

Academic Board
Meeting date 2 November 2022

Paper reference AB-22-11-02-03.1

Status Confirmed

Minutes

Academic Board is asked to approve the unconfirmed minutes of the previous meeting.

Date 29 June 2022, 14.00

Location Great Hall, Strand Campus

Composition		Members	Attendance 2020-21						
			03.11.21	08.12.21	09.03.22	20.04.22	29.06.22		
Ex officio	Chair of Academic Board, President & Principal	Professor Shitij Kapur	P	P	P	P	P		
	Senior Vice	SVP Academic (interim)	Professor Mike Curtis	P	P	P	A	P	
	Presidents & Vice Principals	SVP Service, People & Planning	Professor Evelyn Welch	P	P	P	P	P	
		SVP Health & Life Sciences	Professor Richard Trembath	P	P	P	P	P	
		VP Education	Professor Adam Fagan	P	P	P	P	P	
		VP Research	Professor Reza Razavi	P	P	P	P	A	
		VP Global Engagement	Professor 'Funmi Olonisakin	P	P	A	P	P	
		VP Communities & National Engagement	Baroness Bull	P	P	A	P	-	
	The Reverend the Dean		Rev'd Canon Dr Ellen Clark-King	P	P	P	P	P	
	The President of the Students' Union		Zahra Syed	P	P	A	P	P	
	KCLSU Vice Presidents Education	Vice President for Education (Arts & Sciences)	Hamza Lone	P	P	A	A	P	
		Vice President for Education (Health)	Fatimah Patel	P	A	P	P	P	
		Vice President for Postgraduate	Rebecca Seling	P	P	A	P	P	
	Executive Deans of Faculty	Arts and Humanities	Professor Marion Thain	A	P	P	A	P	
		Dentistry, Oral & Craniofacial Sciences (Interim)	Professor Michael Escudier	P	P	P	P	P	
		Dickson Poon School of Law (Interim)	Professor Alex Türk	P	P	P	A	P	
		King's Business School	Professor Stephen Bach	A	P	P	P	P	
		Life Sciences & Medicine	Professor Ajay Shah	P	P	A	P	A	
		Natural, Mathematical & Engineering Sciences	Professor Bashir Al-Hashimi	A	P	A	P	P	
		Nursing, Midwifery & Palliative Care	Professor Irene Higginson	P	P	P	A	P	
		Institute of Psychiatry, Psychology & Neuroscience (Interim)	Professor Sir Simon Wessely	A	P	P	P	P	
		Social Science and Public Policy	Professor Linda McKie	P	P	P	P	P	
	Dean for Doctoral Studies		Professor Rebecca Oakey	A	P	P	P	A	
Executive Director: King's School of Professional & Continuing Education		Nina McDermott	P	P	P	P	A		
Elected Students	One student from each faculty, split equally across UG/PGT/PGR	Arts and Humanities	Claude Lynch	P	A	A	A	A	
		Dentistry, Oral & Craniofacial Sciences	Varsha Rajkumar Lalwani	P	P	A	P	P	
		Dickson Poon School of Law	Chriso Panayi	P	P	P	A	A	
		King's Business School	William Shiu	P	P	P	P	A	
		Life Sciences & Medicine	Amy Lock	P	P	A	P	A	
		Natural, Mathematical and Engineering Sciences	Vacancy	-	-	-	-	-	
		Nursing, Midwifery & Palliative Care	Yathave Ugaraj	A	A	A	A	A	
		Institute of Psychiatry, Psychology & Neuroscience	S'thembile Thusini	P	P	P	P	A	
		Social Science and Public Policy	Hassan Faouaz	A	P	P	A	P	
Elected Staff	Four academic staff members from each faculty (and five in the case of larger faculties) elected by and from the staff of	Arts & Humanities (5 members, including HOD equivalent)		Professor Anna Snaith	P	P	P	P	A
				Dr Simon Sleight	A	P	P	A	P
				Professor Mark Textor	A	A	P	A	P
				Professor Matthew Head	P	P	P	P	P
			Dr Hannah Crawforth	P	P	P	P	P	
	Dentistry, Oral & Craniofacial Sciences (4 members, including HOD equivalent)		Professor Kim Piper	P	P	P	A	P	
			Dr Anitha Bartlett	P	P	P	P	P	
			Dr Ana Angelova	P	P	P	P	P	
			Professor Jeremy Green	P	P	P	A	A	
	Dickson Poon School of Law (4 members, including HOD equivalent)		Professor Ann Mumford	P	P	A	P	P	
			Professor Federico Ortino	P	P	P	A	P	
			Dr Ewan McGaughey	P	P	A	P	P	
			Professor Satvinder Juss	P	P	P	P	A	

