

**MINUTES OF MEETING**  
of the  
**STRATEGY COMMITTEE**  
held on  
**Wednesday, 19 October 2011**  
**2:00 pm – 4:00 pm**  
**Turing Room**

**Present:**

Dave Robertson (Chair), Jacques Fleuriot, Chris Geib, Dave Hamilton, Jane Hillston, Alan Smaill, Barbara Webb, Chris Williams

**Apologies:** Colin Adams, Stuart Anderson, Jim Bednar, Liz Elliot, Mike O'Boyle, Steve Renals, George Ross, Sethu Vijayakumar

**Approval of Minutes**

The Minutes of Meeting of the Strategy Committee of 21 September 2011 were approved.

Dave noted that we now have new elected representatives to the committee: Jim Bednar, Chris Geib, Dave Hamilton and George Ross.

**AGENDA ITEMS**

**Item 1 – P&DR briefing**

June Bell (Head of College HR) gave a briefing to the committee on the purpose and processes for Performance & Development Review, followed by discussion. Key points are:

- P&DR is now mandatory across the University. The School has currently promoted P&DR as a voluntary task and we wish to avoid the negative connotations of coercion in a process that is generally positive for those concerned. We will implement it as a mandatory task for all staff but will accommodate the range of depths of review that different staff legitimately require.
- P&DR documents are confidential to the reviewer and the reviewee plus those in the chain of line management upwards from the reviewee.
- The role of P&DR is to help the reviewee develop by understanding the positives and negatives of his or her current position and thinking of means of improvement. This is separate from other line management responsibilities (e.g. promotion, grievance or discipline).

### **Item 3 – Head of School's business**

- Dave presented income/expenditure data for each institute over the past four academic years. **Action**  
Liz to report back re School/Institute money split, especially with respect to non-RCUK PI-time.
- Dave presented an update on EPSRC strategy - in particular the EPSRC "landscape" mapping effort. The second tranche of decisions on the landscape should come out in late November, with a final tranche in March 2012. Only one area, HCI, is subject to an in-depth review. Dave is chairing the review panel and Jon Oberlander will be representing us at the "theme day" for HCI in Manchester in January. The School has also suggested contacts for EPSRC in third tranche areas: Peter Buneman for Databases, Johanna Moore for Human Communication and NLP, Jane Hillston for Modelling Theory, Mike O'Boyle for Programming Languages and Compilers and Phil Wadler for Theory of Computation.
- Dave noted that a review of our Honours teaching was discussed at our recent Teaching Committee meeting and the intention is to continue this over the coming months. This will be discussed again at Strategy Committee in due course.
- There was discussion about School/Institute money split, especially with respect to non-RCUK PI-time.

### **Item 4 – Any other business**

There was no other business.

### **Item 5 – Date of next meeting**

The date of the next meeting is Wednesday, 23 November 2011 at 2:00 pm in the Turing Room.