

THE SENATE

Annual Effectiveness Review 2016/17

This paper presents the Senate's Annual Effectiveness Review (AER) in accordance with the agreed procedure.

The Senate is asked to **comment** on the Committee's effectiveness, with particular focus on performance against institutional success indicators for survey completion, meeting attendance and member satisfaction (paragraph 6) and key issues arising from the member survey (paragraphs 12-29);

BACKGROUND AND PROCESS

- 1 To support improvement and promote good practice, AERs are now undertaken by all committees in the Senate substructure and their subcommittees, as well as by the Associate Lecturer Assembly and Executive and the OU Students Association Reference Group. AERs are conducted in accordance with the procedure agreed in 2016 by the Academic Quality and Governance Committee, overseen by the Governance Team.
- 2 Some operational improvements were made for the 2017 AER process to support reporting and improve quality, including the adjustment of member survey timings and the introduction of a high-level analysis tool (Appendix 1).
- 3 Each committee is required to discuss its own AER at the last meeting of the academic year and agree any actions to be taken for improvement. Subcommittee AERs for substructure committees are also reported to their parent committees.
- 4 All AERs feed into an overall annual review of academic governance. This report is considered by the Academic Quality and Governance Committee (AQGC) each September, which is responsible for monitoring the effectiveness of academic governance on behalf of the Senate, and for assuring the Senate annually on its effectiveness.
- 5 The AER output consists of this analysis report together with the high-level summary analysis (Appendix 1). These are informed by the following inputs:
 - a) the results of an anonymous online member survey (Appendix 2);
 - b) a map of business against terms of reference (Appendix 3); and
 - c) a record of Committee attendance and gender balance (Appendix 4).

SUCCESS INDICATORS

- 6 Success indicators related to institutional governance were committed to by the University in its Quality Assurance Agency (QAA) HE Review 2015 action plan (AQGC-2016-04-08).

The performance of the Senate in respect of these institutional benchmarks is shown in the table below and also in the high-level analysis (Appendix 1).

Success indicator (to be met by end 2016/17 academic year)	Committee performance
75% of members complete AER member survey	72.4%
75% average attendance rate	94%
75% members confirm satisfaction with committee effectiveness	87%

- 7 Member satisfaction is recorded in the table above as 87%. This is measured by taking the average across responses of ‘extremely’, ‘very’ or ‘moderately’ satisfied to survey questions 1, 2 and 5, which relate to the management of Committee business and how appropriate the business is to Committee terms of reference.
- 8 Responses to the survey questions indicated 91% of respondents were ‘extremely’, ‘very’ or ‘moderately’ satisfied that the business covered was appropriate to the Senate’s terms of reference. 89% of respondents were ‘extremely’, ‘very’ or ‘moderately’ satisfied that the terms of reference covered the business that the Senate should cover. 81% of respondents were ‘extremely’, ‘very’ or ‘moderately’ satisfied that the committee managed its business properly. All of these exceed the 75% benchmark above.
- 9 The response rate to the survey fell just below the benchmark of 75%, so this success indicator was not achieved (see paragraph 13 below). This is a significant improvement on last year’s response rate of 35%.
- 10 The average attendance at the 4 meetings of the Senate is 94% (June 2017 attendance is at present an estimate). This exceeds the benchmark of 75% and also shows an increase over average attendance in 2015-16 which was 93%.

HIGH-LEVEL ANALYSIS

- 11 Appendix 1 shows that benchmarks in relation to attendance and gender and member satisfaction overall were exceeded. The response rate was slightly below the benchmark figure. The analysis in this appendix is based on the information provided in the survey and mapping as shown in other appendices. The two areas where a less high rating was given was in business handling and the effectiveness of the chair and further information is provided in the Review.

KEY THEMES FROM MEMBER SURVEY

- 12 The Senate online member survey was run for three weeks between 18 April 2017 and 9 May 2017.
- 13 The response rate to the survey fell just below the benchmark success indicator of 75%. However the response rate of 72.4% is a very significant improvement on the response rate in 2016 of 35% so the views expressed this year are much more representative of the membership of the Senate. Comments in the members’ survey do not indicate any issues with the timing of the survey which might have had an impact on the response rate.

- 14 In examining the responses to the survey on **satisfaction in relation to business being appropriate to the terms of reference**, a range of views were expressed. 81% of members expressed satisfaction. A number of members considered that the Senate had discussed important business as appropriate and considered matters of strategic importance. However, some views were expressed that business with clear academic implications, such as OU Redesign (OUR), should be discussed formally by the Senate. A member commented that as the terms of reference state that Senate has responsibility for strategies relating to curriculum and the student experience, OUR thus required consideration by the Senate. One respondent drew attention to the role of Senate members being stated as being “able to contribute to discussions on major issues of academic strategy, policy, priority and performance” and expressed concern that due to time pressures this was not proving possible.
- 15 Another member felt the boundary where Senate discusses issues of academic governance and Council which as has responsibility for institutional governance has not been clear and several Senate members had wished to raise issues that reside with Council. The recent joint meeting of Senate and Council was considered helpful in this regard, but a comment was made that improvements were still required to define that boundary more clearly and gain a common understanding
- 16 In reflecting on **whether the terms of reference of the committee cover the business that the committee should consider** a satisfaction rate of 88% was recorded in the survey, with the vast majority being “very satisfied”. One respondent commented that Senate was responsible for the academic governance and strategy setting for the University but too much business was being considered by the substructure. Although in principle, such decisions can be challenged in Senate, the recent heavy agendas have prevented this from happening. This was at variance with another comment which stated that more decisions and business could be devolved to the middle tier committees in the substructure.
- 17 Another comment was made expressing concern that Senate was on the sidelines regarding decisions around OUR - despite OUR having “huge academic repercussions” for the University. A number of respondents referred to the terms of reference relating to Senate’s responsibility for strategies for the University and considered OUR was such a strategy. A respondent remarked that although some decisions were made without full consultation with Senate, lessons seem to have been learned and welcomed the greater involvement of Senate in major changes.
- 18 A suggestion was made in the survey that Senate should have the right to bring back for re-approval any strategy or policy that it believes had been changed during the implementation stage. The respondent was concerned that the role of the Senate in the overall governance structure could be undermined if strategies were not implemented as intended.
- 19 Another member remarked that the terms of reference for Senate were not reviewed (just simplified in wording) as part of the last academic governance review and that they should be reviewed.
- 20 In reflecting on the **effectiveness of the chair**, 86% of members stated they were ‘extremely’, ‘very’ or ‘moderately’ satisfied. A range of comments were reported, and it was acknowledged that chairing a large body is challenging. It was noted that the Chair was scrupulous in ensuring that all members who wish to do so have an opportunity to speak and his frank approach helped to diffuse the tensions that sometimes arise during debate.

