

## ST. JOHN'S COLLEGE

## MINUTES

A Stated General Meeting of **GOVERNING BODY** was held on Wednesday 10<sup>th</sup> November 2021 at 2.00 p.m remotely via Microsoft Teams.

Present: The President, Professor S. J. Whittaker, Professor S. J. Elston, Professor C. Whistler, Professor Z. Molnár, Professor M. Cannon, Professor K. Nation, Professor P. K. Maini, Professor C. A. Larrington, The Revd. Professor W. Whyte, Professor D. Martin, 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 H. Skoda, Professor N. d'O. Lübecker, Professor P. R. Hayes, Professor A. Russell, Professor C. Newton, Professor G. Gottlob, 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 L. di Mare, Professor S. Kiefer, Professor N. Sugimura, Professor S. Toussaert, Professor R. Slater, Mr R. Crow, Professor S. White, Professor E. Greensmith, Professor E. Wonnacott, Dr M. Nicholls, Professor N. K. Jones, Ms. Z. Hancock, Dr. S. Campbell, Dr. K. Doornik, Professor B. Stevenson

Apologies: Professor R. G. Compton, Professor R. Ekins, Professor C. Beem, Professor Sir R. Collins, Professor G. Rose, Professor B. McFarlane

In attendance: Ms. D. Cripps

## AGENDA 'B'

## ACTION

1. Minutes and matters arising

The minutes of the meeting of Governing Body held on 6<sup>th</sup> October 2021 were **approved**.

In matters arising, the President reminded Fellows to return their conflict of interest information to the President's Office.

The Fellow for Equality also encouraged Fellows to sign up for the anti-racism training scheduled for 7<sup>th</sup> Week.

2. Fellows' Housing Committee

The minutes of the meeting held on 12<sup>th</sup> October 2021 were received.

The Principal Bursar outlined the amendments to the current protocol for allocation of Fellows' houses. Conflicted Fellows withdrew from the meeting.

In discussion of the issues, it was noted that the definition of a family should be flexible.

The non-conflicted Fellows **agreed** [ ].

The Principal Bursar noted that the new protocol would should enable the current issues to be resolved. It was therefore further **agreed** that the protocol would be reviewed after three years and that an appeals process would be put in place with a panel comprising the Chair of Remuneration Committee and the Fellow for Equality.

It was also **agreed** that the possibility of buying the College's share of a part-purchase property should be extended to current Tutorial Fellows, using the same process as agreed for former Tutorial Fellows.

**PRINCIPAL BURSAR**

### 3. Educational Policy Committee

The minutes of the meeting held on 20<sup>th</sup> October 2021 were received.

The Governing Body **noted** that the Senior Tutor would be given delegated authority to recruit to fixed term, non-Fellowship academic posts and Supernumerary Teaching Fellowships with prior approval of the Vice President (Academic) or, in her absence, of the President or her alternate (normally the Vice President (Domus)).

It was **agreed** that the Senior Tutor would be granted a budget [] per year for academic expenditure, with a discretionary limit [] above which the prior approval of the Principal Bursar would be required.

#### **FINANCE BURSAR/SENIOR TUTOR**

The custom and practice for new Tutorial Fellows not to apply for major buy-outs in the first five years of their appointment was noted. It was **agreed** that clearer guidelines were required and the Committee was asked to consider the issues further.

The Governing Body **agreed** that, with immediate effect, the JRF single salary should be pegged to the University's Grade 7.3 [], equating to National Spine Point 31. It was noted that the ECR Working Group would look more broadly at the relationship between JRF and STF terms and conditions.

#### **SENIOR TUTOR**

It was also **agreed** that the College would:

- a) increase the number of Reach Scholarships on course in College at any one time from two to three (with effect from the MT2021 admissions round);
- b) initiate fundraising for an international means-tested undergraduate scholarship similar to the existing James Scholarship currently running in College, with any resultant scheme being run as a pilot for three years. The design of any linked fundraising campaign and its timelines to be driven by the Development and Alumni Relations Offices;
- c) liaise with a working group involving Pembroke and St Cross Colleges to establish a common policy for means-testing international scholarships such that awards could be full or partial, depending on financial need;
- d) investigate the provision of additional College financial support for UK students, the aim being to ensure adequate provision is also in place for home students on a means tested basis.

#### **FELLOW FOR ACCESS**

The issue of fundraising with matched College funding for scholarships for international students would be further considered by the Committee and the Development Board.

#### **SENIOR TUTOR, DIRECTOR OF DEVELOPMENT & ALUMNI RELATIONS**

Sabbatical leave was **agreed** for Professor Martin (Michaelmas Term 2021).

### 4. Oxford North Committee

The minutes of the meeting held on 26<sup>th</sup> October 2021 were received.

