

ST HUGH'S COLLEGE, OXFORD

The Third Stated Meeting of the **GOVERNING BODY** in Trinity Term was held on
Wednesday, 16 June 2021.

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

Present:	The Principal (Chair)	Professor Marshall
	Professor Moore	Professor Perera, Dean
	Professor Garnett, Vice-Principal and Library and Archive Fellow	Professor Loutzenhiser
	Professor Plunkett	Professor Conway
	Professor Getzler	Professor Mann
	Professor Wong	Dr Sanders
	Professor Stellardi	Dr Parkin
	Professor Mitchell	Professor Husband
	Professor McDonald	Professor Doyle (Secretary)
	Mrs Vainker	Professor Jérusalem
	Professor Duncan	Professor Oberhauser
	Professor Westbrook, Senior Tutor	Professor Saupe
	Professor Pašeta	Professor Cont
	Professor Grainger	Dr Taylor, Tutor for Equality and Diversity
	Professor Macnair	Professor Kornmann
	Professor Rood	Mr Myring, Bursar
	Dr Perkins	Professor Abate
	Professor Powell	Dr Clifford
	Professor Martin	
In attendance:	Professor Bentley	Ms Aitken, University Registrar
	Professor Blunsom	Mr Lawrence, Director of Development
	Professor McMahon	Dr Vandi
	Professor de Haan	Dr Smyth
	Professor De Luca	

Mr de Luca e Tuma, MCR President, represented the MCR and Mr Bakare, JCR President, the JCR. They attended for items 420-444, 453-455, 457, 459-462, 466-468 and 477-487.

420. Apologies for Absence

Apologies were received from: Professor Wilson, Professor Harnden, Mr Marshall, Professor Baker, Professor Ballentine, Professor Eidenmüller, Professor Cousins, Professor Chalker, Dr Large, Professor Thompson, Professor Cook, Dr Jenkins, Dr Hein and Professor Alemany (Dr Kuhn, Professor Stevens, Professor Leach, Professor Biro and Professor Morisi on leave).

421. Governing Body Membership

The Principal advised that this would be the final Governing Body meeting for Professor Plunkett, Professor Westbrook, Mr Myring, Professor Xiang and Professor Riddoch, all of whom will be leaving St Hugh's College at the end of the summer. They were all thanked for their excellent work for the College and the Governing Body and wished well in the future. Professor Plunkett,

Professor Westbrook and Professor Riddoch were all wished long and happy retirements. It is hoped that the College will be able to hold a Farewell Dinner in the autumn.

The Principal also advised that this was the final Governing Body for Professor Garnett as Vice-Principal and as Library and Archive Fellow, for Professor Perera in his role as Dean, and for Dr Taylor as Tutor for Equality and Diversity. They were all thanked for their outstanding work in these demanding roles.

422. Admission of Fellows

The following were welcomed to the Governing Body, made their Declarations and were admitted to their:

a. Fellowship (GB 314, 10.03.21)

Dr Sarah Clifford (Tutorial Fellowship in Economics)

b. Fellowship by Resolution (GB 408, 19.05.21)

Mr Bruce Lawrence, Director of Development (Fellowship by Resolution)

c. Senior Research Fellowship (GB 405, 19.05.21)

Professor Edward de Haan (Senior Research Fellowship).

423. Admissions Presentation Slides (Circ Bus 25.05.21) (GB 378, 19.05.21)

It was noted that the presentation slides for Dr Marchella Ward's presentation, *Making Access Fair*, given to the Governing Body at the previous meeting, had been circulated and received.

424. The Minutes of the Second Stated Meeting in Trinity Term held on 19 May 2021 had been circulated and were approved.

426. Conflicts of Interest

Fellows declared potential conflicts of interest with regard to Fellows' allowances and College Officers' stipends (See Minutes 448 and 449, below), leave and buyouts (see Minute 470, below) and nominations for vacancies for College Officerships and committee memberships (see Minute 476, below).

427. Coronavirus (COVID-19) Pandemic Update (GB 381, 19.05.21)

The Bursar advised that there were two live cases of COVID-19 in the College, with two households in isolation as a result. One of these households would be released the following day, having completed the statutory isolation period and the other would come out of isolation over the following weekend. It was noted that both cases had been introduced to the College by guests staying with students in the College. The JCR President advised that the JCR was strongly encouraging students to test themselves regularly so that any new cases could be detected early and a wider spread of the virus prevented.

