

ST HUGH'S COLLEGE, OXFORD

The Third Stated Meeting of the **GOVERNING BODY** in Trinity Term was held on  
Wednesday, 15 June 2022.

The meeting was held virtually by Video Conference in Microsoft *Teams*  
as a result of the Coronavirus (COVID-19) pandemic.

Present (Members of the Governing Body):

The Acting Principal (Chair)	Dr Parkin
Dr Kuhn, Acting Vice-Principal	Professor Husband
Professor Wong, SCR President	Professor Doyle (Governing Body Secretary)
Professor Stellardi	Professor Oberhauser
Professor Mitchell	Professor Morisi, Library and Archive Fellow
Professor McDonald	Professor Cousins, Tutor for Equality, Diversity, and Inclusion
Mrs Vainker	Professor Cont
Professor Macnair	Dr Taylor
Professor Wilson	Professor Kornmann
Professor Rood	Professor Abate
Dr Perkins	Dr Clifford
Professor Martin	Professor Vilain, Senior Tutor
Professor Marshall	Dr Jenkins, Dean
Professor Perera	Mr Prior, Bursar
Professor Leach	Professor Majid
Professor Loutzenhiser	
Professor Conway	
Professor Mann	
Dr Sanders	
Professor Bentley	Professor McMahon
Professor Blunsom	

In attendance: Dr Large Professor Reeves  
Mr Lawrence, Director of Development Dr Smyth  
Dr Miller

Ms Guo, MCR President, represented the MCR, and Ms Achebo-Awusu, JCR Access Officer, represented the JCR. They attended for items 470-474, 476-489, 491-505, 513-520, 536-542, 544-547 and 549-555.

Mr Young, St Hugh's Ball Committee President, attended for item 481.

470. Apologies for Absence

Apologies for absence were received from: Professor Duncan, Professor Grainger, Professor Harnden, Professor Powell, Mr Marshall, Professor Eidenmüller, Professor Jérusalem, Professor Saupe, Professor Chalker, Professor Thompson, Professor Cook, Dr Hein, Ms Aitken, Professor Alemany, Dr Vandi and Ms Dickson (The Principal, Professor Moore, Professor Garnett, Professor Stevens, Professor Biro and Professor Carvalho on leave).

471. Welcome

Ms Kimberley Achebo-Awusu, JCR Access Officer, was welcomed to the Governing Body. She was representing the JCR in place of Ms Carolyn Dickson, JCR President.

472. Governing Body Membership

The Acting Principal advised that this was the last Governing Body for Professor Stellardi, Professor Powell and Mr Marshall, who will all be retiring this summer. The Governing Body wished them all well in their retirement and hoped that they would return to the College as often as possible.

The Acting Principal also advised that Professor Macnair would also be retiring at the end of the summer, but that it was planned that he would be staying with the College as a Fellow by Resolution, subject to election by the Governing Body (see Minute 527, below).

The College planned to hold a Retirement and Farewell Dinner in Michaelmas Term.

473. Graduate Scholarship under the University Scheme for Ukraine: Finance Committee Recommendation to the Governing Body (Circ Bus 23.05.22) (GB 427b, 18.05.22)

It was noted that the revised proposal from the Finance Committee concerning the Graduate Scholarship had been circulated and was approved in a formal electronic vote of the Governing Body.

The Acting Vice-Principal advised that the University Scheme seemed to be working well and around 600 applications had been made. These will be considered by the relevant departments and faculties and the 20 successful applicants will be distributed among the colleges, of which St Hugh's is one.

474. Ukraine (GB 427a, 18.05.22)

The Acting Vice-Principal advised that good progress was being made with the three schemes being pursued by the College. A visa application had been made for the Visiting Fellow and Ukrainian Writer in Residence, Ms Natalya Vorozhbyt, and it was hoped that she would arrive in mid-August 2022. News was awaited regarding the British Academy Scheme for at-risk researchers and academics in or from Ukraine.

476. The Minutes of the Second Stated Meeting in Trinity Term held on 18 May 2022 had been circulated and were approved.

477. Conflicts of Interest

Professor Macnair withdrew during the discussion and his election to a Fellowship by Resolution in Law (see Minute 527, below).

Professor McDonald withdrew during the discussion and election of the new Vice-Principal (see Minute 533, below).

478. Register of Fellows' Interests (FC 6, 08.06.22)

The Acting Principal advised that the Finance Committee had held a preliminary discussion about the College creating a Register of Fellows' Interests and that this would be discussed further in Michaelmas Term 2022.

479. Equality and Diversity Issues to be Considered

No equality and diversity issues were identified for consideration by the Governing Body, other than those raised and discussed during the meeting, particularly concerning:

- i. The need to ensure that the College Ball in 2023 is as inclusive as possible (see Minute 481, below)
- ii. the update from the Rules Reform working group (see Minute 482, below)
- iii. the equality, diversity, and inclusivity focus central to the *Strategic Priorities for Estates and Operations* (see Minute 494, below)
- iv. the update on progress with meeting the recommendations of the Accessibility Audit included in the Estates Team Report (see Minute 497, below), and
- v. the report and recommendations from the Equality Committee (see Minutes 516-519, below).

