


Council Agenda Part A (Open Agenda) 11.12.2023 Council Room – Level 2 ClockTower, Princes Street 22, Auckland 4:00pm			Page #
COUNCIL BRIEFINGS	These will take place prior to the meeting		
KARAKIA	The meeting will be opened with a karakia at the beginning of the briefings		
1. APOLOGIES	The Chancellor moves that the apologies, if any, be noted .		
2. DISCLOSURES OF INTEREST BY MEMBERS	The attention of Members is drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the Agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.	The Chancellor moves that the disclosures, if any, be noted and the action taken be endorsed .	
3. COUNCIL MEETINGS	3.1 Council, Draft Minutes (Part A), 16.10.2023	The Chancellor moves that the Minutes (Part A), 16.10.2023 be taken as read and confirmed .	8
	3.2 Matters arising from the Minutes (Part A), 16.10.2023 not elsewhere on the Agenda		
4. VICE-CHANCELLOR'S REPORT		The Chancellor moves that the Vice-Chancellor's Report be noted .	16
5. REPORTS OF COUNCIL COMMITTEES	5.1 AUDIT AND RISK COMMITTEE 5.1.1 Minutes, (Part A), 16.11.2023	The Chancellor moves that the Audit and Risk Committee Minutes (Part A) 16.11.2023 be received .	29

	<p>5.2 FINANCE COMMITTEE</p> <p>5.2.1 Minutes, (Part A), 22.11.2023</p>	<p>The Chancellor moves that: the Finance Committee Minutes (Part A) 22.11.2023 be received; and</p>	<p>32</p>
	<p>5.3 UNIVERSITY EQUITY LEADERSHIP COMMITTEE (UELC)</p> <p>5.3.1 December 2023 report including the 2023 Gender Pay Gap report in Appendix 1</p> <p>5.3.2 Knowledge Equity Network (KEN) The Vice- Chancellor will give a verbal update</p>	<p>The Chancellor moves that the Equity leadership Report – December 2023 be received and that Council note the 2023 Gender Pay Gap Report.</p> <p>The Chancellor moves that Council note the KEN update</p>	<p>34</p>
<p>6. SENATE MATTERS</p>	<p>6.1 REPORT OF SENATE, 27.11.2023</p> <p>Part A1 Policy and other matters requiring to be considered/received by Council</p> <p>Part A2 1-10: Policy and other matters requiring Council approval</p> <p>Part B 1 No matters for noting</p> <p>Part C 1-5: Matters handled under Delegated Authority</p>	<p>The Chancellor moves that the recommendations in Part A of the Report of Senate, 27.11.2023 be adopted and C be noted</p>	<p>51</p>
<p>7. CORRESPONDENCE REFERRED BY THE CHANCELLOR</p>	<p>No items received</p>		
<p>8. OTHER MATTERS FOR DECISION OR NOTING</p>	<p>8.1 SEAL</p> <p>Since the Council meeting on 16.10.2023 the seal has been applied to the following documents in accordance with the Council resolution of 18.02.1991:</p> <ul style="list-style-type: none"> - Deed of Rent Review – 19A Princes St, Auckland – Grange Road Holdings Ltd (Sublandlord) & The University of Auckland (Subtenant) -Deed of Renewal of Lease – L3 Brougham House, Devon Street, New Plymouth – Taradise Holdings 2004 Ltd (Landlord) & The University of Auckland (Tenant) 	<p>The Chancellor moves that the affixing of the seal to the listed document be noted.</p>	

	<p>8.2 DELEGATION</p> <p>8.2.1 Memorandum, 30.11.2023 regarding delegation to update selected academic Policies and Procedures</p>	<p>The Chancellor moves that</p> <p>1. Pursuant to section 285(1) of the Education and Training Act 2020 (Act), Council DELEGATES to the Vice-Chancellor its function and power to approve changes to the Assessment of Courses Procedures, the Recording of Taught Content Policy and Procedures, the Grade Descriptors Policy, and the Examination of Sub-doctoral Postgraduate Research Components of 30 Points or Above Procedures when required and following appropriate consultation.</p> <p>2. Pursuant to section 286(5) of the Act, Council AUTHORISES the Vice-Chancellor to subdelegate the function and power to approve changes to the Assessment of Courses Procedures, the Recording of Taught Content Policy and Procedures, the Grade Descriptors Policy, and the Examination of Sub-doctoral Postgraduate Research Components of 30 Points or Above Procedures when required and following appropriate consultation.</p>	54
9. ELECTIONS - APPOINTMENTS	<p>9.1 ELECTIONS OF STAFF REPRESENTATIVES ON COUNCIL</p> <p>9.1.1 Returning Officer's Report, 30.11.2023 to Council</p>	<p>The Chancellor moves Professor Julia Tolmie be appointed as permanent member of the academic staff and Gemma Skipper as permanent member of the professional staff</p>	56

		on Council for a four-year term (01.01.2024-31.12.2027).	
	<p>9.2 ELECTION OF THE STUDENT REPRESENTATIVE ON COUNCIL</p> <p>9.2.1 Memorandum, 30.11.2022 from the Returning Officer, Mrs Adrienne Cleland</p>	The Chancellor moves that Ms Hala Barakat be appointed as the student representative on Council for a two-year term (8 November 2023 – 31 October 2025).	57
10. GENERAL BUSINESS	<p>10.1 MEETING AND GRADUATION DATES 2024</p> <p>Council meeting dates: 11.03.2024, 29.04.2024, 12.06.2024, 26.08.2024, 09.10.2024 & 09.12.2024</p> <p>Finance Committee dates: 28.02.2024, 22.05.2024, 07.08.2024, 18.09.2024 & 20.11.2024</p> <p>Audit and Risk Committee dates: 29.02.2024, 17.05.2024, 13.09.2024 & 15.11.2024</p> <p>Capital Expenditure: 10.04.2024, 16.08.2024 & 06.11.2024</p> <p>Graduation: Autumn: 06, 07, 08 (at Spark) & 14.05.2024 (at Auckland Town Hall) Spring: TBC FMHS: TBC Tai Tokerau: 18.03.2024</p>	The Chancellor moves that Council note the meeting and Graduation dates for 2024	
11. FAREWELLS	<p>Ms Jan Dawson, skills-based appointee Ms Catherine Dunphy, elected professional staff member</p>	The Chancellor moves that Council thank the skills-based appointee, Ms Jan Dawson and the elected professional staff member Ms Catherine Dunphy and for their contribution to the work of Council.	
12 LEAVE OF ABSENCE	(for the meeting of 11.03.2024)		

PUBLIC EXCLUSIONS

The Chancellor moves that the public be excluded from Part B of this meeting.

The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

General subject of each matter to be considered:

Item No. 1.1	Council Minutes (Part B 16.10.2023)
Item No. 2.1.1	Audit and Risk Committee Minutes (Part B 16.11.2023)
Item No. 2.4.1	Finance Committee Minutes (Part B 02.08.2023)
Item No. 2.4.2	Budget Report 2024
Item No. 2.5.1	Reports from Honours Committee
Item No. 4.1	Key performance Targets aligned with Taumata Teitei
Item No. 5	Appointment

Reason for passing this resolution in relation to each matter:

The protection of the interests mentioned below.

Grounds under section 48(1) for the passing of this resolution:

Those in Section 9 of the Official Information Act 1982 namely:

- i) To protect the privacy of the persons referred to in the recommendations and to maintain the confidentiality of those recommendations;
- ii) To enable the University to carry on without prejudice or disadvantage negotiations; and
- iii) To prevent the disclosure or use of Official Information for improper gain or advantage.

AND THAT Adrienne Cleland, Professors Linton and Bloomfield F, Andrew Phipps, Tim Bluett, Simon Neale, Brian Ten Eyck, Pamela Moss, Helen Cattanach, Anthony Brandon, and Wendy Verschaeren be permitted to remain for this part of the meeting, after the public has been excluded, because of their knowledge of, or need to be briefed about, the matters to be discussed. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to those matters because they relate to aspects of the administration of The University of Auckland for which those persons are responsible.



<p>Council Minutes Part A (Open Minutes) 16.10.2023 This meeting was held virtually via Zoom. 4:00pm</p>	
PRESENT:	Ms Tarrant (Chair), Professor Freshwater (Vice-Chancellor), Ms Dunphy, Ms Barakat, Mr McDonald, Mr Paitai, Ms Quinn and Ms Dawson
IN ATTENDANCE:	Mrs Cleland, Professor B Kool, Dr Ten Eyck; Mr Bluett, Ms Cattnach, Mr Browne, Mr Brandon and Ms Verschaeren
COUNCIL BRIEFINGS	These took place prior to the meeting
KARAKIA	The briefings started with a karakia by the Chancellor
1. APOLOGIES	Dr Prasad, Mr Mason and Ms Arnott-Neenee
2. DISCLOSURES OF INTEREST BY MEMBERS	<p>The attention of Members was drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the Agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.</p> <p>With regard to item 6.3.2 Domestic Student Fees 2024 and International Student Fees 2025, Ms Barakat, and Ms Dunphy disclosed that they were a student and had family members who would be students in 2024 respectively.</p> <p>It was agreed that these declared conflicts would not preclude the members participating in the discussions and votes.</p>
3. CONFERRMENT OF DEGREES	With the authority of Council, the Chancellor conferred the degrees as per the attached list.
4. COUNCIL MEETINGS	<p>4.1 Council, Draft Minutes (Part A), 21.08.2023</p> <p>Council asked for the correction of the following error on p.2; to read: "<i>She drew Council's attention to the following</i>"</p>
	RESOLVED (Chancellor/Ms Dawson): that the Minutes (Part A), 21.08.2023 be taken as read and confirmed , subject to the correction on p.2

	<p>4.2 Matters arising from the Minutes (Part A), 21.08.2023 not elsewhere on the Agenda ..</p> <p>Regarding item 5.2 -KNOWLEDGE EQUITY NETWORK (KEN): the Vice-Chancellor advised that an update would be provided to Council at its meeting of 11.12.2023.</p>	
<p>5. VICE-CHANCELLOR'S REPORT</p>	<p>The Report was taken as read.</p> <p>The Vice-Chancellor, Professor Freshwater, presented this item. She commented the following:</p> <ul style="list-style-type: none"> • She congratulated everyone involved with the ceremony in the Fale in the last weekend for the conferral of the posthumous Honorary Doctor of Literature degree to Epli Hau'ofa. It was a well-attended event, and the Vice-Chancellor acknowledged the University's Tongan students who participated with dance in the celebration. • Taumata Teitei – Vision 2030 and Strategic Plan 2025 was entering the fourth year since its creation and a refresh had recently been initiated. • Students had held a very well-managed protest demonstration on campus in the last week; this protest was related to the cost of student accommodation. • The Vice-Chancellor received a letter from the Free Speech Union (FSU) which related to an engagement strategy put in place by the Faculty of Science. The Vice-Chancellor and the Dean of Science have responded to the letter. • The Vice-Chancellor attended a meeting of the Universities New Zealand Vice-Chancellors on Thursday 12.10.2023 which focused on briefings to incoming Ministers and on understanding what the higher education review might look like in the future. <p>In the subsequent discussion, Council noted the following:</p> <ul style="list-style-type: none"> • The University had engaged extensively with the students regarding the cost of student accommodation. Unfortunately, the media had reported that the University of Auckland had the highest cost in catered accommodation in New Zealand which was not true. The cost of accommodation overall at the University of Auckland remained very competitive in comparison to other providers. The Accommodation portfolio was budgeting for a marginal surplus. The increases for 2024 reflected cost increases in food, catering and services that were higher than CPI as well as lease cost increases. • An update related to the revised arrangements for pastoral care in accommodation, including the ongoing role of residential advisers would be brought to Council in December. • The Chancellor had attended the Blues Awards ceremony which was a very inspiring and fabulous event. • Council thanked Scott 'He St John for sponsoring the new pou 'He Taumata Rau' on the corner of Grafton Road and Symonds Street. 	<p>RESOLVED (Chancellor/Ms Dunphy): that the Vice-Chancellor's Report be noted.</p>

