



AUSU
Trustee Board Meeting
25th September 2015
Brynamlwg Meeting Room

Present

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| Lewis Donnelly (LD) | – AUSU President, Chairperson & Trustee |
| Hanna Medi Merrigan (HMM) | – AUSU Welsh Affairs & UMCA President & Trustee |
| Ieuan Gregory (IG) | – AUSU Student Welfare Officer & Trustee |
| Kelly Keat (KK) | – AUSU Student Activities Officer & Trustee |
| Lauren Marks (LM) | – AUSU Education Officer & Trustee |
| Sam Bache (SB) | – AUSU Undergraduate Trustee |

Skype

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| Peter Curran (PC) | – AUSU External Trustee |
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In attendance

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| Sue Parnell (SP) | - AUSU External Trustee (observation purposes only) |
| Anmarie Evans (AE) | – AUSU Executive Assistant to the Board |
| John Glasby (JG) | - AUSU CEO (Clarification purposes only) |

1. Apologies for Absence

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| Estelle Hart | – AUSU External Trustee |
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2. Declarations of Interest

In light of his new role of Commercial Manager at the University, JG declared an interest with the Greenhouse Review, key recommendation 24.2

AE declared an interest with the Greenhouse Review, key recommendation 24.8

3. Chair's Business

LD welcomed everyone to the meeting and explained that as this was the first meeting of the new Officer Team, that everyone introduces themselves.

LD informed the Board that our Post Graduate Trustee, Shaun Bailey, has withdrawn from his studies so will no longer sit on the Board as Trustee.

Noted

LD also explained that the minutes from the last meeting have already been approved by the Board and the last Officer Trustees.

Noted

LD reminded the Board of the importance of confidentiality and to help aid this, it was requested that the Greenhouse Review be handed back to AE at the end of the meeting.

Noted

4. Update on CEO Recruitment

LD informed the Board that the Officer Team have been in discussions with Kat Sullivan, NUS Strategic Support Manager and was advised to speak to two potential Interim CEOs. The Officer Team met with Daryl Ormerod, CEO of Cumbria SU and Helen West, Independent Interim CEO Consultant.

Following various discussions with NUS, the Chair proposed that Daryl Ormerod be appointed as Interim CEO, with the support of Dan Francis, NUS Development Consultant. The posts would run between 3 – 6 months, depending on progression of the full time CEO being appointed and would look to start on Wednesday 7th October. The Chair invited the Board to vote.

Unanimously approved by the Board

5. Greenhouse Consultancy Review

The Chair introduced the review previously submitted for consideration and invited the Board to look at the key recommendations and vote appropriately.

- 24.1 *With the observations of the report in mind, continuing with the current Strategic Plan would be counter-productive; it is therefore recommended that the development of a new Strategic Plan becomes a priority for the organisation for 2016.*

A discussion was held around the possibility of collaborating with Bangor SU as they have declared an interest in working alongside us for the development of their strategic plan. It was agreed that this option can be explored subject to further clarification.

Action – Daryl Ormerod/Interim CEO (DO)

- 24.2 *On the basis that seeking to be excellent at a focussed range of service has greater merit than achieving a wide range of activities in an average or mediocre way, it is recommended that AberSU reaches agreement with the university to transfer the operation of its current trading outlets to the institution, along with the staffing structure currently within the trading company.*

JG was called into the meeting to offer some insight into this possibility. He explained that he agreed in principal with the option of moving the Trading outlets to the University (subject to their agreement) but stated that he felt strongly that the Bar operation should be outsourced to VMS since the Bars and Events are so closely aligned. He felt that the delivery of this would be even more troublesome if it was split between too many 3rd parties.

A discussion was held regarding the possible income that could come from adopting this recommendation so it was agreed that JG would source the current contract between VMS and TSD (University of Wales Trinity Saint David) to give the Board a better understanding of options available.

Action – JG

JG left the room.

The Chair invited the Board to vote on exploring the option of outsourcing our Trading activities.

Unanimously agreed – Action - DO

The Chair invited the Board to vote on moving Bars to the existing VMS contract, subject to renewing the contract for 12months, 18months if necessary.

For 4

Against 2

Abstain 0

Action – DO

The Chair invited the Board to vote on whether they were happy to explore options of transferring the Food/Coffee/Retail over to the University.

Unanimously agreed – Action – DO

- 24.3 *In order to allay some fears over the service quality of trading services within its building, the employment and development of student staff, and a lack of influence, it is recommended that a Service Level Agreement and a Services Partnership Oversight Board or similar body are established, enabling review of performance and the students' union's input into these services.*

Unanimously agreed by the Board – Action - DO

- 24.4 *It is recommended that a full-time Chief Executive is appointed to spearhead the development of the organisation.*

Unanimously agreed by the Board – Action – DO/Officer Team

- 24.5 *It is recommended that two new management roles are created to replace the Membership Services Manager post. One of these roles would cover the current areas of Representation, Education, Campaigns, Democracy and Advice, and would be titled Student Engagement & Support Manager. The other management role would cover the current areas of Sports, Societies & Volunteering, and would be titled Student Activities Manager.*

An in depth discussion was held but overall the Board felt that this option should be deferred until the Interim CEO is in place and can offer some advice/guidance.

Action – DO

- 24.6 *It is recommended that alongside the decision on the Commercial Services, AberSU adopts an outsourced plus internal Finance function on the basis described in section 14.3, and enters into discussions with a. Counterculture and b. the University over the future provision of and quotation for such a service.*

The Board agreed to defer this pending further investigation by the Interim CEO.

For 5

Against 1

Abstain 0

Action – DO

- 24.7 *Given the size of the organisation, and the limited staff number, if the proposals of this report are accepted, the costs of a dedicated internal HR person would be prohibitive and not represent good value for money. The options for outsourcing strategic and functional HR should therefore be explored. The Board agreed to defer this pending further input/investigation from the Interim CEO.*

Unanimously agreed – Action – DO

24.8 *In alignment with the other proposals, it is recommended that the development of the Welcome Desk option is explored. These recommendations are designed to better reflect the purpose of the organisation within the context of developing a new strategy, and accentuating the need for AberSU to grow student engagement, activities and support across a variety of services.*

Following AE's earlier declaration of interest, the Chair asked her to leave the room. PC had to end his involvement in the meeting and expressed that he would rely on the expertise of the remaining trustees in this area.

A detailed discussion was held regarding the above recommendation and HM and SP requested further clarification of AE's job description in conjunction with the rebrand change of the Welcome Team.

Action – DO

It was agreed that the Chair discuss viable options that the Welcome Desk can undertake pending a final decision on the recommendation.

Action - LD

It was agreed that the recommendation of approving the investment be deferred pending decision on recommendation 24.6

Ongoing

AE returned to the meeting.

6. Any other business

None

7. Date and Time of Next Meeting

It was agreed that the Board would be happy to continue with meeting approximately every two months. Any necessary updates will be sent via email.

AE will contact the Full Board with possible future dates.