

MINUTES OF THE UNIVERSITY OF LIVERPOOL COUNCIL

SPECIAL MEETING HELD VIRTUALLY VIA ZOOM ON 5 JULY 2022

Present:	Carmel Booth, President of Council (in the Chair); Professor Gavin Brown, Pro-Vice-Chancellor for Education; Professor Anthony Hollander, Pro-Vice-Chancellor for Research and Impact; Dr Carol Costello, Director of People and Services; Bertie Woodcock, President of the Liverpool Guild of Students; Cilla Ankrah-Lucas; Dr Kashmir Gill; Vanessa Griffiths; Helen Miller; Norman Molyneux; Dr Roger Platt; Hans van Mourik Broekman; Dr Diana Walford; Professor Julia Balogun; Professor Hazel Scott; Professor Thomas Teubner; and Kieran O'Sullivan.
Apologies:	Dr Paul Johnson, Vice-President; Professor Dame Janet Beer, Vice-Chancellor; Fiona Cullen; and Ed Fishwick.
In Attendance:	Kevan Ryan, University Secretary and Director of Legal and Governance/Clerk to Council; Emma Leonard, Governance Manager, Secretary to Council; and Tim Seamans, Director of External Relations.

1. Disclosures of Interest

Members were asked to disclose any interest that could give rise to conflict in relation to the agenda. No such interests were disclosed.

2. Appointment of the Next Vice-Chancellor

RECEIVED:

- i. A paper setting out the approach taken to appoint the University's next Vice-Chancellor and including the recommendations of the Joint Committee of the Council and Senate to Recruit the Next Vice-Chancellor and the Remuneration Committee in relation to the remuneration package offered. The report included a biography of the recommended candidate and a summary of Equal Opportunities Monitoring data.

REPORTED:

- ii. The membership of the Joint Committee, established in accordance with Ordinance 4.1, and the comprehensive, thorough and rigorous process followed, had been endorsed by Senate at its meeting held on 26 January 2022 and by Council at its meeting held on 10 February 2022.
- iii. The Joint Committee had met on eight occasions between January and June 2022.
- iv. The search consultants, Perrett Laver, had conducted an extensive engagement exercise. This exercise had involved open forum sessions, individual meetings and the use of an online feedback mechanism, and included engagement with students, Council, Senate, Professional Services leads, Senior Leadership Team, trades unions, XJTLU, alumni from the UK and overseas, private sector partners, and local partner organisations including the City Council, Combined Authority, Local Enterprise Partnership and NHS representatives. Informed by

the outcomes of the engagement exercise, the recruitment brochure had been developed and approved by the Joint Committee in February 2022.

- v. Perrett Laver led the advertising campaign and search process, which had commenced on 21 February 2022 with a deadline for applications of 24 March 2022. The post had been advertised in THE, Unijobs, The Economist, The Sunday Times, and The Chronicle of Higher Education.
- vi. At the longlist review meeting held on 6 April 2022 the Joint Committee had received the CVs and covering letters for all 31 candidates who had applied. The Joint Committee had agreed a group of 17 candidates to be taken forward to the next stage which would involve an interview with Perrett Laver. The Joint Committee had been satisfied with the quality and diversity of the field of candidates attracted.
- vii. At the shortlist review meeting held on 4 May 2022 Perrett Laver presented their assessments and recommendations as to the most suitable candidates for the shortlist based upon the University's specification. The Joint Committee agreed a group of seven candidates to be taken forward to the shortlist.
- viii. Two candidates had dropped out in advance of the first-stage formal interviews, leaving five candidates to attend an online interview with the panel. The Joint Committee agreed a group of four candidates to progress to the subsequent and final stage.
- ix. A series of online Focus Groups had been held based upon the following themes – Research, Impact and Enterprise, Education and Student Experience, and Resources. Each Focus Group included a diverse range of members of staff and students relevant to the range of matters being discussed. The Focus Groups were conversational in style and enabled the candidates to be seen in a range of settings and cover a variety of topics, whilst also providing the opportunity for the candidates to find out more about the University in preparation for their final interview.
- x. The candidates had met on a one to one basis (in person and online) with the President of Council and Vice-Chancellor and with members of the Senior Leadership Team on a group and individual basis depending upon availability. They were also offered a campus tour with the Head of the Vice-Chancellor's Office and the Professional Services representative on Council as well as a city tour.
- xi. The Joint Committee had met on 17 June 2022 and interviewed each of the four remaining candidates in person at Greenbank Student Village. The Joint Committee agreed that the field was strong and the candidates were appointable.
- xii. There was an overwhelming majority in favour of one candidate. The Joint Committee recommended that Council should appoint Professor Tim Jones, currently Provost and Vice-Principal of the University of Birmingham. Alongside meeting the requirements laid down in the recruitment pack, some of the reasons for the selection of Professor Jones were:
 - A strategic and ambitious leader and thinker

- Able to demonstrate a clear vision of how the University could achieve its ambitious goals
 - High level of intellectual and academic credibility
 - Resilient energetic leader with a track record of developing strong and effective relationships with staff and students
 - Strong track record of leading collaborative partnerships with industry, government and HEIs
 - A strong commitment to both research and teaching
 - Strong international perspective balanced with extensive experience of leading civic relationships.
- xiii. A Special Meeting of the Remuneration Committee had been held on 10 February 2022 with the purpose of considering the remuneration package to be offered to the next Vice-Chancellor. The Remuneration Committee had taken due cognisance of the prevailing market and economic conditions, with advice and information from a number of different sources in setting the parameters for the remuneration package.
- xiv. An offer of appointment had been made to Professor Jones, subject to references, due diligence checks and full Council approval, on 20 June 2022 and he had confirmed his acceptance of the offer. Terms and conditions, which accorded with the parameters agreed by the Remuneration Committee, and as outlined in the report submitted to Council, had been agreed. References and due diligence checks were now complete and there were no issues to report.
- xv. The appointment would be announced on 6 July 2022 and it would be reported to the OfS.
- xvi. Detailed transition and induction arrangements would be agreed following Council's approval of the appointment. This would include the development of an engagement plan to include meetings, prior to Professor Jones' start date, with Senior Leadership Team colleagues, Council members, civic leaders and key alumni and regular updates on matters of interest and key decisions. Personal and institutional performance objectives would be established between Professor Jones and the President of Council, which would be subject to approval by Council.

NOTED:

- xvii. The incoming Vice-Chancellor was likely to wish to explore and review strategy, but this was ultimately a decision for Council.
- xviii. The sector was moving towards permanent contracts and away from bonus payments – this had been reflected in the terms and conditions. The Remuneration Committee would monitor Vice-Chancellor salaries to ensure the salary offered by the University remained competitive.
- xix. Although they could not be present, Dr Paul Johnson and Fiona Cullen had indicated their firm support for the appointment.

AGREED:

- xx. Unanimously, that the appointment of Professor Tim Jones as the next Vice-Chancellor of the University, to commence in the role on 1 January 2023, on the terms and conditions proposed, should be approved.
- xxi. Council's gratitude should be conveyed to the Joint Committee members, the advisors to them and the support staff involved in the process. The President of Council should be commended for her exemplary leadership of the process.

3. Date of Next Meeting

NOTED:

- i. The next meeting of the Council would be held at 2pm on Thursday 14 July 2022.