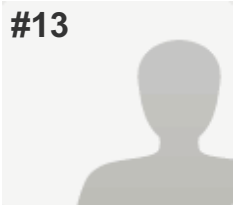


#13



**COMPLETE**

**Collector:** Web L nk 1 (Web L nk)  
**Started:** Fr day, September 16, 2016 6:56:32 PM  
**Last Modified:** Fr day, September 16, 2016 7:27:21 PM  
**Time Spent:** 00:30:48  
**IP Address:** 92.105.225.173

**PAGE 3: Respondent information**

**Q1: Are you responding as an individual or an organisation?**

Individual

**Q2: Please enter your full name or the organisation's name**

[REDACTED]

**Q3: Contact details**

Address line 1

[REDACTED]

Postcode

[REDACTED]

Telephone number

[REDACTED]

Email address

[REDACTED]

**Q4: The Committee of Scottish Chairs would like your permission to publish your consultation response. Please indicate your publishing preference. NOTE - If you are responding on behalf of an organisation, anonymous publishing refers only to your name, not your organisation's name. If this option is selected, your organisation name will still be published.**

Publish response only (anonymous)

**PAGE 4: Review questions**

**Q5: How well has the Scottish Code of Good HE Governance served its purpose?**

Difficult to say. In my own institution working conditions have dramatically worsened, I'm not convinced that Court is doing its job of scrutinising decisions made by the University Executive and the University's funds have been depleted, whilst harsh savings are being demanded of staff by cutting degrees. No redundancies but ways are being found to chase people out by largely making their lives hell. So a lot of subtle bullying, apportioning of blame on to academics, growth of admin roles, no transparency in senior appointments, constant change and reorganisations, more form filling, etc...

**Q6: What effects has the Code had on the governance of Scottish higher education? Please provide specific examples of any improvements it has brought, or ways in which it has failed to serve its purpose.**

No improvements that I am aware of. My (our) working conditions have worsened, university processes take precedence over experience or feasibility, no proper testing or consultation, over centralisation and standardisation, etc... People who raise questions tend to get sidelined. People who are fed up with what's going on can't wait to leave, and this tends to be people with 20+ years experience, which means that the university is de facto discriminating by age.

**Q7: What (if any) changes to the Code would help to improve the governance of Scottish higher education? Please provide evidence of how any suggested changes would improve governance.**

I understand that a code provides guidance but nevertheless the emphasis should be on making sure that universities take seriously the need to be sensitive employers, consult on change, refrain from establishing campuses outside of Scotland and then demand cuts and savings from their core institution in Scotland when things go awry, and Court should be a more critical friend. Appointments to Court should be scrutinised, especially from outside Universities. Existing links with Senior Management should be investigated, especially for the role of Chair of Court.

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**Q8: Should the Code be changed to reflect the Higher Education Governance (Scotland) Act passed by the Scottish Parliament in 2016, or any other legislative or regulatory changes made since 2013? If so, what changes would you like to see?**

*Respondent skipped this question*

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**Q9: Does anything need to change in the current Code to improve its clarity or presentation, even if not changing the substance?**

*Respondent skipped this question*

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**Q10: Is there any good practice in higher education or other sectors, and from Scotland or elsewhere, which you would particularly highlight?**

*Respondent skipped this question*

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**Q11: Please provide any other relevant comments you may have.**

*Respondent skipped this question*

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