- 21 There was some concern that the discussion items were rushed with little or no discussion, members were just given the option of making points. It was suggested that the Chair is stricter with members who talk beyond the three minutes allocated, so that more business could be covered in the allocated time.
- 22 There was considerable reflection on the discussion of the Academic Strategy at the meeting in April and there was concern that the discussion had been very structured with “selected interventions” in support of the strategy and very little time left for open discussion. This view was repeated by a number of correspondents who hoped that that approach would not be taken again in meetings of the Senate.
- 23 One respondent was concerned that Senate was now polarised, with VCE and other managers clearly following a line in commenting and voting, and alleged that some managers and members were inhibited to say what they thought. For major and potentially controversial items of business the respondent stated that the Chair was not sufficiently impartial did not act like a chair, but as the leader of VCE. However, the respondent felt the conflicts of interest were becoming ever more apparent.
- 24 Another respondent also sought clarification on the processes for agreeing amendments to proposals or motions to improve clarity and decision making. In relation to time keeping, some respondents felt this not been very effective, which was understandable due to the complexity of issues to be debated in the past year. If more of the same issues were anticipated, then consideration needed to be given to extending duration of the meeting.
- 25 In considering the **appropriateness of the membership of the Senate**, there appeared to be a wide range of views. 93% of members were satisfied with the membership overall. However, in the comments received, a significant number of respondents considered the Senate to be too big, to usefully deploy skills and experience and conduct business effectively, and suggested a membership of 50-60 would be ideal. A request was made for a review of the membership. Others felt a wide academic membership was required to cover all viewpoints. Some concern was expressed that many members did not speak or contribute to meetings yet it was not clear why, and felt reflection was needed on developing an atmosphere where Senate members might feel more inclined to speak. One member commented that the Senate needed to be less hierarchical A respondent remarked that although it was important to raise issues, both positive and negative, it was important to remember that members needed to work together constructively to consider the bigger picture and the overall impact on the University and avoid raining personal issues.
- 26 With reference to the **management of committee business**, 81% of respondents were broadly satisfied but a number of comments related to feelings of business being rushed and more time being needed for discussion of key items. It was suggested that meetings start earlier to enable business to be covered in more depth or limiting discussion items to two per meeting. Another member queried the business undertaken by subcommittees and was concerned that this may not be as effective as it could be, with time at Senate very limited to question such business (Section B items). One respondent was concerned that this business was in effect ignored.
- 27 Another respondent reflected that the amount of papers to read before meetings was such that an additional yearly meeting might be appropriate, to spread the items to consider across more meetings. Leading from this, another comment was made that during periods of significant institutional change Senate did not have time to debate the vital issues and make informed decisions. The pressure to complete business to VCE’s timescale was simply too great.

- 28 In reflecting on **the information provided to the Committee**, 93% were satisfied overall. One respondent commented that papers arrived very late. The secretariat can confirm however that all were issued in accordance with the standing orders. Comments were made that papers required better summaries and were too full of jargon and “business speak” and were too lengthy. It took a very long time to read through them all especially as some were not discussed. However other respondents commended the issuing of papers in good time and the high quality. Suggestions were made for improved cover sheets clearly identifying the action Senate was required to take and key points. It was also suggested that consideration be given to issuing the papers to a SharePoint site or One Drive - this is currently under consideration.
- 29 When asked to make **any other comments**, 82% of respondents declined to do so. Of those comments received, one respondent requested confidential paper voting for key issues. Another wished to see risk registers and implementation plans included with all strategic items. Many members commented that meeting with Council members in attendance was helpful to share perspectives. Another considered that regular Pre-Senate Workshops would be useful both to share information and seek opinions.

BUSINESS HANDLING

- 30 The mapping of business against the terms of reference showed a wide range of business although focus this year had been on the Academic Strategy. Comments from the survey indicated overall satisfaction with the range of business covered.

MEMBERSHIP, ATTENDANCE AND GENDER BALANCE

- 31 A range of views were expressed on the membership of the Senate and these are described in paragraph 25. Further reflection will be given to these points during the forthcoming year.
- 32 Attendance was excellent during the year with an average rate of 94% achieved. This has been helped by the routine availability of remote participation this year.
- 33 The gender balance across the membership of the Senate exceeds the at least 40% women and 40% men requirement in the University Equality Scheme with 43 % Male and 57% Female.

PROPOSED CHANGES TO TERMS OF REFERENCE

- 34 No changes to the terms of reference or membership of the Senate is proposed at this point.

RISK ASSESSMENT

- 35 The Senate is the academic authority of the University and a fully constituted and effective Senate is essential to the operation of the University. Reviews such as this enable reflection and evaluation of effectiveness to ensure business is considered appropriately and correctly.

EQUALITY IMPACT

- 36 No equality impact analysis is required

IMPLEMENTATION PLAN

- 37 Actions arising from discussion of the Review will be kept under review in the Matters Arising papers presented to the Senate throughout the 2017/18 year

COMMUNICATION

- 38 The report of the discussion of this Review and the Review itself (with the business mapping and attendance updated) will be presented to the meeting of the Academic Quality and Governance Committee (AQGC) at its meeting on 18 September 2017. AQGC will make any recommendations as appropriate and will monitor their implementation.

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Attachments:

- Appendix 1 High-Level Analysis
- Appendix 2 Member Survey Report
- Appendix 3 Map of Committee Business against Terms of Reference
- Appendix 4 2016/17 Committee Attendance Record

Committees Annual Effectiveness Review 2016/2017

Questionnaire Consultation

This document reports the results of the Senate committee members consultation from the Committees Annual Effectiveness Review 2016/2017 survey.

98 members of Senate were invited to participate by email on April 18th 2017. The survey remained open until May 9th, during which time 71 members responded, a 72.4% response rate.

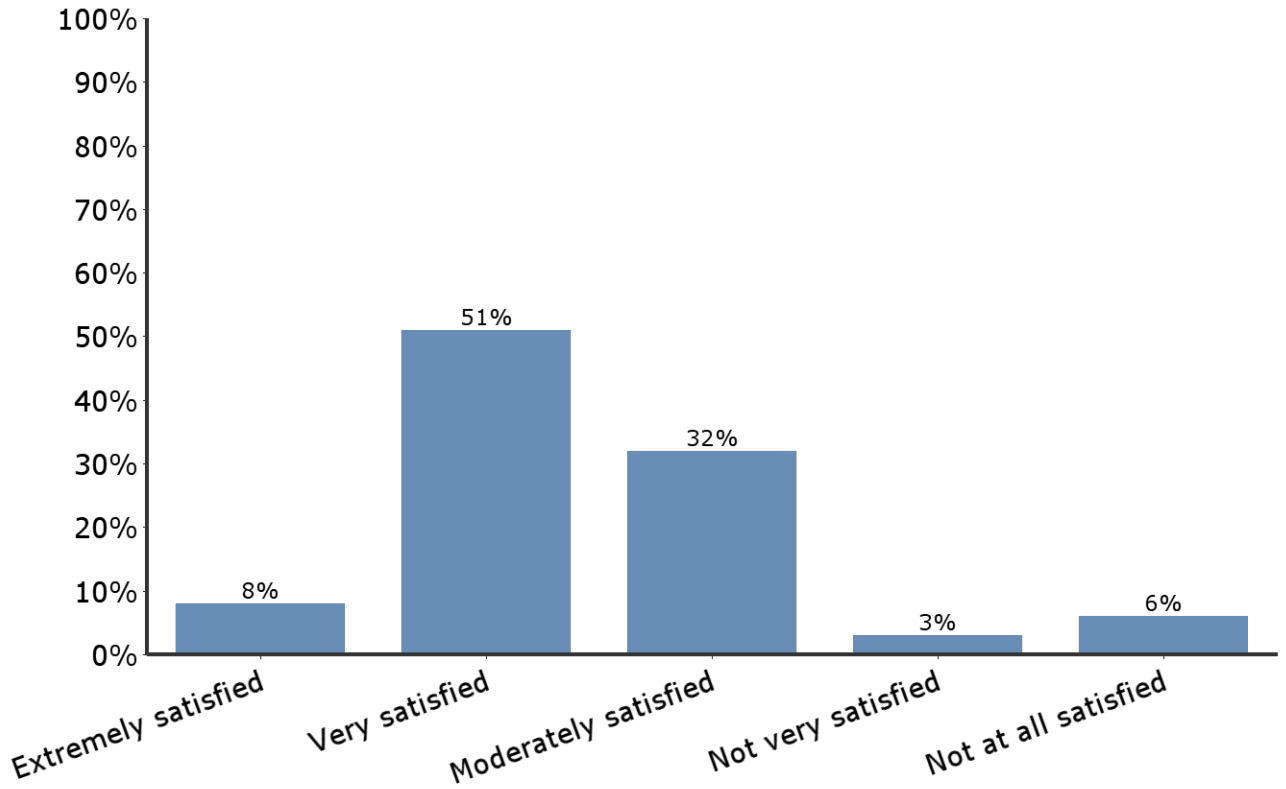
This report has been designed to present the quantitative responses to the questionnaire.

