

GOVERNING AUTHORITY MEETING

Report of meeting of Wednesday, 19 October 2022
2.00pm, AG01, Albert College, DCU Glasnevin Campus

PRESENT:

Ms. Brid Horan (Chair)
Prof Daire Keogh
Ms Colette Murphy
Ms Marian Corcoran (on-line)
Prof Yvonne Daly (on-line)
Mr Cathal Marley (on-line)
Mr Justin Doyle
Mr David Harney
Ms Carol Hanney (on-line)
Ms Rachel Hussey (on-line)
Prof Lisa Looney
Mr Seamus Walsh (on-line)

Dr Kara McGann (on-line)
Mr Muhammad Mubashar Saeed
Ms Zainab Boladale (on-line)
Ms Fiona Naughton
Ms Deirdre O'Connor
Mr Thomas O'Dowd
Dr Aisling de Paor
Ms Michele Pringle (on-line)
Dr Declan Raftery (DR)
Mr Brian J Smyth (on-line)
Ms Marie Sinnott (on-line)
Cllr Jimmy Guerin

APOLOGIES:

Prof Ray Walshe
Mr John Darby

Prof James O'Higgins Norman
Dr Audrey Bryan

IN ATTENDANCE:

Mr Ciaran McGivern
Ms Marian Burns

Ms Fina Akintola (recording secretary)
Prof Anne Sinnott

WELCOME

The Chancellor welcomed members. She thanked everyone for their participation and noted the apologies.

The agenda was adopted.

The Chancellor enquired if there were any conflicts of interest in relation to any item on today's agenda that required a declaration on the part of a member(s) – None were declared.

1. **MINUTES OF GOVERNING AUTHORITY MEETING OF 13TH September 2022**
Approved by the Authority.
2. **REPORT OF MEETING OF 13 September 2022 FOR WEB PUBLICATION**
Approved by the Authority
3. **REVIEW OF ACTION ITEMS**
Action 1: Pending

Action 2: Ongoing

Action 3: Pending

Action 4: Complete

Action 5: Complete

Actions to be tracked:

Action 1: On agenda for December meeting

Action 2: When possible

Action 3: Ongoing

Action 4: Ongoing

Action 5: Complete

4. MATTERS ARISING (Org Design Update – Anne Sinnott)

Presentation by Deputy President Prof. Anne Sinnott.

The Deputy President presented on the updated University Organisational Design and gave a short outline on rationale for some of the key changes which included the allocation of:

- Student Support & Development, Strategic Initiatives and CTYI under the Deputy President;
- the new Placement Office (which includes INTRA, Student Mobilities and Nursing and Teacher placement, Strategic Learning and Innovation (Transversal Skills, HCI Projects and ECIU T&L), Digital Flexible Learning (Microcredentials, Open Education and NIDL) plus the SIS project under the Vice-President for Academic Affairs.
- Engagement Governance, Alumni Engagement, Local & Regional Engagement, National Engagement and Arts & Culture are now under the remit of the Executive Director of Engagement

The Chancellor queried whether there was an opportunity for CTYI could be marketed more clearly as being part of DCU. The President advised that Colm O'Reilly (CTYI Director) is currently working on a re-design and potential rebranding of the Centre and the association with DCU was one aspect that would have to be considered.

VPAA advised the Authority that, with the changes now in place, all student registration-related activities will be managed by Registry, within the Fees Office, transferring over from the Finance Office. The Chancellor acknowledged that it made sense to coordinate in this way reiterating VPAA's phrase "a student is a student is a student".

FOR DISCUSSION

5. GOVERNANCE

Annual GA review self-assessment survey will be circulated to members in the coming weeks.

DR advised members that is required under the IUA Code of Governance for Universities to carry out the self-assessment on a yearly basis.

Chancellor also advised that Brian Smyth has agreed to chair the Strategic Finance Advisory Committee as Kathy Quinn has resigned due to work pressures.

6. UPDATED STATUE NO 6: ACADEMIC COUNCIL

University Statue No 6 (Academic Council) has been updated to take into account new and updated titles within DCU and to remain in compliance with 1997 Universities Act. The update had been circulated.

