
APPOINTMENT OF NON-EXECUTIVE MEMBERS OF COUNCIL

June 2022



MESSAGE FROM THE CHAIR OF COUNCIL

Dear Candidate,

Thank you for your interest in joining Goldsmiths' governing body, Council.

Every university claims to be different. But we know Goldsmiths truly is. Alongside the Warden (typically known as the Vice-chancellor in other similar institutions), our shared role in sustaining and promoting that distinctiveness is a big one, but you'll join a close-knit, creative environment where everyone around you is passionate about the things that make Goldsmiths genuinely special.

Founded in 1891, we began life as a technical training college to help improve the life prospects of the local community in south east London. After over a century of evolution and growth, we now boast an academic portfolio that stretches across the arts, humanities and social sciences – but we've never lost touch with our civic responsibilities, and the need to ensure our pioneering research and practice has a practical and positive application in the real world.

Generating new knowledge and insights through creative, intellectually rigorous thinking and practice is at the core of what we do – but at our heart is an abiding commitment to promoting diversity, inclusion and social justice.

Our refreshed Strategic Plan builds on this success, setting out a direction of travel that grows our distinctive and innovative academic profile, meets more effectively our students' needs and expectations, equips graduates so they can achieve their ambitions, and supports research excellence.



I am keen to attract people who share this vision and can help keep us on track to deliver this strategy, while serving as critical friends to the College. This may involve asking challenging questions and absorbing a range of complex information to offer a fresh perspective – but this role is appreciated, and ever more necessary, if the College is to successfully navigate the challenges it faces.

I am truly grateful that you are considering giving your time to this important work, and hope that the fuller detail provided in this pack encourages you to express your interest formally.

We do hope to hear from you.

Dinah Caine CBE

Chair of Council

GOLDSMITHS, UNIVERSITY OF LONDON

Goldsmiths is based in London, a truly global city, and we have around 10,000 students from 121 countries. Enviably, we have a single site campus in Lewisham, one of the fastest growing creative boroughs in London, with a thriving music and arts scene, and a diverse and eclectic population.

Our programmes and research activities span the arts, humanities, social sciences, education, computing, business and management. Academic excellence and imaginative course content combine to make a place where creative and critical minds can thrive and innovative ideas are allowed to grow. Our interdisciplinary ethos informs much of our teaching, our research and our public engagement activity.

In the last year alone, research based at Goldsmiths has helped investigate the circumstances around the Grenfell Tower fire through the art of the Forensic Architecture team; has helped build the evidence base for tackling local air pollution (through the 'Citizen Sense' project, which designs and distributes DIY monitoring stations); has helped encourage the gambling industry to withdraw from advertising during live sport (Dr Rebecca Cassidy's work was cited by Labour's Deputy Leader Tom Watson in a hard-hitting report on the issue); and has been the inspiration for a major BBC drama (Prof Tim Crook's investigation into the life of Alexander "Alec" Wilson and his wife Alison led to the hit show *Mrs Wilson*).

Goldsmiths is currently ranked in the top 50 institutions in the world for Art and Design, Performing Arts, Anthropology, Sociology and Communications & Media in the QS World University Rankings.

At Goldsmiths we aim to recognise and nurture talent, and we're proud that to count winners of the Turner Prize, Mercury Music Award, BAFTAs and Oscars among our alumni. Indeed, a total of eight of our graduates have been Turner Prize winners, including Charlotte Prodger, a BA Fine Art alumna, who won in 2018; Steve McQueen, the first black director to win Best Picture Oscar for his 2014 film *12 Years A Slave*, is another former student.

The 2021 Research Excellence Framework (REF) rated just over three-quarters of research at Goldsmiths as world leading (4*) or internationally excellent (3*).

Our departments:

Anthropology

Art

Computing

Confucius Institute for Dance and Performance

Design

Educational Studies

English and Creative Writing

History

Institute for Creative and Cultural Entrepreneurship

Institute of Management Studies

Media, Communications and Cultural Studies

Music

Politics and International Relations

Psychology

Social, Therapeutic and Community Studies

Sociology

Theatre and Performance

Visual Cultures

Information about Goldsmiths' Departments and Research Centres can be found here:-

gold.ac.uk/departments/



MISSION AND VALUES

Goldsmiths' distinctive ethos is reflected in our mission and values.

Mission

We offer a transformative experience, generating knowledge and stimulating self-discovery through creative, radical and intellectually rigorous thinking and practice.

Values

Our Mission is under-pinned by the following values:

Achieving academic excellence

- Pursuing intellectual curiosity
- Encouraging the highest standards of research and practice
- Building on our diverse strengths through interdisciplinary imagination
- Maximising the interaction of teaching and research

Radical and innovative thinking

- Cultivating a unique and creative approach to all our subjects
- Daring to think differently and to challenge the norms
- Embracing new ideas with energy and reflection

Respecting the individual

- Encouraging individuality and nurturing talent
- Enabling freedom of thought and expression

Nurturing an environment of openness and tolerance

Promoting access and diversity

- Enabling a wide range of people to benefit from our learning opportunities
- Recruiting students and staff from all backgrounds and experiences
- Strengthening our local connections as we extend our international reach

Supporting our students and staff

- Creating a responsive and collaborative learning environment
- Providing inspiring opportunities for personal and social development
- Enhancing the life skills of employable and enterprising global citizens

Creating change, locally and globally

- Being socially aware and socially engaged
- Actively promoting sustainability
- Fostering a social and intellectual community within, and beyond, Goldsmiths

GOLDSMITHS' STRATEGY

Strategic Plan

Goldsmiths has recently refreshed and updated its [strategy](#), consulting across the College community and beyond. While our mission and values remain unchanged, it seeks to respond to the changing environment and reshape our priorities for the next period. We anticipate that the new Warden will wish to review details in due course.