480. Environmental Issues to be Considered

No environmental issues were identified for consideration by the Governing Body, other than those raised and discussed during the meeting, particularly concerning items from the Infrastructure Committee, including:

- i. the sustainability focus central to the *Strategic Priorities for Estates and Operations* (see Minute 494, below)
- ii. the 100% organic working of the Gardens Team (see Minute 496, below), and
- iii. the update on sustainability projects included in the Estates Team Report (see Minute 497, below).

481. St Hugh's Ball 2023 (GB 426, 18.05.22)

[Mr Joe Young, St Hugh's Ball Committee President, was welcomed to the Governing Body for this item.]

The Bursar reminded the Governing Body that a proposal from the St Hugh's Ball Committee, to hold a College Ball in Trinity Term 2023 on Saturday, 29 April (end of 1<sup>st</sup> Week) had been considered at the previous meeting of the Governing Body and that the Ball Committee had been asked to refine the proposal prior to this meeting of the Governing Body.

The Bursar advised that he had met with the Ball President prior to this meeting of the Governing Body and noted that he was satisfied with the progress to date in resolving the issues raised previously.

The proposal for a College Ball to be held in Trinity Term 2023 was approved in a formal electronic vote of the Governing Body.

482. Rules Reform (GB 429, 18.05.22)

The Dean advised that good progress had been made by the Rules Reform working group.

The Bursar advised that the Conference of Colleges discussion on the draft disciplinary template had been changed to 9<sup>th</sup> Week, and it was now understood that the College could change procedures formally at the start of MT22 for 2022-23. The final documentation would be presented to the Governing Body for approval in 0<sup>th</sup> Week of Michaelmas Term.

The Tutor for Equality, Diversity, and Inclusion advised that there are many EDI issues within the Rules Reform work that have need very careful consideration.

483. Coronavirus (COVID-19) Pandemic Update (GB 428, 18.05.22)

The Bursar advised that while case numbers remain low, the College needs to remain vigilant as another COVID wave is expected. There are concerns about under-reporting of positive cases and there are reports of infected students not self-isolating, which is unhelpful, especially in examination season. Next term the College will need to put more effort into behavioural messaging, such as staying home / isolating if testing positive.

It was agreed that authority from the Governing Body could be delegated to the College Bronze Group during the summer vacation and that any executive decisions would be escalated in this period to the Governing Body Preparatory Group, and thence to the Governing Body as required.

484. Strategic Planning (GB 438, 18.05.22)

The Bursar advised that the Strategic Planning Oversight Group had met earlier in the week. The Group had been satisfied with progress to-date, and had noted that much work had been undertaken across the College since 4<sup>th</sup> Week.

The draft Strategy is being considered by the relevant sub-committees of the Governing Body and strands of work are coming through the Finance Committee (see Minute 491, below), the Infrastructure Committee (see Minute 494, below), the Equality Committee (see Minute 518, below), and the Academic Committee (see Minute 524, below). The Oversight Group had considered that the various strands were converging and coherent.

Optional workshops, in-person and in *Teams*, would be scheduled for Fellows to provide input into the Strategy just before the start of Michaelmas Term. The committees would each review the work to-date and their own Strategies in the light of other strands of work during Michaelmas Term 2022, prior to final approval of the Strategic Plan by the Governing Body in 8<sup>th</sup> Week.

485. Report and Recommendations from the Finance Committee

The unconfirmed Minutes of the Second Stated Meeting of the Finance Committee in Trinity Term held on 8 June 2022 had been circulated and were received.

486. Maplethorpe Building Refurbishment Project – Accounting Treatment (FC 4) (GB 433, 18.05.22)

The Bursar reminded the Governing Body of the proposal that the costs of the Maplethorpe Building Refurbishment Project should be funded from the general expendable endowment rather than from free reserves. It was noted that the refurbishment was intended to ensure the ongoing use of the building over the coming decades, which was more closely aligned with the purpose of the expendable endowment than with short-term reserves held as a buffer against interruptions to income or other near-term disruption.

The proposal was approved, on the recommendation of the Finance Committee, in a formal electronic vote of the Governing Body.

487. Management Accounts, Period 9 - Nine Months to 30 April 2022 and Updated 9+3 Forecast to 31 July 2022 (FC 10) (GB 431, 18.05.22)

The Management Accounts for Period 9 (1 August 2021–30 April 2022) and the updated 9+3 Forecast to 31 July 2022 had been circulated and were received.

The Bursar had advised the Finance Committee that there had been an adjustment to the commercial income Forecast for 2021-22 since the Management Accounts for Period 8 (1 August 2021–31 March 2022) and 8+4 Forecast to 31 July 2022 had been presented previously.

The Forecast for commercial revenue had increased for the current financial year since the 8+4 Forecast had been produced. The Finance Committee had noted that this upturn in income brought the Forecast close to the amount budgeted in Trinity Term 2021 for 2021-22 (GB 386, 19.05.21), and that this was largely the result of the Conference Team working hard with the current Summer School provider, as well as bringing in a second Summer School to run in the College this summer. This success was also attributable to the considerable loyalty of previous conference clients to the College, who were now starting to return to St Hugh's post-pandemic. The Conference Team was thanked for their excellent work.

On the recommendation of the Finance Committee, the Management Accounts for Period 9 (1 August 2021–30 April 2022) and the updated 9+3 Forecast to 31 July 2022 were approved.

488. Updated Conference and Events Revenue Report 2021-22 (FC 11)

An update of the Conference and Events Revenue Report 2021-22 had been circulated and was received.