Donna Phillips, for the Quality Enhancement & Learning Analytics Team, May 2017

This report has been produced by the Survey Office within the Learning & Teaching Innovation Portfolio, using the Qualtrics system.

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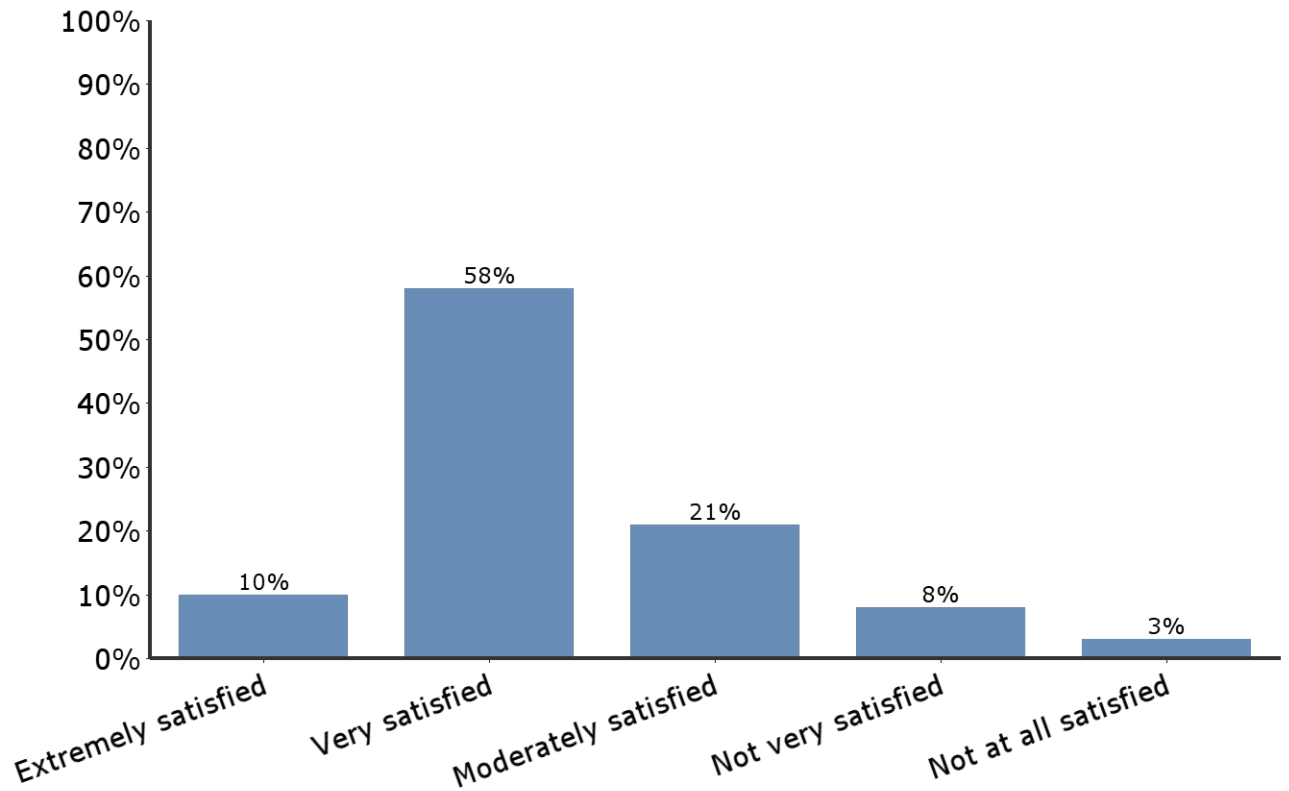
Q1. How satisfied are you that the business the committee has considered during the 2016/17 year has been appropriate to its terms of reference?



	Percent	Count	Percent
Extremely satisfied		6	8.5%
Very satisfied		36	50.7%
Moderately satisfied		23	32.4%
Not very satisfied		2	2.8%
Not at all satisfied		4	5.6%
Total		71	100.0%

Minimum	Maximum	Mean	Variance	Std. Dev.	Respondents
1	5	2.46	0.82	0.91	71

Q2. How satisfied are you that the terms of reference of the committee cover the business that the committee should consider?