each faculty.	King's Business School (4 members, including HOD equivalent)	Vacancy (HoD)	-	-	-	-	-
		Dr Jack Fosten	P	P	P	P	P
		Dr Juan Baeza	P	P	A	P	P
		Dr Daniele Massacci	P	A	A	P	A
	Life Sciences & Medicine (5 members, including HOD equivalent)	Dr Alison Snape	P	P	P	P	P
		Professor Maddy Parsons	P	A	P	P	A
		Dr Baljinder Mankoo	P	P	A	P	A
		Dr Susan Cox	P	P	A	P	A
		Dr Manasi Nandi	P	P	A	P	P
	Natural, Mathematical and Engineering Sciences (4 members, including HOD equivalent)	Professor Paula Booth	P	P	P	P	A
		Professor David Burns	A	A	A	A	A
		Professor Michael Kölling	P	P	P	P	A
		Professor Sameer Murthy	P	P	A	P	P
	Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care (4 members, including HOD equivalent)	Dr Tommy Dickinson	P	P	A	A	A
		Dr Julia Philippou	P	P	P	P	P
		Irene Zeller	P	P	A	P	P
		Dr Jocelyn Cornish	P	A	P	P	P
	Institute of Psychiatry, Psychology & Neuroscience (5 members, including HOD equivalent)	Professor Guy Tear	P	P	A	P	P
		Dr Marija Petrinovic	P	P	P	P	A
		Dr Yannis Paloyelis	P	P	A	A	P
		Dr Eamonn Walsh	P	P	P	P	P
	Social Science and Public Policy (5 members, including HOD equivalent)	Professor Robert Hindges	P	P	P	P	P
		Professor Alfredo Saad-Filho	P	P	P	P	P
		Dr Ye Liu	P	A	P	A	A
		Dr Jane Catford	P	P	P	P	A
		Dr Sunil Mitra Kumar	P	P	A	A	P
	Three professional staff	Dr Hillary Briffa	P	P	P	P	P
		Education Support	Syreeta Allen	P	P	P	P
		Research Support	James Gagen	P	P	P	P
	Two academic staff on research-only contracts	Service Support	Kat Thorne	P	P	P	A
		Arts and Sciences Faculties	Dr Harriet Boulding	P	A	P	P
		Health Faculties	Dr Moritz Herle	A	P	P	A

v= vacant post

In attendance:

Incoming KCLSU President, Mohd Yasir Khan; Incoming VP Education (Art & Sciences), Sara Osman Saeed; Incoming VP Education (Health), Julia Kosowska; Incoming VP Postgraduate, Shagun Bhandari; Darren Wallis, Executive Director, SED (Standing attendee & for Item 6.3 – Student Terms & Conditions); Lynne Barker, Associate Director (Academic Regulations, Quality and Standards) (Standing attendee); Ian Barrett, Director of Strategy, SPA, (for item 5.1 – The Strategy Refresh); Ceri Margerison (for item 5.1 – The Strategy Refresh); Lorraine Kelly, Director of Equality, Diversity & Inclusion and Organisational Development (for item 5.2 – Update on King's People & Culture Strategy); Jen Angel, and Holly Andrew (in attendance for Item 6.2 – Cultural Competency); Ian McFadzean, Academic Lead, TEF (for item 8.2a – TEF update)

Secretariat:

Irene Birrell (College Secretary)
Xan Kite (Director of Governance Services)
Joanna Brown (Governance Manager)

1 Welcome, apologies and notices

The Vice Chair in the Chair welcomed members and guests in attendance to the meeting and thanked those for whom it was their last meeting.

