

ST. JOHN'S COLLEGE

MINUTES

A meeting of **GOVERNING BODY** was held on Friday 10th July 2020 at 2.00 p.m remotely via Microsoft Teams.

Present: The President, Professor C. J. K. Batty, Professor R. G. Compton, Professor S. J. Whittaker, Professor A. Grafen, Professor A. R. Weidberg, Professor A. J. Parker, Professor F. A. Armstrong, Professor S. Elston, Professor C. Whistler, Professor Z. Molnár, Professor M. Cannon, Professor K. Nation, Professor P. Maini, Professor C. A. Larrington, Professor D. Martin, Professor A. Hills, Professor R. M. Harding, Professor H. Bouman, Professor A. Wright, Professor A. Starinets, Professor J. Schnell, Ms. S. Layburn, Professor H. Skoda, Professor N. Lübecker, Professor P. R. Hayes, Professor C. Newton, Professor R. Ekins, Professor B. Murnane, Professor J. Stanyek, Professor J. Bray, Professor J. J. Pandit, Professor Z. Olszewska, Professor Sir. R. Collins, Professor L. Pratt, Professor C. Beem, Professor L. di Mare, Professor S. Kiefer, Professor N. Sugimura, Professor S. Toussaert, Mr R. Crow, Professor S. White, Professor E. Greensmith, Dr. M. Nicholls

Apologies: The Revd. Prof. W. Whyte, Professor N. P. Harberd, Professor T. Burt de Perera, Professor M. Omri, Professor G. Gottlob, Dr. G. Kantor, Professor D. Kwiatkowski, Professor I. Klinke, Professor G. Rose, Professor B. McFarlane,

In attendance: Dr. S. Campbell, Mrs E. Marston, Ms. D. Cripps

AGENDA 'B'

ACTION

1. Minutes and matters arising

The minutes of the meeting of Governing Body held on 23rd June 2020 were **approved**.

2. Election to Official Fellowship in Philosophy

Dr. Nicholas Jones was elected as Official Fellow and Tutor in Philosophy, with membership of Governing Body, with effect from 1st October 2020.

PRESIDENT

3. Fellows' Housing Committee

The minutes of the meeting held on 22nd June 2020 were received.

The Governing Body **agreed** to approve the works [] as originally proposed, noting that the exceptional circumstances of the property and its location would not set a precedent for future refurbishment of Hart-Synnot houses. While costs would not be fully reflected in an equivalent increase in market value in the short term, the long-term retention of the refurbished and extended property was of value to the College.

Governing Body also suggested that Fellows Housing Committee consider whether it would be more appropriate in the future to obtain an estimate of costs involved with refurbishment of Hart-Synnot houses, and put forward recommendations for approval, prior to houses being offered to Official Fellows for occupation under the scheme.

SECRETARY TO FELLOWS' HOUSING COMMITTEE

4. Working Group on Race and Equality

The Governing Body **agreed** the terms of reference for a Working Group on Race and Equality during 2020/21 (see Appendix One).

It was also **agreed** to create an Advisory Group of alumni and Honorary Fellows to support the work of the group and to offer advice and insight, drawing on expertise across as broad a range of experience as possible.

PRESIDENT, DIRECTOR OF DEVELOPMENT & ALUMNI RELATIONS

General Purposes Committee would discuss the issues further, especially with regard to training for academic staff.

PRESIDENT, FELLOW FOR EQUALITY

5. Disinvesting from tobacco

Following the Governing Body's approval of the recommendations of the Ethical Investment Working Group, it was **agreed** to ask General Purposes Committee to investigate the economic and reputational aspects of disinvesting from tobacco and to report back to the Governing Body for consideration of the scientific and ethical arguments and a decision on whether to disinvest.

It was noted that General Purposes Committee would take legal advice as part of the process of discussion and to assist trustees in reaching a decision. The Committee would also consider the guidance the University had received on investments in this area.

The President thanked Professor Weidberg and colleagues for their work on the tobacco case study.

PRESIDENT

6. Sports report

The Sports Fellow's annual report was received. He noted that sport continued to thrive, with members of the College participating in a large variety of sports and representation in elite University squads, as well as national and international competitions.

7. Garden report

The Keeper of the Groves' annual report was received. She highlighted the new planting of the President's Garden, a collaboration between Michael Lear and the garden team.

The Governing Body thanked the Head Gardener and his team for their excellent work in maintaining and restoring the gardens and Great Lawn, especially over the past term.

8. President's Report

The President reported on the wide range of activity undertaken across the whole College community over the past term, both in supporting Covid-19 research and finding innovative ways to connect with each other (including online lectures for alumni). She thanked everyone who had sent in news, which would be presented on the website and in this year's *TW* magazine.

The President noted that Professor John Kay was retiring and thanked him for his long service to the College. She also wished Professor Mattli well in his retirement on behalf of the College.

She thanked demitting College Officers, including the Vice-President, Senior Dean, Fellow for Equality, Fellow for Women and the Sports Fellow. She particularly noted the major achievements of the Principal Bursar including the Bainton Road Nursery, Study Centre and Oxford North and thanked him for his support, wise advice and long championing of equality and diversity in College.

At the end of the strangest of terms she also thanked all College staff for maintaining services so effectively. She was pleased to report very positive results from a survey of non-furloughed staff for College's support of them since lockdown in March.

APPENDIX ONE

Working Group on Race and Equality

Terms of Reference

Michaelmas Term 2020

Purpose

The Working Group on Race and Equality will:

- review the College's Statement on Equality, Diversity and Inclusivity and the Vision Statement, making suggestions for revision;
- consider the need for further training for College members in unconscious bias, cultural sensitivity, race-awareness and make recommendations for appropriate providers, taking account of differing needs;
- consider ways of increasing recruitment of more diverse staff at all levels;
- ensure there are robust processes for monitoring and reviewing diversity statistics in staff records;
- recommend an action plan to address issues of inequality, with specific reference to race.

Membership

The President (Chair)

Governing Body Fellow (tbc, Deputy Chair)

Fellow for Equality (ex officio)

Fellow for Ethnic Minorities (ex officio)

JCR Representatives (tbc, 2)

MCR Representatives (tbc, 2)

Governing Body Fellows (tbc, 2)

HR Manager

Home Bursar

Staff Representatives (tbc, 2)

Secretary to the Working Group: tbc

Meetings

At least two meetings per term during the academic year 2020/21

Governance

Termly updates and interim recommendations to General Purposes Committee

Report to Governing Body, Trinity Term 2021