4 **UPDATE ON THE UCL STAFF SURVEY**
[HRPC Min. 4, 24.4.13]

Received:

4.1   An oral report by Professor Graham Hart, SMT Lead for the 2013 UCL Staff Survey.

RESOLVED:

4.8   That Dean of Faculty members of HRPC be advised where applicable to supply Fiona Daffern with the email addresses of staff colleagues from industry and other sectors who were on fractional UCL appointments, with a view to ensuring that these colleagues were contacted by the independent survey provider, ORC International, to take part in the UCL Staff Survey.

ACTION: Dean of Faculty members of HRPC

5   ACHIEVING AN ATHENA SWAN SILVER AWARD FOR UCL

Received:

5.1   The report and recommendations at <u>HRPC 1-02 (13-14)</u>, introduced by the Director of HR.

Reported:

5.2   UCL had been an Athena SWAN member since 2005 and had received its first Athena SWAN Bronze award in 2006. UCL's Athena SWAN Bronze award status had subsequently been renewed in 2009 and 2012. However, other Russell Group universities, including Queens University Belfast, Nottingham, Warwick and Imperial College London, were starting to achieve Athena SWAN Silver award status.

5.3   The announcement linking the next round of NIHR funding to achievement of Athena SWAN Silver award status had prompted many of UCL's STEMM departments to apply for this status. While Silver award status at university level was not a prerequisite for NIHR funding, it was recognised that achievement of this status institutionally would help to facilitate and encourage these UCL departments to 7t(id)-6(ew48 rG ad8 awarcf2SWAN[instn renewed in 2009 and se UC(ew48rrsi tjEMC /P ÅMCID 18 :

by UCL departments within SLMS in developing their applications for Athena SWAN Silver award status.

5.7   The Chair of HRPC noted that quite apart from issues around the procurement of NIHR funding, UCL's application for Athena SWAN Silver award status should be championed because of UCL's alignment with the principles of the Athena SWAN Charter and recognition of the benefits that Silver award status would bring institutionally in terms of advancing the representation of women across the STEMM disciplines.

5.8   Some members of HRPC noted that the group that would be established for the purpose of leading on gender issues and UCL's Athena SWAN Silver application would need to be attentive to the significant workload and time-commitment implications that developing UCL's applications for Athena SWAN award status had for senior female staff colleagues – particularly those who were leading on and championing developments within UCL as well as fulfilling representational commitments.

RESOLVED:

5.9   That the recommendations set out in the report at

6.3 The note accompanying the draft discussion paper suggested a gradual consultative process around the draft discussion paper, involving various focus groups and small groups of staff within UCL, *eg* HR forum meetings and faculty- and departmental-level committees or forums. The note also acknowledged that should consultation indicate support for the principles and proposals explored within the discussion paper, further work would need to be undertaken to translate them into detailed proposals.

6.4 In addition to taking the opportunity to give their views on the draft discussion paper at the meeting, members of HRPC were encouraged by the Chair of HRPC and the Director of HR to submit their more detailed comments to the Director of HR by email outside the meeting.

Discussion:

6.5 While there was no consensus view emerging from HRPC's discussion of the principles and proposals that were explored in the draft discussion paper at HRPC 1-03 (13-14), the following points were acknowledged:

- that greater clarity around the relationship between the Senior Lecturer and Reader grades would be seen as desirable in many areas of UCL, particularly as the current lack of distinction meant that there was inconsistency across the institution in how these two grades were currently viewed in terms of career progression;
- that greater clarity around the appointment of honorary staff and the use of honorary titles would also be welcomed, particularly in SLMS
- that further discussion and consultation around the draft discussion paper would need to consider more fully how some of the possible reforms proposed therein might impact on:

  š UCL's ability to continue to attract and retain the best academic staff globally
  š Academic staff career progression and staff expectations around this;
  š The application of UCL's current grading structure and pay scales.

6.6 Some members of HRPC noted that they would welcome the introduction of the title of Professor of Practice as a means of allowing UCL to avail itself of the expertise and experience of senior persons with successful professional track records in business and industry who did not otherwise meet UCL's criteria around research excellence.

6.7 It was suggested that it might be useful as part of any further consultation process to find out more about the experiences of other HEIs that had already implemented changes to their academic incentive and reward processes, *eg* LSE.

RESOLVED:

6.8 That members of HRPC be asked to submit their further views and comments on the principles and proposals explored in the draft discussion paper at HRPC 1-03 (13-14) to the Director of HR outside the meeting.

ACTION: HRPC members

7 **STRATEGIC HUMAN RESOURCES FRAMEWORK**

Received:

7.1 The draft discussion paper at HRPC 1-04 (13-14), introduced by the Director of HR.

RESOLVED:

7.2   That i) owing to shortness of time, the draft discussion paper at <u>HRPC 1-04 (13-14)</u>
        be brought back for discussion at HRPC's next scheduled meeting and ii) in the
        meantime, HRPC members be invited to submit any comments on the draft
        discussion paper to the Director of HR outside the meeting.

                                                                    ACTION: HRPC members

8   HUMAN RESOURCES POLICY REVIEW UPDATE

Received:

8.1   The report at <u>HRPC 1-05 (13-14)</u>, introduced by the Director of HR.

Noted:

8.2   The latest drafts of each of the policies referenced in the report at <u>HRPC 1-05 (13-14)</u>
        were available to view on the HRPC SharePoint site at
        <u>https://sharepoint.adm.ucl.ac.uk/sites/hrpc/default.aspx</u>

Reported:

8.3   While it was agreed that owing to shortness of time, the report at <u>HRPC 1-05 (13-14)</u>
        should be brought back for discussion at HRPC's next scheduled meeting, the
        Director of HR drew HRPC's attention in the meantime to some of the following high-
        level changes that were proposed to each policy:

        Discipline Policy
        •   increased emphasis on the responsibility of Heads of Department to manage
             disciplinary matters;

9   DATES OF NEXT MEETINGS

        Noted:

9.1   The next meetings of HRPC in the current session were scheduled as follows:

        Wednesday 18 December 2013, 8.30am
        Wednesday 26 March 2014, 8.30am
        Wednesday 9 July 2014, 8:30am

        [All meetings to take place in the South Wing G12 Council Room]

GARY HAWES
Academic Support Officer (and Committee Operations Co-ordinator)
Academic Services
Student and Registry Services
[telephone 020 7679 8592, UCL extension 28592, email: g.hawes@ucl.ac.uk]
31 October 2013