The Chancellor asked VPAA to advise the Committee of the depth and breadth of the work that Academic Council undertake. The President noted the importance of the work undertaken by the Academic Council.

Marie Sinnott commented that the decision-making role of Academic Council could perhaps be made clearer in the Statue text; VPAA advised that there are constraints on the statute language from the Universities Act. The text used in Statue 6 is taken from the 1997 Universities Act.

The Authority approved the updated Statue No 6: Academic Council.

7. PRESENTATION ON STAFF ENGAGEMENT (DIRECTOR OF HUMAN RESOURCES)

The Director of Human Resources, Marian Burns, presented on Staff Engagement in the University.

In 2018, a detailed consultation with staff was undertaken, involving workshops and online engagement titled FUSE with the theme of 'One DCU'. A number of recommendations came from that consultation. Unfortunately in 2020 the pandemic disrupted engagement plans, however Zoom facilitated formal and informal engagement through this challenging period.

Following the staff engagement survey and FUSE event in 2018/2019, it was decided on a new title for staff engagement based on 'Our DCU'. There was a good level of participation from staff in the more recent Staff Survey in 2021 and the HR Director presented some of the key findings from that survey to the Authority.

The HR Director advised the Authority that over two days in October, 20th and 21st, a number of Coffee mornings will be held on all campuses in advance of the all-staff on-line live Fuse event. This will provide staff with an opportunity to engage and have their say on a range of topics including the new draft Strategic Plan.

Finally, HR director presented to the Authority an overview of the pilot Remote Working Policy which came into effect on 1 October 2022. Assessment of this policy will take place over a 12 month period.

The Chancellor thanked the HR Director for an excellent presentation and asked that the Authority's appreciation be conveyed to the staff members in HR for all their work on engagement.

8. ANNUAL PRESENTATION BY THE DENOMINATED CENTRES

The Chancellor welcomed both Prof Rev. Anne Lodge and Prof Cora O'Farrell to the meeting and introduced their presentations to the Authority.

8.1 CHURCH OF IRELAND CENTRE (PROF. ANNE LODGE)

Prof Anne Lodge presented on the work of the Church of Ireland Centre over the past year. The Chancellor noted the Centre's innovative and engaging use of podcasts and other activities.

8.2 MATER DEI CENTRE FOR CATHOLIC EDUCATION (PROF CORA O'FARRELL)

Prof O'Farrell presented on the work of the Mater Dei Centre over the past year.

Chancellor asked Prof O'Farrell to talk a little bit about the RE programme for adults. Prof O'Farrell outlined that this is a safe space for adult education on a broad range of religious topics.

The President re-iterated that we need to have a space where all religions can come together in a safe space as guests as opposed to hosts.

The Chancellor extended congratulations to Prof. Lodge and to Prof. O'Farrell on their strong leadership of the Denominated Centres, including the wide range of engagement activities, and thanked them for the comprehensive briefing given to the Authority.

9 AUDIT COMMITTEE

9.1 Report of meeting of 13 October 2022

Cathal Marley, Chair of Audit Committee gave a verbal update to the Authority on the current work and audits being carried out by the committee and by Internal Audit and confirmed that it is working very well.

The Audit on Sports Scholarships has been carried out and he confirmed that good work is being done with this too.

Londis Shop Audit – this audit was carried out following the fraud that was detected in the shop in May 2022. He noted that all audit recommendations have been actioned in a timely way and now working very well. The Manager of Londis has been complimented on his handling of the situation.

DCU Sport Audit – Three "High" level findings were noted in the audit which are being actioned by the University. The audit still needs finalised and Cathal Marley advised that the Committee will come back and update the Governing Authority at its next meeting. The Chief Operations Officer advised that he welcomed the audit, that were some recent changes in senior leadership in that area and that all of the recommendations from Internal Audit were being addressed promptly.