2 Approval of agenda

The Vice Chair announced a change in agenda order in order to help with the logistics of staff presenting items in the absence of the Principal. The Principal was due to arrive and take over the Chair later in the meeting. The agenda was approved as amended.

3 Unanimous Consent Agenda (including Minutes of the Previous Meeting) [AB-22-06-29-03]

A member requested that Items 8.2a (i) and (ii) be removed from the UAC:

- (i) Flex, King's First Year and the Credit Framework (Annex 1 to Item 8.2a)

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- (ii) King's First Year: Gateway to King's (Annex 2 to Item 8.2a)

Decision

That the remaining reports on the Unanimous Consent Agenda (UCA) be taken as read and noted or approved.

4 Matters Arising from the Minutes

None.

5.1 The Strategy Refresh [STRATEGIC DISCUSSION]

The Director of Strategy (SPA) outlined the process for Strategy 2026 and made clear that Strategy 2026 did not replace Vision 2029 which remains the strategic compass for the university. The document provided to the Board was not a final draft of the Strategy but an enabler for discussion about what the goals and objectives should be.

The leading emphasis was on students and their success, and on investing in and transforming the infrastructure and enablers that support students and staff. Regarding research, the university was responding to the shifting expectations of both its funders and society and was actively seeking partnerships with industry where that made sense. Climate and sustainability would also be a key focus, and the university would continue to support its service agenda and its career researchers. The university needed to balance key investments and continuous improvement, which would include thinking differently about its physical infrastructure.

During discussion the points raised included:

- The impact of growing student enrolment on the wellbeing of staff
- Funding what we need to fund in difficult financial circumstances
- Transparency about the need to create cost efficiencies in order to fund investments, and a more inclusive way of making these decisions
- Measuring the impact of projects
- Supporting students with employment and careers
- Student voice – what is the role of the Student Union in that and are there some things that can be delivered more effectively by the Student Union?
- Issues of balance. Is growth the way to get what we need? Preference for doing things better rather than doing more. Executive Deans being involved in the size and shape conversations.
- Thinking about what Widening Participation looks like internationally.
- Implementation plan (detail and timeline) not ready yet. What is underway is discussion of business plans for many of the areas. There are ambitions for meaningful 3-4 year university plans to lead to meaningful 3-4 year faculty and directorate plans, which will enable staff/space/system support planning on a longer term basis.
- Value for Money and a sense of belonging for students.
- Clarity around where decisions are made.

5.2 Update on King's People & Culture Strategy [AB-22-04-20-06.2]

The Senior Vice President (Service People & Planning) introduced the report, supported by The Dean. The report provided a short update on the People & Culture work being developed as part of the strategy refresh of Vision 2029. Key issues included:

- wellbeing days
 - Bullying & harassment
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- Changes to governance for the interim following the departure of the Senior Vice President (Service, People & Planning). The Dean, The Revd Dr Ellen Clark King would act as the voice of Equality, Diversity and Inclusion at Senior Executive level and would Chair the EDI Board.

Ellen Clark King stated that staff wellbeing was an essential part of King's, and that she wanted a joined-up approach looking at both the culture change that needed to happen as well as the shorter term processes and strategies that could be put in place so that people could see improvement in the short and medium terms. Staff wellbeing was something for the whole staff community to be involved in individually and as leaders.

The staff wellbeing review had been undertaken by an external company in response to the management decision to remove wellbeing days. The Executive met regularly with the Unions and had discussed wellbeing days in those meetings, but the university also wanted to hear from other staff. Workloads varied enormously across the College.

6 Report of the President & Principal

6.1 Summary Report on Key Issues [AB-22-06-29-06.1]

The Vice Chair in the Chair moved this report down the agenda to accommodate the Principal's late arrival to the meeting.