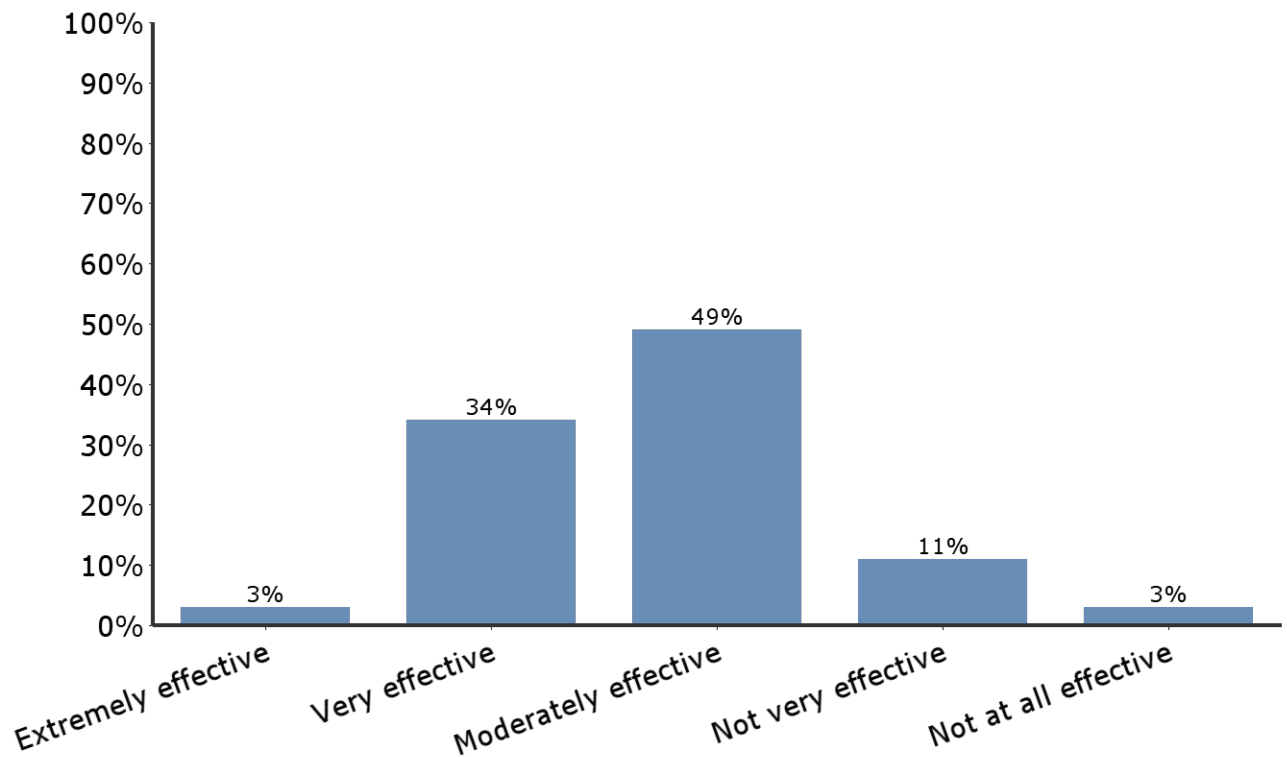


	Percent	Count	Percent
Extremely satisfied		7	9.9%
Very satisfied		41	57.7%
Moderately satisfied		15	21.1%
Not very satisfied		6	8.5%
Not at all satisfied		2	2.8%
Total		71	100.0%

Minimum	Maximum	Mean	Variance	Std. Dev.	Respondents
1	5	2.37	0.78	0.88	71

Q3. How effective is the Chair in leading the committee?

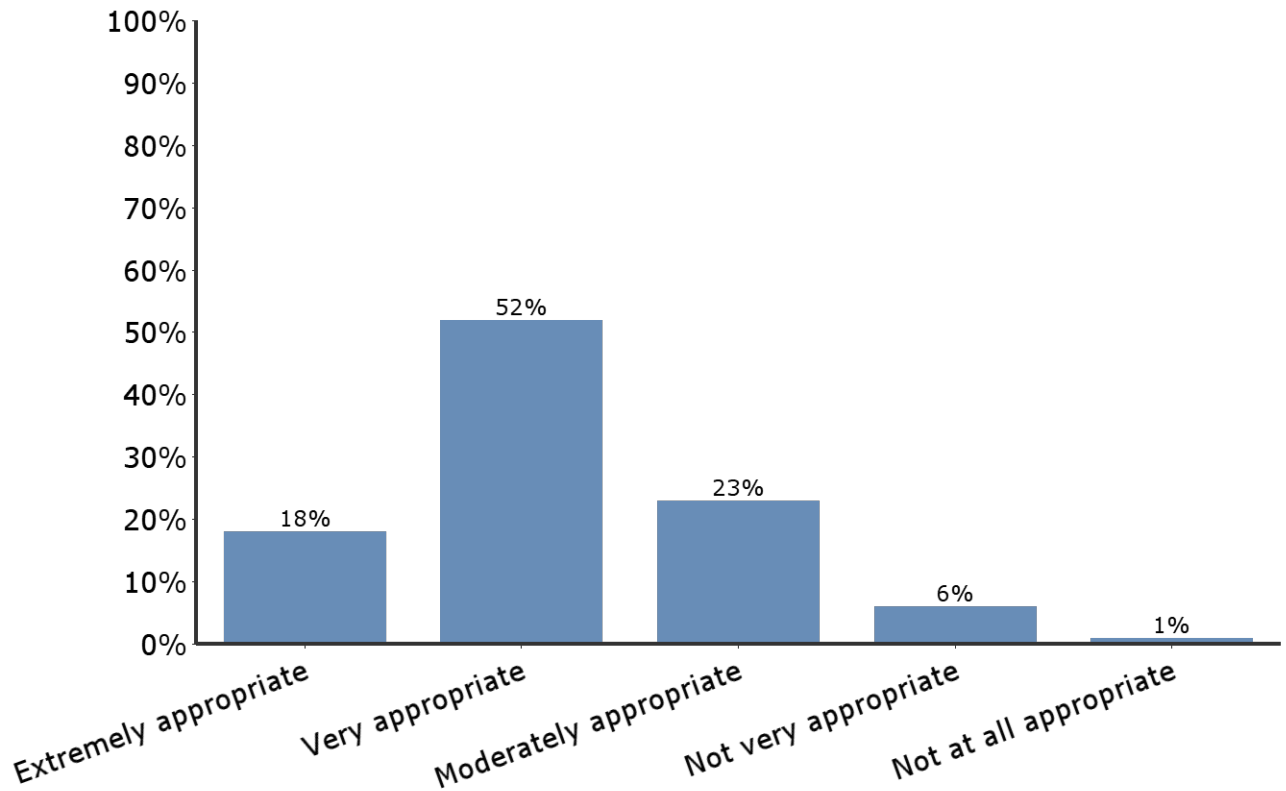
(Understands the role of the committee, conducts business fairly, impartially and to time, ensures clear decisions are reached.)









	Percent	Count	Percent
Extremely effective		2	2.8%
Very effective		24	33.8%
Moderately effective		35	49.3%
Not very effective		8	11.3%
Not at all effective		2	2.8%
Total		71	100.0%

Minimum	Maximum	Mean	Variance	Std. Dev.	Respondents
1	5	2.77	0.63	0.8	71

Q4. How appropriate is the membership of the committee in terms of their skills, experience and level of contribution?

