course.*

JASON CLARKE  
Secretary to Academic Board  
vii/2014