

**Agenda for a meeting of the Central Management Group
to be held at 10.30 am on Wednesday, 18 April 2012
in the Raeburn Room, Old College**

1	Minute of the meeting held on 7 March 2012	A
2	Matters Arising	
3	Principal's Business	
	Principal's Communications	
	Principal's Strategy Group	B
FOR DISCUSSION		
4	Planning Submissions 2012/2013 (closed)	C
4.1	CHSS	C1
4.2	CMVM	C2
4.3	CSE	C3
4.4	CSG	C4
4.5	ISG	C5
4.6	SASG	C6
4.7	Student Unions	C7
4.8	University Corporate Statement	C8
5	Strategic Plan 2012-2016 (closed)	D
6	Proposals for the allocation of resources for 2012-13 (closed)	E
7	Financial Update (closed)	F
8	Guidance for Starting Salaries (closed)	G
9	Updated Guidance on Severance Arrangements (closed)	H
FOR INFORMATION/FORMAL APPROVAL		
10	Management Accounts for 7 months to 29 February 2012 (closed)	I
11	Q2 Management Accounts Forecast 2011-12 (closed)	J
12	Annual TRAC Return, fEC Research Overhead Rates and TRAC for Teaching Submissions 2010/11 (closed)	K

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|-----------|--|----------|
| 13 | Equality and Diversity Monitoring and Research Committee Report | L |
| 14 | Health and Safety Report | M |
| 15 | New Procurement Law: Public Contracts (Scotland) Regulations 2012, SSI 2012(88) | N |
| 16 | Proposal to establish a Chair of Public Policy | O |
| 17 | Proposal to establish a Chair of Veterinary and Comparative Pathology | P |
| 18 | Proposal to establish a Chair of Economics | Q |
| 19 | Any Other Competent Business | |
| 20 | Date of next meeting | |

Wednesday, 23 May 2012 at 10.30am in the Raeburn Room, Old College.

Central Management Group

Wednesday, 7 March 2012



MINUTE

- Present: Senior Vice-Principal Professor N Brown(in the chair)
Vice-Principal Professor M Bownes
Vice-Principal Professor J Haywood
Vice-Principal Professor S Hillier
Vice-Principal Professor C Jeffery
Vice-Principal Professor R Kenway
Vice-Principal Professor D Miell
Vice-Principal Professor L Waterhouse
Dr K Waldron
Professor J Seckl
- In attendance: Dr I Conn
Dr A R Cornish
Mr A Currie
Mr J Gorringe
Ms S Gupta
Mr D Waddell
Dr B Nelson (on behalf of Vice-Principal Professor L Yellowlees)
Dr K J Novosel
- Apologies: The Principal
Vice-Principal Professor C Breward
Vice-Principal Professor L Yellowlees
Vice-Principal Professor D Hounsell
Mr N A L Paul

1 MINUTE OF THE MEETING HELD ON 25 JANUARY 2012 Paper A

The Minute of the meeting held on 25 January 2012 was approved as a correct record.

2 PRINCIPAL'S BUSINESS

2.1 Principal's Communications

The Senior Vice-Principal reported on the following: the visit by the Minister for Universities and Science on 13 February 2012 to the launch of the upgraded HECToR and BlueGene/Q computers; the high volume and quality of the applications received for Chancellor's Fellowships; Border Agency issues; the student week of action starting 12 March 2012; and Professor Higgs being named the recipient of the Edinburgh Award 2011.

2.2 Principal's Strategy Group Paper B

CMG noted the PSG report and further noted the discussion on adopting a more forceful approach to space management.

FOR DISCUSSION

3 DRAFT PLANNING SUBMISSIONS 2012/2013 (CLOSED) Paper C

General points:

- Breakdown of costs within Colleges/Support Groups helpful
- REF preparation should be highlighted
- Expand on knowledge exchange activity
- Cross University working – improvements required
- Evidence of public engagement to be integrated into plans
- Highlight internationalisation opportunities
- Include opportunities to engage on government policy
- Ethical (eg fair trade) and equality and diversity issues need to be addressed

Final plans to be submitted by 23 March 2012 for consideration at the next meeting of CMG.

3.1 CHSS Paper C1

The current successes of 2011/2012 were noted specifically the merger with the Edinburgh College of Art. The key priority areas for the College moving forward into 2012/2013 were also noted including increasing capacity for multi-professional working across all boundaries (research and teaching); investing in new staff and improving the effectiveness of induction, taking forward the new student support system and the challenges of the estate and making better use of space etc.

3.2 CSE Paper C2

The College wished to improve on current rankings to be in the top 3 in the UK and top 20 in the world; student applications for 2012/2013 were very encouraging. There were challenges with the enhanced student support system and further refinements required re the financial plans for the College. The College was well placed moving forward into the REF and it was engaged in cross boundary work with MVM and HSS. Investment would be required in the estate. The College planned to increase the number of Athena SWAN awards, led by the Head of College.

CMG commented on the need for E&B involvement in planned new builds and that some of the projected costs and timings for current E&B projects may need to be amended. It was also suggested that global opportunities in biological/biomedical areas should be highlighted.

3.3 CMVM Paper C3

The plan highlighted a number of issues to be addressed around sustainable/transparent budgets, challenges in taking forward the enhanced student support system, further opportunities to increase on-line programmes, the success of the MRC merger and creating new centres/institutes, expanding knowledge exchange and taking forward the BioQuarter and continuing to develop the Easter Bush campus. Equality and diversity issues were also being addressed.

CMG commented on the information on estates issues.

3.4 CSG Paper C4

It was noted that CSG input was central to ensuring delivery of a large number of activities and that there continued to be an increase in the volume and complexity of these activities particularly in the areas of finance and estates and buildings. LEAN principles were now embedded across CSG with plans for this approach to be expanded across the wider University and many areas within CSG now had IIP accreditation. CSG would continue during 2012/2013 to focus on the three University strategic objectives as measured against the Group's KPIs.

3.5 ISG Paper C5

The plan, following consultation across the University, concentrated on ensuring sustainability of core services in an expanding environment with input into the delivery of key projects, University and IS led: PURE/REF, enhanced student support system, distance learning initiative, reenergised website, data storage and shared timetabling against a background of transparent budgeting. The liaison with E&B re IT infrastructure was noted and that proposals would be brought to a future CMG re Library materials. ISG was asked to provide a breakdown of its budget in the same way as had been provided by CGS and SASG.

3.6 SASG Paper C6

Key areas for SASG were around meeting current and anticipated student expectations, improving the student experience, ensuring resource growth, managing various University risks, and taking forward compliance and regulatory issues both internal and external. The significant increase in service demand had led to under resourcing in student specific areas and to address this, as well as the additional in-year resources already agreed, the plan was seeking additional resources in 2012/2013 to maintain and improve service delivery and deal with increased volume and complexity of external demands.

