



# Higher education and constitutional change: implications for university workers and managers

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# Overview

- The debate
- Supporting the success of the sector:
  - HR related issues
  - Operational and administrative infrastructure
  - regulation
  - ‘academic infrastructure’ and governance



# The Debate

“Informed neutrality”: Universities Scotland informing the development of policies to support universities’ success in either outcome, without taking sides



See: <http://www.universities-scotland.ac.uk/uploads/ConstitutionPaper2012final.pdf>



# The Debate

The HE Sector supporting:

- public debates
- policy analysis
- virtual forums



<http://www.referendum.ed.ac.uk/>



# HR related issues

## Recruitment and retention in a competitive international marketplace

- Ability for Scottish universities to set reward levels fairly and at a level which enables international competitiveness and financial sustainability
- Relaxation of visa and eligibility restrictions which might hinder the attraction and retention of international research talent
- Sustainable funding of pension schemes and sharing of risk across a sufficiently wide pool

# Operational and Administrative infrastructure

- An efficient applications and admissions management system for undergraduate study
- An approach to ICT infrastructure that derives efficiencies through scale and can support the high bandwidth and data storage requirements of modern research
- Data collection and presentation



# Regulation

- Maintenance of regulatory arrangements which enable research and teaching excellence, while protecting public confidence
- Professional and statutory bodies
- Charitable status for universities and related VAT benefits
- Current tax incentives for individuals to provide philanthropic support to universities (i.e. Gift Aid, tax relief on larger donations)

# 'academic infrastructure' and governance

- Academic infrastructure which provides for international confidence in the quality of Scottish academic awards
- Robust and transparent arrangements for the award of university title





# Conclusion

- An uncertain environment:
  - Referendum result
  - Post-referendum negotiations
- the need for a cross-border collaborative ecosystem, whatever the result of the referendum





# Thank you

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