The latest Government announcement that the current restrictions would stay in place for a further four weeks may not be detrimental for the College, particularly with the large number of students that would be living in College in 9th and 10th Weeks for social reasons. Students are being strongly encouraged to take an LFD test before returning home and also to take up the

offer of vaccination as soon as it is made. It is recognised that by the start of Michaelmas Term most students will only have had one vaccination at most, which provides less protection against the Delta variant.

The University Registrar advised that while new cases in Oxfordshire had trebled in the previous week, the University's cases were not increasing at all and were at exactly the same level as they had been for the past three weeks. The number of cases in the University remains very low, although student socialising in 9th and 10th Weeks may lead to an increase. It should also be stressed that new cases in colleges might affect students' leaving plans at the end of term.

The Principal and the Bursar thanked the University Registrar for all her work in helping the University and the colleges to tackle the pandemic and keep everyone as safe as possible.

428. Report and Recommendations from Finance Committee

The unconfirmed Minutes of the Second Stated Meeting of the Finance Committee in Trinity Term held on 9 June 2021 had been circulated and were received.

429. Management Accounts, Period 9 - Nine Months to 30 April 2021 (FC 7) (GB 385, 19.05.21)

The Management Accounts for Period 9 (1 August 2020–30 April 2021) had been circulated and were received. The Bursar advised that there were no substantive impacts on the 8+4 Forecast from the latest set of Management Accounts and that the expectations of the year-end out-turn (an expected ~£1.2m deficit) remained in line with that presented for Period 8 (eight months to 31 March 2021) at the previous meeting of the Governing Body.

The Bursar further advised that:

- There was the possibility of some commercial income in July 2021, as the summer school provider was now hoping to run small sessions in College in July. It was confirmed that the running of this summer school was highly unlikely to be adversely affected by any COVID restrictions, other than those already in place and taken account of.
- The College was incurring some additional expenditure as a result of increasing activity in College, but there was nothing significant or out of line with the Forecast to report.

On the recommendation of the Finance Committee, the Management Accounts for Period 9 to 30 April 2021 were approved.

430. Report and Recommendations from Investment Committee (FC 9)

The unconfirmed Minutes of the Stated Meeting of the Investment Committee in Trinity Term held on 11 May 2021 had been circulated and were received.

431. Report and Recommendations from Infrastructure Committee (FC 10)

The unconfirmed Minutes of the Stated Meeting of the Infrastructure Committee in Trinity Term held on 1 June 2021 had been circulated and were received.

432. Report and Recommendations from the Climate Strategy Sub-Committee of Infrastructure Committee (FC 11)

The unconfirmed Minutes of the Meeting of the Climate Strategy Sub-Committee of the Infrastructure Committee held on 10 May 2021 had been circulated and were received.

The Bursar advised that the University was working towards a 2035 net zero carbon target and that the College hoped to be able to match or better this target. However, there is data to be gathered first, so that the College understands its own baselines, before the College can formally commit to any target. Sub-groups of the Sub-Committee's membership are investigating themed areas of activity to look at baselines and targets. However, in the meantime, it is important for the College to continue making the small, measurable improvements to its environmental and sustainability footprint. It is hoped that a draft College Strategy will be ready by the end of the summer vacation for consultation to take place in Michaelmas Term.

433. Annual Report from the *Custos Hortulorum* (IC 8)

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

434. Register of Donations (FC 12) (GB 217, 08.03.17)

The Bursar advised that the *Custos Hortulorum* had reminded the Infrastructure Committee that it had previously been agreed by the Governing Body that memorial and donor plaques were not beneficial to the aesthetics of the gardens, and that while acceptable on buildings, benches and larger pieces of infrastructure, they were not suited to planting. While plant donations were always welcomed, associated plaques were not, as they required cleaning and maintenance, had no common design or house style, and had a tendency to proliferate.

It was agreed, on the recommendation of the Finance Committee, that a Register of Donations should be created, to be held in the Library or Archive, and that an online Register is also maintained, which could link to a plan of the gardens showing the location of donated flora. It was noted that the Finance Committee had considered that this would be an inexpensive innovation that could be funded from within existing budgets.