CMG was supportive of increasing resources given the increased demands being placed on SASG.

3.7 Student Unions Paper C7

EUSA

In order to continue and improve services additional resources were requested; it was not sustainable for the shortfall in grant income to be met from trading surpluses. Also in order to improve EUSA facilities it was further requested that specific funds be ring fenced within E&B to improve the University owned EUSA premises.

CMG endorsed PSG's request that the final version of the EUSA plan should include details of EUSA's overall finances, not just the budget provided by the University.

EUSU

CMG was supportive of the request for additional resources of £9,000 to

support non-competitive sport.

4 FINANCE UPDATE (CLOSED) Paper D

CMG noted the position re the SBS pension scheme.

5 NURSERY FACILITY

It was noted that there had been media interest in the future of Uni-Tots Nursery, a facility run within the Department of Psychology and used to support research and teaching within the department as well as nursery provision. Although no formal decision had yet been taken, there had been discussion on the continuing requirement for this facility within the Department and this issue was being taken forward as part of the overall discussion on future nursery provision within the University. Assurance had been given that the Uni-Tots Nursery would not close until alternative provision had been made.

FOR INFORMATION/FORMAL APPROVAL

6 DRAFT FINANCIAL REGULATIONS (CLOSED) Paper E

CMG noted progress and that the final Regulations would be approved by the Finance and General Purposes Committee.

7 REPORT FROM ESTATES COMMITTEE (CLOSED) Paper F

The recommendations as set out in the paper were endorsed by CMG.

8 REPORT FROM FEES STRATEGY GROUP Paper G

CMG approved the proposals in respect of: tuition fees for 2013/2014 for undergraduate, taught postgraduate and research postgraduate programmes, that those PGT programmes currently on standard fees or at points 0 or 1 on the PGT fee spine be reviewed by Colleges; Academic Registry fees for 2013/2014; tuition fees for selected programmes in CHSS and MVM for 2012/2013 and 2013/2014; revised streamline process to approve tuition fees; and continuation of the current policy for withdrawals by SLC and self-funded students.

9 REPORT FROM SUSTAINABILITY AND ENVIRONMENTAL ADVISORY GROUP Paper H

The SEAG report was noted. In particular, the 2012 updated Climate Action Plan was endorsed by CMG for onward transmission to Court, noting the University's difficulties in achieving the year on year reduction in carbon emissions given the increases in the estate and University activity. CMG further noted that there may be some conflicts in fully supporting the ethos of the Food for Life Project while being supportive of the healthy eating aspects. CMG further noted the achievements set out in the Social Responsibility and Sustainability Highlights Report 2010/2011.

10 REPORT OF STAFF COMMITTEE Paper I

CMG noted the report welcoming in particular the establishment of an

Advancing Gender Equality Steering Group and the discussions on relocation issues. In terms of the staff appeals against dismissal process, CMG noted the number and outcome of appeals lodged since its last meeting.

There had also been discussion with union colleagues on union consultation in taking forward major projects such as the shared timetabling project. CMG agreed that the current guidance on project management should be reviewed and that provision for engagement, where appropriate, with unions should be included.

- 11 DRAFT BIODIVERSITY POLICY Paper J**
- The draft Biodiversity Policy was endorsed by CMG and recommend to Court for approval.
- 12 BEACON – WAY FORWARD (CLOSED) Paper K**
- CMG was supportive of the approach outlined in the paper and of the benefits of continuing to take forward this initiative on a sustainable basis. It was agreed that the best location would be the Institute for Academic Development.
- 13 PROTOCOL BETWEEN THE UNIVERSITY AND POLICE Paper L
PROCUREMENT BENCHMARKING UPDATE (CLOSED)**
- The protocol was welcomed and fully endorsed by CMG. The procurement benchmarking exercise was commended.
- 14 RENAMING OF SCHOOLS Paper M**
- CMG approved the proposal to rename the School of Clinical Sciences and Community Health to the School of Clinical Sciences and to rename the School of Molecular and Clinical Medicine to the School of Molecular, Genetic and Population Health Sciences; both with effect from 1 August 2012.
- 15 PROPOSAL TO CREATE A NEW CHAIR OF SOCIOLOGY Paper N**
- CMG approved the proposal to establish a new Chair of Sociology.
- 16 DATES 2012/2013 Paper O**
- The dates for CMG meetings in 2012/2013 were noted.
- 17 OFFICE OF THE AMERICAS**
- CMG was pleased to note the appointment of Dalinda Perez Alvarez Rodriquez as Director of the new Office of the Americas; the Office is to be situated in Sao Paulo and will be launched later this year.
- 18 DATE OF NEXT MEETING**
- Wednesday, 18 April 2012 at 10.30 am in the Raeburn Room, Old College.

B

The University of Edinburgh

Central Management Group

18 April 2012

**Principal's Strategy Group Meeting
27 February 2012**

Amongst the items discussed were:

1. Annual Planning Submissions

Members considered the draft annual planning submissions from Colleges, Support Groups and the Student Unions and offered comments and suggestions in relation to each plan prior to discussion of the documents at CMG.

The University of Edinburgh

Central Management Group

18 April 2012



Brief description of the paper

Final planning submissions are attached for each of the Colleges, Support Groups and the Student Unions, along with the University's Corporate Statement.

Action requested

For discussion.

Resource implications

Resource implications are addressed in the plans and financial forecasts.

Included as part of each College/Support Group submission is a 3 year financial forecast.

Risk assessment

Through the Planning Guidance, Heads of College/Support Group were asked, having reviewed and updated their Risk Register in the light of their plans, to provide a brief commentary, and where practicable, a financial evaluation of the key risks and uncertainties which might cause failure to achieve budgets and plans, together with an indication of the specific plans to be taken to reduce or eliminate the major risks faced.

Equality and diversity

Equality and diversity issues should be addressed in each plan, in line with the University's Strategic Plan.

Freedom of information

Can this paper be included in open business? No

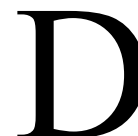
Disclosure would substantially prejudice the commercial interests of any person or organisation. The paper must be withheld until decisions are taken on the allocation of resources for 2012-13.

Any other relevant information

The Head of each College/Support Group will be invited to introduce his/her plan to CMG, after which there will be the opportunity for discussion of the major issues emerging from the planning submissions. The University Secretary will be invited to present the Student Unions' plans. The Director of Finance will be invited to present the University's Corporate Statement.