Carysfort Pensions – The Chair of the Audit Committee informed the Authority on the background to this historical issue. The Carysfort Pension scheme dates back to pre-incorporation when the President and Secretary Bursar of St. Patrick’s College Drumcondra were and still are the sole Trustees for this pension scheme. Those two positions no longer legally exist. Therefore, there are a number of risks to the administration of this pension scheme from the inability to update the bank mandate to the pension scheme sitting outside of any formal University Governance structures. The COO advised that despite repeated attempts over the past 6 years to get the Dept of Education to engage on this, to date this is without success. DCU has proposed that an Agency Agreement be put in place with the DoE that would then allow the bank mandates to be updated and an agency agreement would mean there were no implications for the University balance sheet. The COO did also note that an audit by external auditors is carried out annually and that it has always received a clean audit opinion.

It was agreed that the Authority would ask the University President and COO to formally write to the DoE to try and resolve this matter as soon as possible.

9.2 Minutes of meeting of 16 June 2022

Minutes of Committee Meeting of 16 June 2022 had been circulated and were noted by Authority

FOR APPROVAL

9.3 C&AG audited Consolidated Financial Statement for Y/E September 2021
Approved.

9.4 Letter of Representation
Approved for signing

10 EQUALITY, DIVERSITY AND INCLUSION COMMITTEE

10.1 Report of meeting of 13 October 2022

Rachel Hussey reported to the meeting on the activities of the Equality, Diversity & Inclusion Committee.

Athena Swan awards

Two new departmental Athena Swan Bronze awards (School of Maths and School of Biotechnology) were awarded in September 2022, bringing the total number of departmental awards to four. The School of Physical Sciences will resubmit its revised application in early November. Two schools (School of Law & Government and School of Nursing, Psychotherapy and Community Health) are due to submit for a Bronze award in November 2022. Faculty of Engineering & Computing, SALIS, School of Psychology aim to submit in November 2023.

HEA Review of Gender Equality

The current review is in its end phase and a report from the review panel is expected by late 2022/ early 2023. As part of the review, all University Chancellors were invited to meet with the review panel in September 2022 to discuss action and progress. Brid Horan attended on behalf of DCU and was provided with a comprehensive paper on activity and achievements to date from the EDI team in advance of the meeting.

Gender Pay Gap

DCU has chosen 30th June 2022 as the snapshot date. The DCU HR team will use the MakoData tool to analyse the data and to compile a report in line with the requirement under legislation. Once the report is finalised it will be published on the DCU website.

Aurora Leadership for Women

The Aurora Leadership Programme for women in the early stages of their careers is due to commence in November 2022.

The next meeting of the EDI Committee will be in November.

10.2 Minutes of Committee meeting of 9th June 2022

Noted.

11 REPORT FROM ACADEMIC COUNCIL FOR THE 2020/21 ACADEMIC YEAR

For Noting

The report from Academic Council had been circulated and was discussed. The Chancellor noted the breadth, diversity and importance of the activities carried out by the Academic Council which is a vital element of the University's operations and governance. She thanked the VPAA and Council members for this important work.

12. PRESIDENT'S REPORT AND UNIVERSITY OFFICERS' REPORTS

DCU President

The President gave an overview of his report which had already been circulated to GA and highlighted the following:

The recent Times Higher Education (THE) rankings in which DCU improved across all five headings. The President also advised that the Estates Office, SS&D and Access have all been nominated in their respective areas for the The Awards in November. The Authority welcomed the improved rankings outcomes and congratulated the teams who had been nominated for these awards.

Vice President of Academic Affairs

The VPAA advised that the University was well into Semester One. The impact of the late processing of Leaving Certificate grades is ongoing. Students who successfully appealed their Leaving Cert results and were offered a place based on their revised CAO points only started last week which is very late in the semester. All of the universities including DCU have repeatedly asked that the State Examination Commission give a commitment regarding improving future timelines but there is no guarantee of this.

Work is continuing on finalising the consortium agreement on the next phase of European University project with the European Consortium of Innovative Universities (ECIU). VPAA advised that she will update the Authority on progress.

Work is ongoing on elaborating the elements of a new strategic plan for Teaching and Learning. A strong emphasis has been placed on involving students and building on existing initiatives.

