

MEETING OF COUNCIL

Date of meeting:

Friday 01 May 2020, 14:00

Place of meeting:

ZOOM Conference Call

Present:

Don Robert (Chair), John O'Donnell, Gemma Donaldson, Ann Grant, Precious Lunga, Nicholas Mays, Jonathan Roper, Diana Layfield, Hitesh Patel, Richard White, Jenny Jenkin, Matt Lee, Anne Mills, Alison Grant, Una O'Brien, Annalisa Jenkins and Umberto D'Alessandro.

Apologies:

Peter Piot and Pablo Ruiz Cuenca.

Minutes:

Ayisha Govindasamy.

1 INTRODUCTION

1.1 Conflicts of Interest: None declared.

1.2 Actions taken by the Chair since the previous meeting: None.

1.3 Minutes from the previous meeting

Resolved that:

1.3.1 The minutes from the previous meeting of Council on 31 March 2020 were approved.

2 COVID-19

2.1 Financial Impact

Noted:

- 2.1.1 LSHTM was confident that 60% of its grant portfolio was secure and detailed information was being gathered to understand the high-risk research where costed extensions were unlikely to be granted e.g. EU and charity funded research. Other at-risk research included clinical trials, laboratory work and research that relied on seasonal data collection.
- 2.1.2 It was likely that future research funding would reduce as a result of economic downturn, reduced government funding and a shift to COVID-19 research as opposed to other areas LSHTM specialised in e.g. TB, Malaria
- 2.1.3 Student recruitment for 2020/21 was ongoing and currently on target. LSHTM's education model was being reviewed to ensure its digital offering was of high quality.
- 2.1.4 Measures to control LSHTM's cost base have been put in place e.g. recruitment freeze.
- 2.1.5 LSHTM has lobbied Universities UK and Research England, whilst individual Principle Investigators had also been lobbying their research funders.
- 2.1.6 LSHTM met with the regulator, the Office for Students, and they were satisfied that LSHTM was taking the necessary precautions to protect the institution and its students.
- 2.1.7 A joint executive and non-executive working group would be formed to build a comprehensive financial stability plan for LSHTM.
- 2.1.8 Specific COVID-19 fundraising opportunities would focus on Centre for Pandemics Preparedness, supporting Africa's response to COVID-19 and tackling the COVID-19 vaccine infodemic.

Resolved:

2.1.9 The fundraising target for COVID-19 should be revised to be more ambitious.

2.2 Government Job Retention Scheme

Noted:

- 2.2.1 LSHTM has accessed the Job Retention Scheme but this has been on a limited basis where LSHTM is confident of meeting all the requirements for the scheme.

2.3 Risk Register

Noted:

- 2.3.1 The COVID-19 risk register was being updated daily and included risks to LSHTM's ability to carry out research, deliver education, financial sustainability, safety of staff and students and infrastructure.
- 2.3.2 LSHTM was considering how to manage the re-opening of buildings once government lockdown eases and social distancing guidance provided. The Estates Team have developed a 'back to work' plan which would be overlaid with plans from faculties.
- 2.3.3 During lockdown, LSHTM's IT infrastructure has been working and has enabled most staff to work from home efficiently. Further consideration was needed on how LSHTM operates in the future and the impact this would have on IT infrastructure and its future space use.
- 2.3.4 Staff involved in the Scientific Advisory Group for Emergencies (SAGE) would be provided with relevant support, and the Communications & Engagement Team were closely monitoring SAGE media reports.

Resolved:

- 2.3.5 The IT Strategic Plan should be updated in light of COVID-19 and shared with the Audit & Risk Committee and Council once drafted. *(Chief Operating Officer)*

3 NOMINATIONS COMMITTEE

3.1 Director's Appointment Process

Noted:

- 3.1.1 Concerns were raised over membership of the selection panel excluding The Gambia Unit Director as this may be misinterpreted as the Units being considered as a single entity.
- 3.1.2 The Nominations Committee provided assurances that the individuals on the proposed selection panel would collectively represent the broad range of expertise across LSHTM as opposed to only their individual areas.
- 3.1.3 Staff members of Council strongly recommended that the selection process incorporated engagement from LSHTM's staff and student community which was supported by Council.
- 3.1.4 It was important that Council could demonstrate how the Director's Appointment Process was being carried out in a fair, transparent and inclusive manner.

Resolved:

- 3.1.5 A staff engagement communications plan would be developed by the HR Director in consultation with elected staff members which would engage staff and students in the process.
- 3.1.6 The Director's Appointment Process, job description, and timeline were approved.

3.2 Appointment of Co-opted member of People Committee

Resolved:

- 3.2.1 The appointment of Genevieve Tennant as a co-opted member of People Committee was approved by Council as recommended by Nominations Committee.

4 DATE OF NEXT MEETING: 02 July 2020