



## COUNCIL

**Minutes of the 248<sup>th</sup> meeting of Council held on Wednesday 18 December 2019  
at 10.00am to 10.30am in the Vice-Chancellor's Office, Sussex House, or via telecon**

### **1. PRESENT**

Present: Dame Denise Holt (Chair), Professor Saul Becker, Ms Fran Barnard, Professor Kate O'Riordan, Professor Adam Tickell, Professor Mario Novelli, Mr Filip Vasilijevic.

Present via telecon: Ms Adrienne Fresko (Vice-Chair), Mr Tony Bullman, Ms Aleema Shivji, Mr Martin McCann, Mr Andy Bryant, Professor Stephen Caddick, Ms Jane Parsons, Professor Sir Peter Knight, Dr Gerhard Wolf.

In attendance: Dr Tim Westlake (Chief Operating Officer and University Secretary), Professor Stephen Shute (Pro Vice-Chancellor (Planning and Resources), Ms Wendy Czoglik (Change Manager), Ms Rowena Rowley (Head of Governance Services).

Apologies for absence were received from Ms Nadia Buyse, Ms Katie Ghose, Mr Mark Devlin, Ms Kirstin Baker, Mr Mark Fisher, Professor Steve McGuire, Mr David Curley.

### **2. DECLARATIONS OF INTEREST**

- 2.1 Council NOTED that both Professor Kate O'Riordan and Dr Gerhard Wolf are academic members of staff in the Schools proposed for merging, however this does not preclude them from taking part in the discussions at the meeting.

### **3. MINUTES**

- 3.1 Council NOTED that the minutes of the meeting held on 27 November 2019 will be considered at the next Council meeting in March 2020.

### **4. MATTERS ARISING**

- 4.1 Council NOTED that matters arising from previous meetings will be considered at the next Council meeting in March 2020.

### **5. COMBINATION OF THREE SCHOOLS AND THE SUSSEX CENTRE FOR LANGUAGE STUDIES**

- 5.1 Council CONSIDERED a proposal for the combination of the Schools of English; History, Art History and Philosophy (HAHP); Music, Film and Media (MFM) and the Sussex Centre for Language Studies into one School effective from August 2020 (paper C/248/1), noting that the proposal was unanimously recommended by Senate following discussion at a meeting held on 11 December 2019.

Items raised in discussion included:

- a) The detailed engagement process was commended for its thorough approach, however it was noted that care should be taken not to minimise the potential disruption that the merger might cause in its early transition stages, and the amount of work that would be necessary to ensure a smooth process, including continued engagement with the campus community. It was noted that the transitional phase from January to August 2020 had been designed to acknowledge and minimise potential disruption, and to ensure that existing ways of working could continue, particularly for REF preparation, during this period.
- b) It was agreed that the academic vision of the new combined School would need to be kept under review to ensure that its new shape was able to support and achieve this. One of the staff members of Council spoke to the benefits of the larger entity in terms of the opportunities particularly for the doctoral community and removal of barriers to research collaborations both in terms of budget and bureaucracy. It was agreed that the benefits of the larger School would be kept under review, noting that the merger had not been designed as a cost cutting exercise although efficiencies will be expected as part of the University-wide Integrated Planning and Budgetary Process which is underway. It was agreed that a post implementation review should be carried out 12 months after the formal transition in August 2020.
- c) The issues raised in the joint report from the unions had been acknowledged and addressed internally, some aspects, for example the request for all staff from the Schools involved to be invited to vote on the proposal, had also been raised and discussed at the Senate meeting. Professional Services staff had raised concerns about these roles within the Schools and it was noted that there was a programme in place to review the professional services staffing of all Schools, not just those merging, and this will be considered holistically.
- d) The allocation of resource to support the project management and change element of the merger has taken place. A specific Change Manager has been working on the project to date and will continue to support it through the transition phase. The Engagement Group, which includes both union and USSU representation, will reform as an advisory group to support and advise during this next phase.

5.2 Council NOTED the support of four members of Council who had sent their apologies for the meeting and APPROVED the combination of the Schools of English; History, Art History and Philosophy (HAHP); Music, Film and Media (MFM) and the Sussex Centre for Language Studies into one School effective from August 2020.

## **6. ANY OTHER BUSINESS**

6.1 No other business was raised.

## **7. DATES OF NEXT MEETINGS**

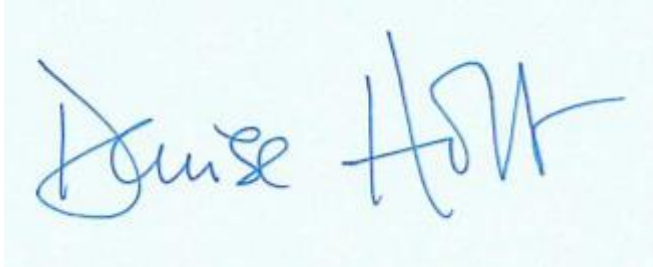
Tuesday 24 March 2020

Friday 3 July 2020

Dr Tim Westlake  
Secretary to Council

December 2019

Signed electronically with permission from the Chair, 24 March 2020

A handwritten signature in blue ink on a light blue background. The signature consists of the name "Denise" followed by the initials "HSW". The "D" in "Denise" is large and loops around the "e". The initials "HSW" are written in a cursive style.