Originator of the paper

Alexis Cornish, Director of Planning and Deputy Secretary
4 April 2012



The University of Edinburgh

Central Management Group

18 April 2012

Draft Strategic Plan 2012-2016

Brief description of the paper

The paper provides CMG with a first full draft of the University's new Strategic Plan covering the period 2012-2016.

Action requested

For discussion.

Resource implications

Does the paper have resource implications? One of the purposes of the University's Strategic Plan is to inform the allocation of resources.

Risk Assessment

Monitoring of progress against the University's Strategic Plan targets forms a key element of the University's approach to risk assessment.

Equality and Diversity

The current Strategic Plan's 'Promoting equality, diversity, sustainability and social diversity' strategic theme details equality and diversity implications. The new plan will take this forward. The proposed structure for the new plan is set out on page 1.

Freedom of information

Can this paper be included in open business? No, the paper should remain closed until the Strategic Plan 2012-16 has been published.

Originator of the paper

Rona Smith, Senior Strategic Planner
Alexis Cornish, Director of Planning and Deputy Secretary



The University of Edinburgh

Central Management Group

18 April 2012

Proposals for the allocation of resources for 2012-13

Brief description of the paper

This paper contains the proposals for outcomes from the planning round for 2012-13 which were discussed at the Principal's Strategy Group on 2 April 2012.

Action requested

CMG is asked to comment on the proposals.

Resource implications

The proposals are based on revised estimates of the University's unrestricted income in 2012-13 prepared following receipt of the SFC grant letter for 2012-13 and Colleges estimates of unrestricted income in 2012-13.

Risk assessment

The major risk associated with the proposals is that Colleges will fail to hit their income generation targets. Colleges have assured us that these targets are realistic. Experience in operating NPRAS suggests that Colleges are increasingly producing more realistic estimates. Under NPRAS Colleges will suffer 80% clawback of any shortfall, thus reducing the risk to the University corporately.

Equality and diversity

Issues of equality and diversity are taken into account as part of the annual planning round.

Freedom of information

Can this paper be included in open business? No

Disclosure would substantially prejudice the commercial interests of any person or organisation. The paper must be withheld until decisions are taken on the allocation of resources for 2012-13.

Any other relevant information

To be presented by Nigel Brown, Senior Vice Principal, Planning, Resources and Research Policy.

Originator of the paper

Alexis Cornish, Director of Planning and Deputy Secretary

10 April 2012

The University of Edinburgh

Central Management Group

18 April 2012

Finance Update

Brief description of the paper

The paper summarises the latest activities which have financial implications for the University.

Action requested

The Group is asked to note the content and approve the approach being taken.

Resource implications

Does the paper have resource implications? Yes. It explains issues that are impacting on the University's financial position.

Risk assessment

Does the paper include a risk assessment? No, but it highlights financial risks.

Equality and diversity

Does the paper have equality and diversity implications? No

Freedom of information

Can this paper be included in open business? No

Its disclosure would substantially prejudice the commercial interests of any person or organisation.

For how long must the paper be withheld? 2 years

Originator of the paper

Jon Gorringe, Director of Finance
06 April 2012



The University of Edinburgh

Central Management Group

18 April 2012

Managers Guidance for Starting Salaries

Brief description of the paper

The paper provides guidance for managers required to decide upon an appropriate starting salary within a specified grade. The guidance reflects prevailing good practice, however, has been written as guidance rather than policy to enable a degree of flexibility where justifiable argument permits.

Action requested

The Central Management Group is asked to approve this document.

Resource implications

The volume of advice required from College/Support Groups HR teams may initially increase as the guidance will reinforce a number of existing principles already in place within the University. UHRS will monitor starting salaries on an annual basis and analyse these according to equality characteristics within the equal pay audits. A report will be provided to relevant the committees concerned particularly with gender equality indicators.

Equality and Diversity Implications

This guidance is part of a number of actions being adopted to try to assess the reasons for, and to reduce where possible, the gender pay gap. Therefore, the equality and diversity implications of this paper are wholly positive. The guidance highlights the legal responsibility of appointing managers to reinforce the requirement to make robust and legally defensible decisions and takes recent case law into account. The guidance was written with reference to the Equality and Human Rights Commission's Employers Guidance on Starting Pay. An Equality Impact Assessment will be carried out.

Risk Assessment

No known risks.

Freedom of Information

Can this paper be included in open business? No

Originator of paper

Lindsey Miller
Senior Partner Reward



The University of Edinburgh

Central Management Group

18 April 2012

Voluntary Severance Guidance

Brief description of the paper

This paper introduces to CMG the revised guidance and management case template for use by HR colleagues, and Heads of School, Colleges and Support Departments when making decisions to offer employees voluntary severance packages.

It also includes the authorisation processes to ensure that the appropriate level of authorisation is given in all cases.

Action requested

To consider and agree the guidance and management case template for immediate use within the University.

Resource implications

Nil

Equality and Diversity Implications

Nil

Risk Assessment

This guidance has been developed in consultation with Finance, Audit and HR Colleagues to ensure that there is minimal risk to the University in financial and audit terms.

The authorisation processes for voluntary severance cases have been designed so as to minimise any risk of incorrect payments being made to employees, and to ensure that decisions taken to offer voluntary severance are in line with specific guidance.

Freedom of Information

Can this paper be included in open business? No

For how long must the paper be withheld? TBC (It would not be appropriate to publish the guidance and management case template on the UoE Website)

Originator of paper

Dave Rigby
Senior HR Partner, Employee Relations

The University of Edinburgh

Central Management Group

18 April 2012

**Management Accounts
Seven Months to 29 February 2012**

I

Brief description of the paper

The University's top-level Management Accounts are presented, including summaries for each College and Support Group.

Action requested

The paper is for information.

Resource implications

None.

Risk Assessment

The continuing financial health of the University.

Equality and Diversity

None

Any other relevant information

None.

Originator of the paper

David Montgomery
Deputy Director of Finance

9 April 2012

Freedom of information

Can this paper be included in open business? No

Its disclosure would substantially prejudice the commercial interests of any person or organisation

The paper should be withheld until after publication of the University's Annual Accounts for 2011-12 (i.e. 31st December 2012).

The University of Edinburgh

Central Management Group

18 April 2012

Quarter 2 Management Accounts Forecast 2011-12

Brief description of the paper

The University Group's top-level Quarter 2 Management Accounts Forecast for 2011-12 is presented. This forecast is presented on a group basis (i.e. including subsidiary companies), as in the annual accounts.

Action requested

The paper is for information and discussion.

Resource implications

As indicated in the paper.

Risk Assessment

The continuing financial health of the University.

Equality and Diversity

None.

Any other relevant information

None.

