



## ACADEMIC BOARD

Wednesday 6<sup>th</sup> February 2019

### MINUTES

*PRESENT<sup>1</sup>:*

President and Provost (*Chair*)

Ms Mumtaz Abdul-Ghafoor, Dr Seth Anziska, Ms Raphaela Armbruster, Mr Malcolm Bailey, Dr Michael Baron, Professor Kathryn Batchelor, Dr Beatrice Baudet, Professor Stephanie Bird, Ms Yebeen Boo, Professor Wendy Bracewell, Dame Nicola Brewer, Dr Geraldine Brodie, Dr Jamie Brown, Ms Cathy Brown, Professor Eric Brunner, Professor Neil Burgess, Ms Elizabeth Carter, Dr Celia Caulcott, Dr Sungano Chigogora, Dr Evangelia Chryssikou, Ms Amy Clemens, Dr Alun Coker, Ms Sonja Curtis, Professor Izzat Darwazeh, Dr Jason Davies, Dr Martin Davies, Professor Snezana Djordjevic, Dr Johanna Donovan, Ms Dominique Draï, Dr Carlotta Ferrara degli Uberti, Dr Richard Freeman, Professor Nick Freemantle, Dr Martin Fry, Professor Alison Fuller, Dr Andrew Gardner, Dr Hugh Goodacre, Ms Emma Grant, Ms Amanda Greene, Professor Francis Green, Dr François Guesnet, Professor Mordechai Haklay, Mr Martin Hall, Professor Michael Hoare, Professor Daniel Hochhauser, Dr Arne Hofmann, Ms Lori Houlihan, Mr Nikolai Juraschko, Dr Thomas Kador, Dr Lily Kahn, Ms Leigh Kilphert, Professor Robert Kleta, Professor Susanne Kord, Dr Sandra Leaton Gray, Dr Jennifer Hazelton, Dr Borja Legarra Herrero, Dr Vicky Hilborne, Dr Franz Kiraly, Ms Katherine Koule, Professor Albert Leung, Professor David Lomas, Ms Collette Lux, Professor Annemaree Lloyd-Zantiotis, Mr Simon Mahony, Ms Bella Malins, Dr Nephtali Marina-Gonzalez, Professor John Martin, Dr Margaret Mayston, Dr Claire McAndrew, Professor Robb McDonald, Dr Saladin Meckled-Garcia, Professor Sara Mole, Professor Moses Oketch, Professor Enrico Palandri, Dr Lucia Patrizio Gunning, Dr Anne Peasey, Professor Alan Penn, Professor Hynek Pikhart, Professor Kholoud Porter, Dr Mike Porter, Dr Stephen Potts, Professor Sarah Price, Professor Geraint Rees, Professor Helen Roberts, Professor Ralf Schoepfer, Professor Robert Sheil, Dr Benet Salway, Professor Vieri Samek-Lodovici, Professor Joanne Santini, Professor Anthony Segal, Dr Lion Shahab, Professor Elizabeth Shepherd, Professor Sonu Shamdasani, Dr Beatrice Sica, Professor Bill Sillar, Professor Michael Singer, Professor Lucia Sivilotti, Dr Sam Smidt, Ms Jamie Smith, Dr Rhiannon Stevens, Dr Judith Suissa, Dr Kristza Szendroi, Professor Alan Thompson, Dr Andrew Thomson, Dr Amy Thornton, Ms Emanuela Tilley, Dr Tse-Hui Teh, Mr Simon To, Dr Ahmed Toosy, Professor Andrea Townsend-Nicholson, Professor Laura Vaughan, Ms

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<sup>1</sup> An attendance sheet was circulated for signature at the meeting. Any colleagues present who did not sign the sheet and whose names are therefore not recorded as present are invited to notify the AB Secretary's office (e-mail – [academic.services@ucl.ac.uk](mailto:academic.services@ucl.ac.uk)) so that their names can be included in the record when these Minutes are confirmed at the next scheduled meeting of AB.

