

ST. JOHN'S COLLEGE

MINUTES

A meeting of **GOVERNING BODY** was held on Wednesday 4th December 2024 at 2.00 p.m. in the Senior Common Room.

Present: The President, Professor Z. Molnár, Professor K. Nation, Professor P. Maini, Revd. Professor W. Whyte, Professor A. Hills, Professor R. M. Harding, Professor A. Wright, Professor A. Starinets, Professor H. Skoda, Professor P. R. Hayes, Professor J. Obloj, Dr. G. Kantor, Professor B. Murnane, Professor J. Stanyek, Professor K. Southwood, 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, Dr. M. Nicholls, Professor N. Jones, Ms. Z. Hancock, Dr S. Campbell, Dr. K. Doornik, Professor T. Qutbuddin, Professor A. Lak, Professor I. Williams, Professor G. Evans, Professor L. Moody, Professor C. Munday, Professor S. Knott

Apologies: Professor A. R. Weidberg, Professor S. Elston, Professor M. Cannon, Professor D. Martin, Professor H. Bouman, Professor S. Myers, Professor J. Schnell, Professor T. Burt de Perera, Professor M. Omri, Professor N. Lübecker, Professor A. Russell, Professor C. Newton, Professor R. Ekins, Professor J. J. Pandit, Professor Z. Olszewska, Professor I. Klinke, Professor G. Rose, Professor R. Slater, Professor E. Wonnacott, Professor R. Hoye, Professor L. Hunt, Professor R. Lall, Professor K. J. Patel

In attendance: Ms K. Jenkins (Finance Bursar), Ms. D. Cripps

ACTION

AGENDA 'C'

1. Minutes of Governing Body and matters arising

The minutes of the meeting of Governing Body held on 13th November 2024 were **approved** with one amendment.

The President reported on the recent meeting of the Governance Forum and on her meeting with the Visitor.

2. Audit, Risk & Governance Committee

The minutes of the meeting held on 26th November 2024 were received.

The Principal Bursar reported that a systems audit had identified the need to improve IT systems and particularly the intranet as this was no longer fit for purpose. SharePoint would be used for data storage, secure data-sharing and improved collaboration and process flows between teams. To enable the development of a more sophisticated SharePoint infrastructure the Governing Body **agreed** to recruit a fixed-term SharePoint developer (for 18–24 months in the first instance) [].

The committee's terms of reference were also **agreed** with one amendment.

PRESIDENT

3. Presentation of College Accounts

The Finance Bursar presented the College Accounts as at 31st July 2024.

She noted that the annual report and financial statement included key highlights from the College for the year, as well as more detailed analysis of the information provided in the

financial statements. The section on risk management had also been expanded to incorporate the College's risk governance structure, risk appetite and key risks.

The Governing Body thanked the Finance Bursar and her team for preparing such a helpful overview of the College's finances.

The Governing Body **approved** both the accounts and letter of representation for St John's College' and the accounts and letters of representation for St John's College Services and Thomas White Properties.

PRESIDENT, PRINCIPAL BURSAR

4. Governance Working Party

The minutes of the meeting held on 20th November 2024 were received.

The Governing Body **agreed** the Trustee Role Description, Trustee Code of Conduct, Trustee Induction and Induction for Committee Members.

5. Strategic Plan Working Party

The minutes of the meeting held on 27th November 2024 were received.

6. EJRA Panel

Professor Hills presented the report of the College EJRA Panel convened to consider Professor Weidberg's request to extend his employment with the College beyond the employer justified retirement age (EJRA) of 30th September 2025 for a period of one further year until 30th September 2026. Professor Weidberg had agreed that his application should be assessed under the most recently revised version of By-Law XLI.

The panel comprised Professor Hills, Professor Bouman, Professor Cannon, Professor Ekins and Professor Pratt, with the Head of HR giving administrative support.

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Professor Hills summarised Professor Weidberg's requests. The initial request had been made a year late to the Provost for Academic Affairs for an extension to Professor Weidberg's role as an Official Fellow. In subsequent discussion with the University it was indicated that the University was not minded to grant an extension to Professor Weidberg's Associate Professorship (though it had not yet communicated their final decision on the application). As a result, and after further discussion, Professor Weidberg submitted a revised application for a 0.7FTE RSIV position with the University and a 0.3FTE position with the College. The panel had discussed with Professor Weidberg the grounds on which he wished to extend.

Professor Hills noted that College was committed to the EJRA as detailed in By-Law XLI and that the By-Law gave clear guidance on the basis by which an application should be assessed. This included intergenerational fairness, creating new opportunities for academic appointments for early career academics, and supporting the equality and diversity of appointments.

The panel had acknowledged that there would be advantages to the College in retaining Professor Weidberg for another year, both for teaching and for outreach work, but that these had to be balanced against the goals of the EJRA as set out in the By-Law. Professor Hills further noted that, since the University did not want to extend Professor Weidberg's Associate Professorship, this put the College in a difficult position since it wished to retain the joint appointment. The panel had also carefully considered the potential for a 0.3FTE post, taking advice from both the Provost for Academic Affairs and the Senior Tutor, but did not consider that the advantages warranted extending the EJRA.

The Governing Body **agreed** the EJRA Panel's report. It **agreed** that the College should not extend Professor Weidberg's Official Fellowship past his EJRA and that it wished to retain the association with the joint appointment with Physics. It also **agreed** not to extend Professor Weidberg's EJRA to a 0.3FTE teaching post.

PRESIDENT, PROVOST FOR ACADEMIC AFFAIRS

7. Any Other Business

The President congratulated the Choir on their new Christmas recording, 'News of Great Joy', which was the *BBC Music Magazine's* 'Christmas Choice'. She encouraged Governing Body to buy the CD.

BELOW THE LINE ITEMS – TO NOTE

8. Fellows' Housing Committee

The minutes of the meeting held on 11th November 2024 were received.

9. Conference of Colleges

The unconfirmed minutes of the meeting of the Conference of Colleges on 14th November 2024 (Reserved Business) were received.