AGENDA ITEM 8

Court is asked to: APPROVE the reappointment of the Lay members of the Board of Trustees as nominated by the Nominations Committee of Court and set out in section 1 below, and to NOTE the rest of the report.

1. Reappointment of Lay members of the Board of Trustees

1.1 Dr Moira Hamlin, Dr John Manley, Mr Mohammed Saddiq, and Ms Victoria Stace will each complete their current terms as lay members of the Board of Trustees on 31 December 2016. Each is eligible for reappointment to the University Board of Trustees by Court (on the nomination of the Nominations Committee of Court) in accordance with Statute 15.

1.2 The following highlights the Lay members of the Board of Trustees who have terms of office which are due to end, including the total consecutive number of years served on the Board of Trustees in brackets:

- Dr Moira Hamlin (6)
- Dr John Manley (6)
- Mr Mohammed Saddiq (6)
- Ms Victoria Stace (6)

1.3 At its meeting on 29 September 2016, the Nominations Committee were supportive of all the proposed reappointments. It was agreed that all four members made extremely valuable contributions, not only to the Board of Trustees, but to the respective Board Committees of which they were members and in which they played very active roles (all four members held at least one Chairship/Vice-Chairship, for example). The Committee discussed and AGREED to RECOMMEND all the reappointments to Court.

Court is therefore asked to:

APPROVE the reappointment of the following lay members of the Board of Trustees for a further and final three years from 1 January 2017 until 31 December 2019:

- Dr Moira Hamlin
- Dr John Manley
- Mr Mohammed Saddiq
- Ms Victoria Stace
2. **Recruitment to the Board of Trustees**

2.1 At the same meeting in September 2016, the Nominations considered the recruitment of at least one Lay member to the Board of Trustees from 1 January 2018.

2.2 The Committee noted that it would be important to consider the gender balance of the Board in recruiting a new lay member. It was suggested that the University could make use of suitable networks (such as the International Women's Network) to help identify strong candidates who would help the University maintain a good gender balance in its Board of Trustees. The Committee also noted that the age diversity of the Board needed to be considered.

2.3 The Committee noted that the University would also like to take the opportunity of this recruitment process to advertise for co-opted members of the Board and its committees (e.g. through a composite advert). The Committee reflected that co-option was an effective way of ensuring that the Board and its committees had the right breadth and depth of knowledge and experience. In addition, as there would be a long ‘wait’ period between advertising for the lay member vacancy, and the formal appointment of the successful candidate by Court on 8 December 2017, it might be helpful to co-opt the successful candidate during this period, so that they were able to get involved with the Board and its committees as soon after their appointment as possible.

2.4 The Committee AGREED the broad timeline proposed for the recruitment process.

2.5 The Committee AGREED with the proposal that the University begin the recruitment process directly, utilising a range of advertising methods/options, including making use of the alumni network(s), in order to identify candidates.

2.6 The Committee DELEGATED to the Chair of the Board of Trustees the authority to engage a search firm on its behalf to seek candidates at a later stage, if the direct recruitment process did not generate a strong pool of candidates.

2.7 The Committee DELEGATED to the Chair of the Nominations Committee of Court the authority to approve a person specification/role description and advertising material (including, if needed, materials for/by any search firm), on its behalf.

2.8 The Committee agreed the composition of the interview panel for the recruitment process. It was anticipated that interviews would take place in spring 2017, between the Committee’s meetings of 17 February and 24 May 2017 (shortlisting would take place at the 17 February 2017 meeting).