Freedom of information

Can this paper be included in open business? No

Its disclosure would substantially prejudice the commercial interests of any person or organisation.

The paper should be withheld until after publication of the University's Annual Accounts for 2011-12 (i.e. 31st December 2012).

Originator of the paper

David C.I.Montgomery
Deputy Director of Finance

22 March 2012

The University of Edinburgh

Central Management Group

18 April 2012

K

**Annual TRAC Return, fEC Research Overhead Rates and TRAC for Teaching Submissions
2010/11**

Brief description of the paper

The University's Annual TRAC Return for 2010/11 is presented, along with a summary of corresponding full economic cost overhead rates for research, and the University's TRAC for Teaching return 2010/11.

Action requested

The paper is for information.

Resource implications

Understanding the University's cost structure underpins its pricing strategies and future sustainability.

Risk Assessment

The continuing financial health of the University.

Equality and Diversity

None

Any other relevant information

None.

Originator of the paper

Julia Miflin
Emma Lyall
2 April 2012

Freedom of information

Can this paper be included in open business? No

Its disclosure would substantially prejudice the commercial interests of any person or organisation.

The paper should be withheld until after publication of the University's Annual Accounts for 2011/12 (i.e. 31st December 2012).



The University of Edinburgh

Central Management Group

18 April 2012

**Equal and Diversity Monitoring and Research Committee
Third Report**

Brief description of the paper

The third report from the Equality and Diversity Monitoring and Research Committee (EDMARC) reports on student and staff data for the University of Edinburgh.

This report focuses on student data for 2011/12 and looks at the equality dimensions of gender, disability and ethnicity for undergraduate, postgraduate taught and postgraduate research entrants. This year there is a spotlight section focussing on social class and previous institution data.

This summary identifies the main points from the staff and student reports. The full reports can be obtained from the following weblink:

<https://www.wiki.ed.ac.uk/display/UCC/Central+Management+Group>

Action requested

For information

Resource implications

No

Risk assessment

There would be risks associated with not publishing these data since we are required to do so under the terms of the Race Relations (Amendment) Act 2000. The data contained in the EDMARC reports is also used to provide updates to the Gender and Disability Equality Schemes within the University.

Equality and diversity

There will be implications from the findings of this report and these will be discussed by the Equal Opportunities Sub-committee and may be the subject of further reports.

Freedom of information

Can this paper be included in open business? Yes

Any other relevant information

The paper will be presented to CMG by Vice Principal Professor Lorraine Waterhouse

Originator of the paper

Professor Sarah Cunningham-Burley
Andrew Quickfall, Governance and Strategic Planning



EQUALITY AND DIVERSITY MONITORING AND RESEARCH COMMITTEE (EDMARC)

THIRD REPORT EXECUTIVE SUMMARY

Introduction

The third EDMARC report provides analyses of student and staff data by the key equality dimensions of gender, age, disability and ethnicity. The report supports the monitoring of equality and diversity within the University of Edinburgh. This year's spotlight focuses on Social class and the previous institution of students.

This summary identifies the main points from the staff and student reports. The full reports can be obtained from the following weblink, <https://www.wiki.ed.ac.uk/display/UCC/Central+Management+Group> or by contacting Andrew Quickfall in Governance and Strategic Planning, telephone: 0131 651 4104 or email: Andrew.Quickfall@ed.ac.uk.

Students

Undergraduate

Intakes of female students remains steady, 60% of undergraduate entrants were female in 2010/11. There remain gender differences between colleges, however it is encouraging that the proportion of women in the College of Science and Engineering (44%) is comparable with national research carried out by the Equality Challenge Unit on the proportion of women studying SET (Science, Engineering and Technology) subjects.

The proportion of undergraduate students with a registered disability is 9%.

The overall proportion of UK-domiciled ethnic minority undergraduate entrants was 6.3% in 2009/10. The proportion of ethnic minority students has remained consistent for the last three years.

For the analysis of undergraduate outcomes, the proportion of students who withdraw permanently and prematurely without an award is used as the measure. Male students are more likely to withdraw from their programme of study, although it is encouraging that in the College of Humanities and Social Science the gap between male and female students withdrawing has been reduced. Female students continue to outperform men in achieving a first or upper class second degree award.

It is noteworthy that for the third year running, disabled students have a lower withdrawal rate compared to non-disabled students and the difference between disabled and non-disabled students achieving a first or upper class second degree is at its lowest level for six years.

There is no significant difference between the withdrawal rates of ethnic minority and white students. For the first time, the proportion of ethnic minority students achieving a first or upper class second degree is higher than the proportion of white students.

Postgraduate Taught

Since 2001/02 the number of Postgraduate Taught entrants has risen considerably in the University. The overall proportion of female entrants in 2010/11 was 57%. Subject differences remain at postgraduate taught level, with HSS attracting the highest proportion of female entrants. PGT entrants with a registered disability have increased over the period to 4.9%. The proportion of UK-domiciled entrants from an ethnic minority background has also increased to 9.4%.

Outcomes of PGT entrants show that male students continue to be more likely to withdraw from their programme of study, although it is encouraging that the gender gap has reduced from last year.

There is little difference between the outcomes of disabled and non-disabled entrants and it is encouraging that high withdrawal rates of disabled entrants in 2005/06 and 2006/07 have reduced to a level equivalent to that of non-disabled entrants.

Postgraduate Research

For postgraduate research entrants the proportion of female entrants is 50% although there remain subject gender differences between the colleges with CHSS and CMVM having a higher proportional intake of female students. The proportion of entrants registering a disability is 6%. The proportion of UK-domiciled entrants from an ethnic minority background is 7.7%. The College of Medicine and Veterinary Medicine has the highest proportion of ethnic minority PGR entrants.

Postgraduate Research withdrawal rates are higher among men, although there has been a significant drop for 2005/06 entrants to the University and is the lowest for five years.

Comparison data

The proportion of female entrants for first degree, postgraduate taught and postgraduate research are all above the Russell Group average. The University of Edinburgh have a higher than average proportion of students with a declared disability compared to the Russell Group as a whole.

Comparisons for ethnicity show a mixed pattern when compared with other Edinburgh institutions, Scottish institutions and the Russell Group.

Staff

Academic Staff

Staff data is a snapshot of the staff database, as at 31 July 2011. There remains an under-representation of women in senior academic posts. For academic staff in grade UE09, 33% are female and 19% of grade 10 staff are women.

Women are more likely to be employed on a fixed-term contract, although there is no gender difference for Research-only staff. Comparison of data with other Russell Group institutions shows that the University of Edinburgh has one of the smallest differences between male and female academic staff employed on fixed-term contracts.

