

ST. JOHN'S COLLEGE

MINUTES

A Stated General Meeting of **GOVERNING BODY** was held on Friday 9th July 2021 at 2.00 p.m. remotely via Microsoft Teams.

Present: The President, Professor A. R. Weidberg, Professor S. Elston, Professor C. Whistler, Professor Z. Molnár, Professor K. Nation, Professor P. K. Maini, Professor C. A. Larrington, The Revd. Prof. W. Whyte, 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 G. Gottlob, Professor R. Ekins, Professor J. Obloj, Dr. G. Kantor, Professor B. Murnane, Professor J. Stanyek, Professor J. Bray, Professor K. Southwood, Professor J. J. Pandit, Professor Z. Olszewska, Professor I. Klinke, 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, Professor B. McFarlane, Professor E. Wonnacott, Dr. M. Nicholls, Ms. Z. Hancock

Apologies: Professor N. P. Harberd, Professor G. Rose, Professor N. Jones

In attendance: Dr. S. Campbell, Dr. K. Doornik, Mrs. E. Marston, Mr. D. Epih (for Item 5), Ms. D. Cripps

ACTION**AGENDA 'B'**1. Minutes and matters arising

The minutes of the meeting of Governing Body held on 22nd June 2021 were **approved**.

The outcome of the vote on the Remuneration Committee Report on Fellows' Housing was noted, together with the need for Remuneration Committee to review the housing allowance annually.

In matters arising, it was **agreed** that Dr. Omukuti would be the Oxford Net Zero Research Fellow.

The Senior Tutor reported that he had written to undergraduates advising them that they could return early to prepare for the beginning of Michaelmas Term (3rd and 4th Years from 26th September and 2nd Years from 2nd October). They could not return earlier, unless they were required to quarantine before the beginning of term or had exceptional academic reasons for returning.

In response to a request, it was **agreed** to circulate the list of stipends for College Officerships once it had been updated for 2021/22.

FINANCE BURSAR

The President reported that Dr. Ranjit Lall (LSE) had accepted the Fellowship in Politics and would join College in October 2022.

The Statutes Officer confirmed that Governing Body was not conflicted with regard to a recommendation from Remuneration Committee's meeting on 7th June. It was **agreed** that all existing Fellows who currently received a housing allowance, but participated in neither the Hart-Synnot nor the part-purchase schemes, should also receive the revised housing allowance [] from 1st October 2021 to maintain equity.

PRINCIPAL BURSAR

It was also **agreed**, in order to ensure that Remuneration Committee had the appropriate authority moving forwards, to begin the process of amending By-Law XIX to make clear that Remuneration Committee's remit included reviewing housing provision/allowances and that, pending the change, Remuneration Committee had that role in the meantime.

STATUTES OFFICER

2. Supernumerary Teaching Fellowship in French

The Governing Body elected Dr Alice Roullière to a Supernumerary Teaching Fellowship in French from 1st October 2021.

SENIOR TUTOR

3. Development Board

The minutes of the meeting held on 8th June 2021 were received.

The Governing Body discussed the proposal to create a St John's Family Programme to engage parents, guardians and carers of students to run in parallel to the Alumni Relations programme. A number of concerns were expressed and the Director of Development and Alumni Relations was asked to discuss the proposal further with the Board.

DIRECTOR OF DEVELOPMENT & ALUMNI RELATIONS

4. Research Committee

The Governing Body **agreed** a Visiting Researcher Grant for Professor Blundell [] to invite Professor Roger Blandford, Stanford University, from 1 September to 1 November 2021, with SCR dining privileges in accordance with the scheme.

PRESIDENT

5. Race and Equality Working Group

The report of the Race and Equality Working Group was received.

The Working Group had included College Officers as well as staff and student representatives and had benefited from the input of an Advisory Group of alumni. The President thanked everyone who had contributed to the report and especially Mrs Marston who had supported the work of the group.

The group had addressed the same five areas as the University's Race Equality Taskforce: staff issues across all areas of employment, student issues, governance, research, and harassment issues.