435. Report and Recommendations from the Head Gardener and Grounds Manager (IC 10)

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

The Gardens Team was warmly congratulated on the splendid gardens, which were colourful and vibrant throughout the seasons. Additionally, the Gardens Team was thanked for taking on additional responsibilities through the period of the COVID-19 pandemic, including the set up and care of the new water feature outside of the Bursar's office, helping to run wellbeing sessions with the College Nurse and Wellbeing Co-ordinator, and mowing the lawns on Saturdays so as not to disturb students sitting examinations in the College on weekdays.

436. Head of Estates' Report and Recommendations (FC 13)

The Trinity Term report from the Head of Estates had been circulated and was received. The report included information about progress with the 2020-21 planned maintenance programme, as well as updates on the new Gardeners' store, sustainability and environmental projects, potential new electrical regulations and lighting in the Dickson Poon Building.

Items from the Head of Estates' report are included in Minutes 437-440, below.

437. Maplethorpe Building Refurbishment Project (FC 14) (GB 339, 22.04.21)

The Bursar advised that the Maplethorpe Building Refurbishment Project is in the second stage of tender with the appointed contractor and that the contract sum and contractor's proposals are due shortly.

The programme remains tight for this Project and presents the biggest risk. However, the Estates Team is working closely with the contractor and their proposed supply chain to mitigate any risks by early intervention trials (subject to the student examination timetable) to enable a prompt start on site on 28 June 2021.

438. Responsive Repairs and Statutory Servicing Work (IC 13)

It was noted that the Maintenance Team is now back at full strength and that the College has been at 80% student capacity this term. Servicing and statutory compliance activity has continued at an appropriate level to meet the needs of the estate and to comply with all legislation and safety advice and guidance.

439. Asbestos Management (IC 17)

It was noted that the Head of Estates had advised the Infrastructure Committee that the annual assessment of the asbestos register had been completed. This process reviewed the register, and checked that all relevant stickers are in place and that there is no deterioration in the condition. Amendments are made to the file where asbestos has been removed or intervention work has taken place. This discharges the College's duty under the Management of Asbestos Regulations and protects all College residents, visitors and staff.

440. COVID Households (Listed Building Consent Exemption) (IC 18)

It was noted that the Head of Estates had informed the Infrastructure Committee that the College had obtained an emergency exemption from listed building consent to form the student households in the Main Building in 2020. The conversion of study bedrooms and bathrooms into kitchens had at that time obtained a 12-month exemption, but since then the legislation had been amended to reflect intervention measures as a result of COVID. The Chief Planning Officer will write to the College regarding the exemption for the COVID households' work undertaken in the Main Building.

441. Health and Safety Report and Recommendations (FC 15)

The Trinity Term Health and Safety report from the Head of Estates had been circulated and was received. The report included updates on fire alarm activations, accident and injury statistics, COVID-19 risk assessments, the health and safety culture in the College and the F10 Notification of the Maplethorpe Building Refurbishment Project to the Health and Safety Executive.

442. Head of ICT for NOSCS's Report (FC 16)

The Trinity Term report from the Head of ICT for NOSCS (North Oxford Shared College Services) had been circulated and was received. The report included progress against the ICT business plan for the year, as well as work on limiting the risk of ransomware demands in the College and disaster recovery planning.

443. Budget for Summer Work at 9 and 10 Canterbury Road (FC 17) (GB 144, 02.12.20)

The Bursar advised of the proposal for summer work to upgrade the bathrooms and lighting in the houses at 9 and 10 Canterbury Road, and that the associated Budget had been considered by the Finance Committee.

The Bursar further advised that these were items outstanding from the work carried out at the end of the tenancy in summer 2020 that had not been able to be completed prior to occupation of the accommodation from Michaelmas Term 2020. There was now an opportunity to carry out this work this summer.

The work will be funded from the remaining Capital Budget pot that was set aside for investment purposes and from which the initial works were funded last summer. Due to the absence of conference business for another summer period, the works are planned to commence at the end of 10th Week of Trinity Term. The works will cross the financial year-end but it is the intention that all of the materials will be purchased and on-site for inclusion in the 2020-21 financial year Budget.

On the recommendation of the Finance Committee, the proposal for this work was approved.

444. Report and Recommendations from Student Support Committee (FC 18-19)

The unconfirmed Minutes of the Stated Meeting of the Student Support Committee in Trinity Term held on 2 June 2021 had been circulated and were received.

445. Student Membership of the Student Support Committee (SSC 4)

The Vice-Principal advised that the Student Support Committee had been concerned about the privacy of student applicants for financial assistance, despite the anonymisation process, and the possibility that student members of the Committee might be privy to personal information about other students, essential for the work of the Committee.