The Governing Body **agreed** the Statement of Purpose for Thomas White Oxford and that the statement would be included in the Shareholders' Agreement between the College and Thomas White Oxford.

#### **PRINCIPAL BURSAR**

## 5. General Purposes Committee

The minutes of the meeting held on 27<sup>th</sup> October 2021 were received.

The Governing Body **agreed** to review the Committee's objectives and to make further suggestions.

Professor D. Kwiatkowski was **elected** to an Emeritus Fellowship from 1<sup>st</sup> October 2021.

Professor J. Kelly was **elected** to an Emeritus Research Fellowship for a fourth three-year period from 1<sup>st</sup> October 2021.

Professor Sir J. Kay was **elected** to an Emeritus Research Fellowship for three years from 1<sup>st</sup> October 2021.

The Governing Body **agreed** that nominations for Honorary Fellowships would be sought for 2022, encouraging as wide a range of nominations as possible.

### **GOVERNING BODY**

The President thanked the Fellows who had put together such a well-argued paper on the case for disinvestment from arms. The Governing Body agreed that the case should be given further consideration by a working party.

### **PRESIDENT**

After discussion at Educational Policy Committee and further consideration by General Purposes Committee, the Governing Body **agreed** that a part-funded DPhil Scholarship in Modern Languages, with half the cost [] underwritten by the College and the remainder funded by the MML Faculty, in order to address particular issues in attracting Modern Language graduates should be supported, on home rates and in the expectation that donor funding would be forthcoming.

It was further **agreed** that Educational Policy Committee should formulate a policy to inform decisions on any future proposals.

### **SENIOR TUTOR**

It was **agreed** that Remuneration Committee would be asked to review stipends for College Officers and allowances with due regard to role descriptions and comparative information about stipends paid by other Oxford colleges, as collated by the Estates Bursars' annual survey.

### **PRESIDENT**

The following policies were **agreed**: Conduct in the workplace; Complaints procedure; Public interest disclosure; Conflict of interest; Anti-bribery and fraud; Flag protocol.

### **PRINCIPAL BURSAR**

A donation [] was **agreed** for the Council for At-Risk Academics. Professor Olszewska thanked Governing Body for their support of this cause and noted, as Fellow for Women, that the Women's Network had also expressed support for CARA. The President noted that the money raised from this year's fireworks display had also been donated to CARA. She thanked the Welfare Dean for organising the event.

The Principal Bursar reported that she had received a request for housing for Afghan refugees from Oxford City Council and that she was investigating the options.

An additional donation [] was also **agreed** for the *Isis* magazine.

## 6. Finance and Estates Committee

The minutes of the meeting held on 3<sup>rd</sup> November 2021 were received.

The Principal Bursar reported that she was aiming to develop an ESG policy during this academic year with a detailed action plan. She also noted that Finance and Estates Committee needed more members from amongst the Fellowship.

### **GOVERNING BODY**

A proposal exploring whether College loans could be made available to Fellows for the sole purpose of purchasing or improving a residential property near the College had been considered by General Purposes Committee. Finance and Estates Committee had confirmed that the College had sufficient resources to support the scheme as proposed.

After discussion, the Governing Body **agreed** in principle (with 32 votes in support, 2 against and 2 abstentions) that Remuneration Committee should be asked to design a loan scheme with the object of providing housing support. The Governing Body **noted** that, in view of counsel's opinion and General Purposes Committee's consideration of the matter, it was satisfied that the College would not be providing loans by way of business and that a letter would therefore be sent to the FCA in line with the recommendations from counsel.

### **PRINCIPAL BURSAR**

The Governing Body **agreed** to convert 18 Bardwell Road into graduate accommodation [].

The Finance Bursar presented the College's Annual Report and Accounts with a series of graphs summarising the College's financial activities. The Governing Body thanked the Finance Bursar and her team for preparing the overview of the College's finances which clearly detailed the impact of the pandemic.

The Principal Bursar reported that the Lamb & Flag would now reopen for business in February 2022.

### **BELOW THE LINE ITEMS – TO NOTE**

#### 7. Promotion of the Arts Committee

The minutes of the meeting held on 27<sup>th</sup> October 2021 were received.

#### 8. Entertainments Committee

The minutes of the meeting held by email circulation on 1<sup>st</sup> November 2021 were received.

The Governing Body noted that it had been agreed to continue the Sidney Ball lecture for a further year due to disruption during the pandemic and that a further three-year arrangement would be reviewed by the incoming President in 2022.

### **SENIOR TUTOR/PRESIDENT'S OFFICE**

#### 9. Chapel and Patronage Committee

The minutes of the meeting held on 3<sup>rd</sup> November 2021 were received.