<p>6. REPORTS OF COUNCIL COMMITTEES</p>	<p>6.1 AUDIT AND RISK COMMITTEE 6.1.1 Minutes, (Part A), 27.09.2023</p>	<p>RESOLVED (Chancellor/ Ms Dawson): that the Audit and Risk Committee Minutes (Part A) 27.09.2023 be received.</p>
	<p>6.2 CAPITAL EXPENDITURE COMMITTEE 6.2.1 Minutes, (Part A), 04.10.2023 6.2.2 Terms of Reference – annual review</p>	<p>RESOLVED (Chancellor/Ms Quinn): that the Capital Expenditure Committee Minutes (Part A) 04.10.2023 be received. RESOLVED (Chancellor/Mr McDonald): that the updated terms of reference be adopted.</p>
	<p>6.3 FINANCE COMMITTEE 6.3.1 Minutes, (Part A), 02.08.2023 6.3.2 Domestic Student Fees 2024 and International Student Fees 2025 This item was introduced by the Deputy Vice-Chancellor and Registrar, Mrs Cleland. The following was noted: With regard to the domestic undergraduate and postgraduate fees for 2024 it was recommended that tuition fees for all domestic undergraduate and postgraduate courses be increased by 2.8%. This was the maximum allowable under the Annual Maximum Fee Movement (AMFM) regulations. With regard to Micro-credentials (MC), there were currently only three approved MCs. It was recommended that:</p> <ul style="list-style-type: none"> • fees for Government-funded MCs be set at the maximum allowable under the AMFM regulations; and • fees for MCs that did not receive Government funding to be set to recover the costs of delivering the courses plus a modest return and that the Vice-Chancellor be delegated the authority to set the fees for non-Government funded micro-credentials. The latter would be reported back to Council. 	<p>RESOLVED (Chancellor/Mr Pитай): that the Finance Committee Minutes (Part A) 20.09.2023 be received; and The Report on Domestic Student Fees 2024 and International Student Fees 2025 be received and noted; RESOLVED (Chancellor/Ms Dawson):</p> <ol style="list-style-type: none"> i) Approve the attached Domestic Fees Schedule for 2024 (Appendix A: Domestic Student Fees 2024); ii) Approve the attached International Fees Schedule for 2025 (Appendix B: International Student Fees 2025); iii) Authorise the Vice-Chancellor to assign any new programmes, including SAC funded micro-credentials, or programmes becoming newly available to international students in 2025, to an appropriate band to enable offers to be made during the recruitment cycle, and report these decisions back to Council; iv) Authorise the Vice-Chancellor to set fees for non-Government (DQ7+) funded Microcredentials and for

	<p>With regard to international tuition fees for 2025 it was recommended that the tuition fee be increased by 4% as the markets for international students were still quite variable. The University was currently looking at a future International Strategy which would be submitted to Council in 2024.</p> <p>Study Abroad related to a different market with most such students at the University of Auckland coming from the United States to complete one semester at the University. It was recommended that the fees for Study Abroad be held.</p> <p>It was also recommended that the 2025 fees for Up Education and English Language Academy be increased as scheduled at an average of 4%.</p> <p>With regard to the Compulsory Student Services Fee, it was recommended to increase the CSSF by 6% for 2024. The regulations for the CSSF require significant engagement with students over the use of this fee. Consultation showed that students were, in general, supportive of the services on offer and did not want to see any reduction in these services. The University had to address significant cost increases for these services and although these cost increases outstripped inflation in some areas, it was recommended to increase the CSSF with 6% for 2024.</p> <p>In a further discussion Council noted the following:</p> <ul style="list-style-type: none"> • It was difficult to compare the CSSF of the University to those of other providers, as the services varied extensively. • Many scholarships provided free fees but the CSSF was never included and management was asked if this could be considered. • The CSSF for students offshore or on the Tai Tonga and Tai Tokerau campuses was 50% lower than for other students acknowledging the reduced access to some services. 	<p>University programmes delivered offshore subject to such fees being reported to the Council meeting immediately following;</p> <p>RESOLVED (Chancellor/Ms Dawson):</p> <p>v) Approve the Compulsory Student Services Fee at \$8.88 per point (GST inclusive) and subject to the associated changes in the Fees Schedule A – All Student (Appendix C: General Fees 2024)</p> <p>RESOLVED (Chancellor/Mr Paitai):</p> <p>vi) Approve the attached Other Fees Schedule for 2024 (Appendix C: General Fees 2024).</p> <p>Each of the resolutions were passed unanimously, apart from Resolution v) where Ms Barakat abstained.</p>
<p>7 SENATE MATTERS</p>	<p>7.1 REPORT OF SENATE, 25.09.2023</p> <p>Part A1 a-b: Policy and other matters requiring to be considered/received by Council</p> <p>Part A2 1-3: Policy and other matters requiring Council approval</p> <p>Part B 1: No matters for noting</p> <p>Part C 1-2: Matters handled under Delegated Authority</p> <p>This item was introduced by the Vice-Chancellor. She advised Council of the following:</p> <ul style="list-style-type: none"> • The Senate Review was initiated by the Vice-Chancellor in 2021. The Senate Review Reference Group, Chaired by Professor Pene Mathew developed and distributed two surveys about engagement with Senate: one for Senate members and one for non-members. 	<p>RESOLVED (Chancellor/Mr McDonald): recommendations in Part A of the Report of Senate, 25.09.2023 be adopted and C be noted</p>

	<p>The aim of the Senate Review was to create a much more engaged and dynamic Senate at the University. Preliminary data showed that the response rate to the surveys had been relatively poor. Much of the qualitative data, however, still needed to be extracted. Once this was ready, it would be considered by the University Executive Committee.</p> <ul style="list-style-type: none"> • Senate had received recommendations following the work of the Freedom of Expression Working Group, Chaired by Professor Peter Hunter. The next phase of the work was currently being initiated; this included considering Freedom of Expression in the context of the Code of Conduct, and Academic Freedom (AF). <p>The Pro Vice-Chancellor Education, Professor Kool, drew Council's attention to the paper relating to the Update of Examination of Sub-Doctoral Research Components of 30 Points and Above Procedures. This update included some administrative tidying up of the document to replace notes with specific clauses (?) and rearrange the order of content. More substantial changes to improve the student experience included:</p> <ul style="list-style-type: none"> • Removal of the requirement for an external examiner/assessor for projects of 60 points. This requirement was an administrative burden for faculties and created a negative student experience resulting from finding suitable external advisors/examiners familiar with examining smaller research components. It was also not aligned with the practices at other institutions where an external examiner/assessor was not a requirement • Inclusion of new appeal clauses • A change to the approval process to allow the Provost to approve subsequent future changes to the Procedures under sub-delegated authority from the Vice-Chancellor. <p>In response to questions from Council, the Vice-Chancellor responded that she will be advised by the Provost when the delegation to the Provost is used. She will receive a summary which would include a statement that the delegation to the Provost was used.</p>	
<p>8 CORRESPONDENCE REFERRED BY THE CHANCELLOR</p>	<p>No items received.</p> <p>The Vice-Chancellor and Chancellor had received a letter from the Free Speech Union. This letter would be discussed in Part B of this meeting. The Chancellor advised Council that she had received a request from a student to include the letter in part A. Given that the request had not been received in time for this to occur in advance of the meeting, the Chancellor proposed to discuss the letter and the request with Council in Part B</p>	

	Council discussed the letter in Part B and decided that, as the letter was already available on the Free Speech Union website, it was not unnecessary for it to be moved to Part A.	
9 OTHER MATTERS FOR DECISION OR NOTING	<p>9.1 SEAL</p> <p>Since the Council meeting on 21.08.2023 the seal has been applied to the following document in accordance with the Council resolution of 18.02.1991:</p> <ul style="list-style-type: none"> • Deed of Rent Review – 19A Princes Street, Auckland, Grange Road Holdings Ltd (Sub landlord) & The University of Auckland (Sub Tenant) 	RESOLVED (Chancellor/Ms Dunphy): that the affixing of the seal to the listed document be noted .
	<p>9.2 RESCINDMENT</p> <p>Memorandum, 28.09.2023 from the Graduation Office</p>	RESOLVED (Chancellor/Ms Barakat): that Council rescind the conferral of the Master of Engineering Studies awarded with no milestone and re-award it with the correct class of honours in accordance with the memorandum, 28.09.2023
10 ELECTIONS - APPOINTMENTS	<p>10.1 ELECTION OF THE STUDENT REPRESENTATIVE ON COUNCIL</p> <p>The Returning Officer advises Council that the decision was made to re-run the election for the student representative on Council following a review of the process which identified errors. The disruption and inconvenience caused to candidates and student voters was regretted.</p> <p>The call for notices of candidacy opened at 12pm on 18 September 2023 and closed at 12pm on 10 October 2023. This would be followed by voting opening at 12pm on Wednesday 25 October 2023 and closing at 12pm on Tuesday 7 November 2023.</p> <p>Council expressed its regret for the disruption and inconvenience caused to the candidates and student voters.</p>	RESOLVED (Chancellor/Ms Dunphy): that the Returning Officer's advice regarding the election of the student representative on Council be noted .
	<p>10.2 ELECTION OF THE CHANCELLOR AND PRO CHANCELLOR</p> <p>Mrs Cleland took the Chair for the first part of this item.</p> <p>10.2.1 ELECTION OF CHANCELLOR FOR 2024</p>	

	<p>Nominations were called for the position of Chancellor until 31.12.2024 date.</p> <p>One nomination only was received, for Ms Cecilia Tarrant (Ms Dunphy/Mr Paitai)</p> <p>There being no other nominations, the Registrar declared Ms Tarrant re-elected as Chancellor for a term starting on 01.01.2024 and ending 31.12.2024.</p> <p>Carried by acclamation.</p>
	<p>10.2.2 ELECTION OF PRO-CHANCELLOR FOR 2024</p> <p>The Chancellor resumed the Chair for this part of the item.</p> <p>Nominations were called for the position of Pro-Chancellor.</p> <p>One nomination only was received, for Ms Cathy Quinn (Ms Dunphy/Chancellor).</p> <p>There being no other nominations, the Chancellor declared Ms Quinn re-elected as Pro-Chancellor for a term starting on 01.01.2024 and ending 31.12.2024.</p> <p>Carried by acclamation.</p>
<p>11 GENERAL BUSINESS</p>	<p>None</p>
<p>12 LEAVE OF ABSENCE</p>	<p>(for the meeting of 11.12.2023)</p> <p>No leave of absence was requested.</p>

PUBLIC EXCLUSIONS

RESOLVED (Chancellor/Ms Dawson): that the public be excluded from Part B of this meeting.

The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

General subject of each matter to be considered:

Item No. 1.1	Council Minutes (Part B 21.08.2023)
Item No. 2.1.1	Audit and Risk Committee , Minutes, 27.09.2023
Item No. 2.2.1	Capital Expenditure Committee, Minutes, 04.10.2023
Item No. 2.3.1	Finance Committee Minutes, 02.08.2023
Item No. 2.3.2	Financial Performance 2023 to 2025
Item No. 2.4.1	Report from Honours Committee
Item No. 3	Correspondence
Item No. 4	payment of fees to lay and student Council members

Reason for passing this resolution in relation to each matter:

The protection of the interests mentioned below.