The proportion of UK nationality academic staff who are from an ethnic minority background is 4.7% in 2010-11. For non-UK nationality staff the proportion of staff from an ethnic minority background is 21.1% for 2010-11. Comparison to other institutions shows that the University of Edinburgh has a higher proportion of UK-nationality staff from ethnic minorities than the average for Scottish institutions. Ethnic minority academic staff are more likely to be employed on a fixed-term contract than a white academic member of staff.

Professional Support Staff

For Professional Support Staff there remains a lower representation of women in higher grades UE08, UE09 and UE10. 33% of posts at grade UE10 are occupied by women, compared to 26% in 2009/10. When compared to the proportion of women in academic posts, women are better represented in the higher grades for professional support staff; in grade UE10 only 19% of academic posts are women compared with 33% for professional support staff. At UE09 women are slightly better represented in professional support posts with 43% female compared with 33% for academic staff.

The proportion of UK nationality ethnic minority professional support staff is 1.9%. For non-UK nationality staff the proportion of professional support staff from an ethnic minority background was 22.2% in 2010-11. Comparison with other institutions shows that the University of Edinburgh has a higher proportion of ethnic minority professional support staff than other Scottish institutions.

Disability

Staff declaring a disability are presented here separately and at an aggregated University level as the figures are too small to be split by staff type. The overall proportion of staff headcount (excluding HTBN staff) is 1.8% which includes academic and professional support staff. The proportion of staff declaring a disability in last years EDMARC report was 2.1%.

Spotlight on social class and previous institution

There are different ways of presenting measures of social class data. It is important to present different figures on social class and widening access as there are dangers relying on only one measure. Two of the primary measures are presented here; The National Statistics Socio-economic Classification (NS-SEC) and the Scottish Index of Multiple Deprivation (SIMD). It is likely that the Scottish Funding Council will use the SIMD as the widening access measure in the forthcoming outcome agreements for 2012/13.

Using the NS-SEC measure, the proportion of young, full-time first degree entrants from low social classes has increased slightly from 15.3% in 2003/04 to 16.5% 2009/10. Within the Russell Group, the University of Edinburgh is one of only six institutions to increase the proportion of entrants from low social class.

A breakdown of undergraduate entrant figures shows that the Colleges of HSS and CSE are comparable in admitting similar proportions of students from low social classes. A breakdown by School shows that proportions of UK-domiciled undergraduate entrants with a low social class are highest in the schools of Education (26%), Chemistry (23%), ACE (22%) and Engineering (22%). Schools within the College of Science and Engineering are more likely to recruit students from lower social classes.

The majority of UK-domiciled undergraduate entrants from low social classes were recruited from Edinburgh and the Lothians (26%) compared with Scotland-wide (21%) and the rest of UK (15%). The higher proportion of students from low social classes in Edinburgh and the Lothians can be attributed to the outreach work that the University does, the LEAPS admissions pledge and that students from lower social classes are less geographically mobile than others.

Scottish Index of Multiple Deprivation (SIMD) data shows that the University of Edinburgh had 3.2% of its population in MD20 (the bottom 20% of postcodes) and 11.3% in MD40 (the bottom 40% of postcodes) in 2009/10. Analysis of the SIMD data by School shows that the majority of MD20 students are recruited into the College of Humanities and Social Science, although the School of Physics and Astronomy has the highest proportion intake.

The Lothian Equal Access Programme for Schools (LEAPS) supports students from schools with information and encouragement to apply to higher education. The vast majority (81%) of LEAPS students are the first in their family to attend higher education. The University of Edinburgh takes in the highest number of LEAPS eligible students of LEAPS partner institutions. Over the last ten years, students from LEAPS entering the University of Edinburgh have increased from 103 in 2001/02 to 280 in 2010/11.

The proportion of undergraduate entrants to the University from state schools or colleges has risen from 65.3% in 2003/04 to 70.4% in 2009/10. The proportion of entrants from independent schools has decreased from 34.1% in 2003/04 to 24% in 2010/11 while entrants from Further Education colleges has risen from 6.6% to 10.6% over the same period.

*Professor Sarah Cunningham-Burley, Chair of EDMARC
Andrew Quickfall, Governance and Strategic Planning
April 2012*

The University of Edinburgh

Central Management Group

18 April 2012



Health and Safety Quarterly Report (Jan-Mar 2012)

Brief description of the paper

This Paper presents information on accidents/ incidents statistics, and other developments and issues in health and safety, which have occurred during the quarterly period January to March 2012.

Nine incidents which were Reportable to the Enforcing Authorities are summarised, 5 of which were Reportable because a member of the public (postgraduate or undergraduate) attended hospital for assessment and/or treatment. 1 Specified Major Injury was reported; 3 injuries which led to more than 3 days absence from work are also included.

Developments and issues also covered include: (1) Review of the University Health and Safety Policy (2) Fire (Scotland) Act – Duty Holders (3) High School Yards Laboratories (4) Travel Risk Management Review (5) Behavioural Safety Training Programme (6) University Emergency Telephone Numbers (7) International Safety Award.

Action requested

CMG is requested to note the content of this paper, including the more detailed accident etc. statistical information in the Appendix.

Resource implications

No direct resource implications.

Risk Assessment

Not relevant.

Equality and Diversity

No particular equality and diversity implications.

Any other relevant information

None

Freedom of information

Can this paper be included in open business? Yes

Originator of the paper

Karen Darling/Alastair G. Reid, Deputy/Director of Health and Safety, 6 April 2012

Health and Safety Quarterly Report 2011/2012

Quarterly reporting period: 1st January 2012 – 31st March 2012

Accidents and Incidents

Type of Accident/Incident	Quarter 2 Jan-Mar 2012	Quarter 2 Jan-Mar 2011	Year to Date 1 Oct 2011 – 31 Mar 2012	Year to Date 1 Oct 2010 – 31 Mar 2011
Fatality	0	0	0	0
Specified Major Injury	1	3	2	5
> 3 day Absence	2	4	3	6
Public to Hospital	6	6	10	7
Reportable Dangerous Occurrences	0	0	0	1
Disease	0	0	0	1
Total Reportable Accidents / Incidents	9	13	15	20
Total Non-Reportable Accidents / Incidents	95	96	214	212
Total Accidents / Incidents	104	109	229	232

Further information by College/Support Group is shown in Appendix One

Incidents reported to the Enforcing Authorities during the quarter:

- Employee was using an after-hours door when a strong gust of wind slammed the door shut, trapping her hand, resulting in two fractured fingers. Modifications have been made to the building's main revolving door to enable after-hours use. (*>3 day injury*).
- Postgraduate student was using a flatbed grinder to grind glass. The glass was held incorrectly allowing the IP's finger to come into contact with the grinding disc. This resulted in removal of part of fingernail; IP attended hospital for minor injury. The IP was trained and experienced in the use of the grinder. (*Public to Hospital*).
- Visitor tripped over kerb outside the Chaplaincy building, striking her face on pavement. IP had reported recent problems with her balance. The slightly raised kerb has now been painted bright yellow to highlight its presence. (*>3 day injury*).
- Employee was hit by the head of a dog, which was being placed on its side during a veterinary procedure. IP attended hospital, where X-rays confirmed a dislocated jaw, and a fracture to the top of the mandible (likely to be related to IP's congenital bone condition). Procedures were reviewed and no changes were considered necessary. (*Specified Major Injury*).
- Employee struck their hand against a white board marker pen tray whilst dry mopping a corridor. The pen tray has been removed to avoid a re-occurrence. (*>3 day injury*).
- Undergraduate was bitten by a sedated horse, whilst trying to remove hay from the horse's mouth. This resulted in a crush injury to the middle finger, left hand. Procedures are now in place to ensure that stalls are free from hay, prior to being occupied by a sedated animal. (*Public to Hospital*).

Incidents reported to the Enforcing Authorities during the quarter (cont.):

- Visitor tripped on the edge of the concrete tiered seating in a grandstand at Peffermill, sustaining a head injury. IP was taken to hospital as a precaution. No defect in stairway. (*Public to Hospital*).
- Undergraduate was carrying a spherical glass object. The IP's right arm came into contact with a sharp projection on the glass resulting in a deep cut to the arm. Refresher information on the potential hazards when handling glass items to be provided on a more regular basis. (*Public to Hospital*).
- Visitor was opening a fire door when the wood strip above the door came loose, striking the IP on the head. The door closure had been fitted incorrectly. The door closure was re-fitted correctly that morning and the other doors in the building were checked. (*Public to Hospital*).

Issues and Developments

Review of University Health and Safety Policy

The current golden copy of the University Health and Safety Policy appears on the Health and Safety www site, and has stood the test of time reasonably well. Some sections have seen little change for some time, whilst others have been substantially altered to keep them up to date with changes in legislation and practice.

A comprehensive review of the central Policy is overdue, and is about to commence, with a view to producing a new, more concise Policy document, together with clearly defined supporting guidance and codes of practice. The target date for completing this review, and publishing a new version of the Health and Safety Policy, is the end of 2012.

Fire (Scotland) Act – Duty Holders

The Fire (Scotland) Act 2005 provides that employers have a general duty to ensure, so far as is reasonably practicable, the safety of their employees in respect of harm caused by fire in the workplace. The Act also places an equal duty on employees whilst “at work” to take, in respect of fire safety, reasonable care of themselves and any other relevant person who may be affected by their acts or omissions.

In the case of the University as an employer, the “Duty Holder” with respect to these requirements is the University Court. However, on a day to day basis, the responsibility for ensuring these duties are undertaken is delegated through the Principal to managers at College and School levels, and below. This is also in line with the Health and Safety at Work Act, and is outlined in the current University Health and Safety Policy Framework. The Act also focuses on those persons with a day to day responsibility for the safe operation and maintenance of, and the provision of fire safety measures in, buildings.

Health and Safety Committee confirmed that the “appointment” of the Duty Holder should relate only to the University Court, and that the new edition of the University Health and Safety Policy should state this, but should also include a table of devolved management responsibilities, at an appropriate section.

High School Yards Laboratories

Significant safety issues arose in late 2011 in relation to work being carried out in Geosciences' laboratory suite at High School Yards. Evolution of use of the facility, for both research and contract service provision, had outstripped the capabilities of the laboratory control measures, in particular its cohort of laboratory fume cupboards, which were no longer fit for purpose.

This resulted in the closure of the suite in December 2011, so that necessary remedial work could be assessed and implemented. A specialist waste disposal operation has been completed, and short term solutions have been applied to allow the laboratories to be brought back into service as soon as is practicable.

Discussions are in progress regarding longer term solutions, to enable the provision of a modern facility which is fit for purpose, involving the College Of Science and Engineering, School of Geosciences, Estates and Buildings, and Health and Safety.

Travel Risk Management Review

The Health and Safety Department is currently taking forward a project, in partnership with Aon, the University's Insurance Brokers, to review the University's risk management policy, arrangements and guidance on overseas travel. The review consists of three main phases:

- *Conduct a review of current policy, guidance and arrangements with corporate stakeholders.*
- *Visit relevant Schools and Support Units to find out what policies and arrangements are currently in place, and gauge what central information and guidance would be helpful.*
- *Prepare a report and present findings and recommendations to the corporate level stakeholders as part of a workshop designed to produce an action plan for the development of policy and guidance on overseas travel risk management.*

The feedback from this Review will also be presented to stakeholders in the Schools and Support Units at a joint conference hosted by the Health and Safety Department and the International Office in September 2012.

Behavioural Safety Training Programme

The Director of Corporate Services and the Director of Health and Safety regularly review our significant individual accidents and incidents; the Health and Safety Committee receives the annual survey report on accidents and incidents, and is appraised of any major events in the course of its regular meetings.

A growing conclusion is that the majority of our significant accidents often appear to carry little in the way of preventability, and distil to issues of personal awareness and responsibility, rather than to any breakdown in systems or procedures.

Behavioural Safety Training Programme (cont.)

Campaigns which simply ask people to be more responsible seem likely to have limited value, so we have agreed to implement a programme of behavioural safety workshops over the next year or so, possibly in conjunction with the Edinburgh-based Keil Centre – respected occupational psychologists with whom the University worked successfully during the CHASTE Project.

This programme will initially be targeted at our cohort of full time professional Health and Safety Managers in the Colleges and Schools, with the possibility of broadening it out to our raft of part-time School etc. Health and Safety Advisers, in due course. A cascade approach could then hopefully be implemented.

University Emergency Telephone Numbers

The Health and Safety and Security Departments are evolving procedures to enhance consistency across the University, with regard to the means of contacting the Emergency Services. In particular, modernisation of telephone systems should allow a 3-way dialogue, including First Aiders, security personnel and the Emergency Services, in situations in which a casualty is receiving attention.

International Safety Award

The University has been awarded the British Safety Council International Safety Award for 2012, with Merit – the second year running we have been successful in achieving this recognition.