It was agreed that student attendance at the Student Support Committee should only be for policy and reporting matters and that all applications for assistance and grants from students should be dealt with in a reserved section of the meeting. It was also agreed, however, that the student representatives on the Committee could be consulted, in a general way, about applications, if this was deemed helpful to the work of the Committee and did not compromise the identities of applicants.

453. Principal's Report and Development Update

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

The Principal advised that:

a. Recent Events

i. Lady Ademola Lecture 2021 (GB 411, 19.05.21)

This year's Lady Ademola Lecture had been hugely successful with 126 guests having attended the virtual event held on 10 June. Professor Loretta J Ross had spoken on "Appropriate Whiteness" and the event had raised funds for the COVID-19 College Support Fund. Dr Taylor was thanked for moderating the Question and Answer session.

ii. Student Events, Trinity Term (GB 381, 19.05.21)

The Principal continued to host student drinks receptions on her lawn for all Undergraduates in small groups, and also to attend all the MCR and JCR Formal Dinners, to say Grace and speak with the students. Drinks receptions with Graduate students are planned for 9th Week.

iii. Donor Meetings

The Principal and the Director of Development have continued to meet with Elizabeth Wordsworth Fellows, Future Project donors and major prospects.

b. Forthcoming Events

i. Online Talk for Donors: 'Treasures of the Ashmolean', 23 June 2021.

Invitations will be circulated to St Hugh's donors and volunteers shortly. Governing Body members are most warmly invited to attend.

ii. St Hugh's Garden Party

In place of the usual St Hugh's Garden Party, the Development Team is collaborating with the Gardens Team, to put together a virtual tour of the gardens to share with the College community. This will include new drone footage of the College captured in early June. Students, staff and alumni are also being invited to submit questions to the Gardens Team for a '*Gardeners' Question Time*' segment in the video.

iii. *Meeting Minds Global* Festival of Virtual Events for Alumni, 14-17 September 2021

The University is inviting colleges and departments to submit speaker suggestions for the forthcoming *Meeting Minds Global* festival of virtual events for alumni.

454. Legacies and Donations

An update was received from the Principal. It was noted that a substantial new gift from an alumna was now expected, to be put towards the Discretionary Fund.

455. Principal's Collections (GB 345, 22.04.21)

The Principal advised that she had now seen all the first-year students this term in her Principal's Collections. The first-year students had seemed a very hard-working and diligent group and she had received encouraging reports on them and their work from Tutors. The students had seemed relatively upbeat, despite the difficulties they had faced this year with the pandemic.

456. Appointment of a New Senior Tutor – Election to a Fellowship (GB 395, 19.05.21)

Professor Vilain was elected to a Fellowship in a formal, paper vote.

The current Senior Tutor, Professor Westbrook, was thanked for all his work for the College over the past six years as Senior Tutor and wished well in his second retirement.

457. Recruitment of a New Bursar (GB 396, 19.05.21)

The Principal advised that applications had been received for the post of new Bursar. Shortlisting had taken place with interviews scheduled to be held on 17 and 18 June.

458. Appointment of a New Dean – Election to an Official Fellowship (GB 397, 19.05.21)

[Dr Jenkins had previously sent his apologies for absence to the Governing Body.]

In accordance with Statute VI D, Dr Damian Jenkins, the incoming Dean, was elected to an Official Fellowship of the College in a formal, paper vote.

The current Dean, Professor Perera, was thanked for all his work for the College over the past five years as Dean, and particularly for helping to keep the College safe during the past fifteen months of pandemic and lockdowns. The Dean thanked the Principal, Fellows and Student Presidents for their support while he had been in office.

459. Summer Torpids Regatta

The Governing Body congratulated the Men's 1st Boat on its outstanding success in the previous week's Summer Torpids regatta. The 1st Boat had secured a bump each day and the crew had won its blades.

The Principal advised of a number of other College sporting successes including both the MCR and JCR football teams, who won in the finals of Cuppers competitions. Fellows were asked to let the Governing Body know of other instances of sporting achievement.

460. Report and Recommendations from Equality Committee

The unconfirmed Minutes of the Stated Meeting of the Equality Committee in Trinity Term held on 7 June 2021 had been circulated and were received.