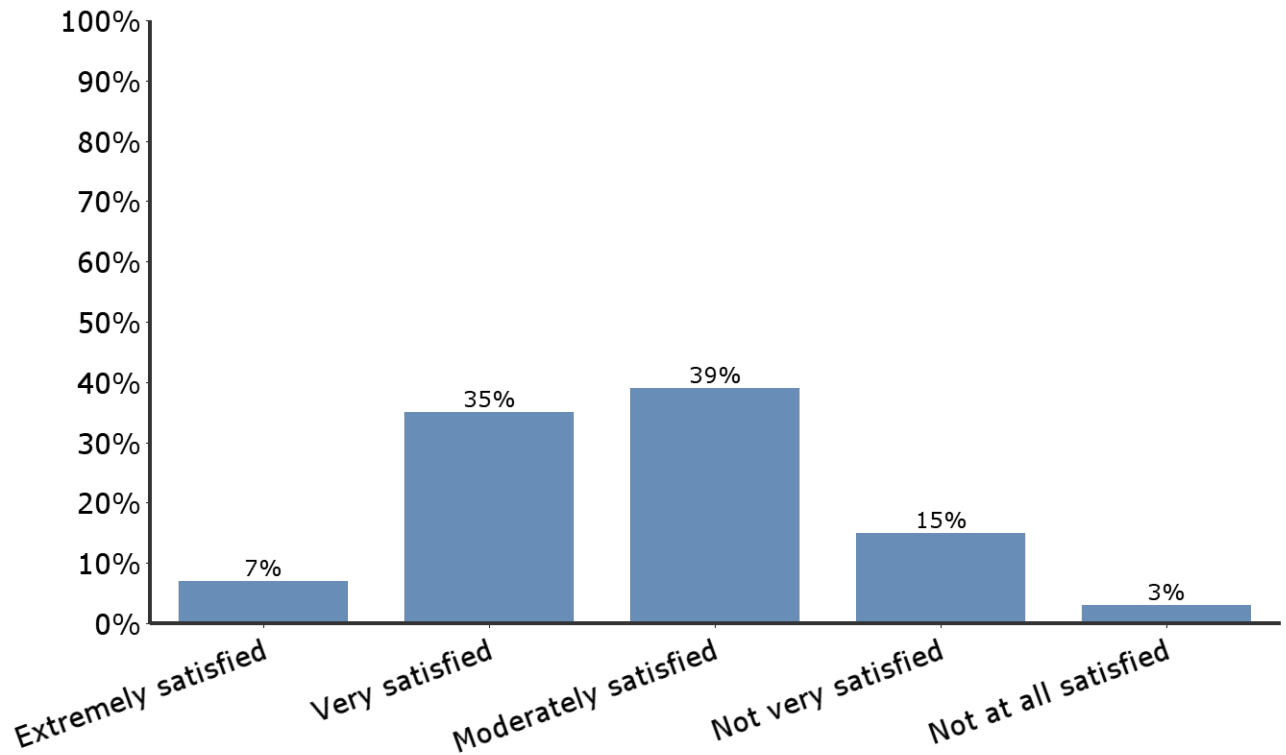








	Percent	Count	Percent
Extremely appropriate		13	18.3%
Very appropriate		37	52.1%
Moderately appropriate		16	22.5%
Not very appropriate		4	5.6%
Not at all appropriate		1	1.4%
Total		71	100.0%

Minimum	Maximum	Mean	Variance	Std. Dev.	Respondents
1	5	2.2	0.73	0.86	71

Q5. How satisfied are you that the committee manages its business properly?

(Appropriate timing and frequency of meetings, sufficient time and attention devoted to important matters, actions followed up in a timely manner and reported back)

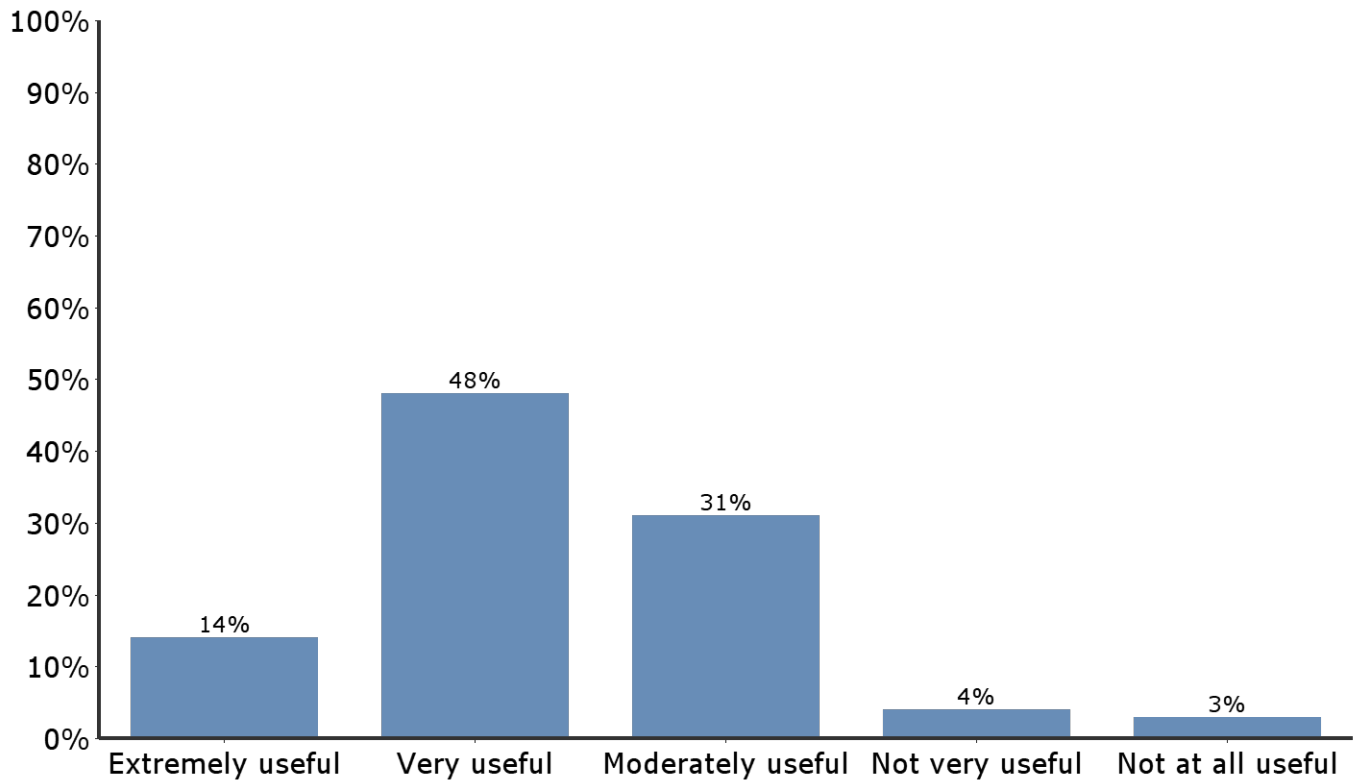








	Percent	Count	Percent
Extremely satisfied		5	7.0%
Very satisfied		25	35.2%
Moderately satisfied		28	39.4%
Not very satisfied		11	15.5%
Not at all satisfied		2	2.8%
Total		71	100.0%

Minimum	Maximum	Mean	Variance	Std. Dev.	Respondents
1	5	2.72	0.83	0.91	71

Q6. How useful is the information provided to the committee in enabling it to manage its business?