Grounds under section 48(1) for the passing of this resolution:

Those in Section 9 of the Official Information Act 1982 namely:

- i) To protect the privacy of the persons referred to in the recommendations and to maintain the confidentiality of those recommendations;
- ii) To enable the University to carry on without prejudice or disadvantage negotiations; and
- iii) To prevent the disclosure or use of Official Information for improper gain or advantage.

AND THAT Adrienne Cleland, Professors Kool, Linton and Bloomfield F, Andrew Phipps, Tim Bluett, Simon Neal, Brian Ten Eyck, Pamela Moss, Helen Cattanach, Anthony Brandon and Wendy Verschaeren be permitted to remain for this part of the meeting, after the public has been excluded, because of their knowledge of, or need to be briefed about, the matters to be discussed. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to those matters because they relate to aspects of the administration of The University of Auckland for which those persons are responsible.

The meeting closed at 6.15pm

The meeting went into Public Excluded session at 5.15pm

Approved as a true and correct record.

Cecilia Tarrant, Chancellor

Date

Vice-Chancellor's Report to Council | 11 December 2023

External, Policy and Government Update

New Government

The new Government will implement National Party policies with exceptions outlined in coalition agreements with the two junior Government Partners. These agreements include policies for immediate action directly relevant to the University. These include:

1. From 2025, changing the fees free programme to a student's final year (undergraduate) rather than the current first year.
2. An amendment to the Education and Training Act 2020, requiring educational providers receiving taxpayer funding to commit to a free speech policy. (National-ACT coalition agreement)
3. A "full cost-benefit analysis [to] be presented before any binding agreement is made with respect to the Waikato medical school." (National-ACT coalition agreement)
4. An examination of "the Māori and Pacific Admission Scheme (MAPAS) and Otago equivalent to determine if they are delivering desired outcomes." (National-ACT coalition agreement)

National Party ministers hold all education-related portfolios: Hon Judith Collins (Minister for Science, Innovation and Technology, Minister for Space), Hon Penny Simmonds (Tertiary Education and Skills), Hon Erica Stanford (Education and Immigration) and Hon Dr Shane Reti (Health).

Minister Simmonds has publicly said her focus will be on disestablishing the mega-polytechnic Te Pūkenga.

Quacquarelli Symonds (QS) World University Rankings

The University has been ranked first in Oceania and fifth in the world for sustainability in the 2024 QS World University sustainability rankings announced on 5 December. The result places Auckland alongside the world's top universities including US Ivy League institutions, the United Kingdom's Russell Group and Australia's Group of Eight.

Employment Court and Academic Freedom

Final closing submissions were made in *Dr Siouxsie Wiles v the University of Auckland* at the Employment Court on 28 November, with a decision expected next year. The case raised important issues associated with Freedom of Expression (FoE), Academic Freedom (AF) and critic and conscience. The University's discussions on FoE and AF are well advanced alongside a revised Code of Conduct.

Internal Update

Chancellor's Dinner

The Chancellor's Dinner was held on 16 November at Shed 10 on the Auckland waterfront, with 250 attendees. In total, 35 donors were inducted across the three tiers of the Chancellor's Circle cumulative giving recognition society.

Award of Posthumous Degree

On 14 October, a posthumous honorary doctorate, awarded as part of the 140th year celebrations, was bestowed upon Tongan academic, poet and novelist, 'Epeli Hau'ofa (1939-2009). The ceremony, hosted at the Fale Pacifica was attended by more than 200 people and "Epeli's Day" was celebrated with music, song and dance as well as the conferment ceremony.

Celebrating Pacific Excellence

The Sunpix Pacific Peoples awards were held on 10 November in Manukau. There were six categories of awards. The University of Auckland's South Auckland Maths Challenge, run by Katalina Ma, Pathway Programmes Manager in the University's Schools and Community Engagement Office, received a Pacific Education Award, while Council member Julia Arnott-Neenee received a Pacific Enterprise Award.

UniServices Realignment

The University Executive Committee has approved transferring three UniServices functions (Contracts and Growth, Funds Advisory, and Proposal and Partnership Development) to the University, as part of the Research Service Design improvements to the research support services ecosystem. Consultation on a proposed new model for a new research services structure will begin in December, ahead of proposed implementation in April 2024.

Gender Pay Gap Report

The University's first annual Gender Pay Gap Report was released on 6 December, and the overall gap is 10.8%. The report details gender pay gaps for academic and professional staff, as well as those with and without permanent roles at the University. A sustainable plan for annual gender pay gap reporting has been developed, and next year's report will include gender and ethnicity intersections. Key drivers of pay gaps, including the distribution of genders in senior roles and gender effects on performance pay, will be also investigated and reported next year.

1. Education and Student Experience

Overview

There has been a nominal increase in 2023 EFTS since the September forecast, primarily due to the fourth quarter intake of enrolments into a range of postgraduate programmes and additional doctoral enrolments. International student enrolments in 2023 have returned to pre-pandemic levels. 2019 was the previous highpoint for full fee-paying student enrolments, with a total of 5,454 EFTS; enrolments in 2023 have exceeded that total by 153 EFTS (2.8%).

The mix of international students is slightly different than in 2019, with a marginally higher proportion of postgraduate students in 2023, 33% compared with 29% in 2019. In part this reflects the slower return of international students to local secondary schools, which had been a key source of recruitment for the University. It is also a reflection of our strong international reputation. The outcomes from the Transnational Education (TNE) activities, whereby students enrol with us in a final year of undergraduate study followed by postgraduate study, have also contributed to growth.

Enrolment for 2024 opened on 1 November, enrolments to date for 2024 are comparable to the equivalent time in 2022. Undergraduate enrolments are slower than this time last year, but postgraduate enrolments are above the equivalent numbers.

Indicators	Last Year	Current Year			
		To Date (20 November 2023)		End of Year	
	Actual	Target	Actual	Target	Forecast
Total EFTS	35,827	36,210	35,318	36,259	35,232
Domestic Funded	30,291	30,553	29,067	30,593	29,062
International Full Fee	4,999	5,164	5,607	5,172	5,605
% Postgraduate EFTS	24.2%	25.2%	25.4%	25.2%	25.6%

Note: EFTS information does not include enrolments in the ELA and other sources

	2022 (21 Nov)	2023 (20 Nov)	% Change
Total Māori EFTS	2,436	2,285	-6.2%
Māori School leavers	366	372	1.8%
Total Pacific EFTS	3081	3,164	-8.4%
Pacific School leavers	601	573	-15.4%
Total Postgraduate	8,680	9,016	3.9%
Domestic	6,646	6,172	-7.1%
International	2,034	2,844	39.8%

Progress against priorities**Priority 1: Accessible, equitable lifelong higher education opportunities****Priority 2: Student-centric learning, co-curricular and extra-curricular cultures****Priority 3: Education that is research-informed, transdisciplinary, relevant and with impact for the world****Priority 4: Graduates who make the world better tomorrow than it is today*****Priority 1: Accessible, equitable, lifelong higher education opportunities***

Te Papa Ako o Tai Tonga Campus will conduct enrolment clinics for South Auckland school leavers once NCEA results have been released. A collaborative effort between OPVC Pacific, Student Hubs and Schools and Community Engagement will focus on design and coordination of a communications plan in addition to enrolment clinics.

Priorities 1 & 2: Learner Success Plan (LSP) and Disability Action Plan (DAP)

The Curated Pathways (Te Ara Tapatahi Ki Hala Mua) initiative has been extended to cover the Bachelor of Arts, Commerce, and Science programmes for 2024, with 1,100 offers issued to applicants. Planning is underway for an initiative to support early student engagement with this cohort, focused on an Arts course that is common to all three pathways.

A 'Good Practice' Guide to support Learner Success is currently being developed to support colleagues' teaching practice.

Final versions of the Student Voice Policy and Guidelines are moving through formal academic approval, for Semester 1 2024 adoption.

Work has started on the implementation plan responding to the formal review of the four transition offerings for those new to university.

Student Disability Services has implemented Symlicity Access, a system that provides a one-stop portal to improve the student experience for those living with disabilities. The Office of the Pro Vice-Chancellor Equity is leading development of a Reasonable Accommodations Policy and Procedures to clarify roles and responsibilities in the provision of supports for students and staff with disability, and is expected to be in place and implemented by the end of 2024.

Priorities 1-4: The Curriculum Framework Transformation (CFT) Project

Work continues on two pilot Waipapa Taumata Rau (WTR) courses (Arts and Science) and two pilot transdisciplinary courses for 2024 delivery. Feedback will inform development of WTR courses to be delivered at scale in 2025, and the transdisciplinary courses in 2026.

The Learning Design team has identified and is supporting faculty-based priority areas for teaching and assessment enhancements.

Priority 3: Education that is research-informed, transdisciplinary, relevant and with impact for the world

The second annual learning and teaching conference 'Tapestry of Practice' was held on 28 November with a focus on assessment for learning. This year's keynote speaker was Associate Professor Hassan Khosravi from the University of Queensland.

Twenty-two applications have been received for our UoA Scholarship of Learning and Teaching Grants; a sub-committee of the Teaching and Learning Quality Committee met to award this year's recipients.

2. Research and Innovation

Indicators	Last Year	Current Year			
		To Date (30 September 2023)		End of Year	
	Actual	Target	Actual	Target	Forecast
Research revenue (\$M)	\$269.5	\$215.7	\$207.3	\$285.5	\$288.4

Note: *The revenue includes University of Auckland revenue only*

Overview

The last quarter has seen recognition of the university's research excellence, both internally and externally. The University's annual Hīkina kia Tutuki | Celebrating Research Excellence Awards, *Rise to Meet the Challenge*, were held in early November honouring our researchers who have demonstrated excellence from early stages to those with more sustained success and community impact.

Our researchers have been successful in recent Marsden Fund applications, with \$21.5 million allocated to 31 projects across four faculties and ABI, including 12 Fast-Start grants for up-and-coming researchers. Several of our researchers have also been honoured by the Royal Society Te Apārangi (Dr Maria Armoudian – Arts, Early Career Research Excellence Award for Social Sciences; Professor Stephen May – Education and Social Work, Mason Durie Medal; Professor Nicola Gaston – Science, Thomson Medal) and the New Zealand Association of Scientists (Dr Natalie Netzler and Chris Puli'uvea - Medical and Health Sciences, Cranwell Medal).

Progress against priorities

Priorities 1 and 4: World-class research inspired by our place in Aotearoa and the Pacific AND Ambitious research confronting humanity's greatest challenges

An institutional response on the draft Performance Based Research Fund (PBRF) Panel Specific Guidelines has been sent to TEC to advise on more discipline-specific factors in evaluating research performance. The PBRF Project Team and the Planning and Information Office have also devised an estimated PBRF Profile, providing indicative PBRF Quality Evaluation (2026) revenue, assisting with investment decisions regarding retention or increasing our PBRF revenue.

Priority 2: A global powerhouse of innovation, creativity and entrepreneurship

The first workshop with Medtech-iQ Aotearoa partners was held in Te Papa Hauora Health Precinct, Canterbury in November. This workshop established a national leadership team, vision and 12-month plan. While a briefing paper on Medtech-iQ Aotearoa has been socialised with contacts at the Ministry of Business, Innovation and Employment, Deloitte has been contracted to refresh the initiative's Strategic and Economic Case for use in socialising with an incoming government to seek longer term funding.

A Pacific Research Repository by Fofonga for Pacific Research Excellence went live internally at the end of November and will be officially launched and available externally to all in early 2024.