Report was noted

Chief Operations Officer

The HEA Bill 2022 was passed by both Houses of the Oireachtas on 5th October and signed into law by the President on 12th October. This Act and the amendments to the Universities Act 1997 have significant implications for the University and the Governing Authority. COO advised that a more detailed report on the HEA Bill 2022 will be presented at the December meeting of the Authority.

The COO noted that two large generators (and a third small generator for the Estates Office) have been installed on the Glasnevin and St. Patrick's campuses to provide the University with enhanced resilience in the event of disruption to electricity supplies over the winter period in particular. The Chancellor complimented the COO on acquiring the generators.

It was noted that the University Executive approved on 4th October an update to the University's Protected Disclosures policy. The changes, minor in nature, were required to reflect the changes in the Protected Disclosures (Amendment Act) 2022 which was signed into law on 21st July 2022.

The Authority were advised that the University received no Protected Disclosures in the 2021/22 academic year.

Report was noted.

Director of Finance

The Director of Finance gave a verbal report to the Authority on the Comptroller & Auditor General audit of the DCU Consolidated Financial Statements for the year ended 30 September 2021 and advised that the C&AG have confirmed that they will sign off on these financial statements which were considered earlier in the agenda.

DCU Commercial Group Budget – it was noted that all the subsidiary boards have met and approved their draft budgets for 2022/23. The Director of Finance complimented the turnaround in financial performance by the Helix in particular post the pandemic with all the challenges that brought in terms of closure and cancellation of events. The Helix is now back in profit and has a very positive outlook for the year ahead.

Report was noted

13. PERSONNEL MATTERS Appointments for Approval

The Director of Human Resources submitted the following candidates for approval:

- a. Dr John O’Flynn. Professor in Music, School of Theology, Philosophy and Music (Permanent)
- b. Dr. Grant Samkin, Prof of Accounting, DCU Business School (5 year contract)
- c. Dr Blanaid White, Professor of Chemistry, School of Chemical Sciences (Permanent)
- d. Olivier Kazmierczak, Head of Academic Systems, Professional 8 Grade in the Office of the Vice-President for Academic Affairs/ Registry (Permanent).

All of the above appointments were Approved.

14. ANY OTHER BUSINESS

Graduations will take place on 24, 25, 26 and 27 October and members are encouraged to take part if possible.

The Chancellor’s Dinner will take place on 9th December 2022 following the next meeting of GA. Invitations will be forthcoming.

15. Honorary Degree Committee

The Honorary Degree Committee recommended Rosalind Blair CBE be granted an honorary degree from DCU. Rosalind is the founder and Chair of Alexander Mann Solutions, a pioneer in the global workforce solutions industry which has grown to be a major global company. She is a proven serial entrepreneur and investor who is passionate about creating opportunities both in her day-to-day leadership activities and externally through supporting various not-for-profit organisations including the Prince’s Trust, UNICEF and Modern Muse. She is from Dublin and has been an active supporter of a number of organisations for the Irish in London.

Approved.

Chancellor

Date

Action Items:

Action		Person responsible	Deadline
1.	Presentation from the Director of Student, Support and Development. The presentation should include Critical Incident Response and Lessons Learned on the sudden passing of a student.	Director of SS&D	2022/2023
2	Circulate Organisation Diagram	Deputy President	When complete
3.	Report on DCU Educational Support Services, Educational Trust and Office of Student Life.	Marian Corcoran, Cathal Marley and Marie Sinnott	end 2022
4.	ECIU Presentation	VP of Academic Affairs	2023

Items to be tracked:

Action		Person responsible	Deadline
1.	Quarterly progress reports on each risk in the Strategic Risk Register.	President	On-going
2.	Meetings of GA to be held at different locations.	COO	Future meetings to be held on other DCU campuses and occasionally meetings will be held off campus subject to public health guidelines - ongoing
3	New Executive Director of Engagement to present on International Affairs - within 3 months of appointment.	COO	Early 2023
4.	The President and Senior Management will withdraw from the April meeting each year to allow for a discussion in their absence.	President and SMG	April 2023

5.	Comprehensive presentation on progress of the SIS Project.	VPAA	April and December meetings in 2022/2023
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