Considerable progress had been made in shaping an action plan to combat racism and to encourage and support ethnic minority students and staff in College. Specific recommendations would be taken forwards through the most appropriate committee.

The Fellow for Equality would circulate the draft harassment monitoring form and clarify the specific aims of the initiative.

The Governing Body **agreed** the report's overall recommendations to:

- i) listen to concerns and ensure that everyone at all levels of College acted together to support the recruitment of students and staff from all backgrounds and to provide an environment in which they were able to flourish;
- ii) task the President with the identification and promotion of the College's race and equality values to all members of the academic and non-academic staff;
- iii) adopt an anti-racism statement;

- iv) implement an action plan on race and equality and task a small group of interested individuals with taking forward the implementation of the plan, under the guidance of a senior member of the College acting as lead advocate.

It was noted that elements of the action plan would be incorporated into the College's PSED specific equality objectives for 2021–25.

The anti-racism statement would be posted on the College website.

PRESIDENT/FELLOW FOR EQUALITY

6. Sports Report

The Sports Fellow's annual report was received. He noted that, despite the pandemic, there had been considerable sporting activity over the year, especially during Trinity Term. He thanked everyone who had supported College sport and highlighted how important it was in bringing together all areas of the community. He especially congratulated Grace Molloy on achieving Blues in four different sports and on being selected to represent Team GB in the World Orienteering Championships.

It was noted that the Domestic Bursar's team would take over administration of the gym.

The Governing Body thanked the Sports Fellow for his hard work and enthusiasm over the past year and Noreen Huffman for her support.

7. Garden Report

The Keeper of the Groves' annual report was received. She highlighted new planting in the gardens and the presence of a badger.

The President encouraged Fellows to attend the Garden Perambulation as an excellent way to gain new insights into aspects of the gardens.

The Governing Body thanked the Keeper of the Groves, the Head Gardener and his team for all their work in maintaining the gardens.

8. St John's College Strategic Plan 2019–22

The President's Executive Officer reported that the objectives in the strategic plan had been updated with progress to date and new governance charts added. These objectives, together with the key College Officer's role profile and committee terms of reference, would be circulated to committees at the start of the academic year to assist with induction of new members and priority setting.

EXECUTIVE OFFICER TO THE PRESIDENT

9. Oxford North Committee – terms of reference

The terms of reference for the Oxford North Committee were **approved**.

10. President's Report

The President reported on the wide range of College achievements in an extraordinary year.

She noted that the implementation of the Bursarial Review had now been completed with the appointment of a new Principal Bursar, Domestic Bursar and the Investment Advisory Group.

College renewal and refurbishment had continued with the renovation of the squash courts and St Giles House and the opening of the new Lodge. The President thanked the Master of Works and his team, and also Professors Elston and Nation, who had now stepped down as Bursars.

She congratulated everyone for enabling the College to meet its educational objectives through virtual teaching (often whilst also juggling home-schooling), noting the increased administration and ever-closer liaison between the Senior Tutor's office on welfare and decanal matters.

Work on access and outreach had responded to the changed circumstances very impressively with a dramatically increased digital offering through *Inspire Digital* and the development of the South East Consortium in collaboration with St Hugh's, St Hilda's and Somerville.

Much else had been achieved including the *Size and Shape* review, a governance review, a report on the Bainton Road Nursery and the Race and Equality Working Group report.

The President acknowledged the issues faced by Junior Members during the past year and paid tribute to the two sets of JCR and MCR Presidents who had liaised so effectively with their respective common rooms.

Looking to the future, the President highlighted the 1500 young people who would be attending *Inspire* summer schools and looked forward to welcoming back to College new alumni. She was looking forward to her work as Chair of the Foundation Oxford Advisory Committee and to supporting the Principal of Somerville as incoming Chair of Conference with outreach activities in the city. She was also looking forward to welcoming her successor and to involving her in College events over the next year.

The President thanked all members of College for their hard work and support and urged everyone to have a restful – and productive – Long Vacation.