Priority 3: Relevant, purposeful, impactful research for our communities

The Research Impact team has been working with University Research Centres and Medtech-iQ Aotearoa in developing impact indicators and over 250 participants attended their 'Delivery of Impact through Culture Change' webinar. An Animal Research Community of Interest was also launched in late November, convened by Dr Jodi Salinsky (Animal Welfare Officer) and Dr Fiona Rafcliff (Medical and Health Sciences).

Fofonga for Pacific Research Excellence held two Marsden Talanoa Series Workshops with past Pacific recipients of Marsden grants to encourage Pacific researchers to apply in upcoming rounds, to increase awareness around processes involved and to share best practice. Fofonga also co-hosted the F'INE Ideas Fest Talanoa Symposium on 14-15 November to celebrate Pacific scholarship in the Rainbow+ space.

Priority 5: Nurturing, recruiting and retaining outstanding research talent

The Researcher Development hub recently launched a Researcher Communications page, focused on opportunities for researchers to build their capabilities in writing and presenting research to different audiences.

In collaboration with the University's Research Impact team, Fofonga for Pacific Research Excellence hosted two workshops for Pacific researchers from across the University with a focus on research impact. These workshops were well-attended by Pacific Senior Lecturers, Research Fellows and PhD candidates.

3. Partnerships and Engagement Overview

It has been a busy period in terms of engaging prospective students. Due to the impacts of the Covid-19 pandemic, we are seeing lower levels of preparedness for university study among the prospective student population, and a key focus currently is to maximise our enrolment position for Semester 1 2024, particularly among domestic students.

Progress against priorities

Priority 1: Strengthen and deepen our relationships with tangata whenua

Te Aka Matua ki Te Pou Hawaiki, the marae at Epsom campus, was officially farewelled in November as part of the University's move from Epsom. The marae will be reopened on the City Campus in 2024. A major part of the relocation will be the design, relocation and restoration of Tūtahi Tonu whareniui.

Priority 2: An ambitious and relevant partner that is globally networked

After a successful pilot in 2020, a total of 2,062 students have now participated and completed a virtual microinternship. This three-week work-integrated learning initiative provides international students with the opportunity to work on real business challenges for Auckland-based employers. The programme is now offered to non-UoA undergraduate students in some regions, promoted by Education New Zealand to students interested in studying in New Zealand. To date, 556 non-UoA students have participated, resulting in a number of queries about postgraduate study opportunities at the University.

Priority 3: Deep engagement with diverse Aotearoa and Asia-Pacific communities

The inaugural event of the Taumata Rau Conversation series, hosted by the Vice-Chancellor, took place on 17 October. These panel conversations aim to spark meaningful discussions from multiple perspectives on major issues confronting Auckland and Aotearoa New Zealand. The first event, moderated by Professor Sir Ashley Bloomfield, discussed the future of the country's health workforce, and the second, on 24 October, focused on cybersecurity in the context of New Zealand's national security strategy. This new series is planned to pick up again in February 2024.

Priority 4: Enduring relationships with prospective students, students, alumni and donors

The University of Auckland's International Open Week 2023 was held from 16-18 October. This flagship online event included, for the first time, live streaming from our Auckland campus and surrounds. The live streaming across a range of social channels (Facebook, YouTube, WeChat, and Douyin) ensured real-time engagement, with 1.8 million attendees over the three days. The International Open Week reached more than 4,900 registrations, and the campaign was seen by more than 25 million global prospects, with particular engagement from South and Southeast Asia.

The annual Golden Graduates lunch was held on 6 October, with 320 attendees. Distinguished Professor Peter Hunter of the Auckland Bioengineering Institute was keynote speaker, with the Vice-Chancellor providing a University update and Kupe Leadership Scholar Surita Manoa also giving a presentation.

The University's 2023 '40 Under 40' list of exceptional young alumni was unveiled at an event for past and present awardees and then announced through communications channels on 2 November. Winners are again grouped into six categories: Humanitarians, Performers, Business Leaders, Entrepreneurs, Disruptors and Innovators, and Influencers.

So'ofau, an initiative driven by OPVC Pacific for Pacific student association leaders, held its final engagement for the year on 14 November. So'ofau seeks to increase and support Pacific student achievement, to celebrate thriving Pasifika cultures across our campuses and to raise awareness regarding postgraduate pathways. It has fostered mentoring relationships among Pacific students and provided a platform for them to discuss their academic progress, challenges, and opportunities in culturally appropriate and safe ways.

Priority 5: Diverse student body reflecting our communities

A conversion taskforce has been established to maximise our enrolment position for Semester 1 2024, in light of fewer applicants meeting our entry criteria due to lower student preparedness in the aftermath of the Covid-19 pandemic.

Priority 6: Recognised and valued by our communities for the contributions we make towards a more sustainable future for all

As part of the implementation of our Sustainability Strategy, two Working Groups are being established to facilitate action on reducing the carbon impact of staff travel. The Working Groups will focus on air travel and on commuting, contributing to the carbon reduction commitments set out in our Te Taumata Tukuwaro-kore, our Net Zero Carbon Strategy.

The International Programmes and Partnerships team has introduced tree donations to the Native Forest Restoration Trust as a sustainable gift for senior-level delegation visits to our global partners.

4. Enabling our People and Culture

Overview

Progress across each Priority area is progressing well, including planning of Leadership activities and tools for 2024. The activation of the Future Academic Workforce implementation plan continues, as does progress across the Pacific staffing plan and Waipapa Tangata Rau.

Progress against priorities

Priority 1: Live our values and purpose

The Values Led Culture programme is focusing on four key areas:

1. The development of a Senior Executive Leadership Programme;
2. Cascading values-led culture practices — tools and facilitated sessions for leaders and teams;

3. Integrating our values and Te Ao Māori principles in systems, processes, policies, and decision-making to deliver an improved employee experience; and
4. Deciding on an Employee Engagement Survey Tool and communication approach.

The project team is developing the next level Leadership Programme with testing to start early in 2024. This is following the rollout and lessons learnt of the Senior Executive Leadership programme. This is alongside the work being done to finalise the initial version of the "Values in Action" workshops and the supporting toolkit.

The Leadership Practices (previously known as Leadership Principles) workstream is set to present the proposed Leadership Practices to UEC in December 2023 for approval, with rollout planned for early 2024.

The People Experience and Policy workstream is currently engaging key stakeholders to gather refine the action plans and content related to the "Accessing Learning" experience. This workstream is also developing materials and media to support HONO phase 1: onboarding.

Priority 2: Develop a future-ready workforce

Workload Analysis: The consultation report will be presented at UEC in December 2023 for approval.

Academic Standards review (light): The consultation report will be presented at UEC in December 2023 for approval.

Academic Development: The team is currently drafting the feedback report following a successful pilot of the modules during October and November 2023.

Priority 3: Build a high-performing, diverse, inclusive and equitable community

People and Culture are collaborating with the Pro Vice-Chancellor (Māori) to co-sponsor refining the Māori staffing plan (Waipapa Tangāta Rau). The project team is concluding their implementation initial plan while also engaging key leadership teams to activate the strategy and work through what this will mean to their areas. This is being done with support from the Chief of Staff's office.

The OPVC Pacific is concluding its initial consultations around the Pacific Staffing Plan. The plan seeks to increase leadership and decision-making roles for Pacific staff, to support a pipeline of initiatives and early career and leadership pathways across Waipapa Taumata Rau, to prioritise key workforce areas, and to invest in Pacific cultural competencies. Given this plan's potential size and impact, consultations with Pacific alumni and a more comprehensive Pacific staff network are underway. This work will continue until the end of 2023.

5. Our Enabling Environment

Overview

Indicators	Last Year	Current Year			
		To Date (30 September 2023)		End of Year	
	Actual	Target	Actual	Target	Forecast
Total revenue (\$M) *	\$1,390.4	\$1,303.6	\$1,325.0	\$1,449.8	\$1,453.8
Revenue achieved as a % of budget	103.4%	100%	101.6%	100%	100.3%

* Excludes CIP Loan Fair Value

Progress against priorities

Priority 1: Mana-enhancing services and practices

Implementation of **Whakamana Tangata, the Student Services strategy** continues to be an area of focus:

- The **Student Support Services Function Improvement Plan** has been finalised and workstreams are being progressed.
- Redevelopment of Levels 1 and M in the University library has commenced and will provide more student-oriented spaces as well as assist with peak inquiry volumes. The work is scheduled to complete in time for Semester 1 2024.
- A staff capability and development programme is being delivered progressively. This includes process and systems training as well as the introduction of an Accreditation Framework for Advisors.

The Director, University Operations is consulting with key stakeholders to finalise a plan to deliver service improvement priorities of the University's Academic Heads. This involves an in-depth analysis of the work undertaken by current Faculty support staff, as well as engagement with them to identify opportunities to rationalise workload, enhance career pathways and recognise the value provided by this important service area. This will also align with the institution-wide initiative to establish service commitments and expectations.

Priorities 2 and 3: Efficient, effective, prudent, transparent, and informed operations AND Seamless, effective, and equitable user experiences across social, physical, and digital environments

A Curriculum Management System has been selected and contracted, and implementation is in its initial stages. The implementation will consist of two phases, with a phase one launch of limited core functionality due in June 2024. Phase 2, expected in early 2025, will contain additional functionality including a university calendar, accreditation, class and governance workflows as well as integrations into the wider student administration ecosystem.

In line with our cybersecurity roadmap, Digital Services have a programme underway to further **enhance the IT security posture** of the University. This programme will see the University transition to the full suite of advanced Microsoft security products, which will provide:

- Improved threat detection;
- Enhanced incident investigation and response;
- Automated threat response; and
- Advanced analytics and AI.

The consultation period for the draft **Student Conduct Statute** is complete and responses are being collated and analysed. A refined final version will be recommended to Senate and Council in the New Year. The revised Statute will address a number of recommendations arising from the independent review of student discipline.

Priority 4: A distinctive, capable, and flexible built environment that celebrates our place in Aotearoa New Zealand and the Pacific

The priorities of **Te Rautaki Tūāpapa | Estate Strategy 2021-2030** continue to be progressed, including delivery of the approved Capital Programme:

- The structural discoveries in **B104 Old Choral Hall** have been largely resolved, and works are progressing on all zones. Completion is anticipated mid-2025.
- Construction of the **Recreation and Wellness Centre** continues. Soft opening of the facility will occur late in Semester 2 2024, with full opening programmed for Semester 1 2025.
- **Building B201** reached Practical Completion on 16 October, and progressive occupation of the building by Arts and EDSW is well underway. EDSW will begin teaching in its new spaces on the City Campus on 8 January 2024 as planned.
- Refurbishment of **Buildings 113 and 114** has commenced as part of the EDSW move to the City Campus.

Priority 5: A commitment to achieve net-zero carbon status and to publish meaningful metrics of the University's progress towards overall sustainability

- The Green House Gas inventory 2022 has been published. The 2023 inventory is underway.
- Work continues to reduce the consumption of reticulated gas on Campus and to increase the proportion of electricity that is carbonZero certified. Our website has been updated to provide further information about sustainable campus operations and resources for staff and students to assist us on the journey to net-zero carbon status.