Alastair Reid
Director of Health and Safety
06/04/2012

Accidents & Incidents

Quarterly period: 01/01/2012 – 31/03/2012

Year to Date Period: 01/10/2011 – 31/03/2012

(Second Quarter)

COLLEGE / GROUP	REPORTABLE (TO HSE) ACCIDENTS / INCIDENTS														TOTAL Non-Reportable Accidents / Incidents		TOTAL ACCIDENTS / INCIDENTS	
	Fatality		Specified Major Injury		>3 day absence		Public to Hospital		Dangerous Occurrences		Diseases		TOTAL Reportable Acc / Inc		Qtr	Ytd	Qtr	Ytd
	Qtr	Ytd	Qtr	Ytd	Qtr	Ytd	Qtr	Ytd	Qtr	Ytd	Qtr	Ytd	Qtr	Ytd				
Humanities & Social Science	-	-	-	-	-	-	3	4	-	-	-	-	3	4	2	8	5	12
Science & Engineering	-	-	-	-	1	1	-	2	-	-	-	-	1	3	26	60	27	63
Medicine & Veterinary Med.	-	-	1	1	-	-	1	1	-	-	-	-	2	2	25	59	27	61
SASG	-	-	-	-	-	-	1	1	-	-	-	-	1	1	0	2	1	3
Corporate Services Group	-	-	-	1	1	2	1	2	-	-	-	-	2	5	41	83	43	88
ISG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	2
Other Units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
UNIVERSITY	-	-	1	2	2	3	6	10	-	-	-	-	9	15	95	214	104	229

* Units noted below taken from organisational hierarchy report 03/08/11 - <http://www.ed.ac.uk/schools-departments/governance-strategic-planning/organisational-hierarchy/current-org-hierarchy>

SASG: Student and Academic Services Group: Biological Services, Communications and Marketing, Development and Alumni, Governance and Strategic Planning, Student and Academic Services, Student Recruitment and Admissions, Student Services

ISG: Information Services Group: Applications, Digital Curation Centre, EDINA & Data Library, Information Services Corporate, Infrastructure, Library and Collections, User Services Division

CSG: Corporate Services Group: Accommodation Services, Centre for sport and Exercise, Corporate Services Group, Edinburgh Research and Innovation, Edinburgh University Press, Estates and Buildings, Finance, Human Resources, Internal Audit, Procurement Office (inc. Printing Services)

Other: Students Association, Sports Union, Talbot Rice Gallery, Associated Institutions.



The University of Edinburgh

Central Management Group

18 April 2012

**New Procurement Law
Public Contracts (Scotland) Regulations 2012 SSI 2012(88)**

Brief description of the paper

The purpose of this paper is to update on the new legislative changes coming from Scots law, which will help us to protect the University's reputation in regards to unethical business practices.

- (a) Legal Compliance using appropriate terminology, updating internal advice;
- (b) maximising the benefit of procurement strategies (compliant and monitored); and
- (c) security services should not be acquired without seeking internal advice.

Action requested

CMG is invited to note and endorse.

Resource implications

Does the paper have resource implications? Yes

See item (a).

Risk Assessment

Does the paper include a risk analysis? Yes

See item (b).

Freedom of Information

Can this paper be included in open business? Yes

Originator of the paper

Karen Bowman
Director of Procurement
30th March 2012

New Procurement Law

Public Contracts (Scotland) Regulations 2012 SSI 2012(88)

Further to the closed paper to last CMG on Protocol with Lothian and Borders Police, CMG is hereby informed of new legislative changes coming from Scots Law in the next quarter, which will help us to protect the University's reputation in regards to unethical business practices. Specific comments follow regarding compliance route.

- (i) **Public Contracts (Scotland) Regulations 2012 apply to the University** and will replace the current law which is usually described as "*Public Contracts (Scotland) Regulations 2006, S.I (1) 2006 as amended*" e.g. it was reported to CMG when amended for new EU Remedies in 2009.
- (ii) New Scottish Statutory Instrument 2012(88) is effective on **1st May 2012**.

Colleagues with delegated authority (e.g. Principal, Heads of Colleges/Support Groups or Estates Committee or other Committees of Court) and devolved budget-holders or authorised signatories need to apply new legislation from 1st May 2012.

This requires some administrative effort and procurement governance shown below:

(a) Legal Compliance using appropriate terminology, updating internal advice

To be legally compliant, references in University policies, procedures, invitation to tender/quote documents and websites have to be amended. There does not appear to be a simple way to do it, so it will take some effort, and is not trivial.

Colleagues should be clearly instructed NOT to use previous documents as models for drafting up invitations to tender or in preparing documents specifying goods, services or works to ensure that the new law is referenced. Whilst it may seem a minor issue, we were advised at Scottish Public Procurement Policy Forum, that a legal challenge to a procurement process or contract award could successfully be mounted in court on these grounds alone i.e. that a publicly funded organisation was tendering or let contracts under out of date legislation, because of references in the documentation.

We are awaiting confirmation of adequate funds in CSG to appoint a shared in-house resource for ERI and Procurement Office to support the legal services required for contracting in the light of the constantly increasing and complex legal obligations on our third party acquisitions (goods, services works). Contracts let on behalf of the University must comply with the new regulations and process.

Most obligations are similar but colleagues should either use University compliant strategies, our contracts / framework agreements (e.g. on PECOS) or seek help.

Planning to buy and agreed procurement journey is first, before contacting firms.

(b) Maximising the Benefit of procurement strategies (compliant and monitored)

Apart from simple referencing, the new regulations add specific benefits in relation to assisting the University to ensure compliance through procurements that we proposed in terms of the Bribery Act and Criminal Justice and Licensing (Scotland) Act, both 2010, and thus reducing negative impact on reputation from possible unethical or criminal behaviour by third parties, interested in doing business with, or developing relationships with, the University. The new law and our sustainable procurement strategies, of adapting the Scottish Government's professional buying tools and using consistent processes, allow the University, where it uses these contracts, to demonstrate adequate procedures, particularly relevant if the University had to mount a corporate defence re Bribery Act 2010.

Firms linked to people convicted of new bribery offences or involvement in serious organised crime offences will now be barred from bidding for public sector contracts under these new regulations. But checks will be required.

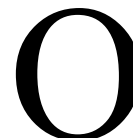
Of course the University's main risk in this regards remains the devolved responsibility for purchasing of goods and services, whereby delegated authority and their authorised signatories staff, or other colleagues who manage people or budgets including research principal investigators need to be cognisant of the benefit of using University's existing contracts where the University's legal obligations are met, compared to perhaps sometimes cheaper offers or alternate own sourced suppliers or quotes, where compliance risk remains but is devolved.

