



UNIVERSITY OF  
**BATH**

Bath BA2 7AY · United Kingdom

5<sup>th</sup> December 2017

Dear Chancellor, Vice-Chancellor and Chair of Council,

1. As professors within the University of Bath, we have a strong commitment to the institution. We are concerned that it should serve its students, the local community and the larger society, both nationally and internationally. Since its establishment in 1966, the University has developed a strong reputation for teaching and research, under a succession of Vice-Chancellors. This success has resulted from the efforts of the University community as a whole, working together. We are therefore very concerned at the reputational crisis that has developed over recent months, as evidenced in the criticisms made in the HEFCE report, the loss of local MPs from membership of Court and the widespread negative publicity that the University has experienced.
2. The Vice-Chancellor has decided to step down from her post. This was the right decision. We urge her, however, to do so immediately, rather than in the summer of 2018. Otherwise, it will be difficult for the University community to come together and re-build a sense of common purpose. We question the use of public funds for the Vice-Chancellor's proposed 'sabbatical', which was awarded without reference to our standard sabbatical procedures, and risks continuing negative publicity.
3. The Chair of Council shares responsibility for the governance crisis of recent months. He should resign with immediate effect. We call on Council to exercise henceforth much greater transparency in its proceedings, and in particular to respect those members elected from the University community.
4. We welcome the proposed enquiry into governance. We expect as professors to make a vigorous and constructive contribution. We also expect the whole University community to be involved. If the enquiry is limited to the role of Council, then we will urge Senate and Academic Assembly to examine the changes needed more generally in the management and governance of the University.
5. The reforms of the University must go well beyond the remuneration of senior managers. Over recent years, the University has operated increasingly on the model of a corporate organisation. We need to stand back and consider how far this is appropriate to its mission, as an institution concerned with education and the public good.
6. The University must take its time and not rush the process of reform. Only when reforms have been set in place, should it move on to the appointment of a new Vice-Chancellor. Good

decisions are more important than quick decisions. The transitional arrangements for leadership of the University, until a new Vice-Chancellor is appointed, should themselves be the subject of discussion between Council, Senate and the University community.

7. As a community of professors, we look forward to working with Council members and with the new Vice-Chancellor, when appointed, to re-build the reputation of the University.
8. We recognise that the University authorities are already moving to take decisions on these matters; we request confirmation that they accept and vigorously embrace the principles we have set out here. Given that degree congregations are taking place next week, with the risk of further student demonstrations and embarrassment, we hope that this can be done urgently.

cc. Senior Management Team, Council Members

Yours sincerely

Ravi Acharya (Biology and Biochemistry)  
Chris Bowen (Mechanical Engineering)  
Andrew Brown (School of Management)  
Anna Bull (Politics, Languages and International Studies)  
Francis Burstall (Mathematical Sciences)  
Richard Butler (Mechanical Engineering)  
Lynn Prince Cooke (Social and Policy Sciences)  
James Copestake (Social and Policy Sciences)  
Andrew Crane (School of Management)  
James Davenport (Computer Science)  
Matthew Davidson (Chemistry)  
Dimo Dimov (School of Management)  
Tina Duren (Chemical Engineering)  
Julian Faraway (Mathematical Sciences)  
Edward Feil (Biology and Biochemistry)  
Michael Finus (Economics)  
Yiannis Gabriel (School of Management)  
Anna Gilmore (Health)  
Paul Gregg (Social and Policy Sciences)  
Ismet Gursul (Mechanical Engineering)  
Richard Guy (Pharmacy and Pharmacology)  
Peter Hall (Computer Science)  
Alma Harris (Education)  
Vaughan Hart (Architecture & Civil Engineering)  
Paul Higate (Politics, Languages and International Studies)  
Jan Hofman (Chemical Engineering)  
John Hudson (Economics)  
Laurence Hurst (Biology and Biochemistry)  
Stephen Husbands (Pharmacy and Pharmacology)  
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Shasi Nandeibam (Economics)  
Mathew Penrose (Mathematical Sciences)  
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Robert Price (Pharmacy and Pharmacology)  
Graham Room (Social and Policy Sciences)  
Philip Salmon (Physics)  
Ammon Salter (School of Management)  
Gregory Sankaran (Mathematical Sciences)  
Robert Scheichl (Mathematical Sciences)  
John Sessions (Economics)  
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Jey Sivaloganathan (Mathematical Sciences)  
Alastair Spence (Mathematical Sciences)  
Michael Threadgill (Pharmacy and Pharmacology)  
Michael Tipping (Mathematical Science)  
Ian Tonks (School of Management)  
Christos Vasilakis (School of Management)  
Alison Walker (Physics)  
Sarah White (Social and Policy Sciences)  
Ian Williams (Chemistry)  
Jason Wolf (Biology and Biochemistry)  
Sue Wonnacott (Biology and Biochemistry)  
Ania Zalewska (School of Management)  
Johannes Zimmer (Mathematical Sciences)