461. Tutor for Equality and Diversity: Role Description (EC 5) (GB 307, 10.03.21)

The updated Role Description for the Tutor for Equality and Diversity Officership had been circulated and was received. The Tutor for Equality and Diversity advised that the Role Description had been further updated in the light of the discussion at the Equality Committee on 7 June 2021, which had considered, strongly, that one Fellow should be responsible for overseeing equality and diversity policy and procedure in the College rather than this being split between two individuals. It was emphasised that the post was about policy and not about counselling or dealing with individual cases. It was hoped that the welfare review over the summer (see Minute 480, below) might help clarify the boundaries of the various roles in the College.

The Principal advised that as Dr Taylor was completing his term of office as Tutor for Equality and Diversity this summer, anyone interested in taking on the post of Tutor for Equality and Diversity should contact her. Dr Taylor also advised that he would be glad to work closely with the new Tutor to help them settle into post.

The Principal also advised that the Conference of Colleges was creating a support network for Tutors for Equality and Diversity across the collegiate University to share ideas and good practice.

Dr Taylor was thanked for his enormous contribution to the College and to its equality and diversity during his two years in office.

462. Public Sector Equality Duty Reports (EC 7) (GB 308, 10.03.21)

The latest Public Sector Equality Duty reports, for Graduate Admissions and for Undergraduate Admissions, had been circulated and were received. The Senior Tutor advised that these reports had been considered by the Equality Committee at its 7th Week meeting.

463. Re-thinking Admissions at St Hugh's (GB 380, 19.05.21)

A revised paper from the Tutor for Equality and Diversity, *Re-thinking Admissions at St Hugh's*, had been circulated and was received. The Tutor for Equality and Diversity advised that the paper had now been updated in the light of Dr Ward's presentation to the Governing Body (GB 378, 19.05.21).

The Principal reminded the Governing Body that a Governing Body Away-Day would be organised for September to discuss Admissions, considering Dr Ward's presentation to the Governing Body in 4th Week and Dr Taylor's paper.

The Tutor for Equality and Diversity and other Fellows expressed concern that a number of items outlined in the paper were of a more urgent nature and needed to be implemented earlier than September, to ensure they were in place for the December 2021 Admissions cycle.

The JCR President expressed his support for the proposals in the paper and thanked Dr Taylor for his work as Tutor for Equality and Diversity.

464. Access Fellow (GB 378, 19.05.21) (NVC 6.1, 25.05.21)

The Tutor for Equality and Diversity reminded the Governing Body that Dr Ward's presentation, *Making Access Fair*, had highlighted the value of colleges having a Governing Body Fellow with an overview of access issues. This Fellow would, ideally, not have their own tutorial responsibilities, but could advise Fellows on all aspects of Admissions and access.

It was noted that the Nominations for Vacancies Committee had also agreed at its most recent meeting (see Minute 474, below) that an Access Fellow should be appointed from amongst the Fellowship, to oversee outreach and access issues in the College.

It was agreed that this was an issue to be discussed with the new Senior Tutor and that the matter needed considerable discussion still.

465. Admissions

The Senior Tutor advised that the Admissions Committee (AdCom) had announced recently that all Undergraduate interviews will be conducted online this December.

466. Report and Recommendations from Academic Committee

The unconfirmed Minutes of the Second Stated Meeting of the Academic Committee in Trinity Term held on 2 June 2021 had been circulated and were received.

467. Termly Report from the Outreach Officer (AC 4.1)

The Termly Report on outreach activities had been circulated and was received.

468. Explore Seminar Series (AC 4.1)

The Senior Tutor noted the weekly *Explore* seminar series for Year 12 pupils, which launched in March, and extended thanks to those Fellows who had taken part so far: Professor Moore, Professor Mitchell, Professor Wilson, Professor Rood, Dr Perkins, Professor Doyle, Professor Saupe and Dr Smyth.

The Governing Body also recorded its thanks to Ms Lena Sorochina, Outreach Officer, for devising and arranging *Explore*, and noted her success in building relationships with teachers, and enthusing pupils. *Explore* is one of a number of moves towards sustained outreach, creating bonds between schools and St Hugh's.

Any Tutor who would like to contribute to the series, or the residential visits taking place over the summer, was invited to contact the Outreach Officer.