6.2 Celebrating Cultural Competency [AB-22-06-29-06.2]

Academic Board received a management report from Professor Marion Thain and Professor 'Funmi Olonisakin providing an update on progress with the cross-College Cultural Competency Programme; the Cultural Competency landscape, including the interdisciplinary Cultural Competency Unit; and strategic ambitions and achievements to date. Professor Thain reported it had been a fantastic journey and a good example of collaborative working. The programme had been co-designed and created with students and staff from across the College. A kickstarter program had been run over this past year and had received helpful and positive feedback. It had been offered to all first year students, and in the next year optional modules would be run that would lead to more substantial and senior ways to study, and there would also be opportunities for staff. In due course the Academic Board would be presented with a proposal for a Global Cultural Institute for truly interdisciplinary and collaborative research. This Institute would be housed in Arts & Humanities but would involve people from across the College.

Professor Olonisakin acknowledged the partnerships and leadership that had gone into the Cultural Competency programme. She stated that King's could claim to be a model of an institution where, because of cultural competency, we could have as many difficult conversations as needed.

The following points were noted in discussion:

- There had been 65 percent uptake from health faculties.
 - Plans for engaging other faculties.
 - The need to let students know that the cultural competency programme was available no matter what programme they are following.
 - The difficulties faced by some faculties with a very tight curriculum, noting that it should be seen as an amplifier of the student's primary academic discipline. The programme was designed to help students think about the ways in which they could funnel their academic training and knowledge into a meta level of thinking on issue being faced.
 - The need to encourage those with queries about the framing of the module and concerns that students are being presented with a particular political viewpoint to observe the programme. The students were being asked to see the world through the eyes of others, regardless of who the others are.
 - An academic from the Faculty of Dentistry, Oral & Craniofacial Sciences reported that all their students had taken the programme (all having a packed curriculum) and that all the students
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had found it hugely beneficial. She thought it would be a good idea to make it credit bearing and/or build it into existing modules.

- This was a crucial component of King's and was about what students want and what they think King's stand for and addressed the challenges that people from different cultural backgrounds faced.

6.3 Student Terms & Conditions 2023/24 [AB-22-06-29-06.3]

Decision:

Academic Board approved the motion that the following Terms and Conditions sets be approved:

- a. General Student Terms and Conditions 2023/24
- b. King's Online Terms and Conditions for 2023/24
- c. King's Pre-sessional Students Terms and Conditions for 2023/24
- d. King's International Foundation Terms and Conditions for 2023/24
- e. King's Open Enrolment Short Courses Terms and Conditions
- f. King's Language Centre Language Modules (Credit-Bearing) and Non-Assessed Courses Terms and Conditions for 2022/23
- g. King' Language Centre Evening and Saturday and Summer Language Courses Terms and Conditions for 2022/23
- h. King's Language Centre Corporate & Tailor-Made Tuition Terms and Conditions for 2022/23

Further, the Board agreed that additional amendments to terms and conditions for King's International Foundation that were not yet ready to bring forward could be approved via Chair's Action.

7 Report of the KCLSU President [AB-22-06-29-07]

The KCLSU President, Zahra Syed, introduced her final report of the academic year. This report provided a summary of key updates, upcoming projects and insights from student engagement and campaigns, with the key issues being the upcoming TEF Student Submission and changes to representation, student insights and reporting. She highlighted the importance of the KCL/KCLSU relationship agreement and welcomed the incoming KCLSU sabbatical officers.

On behalf of the Academic Board, the Chair put on record thanks to Zahra Syed and her team. The Executive Dean from the Faculty of Nursing, Midwifery & Palliative Care also put on record her thanks to the Student Union, and particularly to the Vice President for Education (Health). As a new Executive Dean she had hugely benefited from hearing from the perspective of the Student Union, with what had been an extremely mature approach; responsiveness; and much help with co-design.

8 Reports of Committees

8.1 Report of the Academic Board Operations Committee [AB-22-06-29-08.1]

- (i) PACE Membership on the Academic Board

Decision

Academic Board approved the motions that:

- (i) The composition of Academic Board be amended to add the following: "Three staff members on contracts which include teaching from Professional and Continuing Education (PACE) will be elected by and from the staff members on contracts which include teaching in PACE. One of the three seats will be held by a Head of Department or equivalent from the list of eligible nominees as determined by PACE.
- (ii) A mechanism to address the differential between the FTEs of faculties and the capacity for these to change over time and the consequence for membership numbers on the Academic Board be considered in the next governance review in 2023-24.