Dawn Freshwater
Vice-Chancellor

Appendix 1: University Gifts and Pledges [September-October 2023]

The following major new gifts and pledges were received by Alumni Relations and Development in September and October 2023, totalling **\$8,101,651** plus GBP100,000:

- \$1,645,261 from the Rockfield Trust for the Gut Bugs project at the Liggins Institute
- \$1,572,117 from the Neurological Foundation of New Zealand for the 'Phenotypic screening with covalent fragments to discover new modulators of neuroinflammation' study, for the 'Elucidating the cellular changes responsible for radiation-induced neurological deficits' study, and for the Neurological Foundation Human Brain Bank, all at Medical and Health Sciences, and for the 'All roads lead to RNA: TDP-43 proteinopathy and transcriptional profile in motor neuron disease' study and 'The Good, the Bad, and the Reactive: Defining Genotype-Specific Microglial Phenotypes in Amyotrophic Lateral Sclerosis', both at Science
- \$985,500 from the Heart Foundation for the 'Unravelling the role of the cardiac lymphatic system in health and disease' study, for the National Heart Foundation Senior Research Fellowship and for 'The carotid body as a novel therapeutic target for treating cardiometabolic disease' study, all at Medical and Health Sciences
- \$750,000 from Cure Kids for the Cure Kids Chair in Child and Youth Mental Health at Medical and Health Sciences
- \$583,518 from Cancer Society Auckland Northland for the Auckland Cancer Society Research Centre at Medical and Health Sciences
- \$421,280 from Massachusetts General Hospital for 'The neurochemistry and neuropathology in the basal ganglia of X-linked Dystonia Parkinsonism brains' study at Medical and Health Sciences
- \$359,184 from the Auckland Medical Research Foundation for the 'Nature's only organ transplant – what can we learn from it to improve pregnancy outcomes?' study and for the 'Personalised medicine in lupus nephritis: investigation of biomarkers for individualisation of therapy' study, both at Medical and Health Sciences
- \$260,000 from the Gus Fisher Charitable Trust for research into Parkinson's disease at Medical and Health Sciences
- \$207,278 from Future Earth International for the 'Developing machine learning tools to rapidly assess the catastrophic impact of a range-extending sea urchin in a global warming hotspot' study at Science
- \$200,000 from the New Zealand Marine Research Foundation for PhD support and associated laboratory sample analysis costs for the 'Milkyfleshed snapper in the Hauraki Gulf' project at Science

- \$200,000 from the Kircassock Trust for Centre for Brain Research support at Medical and Health Sciences
- \$139,554 from the University of Oxford for the 'Anglican Global Thought Leadership in Science: Concept & Co-design Phase' study at Arts
- \$130,000 from the Buchanan Charitable Foundation for boosting student achievement in under-represented groups by extending the Buchanan Programme for University Entrance Success at Education and Social Work
- \$83,500 from The Angus Family Trust for the Dementia Research Clinic at Medical and Health Sciences
- \$80,000 from Arthritis New Zealand for the 'NIU (Nesians Improving Urate-lowering therapy) – improving the uptake of allopurinol through education' study at Medical and Health Sciences
- \$79,249 from Leukaemia & Blood Cancer New Zealand for the 'Drug Repurposing in Leukaemia Using Zebrafish' study at Medical and Health Sciences
- \$73,131 from Education Development Center Inc for the 'ECCN Empowerment Series' study and for the 'Higher Education Under Threat, Tools and Resources' study, both at Education and Social Work
- \$71,000 from The SA and GJ Ombler Charitable Trust for research into translation of precision medicine into clinics for genetic blindness at Medical and Health Sciences
- \$65,000 from the Estate of Alexander Regan for the UK Alexander Regan Scholarship
- \$61,589 from Live Ocean Charitable Trust for a postdoctoral fellowship and associated research costs for the Seascape project at Science
- \$59,490 from the Nicholas Tarling Charitable Trust for NZ Asia Institute research
- and for the Nicholas Tarling Southeast Asian Studies Masters Award at Arts
- \$50,000 from Christopher Bennett for the Dr Christopher R Bennett Award in Transportation Engineering
- \$25,000 from Barbara Blake for Optometry and Vision Science at Medical and Health Sciences
- GBP100,000 from NZ-UK Link Foundation for UK Bruce McLaren Automotive and Racing Internships through Engineering

CHAIR APPROVED BUT NOT CONFIRMED BY THE COMMITTEE

Audit and Risk Committee MINUTES | PART A
16 November 2023
HYBRID | Council Meeting Room and via Zoom
08.00am to 10.30am



5.1

<p>Present: Jonathna Mason (Chair), Cecilia Tarrant, Jan Dawson and Dr Rajen Prasad</p> <p>In Attendance: Adrienne Cleland, Tim Bluett, Rachelle Miller, Brent Penrose, Isti Hudaya, Bineeta Nand, Murtaza Ali, Philip Whitmore, Angus Clark, James Harper, Julian Michael, Simon Neale and Jacqui Metcalf</p>		
1. Apologies	No apologies were noted.	
2. Disclosures of Interest	No further disclosures were made.	
3. Minutes of Audit and Risk Committee of 27 September 2023	<p>Item No 3.1: Minutes, Part A</p> <p>Item No 3.2: Matters Arising from the Minutes, Part A, not elsewhere on the agenda.</p>	<p>RESOLVED (Chair Dr Rajen Prasad) that the Minutes, Part A, of the Audit and Risk Committee held on 27 September 2023 be taken as read and confirmed.</p>
4. Other Matters for Decision or Noting	There were no matters for decision or noting.	
5. Leave of Absence	No leave of absence was requested for the next meeting.	
6. Public Exclusions	<p>The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:</p> <p>General subject of each matter to be considered:</p> <p>Item No 7.1: Audit and Risk Committee Meeting 27 September 2023, Minutes Part B</p> <p>Item No 7.2: Audit and Risk Committee Meeting 27 September 2023, Matters Arising from Minutes, Part B</p>	<p>RESOLVED (Chair Jan Dawson) the public be excluded from Part B of this meeting AND THAT Mrs Cleland, Mr Bluett, Mrs Miller, Mr Ali, Ms Nand, Mr Whitmore, Mr Penrose, Ms Hudaya, Mr Harper, Mr Clark, Mr Michael, Mr Neale and Mrs Metcalf be permitted to remain for this part of the meeting, after the public be excluded, because of their knowledge of the matters to be discussed.</p>

CHAIR APPROVED BUT NOT CONFIRMED BY THE COMMITTEE

	<p>Item No 8.0: Draft Annual Reporting</p> <p>Item No 9.0: Combined Assurance Report</p> <p>Item No 10.0: Internal Audit Programme</p> <p>Item No 11.0: Insurance Renewal Programme</p> <p>Item No 12.0: Tax Governance Programme</p> <p>Item No 13.0: Health & Safety Programme</p> <p>Item No 14.0: Digital Programme</p> <p>Item No 15.0: Enterprise Risk Programme</p> <p>Item No 16.0: Audit & Risk 2024 Annual Plan</p> <p>Reason for passing this resolution in relation to each matter:</p> <p>The protection of the interests mentioned below.</p> <p>Grounds under section 48(1) for the passing of this resolution:</p> <p>Those in Section 9 of the Official Information Act 1982 namely:</p> <ul style="list-style-type: none"> i) To protect the privacy of the persons referred to in the recommendations and to maintain the confidentiality of those recommendations; and ii) To enable the University to carry on without prejudice or disadvantage negotiations; and iii) To prevent the disclosure or use of Official Information for improper gain or advantage. 	<p>This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to those matters because they relate to aspects of the administration of the University of Auckland for which those persons are responsible.</p>
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5.1

CHAIR APPROVED BUT NOT CONFIRMED BY THE COMMITTEE

The meeting moved into a Public Excluded session at 08.06 am.
The meeting closed at 10.50 am.
Approved as a true and correct record.

Jonathan Mason, Chair
Date:

5.1

CHAIR APPROVED BUT NOT CONFIRMED BY THE COMMITTEE

Finance Committee MINUTES | PART A

22 November 2023

HYBRID | Council Meeting Room and via Zoom

08.00am to 10.00am



5.2

<p>Present: Rob McDonald (Chair), Cecilia Tarrant, Professor Dawn Freshwater, John Paitai, Julia Arnott-Neenee, Cathy Quinn and Hala Barakat</p> <p>In Attendance: Adrienne Cleland, Tim Bluett, Mudasir Matto, Helen Cattanach, Cameron Thomas, David Jordan and Jacqui Metcalf</p>		
1. Apologies	Catherine Dunphy was noted as an apology.	
2. Disclosures of Interest	No further disclosures were made.	
3. Minutes of Finance Committee of 20 September 2023	<p>Item No 3.1: Minutes, Part A</p> <p>Item No 3.2: Matters Arising from the Minutes, Part A, not elsewhere on the agenda.</p>	<p>RESOLVED (Chair John Paitai) that the Minutes, Part A, of the Finance Committee held on 20 September 2023 be taken as read and confirmed.</p>
4. Other Matters for Decision or Noting	There were no other matters for decision or noting.	
5. Leave of Absence	Cathy Quinn was noted as a tentative attendee for the next meeting.	
6. Public Exclusions	<p>The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:</p> <p>General subject of each matter to be considered:</p> <p>Item No 7.1: Finance Committee Meeting 20 September 2023, Minutes Part B</p> <p>Item No 7.2: Finance Committee Meeting 20 September 2023, Matters Arising from Minutes, Part B</p>	<p>RESOLVED (Chair Hala Barakat) that the public be excluded from Part B of this meeting AND THAT Mrs Cleland, Mr Bluett, Mr Matto, Mrs Cattanach, Mr Cameron, Mr Jordan and Mrs Metcalf be permitted to remain for this part of the meeting, after the public be excluded, because of their knowledge of the matters to be discussed.</p>



University Equity Leadership Committee Report to Council December 2023

1. University Equity Leadership Committee meetings

Note: This report summarises the August, September, and November 2023 UELC meetings and subsequent progress on several items that were discussed. The next UELC meeting will be on 29 February 2024.

1.2 Disability Action Plan (DAP)

UELCL members approved publication of the University's first [Disability Action Plan Annual Report](#) to the University website at their August meeting. The PVC Equity advised progress is on track for the majority of workstream deliverables identified in the Progress Report June-December 2022. She noted Workstream 2 Learning and Teaching has no specific equity personnel and that she is collaborating with the Provost to identify how best to negotiate the workload, including resource.

Disability Action Plan reporting has moved to the Cascades software environment to ensure alignment with other university strategic reporting initiatives and allow workstream owners to update on progress more frequently. Reporting has been paused as workstream owners review and refresh their workstream deliverables and milestones to improve the clarity and quality of reporting outcomes. UELCL members were in support of these refinements to focus on measurement and reporting outcomes. Reporting will re-commence from February 2024.

Members noted the Tertiary Education Commission (TEC) has no interim requirement for DAP annual reporting as external reporting is in line with the 3-yearly investment planning cycle. TEC will be able to access the annual report on the University's public facing website.

The PVC Equity advised expressions of interest for the next intake of DAP Reference Group members were strong and the DAPRG now has 23 members representing UG and PG students, academic and professional staff, and across CABEL, STEMM and two service divisions. The students' term is one year from 2023-2024 and for staff new members two years from 2023-2025.

The PVC Equity advised the six-month secondment of a research and policy adviser to the OPVCE is supporting DAP requirements, scoping for a staff disability service, and supporting the next stages of Reasonable Accommodations policy development.

1.3 Definition of Disability

This year the Office of PVC Equity (OPVCE) consulted with the Disability Action Plan Reference Group, student and staff disability networks, Student Disability Services and Equity Action Network members on updating the definition of Disability for University-wide use and to be used in a range of contexts including policy work, scholarships, reasonable adjustments, and admissions.

UELC members have now approved the definition of Disability and the Office of PVC Equity (OPVCE) have worked with the Policy Hub to update policy, procedures, and guidelines where there is an existing definition of Disability. The new definition encompasses both social and medical models of disability, and is:

Waipapa Taumata Rau defines disability as any physical, psychological, cognitive, or sensory impairment which may, in interaction with social and systemic barriers, limit a person's full and effective participation in university life on an equal basis with others.