Louise Vink, Professor David Voas, Ms Yasmin Walker, Professor Susan Ware, Professor Andrew Wills, Dr James Wilson, Dr Jinghao Xue, Dr Martijn Zwijnenburg.

In attendance: Mr Derfel Owen (Secretary to Academic Board), Ms Francesca Fryer (Estates), Mr Phil Harding (Finance & Business Affairs), Ms Henry Kilworth (Communications & Marketing), Ms Anne Marie O'Mullane (Academic Services), Dr Benjamin Schreiber (Division of Medicine) , Mr Peter Warwick (Human Resources).

Apologies: Dr Paul Ayriss, Dr Jane Biddulph, Professor Rob Brownstone, Professor Stella Bruzzi, Dr Declan Chard, Dr Elizabete Cidre, Professor Lucie Clapp, Dr William Coppola, Dr Ruth Dann, Dr Rachele De Felice, Professor Annette Dolphin, Dr Karen Edge, Professor Frances Edwards, Dr Russell Evans, Dr Mark Freeman, Dr Claire Garnett, Ms Emer Girling, Professor Helen Hackett, Dr Eleanore Hargreaves, Dr Evangelos Himonides, Professor Susan Irvine, Dr Helga Hlaðgerður Lúthersdóttir, Dr Sarabajaya Kumar, Ms Elvire Landstra, Dr Dewi Lewis, Professor Ruth Lovering, Professor Gesine Manuwald, Professor Charles Marson, Professor Kevin Middlebrook, Professor Robert Mills, Professor Jenny Mindell, Dr Susan Moore, Professor Ruth Morgan, Dr Teresa Niccoli, Dr Andy Pearce, Dr Joanne Pearce, Dr John Potter, Professor David Price, Dr Anna Roffey, Professor Sasha Roseneil, Professor Mala Shah, Professor Lorraine Sherr, Professor Trevor Smart, Professor Anthony Smith, Professor Sacha Stern, Professor Michael Stewart, Professor Jon Thomson, Dr Nalini Vittal, Dr Bella Vivat, Professor Sarah Walker, Dr Stan Zochowski.

*Key to abbreviations*

AB	Academic Board
AHRI	African
GCAB	Governance Committee of Academic Board
EU	European Union
GEO	Global Engagement Office
IHRA	International Holocaust Remembrance Alliance
JEP	Joint Evaluation Panel
KCL	Kings College London
LSE	London School of Economics
OfS	Office for Students
MG1	Marchgate 1
NUS	National University of Students
PSW	Pool Street West
SMT	Senior Management Team
SU	Students' Union
UCU	University and College Union
UG	Undergraduate
USS	University Superannuation Scheme
UUK	Universities UK
VP	Vice-Provost

**PRELIMINARY BUSINESS**

**1. MINUTES OF 24<sup>th</sup> OCTOBER 2018**

1.1 The minutes of the 24<sup>th</sup> October 2018 were approved.

## **2. MATTERS ARISING FROM THE MINUTES**

*[Paper 4-01, 18-19]*

### **2A Naming and Renaming of Buildings**

- 2A.1 **Received:** An update that Council had approved the establishment of the UCL Policy on Naming or Renaming of University Buildings and Spaces at its meeting on the 16 November 2019. The Building Naming Group was now being set up and AB members were welcome to join the group. A formal invitation to AB members would follow up after the meeting.

## **3. MINUTES OF 14<sup>th</sup> NOVEMBER 2018**

- 3.1 The minutes of the 14<sup>th</sup> November 2018 were approved subject to the following inclusion in Minute 1, Professorial Banding Criteria, that a review of the Academic Careers Framework against performance would take place in a year's time.

<b>Matter for Discussion</b>
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## **4. PROVOST'S BUSINESS**

### **4A Applications**

- 4A.1 UG Home applications have increased by 6.79% in comparison to a decrease of 1.73% across the sector. UG EU applications have increased 5.09% in comparison to an increase of .08% across the sector. UG overseas applications have increased by 13.94% in comparison to an increase of 7.1% across the sector.