- (ii) Disposition of proposed agenda items

The Vice Chair in the Chair moved this item to the end of the agenda, to follow the Report of the Principal (see Minute 8.1 below).

*Remaining Items **approved** or noted on the Consent Agenda:*

- (iii) College International Committee Terms of Reference
- (iv) ABOC membership
- (v) Academic Board minutes style
- (vi) Academic Board agenda plan

8.2a Report of the College Education Committee (CEC) [AB-22-06-29-08.2a]

(i) TEF Update

The Academic Lead for TEF reported that the Office for Students (OfS) had decided to run the next TEF next academic year, following a consultation period that had ended in March. The TEF would focus on undergraduates, would be mandatory, and ratings would be gold, silver, bronze, which would all be degrees of excellence above the baseline quality. OfS had introduced a fourth rating: absence of excellence/needs improvement. King's currently holds a silver awarded in 2018.

The pilot subject level TEF had not been carried out and would not return. The measurement criteria for institutional level TEF would be: high quality courses; successful outcomes; and ongoing value of degrees. The OfS would also be looking at continuation rates and completion rates and progression to employment or postgraduate level. The student experience aspect was reflective of the National Student Survey. Assessors would have three different sources of information, and these would be retrospective over the last four years. Metrics would be split across course type. The key focus was a high quality experience for all students

King's would need to provide a 20 page narrative statement, and a ten page narrative would need to be provided by students – the university was working with KCLSU to help them get the information they would need.

The submission window would open in September and close early in 2023. Results would be published in mid-2023. The NSS had already been identified as an area of risk for King's as it scored materially below benchmark. A project plan had been developed and meetings were being held to discuss this across the College. The analytics team was considering the way in which it will analyse the data as it arrives in order to provide a powerful interface that will let us see issues quickly. Many members of the Academic Board would be asked to assist with the drafting and editing of the submission.

In discussion the following points were made:

- The previous submission had offset the NSS scores and it had been confirmed that numerical data would contribute no more than 50 percent of the assessment. The submission would make clear that NSS is not the only way to measure student experience.
- The new score reflecting the whole institution would be constructed then on the basis of 'market share' by student numbers in each subject area.
- The scores in academic support and personal tutoring appeared to be significant and this was not consistent across the university and whilst the diversity of programmes should be celebrated, there should be a baseline expectation in academic support for every student.

The following items removed from the UCA as requested:

- (ii) King's First Year Flex, King's First Year and the Credit Framework (Annex 1 to Item 8.2a)
- (iii) King's First Year: Gateway to King's (Annex 2 to Item 8.2a)

The Vice President (Education) reported that CEC had decided that an arrangement should be piloted whereby credit for the Gateway provision could be either absorbed into existing programme credit or be additional to that credit. This pilot would be run with a view to cross-College introduction in 2025. The proposal had been consulted on widely with all faculties

following experience in the current pilots which had revealed that absorbing 120 credits into existing programmes was causing difficulties. It was understood that the decision to make this compulsory was contentious in some areas. The notion of making it compulsory would be piloted in the second year of the pilot.

In response to several concerns that the decision to make the proposal compulsory had not been taken with appropriate consultation and that it would be difficult to implement in some programmes, it was clarified that it would become compulsory only if the pilot was successful. The key thing was to hear from the students after the pilot about what they think after they have taken the module. If feedback was received that this was not working it would be taken very seriously, but this pilot was being entered into with the express intention of eventually being compulsory.

Members requested clarity over the final decision as to whether it would be part of the 120 credits, as this would require major restructuring for some programs. The VP (Education) stated that there had not been a decision as yet to dictate whether it should be within or outside the 120 credits, which was one of the points to look at during the pilot.

Decision:

That the King's First Year Flex, King's First Year and the Credit Framework; and the King's First Year: Gateway to King's be approved.