[This Report was discussed with the Management Accounts and updated 9+3 Forecast (see Minute 487, above).]

489. Appointment of Auditors (FC 12) (GB 92, 03.11.21)

The recommendation of the selection panel convened to receive and consider tenders for the College and subsidiary company audits for the financial years ending 2023-25 had been circulated and was received. The College Accountant was thanked for his work with the tendering process and the Acting Principal and Dr Large were thanked for joining the selection panel.

The Bursar advised that all three companies shortlisted had been very impressive, but that the incumbent organisation, Critchleys Audit LLP, had been outstanding, particularly given the contribution of the new Audit Partner, who would be conducting the College Audit. It was planned that after a transition year, there would also be a change in the Audit Manager, so that there is a brand new audit team. It was noted that the Finance Committee had agreed that the appointment should be for a single three-year term (for the financial years ending 2023-25), with a maximum of two years' further extension.

In a formal electronic vote of the Governing Body, the appointment of Critchleys Audit LLP to conduct the College and subsidiary company audits for the financial years ending 2023-25 (with a maximum of two years' further extension) was approved on the recommendation of the Finance Committee.

491. Strategic Planning - Financial Strategy (FC 15)

The draft *Financial Strategy* had been circulated and was received.

The Bursar advised that the Financial Strategy could not yet be approved in final form as the Academic Strategy was still being developed, and that the Strategies would need to be aligned during Michaelmas Term 2022.

The draft *Financial Strategy* was approved on the recommendation of the Finance Committee.

492. Report and Recommendations from the Investment Committee (FC 16)

The unconfirmed Minutes of the Stated Meeting of the Investment Committee in Trinity Term held on 10 May 2022 had been circulated and were received.

493. Report and Recommendations from the Infrastructure Committee (FC 17)

The unconfirmed Minutes of the Stated Meeting of the Infrastructure Committee in Trinity Term held on 31 May 2022 had been circulated and were received.

494. Strategic Planning - Strategic Priorities for Estates and Operations (FC 18)

The *Strategic Priorities for Estates and Operations*, updated in the light of discussion at the Infrastructure Committee, had been circulated and was approved on the recommendation of the Finance Committee.

The Infrastructure Committee had recommended that estates and operational input into the Strategic Plan should be structured around headings of Sustainability, of Equality, diversity, and inclusivity, and of Finance and efficiency, rather than under a more general Estates heading. This would allow a more structured approach to the College's planning and implementation, so that objectives aligned readily across these focuses, with a rounded view being taken of all proposals and decisions, avoiding any siloing of objectives or doubling up of work to meet estates and then sustainability goals. The Governing Body endorsed this approach.

It was noted that the Infrastructure Committee had agreed that accessibility on-site should be included in the *Strategic Priorities* document, and that this had now been added.

495. Annual Report from the Custos Hortulorum (IC 8, 31.05.22)

The Annual Report from the *Custos Hortulorum* to the Governing Body had been circulated and was received.

496. Report and Recommendations from the Head Gardener and Grounds Manager (FC 19) (GB 321, 09.03.22)

The Trinity Term Report from the Head Gardener and Grounds Manager had been circulated and was received.

It was noted that the Gardens Team was now working 100% organically and the Governing Body congratulated the Gardens Team for this. The Team was also thanked for its work in the splendid gardens, which the Acting Principal noted were vibrant and colourful and looking more beautiful than ever.

497. Estates Team Report and Recommendations (FC 20) (GB 324, 09.03.22)

The Trinity Term Estates Team Report from the Building Maintenance Manager had been circulated and was received. This Report included progress with the Planned Maintenance Programme for 2021-22 and the Planned Preventative Maintenance Programme for 2022-23, as well as an update on responsive repairs, sustainability projects, and an update on progress in response to the Accessibility Audit.

498. Fire Detector Head Replacement (IC 13, 31.05.22) (GB 329.i, 09.03.22)

It was noted that the Building Maintenance Manager had advised the Infrastructure Committee that the contract had been awarded to Trinity Fire Protection. As agreed previously, all fire detector heads across the College site are being replaced at the same time. Work will commence on 27 June and be carried out during the summer vacation.

499. Health and Safety Report and Recommendations (FC 22) (GB 330, 09.03.22)

The Trinity Term Health and Safety Report from the Building Maintenance Manager had been circulated and was received.

Items from the Health and Safety Report are included in Minutes 500-502, below.

500. Accident and Injury Statistics (IC 18, 31.05.22) (GB 331, 09.03.22)

Accident reports by department since 1 January 2022 had been circulated and were received as part of the Health and Safety Report. The number of accidents had continued at a low volume.

The Building Maintenance Manager had advised of the importance of everyone reporting near misses, however minor, so that they can be assessed and rectified wherever possible, to prevent future accidents.

501. Fire Alarm Activations (IC 19, 31.05.22) (GB 332, 09.03.22)

Fire alarm activation statistics for the academic year to-date had been circulated and were received as part of the Health and Safety Report. The Building Maintenance Manager had advised the Infrastructure Committee that there had been 27 activations in total, 55% caused by cooking, which was still a major issue. 41% of the total activations had occurred in the RTB and Wolfson Buildings. It was noted that no activations were believed to be the result of any inappropriate behaviour.

502. Fire Risk Assessment (IC 20, 31.05.22)

It was noted that an independent Fire Risk Assessment had taken place in late May.