Goldsmiths' Strategic Plan commits us to four objectives. We aim to:

- Shape our portfolio of academic programmes and range of research to build on Goldsmiths' reputation as relevant, challenging and distinctive
- Respond to the full range of students' needs and expectations through innovative delivery of excellent teaching and learning and everything that supports it
- Equip graduates with the flexibility, skills and confidence needed to achieve their ambitions and aspire to make a difference to the world around them
- Support research excellence that addresses local, national and global challenges

Meeting these challenges will enable us to address recent declines in official measures of student satisfaction and retention, which in turn will help Goldsmiths improve its position within the metrics used by the [Teaching Excellence and Student Outcomes Framework \(TEF\)](#), among other such exercises.



Images from degree shows, 2018

THE ROLE: NON-EXECUTIVE MEMBERS OF COUNCIL

All members of Council play a role in discharging its responsibilities, which include:

- Promoting the objects of the College (“to advance knowledge, wisdom and understanding by teaching, study, public service and research, and to make available to the public the results of such research”) and determining strategy;
- Overseeing its activities and the effective and efficient use of resources, recognising that the College is a value-driven organisation;
- Approving annual budgets and overseeing the long-term sustainability of the College;
- The appointment, dismissal and terms and conditions of service of the Warden and senior colleagues.

Council currently comprises 24 members, a majority of whom are independent governors, representative of educational, economic, social, cultural, charitable, community and other interests relevant to the work of the College. There are also elected staff and student governors. Ex officio, the Clerk of the Goldsmiths’ Company, the President of the Students’ Union, the Warden, Deputy Warden and the two Pro-Wardens are members of Council.

Time Commitment

Members should expect to devote approximately 24 days per year to College business. In addition to participating in Council and committee meetings, this includes attending graduation ceremonies and public events.

Terms and remuneration

- Appointments are from September 2022, for an initial three-year term
- Appointments may, by mutual consent, be extended for one further three-year term of office
- The role is unpaid
- The College will pay out-of-pocket expenses associated with the role
- Directors and Officers Liability Insurance is in place
- Candidates are invited to discuss with the College any practical issues associated with their taking the role, including physical access issues
- The College’s Charter and Statutes establish the powers of Council

All new members will be provided with a thorough induction to the college, their role, and the wider higher education governance landscape. The College Secretariat are available to support Members and ensure they have the information, training, and guidance necessary to feel confident in their role.

THE ROLE: NON-EXECUTIVE MEMBERS OF COUNCIL

Person Specification

Those recommended for appointment are likely to possess all or most of the following:

Key characteristics

- Driven by a genuine commitment to public service and the value of arts & humanities education, and the role of civic universities
- Clear understanding of the boundary between executive and non-executive roles
- Strong grasp of evolving regulatory framework in higher education, and political context in which the sector is situated
- Well-connected and able to influence and persuade
- Has or wants to acquire rapidly a good understanding of the vision and forward direction of Goldsmiths, and is prepared to advocate and lobby on its behalf

Experience

- Experience of Board level decision making in a large public, private or voluntary sector organisation, ideally with experience of an HEI governing body
- Understanding of the requirements and constraints of running an institution which is publicly funded, and which needs to meet high standards of public accountability
- Ideally, specific experience in one of the following areas:
 - Audit/Finance
 - Change Management
 - Experience of promoting equality, diversity and race justice
 - Human Resources (with significant union experience)
 - Legal
 - Public Affairs
 - Regulatory

Personal Attributes

- Commitment to the research-informed teaching mission of the College, and a real interest in higher education in the arts, humanities and social sciences
- A high level of personal integrity and high ethical standards
- Excellent communication skills and the ability to relate to a wide range of different people and constituencies, both inside and outside the College
- The ability to draw support from third parties in order to further the College's mission
- Sound analytical skills, judgement and decision making, both in relation to people and issues

Goldsmiths has a genuine and active commitment to embedding equality and diversity into everything it does, and is keen to ensure a diverse range of perspectives are reflected on its Council. As such, expressions of interest from people of colour, women, people who identify as LGBTQ+, people who identify as disabled or neurodiverse, people of diverse faith backgrounds and ages. As an active and strategic partner of our local geographic community, we would also welcome expressions of interest from individuals who live and/or work locally in the London borough of Lewisham.

EXPRESSIONS OF INTEREST

Enquiries and expressions of interest (short cover letter and CV) should be directed to governance@gold.ac.uk by the close of the application period.

Conflicts of interest must be declared at the point of submitting an expression of interest. Goldsmiths' [policy on conflicts of interest](#) can be found on our website and we encourage all potential candidates to read this guidance carefully.

Members carry the responsibilities of Trustees of the College as an exempt charity. If selected for the role, individuals will be required to complete a declaration that they are a 'fit and proper' person as defined within the [Public Interest Governance Principles](#) set out by our regulator, the Office for Students.

Interviews will be held in early September 2022.

Appointments will be recommended formally to Council shortly thereafter.



GOLD SMITHS