



UNIVERSITY COLLEGE DUBLIN

UMT Finance, Staffing and Organisation Group – Terms of Reference

Approved by the UMT on 27 February 2024

It is proposed that the UMT Finance, Staffing and Organisation Group be formed as a sub-committee of the UMT.

The **membership** will be that of the current CPAC++ (whose duties it will now take on), with the addition of the VP for Strategy and External Engagement, i.e.:

President (Chair)

Registrar, VP Academic Affairs and Deputy President (Deputy Chair) Bursar

Chief People Officer

VP for Global Engagement

VP for Research, Innovation and Impact
VP for Strategy and External Engagement

Other senior staff of the university may be invited to attend.

The **functions** of the Group will be to:

- Review management accounts, financial statements and projections;
- Review and assess strategies to finance the university and its ambitions;
- Ensure that organisational structures and operating models are aligned with the university strategy;
- Receive reports on the performance of companies under the control of the university and joint ventures;
- Based on discussion at UMT, set parameters for and monitor the annual planning round;
- Monitor developments in staffing, student recruitment, research grant capture and research expenditure;
- Plan for strategic academic recruitment including Ad Astra Fellows, reactive and strategic hiring;
- Review and oversee any supplemental controls over schools and units (current CPAC++ role);
- Bring proposals to UMT for major actions within its areas of remit;
- Monitor progress in major actions within its area of remit;
- Assume additional functions as required by UMT.

The Group will provide a summary report of each meeting to UMT, and will bring any issues of concern or major actions to UMT for discussion and decision.

Meetings will take place monthly or as required, with any urgent requests between meetings handled over email.