### **4B Augar Review of HE funding**

- 4B.1 It was expected that the report would be submitted to No. 10 Downing Street in late February 2019. There was speculation on what would be contained within the report and it was noted that there was potential for major changes to the funding arrangements for higher education. Council would be updated as information became available.

### **4C UCL East**

- 4C.1 The land at Olympic Park had now been purchased and there was a lease of 299 years for PSW and 15 year lease for MG1, the latter would convert to a 299 year lease once completed. Should Phase 2 be completed the lease would be extended to 999 years. The process for appointing contractors was underway and it was anticipated that ground would be broken in June. An update would be provided to AB in due course if there was space on the agenda.

#### 4D Student Centre

4D.1 The Student Centre would open on 18<sup>th</sup> February 2019, a week ahead of schedule and £1m under budget. The Student Centre was a world class facility and would contribute positively to the student experience.

### 5. DRAFT ACADEMIC BOARD STANDING ORDERS

[Paper 4-02, 18-19]

- 5.1 **Received:** a set of draft Standing Orders of AB, and a paper arguing the extent of AB's authority and right to make Standing Orders governing its proceedings, so long as they were consistent with the Charter and Statutes, and UCL's Regulations for Management.
- 5.2 The Chair noted that AB had agreed that the Registrar and the drafters of the proposed standing orders should meet to discuss a number of concerns raised by the Registrar (*Minute 13.2, 24<sup>th</sup> October 2018*). It was reported that the authors of the proposed Standing Orders had not assented to a meeting with the Registrar as they were concerned about the scope of the Standing Orders being limited.
- 5.3 Dr Saladin Meckled-Garcia introduced the item, explaining the question put to Academic Board about the extent of AB's authority and right to make Standing Orders Governing its proceedings, and that this right extended to cover all proceedings of AB not just the conduct of meetings. He noted that the proposal had been reviewed and endorsed by a number of academics from UCL's Faculty of Laws.
- 5.4 In response, the Registrar, agreed with the definition of "*proceedings*" set out in the paper and expressed the wish for the authors to meet her so that a collaborative approach could be taken to developing Standing Orders for AB that fit within the hierarchy of governance documents.
- 5.5 The Chair noted that the underlying reason for the dispute no longer existed as there was no differences of opinion about the scope of the Standing Orders. It was now important for the authors, the legal experts and the Registrar to meet and discuss the detail of the proposed Standing Orders. The Chair noted that, although it was agreed that the Standing Orders need not be limited to the conduct of meetings of AB, it must also be noted that the Standing Orders cannot arrogate powers to AB that it did not have according the Charter, Statutes and Regulations for Management. An update on progress would be brought to the next meeting of AB. It was argued, following a query, that Council had the authority to decide on whether a matter contradicted the regulations for management and the Charter and Statutes.
- 5.6 There was a call that the motion contained in the paper should be put to AB. The motion was read out by the Chair and AB agreed to the motion:

*This Board upholds the legally correct view that the scope of Standing Orders set out in the Statutes, as regulating the "proceedings" of the Board, is not restricted to what happens at Academic Board meetings, but extends to its plain, literal meaning(s) and covers all actions of the Board that are consistent with the Charter and Statutes, the Regulations for Management and the law more generally. None of these sources restrict the scope of Standing Orders to regulating meetings alone. Such a restriction is antithetical to the proper function of the Academic Board.*

## 6. ADOPTION BY UCL OF THE INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE DEFINITION OF ANTISEMITISM

[Paper 4-03, 18-19]