(c) Security Services should not be acquired without seeking internal advice

The University provides most (ideally it would be all from the point of view of this specific risk) security services in- house from staff that we vet and manage, and specific recommendations have been made to ISG and ECA quite recently. The introduction of the new Public Contracts Scotland (2012) Regulations on 1st May, follows measures put in place in 2010, by Scottish Government, to ensure only firms who are members of the *UK Security Industry Authority Approved Contractor Scheme* would be awarded contracts to guard public sector construction sites. The Procurement Office are working with Estates (Security) to incorporate this into any tenders. So anyone seeking security services at all MUST contact University Security and NOT directly engage security firms.

Action Requested CMG is asked to NOTE and ENDORSE that

- (i) Public Contracts (Scotland) Regulations 2012 SSI 2012(88) apply.**
- (ii) Delegated authorities and all staff will adhere to the new regulations or seek procurement advice at the earliest point in planning to buy.**
- (iii) Budget holders will use the University's sustainable procurement strategies & contracts, and/or collaborative tenders, for compliance.**
- (iv) Any Security Services MUST NOT be engaged without consulting, in advance, the University Security (Estates and Buildings Department).**



The University of Edinburgh

Central Management Group

18 April 2012

Proposal to create a Chair of Public Policy

The School of Social and Political Science wishes to create a Chair in Public Policy within the College of Humanities and Social Science at the University of Edinburgh.

The Chair will be held in the subject area of Politics and International Relations.

The Chair will provide

- Leadership and growth in the Academy of Government teaching programmes, strengthening links as appropriate with other Schools and Colleges within the University of Edinburgh, and also with other Universities in the UK and beyond.
- Undergraduate and PG teaching on courses within his/her specialist area, and contributions to new distance learning initiatives, harnessing and developing core PIR strengths in devolution, divided societies, gender, and multilevel governance.
- Outstanding achievement in research and compelling strategies and leadership in the development of research in public policy
- Strengthened links to user communities, improving PIR and SPS knowledge exchange and outreach activities.

This commitment is an item in the School Plan from 2012/13 as part of its investment plan.

CMG is invited to recommend to Court and Senate the adoption of the appropriate resolution.

Action requested

For approval.

Resource implications

Does the paper have resource implications?

Yes

Risk assessment

Does the paper include a risk analysis? No

Equality and diversity

Does the paper have equality and diversity implications? No

Freedom of information

Can this paper be included in open business? Yes

Originator of the paper

Professor Dorothy Miell
Vice-Principal and Head of College of Humanities and Social Science
3rd April 2012



The University of Edinburgh

Central Management Group

18 April 2012

Establishment of Chair of Veterinary and Comparative Pathology

Brief description of the paper

The Royal (Dick) School of Veterinary Studies, College of Medicine and Veterinary Medicine, wishes to establish a Chair of Veterinary and Comparative Pathology.

Action requested

To recommend establishment of the new Chair.

Resource implications

Does the paper have resource implications? Yes

The Chair will be a replacement post funded 50% by core funds from the School salary budget and also funded 50% by Roslin Institute.

Risk Assessment

Does the paper include a risk analysis? No

Equality and Diversity

Does the paper have equality and diversity implications? No

Freedom of information

Can this paper be included in open business? Yes

Originator of the paper

Professor David J Argyle
Head of School
Royal (Dick) School of Veterinary Studies
16 March 2012

CENTRAL MANAGEMENT GROUP

Establishment of Chair in Veterinary and Comparative Pathology

Following the resignation of Professor Elspeth Milne as Head of Veterinary Pathology, the School proposes the appointment of a Chair of Veterinary and Comparative Pathology.

The new Chair would be a shared position between the R(D)SVS and Roslin Institute and be responsible for the overall delivery of clinical, research and teaching pathology. In a move to harmonise the activities at the Easter Bush Campus, a shared pathology service is proposed between the R(D)SVS and Roslin Institute.

The Chair in Veterinary and Comparative Pathology would provide the leadership to support the developing strategic bid to the Wellcome Trust for a Centre of Comparative Pathology at the Easter Bush Campus. The Chair is an essential leadership position for this initiative.

CMG is invited to recommend to Court and Senate the adoption of the appropriate resolution.

Prof D J Argyle
Head of School
Royal (Dick) School of Veterinary Studies
16 March 2012



The University of Edinburgh

Central Management Group

April 2012 Meeting

Proposal to Establish a Chair of Economics

Brief description of the paper

The School of Economics seeks to create and appoint to a Chair of Economics. This will achieve a number of important strategic goals:

- The University explicitly aims to enhance its position as one of the world's leading research and teaching universities, and recognizes that to achieve this we must recruit and retain excellent researchers. Thus a key reason for requesting this appointment is to advance the School of Economics' strategy of broadening and deepening its research profile (including expanding its KE activity), which in turn will fulfil a strategic goal of maintaining and enhancing a stimulating research environment.
- More precisely, the School seeks to strengthen the research base of the School in advance of the forthcoming REF, leading to increased REF related income and making the School more attractive to high quality students and applicants for academic positions.
- The School also wishes to consolidate recent investments, in part linked to the SHEFC funded Scottish Institute for Research in Economics, and strengthen Edinburgh's leadership role in Economics in Scotland.
- At the PGR level, recruitment of PhD students in the School of Economics has in recent years been extremely strong, in part because of the international reputation the School now has in theoretical economics. It seeks to add to its capacity to supervise and to enhance its ability to cater for a demand for supervision in a broader range of topics.
- This appointment will make an important contribution to implementing the School's teaching and learning strategy. At a time when the School has record student numbers, including record numbers of overseas students, it is essential that it maintains the range and quality of teaching, particularly when the University has set itself the target of improving the student experience at Edinburgh. The School is anxious that for Economics undergraduates this experience be improved, and be reflected in measures such as a higher NSS score.
- To achieve our plans for income generation, including increasing grant income, requires high calibre academic staff. Hiring at the Chair level is an effective way to implement a strategy in which high quality teaching and supervision is undertaken by active researchers; this is particularly relevant to our plans to increase PGR and PGT income.

Financially, the School is in good health, and is confident that there will be a return in terms of increased REF income, increased PhD recruitment, successful grant applications, higher quality applications for future staff appointments, a lower student-staff ratio leading to a better student experience, and an enhanced reputation for academic excellence. The School also wishes to increase our ability to expand its PGT provision, including joint programmes with other schools.

Action requested

CMG is invited to recommend to Court and Senate the adoption of the appropriate Resolution.

Resource implications

Does the paper have resource implications?

The Chair is funded from School funds.

Risk assessment

Does the paper include a risk analysis? No

Equality and diversity

Does the paper have equality and diversity implications? No

Freedom of information

Can this paper be included in open business? Yes

Originator of the paper

Professor Dorothy Miell

Vice-Principal and Head of College of Humanities and Social Science

April 2012