

Minutes of the special GCNYC Meeting held on 17th May 2023 at 12.30pm (EDT)/5.30pm BST via Online Conferencing Facilities

Present: Laura Becking, Dan Bena, Amit Bhargava, Paul Brown, Sylvie Freund-Pickavance (Chair), Neena Mahal, Professor Mike Mannion (President of GCNYC), and Dr JoAnn Rolle, and Elinor Tatum.

In attendance: Jacqueline LeBlanc (Vice-President and Provost of GCNYC) and Paul Woods.

By invitation: Professor Stephen Decent (GCU Principal and Vice-Chancellor), Fiona Campbell (GCU Vice-Principal People and Student Wellbeing), and Jan Hulme (GCU University Secretary and Vice-Principal Governance)

The Chair welcomed trustees to the special meeting and thanked them for their attendance. She also welcomed the GCU Principal and Vice-Chancellor, GCU University Secretary and Vice-Principal Governance and GCU Vice-Principal People and Student Wellbeing

1. Apologies for absence

1.1 There were apologies from Eva Haller and Ian Kerr.

2. Declaration of Members Interests

2.1 The Board **noted** the updated declaration of interests and no further updates were proposed.

3. Chair's Report

3.1 The Chair explained that the purpose of the meeting was to consider and approve two papers which relate to the future plans for the College and the partnership proposals that were explained at the last Board meeting. The papers had been circulated in advance to Trustees and she would ask Professor Decent, GCU Principal and Vice-Chancellor to introduce both items.

4. Introduction by GCU Principal and Vice Chancellor

4.1 The Principal and Vice Chancellor informed Trustees that there were a number of potential partners and discussions were ongoing. In addition, there had been good discussions with both Regulators, NYSED and Middle States Commission for Higher Education (MSCHE), who want to be kept informed. He informed trustees that it was a complex and difficult environment but there had been promising conversations.

4.2 The GCU University Secretary informed Trustees that the format of the partnership was still open to discussion and could be a phased approach, including possible joint program delivery.

4.3 The President of GCNYC confirmed for Trustees that he had been encouraged by the initial discussions with potential partners and by the conversations with the Regulators.

5. Student Admissions Next Entry Point

- 5.1 The GCU Principal and Vice Chancellor reported that the paper proposed the following options with regard to student recruitment:

Option 1: Continue business as usual student recruitment

Option 2: Move to a recruit only full-time students for Trimester A, 2023/24

Option 3: With a new partner, consolidate a single-entry point of Trimester A, 2024/25

He asked Trustees to consider these options in the context of the key objectives for GCNYC, which were:

1. to maximise the time available to find a partner without the University coming under widespread pressure to close GCNYC to curtail liabilities and deliver outcome certainty,
2. to avoid extending GCNYC's liabilities, and
3. to ensure that GCNYC's regulatory assets are not jeopardised while the partner search is underway.

With these objectives in mind, it was recommended that Option 3 be approved. It was noted that GCU Court and University Executive Group were supportive of this option.

- 5.2 A member queried the attractiveness of a partnership if the registered student numbers were allowed to diminish. The Principal and Vice Chancellor informed the Board that, based on discussions with potential partners, the attractiveness of the partnership was the flexibility to develop new programs.
- 5.3 Trustees voted to **approve** Option 3, with one abstention.
- 5.4 The Chair requested that GCU colleagues circulate more detail on the communications plan to trustees.

Action: GCU to circulate detail on the communications plan to the Board.

Note by Clerk: the VP and Provost withdrew from the meeting at this stage.

6. Retention Packages for GCNYC Staff

- 6.1 The GCU Principal and Vice Chancellor informed Trustees that recognising the importance of the staff to the continuity of GCNYC and in order to offer some security to those staff members whilst partnership discussions are in progress, a retention package arrangement is proposed for the benefit of staff at GCNYC. This package had been developed in consistency with US Employment Law and approved by the Remuneration Committee of Glasgow Caledonian University, the Sole Member.
- 6.2 The GCU Vice-Principal People and Student Wellbeing explained there had been meetings with GCNYC staff and their unease was understandable. The proposed arrangements were designed to provide financial incentives to retain staff during this unsettling time, combined with a measure of reassurance for the future that will contribute to staff well-being and morale.
- 6.3 A member asked if there was a plan in place to replace any staff who decided to leave during the retention period. The Vice-Principal People and Student Wellbeing explained that

contingencies had been discussed with the VP and Provost, and there would be a number of measures employed to address this eventuality.

6.4 Members discussed possible tiers of staff (based on criticality criteria). The Vice-Principal People and Student Wellbeing stated that this had been considered but decided against designating staff in this way.

6.4 The Board of Trustees voted to **approve** the Retention Packages for GCNYC Staff by a majority.

7. Date of next meeting

The next scheduled meeting is on July 21st, 2023. The Chair stated that a meeting would be arranged earlier to consider the GCNYC budget.