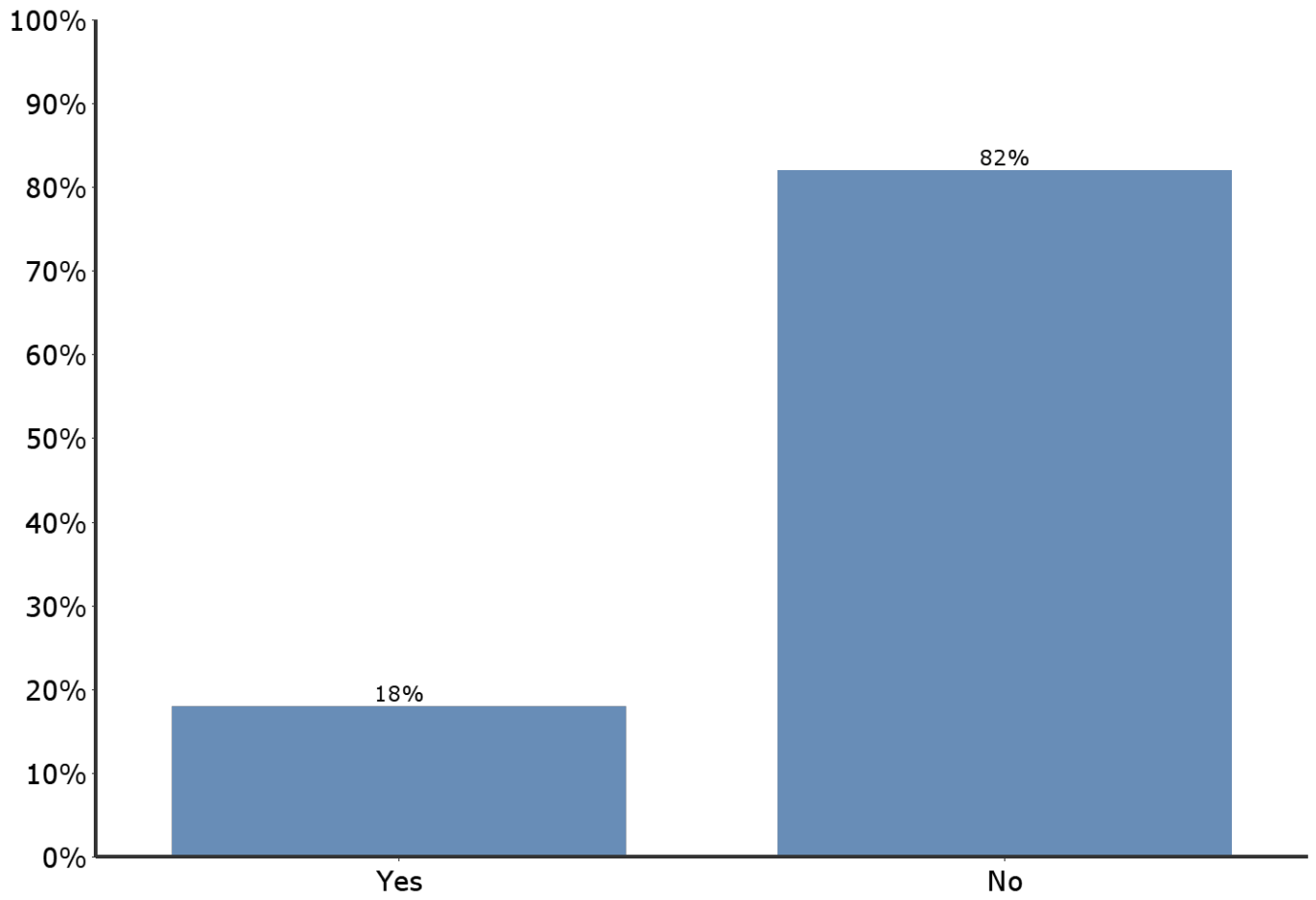
(Timeliness, length, clarity of papers)



	Percent	Count	Percent
Extremely useful		10	14.1%
Very useful		34	47.9%
Moderately useful		22	31.0%
Not very useful		3	4.2%
Not at all useful		2	2.8%
Total		71	100.0%

Minimum	Maximum	Mean	Variance	Std. Dev.	Respondents
1	5	2.34	0.77	0.88	71

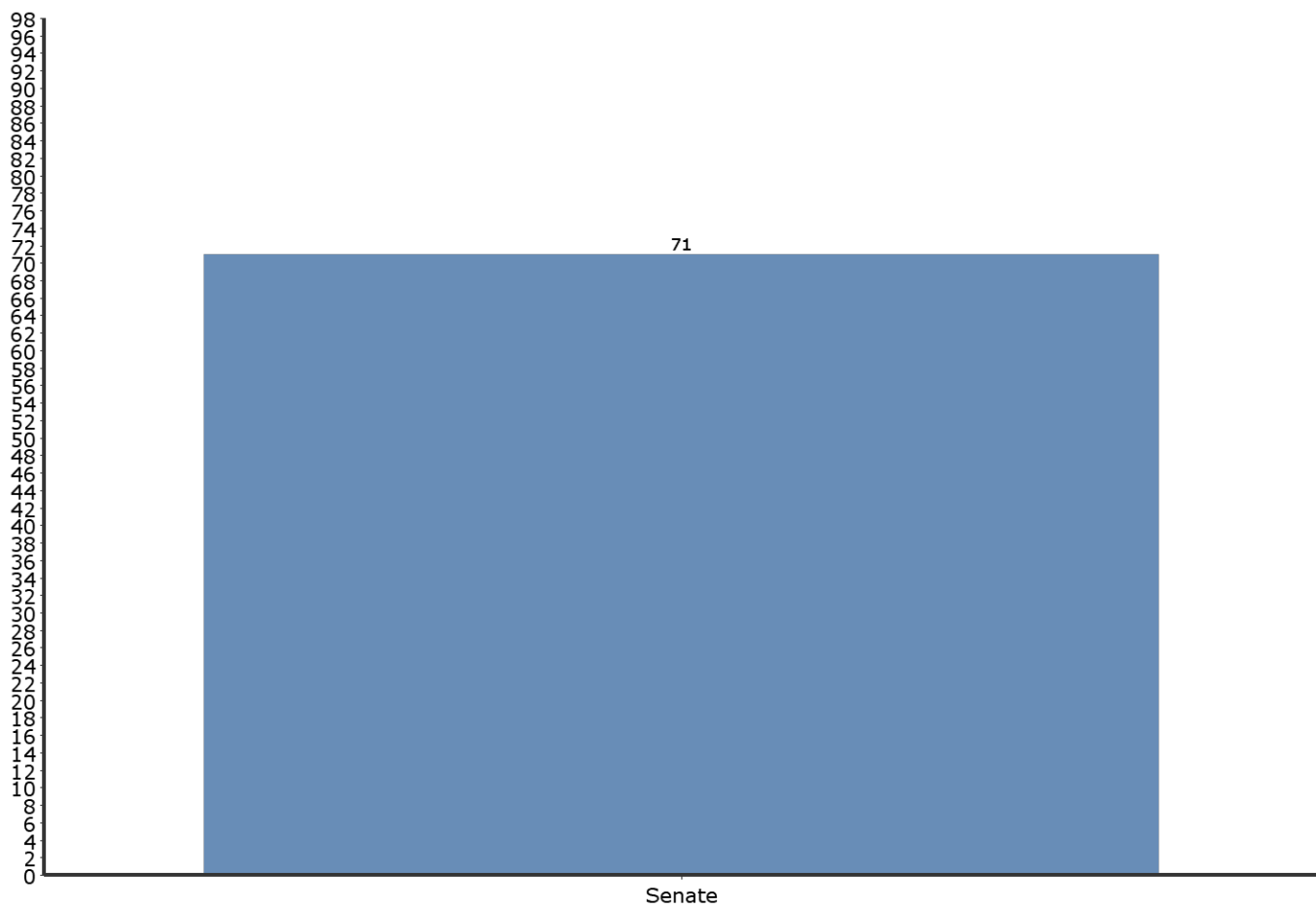
Q7. Do you have any other comments or suggestions for improvement of the effectiveness of the committee?