503. Head of ICT for NOSCS's Report and Recommendations (FC 23) (GB 334, 09.03.22)

The Trinity Term Report from the Head of ICT for NOSCS (North Oxford Shared College Services) had been circulated and was received. This Report included progress against the ICT business plan for 2021-22, as well as the business plan for 2022-23, and information about University ICT projects.

504. College Wi-Fi Connectivity

The MCR President advised that there were often issues with Eduroam and Wi-Fi connectivity was often poor in areas of the College. A number of Fellows also commented on similar issues. It was agreed that the Bursar would discuss this with the College ICT Team outside of the meeting.

505. Report and Recommendations from the Student Support Committee (FC 24)

The unconfirmed Minutes of the Stated Meeting of the Student Support Committee in Trinity Term held on 1 June 2022 had been circulated and were received.

513. Acting Principal's Report and Development Update (GB 439, 18.05.22)

The Acting Principal's Report and Development Update had been circulated and was received.

The Director of Development thanked all Fellows who had been involved in recent events and had helped to make them so successful. This was enormously appreciated.

a. Forthcoming Events

i. St Hugh's Garden Party, 25 June 2022

The St Hugh's Garden Party had already sold out and around 500 alumni are expected to attend. It is hoped that many Fellows will be able to attend as well.

ii. Visiting Elizabeth Wordsworth Fellows, 28 June–2 July 2022

Two Elizabeth Wordsworth Fellows from Hong Kong are visiting the UK and will be staying at the College in the Principal's Lodgings for five days, with a VIP dinner on their last evening.

514. Legacies and Donations

An update was received from the Director of Development as part of the Acting Principal's Report and Development Update (see Minute 513, above).

515. The Principal

The Acting Principal advised that the Principal had been created a "Lady of the Thistle". Her official title is now Lady Elish Angiolini LT DBE PC QC. Lady Elish will have an audience with HM the Queen at Windsor Castle next week and there will also be events at St Giles' Cathedral, Edinburgh and the Palace of Holyroodhouse during the week of 27 June.

The Governing Body wished to convey its warmest congratulations to the Principal on this immense honour.

516. Report and Recommendations from the Equality Committee

The unconfirmed Minutes of the Stated Meeting of the Equality Committee in Trinity Term held on 6 June 2022 had been circulated and were received.

517. Report from the Tutor for Equality, Diversity, and Inclusion (EC 7) (GB 409, 21.04.22)

The Tutor for Equality, Diversity, and Inclusion advised that:

a. Lady Ademola Family Visit and Lecture

This year's Lady Ademola Lecture, 'The Education I Nearly Missed', had been given online on 9 June by Sir Geoff Palmer OBE, with the Ademola family in attendance. The Tutor for Equality, Diversity, and Inclusion thanked the Principal for arranging this year's speaker, and the Development and Communications Teams for their assistance with the event. It is planned that the recording of the event will be available publicly soon.

It was also highlighted that the College needs to consider speakers for future lectures and he would welcome any suggestions from the Governing Body for lecturers or themes.



b. AfOx (Africa Oxford Initiative)

AfOx (Africa Oxford Initiative) had approached the College to enquire as to whether it would consider hosting a senior Visiting Fellow within AfOx's Fellowship Programme. The Programme would consist of seven months of virtual engagement prior to a two month in-person visit to Oxford during Trinity Term. A final three months of virtual engagement would provide an opportunity to follow up on the collaborations developed during the Fellowship. It was noted that, for the period in residence, AfOx, along with partner colleges, will cater for the Visiting Fellow's accommodation, living expenses and other arrangements.

c. Trans-awareness Course

The Tutor for Equality, Diversity, and Inclusion and the Senior Tutor were among the eleven members of College staff who had attended an extremely useful Trans-awareness course recently.

518. Strategic Planning – Equality, Diversity, and Inclusion (EC 8)

The Equality Committee had considered the Draft *Achievements versus the Previous 5-year Strategic Plan's Goals* document and it was noted that the Bursar had agreed to analyse how the College compares against ONS statistics on a number of key diversity measures. The Equality Committee would consider the updated plan at its Michaelmas Term meeting.

519. Public Sector Equality Duty Reports (EC 7) (GB 353, 09.03.22)

It was noted that there had been no new Public Sector Equality Duty Reports published for the Governing Body to receive.

520. Report and Recommendations from the Academic Committee Meeting held on 1 June 2022

The unconfirmed Minutes of the Second Stated Meeting of the Academic Committee in Trinity Term held on 1 June 2022 had been circulated and were received.

521. Teaching in German (AC 17)

The *curriculum vitae* for Ms Theresa Langer had been circulated and was received. On the recommendation of the Academic Committee, the appointment of Ms Langer to a Non-Stipendiary Lecturership in German for Michaelmas Term 2022 and Hilary Term 2023 was approved.

