

ST. JOHN'S COLLEGE

MINUTES

A Stated General Meeting of **GOVERNING BODY** was held on Wednesday 6th October 2021 at 2.00 p.m. both in person in the Mark Bedingham Room and remotely via Microsoft Teams.

Present: The President, Professor R. G. Compton, Professor S. J. Whittaker, Professor S. J. Elston, Professor C. Whistler, Professor M. Cannon, Professor K. Nation, Professor P. K. Maini, Professor C.A. Larrington, The Revd. Professor W. Whyte, Professor A. Hills, Professor R. M. Harding, Professor H. Bouman, Professor N. P. Harberd, Professor A. Wright, Professor A. Starinets, Professor J. Schnell, Professor T. Burt de Perera, Ms. S. Layburn, Professor M-S. Omri, Professor N. d'O. Lübecker, Professor P. R. Hayes, Professor C. Newton, Professor R. Ekins, Professor J. Obloj, Dr G. Kantor, Professor B. Murnane, Professor J. Stanyek, Professor Z. Olszewska, Professor I. Klinke, Professor C. Beem, Professor G. Rose, Professor S. Kiefer, Professor N. Sugimura, Professor S. Toussaert, Mr R. Crow, Professor S. White, Professor E. Greensmith, Professor E. Wonnacott, Professor N. K. Jones, Ms Z. Hancock, Dr. S. Campbell, Dr. K. Doornik, Professor B. Stevenson

Apologies: Professor Z. Molnár, Professor H. Skoda, Professor A. Russell, Professor G. Gottlob, Professor J. Bray, Professor K. Southwood, Professor J.J. Pandit, Professor Sir R. Collins, Professor L. di Mare, Professor L. Pratt, Professor B. McFarlane, Dr M. Nicholls

In attendance: Ms. D. Cripps

AGENDA 'B'**ACTION**

1. Dr S. Campbell, Dr K. Doornik and Professor B. Stevenson (Hillary Rodham Clinton Chair in Women's History) were admitted to Governing Body.
2. Minutes and matters arising

The minutes of the meeting of Governing Body held on 9th July 2021 were **approved**.

In matters arising the President noted that the list of stipends for College Officers for 2021/22 had been uploaded to the intranet. The range of stipends and the differing rates offered, including for the Non-Executive Directors for Thomas White Oxford, were discussed with questions about the rationale for the differential. It was **agreed** that the process for review of stipends and the role descriptions for College Officers would be considered further by General Purposes Committee.

PRESIDENT

The Fellow for Equality reported that she had received legal advice regarding the proposed scheme for anonymous recording of incidents of harassment and sexual misconduct reported by member of College, specifically with regard to any legal onus on the College to act in response to such reports. It was **agreed** that, on balance, the positive aspects of the scheme outweighed any potential problems and that the scheme should go ahead with a review at the end of the academic year.

FELLOW FOR EQUALITY

3. President's update

The President welcomed Governing Body to the start of a new academic year and thanked everyone for their support over the past months. She looked forward to rebuilding the College community over the next year with staff, students and Fellows back in person.

She reported on works that had been completed or progressed over the summer, including the refurbishment of rooms in North Quad and work on Phase 3 of the Library project.

She also reported that Professor Pitcher's appeal to the Employment Appeals Tribunal had been dismissed, though a further appeal was still possible. She noted that the College was due to review its own EJRA policy this academic year.

Professor Kwiatkowski had officially retired from his post and the Governing Body wished him well.

The President noted that she would focus on supporting the implementation of the action plan from the Race and Equality Working Group, concentrating initially on conversations about the College's values and how to embed them in everyday College life. She encouraged everyone to engage with this process and to contribute to making Oxford a better place for everyone.

4. Election to Official Fellowship in Politics

Professor Ranjit Lall was elected as Official Fellow and Tutor in Politics, with membership of Governing Body, from 1st October 2022.

PRESIDENT

5. Membership of Governing Body

The President reminded members of Governing Body about their obligations as charity trustees, drawing their attention to UK Government guidance (see www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3). She particularly noted the requirement for Trustees to complete a full declaration of any conflicts of interest and encouraged Trustees to reply to her office immediately. She also reminded Trustees of the need to leave a meeting if they had a conflict of interest.

