City of Glasgow College

Board of Management

Performance Remuneration & Nominations Committee

Date of Meeting	**Monday 30 April 2018**
Paper No.	**PRNC3-I**
Agenda Item	**11**
Subject of Paper	**Board Members' Periods of Tenure**
FOISA Status	**Disclosable**
Primary Contact	**Paul Clark, College Secretary/Planning**
Date of production	**9 April 2018**
Action	**To Note**

1. Recommendations

1. To note the periods of tenure of current Board members, and any intentions as expressed by Board members whose periods of tenure conclude in 2019. (NB this paper was initially presented to PRNC in January 2018)

2. Purpose of Report

2.1 To provide the Committee with a further opportunity to review the periods of tenure of existing Board members (first notified to PRNC in January 2018) with a view to informing future decisions relating to recruitment and succession planning.

3. Context

3.1 The period 2015 to 2016 marked the conclusion of transitional arrangements during which existing College Boards were renewed as part of the changed governance arrangements within the sector in Scotland.

3.2 In both 2015 and 2016, the College Board assisted GCRB in the recruitment and selection of Board members, with GCRB approving the appointments proposed for periods of tenure of either three or four years. This was agreed in an effort to stagger the recruitment and appointments processes in the following years.

3.3 Members will note that the next round of recruitment is due in 2019, for which the process will require to commence in late 2018. In advance of this, the Board will be invited to participate in some related development, prompted and informed by the CDN Secretary to the Board Network (currently chaired by CoGC College Secretary) aimed at widening the diversity of college boards.

3.4 In 2015 and 2016, the process of recruitment and selection was to a large extent delegated to the CoGC Board, specifically a selection panel approved by the PRNC. This panel included three CoGC Board members at each of the shortlisting and Interview sessions (inclusive of student and staff members) as well as an independent member (the CE of Colleges Scotland). The Chair of GCRB chaired the panel which appointed the CoGC Board Chair. All these arrangements were in accordance with ministerial guidance and the Code of Good Governance.

3.5 The Committee is invited to consider the attached record of members' periods of tenure, and recognise that members who wish to be considered for a further period will require to apply to GCRB (via the CoGC Chair and College Secretary). It is not currently anticipated that such applicants will require to be interviewed, however completed member appraisals will be required.

3.6 The Committee should agree consider the expressed intentions of such members to continue to serve in their capacity as full Board members.

4. Impact and implications

4.1 There are a number of considerations which the Committee should take account of in preparation for the recruitment process, including, but not exclusively:

- The current and future skills mix of the Board
- Potential loss off knowledge base
- Future strategic needs of the Board
- Gender balance
- Diversity

4.2 The Board should note that the final decision on appointments will be made by GCRB. In the past, some of the responsibility for recruitment, shortlisting, and selection of proposed members has been delegated to the CoGC Board as described above. Similar arrangements in future would need to be agreed in advance with GCRB.

Appendix:

Board Members' Periods of Tenure at January 2018.

CoGC Board of Management Terms of Office (with end dates).

At: 24 January 2018

Non-Execs		2015	2016	2017	2018	2019	2020	2021	2022	2023
(13 positions; 1 vacancy)										
Alisdair	Barron		appt.1 Aug 2016				31 July 2020			
George	Black	appt.17 June 2015				16 June 2019				
Jim	Gallacher		appt.1 Aug 2016			31 July 2019				
George	Galloway		appt.1 Aug 2016				31 July 2020			
Tracey	Howe		appt.1 Aug 2016				31 July 2020			
Karen	Kelly	appt.17 June 2015				16 June 2019				
Graham	Mitchell	appt.17 June 2015				16 June 2019				
Colin	McMurray		appt.1 Aug 2016			31 July 2019				
Stuart	Patrick		appt.1 Aug 2016				31 July 2020			
Anne	Peters		appt.1 Aug 2016			31 July 2019				
Eric	Tottman-Trayner		appt.1 Aug 2016			31 July 2019				
Lesley	Woolfries		appt.1 Aug 2016				31 July 2020			
Vacancy										
Staff Members		**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
(2 positions; 0 vacancies)										
David	Eaton	01-Jul-15				31 July 2019				
Robert	Morrison	01-Jul-15				31 July 2019				
Student Members		**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
(2 positions; 0 vacancies)										
Megan	Cartwright			03-Jul-17	02-Jul-18					
Jack	McAllister			03-Jul-17	02-Jul-18					
Principal		2015	**2016**	**2017**	**2018**	2019	**2020**	**2021**	**2022**	**2023**
Paul	Little									

Total: 18 positions; 1 Vacancy