1.4 Equity related data and reporting

The faculty and LSRI Associate Deans and Directors Equity now have access to their Strategic Management Report (SMR) equity dashboards and can use their equity data to inform faculty and university-wide equity objectives and identify data trends. The [University Demographic Data](#) webpage content is reviewed annually and 2022 figures and downloadable ethnicity data summary were updated in July 2023. The PVC Equity noted following discussion with Planning and Information Office that auditable disability data will be represented in the Key Figures section of ongoing University Annual Reports.

1.5 Harassment Governance Group

UELC members noted the low data trends in this area and that further work is being carried out ahead of more detailed discussion at the next Audit and Risk Committee meeting.

1.6 Gender Pay Gap

The University released its first [gender pay gap](#) of 10.8% this year and now attaches the Gender Pay Gap 2023 Report (Appendix I) for noting. This report is being uploaded to our public facing Gender Pay Gap webpage early December. The report focusses on academic and professional staff in permanent, fixed term and casual positions, and includes definitions, examples, methodology and next steps. Briefings have been provided to the Equity Action Network and senior leaders of University Executive Committee, University Equity Leadership Committee, Provost Deans and Directors Committee, Academic Leadership Team that includes all Deans and Directors, and Academic Heads Advisory Group. The Offices of PVC Māori, PVC Pacific and the Professional Staff Leadership Team have also circulated the Gender Pay Gap materials to their senior leaders.

A detailed Gender Pay Gap 2024 Analysis and Reporting plan has been developed to identify how the University's gender pay gap data will be analysed and reported from 2024 onwards. The PVC Equity has noted that progression of this work is planned as follows:

- 2024 inclusion of ethnicity gender pay gap analyses
- 2025 identification of trends with the availability of three years' worth of data
- 2026 onwards consideration of other types of analyses and drivers.

Members noted both institutional and societal influences and that closing the gender pay gap is a long-term project. Members acknowledged the work of those involved, particularly Dr Merelo, Associate Director Staff Diversity, Equity and Inclusion HR and the PVC Equity.

Annual timelines will be:

- o 8 March, UN International Women's Day will be the annual census date
- o 18 September, UN International Equal Pay Day will be the annual reporting date.

1.6 Policies, procedures, and guidelines

The PVC Equity noted a light review of the Undergraduate Targeted Admission Schemes Policy and Procedures is progressing with the Associate Director, Student Services to update language and terminology. Further work will align with the new Regulations and Admissions Policy development intended to support the Curriculum Framework Transformation, which will transition to new ways of working and a more unified admissions policy for the University.

Ownership of the Achievement Relative to Opportunity Policy and Procedures is moving from PVC Equity to the Director, Human Resources. The PVC Equity noted this is not due for review until 2025 however she, and Dr Merelo as content owner, will update definitions and key relevant documents. Any further revisions will align with the Academic Standards and be carried out by HR.

The PVC Equity discussed progress on a Reasonable Accommodations Policy and Procedures that will have a focus on disabled staff and students. She noted while there is a policy and procedures for special conditions for test and exams, there is a gap and a need for reasonable accommodations for disabled staff, and other aspects of teaching and learning for students. Members agreed to the timeframes identified in the proposed scope of work and noted a draft Reasonable Accommodations Policy and Procedures will come back to UELC for discussion mid-2024.

The PVC Equity noted the Office of PVC Equity are supporting colleagues across a range of submissions to university programmes and advised work commencing with the Academic Quality Office to update the equity related review questions for academic reviews.

Professor Holdaway noted funding received by Professor Jodi Gardner, FoLaw for return-to-work research into conference support for caregivers. Professor Stinear noted this type of support is not included in the Travel Policy currently and welcomed this work.

2. OPVCE Priorities

Work continues by the Office of PVC Equity on an equity, diversity, and inclusion strategy and plan, to be framed by Taumata Teitei and that will identify DEI related priorities within the University's strategic portfolios for 2024-2027. The DEI portfolio interacts with and influences all five of Taumata Teitei's strategic portfolios. The PVC Equity will update Council members at their June 2024 meeting.

PVC Equity advised UELC members that Nicola Rawnsley, Associate Director, Learning, Teaching and Research in Te Tumu Herenga | Libraries and Learning Services, has joined the Equity Action Network as equity has been formally included in her portfolio.

3. Knowledge Equity Network (KEN)

UELc members discussed a first draft Knowledge Equity Statement (KES) that identifies current activities across the five Taumata Teitei portfolios that could support knowledge equity commitments, should the University wish to join the Knowledge Equity Network. Professor Stinear acknowledged the work of the VCO Senior Researcher and Policy Advisers.

UELc members discussed data sovereignty, security, and management, the constantly changing AI landscape and research ethics. UELc members agreed to pause the process to consider the scoping needs in more detail, including how making the proposed commitments might require revisions to our current national and international partnership agreements. The Deputy Chair thanked members for their feedback and agreed to pause the process and further define its scope and impact before asking UELc to consider reactivating the process. The Waipapa Taumata Rau Knowledge Equity Statement will come to Council once this work has been completed.

4. Recommendations

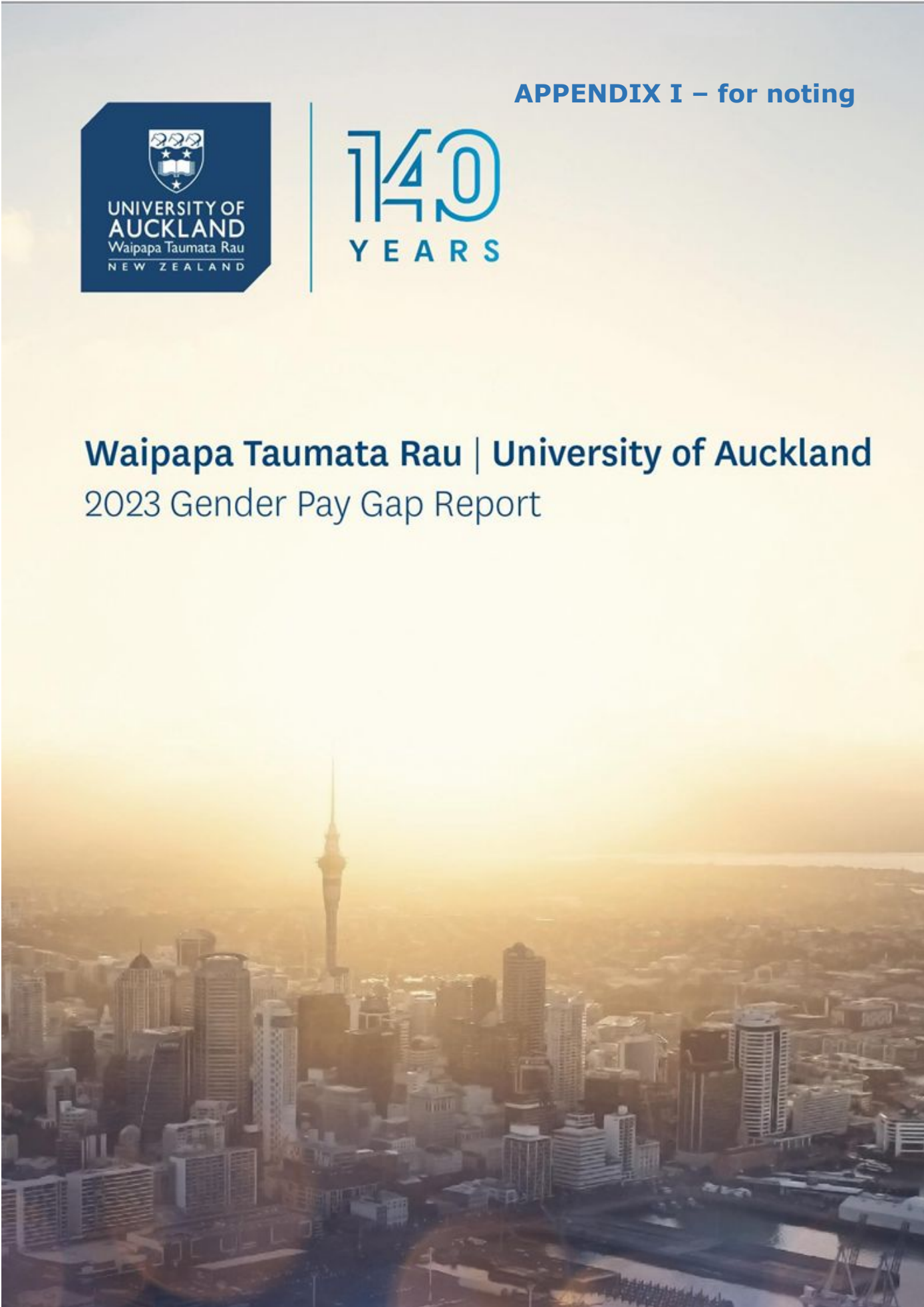
1. That Council **note** receipt of the University Equity Leadership Committee 2023 year-end report.
2. That Council **note** the 2023 Gender Pay Gap Report at Appendix I.

APPENDIX I – for noting



5.3

Waipapa Taumata Rau | University of Auckland
2023 Gender Pay Gap Report



Vice-Chancellor's message

Thank you for your interest in this Gender Pay Gap Report 2023.

This is an important publication for Waipapa Taumata Rau University of Auckland.

In our 140th year, it is our first annual report on the gender pay gap, reflecting a commitment made in our Vision 2030 Taumata Teitei to improve data insights. These insights will inform decisions on staff diversity, equity, and inclusion.

The gender pay gap is a global concern seriously impacting the lives of millions while posing future workforce and societal issues for nations. Indeed, this year's Nobel Prize in Economics was awarded to Professor Claudia Goldin at Harvard for her work on this important topic.

This Report is testimony to our willingness to be open and transparent about gaps, that while unsurprising, are disappointing. These gaps persist despite decades of change towards a more equitable workplace and make it clear that new approaches are required to close these gaps.

Having a detailed understanding of our pay gaps and what perpetuates them will add momentum to efforts to address structural and systemic sexism, racism, and other forms of discrimination.

I am dedicated to making significant progress on the gender pay gap. I congratulate our Pro Vice-Chancellor Equity and HR Director for this Report and look forward to working together for a fairer future for all.



Professor Dawn
Freshwater Vice-
Chancellor
The University of Auckland

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1. Why are we reporting our Gender Pay Gap?

Our commitment to workplace gender equity goes beyond mere compliance with legal requirements. Our Vision 2030, framed in Taumata Teitei, recognises that improving data and insights is a core component of building a high-performing, diverse, equitable and inclusive community. Te Ara Tautika | the Equity Policy sets out our responsibilities as a university, which include addressing structural and systemic sexism and other forms of discrimination.

Monitoring, reporting and taking action to reduce gender pay gaps will help us to address one of the most tangible and persistent forms of workplace inequity worldwide. We are using Stats NZ methodology so that we can compare our gaps with other organisations’.

This is our first report, and we plan to report gender pay gaps annually. This will help us to identify trends over time and understand whether our efforts to close the gaps are making a difference.

2. Definitions

Gender

All employees can identify their gender in their employee record. The options are female, male, or gender diverse. The data for people who have indicated they are female or male are included in this report. The number of people indicating they are gender diverse is relatively small. This prevents a meaningful pay gap analysis for this group at this time.

5.3

There are three key terms used to describe differences in pay between people of different genders.

Equal Pay

If pay is equal it means that people of all genders are paid the same for doing the same work in the same organisation.