522. Teaching Arrangements for 2022-23 (AC 18)

a. Lecturership Re-appointments

On the recommendation of the Academic Committee, the re-appointment of the following Lecturerships for one year from 30 September 2022 were approved:

Archaeology and Anthropology	Dr Patrick Alexander, Non-Stipendiary Lecturer (New – hrs)
Archaeology and Anthropology	Dr Bill Kelly, Stipendiary Lecturer - 4hr (Reappoint)
Biochemistry	Dr Louise Bird, Non-Stipendiary Lecturer (Reappoint)
Biology and	

Human Sciences	Dr Caroline Philips, Stipendiary Lecturer - 6hr (New – hrs)
Biology	Dr Chris Pull, Stipendiary Lecturer - 6hr (Ongoing until TT23)
Chemistry	Dr Mark Ford, Stipendiary Lecturer - 6hr (Ongoing until TT24)
Chemistry	Dr Malcolm Stewart, Stipendiary Lecturer - 3hr (Ongoing until TT24)
Chemistry	Dr Craig Campbell, Stipendiary Lecturer - 2hr (Ongoing until TT24)
Chemistry	Dr Antoine Wallabrègue, Stipendiary Lecturer - 1hr (Reappoint)
Chemistry	Dr Zoe Smallwood, Stipendiary Lecturer - 2hr (Ongoing until TT24)
Classics	Dr Nick Stylianou, Non-Stipendiary Lecturer (Reappoint)
Classics	Dr Peta Fowler, Non-Stipendiary Lecturer (Reappoint)
Economics – Micro	GTA – TBC, Stipendiary Lecturer - 2hr (Reappoint - via Department)
Economics – Macro	GTA – TBC, Stipendiary Lecturer - 4hr (Reappoint - via Department)
Engineering Science	Dr Chris Willman, Stipendiary Lecturer - 5hr (New – hrs)
Engineering Science	Ms Georgiana Dima, Non-Stipendiary Lecturer (New – hrs)
Engineering Science	Mr Joshua Feis, Non-Stipendiary Lecturer (New – hrs)
English	Dr Hugh Gazzard, Stipendiary Lecturer - 2hr (Reappoint)
History	Professor Michael Bentley, Stipendiary Lecturer - 2hr (Reappoint until TT25)
History	Dr Sophie Nicholls, Stipendiary Lecturer - 8hr (Reappoint)
History	Dr Alex Middleton, Stipendiary Lecturer - 12hr (Ongoing until TT27)
History	Mr John Merrington, Stipendiary Lecturer - 4hr (Reappoint MT22 and HT23)
Human Sciences	Dr Maria Vázquez-Montes, Non-Stipendiary Lecturer (Reappoint)
Human Sciences	Ms Lucy Baehren, Stipendiary Lecturer - 2hr (Reappoint)
Learning Development and Support Tutor	Dr Emma Kavanagh, Stipendiary Lecturer - 6hr (Ongoing - until TT25)
Linguistics	Dr Hilary Wynne, Stipendiary Lecturer - 3hr (Reappoint)
Management	Dr Duncan Robertson, Stipendiary Lecturer - 3hr (Reappoint)
Management	Dr Alex Connock, Stipendiary Lecturer - 3hr (Reappoint)
Mathematics	Dr Yue Liu, Stipendiary Lecturer - 3hr (Reappoint)
Medicine	Dr Damian Jenkins, Stipendiary Lecturer - 6hr (Reappoint)
Medicine	Professor John Morris, Stipendiary Lecturer - 4hr (Reappoint)
Medicine	Dr David Holdsworth, Stipendiary Lecturer - 2hr (Reappoint)
Medicine	Dr Laura Watts, Stipendiary Lecturer - 2hr (Reappoint)
Medicine	Professor Gabriele De Luca, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr George Murphy, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr Angela Hamblin, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr Rebecca Palmer, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr Jonathan Buckler, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr Tom Cibulskas, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr George Chapman, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr Ed Sellon, Non-Stipendiary Lecturer (Reappoint)
Medicine	Dr Amelia Davies, Non-Stipendiary Lecturer (Reappoint)
Modern Languages - French	Dr Alice Violet, Stipendiary Lecturer - 6hr (Ongoing until TT23)
Modern Languages - French	Dr Chimène Bateman, Stipendiary Lecturer - 3hr (Reappoint)
Modern Languages - French	Ms Clara Baudet, Lectrice – HT23 and TT23 (Reappoint)
Modern Languages - German	Dr Benjamin Schaper, Stipendiary Lecturer - 5hr (Ongoing until TT24)
Modern Languages - German	Dr Claudia Kaiser, Stipendiary Lecturer - 2hr (Reappoint)

Modern Languages - Linguistics	Dr Sam Wolfe, Stipendiary Lecturer - 1hr (Ongoing via St Catherine's College)
Modern Languages - Portuguese	Dr Gui Perdigão, Non-Stipendiary Lecturer (Reappoint)
Modern Languages - Spanish	Dr Guadalupe Gerardi, Stipendiary Lecturer - 2hr (Reappoint via Wadham College)
Music	Dr Tim Coombes, Stipendiary Lecturer - 6hr (New - hrs - until TT24)
Music	Dr Reuben Phillips, Non-Stipendiary Lecturer (Ongoing - until MT23)
Philosophy	Dr Jordan Bell, Stipendiary Lecturer - 4hr (New – hrs)
Philosophy	Dr Paolo Fait, Stipendiary Lecturer - 4hr (Ongoing via New College)
Physics	Dr Jack Miller, Stipendiary Lecturer - 3hr (Ongoing - until TT24)
Psychology	Dr Lucy McDermott, Non-Stipendiary Lecturer (Reappoint)
Psychology	Professor Rafael Perera, Stipendiary Lecturer - 2hr (Reappoint)
Psychology	Dr Nir Shalev, Stipendiary Lecturer - 6hr (Ongoing until TT23).