	Percent	Count	Percent
Yes		13	18.3%
No		58	81.7%
Total		71	100.0%

Minimum	Maximum	Mean	Variance	Std. Dev.	Respondents
1	2	1.82	0.15	0.39	71

Embedded Data Field: committee



	Count
Senate	71

SENATE
Annual Effectiveness Review 2016-17
Assessment of Business against Terms of Reference

Term of Reference	Meeting Date	Agenda Items	Type of Business (Approval, Comment, Report etc)
Setting strategy and policy, agreeing priorities, plans and regulations			
1) To approve strategies relating to:			
a) undergraduate and taught postgraduate curriculum (including collaborative provision);	19-Oct-16	S-2016-04-09: Minute 14: Academic Strategy	The Senate approved the proposals for further consultation on the draft academic strategy The Senate commented on a draft of the Academic Strategy The Senate approved the Academic Strategy The Senate received a report on the implementation of the Academic Strategy
	25-Jan-17	S-2017-01-09 Minute 13: Academic Strategy	
	5-Apr-17	S-2017-02-06 Minute 10: Academic Strategy	
	7-Jun-17		
b) learning and teaching	19-Oct-16	S-2016-04-11A&B Minute 11: Group Tuition Policy	Discussion and approval of an amendment to paragraphs 41 and 42 of the Policy approved in October 2014 The Senate noted update reports on the Group Tuition Policy Discussion of the arguments proposed in support of an application to achieve a Teaching Excellence Framework (TEF)
	25-Jan-17	S-2017-01-06 Minute 10: Group Tuition Policy	
	5-Apr-17	S-2017-02-09 Minute 12: Group Tuition Policy	
	19-Oct-16	S-2017-03-07 Tutorial Delivery Update S-2016-04-10: Confidential Minute 13 Teaching Excellence Framework	
c) assessment and examinations;			
d) the quality of the student experience			
e) recognition of prior learning			
f) the introduction of partnerships and collaborative provision leading to an award of the University			
g) research			
2) To Approve regulations relating to:			
a) teaching (including collaborative provision) and research,	19-Oct-16	S-2016-04-16: Visiting Academics Policy: Minute 19	The Senate approved the amendments to the Visiting Academics policy to ensure compliance with rules set out by UK Visas and Immigration
b) courses of study and conditions for admission to the degrees, diplomas, certificates and other academic distinctions offered by the University (including collaborative provision)	19-Oct-16	S-2016-04-15: Academic Appeals Procedure: review: Minute 18	The Senate approved changes to the Academic Appeals Procedures The Senate approved proposals relating to the 'single qualification registration rule and the change to the Academic Framework and to principles 11 and 22 of undergraduate qualification and modular study The Senate approved revisions to the Regulations for Validated Awards
	25-Jan-17	S-2017-01-11 Minute 15: Single Qualification Registration Rule	
	7-Jun-17	S-2017-03-09 Regulations for Validated Awards	
c) admission to, and continuation in courses of study or programmes of research			
d) examinations and assessment for the degrees and other distinctions offered by the University			
e) the discipline of the University's students	05-Apr-17	S-2017-02-10 Minute 13 Code of Practice for Student Discipline	The Senate approved the Code of Practice subject to consideration of points of detail raised by OU Students Association members The Senate noted a report of business of the Central Disciplinary Committee The Senate noted a report of business of the Special Appeals Committee
	7 June 2017	S-2017-03-03 Report of the Central Disciplinary Committee	
	7 June 2017	S-2017-03-03 Report of the Special Appeals Committee of the Senate	

SENATE
Annual Effectiveness Review 2016-17
Assessment of Business against Terms of Reference

3) To approve the award and withdrawal of degrees, diplomas, certificates and other academic distinctions offered by the University or on its behalf through collaborative provision	25-Jan-17	S-2017-01-13 Minute 17: Emeritus Professors S-2017-03-10 Emeritus Professors	The Senate approved the recommendations from the Chair and Readership Subcommittee that the title of Emeritus Professor was awarded to Professor Gill Perry and Professor Helen King, Faculty of Arts and Social Sciences, Professor John Storey, FBL and Professor John Richardson, LTI
4) To make recommendations or to express an opinion to the Council on any matter of interest to the University and its affairs; Making governance arrangements e.g. appointing to other committees	25-Jan-17	S-2017-01-10 Minute 14: Council Governance Review	The Senate commented on the recommendations of the Council Governance Review
5) To delegate any powers specifically conferred upon it, subject to the approval of the Council to any person or body constituted for the purpose.	25-Jan-17	S-2017-01-12 Minute 16: Schedule of Delegation	The Senate approved a revised Senate Schedule of Delegation
6) To Appoint : a) members of the Senate to be members of the Council b) members of the Senate to be members of Senate committees.			
7) To approve proposals for the establishment or dissolution of committees of the Senate			
8) To review annually the working of the Senate and its committees	19-Oct- 16	S-2016-04-13: Minute 15: Academic Governance Assurance Report S-2017-03-08 Annual Effectiveness Review	The Senate approved the assurance statement set out in paragraph 25 of the report on the effectiveness of the University's academic governance arrangements in 2015/16, for reporting to the Council in November 2016. The Senate considered a reiew of its effectiveness
Monitoring and reviewing actions and institutional performance			
9) To monitor the academic quality and performance of the University and make recommendations as appropriate.			
	19-Oct- 16	S-2016-04-08 Minute 12: Annual Quality Report	The Senate noted the Report Senate delegated to the Academic Quality and Governance Committee the recommendation to Council that it endorse the statement of assurance
	25-Jan-17	External Research Environment	The Senate was informed of information in relation to the external research environment
	19-Oct- 16 25-Jan-17 5-Apr-17	S-20116-04-07: Minute 16: Academic Performance Report S-2017-01-08: Minute 11: Academic Performance Report S-2017-02-08 Minute 11: Academic Performance Report S-2017-03-06 Academic Performance Report	The Senate noted the reports on the academic performance of the University

The Senate
Annual Effectiveness Review 2016/17 - Attendance Record and Gender Balance Analysis