8b(iv) Module & Teaching Evaluations (removed from the UCA as requested)

The Vice President (Education) presented the minor amendments proposed to the Module and Teaching Evaluation tool. The paper had been approved at the May CEC meeting based on a report received by a Working Group established by CEC to review the King's Module Evaluation questions.

A member from the Faculty of Arts and Humanities questioned the use of evaluations in PDRs and the Executive Dean of that Faculty noted these legitimate questions about the way in which the data would be used and would take them forward for discussion in the Faculty.

Decision:

That the proposed changes to questions to Module & Teaching Evaluation forms, be approved.

8.2b(xiii) Postgrad external examiners report

A member stated that the recommendations did not take into account all of the issues that the examiners had raised, noting issues of precarity in particular. The VP (Education) noted that issues of precarity were critical and embedded in the People & Culture Strategy, but that he was happy to take it up further with the relevant Executive Dean.

Decision:

That the Postgraduate External Examiners Overview Report 2020/21, be approved.

*Remaining Items **approved** or noted on the Consent Agenda:*

- (iv) Programme Enhancement Process 2022/23 **(approved)**
- (v) Policy and Working Group for Module & Teaching Evaluations – update **(approved)**
- (vi) The Inns of Court College of Advocacy (The ICCA) Academic Regulations for 2022/23 **(approved)**
- (vii) Academic Appeals Period 2 & 3 Examinations: Impact of War in Ukraine **(approved)**
- (viii) Misconduct Policy & Procedures **(approved)**
- (ix) Fitness to Study **(approved)**
- (x) Applicant Complaints Policy (Student Admissions) **(approved)**
- (xi) Fee Status Policy (Student Admissions) **(approved)**
- (xii) TEF Update
- (xiii) Student Deaths: Procedure, data and context
- (xiv) Postgraduate External Examiners Overview Report 2020/2021
- (xv) Programme Enhancement Plans 2020/21 – overview report
- (xvi) PGT Assessment Boards Annual Report 2020/21
- (xvii) Royal Academy of Dramatic Arts (RADA) Academic Regulations 2022/23

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- (xviii) Programme Enhancement Process 2022/23
 - (xix) Policy and Working Group for Module & Teaching Evaluations – update
 - (xx) The Inns of Court College of Advocacy (The ICCA) Academic Regulations for 2022/23
 - (xxi) Academic Appeals Period 2 & 3 Examinations: Impact of War in Ukraine
 - (xxii) Misconduct Policy & Procedures
 - (xxiii) Fitness to Study
 - (xxiv) Applicant Complaints Policy (Student Admissions)
 - (xxv) Fee Status Policy (Student Admissions)
 - (xxvi) TEF Update
 - (xxvii) Student Deaths: Procedure, data and context
 - (xxviii) Postgraduate External Examiners Overview Report 2020/2021
 - (xxix) Programme Enhancement Plans 2020/21 – overview report
 - (xxx) PGT Assessment Boards Annual Report 2020/21 (**approved**)
 - (xxxi) Royal Academy of Dramatic Arts (RADA) Academic Regulations 2022/23 (**approved**)
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8.2b Report of the Academic Standards Sub-Committee (ASSC) [AB-22-06-29-08.2b]

- (i) Delegation of authority to CEC to approve the academic regulations 2022/2023

Decision

That Academic Board approve delegation of authority to give final approval of the academic regulations 2022/23 to the College Education Committee.

8.3 Report of the College Research Committee (CRC) [AB-22-06-29-08.2]

- (i) REF Results and Preparation – noted.

Remaining Items noted on the Consent Agenda:

- (ii) King's Research Strategy Refresh
 - (iii) Update from Libraries and Collections
 - (iv) King's Inspired Science
 - (v) Public and Community Engagement
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8.4 Report of the College International Committee (CIC) [AB-22-06-29-08.4]

Items noted on the Consent Agenda:

- (i) Review of the CIC ToR
 - (ii) Circle U
 - (iii) Staff Global Mobility
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8.5 Report of the College Service Committee (CSC) [AB-22-06-29-08.5]

Items noted on the Consent Agenda:

- (i) Progress on Sanctuary Programme
 - (ii) King's Volunteering Launch
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8.6 Report of the College London Committee (CLC) [AB-22-06-29-08.6]

Items noted on the Consent Agenda:

- (i) Chair's report
 - (ii) Entrepreneurship Institute: London update
 - (iii) One King's Impact Challenges: Update
 - (iv) King's London Highlights
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9 Report of The Dean

9.1 Report of the Dean [AB-22-06-29-9.1]

The report of the Dean was noted as read.