b. New Lecturer Appointments

On the recommendation of the Academic Committee, the following new appointments and proposed appointments were noted:

Biochemistry	Dr Naomi Petela, Stipendiary Lecturer - 3hr (GB 444, 18.05.22)
Classics	TBC, Stipendiary Lecturer - 8hr (see Minute 475, above)
Earth Sciences	Dr Ross Anderson, Stipendiary Lecturer - 4hr (GB 195, 01.12.21)
Engineering Science	TBC, Non-Stipendiary Lecturer
Law	TBC, Stipendiary Lecturer - 6hr
Mathematics	Ms Rivka Mitchell, Stipendiary Lecturer - 3hr (GB 446, 18.05.22)
Mathematics	Mr Carles Falcó, Stipendiary Lecturer - 3hr (GB 446, 18.05.22)
Mathematics	Ms Rebecca Crossley, Stipendiary Lecturer - 3hr (GB 446, 18.05.22)
Medicine	Mr Oliver Cassell, Non-Stipendiary Lecturer
Modern Languages - French	Ms Roxane Kamaroudis, Lectrice – MT22
Modern Languages - German	Ms Theresa Langer, Non-Stipendiary Lecturer - MT22 and HT23 (see Minute 521, above)
Modern Languages - German	Ms Marita Schett, Austrian Lektorin
Politics	TBC, Stipendiary Lecturer - 3hr.

c. Fellowship Renewals

It was noted that on the recommendation of the Academic Committee, the following Fellows would be renewed at the end of September 2022:

Professor Clifford	for four years
Professor McDonald	for seven years
Professor Mann	for seven years.

524. Strategic Planning - Academic Strategy (AC 21)

The Senior Tutor advised that the Academic Committee had considered a discussion document, setting out some of the areas for development into the 'Academic' strand of the forthcoming Strategy. The Academic Committee had given particular attention to the desire to provide

greater support for Graduate students, and also noted the continuing importance of the College Library in the academic life of its students. Work on the Academic Strategy would continue over the summer.

525. Update on Recruitment to Academic Posts (AC 22) (GB 449, 18.05.22)

An update on recruitment to academic posts was received from the Senior Tutor.

526. Report and Recommendations from the Academic Committee Meeting held by Circulation

The unconfirmed Minutes of the Meeting of the Academic Committee in Trinity Term held by circulation on 13 June 2022 had been circulated and were received.

527. Election to a Fellowship by Resolution in Law – Professor Macnair (AC 1)

[Professor Macnair withdrew from the meeting for the discussion of this item and the subsequent election.]

A Letter of Support from the Law Tutors and Professor Mike Macnair's updated *curriculum vitae* had been circulated and were received. On the recommendation of the Academic Committee, Professor Macnair was elected to a Fellowship by Resolution in Law, after his retirement as a Tutorial Fellow, in a formal electronic vote of the Governing Body. It was noted that this appointment allowed Professor Macnair to remain active within the College, including attending the Governing Body, after his retirement.

528. Powys Roberts Junior Research Fellowship in European Literature (GB 368, 22.05.19)

[It was noted that Dr Vandt had sent her apologies for absence to the Governing Body for this meeting and thus was not conflicted.]

It was agreed to extend Dr Serena Vandt's Powys Roberts Junior Research Fellowship in European Literature for a further full year until September 2023, in recognition of the difficulties of undertaking research during the COVID-19 pandemic.

529. Report and Recommendations from the Statutes and Bylaws Committee

The unconfirmed Minutes of the Stated Meeting of the Statutes and Bylaws Committee in Trinity Term held on 25 May 2022 had been circulated and were received.

532. Report and Recommendations from the Nominations for Vacancies Committee

The unconfirmed Minutes of the Stated Meeting of the Nominations for Vacancies Committee in Trinity Term held on 24 May 2022 had been circulated and were received.

533. The Vice-Principal (NVC 8.1)

[Professor McDonald withdrew from the meeting for the discussion of this item and the subsequent election.]

On the recommendation of the Nominations for Vacancies Committee, Professor McDonald was elected as Vice-Principal from Michaelmas Term 2022 for the academic year 2022-23 in a formal electronic vote of the Governing Body.

534. Changes to College Officers and Committee Memberships (NVC 8)

On the recommendation of the Nominations for Vacancies Committee, the following nominations were approved, subject to the consent of individuals to undertake the role. Anyone wishing to discuss their nomination was invited to do so with the Acting Principal. Those Fellows serving as College Officers or on College committees, whose term of office had come to an end, were thanked for all their hard work and service to the work of the College and the committees.

a. College Officers (NVC 8.1)

Computing / IT Fellow (3-year term, renewable)	Professor Duncan	Renew: Professor Duncan to be asked to continue
Sports Fellow (3-year term, renewable)	Professor Eidenmüller	Renew: Professor Eidenmüller to be asked to continue
Harassment Advisors <sup>1</sup> (Currently two Advisors, No fixed term)	Mr Marshall (Retiring)	Call-out for interested parties to volunteer for this role (does not have to be a Fellow)

<sup>1</sup> It was noted that the Harassment Advisor role was one that had to be filled by colleagues who wished to take on the role and give energy and dedication to it. There was a call for volunteers to take on this position. It would be ideal to have two or more Advisors who were as diverse and representative as possible.