Membership/Staff Category	Surname	Forename	Gender M/F	Meeting 01 (19.10.16)	Meeting 02 (25.01.17)	Meeting 03 (05.04.17)	Meeting 04 (07.06.17 tbc)	Total Attended 2016-17 Year	% 2016-17 Year**
Ex Officio	Horrocks	Peter	M	1	1	1	1	4	100%
	Rymer	Hazel	F	1	1	1	1	4	100%
	Hetherington	Kevin	M	1	1	1	1	4	100%
	Fribbance	Ian	M	1	1	1	1	4	100%
	Taylor	Rebecca	F	1	1	1	1	4	100%
	Fraser	Josie	F	0	0	1	1	2	100%
	Kellett	Mary	F	1	1	1	1	4	100%
	McAndrew	Patrick	M	1	1	1	1	4	100%
	Jones	Rosie	F	0	1	1	1	3	75%
	Rooke	Chris	M	1	1	1	1	4	100%
Appointed Members FASS	Chimisso	Cristina	F	1	1	0	1	3	75%
	Yamagata	Naoko	F	1	1	1	1	4	100%
	Grell	Ole	M	1	1	1	1	4	100%
	Johnson	David	M	1	1	0	1	3	75%
	Moohan	Elaine	F	1	1	1	1	4	100%
	Wolffe	John	M	1	1	1	1	4	100%
	Byford	Jovan	M	1	1	1	1	4	100%
	Drake	Deborah	F	1	1	1	0	3	75%
	Economou	Anastasia	F	0	1	1	1	3	75%
	Havard	Catriona	F	1	1	0	1	3	75%
	Kaye	Helen	F	1	1	1	1	4	100%
	Cooper	Troy	M	1	1	1	1	4	100%
	Heffernan	Richard	M	1	1	1	1	4	100%
Appointed Members FBL	Howells	Carol	F	1	1	1	1	4	100%
	Reid	Kristen	F	1	1	1	1	4	100%
	Phillips	Mike	M	1	1	1	1	4	100%
	Kodwani	Devendra	F	1	1	1	1	4	100%

INTERNAL-USE-ONLY
S-2017-03-APPENDIX-4

	Slade	Sharon	F	1	1	1	1	4	100%
Appointed Members STEM	Baxter	John	M	1	1	1	1	4	100%
	Haresnape	Janet	F	1	1	1	1	4	100%
	MacQueen	Hilary	F	1	1	1	0	3	75%
	Rothery	David	M	1	1	1	1	4	100%
	Butler	Diane	F	1	1	1	1	4	100%
	Olsson-Francis	Karen	F	1	0	1	1	3	75%
	Turner	Claire	F	1	1	1	1	4	100%
	Bowers	David	M	1	1	1	1	4	100%
	Hilliam	Rachel	F	1	1	0	1	3	75%
	Lane	Andy	M	1	1	1	1	4	100%
	O'Neill	Toby	M	1	1	1	1	4	100%
	Quinn	Brendan	M	1	1	1	1	4	100%
	Ramage	Magnus	M	1	1	1	1	4	100%
	Barroca	Leonor	F	1	1	1	1	4	100%
	Burnley	Stephen	M	1	1	1	1	4	100%
	Hall	Jon	M	1	1	1	1	4	100%
	Ryder	Hayley	F	1	1	1	1	4	100%
	Walshe	Anne	F	1	1	1	1	4	100%
	Williams	Gareth	M	1	1	1	1	4	100%
Appointed Members WELS	Eardley	Annie	F	1	1	1	1	4	100%
	Hampel	Regine	F	1	1	1	1	4	100%
	Sinka	Indra	F	1	1	1	1	4	100%
	Baumann	Uwe	M	1	1	1	1	4	100%
	Comas-Quinn	Anna	F	1	1	1	1	4	100%
	Golding	Tyrell	F	1	1	1	1	4	100%
	Vialleton	Elodie	F	1	1	1	1	4	100%
	Draper	Jan	F	1	1	1	0	3	75%
	McCormick	Mick	M	0	1	0	1	2	50%
	Cole	Sue	F	1	1	1	1	4	100%
	Guntupalli	Aravinda	F	1	1	1	1	4	100%

INTERNAL-USE-ONLY
S-2017-03-APPENDIX-4

	Waight	Verena	F	1	1	1	1	4	100%
Appointed Members IET	Adams	Anne	F	1	1	1	1	4	100%
	Edwards	Chris	M	1	1	1	1	4	100%
	Scanlon	Eileen	F	1	1	1	1	4	100%
Other Central Units	Marr	Liz	F	1	1	0	1	3	75%
Associate Lecturers	Chetwynd	Frances	F	1	1	1	1	4	100%
	Spencer	Clare	F	1	1	1	1	4	100%
	Partridge	Hilary	F	1	1	1	1	4	100%
	Parry	Tim	M	1	1	1	1	4	100%
	Aiken	Fiona	F	1	1	1	1	4	100%
	French	Tricia	F	1	1	1	1	4	100%
	Walker	Linda	F	1	1	1	1	4	100%
Students Appointed by OU Students Association	Panež	Chris	M	1	0	0	0	1	50%
	Adams	Lorraine	F	1	1	1	1	4	100%
	Smith	Claire	F	0	1	1	1	3	75%
	Murphy	John	M	1	1	1	1	4	100%
	Tarling	Barbara	F	1	1	1	1	4	100%
	Smith	Danielle	F	0	0	1	1	2	100%
	Simpson	Nicola	F	1	1	1	1	4	100%
	Summers	Sandra	F	1	0	0	0	1	100%
Academic Related Staff	Innes	Mike	M	1	1	1	1	4	100%
	Street	Michael	M	1	1	1	1	4	100%
	Atkins	Pat	F	1	1	1	1	4	100%
	Smythe	Joanne	F	1	1	1	1	4	100%
	Horrocks	Simon	M	1	1	1	1	4	100%
	Khokhar	Billy	M	1	1	1	1	4	100%
	Poniatowska	Barbara	F	1	1	1	1	4	100%
	Ikin	Clare	F	1	1	1	1	4	100%
	Yeo	Jake	M	1	1	1	1	4	100%
	DeSouza	Denzil	M	1	1	1	1	4	100%
	Walker	Elaine	F	1	1	1	1	4	100%

	Berry	Phil	M	1	1	1	1	4	100%
	Crisu	Maria	F	1	1	1	1	4	100%
	Killick	Selena	F	1	1	1	1	4	100%
Co-opted Members	Domingue	John	M	1	1	0	1	3	75%
	Humphreys	Rob	M	1	1	1	0	3	75%
	D'Arcy	John	M	1	1	1	1	4	100%
	Stewart	Susan	F	1	1	1	1	4	100%
	Knight	David	M	1	1	1	1	4	100%
	O'Shea-Poon	Tony	M	1	0	1	1	3	75%
	Wylie*	Jonathan	M	1	1	0	0	2	100%
	Kirby	Mary	F	0	0	0	1	1	100%
	Turner	Chris	M	0	0	1	1	2	100%
In Attendance	Law	Andrew	M	0	0	0	1	1	25%
Left during year	Kelley	Simon	M	1	1	0	0	2	100%
	Goscombe	Chris	M	0	0	0	0	0	0%
Total***				94	94	90	95	0	94%
Gender Balance of Current Membership:	43 % M /57% F							Previous Year (2015-16)	93%

Equality Objective 2c Increase the Diversity of the University's
KPI a) All University committees will always be comprised of at least 40% women and 40% men.
* J Wylie: 2 meetings in co-opted role and 2 as Acting University Secretary
‡ C Pane attended 1 meeting as President OU Students Association. N Simpson, Acting President thereafter