



NOMINATIONS COMMITTEE (Summary Report)

2 March 2022

Nominations Committee Summary Report

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1. Matters Arising

- 1.1. The Committee **discussed** the induction programme for the incoming Chair of Council and **agreed** that the Chair should spend significant time in Cornwall and with the Chief Financial Officer.
- 1.2. The Committee additionally **discussed** the induction programme for new members of Council, with the Chair of Nominations Committee requesting that consideration should be given to time-requirements placed on Council members and to ensure this was manageable for incoming members. Members of the University Executive Board were **invited** to provide input into the development of the programme.

2. Council Membership Diversity

- 2.1. The Committee **discussed** board diversity and inclusion and **noted** that diversity in gender was easier to address than ethnicity and age. Bettina Rigg offered **recommendations** on how to diversify Council, including working with external organisations and utilising a board apprenticeship programme.

3. Appointment of Council members and membership for 2022/23

- 3.1. Committee **agreed** to recommend to Council the reappointment of: Sarah Buck, Nicholas Cheffings, Andrew Greenway, Jo Binding and Alison Reed.
- 3.2. It was **agreed** that Professor Malcolm Skingle would be recommended to Council to be appointed for a three-year term, particularly due to his specific knowledge and skills which were currently absent from the wider Council membership. It was additionally **agreed** he would be invited as a guest to the Council meeting in May.

4. Membership of Council Committees

- 4.1. Nominations Committee **agreed** to recommend to Council that Bettina Rigg be re-appointed for a further term as an independent (non-Council) member of Nominations Committee.

4.2. With the Chair of Audit and Risk Committee retiring, the need for a replacement was **noted** to be discussed with the Chair-elect of Council.

4.3. It was **agreed** that a Council Member should continue to sit on Health and Safety Committee (currently Sarah Buck) due to the statutory responsibilities of Council.

5. Council Members Skills Matrix

5.1. The Committee **agreed** that the skills matrix should have no more than ten categories and that members should only select their top three skills. With these aligning with the key themes from Strategy 2030, they should cover the following areas:

- Finance
- Estates/Capital Development
- Digital and IT
- Education & Skills
- Research
- Corporate Governance, Risk Management and Strategic Planning
- Global
- Marketing, PR, Communications
- People

5.2 It was **decided** that an updated skill matrix would be brought to the next Nominations Committee Meeting, to be utilised for members beginning in the summer.

6. Dual Assurance Update

6.1 The Committee **agreed** that the Dual Assurance for Digital and IT would remain as one, with executive lead from the Chief Digital Officer, and Council lead from Andrew Greenway. The Registrar and Secretary would also be invited to attend.

6.2 It was **agreed** that the Terms of Reference for Dual Assurance would be updated to allow Council members to request to attend any meeting (if made to the Dual Assurance lead well in advance).

6.3 The Committee **noted** the importance of Education and Student Experience remaining a combined Dual Assurance portfolio, and **agreed** to review its Terms of Reference to add the Deputy Registrar and Chief College Operations Officer, and a named Independent Member, to its membership.