People and Culture Committee

Wednesday 21 June 2023, 2pm -3.50pm

Minutes

Present Members:
Kate Brooks; Georgina Cade; Sara Collins; Donna Dalrymple (Chair); Professor
Alison Diduck; Professor Peter Fonagy; Felipe Fouto;

; Professor Jolene
Skordis; Martin Wedlake; Donna Williamson; Joanne Wilkes; Professor Steve
Wilson.

Apologies:
Professor Kathleen Armour; Dr Tim Beasley-Murray; Kirstie Buckridge; Aimie
Chapple; Paul Clark; Natalie Conway; Professor Adam Dennett; Professor Paola
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Angela Clark; Rebecca Edwards; Stephanie Esuola; Loleta
Fahad; Mike Kelly; Paulina Kola czyk-Zwierz; Harriet Lilley; Stuart McLellan; Kae
Ohene-Yeboah; Vincent Preece; Lorren Rea; Claire Rowlinson; Ankur Shah;
Catherine Stow; Emma Todd.

Officer(s):
Ms Hannah Swallow (Secretary)

Part I: Preliminary Business

1.   Minutes

3-02)

2.1.   Miss Donna Dalrymple, Chief People Officer (Chair) confirmed the updates
        which have been made to the membership and welcomed the new members
        to the committee.

which would be a breach of contract. This was avoided, but work needs to be done to improve the situation and avoid another incident.

c. The new approach will be used for the timetable for 2024-25. The data gathering will begin in term 2 of 2023-24. Data will be collected at a central level to ensure consistency and an equitable approach to manage availability of staff.

d. The team are working with representatives across faculties and consulting with different groups.

e. A draft academic impact statement has been reviewed by the executive committee of Academic Board. The committee gave feedback and considerations to be made and the team have begun the process of scenario testing to demonstrate the impacts of the proposed changes.

6.2. The following points were raised in discussion:

a.

6.3. People and Culture Committee noted the work and approved for further consultations. Further updates should be brought to the committee.

7. Confidential: Accelerate to leadership update (3-07)

7.1. Exempt from publication, please see confidential minutes.

7.2. Exempt from publication, please see confidential minutes.

8. Recent Updates to Research Excellence Framework (REF) (Oral Update)

8.1. Emma Todd presented an oral update on recent updates to the REF. The following points were made during the presentation:

    a. It was confirmed that this topic will be brought to a future meeting in more detail.

    b. It was explained that the REF is worth 160 million pounds a year for UCL which equates to just over 9% of UCL income and in addition, there is the importance of reputational value of performing well in the REF. The updates are a reduction in weighting on outputs, a new category entitled "people culture and environment" which will count for 25% on par with impact category and the intention to use HESA staff data to determine the number of outputs that we are allowed to submit. This will also include research enabling staff which will be an additional challenge in terms of data quality.

    c. A consultation will be run by the four funding bodies over the autumn term.

    d. There will need to be some work done on a) aligning people and culture-focussed activity in the research space and b) improving the quality of HESA return to reduce bureaucracy in long term and investigate what needs to be included. A further update will be provided in November.

8.2. The following points were made in discussion:

    a. It was suggested that this links to the timetabling discussion earlier in the meeting (point 6) and it needs to be noted that teaching impacts research.

    b. It was asked how research enabling staff would be categorised and it was agreed that this would need more thought.

    c. It was agreed that the HESA data and improving that data was key.

8.3. People and Culture committee noted the update.

9. AOB

9.1. It was noted that there would be a special meeting of People and Culture Committee on 7 July 2023 to discuss the reward strategy.