



## The Council, 28 November 2016

### Report of the Council Nominations Committee

**Date:** 15 November 2016

**Chair:** Mr T Pedder

**Secretary:** Ms S M Stephens

#### 1. Appointment of Pro-Chancellors

- 1.1 Under the provisions of its Charter, the University is required to have not fewer than two Pro-Chancellors. Pro-Chancellors are appointed by Council, hold office for four years and are eligible for re-appointment for a further four years. The current Pro-Chancellors are Tony Pedder, whose appointment as Pro-Chancellor and Chair of Council was recently extended to 31 July 2021, and Sarah Harkness, who will retire on 31 July 2017.
- 1.2 The role of Pro-Chancellor is to support the Chair of Council in meeting his/her responsibilities and to take a lead role on Council for assurance on particular aspects of Council's business. In addition to membership of Council, Pro-Chancellors undertake additional responsibilities, which include chairing committees of Council and participating in University events. In the past it has been the norm to have three Pro-Chancellors in post.
- 1.3 A call for expressions of interest in the position of Pro-Chancellor was circulated to lay members of Council in July 2016. Two responses were received, from Alison Hope and Richard Mayson. Following careful consideration, the Committee **recommends** that both be appointed for the period 1 August 2017 to 31 July 2021.

#### 2. Appointment of a Class (3) member of Council

- 2.1 A vacancy currently exists (*vice* John Kelly) for a Class (3) member of Council. Action has been taken as follows to identify potential candidates:
  - review of the candidate pipeline established following the major search undertaken in 2014, which included executive search by Odgers Berndtson;
  - consultation with Council members;
  - research by DARE to identify potential candidates from among the University's alumni;
  - review of the membership of departmental advisory boards and similar.
- 2.2 In considering candidates, the Committee has had regard to the Council skills matrix, and has taken account of the increasing need for governing bodies to include in their membership individuals with knowledge of Higher Education, and especially the Learning & Teaching, student experience and graduate employability agendas, given the extended role of university governing bodies in providing assurance on teaching quality.

2.3 The Committee **recommends** that Keith Layden be appointed as a Class (3) member of Council for with immediate effect and for the remainder of the period to 31 July 2019. A graduate of the University (BSc, PhD) and Member of Council of the Royal Society of Chemistry, Dr Layden is currently Chief Technology Officer for Croda International plc, in which capacity he is responsible for directing global technical innovation within the organisation, including acquisition. He has served for many years as a member of the University's Learning & Teaching Committee, and is also a member of the University's Employability Board and Alumni Board. He lives locally.

### **3. Future Class (3) vacancies**

3.1 The appointment of Alison Hope and Richard Mayson as Pro-Chancellors will create two vacancies in Class (3) from 1 August 2017. The Committee has reviewed the Council skills matrix and noted the current position in respect of gender equality. Given the need to establish a pipeline of potential candidates and address equality and diversity considerations, the Committee has agreed to engage a search agency and will invite tenders from a number of providers. Suggestions provided by Council members will feed into this process. Additional action will be taken internally to identify potential candidates, especially in the area of HE, which a number of Council members have noted as desirable following the retirement of Dymph van den Boom.