MEETING OF THE BOARD OF SCRUTINY

MINUTES

Wednesday 2nd December 2015
Seminar Room A, Hughes Hall

Present: Dr Matthew Vernon (Chair), Dr Lydia Drumright (Secretary), Mrs Rachel Rowe (Support Officer), Dr Mike Franklin, Dr Carmel McEniery, and Dr David Secher.

1. Apologies:
Mr Gordon Chesterman, Mr Dick Taplin, Mr Michael Kitson, and Mr David Goode.

2. Declarations of Interest:
None.

3. Minutes of meeting on 27th November 2015:
Not yet completed – to be carried forward to the next meeting.

4. Matters arising:
The Board was notified that the meeting would be recorded to aid the production of the note. The Board briefly discussed its progress with reviewing grant administration.

5. Guest:
The Board welcomed Eilís Ferran, PVC for Institutional and International Relations, and the following items were discussed:

i. The increasing divergence between staff salaries and the cost of buying local houses, and the comparison of Cambridge staff salaries versus those of other UK and international universities;

ii. The perceived transparency and fairness of promotion exercises, the slowness of the promotion process, and how the University is addressing these issues;

iii. The gender balance of staff and the pay gap between the genders;

iv. The flexibility of maternity, paternity and shared parental leave;

v. The potential abandonment of the EJRA and how this would affect future recruitment;

vi. The variable quality of induction programmes across the University and how this is being addressed;

vii. Dignity of work procedures;

viii. The University’s international strategy priorities.

6. Items under review:

6.1 North West Cambridge: To be kept under review. The Board awaits the second report from the audit group, due at the end of the year.

6.2 Grant administration: Briefly discussed under matters arising.
7. AOB:
   • It was agreed to send some follow up questions to Eilís for clarification on some of the
     issues discussed.

7. Date of next meeting:
   12:00pm on Wednesday 20th January 2016
   Guest: Jonathan Nicholls, Registrary
   Venue: Selwyn College

Rachel Rowe
Support Officer
3rd December 2015