



The
University
Of
Sheffield.

University
Secretary's
Office.

The Council, 26 April 2021

Report of the Council Nominations Committee

Date: Meeting held on 30 March 2021

Chair: Mr T Pedder

Secretary: Mr D Swinn

1. Membership Of Council: Succession Planning And Recruitment

1.1 Pro-Chancellors

Mrs Hope did not take part in the discussion or decision under this item. The Committee noted that Alison Hope will have completed nine years in total as a member of Council at the end of 2020/21, which is the new normal maximum period of office under the revised CUC HE Code of Governance, although Mrs Hope would be eligible to serve a second term as Pro-Chancellor under the University's Regulations. The Committee noted the exceptional circumstances in which the University continues to operate, as well as wider succession planning for senior Council officers over the next two years and recognised the need for stability and sufficient continuity of membership.

The Committee agreed to recommend to Council the following:

Alison Hope be appointed for an exceptional one year term as a Pro-Chancellor from 1 August 2021 to 31 July 2022.

The Committee noted that Richard Mayson's term of office as Pro-Chancellor will expire on 31 July and considered expressions of interest received. Following careful consideration, including remaining length of service, previous experience and the balance of skills amongst the senior Officers, the Committee agreed to recommend to Council the following:

Claire Brownlie be appointed as a Pro-Chancellor from 1 August 2021 to 31 July 2025, noting that, if appointed, she would join Officers Informal Group, Council Nominations Committee and the Senior Remuneration Committee in that capacity.

1.2 Audit Committee

Mrs Hope did not take part in the discussion or decision under this item. In view of the considerations noted under section 1.1, above, the Committee agreed to recommend to Council the following:

Appointing Alison Hope for an exceptional one year term as Chair of the Council Audit Committee from 1 August 2021 to 31 July 2022.

It was noted that an additional lay or Council member was not required, but was permitted under the Audit Committee's terms of reference, and appointing Ms Brownlie would strengthen the succession planning arrangements as well as supporting her as a new Pro-Chancellor. The Committee agreed to recommend to Council that:

Claire Brownlie be appointed to the Audit Committee for the period 1 August 2021 to 31 July 2024, as an additional member from the Council, subject to her willingness to serve.

1.3. Senior Independent Director

The Committee noted that Alison Hope is the current Senior Independent Governor and agreed that it was sensible to appoint a new Senior Independent Governor in view of Mrs Hope's proposed exceptional one year extension (see 1.1 and 1.2, above). The Committee agreed to recommend to Council that:

Jonathan Nicholls be appointed as the Senior Independent Governor from 1 August 2021 to 31 July 2023, extendable consistent with his term on Council.

1.4 Senior Remuneration Committee

The Committee noted that Stephen Sly had resigned his membership of Council with effect from 31 July 2021. Following discussion, and in recognition of his skills and experience, the Committee agreed to recommend to Council that:

Philip Rodrigo be appointed to the Council Senior Remuneration Committee in the category of 'one lay member of the Council' for the period 1 August 2021 to 31 July 2024, subject to his continued membership of the Council.

The Committee noted Claire Brownlie to be a member of the Senior Remuneration Committee (as Pro-Chancellor).

1.5 Military Education Committee

The Committee noted that Stephen Sly had resigned his membership of Council with effect from 31 July 2021, and would also be standing down from the Universities of Sheffield Military Education Committee.

Following discussion, and in recognition of his skills and experience, the Committee recommends to Council that:

Philip Rodrigo be appointed to the Universities of Sheffield Military Education Committee in the category 'One lay member as approved by the Council of the University of Sheffield' for the period 1 August 2021 to 31 July 2024.

1.6 Future Plans and Next Steps

The Committee will hold its routine annual meeting in May 2021 and will return to further considerations around Council and senior Officer, and wider committee membership succession planning. Further follow-up CNC meetings will be scheduled as required in 2021-22.