- 6.1 **Received:** A proposal that UCL adopt the IHRA definition of anti-Semitism to address a lack of clarity on what constitutes hate speech in this context, in order to safeguard both freedom of speech and community cohesion on campus. Feedback was being sought from AB in advance of its consideration by Council.
- 6.2 The VP (Advancement) and UCL Interfaith Champion, advised that the request for adoption of the IHRA definition had come from the Jewish community. A number of reported incidents of antisemitism were drawn to AB's attention, including statements from students and staff. Students did not feel they could report these incidents as they would not be addressed as there was a perception in the Jewish community that UCL was not taking anti-Semitic incidents seriously. AB was being asked to support the adoption of the IHRA definition as it would provide a practical tool which would provide clarity on what constitutes anti-Semitic behaviour. Freedom of expression and freedom of speech were fundamental cornerstone of UCL's values and the definition would continue to enable robust debate while protecting the rights of Jewish staff and students to work and study in a non-racist environment. The IHRA definition would not categorise criticism of Israel, similar to that levelled against any other country, as anti-Semitic so long as anti-Semitic tropes and imagery were not used. The definition had been adopted by several institutions including the OfS, KCL, LSE and the NUS.
- 6.3 Following introduction by the VP (Advancement) there was a lengthy discussion on the adoption of the definition and a diverse range of views were expressed. The Chair reminded AB members to conduct the debate in good spirit. The following reflect the key points made during discussion:
- **Antisemitism at UCL:** AB members expressed sadness and shock that UCL students and staff had encountered anti-Semitic behaviour at UCL and did not feel that these incidents would be taken seriously. While this issue was an intensely personal issue for some staff and students, it was not a problem for the Jewish community but a problem for everyone. This was an issue that had to be tackled as a matter of priority.
  - **Tackling racism:** There were comments that racism at UCL was not just confined to anti-Semitic behaviour and therefore a wider definition to tackle racism would be more appropriate, in addition, existing policies and legal requirement related to racism and discrimination may provide sufficient protection to all staff and students and that a piecemeal approach with individual definitions may not be the best approach. In response, it was noted that a wider statement on racism was in development and would be brought back to AB for comment and feedback. However, there was nothing to prevent the adoption of the IHRA definition as well.
  - **More research was required in order to understand whether the IHRA definition was the right definition to adopt:** The IHRA definition was subject to scholarly debate. It was claimed that Kenneth Stern, the drafter of the IHRA definition, no longer supported the use of the IHRA definition. It was queried why members of staff from the Hebrew and Jewish Studies Departments had not been consulted on the introduction of the definition. It would need to be examined whether the definition had an impact on shutting down free speech and how it interacted with academic freedom. It was noted that the SU UCL had voted not to adopt the IHRA definition.

- **Support for the IHRA definition:** Support was expressed by some members of AB for the adoption of the definition as it would help tackle anti-Semitic behaviour at UCL. By choosing not to adopt the definition, UCL would be indicating to the Jewish community that these issues were not being taken seriously.
- **GCAB had suggested the introduction of an expert committee to advise on the definition of antisemitism and other forms of prejudice, which would guide the Provost and his delegates in the implementation of free speech policies at UCL:** Some members felt that it was not simply possible to take a view following one debate and supported the establishment of a working group to explore the suitability of the definition. This was because if UCL took a view on IHRA it would be very significant. Other members of AB rejected the need to establish a working group and felt that pragmatism was required; it was important to recognise that no perfect definition could be developed. The problem existed here and now and the IHRA definition was a practical tool that would help tackle anti-Semitic behaviour. It was argued that the issue of racism and anti-Semitism was one that need to be tackled directly and swiftly, and not just referred to as a matter of academic debate and research.
- **Queries were raised whether it would be possible to adopt the definition without the examples or to include a caveat:** Some of the examples which accompanied the definition were found to be problematic by some AB members. It was queried whether it would be possible to adopt the definition without the accompanying examples. The LSE had adopted the definition with some, but not all, of the examples. In response, it was noted that not to adopt the examples that accompanied the definition would send a signal.

6.4 The Chair noted that Council would be discussing the adoption of the definition at its next meeting, the views of AB would be reported in full and the strength of feeling by both sides of the debate. The suggestion by the Governance Committee of Academic Board for a working group to advise on racism and prejudice was agreed. There should therefore be a discussion with GCAB about its composition. The Provost indicated that the proposed working group did not have sufficiently broad membership as currently proposed and would need to be expanded. It was also noted that AB had raised concerns about the preservation of academic freedom in the context of the requirements of the Prevent strategy and that it had been agreed that AB should receive an annual report on the application of the strategy and associated procedures, a similar approach could be adopted here.