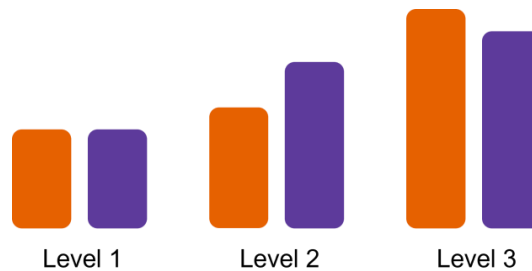


Figure 1. Equal pay example. Vertical bars represent median pay for staff at three different levels within a role. Overall, median pay is higher at higher levels within this role. Orange bars represent the median pay for women. Purple bars represent the median pay for men. Pay is equal at Level 1. Pay is unequal in favour of men at Level 2. Pay is unequal in favour of women at Level 3.

Pay Equity

If pay is equitable it means that people of all genders are paid the same for work that is different but of equal value.

Gender Pay Gap

Gender Pay Gaps are broad indicators of the differences in median hourly pay rates between genders in an organisation.

3. Common misconceptions

Here are some common gender pay gap misconceptions illustrated with hypothetical examples.

3.1 If the gender pay gap for women is 10% then we should make it fair by giving women a 10% pay rise or men a 10% pay cut.

A gender pay gap of 10% doesn't mean that every woman is being paid 10% less than their male counterparts. As described above, the gender pay gap is a broad indicator calculated across the whole organisation. Some women are paid more than most men in the organisation. Simply giving a pay rise to all women might close the gap on paper, but it wouldn't address the underlying factors that drive the gaps, and so the gap would re-emerge over time.

3.2 If the gender pay gap for women is 15%, then as a man my pay is 15% more than my female peers.

The gender pay gap is calculated using the median hourly rate for all staff of a given gender. The gender pay gap is a broad indicator calculated across all staff, who are employed at a wide range of levels across a wide range of roles. It doesn't tell us anything about how similar or different the pay is for two individuals with different genders.

If two people of different genders are doing the same work and there is a 15% difference in their pay, then this might mean there is a problem with equal pay. Unequal pay can contribute to the overall gender pay gap for an organisation. But a gender pay gap of 15% across an organisation doesn't necessarily mean that men in a given role are paid 15% more than women in the same role.

3.3 If the gender pay gap for women is 20% then women are working one day a week for free.

A gender pay gap of 20% doesn't mean that all women in full-time roles are working one day a week "for free". As described above, the gender pay gap is a broad indicator calculated across the whole organisation. Gender pay gaps can emerge when women are over-represented in lower paying roles, and under-represented in higher paying roles. Gender pay gaps don't necessarily mean women are being paid unfairly in their roles, but they can indicate the presence of systemic, structural, and social factors that lead to women being over-represented in lower paying roles.

3.4 Gender pay gaps are because of the individual choices people make about their jobs and careers.

Individual salaries are affected by individual choices. However, the gender pay gap is calculated for large groups, not individuals. When a gender pay gap exists, it reflects factors affecting the choices of an entire group of people who are a specific gender. These factors are typically systemic and structural factors within the organisation, as well as social and cultural factors. Understanding our gender pay gap will help us identify the factors that differentially affect gender groups within our university. Addressing these factors is expected to enable people to make different choices about their jobs and careers, which in turn can contribute to closing gender pay gaps over time.

3.5 We can identify all of the factors that create a gender pay gap.

Research on gender pay gaps has concentrated on variables such as age, education, industry, and parental status. While these variables do contribute, most of the factors behind the gender pay gap remain unexplained. Factors such as job preferences, discrimination and unconscious bias are likely to contribute, but difficult to quantify. Therefore, it's not possible to evaluate all of the factors that create a gender pay gap. However, tracking gender pay gaps over time does give us valuable information about whether changes to our policies and practices are moving the university towards, or away from, gender equity.

3.6 The aim is to achieve a zero percent gender pay gap.

We aim to track the gender pay gap over time and reduce it towards zero. However, we also need to acknowledge that the gender pay gap is a broad indicator and it doesn't reflect the individual experiences of our richly diverse communities. Achieving a zero gap wouldn't mean that we've achieved a state of optimal gender equity. We aspire to keeping our gender pay gap as close to zero as possible.

3.7 Gender pay gaps are inevitable so there's nothing we can do about them.

Gender pay gaps result from complex interactions between social and cultural factors in the environment as well as systemic and structural factors within the organisation. This doesn't mean that it's too hard to address them. Understanding our gender pay gaps and the main factors that drive them will allow us to apply evidence-based approaches to closing the gaps.

3.8 I can't help to fix this problem.

Everyone can influence the gender pay gap, first by acknowledging that closing gender pay gaps is good for everyone. We can all speak openly about the gender pay gap, engage in unconscious bias training, be mindful of key drivers, and remember that closing the gaps doesn't make anyone worse off.

4. Factors that contribute to Gender Pay Gaps

An organisation can have equal pay, and pay equity, and still have a Gender Pay Gap (GPG). This is because several other factors can contribute to a GPG.

Gender effects on appointments and promotions can result in more men at higher levels and more women at lower levels of an organisation. Similarly, women being over-represented in part-time, casual, or fixed-term roles can contribute to gender pay gaps, as these roles typically pay less on average than permanent full-time roles. Gender effects on performance pay can also contribute to pay gaps.

5.3

5. Overview of our approach at Waipapa Taumata Rau

We first calculated our gender pay gap for all staff. We then calculated separate gender pay gaps for Academic and Professional staff because of key differences between these groups of employees, including:

- Remuneration scales
- Mechanisms of career progression
- Staff mobility and rates of turnover

We then explored the effects of permanence on gender pay gaps for Academic and Professional staff.

People with permanent roles are in relatively more predictable employment than those with fixed term or casual employment agreements. We therefore calculated the GPG for women who

- Have a permanent role at the University
- Have a fixed term or casual employment agreement

As this is our first GPG Report, we decided to focus on gender, employee group, and permanence, as a useful starting point. The effects of ethnicity on gender pay gaps for Academic and Professional staff will require a more detailed analysis and interpretation. This will be included in the 2024 GPG Report.

6. How we calculated our pay gaps

We have used the methods published by Stats NZ and Te Kawa Mataaho | Public Service Commission to calculate our pay gaps.¹

6.1 Who is an employee?

All permanent, fixed-term, and casual staff employed at Waipapa Taumata Rau on 8 December 2022. This census date was used to avoid the subsequent effects of ongoing collective bargaining, which temporarily resulted in two different salary scales from February 2023.

6.2 How was pay calculated?

Total remuneration was calculated for each employee by combining base salary with any allowances, administration loadings, and superannuation. This was converted to hourly pay for each employee using the typical number of hours worked per week. The median hourly pay was then calculated for each group of employees.

6.3 Formulae

The overall gender pay gap for women was calculated as follows:

$$\text{GPG} = 100 \times \frac{[\text{Median hourly pay for all men} - \text{Median hourly pay for all women}]}{\text{Median hourly pay for all men}}$$

The gender pay gaps for Academic and Professional staff were calculated as follows:

Academic GPG =

$$100 \times \frac{[\text{Median hourly pay for all Academic men} - \text{Median hourly pay for all Academic women}]}{\text{Median hourly pay for all Academic men}}$$

Professional GPG =

$$100 \times \frac{[\text{Median hourly pay for all Professional men} - \text{Median hourly pay for all Professional women}]}{\text{Median hourly pay for all Professional men}}$$

The effects of employment permanence were explored separately for Academic and Professional women by calculating the following:

Permanent GPG =

$$100 \times \frac{[\text{Median hourly pay for Permanent men} - \text{Median hourly pay for Permanent women}]}{\text{Median hourly pay for Permanent men}}$$

Non-Permanent GPG =

$$100 \times \frac{[\text{Median hourly pay for non-Permanent men} - \text{Median hourly pay for non-Permanent women}]}{\text{Median hourly pay for non-Permanent men}}$$

¹ Stats NZ (2020). Organisational gender pay gaps: Measurement and analysis guidelines (second edition). Retrieved from www.stats.govt.nz. Te Kawa Mataaho | Public Service Commission (2022). Guidance measuring and beginning to address Māori and ethnic pay gaps in the public service.

7. Data characteristics

The numbers of people included in analyses are provided in the tables below.

Table 1. The number of people included in GPG calculations for Academic and Professional staff.

Gender	Academic	Professional	Total
Women	2,480	4,435	6,915
Men	1,607	2,797	4,404
Total	4,087	7,232	11,319

Table 2. The number of people included in GPG calculations for Permanent staff, and Casual and Fixed Term staff.

Gender	Academic		Professional		Total
	Permanent	Fixed Term and Casual	Permanent	Fixed Term and Casual	
Women	1,141	1,339	1,319	3,116	6,915
Men	835	772	937	1,860	4,404
Total	1,976	2,111	2,256	4,976	11,319

5.3

8. Our Gender Pay Gaps

The **overall Gender Pay Gap** for women at Waipapa Taumata Rau is 10.8%. This means that across all staff the median hourly rate for women is 10.8% less than for men.

The **GPG for Academic staff** is 16.1%. This means that across all Academic staff the median hourly rate for women is 16.1% less than for men.

The **GPG for Professional staff** is 4.3%. This means that across all Professional staff the median hourly rate for women is 4.3% less than for men.

Table 3. The Gender Pay Gaps for women.

	GPG
All staff	10.8%
Academic staff	16.1%
Professional staff	4.3%

The Gender Pay Gap for women with Permanent and Casual and Fixed Term roles was calculated separately for Academic and Professional staff.

Table 4. The Gender Pay Gaps for women with Permanent and Casual and Fixed Term roles.

	Permanent staff GPG	Casual and Fixed Term staff GPG
Academic staff	21.3%	3.4%
Professional staff	21.5%	-2.3%

These data indicate that the Gender Pay Gaps are larger for women in Permanent roles than for women in Casual and Fixed Term roles.

9. What does this mean?

9.1 The Gender Pay Gap is 10.8%

This gap means that there are a range of factors both within and outside the University that differentially affect the careers of women and men. The GPG is sensitive to whether pay is equal, whether pay is equitable, and a range of other factors affecting recruitment, appointment, and progression of staff.

The salary banding system used at Waipapa Taumata Rau supports equal pay, because people with the same role and at the same level are paid within a narrow salary band.

The median hourly pay rate is lower for people in Casual and Fixed Term roles. Women are slightly over-represented in Casual and Fixed Term roles, and this will contribute to the overall gender pay gap.

Inequitable pay occurs when roles that are mainly occupied by women are paid less than roles of equal value that are mainly occupied by men. Further investigation is needed to understand whether inequitable pay is contributing to the Gender Pay Gap at Waipapa Taumata Rau.

9.2 Gaps are larger for Academic staff than Professional staff

The gender pay gap for women is 16.1% for Academic staff and 4.3% for Professional staff. This difference might relate to differences between the recruitment, appointment, and progression of Academic and Professional staff. Staff mobility and turnover are higher amongst Professional staff, which might limit the contribution of progression to pay gaps for Professional staff. The effects of carer responsibilities on career trajectory might also differ between Academic and Professional staff.

9.3 Gaps are larger for Permanent staff than Casual and Fixed Term staff

The gender pay gap for women is 21.3% for those in Permanent Academic roles and 3.4% for those in Casual and Fixed Term Academic roles. The gender pay gap for women is 21.5% for those in Permanent Professional roles and -2.3% for those in Casual and Fixed Term Professional roles. The relatively small gender pay gaps for women in Casual and Fixed Term roles may be related to the lack of progression in these roles. There may be a ceiling effect that compresses pay scales and limits the development of gender pay gaps for women in Casual and Fixed Term roles. The relatively large gender pay gaps for women in Permanent roles might relate to recruitment, appointment, and progression, as well as the effects of carer responsibilities on career trajectory.