*Item **approved** on Consent*

9.2 Election of Associates of King's College (AKC) [AB-22-06-29-9.2]

Decision:

That those students and staff listed in the report be elected as Associates of King's College.

10 Report from Council [AB-22-06-29-10]

The report from Council was noted as read.

[Item moved to the end of the Agenda]

6.1 Report of the Principal

The Principal presented his report, highlighting the following additional points:

- King's may not go to Clearing because of a decision to reduce the numbers admitted this year.
 - Visa processing was not keeping pace with King's desire to assist students and their families from Ukraine.
 - The success of a recent delegation to India which was becoming an increasingly important source of applicants.
 - The process going forward to resolve the issues experienced with GTA contracts. Members expressed concern that payments would be made by an external source and were assured that this external involvement was restricted to the generation of the pay slip and not the pay itself.
 - The freedom of speech bill continued to be a cause of concern and discussion within the Russell Group. King's was working with peer institutions to revise various elements that could, if enacted, actually inhibit freedom of speech and academic freedom.
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[Item moved to the end of the Agenda]

8.1 ABOC - Disposition of Agenda Items

(ii)

ABOC set out its decision on the disposition of a requested agenda item received by the Principal on 18 May 2022. It noted the criteria for including member-suggested items on the agenda approved by Academic Board. The proposal had been submitted within the six-week time frame required and, with 10 signatories, met the requirement that it be supported by at least 10 percent of the membership of the Academic Board. However, as it concerned matters related to HR policies and procedures that are not within the terms of reference of the Board, the Principal had referred it to ABOC for resolution in accordance with the approved criteria.

The proposal sought to amend the College Ordinances such that the Academic Board would be required to approve academic staff dismissals for any reason, perhaps through a committee of the Board established for that purpose (full text of the proposed amendments is contained in the ABOC report).

ABOC noted that the academic misconduct and dismissal procedures were not within the current remit of the Board, but also agreed that they were critically important and so should be reviewed by the new Staff & Culture Strategy Committee created by Council.

ABOC also considered whether these matters *should* fall within the purview of Academic Board and recommended that Council be asked to include this in the next periodic governance review scheduled for 2023-24.

In discussion, the following views were noted:

- These questions should be considered more quickly than the timeline for the 2023-24 governance review
 - The Academic Board should have input into matters concerning academic staff and that to characterise these matters as purely HR was disingenuous
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- The experience of staff members has impact on educational quality and whilst operational aspects would fall within the responsibilities of Council, there could be benefit in including aspects on the Academic Board agenda
 - Some peer institutions have structures and processes such as those proposed
 - It was important to understand the placement of responsibility for staff processes and the role of leaders and managers versus governors
 - There was a difference between oversight of policy and decisions on individual cases and Academic Board should not consider or make judgments on individual cases. Assurance of the robustness of procedures and report back to the Academic Board might be appropriate.
 - With an organisation of over 10,500 staff, decisions needed to be made on the basis of data re incidence of problems not on individual cases.

The Chair thanked colleagues for their input and proposed as a way forward that Academic Board receive data at its next meeting on the composition and progression of the Academic workforce, turnover and leavers, numbers of misconduct cases and any longitudinal trends, including benchmark data if obtainable, and the progress made on EDI characteristics as well as processes at different universities so that the discussion is driven by evidence rather than individual cases – as the latter is not within the remit of the Academic Board. The Chair offered to bring a paper back to the next AB under the Chair's Items.

11 Any Other Business

The meeting adjourned at 17:45.

Irene Birrell

College Secretary

June 2022