## 7. USS PENSIONS

*[Paper 4-04, 18-19]*

- 7.1 **Received:** a paper which set out the Trustee's actuarial assessment of the USS scheme funding position as at 31 March 2018 and the Trustee's consultation with Universities UK on the proposed assumptions for the scheme's Technical Provisions and Statement of Funding Principles for the 2018 actuarial valuation.
- 7.2 The Director of Finance & Business Affairs, provided an update on developments. The 2017 valuation, as at 31 March 2017, was completed on 31 January 2019. USS Trustees concluded the 2017 valuation by means of the application of the cost-sharing arrangements. Contributions were due to increase in three steps, and in the ratio 65%/35% employer/member, in April 2019, October 2019 and April 2020.

- 7.3 An out-of-cycle 2018 valuation, as at 31 March 2018, would now take place in order to take account of the JEP recommendations. AB's attention was drawn to the fact that USS had partially accepted the JEP proposals as long as employers accepted more risk and provided tangible support in the form of contingent contributions. These proposals had been supported in full by UCL, UUK and UCU. The second phase of JEP panel had started and the JEP panel had been constituted in the same form. A special meeting of Council was due to take place on Monday 11<sup>th</sup> February 2019 but due to the fact the additional information had not been received it presented Council with a difficulty. It was expected that the consultation would be extended.
- 7.4 It was noted that GCAB had circulated a memo. AB members encouraged UCL to continue to support the JEP's recommendations in the consultation with UUK on the position USS had taken not to accept all the JEP recommendations and its continued plan to take a de-risking approach as part of the March 2018 valuation. It was confirmed that the plan was to push back on the partial acceptance by USS of the JEP recommendations and the lack of clarity on what the triggers would be for triggering contingent contributions. Without this information, Council would not be able to take a position on the acceptance of risk and it would not be possible to engage in proper feedback.

## 8. STRATEGIC INTERNATIONAL PROJECTS AND PROGRAMMES

*[Paper 4-05, 18-19]*

- 8.1 **Received:** a proposal to establish a new concept 'Strategic International Projects and Programmes' (SIPPs), which would be major overseas research projects and programmes with an overseas presence that were of strategic value and importance to UCL. The paper also provided an update on progress for the African Health & Research Institute and recommended that it became UCL's first SIPP as it aligned with the criteria.
- 8.2 The VP (International) spoke to the paper and thanked GCAB for their helpful feedback contained in their memo. Dame Nicola Brewer invited comment from AB members. Feedback was received that the paper could provide greater clarity on the resources involved and who was going to support it. It was confirmed that the intention was that those programmes that were designated SIPPs would receive support from the GEO for specific activities, which Faculty did not think it would be appropriate to fund, for example, training on UK anti-bribery law. Sums involved would be small. AB was reminded by the Chair that it was not the role of AB to oversee the VP budget which goes through an appropriate planning and budget allocation process. However, AB was nevertheless entitled to make a comment on the value for money of a proposal and its academic aims and to refer any issues to Council.

**Matters for approval or information**

## 9. ELECTION OF AB MEMBERS TO COUNCIL

*[Paper 4-06, 18-19]*

- 9.1 **Received:** A paper which detailed arrangements for the election of Academic Board members to Council with effect from October 2019.

## **10. APPOINTED MEMBERS OF ACADEMIC BOARD**

*[Paper 4-07, 18-19]*

- 10.1 **Approved:** The proposals that Dr Sherrill Stroschein be appointed a member of Academic Board in the category “Member of the Academic Board Commission of Inquiry not otherwise a member to the Academic Board” and that that Fiona Ryland be appointed to Academic Board in her role as Chief Operating Officer.