Deans of Degrees (Four Deans, 2-year term, renewable)	Professor Rood (on leave 2022-23)	Professor Rood to return in MT23 <i>Replacement still needed for 2022-23:</i> Call-out for interested parties to volunteer for this role
	Vacant (4 <sup>th</sup> Dean of Degrees position)	Call-out for interested parties to volunteer for this role
Secretary to the Governing Body (3-year term, renewable)	Professor Doyle	Professor Husband
GB Preparation Group Fellow (3-year term, renewable)	Professor Loutzenhiser	Renew: Professor Loutzenhiser to be asked to continue
Fellow for Senior Member Relations (Alumni Association) (3-year term, renewable)	Professor Marshall	Renew: Professor Marshall to be asked to continue

b. Committee Memberships (NVC 8.2)

Committee	Current Members to TT22	Proposed (normally for a (further) three-year term)
Academic Committee (7 Members from GB)	Professor Stellardi (retiring)	Professor Doyle
	Professor Rood (on leave 2022-23)	Professor Abate
	Dr Perkins	Renew: Dr Perkins to be asked to continue
	Professor Cont	Professor Baker
	Professor Kornmann	Renew: Professor Kornmann to be asked to continue

Academic Standards Committee (5 Members from GB)	Professor Baker (on leave HT23)	Renew: Professor Baker to be asked to continue
	Professor Jérusalem	Renew: Professor Jérusalem to be asked to continue
	Professor Saupe (Member until TT24; but on leave 2022-23)	Professor Wong for 2022-23 only (Professor Saupe to return in MT23)
Bickley Memorial Lecture Committee (3 Members from GB)	Professor Rood (on leave 2022-23)	Professor Vilain for 2022-23 only (Professor Rood to return in MT23)
	Professor Stellardi (retiring)	Professor Bond
Equality Committee	Professor Baker	Professor Perera
	Professor Husband	Professor De Luca
	Dr Hein (on leave 2022-23)	New Law Fellow (TBC)
Finance Committee (5 Members from GB)	Professor Husband	Professor Eidenmüller
Fundraising Committee (3 Members from GB)	Professor Wong	Renew: Professor Wong to be asked to continue
	Professor Kornmann	Dr Taylor
Infrastructure Committee (3 Members from GB)	Professor McDonald	Dr Miller
	Professor Powell (retiring)	Professor Mann
	Professor Saupe (on leave 2022-23)	Professor Bui
Investment Committee (2 Members from GB)	Professor Getzler (on leave 2022-23)	Professor Cont for 2022-23 only (Professor Getzler to return in MT23)
	Professor McMahon	Renew: Professor McMahon to be asked to continue
	Mr Digges (external advisor since TT15) Renewed TT18, then renewed for one year in TT21 to stagger the appointment dates of the three externals, but with the expectation of renewing for three more years from MT22	Renew: Mr Digges to be asked to continue (for a full 3-year term)
Library and Collections Committee (3 Members from GB)	Professor Martin	Professor Reeves
Nominations for Vacancies Committee (3 Members from GB)	Professor Oberhauser	Renew: Professor Oberhauser to be asked to continue
Remuneration Committee (3 external Members, including the Chair)	Mr Knott	Renew: Mr Knott to be asked to continue
Statutes and Bylaws Committee <sup>2</sup> (2 Members from GB plus the Tutor in Jurisprudence)	Professor Macnair (Secretary)	Renew: Professor Macnair to be asked to continue pending the arrival of the new Law Fellow
	The Senior Tutor to be co-opted to this Committee for 2 years	<u>Approved</u>

Student Disciplinary Committee (5 Members from GB)	Mrs Vainker	Renew: Mrs Vainker to be asked to continue
	Mr Marshall (retiring)	Dr Miller
	Professor Jérusalem	Renew: Professor Jérusalem to be asked to continue
	Professor Oberhauser	Renew: Professor Oberhauser to be asked to continue
Student Support Committee (2 Members from GB)	Professor Stellardi (retiring)	Professor Bond
Welfare Committee (2 Members from GB)	Professor Morisi	Renew: Professor Morisi to be asked to continue

<sup>2</sup> Statutes and Bylaws Committee (NVC 8.2)

On the recommendation of the Nominations for Vacancies Committee, it was agreed that the Senior Tutor should be co-opted to the Statutes and Bylaws Committee for two years from Michaelmas Term 2022.

535. Deans of Degrees (NVC 8.1)

It was noted that there were vacancies for two Deans of Degrees for 2022-23, to join the team of four Deans, and interested parties were asked to contact the Acting Principal or the Senior Tutor.

536. Associate Professor Inclusive Recruitment

Updated guidelines for Associate Professor Inclusive Recruitment and a cover note from the Senior Tutor had been circulated and were received.

The Senior Tutor advised that members of the Governing Body should inform him of anything that was problematic, to be fed back to the Conference of Colleges.

537. Admissions (GB 417, 21.04.22)

The Senior Tutor advised that the Admissions Committee (AdCom) had voted at its meeting on 19 May 2022 for all Undergraduate interviews to be conducted online once more this December. It was noted that the Governing Body had voted unanimously for interviews to stay online this December. There would be further votes about admissions being online or in-person in 2023, and thereafter.

538. The Assistant Librarian (GB 463, 18.05.22)

The Library and Archive Fellow advised that a new Assistant Librarian had been recruited, and that they had accepted the offer orally. It was hoped that they would start working in the College in September 2022.

