



The  
University  
Of  
Sheffield.

University  
Secretary's  
Office

## **The Council, 14 October 2019**

### **Succession planning and recruitment of Council members**

**Author:** Tony Strike, University Secretary

#### **Action**

Council is asked to note that the Nomination Committee on behalf of Council:

- Proposes to initiate the process for appointment of a new Class 3 member of Council, following the decision of Katherine Whitton to stand down. This will include consideration of the Council skills matrix. It is hoped that an appointment can be made wef January 2020.
- Is giving early consideration to the process for the recruitment of a new Chair of Council, having regard to the retirement of Tony Pedder at the end of July 2021. Council will be kept updated on the proposed timetable and process.

#### **Background and Issues to consider**

1. Council appoints members of Council, including the Chair of Council, on the recommendation of the Council Nominations Committee.
2. A person appointed as a Class 3 member serves for three years, and may not serve for more than three consecutive periods of office.
3. A person appointed as Chair of Council can be appointed for a term of four University years and can be re-appointed for one further such term.
4. The Class 3 members and Chair of Council cannot be members of staff of the University.
5. The Chair of Council can be but does not have to be appointed from within the existing members of Council and nor are they elected, by Council or by any other body.
6. A number of Class 3 Council members' terms expire in 2020 (which can be renewed by agreement). A further two Class 3 members terms expire in 2021 along with the terms of the three Pro-Chancellors who, with the exception of the Chair, can be reappointed, subject to agreement.

7. As noted above, Kathryn Whitton has discussed and agreed with the Chair of Council that, given her change of domicile, she will stand down from Council membership with immediate effect. The Chair of Council proposes that she be replaced as soon as possible.
8. The Chair of Council has requested Council Nomination Committee to start to consider a succession planning process for his post to ensure an orderly transition.
9. The succession plan also needs to be informed by existing members' own intentions regarding their terms of office and the likelihood of renewals.

### **Process**

10. The Council Nomination Committee will begin the process for a new Class 3 member straight after the October Council meeting, having regard to any input from Council members.
11. This process will be conducted by the Council Nomination Committee, with the Chair of Council, the Vice-Chancellor and one other Committee member taking a lead in undertaking the initial filtering process.
12. A recommendation from the Nomination Committee for a new class 3 appointment will be brought to Council, hopefully before the end of 2019.
13. To inform the Nomination Committee's deliberations on the need for further class 3 appointments and potential candidates for Chair succession, existing members' wishes/intentions with regard to their tenure on Council will be sought on a confidential basis by the Chair of Council during the next 3/4 months.
14. With regard to Chair succession, it is proposed that in order to give ample time for recruitment, a draft process and timetable is drawn up by the Nomination Committee and brought to Council for consideration at an appropriate time during the first half of 2020.

Tony Strike  
**August 2019**