## **11. ACADEMIC COMMITTEE REPORT**

*[Paper 4-08, 18-19]*

- 11.1 **Received:** *The Academic Committee Annual Report for 2017/18.*

## **12. LEAD OFFICER REPORT 17/18: CAREERS AND EMPLOYABILITY**

*[Paper 4-09, 18-19]*

- 12.1 **Received:** The Leader Officer Report 17/18: Careers and Employability.

## **13. LEAD OFFICER REPORT 17/18: STUDENT ACCOMMODATION**

*[Paper 4-10, 18-19]*

- 13.1 **Received:** The Leader Officer Report 17/18: Student Accommodation.

## **14. ANNUAL REPORT ON ENABLER A, GIVING OUR STUDENTS THE BEST SUPPORT**

*[Paper 4-11, 18-19]*

- 14.1 **Received:** The Annual Report on Enabler A, Giving Our Students The Best Support.

## **15. MATERIALS TRANSFER AGREEMENTS POLICY AND PROCEDURE**

*[Paper 4-14, 18-19]*

- 15.1 **Received:** The Material Transfer Agreements Policy. GCAB’s comments, circulated in an email on 1<sup>st</sup> March 2019, were noted and it was agreed any comments from AB members would be handled offline by contacting Dr Celia Caulcott, VP (Enterprise & London) directly.

## **16. ANNUAL REPORT ON UCL 2034 PRINCIPAL THEME 5: UCL, LONDON’S GLOBAL UNIVERSITY**

*[Paper 4-15, 18-19]*

- 16.1 **Received:** The Annual Report on UCL 2034 Principal Theme 5: UCL, London’s Global University.

## **17. TRANSFORMING KNOWLEDGE AND IDEAS INTO ACTION: 2017/18 ANNUAL REPORT FROM UCL INNOVATION & ENTERPRISE**

*[Paper 4-16, 18-19]*

- 17.1 **Received:** Transforming Knowledge and Ideas into Action: 2017/18 Annual Report and noted progress against the UCL Strategy for Innovation and Enterprise.

## **18. CHAIRS ACTION**

*[Paper 4-18, 18-19]*

- 18.1 **Received:** A report on action taken by the Chair since the last meeting of AB:
- The Provost had approved by Chair's Action the appointment of Professor Audrey Prost as Chair of Global Health at UCL, with effect from 1 June 2019, under UCL Regulations for Professors and Readers (paragraphs 4.6 – 4.7). Professor Prost was currently Chair of Global Health at the London School of Hygiene and Tropical Medicine.
  - The Provost had approved by Chair's Action the transfer of Professor Max Telford from the Chair of Zoology to the Jodrell Chair of Zoology and Comparative Anatomy, with effect from 1 January 2019, under UCL Regulations for Professors and Readers (paragraph 4.4).
  - The Provost had approved the nomination of Professor Jennifer Hudson for appointment to a Tribunal in accordance with Statute 18, paragraph 16 (c).

## **19. ACADEMIC BOARD CONSTITUTION AND MEMBERSHIP UPDATE**

*[Paper 4-19, 18-19]*

- 19.1 **Received:** An update on those who have joined AB since the October meeting of Academic Board

## **20. MINUTES OF COUNCIL**

*[Paper 4-20, 18-19]*

- 20.1 **Received:** Minutes of the Council meeting that took place on the 10<sup>th</sup> October 2018.

## **21. APPOINTMENTS**

*[Paper 4-21, 18-19]*

- 21.1 **Received:** Details of senior appointments made since the last report to Academic Board.

## **22. ACTION TAKEN BY THE PROVOST AS CHAIR OF ACADEMIC BOARD – ACADEMIC BOARD WORKING GROUPS**

*[Paper 4-22, 18-19]*

- 22.1 **Received:** A report on Academic Board Working Groups established under the UCL regulations for appointment to established Chairs and Readerships since the last report to Academic Board.

### **23. AWARDS AND PRIZES TO UCL STAFF**

*[Paper 4-23, 18-19]*

- 23.1 **Received:** Details of awards, appointments, elections and honours relating to UCL staff since the last report to Academic Board.

DERFEL OWEN

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