GOVERNING BODY

6. Public Sector Equality Duty

The President noted the duty of the Governing Body under the Public Sector Equality Duty to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

The Fellow for Equality reminded Governing Body of the opportunities for training in equality-related issues.

GOVERNING BODY

7. Educational Policy Committee

The Vice-President (Academic) reported on issues that had required decision during the Long Vacation.

Revd Professor Whyte had been seconded to the Humanities Division for a three-year term to take on a significant project role, necessitating a buyout of College teaching. It had been **agreed** to appoint a Departmental Lecturer jointly with the History Faculty, from 1st January 2022. Professor Whyte would retain responsibility for pastoral and admissions matters for History students.

Dr M. Doff-Sotta had been appointed to a three-hour Non-Stipendiary Lectureship in Engineering for 2021/22 to cover Professor Cannon's substantial role in the Department of Engineering Science.

It had also been **agreed** to recruit a replacement Stipendiary Lecturer in German from 1st January 2022 until the end of the academic year.

VICE-PRESIDENT (ACADEMIC)/SENIOR TUTOR

8. Oxford North

The minutes of the Oxford North Committee held on 23rd September 2021 were received.

The Governing Body noted counsel's advice and **agreed** the revised terms of reference for the committee.

The Governing Body also **approved** the Share transfer of ownership of Peartree Oxford Limited from St John's College to Thomas White Oxford Limited.

PRINCIPAL BURSAR

9. Bursary update

i) USS update

The Finance Bursar updated Governing Body on the latest information regarding USS. She reported that since the latest proposals involved a benefit change, a consultation was required by employers with affected employees.

The Principal Bursar agreed to explore issues relating to the endowment further and to report on the response from USS to previous communications with the College.

It was noted that issues relating to USS should also be considered by the College's EJRA Review Panel.

PRESIDENT/PRINCIPAL BURSAR/FINANCE BURSAR

ii) College pay award

The Principal Bursar reported that a pay settlement of 1.5% had been agreed for all staff on College-specific salary scales. She also noted that contracts were currently being harmonised.

iii) Lamb & Flag

The Principal Bursar reported that a long-term lease to relaunch the Lamb & Flag had been signed with The Inklings Group, a Community Interest Company that included a diverse and eclectic mix of Oxford people from both the University and the City as well as local businesses and suppliers. The pub aimed to reopen for Christmas.

iv) Edgewood investment portfolio

The Governing Body **agreed** that any two out of the President, Principal Bursar, Finance Bursar or three Fellows (Professors Elston, Nation and Cannon) were authorised to sign on behalf of the College to open accounts, and any two authorised signatories were authorised to give future instructions to Edgewood, BNY Mellon and its subsidiaries.

FINANCE BURSAR

10. Oxford Hub

The Principal Bursar presented a proposal from the Oxford Hub that aimed to help close the attainment gap in the city and to support tackling educational inequality by twinning Oxford colleges with local primary schools. She also noted that a specific proposal for how the College supported schools would be discussed by General Purposes Committee this term.

The Fellow for Access and Admissions noted her support for the plan and highlighted that her team were already engaging with local primary schools, with a visit from one due at the beginning of December. She suggested that the involvement of Junior Members on a voluntary basis in the Oxford Hub might need further consideration.

The Governing Body **agreed** to support the Oxford Hub initiative with a £2k per annum contribution.

PRINCIPAL BURSAR

11. Elections and renewal of scholarships

The list of North Senior, Beeston and Casberd scholarships was **approved**.

The Senior Tutor had suggested some improvements to the North Senior and Beeston schemes and these would be discussed by Educational Policy Committee this term.

SENIOR TUTOR

12. Michaelmas Term 2021 Calendar

The Michaelmas Term Calendar was **approved**.

13. Any other business

The minute of a meeting of Research Committee by email circulation on 4th October 2021 was received.

The Governing Body **agreed** that a 'Meeting of Minds' grant [] should be made to Revd. Professor Whyte and Professor Sir John Kay for a project entitled 'Intellectual capital: investigating the interrelations between the College's endowment and academic reputation', subject to the election of Professor Kay to an Emeritus Research Fellowship at Governing Body in 5th Week.

BELOW THE LINE ITEMS – TO NOTE

14. Conference of Colleges

The unconfirmed minutes of the meeting of the Conference of Colleges on 24th June 2021 were received.

15. Bronze Group, 2021/22

The revised membership of the Bronze Group for this academic year was received.