539. Library Closure

The Library and Archive Fellow advised that Library would be closed from 16-23 August (inclusive) while the University libraries, including St Hugh's and the Bodleian, switched to the new ALMA library system.

During this period there will be no borrowing or returning, no printing, copying, or scanning, and no SOLO sign-on, but e-resources will still be accessible. Additionally, no new books, DVDs, or periodicals can be processed from 19 July–23 August.

[It was subsequently noted that project to switch to the ALMA library system had been postponed to a future date.]

The Governing Body thanked the Library and Archive Fellow for her stewardship of the Library and the Archives.

540. College Insurance 2022-23

The Bursar advised that he and the College Accountant had met with the College's insurers to start the process of renewing the College's insurance policies from 1 August 2022 for the coming year. There were likely to be increases in premiums and reduced cover, despite the College working closely with the broker to find the best value for money. It was agreed that reducing policy coverage was not prudent currently and that higher premiums were likely to be necessary.

541. SCR Coffee Machine (GB 461, 18.05.22)

The SCR President advised that a new SCR coffee machine had now been selected and that there would be a trial of bean types for SCR members shortly. The Domestic Bursar and Dr Miller were thanked for their help with this process.

542. Report and Recommendations from the Fundraising Committee

The unconfirmed Minutes of the Stated Meeting of the Fundraising Committee in Trinity Term held on 26 May 2022 had been circulated and were received.

544. Report and Recommendations from the Welfare Committee

The unconfirmed Minutes of the Stated Meeting of the Welfare Committee in Trinity Term held on 7 June 2022 had been circulated and were received.

545. Welfare Review (WC 9) (GB 212, 01.12.21)

The Senior Tutor advised that the work on the Welfare Review initiated by the Principal will now be linked into the work of the Rules Reform working group, to ensure a joined-up approach. Work would take place over the summer vacation to plan a new programme of inductions and training prior to the start of the 2022-23 academic year. It was noted that awareness of student welfare issues was now a central theme in the selection process for academic staff.

The Senior Tutor, the Dean and the Decanal Team, the Academic Registrar and the College Office were thanked for their work looking after students, especially in the Principal's absence during the past two terms.

546. MCR Committee from Michaelmas Term 2022

The new MCR Committee membership from Michaelmas Term 2022 had been circulated and was received.

547. Non-Disclosure Agreements

The Bursar advised that the College, along with other Higher Education institutions nationally, was being asked to sign a declaration that it would never use Non-Disclosure Agreements (NDAs) in cases of sexual violence, harassment or bullying. The Bursar further advised that the College did not, and would never, use NDAs in any of these circumstances. However, the College had not



signed the declaration, because the wording was imprecise and would also cover legitimate uses of confidentiality clauses in other circumstances, e.g. in the resolution of contractual disputes.

548. Report and Recommendations from the Colin Matthew Fund Committee

The Minutes of the Meeting of the Colin Matthew Fund Committee held on 8 June 2022, awarding travel awards for historical research, had been circulated and were received.

549. Student Members

The Acting Principal thanked the student Presidents and MCR and JCR Committee members who had attended the Governing Body during the past academic year and contributed so eloquently and incisively to its debates and decision-making.

550. The Governing Body Secretary

The Acting Principal advised that this was Professor Doyle's final meeting as Governing Body Secretary and he was thanked for three years' of outstanding service to the Governing Body in this capacity.

It was noted that Professor Husband would be taking on this role from Michaelmas Term, and he was thanked for agreeing to this.

551. The Acting Vice-Principal

The Governing Body thanked the Acting Vice-Principal, Dr Kuhn, for taking on this role in Hilary and Trinity Terms while the Principal was on leave, and for his commitment to the role, as well as the support he had provided to the Acting Principal.

552. The Senior Leadership Team

The Governing Body thanked the other members of the Senior Leadership Team, including the Senior Tutor, Professor Vilain, the Bursar, Mr Prior and the Dean, Dr Jenkins, for the extra work they had shouldered in Hilary and Trinity Terms while the Principal was on leave, as well as for the support they had provided to the Acting Principal.

553. The Acting Principal

It was noted that the Acting Principal would be demitting his role on 1 July 2022 when the Principal would return from leave. Professor Getzler would be taking leave himself during the academic year 2022-23.

The Governing Body Secretary thanked the Acting Principal for his work over the past two terms running the College and chairing the Governing Body and a number of the sub-committees while the Principal was on leave. His energy, enthusiasm and willingness to engage with colleagues were all noted.

The Acting Principal thanked many of the colleagues who had helped him fulfil his various roles during the past two terms. He further noted that Fellows had made extraordinary efforts this year to maintain the College, care for the students, support one other, and carry out their teaching and research in sometimes adverse circumstances. He concluded by thanking Dr Miller for his extraordinary work in research, teaching and pastoral care whilst recovering from health challenges, a contribution exemplifying the positive spirit of all members of the College.

554. Governing Body Meeting Dates 2022-23

Meeting dates for the Governing Body in the academic year 2022-23 had been circulated and were received.

555. Date of the Next Meeting

The First Stated Meeting of the Governing Body in Michaelmas Term will be held in 0<sup>th</sup> Week on Thursday, 6 October 2022 at 11.00am.

This ended the business of the meeting.

PROFESSOR D DOYLE  
Secretary