

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, Registry

Venue: Selwyn College

Rachel Rowe
Support Officer
3rd December 2015