10. Where to from here?

10.1 Current Activities

Knowing our gender pay gaps will accelerate our efforts to address them. These efforts include:

- Our Māori Staffing Plan
- Our Pacific Staffing Plan
- The recently refreshed [Parental Leave Policy](#) supports staff of all genders in a range of ways, including up to nine weeks of paid parental leave in addition to the Government's primary carer leave.
- Our [Flexible Work Policy](#) supports staff of all genders to manage their work, community and personal commitments in ways that work for them.
- A planned review of the Academic Standards that aims to provide an equitable framework for valuing the achievements and contributions of academic staff.

10.2 Roadmap

The HR team will develop a roadmap for closing our gaps using evidence-based approaches, such as:

- Improving metrics and monitoring systems for career progression to further understand the drivers of the pay gaps identified here.
- Reviewing our remuneration structures and systems to identify areas of improvement to reduce our pay gaps, using evidence-based approaches such as those recommended by Te Kawa Mataaho | State Service Commission.²
- Working alongside women of all ethnicities to identify systemic and structural barriers in their employee experience contributing to gender pay gaps.

10.3 The next GPG Report

The next GPG Report will include gender ethnicity pay gaps and a more detailed analysis to investigate whether unequal pay and differences in career progression contribute to our gender pay gaps. We are setting up the data systems and support we need to be able to do this more detailed analysis for 2024.

We also hope to calculate and include pay gaps for non-binary people, as well as pay gaps for each quartile around the median pay rate. This will give us greater insight and understanding of the drivers of our gaps and how we can most effectively close them.

The next census date will be 8 March 2024 – International Women's Day. Everyone employed by Waipapa Taumata Rau on this date will be included in the next Gender Pay Gap report, which will be released on 18 September 2024 – International Equal Pay Day.

Calculating and publishing our gender pay gaps every year will hold us accountable and add momentum to our efforts to close them.

² Te Kawa Mataaho | State Service Commission (2020). Guidance on remuneration: removing gender bias from remuneration policies and practices and implementing the gender pay principles.

THE UNIVERSITY OF AUCKLAND
MATERIAL FOR COUNCIL FROM
THE MEETING OF SENATE 25.09.2023

PART A:

1. RECOMMENDATIONS FROM SENATE REQUIRING TO BE CONSIDERED/RECEIVED BY COUNCIL

6.1

REVIEW

1. Review of the School of Pharmacy – Year-on Progress Report

Senate 27.11.2023 RECOMMENDS to Council that it receive the Review of the School of Pharmacy – Year-on Progress Report

2. RECOMMENDATIONS FROM SENATE REQUIRING COUNCIL CONSIDERATION/APPROVAL

ACADEMIC MATTERS AND REGULATIONS

1. REGULATION AMENDMENTS

Senate, 27.11.2023 RECOMMENDS that Council approve the following Regulation Amendments:

- a) Regulation Amendment 2023-916: Academic and General Statutes and Regulations – General Regulations Masters Degrees**
To recast a list in the section on Duration of Enrolment as separate sentences and include a reference to quarters.
- b) Regulation Amendment 2023-917: Academic and General Statutes and Regulations – name of Sub- Section e.g., Examination regulations**
To amend the Enrolment and Programme Regulations and in particular: The clause relating to fee refunds for late deletions.
- c) Regulation Amendment 2023-918: Academic and General Statutes and Regulations - Conferment of Academic Qualifications and Academic Dress Statute**
To add new regalia specifications to the Conferment of Academic Qualifications and Academic Dress Statute.

2. 2024 Programme Limitations update – memorandum, 29.09.2023

Senate 27.11.2023 RECOMMENDS that Council approve the 2024 Programme Limitations update

3. Amendment to the Special Conditions for Written Tests and Examinations Policy and memorandum, 19.10.2023

Senate 27.11.2023 RECOMMENDS that Council approve the Amendment to the Special Conditions for Written Tests and Examinations Policy

4. Assessment Policy and Procedures and continuation of provisions 19 and 20 of the Omnibus Statute until 30.06.2024

Senate 27.11.2023 RECOMMENDS that Council approve the Assessment Policy and Procedures and continuation of provisions 19 and 20 of the Omnibus Statute until 30.06.2024

5. Student Voice Policy and Guidelines

Senate 27.11.2023 RECOMMENDS that Council approve the Student Voice Policy and Guidelines

6. Recording of Taught Content Policy and Procedures

Senate 27.11.2023 RECOMMENDS that Council approve the Recording of Teaching Content Policy and Procedures

7. Grade Descriptors Policy

Senate 27.11.2023 RECOMMENDS that Council approve the Grade Descriptors Policy

8. Doctoral Policy and Procedures Update

Senate 27.11.2023 RECOMMENDS that Council approve the Doctoral Policy and Procedures Update

9. Doctoral Examination Appeal Procedures

Senate 27.11.2023 RECOMMENDS that Council approve Doctoral Examination Appeal Procedures

10. Draft Amended PReSS Account Policy and Procedures

Senate 27.11.2023 RECOMMENDS that Council approve the Draft Amended PReSS Account Policy and Procedures

PART B: ITEMS FROM SENATE FOR NOTING BY COUNCIL

No items to note

PART C: MATTERS RECEIVED AND APPROVED UNDER DELEGATED AUTHORITY

1. CASUAL VACANCIES ON SENATE:

Senate 27.11.2023 advises Council that it approved the following appointments to its membership:

- **Dr Angus Campbell** to fill the casual vacancy for a Lecturers’ Representative of the Faculty of Creative Arts and Industries on Senate
- **Mr Kevin Jia** to fill the casual vacancy for a Lecturers’ Representative of the Faculty of Engineering on Senate

Both were appointed for the three-year term commencing 01.02.24 and ending 31.01.27.

2. GRADUATING YEAR CUAP AMENDMENTS

Senate 27.11.2023 advises Council that the following CUAP amendments were approved for submission to CUAP:

Creative Arts and Industries

2023/209	Bachelor of Urban Planning - Deletion
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Engineering

2023/421	Master of Engineering Project Management, Postgraduate Diploma in Engineering Project Management, Graduate Diploma in Engineering Project Management MEPM, PGDipEPM, GradDipEPM	1) To introduce PGDipEPM – offered on-campus and fully online via Auckland Online. 2) To introduce GradDipEPM – offered on campus. 3) To amend the regulations of the MEPM to include entry/exit pathways from/to GradDipEng, PGDipEng, PGDipEPM and GradDipEPM. 4) To add ENGGEN 740 to the MEPM – Health Projects schedule.
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6.1

Senate, 27.11.2023 also advises Council that it also approved the following:

3. SIZE OF MAJORS, PATHWAYS AND SPECIALISATIONS

4. SEVEN NEW, AMENDED AND REVISED PRIZE & AWARD REGULATIONS

- Doctoral Entrepreneurial Leadership Award
- Fatu Feu’u Pacific Arts Prize
- Novatears Dry Eye Prize
- Phoenix Prize for Creative Writing
- Rae de Lisle Piano Prize
- Steel Rollformed Products Ltd Prize
- He Manga Tauhokohoko | University of Auckland Business School GTA Doctoral Fees Bursary

5. UNIVERSITY OF AUCKLAND DOCTORAL SCHOLARSHIP EXTENSION



Date: 30 November 2023
 To: Council
 From: Vice-Chancellor
 Subject: Delegation to update selected academic Policies and Procedures

Overview

This paper proposes a delegation to enable the approval of selected policy and procedures documents to be delegated to the Vice-Chancellor and then the Provost rather than requiring approval from Council.

Purpose

The University Council is the governing body of the University and is accorded powers under the Education and Training Act. In order to ensure the efficient and effective operations of the institution on a day-to-day basis, Council delegates many of its powers, functions and duties to various committees and in turn a number of responsibilities to members of staff.

A delegation of authority authorises decision-making. The University Delegations Policy provides the framework for the delegation of authority at the University and outlines the expectations regarding how it should operate.

It is proposed that Council delegates the authority to approve the following policy documents that are owned by the Pro Vice-Chancellor Education:

1. Annual or ad hoc changes to the Assessment of Courses Procedures
2. Annual or ad hoc changes to the Recording of Taught Content Policy and Procedures
3. Annual or ad hoc changes to the Grade Descriptors Policy
4. Annual or ad hoc changes to the Examination of Sub-doctoral Postgraduate Research Components of 30 Points or Above Procedures

The outcomes we are seeking to achieve include:

- Alignment of processes with approved delegations
- Time sensitive updates
- Appropriate use of academic time and expertise.

Where proposed changes are deemed by the Pro Vice-Chancellor Education to be significant, they will be presented to Education Committee and Senate for consultation.

The proposed change to the approvers for these policy documents was included in the most recent versions of the documents considered by Education Committee and Senate in November with no issues raised.

Endorsement is sought for the following recommendation

DELEGATION TO THE VICE-CHANCELLOR

1. Pursuant to section 285(1) of the Education and Training Act 2020 (Act), Council DELEGATES to the Vice-Chancellor its function and power to approve changes to the Assessment of Courses Procedures, the Recording of Taught Content Policy and Procedures, the Grade Descriptors Policy, and the Examination of Sub-doctoral Postgraduate Research Components of 30 Points or Above Procedures when required and following appropriate consultation.
2. Pursuant to section 286(5) of the Act, Council AUTHORISES the Vice-Chancellor to subdelegate the function and power to approve changes to the Assessment of Courses Procedures, the Recording of Taught Content Policy and Procedures, the Grade Descriptors Policy, and the Examination of Sub-doctoral Postgraduate Research Components of 30 Points or Above Procedures when required and following appropriate consultation.

8.2

SIGNED BY

Council member
Date:

Council member
Date:



Internal Memorandum

Date 30.11.2024

To: Council

From: Mrs Adrienne Cleland, returning Officer

CC:

Subject: Report to Council: 2023 Elections for staff positions on Council

9.1

I report to Council the results of the two elections held recently to fill the positions on Council provided for in Sections 3(d) and 3(e) of the amended University of Auckland Constitution for one permanent member of the academic staff elected by the permanent members of that staff, and one permanent member of the professional staff elected by the permanent members of that staff.

The 2023 Council Elections were conducted via online voting using Qualtrics in accordance with the [Council Appointments Statute 2023](#), [Council Appointments Procedures](#) and the [Elections Procedures](#).

Notices of candidacy were invited between 30 August and 20 September 2023. Four Notices of Candidacy were received for the academic staff member on Council, and six for the professional staff member on Council.

Voting opened on 25 October and closed on 8 November 2024.

I declare the following staff members elected:

- Professor Julia Tolmie to fill the position for a permanent member of the academic staff elected by the permanent members of that staff, and
- Gemma Skipper to fill the position for a permanent member of the professional staff elected by the permanent members of that staff.

Recommendation: That Professor Julia Tolmie be appointed as permanent member of the academic staff and Gemma Skipper as permanent member of the professional staff on Council for a four-year term (01.01.2024-31.12.2027).

Mrs Adrienne Cleland

Returning Officer

Internal

Memorandum

Date: 30.11.2023
 To: Council
 From: Returning Officer
 CC:
 Subject: Election of the student representative on Council

The election of the student representative on Council for 2023 is now complete and Ms Hala Barakat has been re-elected for a two-year term (8 November 2023 – 31 October 2025).

KEY DATES

Event: Council election	Date
Nomination process opened	Monday 18 September
Nomination process closed	Tuesday 10 October
Election voting opened	Wednesday 25 October
Election voting closed	Tuesday 7 November

Recommendation: That Ms Hala Barakat be re-appointed as the student representative on Council for a two-year term (8 November 2023 – 31 October 2025).

Mrs Adrienne Cleland
 Returning Officer

9.2