469. Teaching Arrangements for 2021-22 (AC 14)

On the recommendation of the Academic Committee, the re-appointment of the following Lectureships for one year from 30 September 2021 were approved:

Archaeology & Anthropology	Dr Patrick Alexander, Stipendiary Lecturer (2hr New - Hours)
Biochemistry	Dr John Stanley, Stipendiary Lecturer (6hr – Reappoint)
Biochemistry	Dr Louise Bird, Non-Stipendiary (Reappoint)
Biology	Dr Caroline Philips, Stipendiary Lecturer (3hr – Reappoint)
Biology	Dr Christopher Pull, Stipendiary Lecturer (6hr - 2 nd year of two-year appointment)
Chemistry	Dr Mark Ford, Stipendiary Lecturer (6hr - Reappoint - until TT24)
Chemistry	Dr Malcolm Stewart, Stipendiary Lecturer (3hr – Reappoint)
Chemistry	Dr Craig Campbell, Stipendiary Lecturer (2hr - Reappoint - until TT24)
Classics	Dr Nick Stylianou, Non-Stipendiary (Reappoint)
Classics	Dr Peta Fowler, Non-Stipendiary (Reappoint)
History	Professor Michael Bentley, Stipendiary Lecturer (2hr – Reappoint)
History	Dr Sophie Nicholls, Stipendiary Lecturer (8hr – Reappoint)
History	Dr Alex Middleton, Stipendiary Lecturer (8hr - New – Hours)
Human Sciences	Dr Maria Vázquez-Montes, Non-Stipendiary (Reappoint)
Management	Dr Duncan Robertson, Stipendiary Lecturer (3hr – Reappoint)
Management	Dr Alex Connock, Stipendiary Lecturer (3hr – Reappoint)
Mathematics	Ms Serte Donderwinkel, Stipendiary Lecturer (3hr – Reappoint)
Modern Languages – French	Dr Alice Violet, Stipendiary Lecturer (6hr - 2 nd year of three-year appointment)
Modern Languages – French	Dr Chimène Bateman, Stipendiary Lecturer (3hr – Reappoint)
Modern Languages – French	TBC, Lectrice
Modern Languages – German	Dr Benjamin Schaper, Stipendiary Lecturer (5hr - Ongoing - until TT24)
Modern Languages – German	Dr Claudia Kaiser, Stipendiary Lecturer (2hr – Reappoint)
Modern Languages – German	Ms Veronika Schuchter, Lektorin (Ongoing)
Modern Languages – Linguistics	Dr Sam Wolfe, Stipendiary Lecturer (1hr - Ongoing via St Catherine's)

	College)
Modern Languages – Portuguese	Dr Gui Perdigão, Non-Stipendiary (Reappoint)
Modern Languages – Spanish	Dr Guadalupe Gerardi, Non-Stipendiary (Reappoint via Wadham College)
Music	Professor J Paul Harper-Scott, Non-Stipendiary (Reappoint)
Music	Dr Tim Coombes, Stipendiary Lecturer (4hr – Reappoint)
Music	Dr Reuben Phillips, Non-Stipendiary (Ongoing - until MT23)
Philosophy	Dr Jordan Bell, Stipendiary Lecturer (6hr New – Hours)
Philosophy	Dr Paolo Fait, Stipendiary Lecturer (4hr - Ongoing via New College)
Physics	TBC
Psychology	Dr Thomas Fanshawe, Stipendiary Lecturer (2hr – Reappoint).

Cvs and references for the following new Lecturers had been circulated and were received. On the recommendation of the Academic Committee, the following new appointments were approved:

Archaeology & Anthropology	Dr Bill Kelly, Stipendiary Lecturer (4hr – New)
Archaeology & Anthropology	Mr Gonzalo Linares Matás, Stipendiary Lecturer (3hr – New)
Classics	Dr Guy Westwood, Stipendiary Lecturer (4hr – New)
Philosophy	Mr Nicholas Clanchy, Non-Stipendiary (New).

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

Chemistry	TBC, Stipendiary Lecturer (1hr – New)
Chemistry	TBC, Stipendiary Lecturer (2hr - New – until TT24)
Economics	TBC
Engineering	TBC
English	TBC
History	Mr John Merrington, Stipendiary Lecturer (4hr - New) (GB 402, 19.05.21)
Law	Ms Laura Feldman, Non-Stipendiary (New) (GB 254, 10.02.21)
Mathematics	Dr Yue Liu, Stipendiary Lecturer (3hr - New – Hours) (GB 403, 19.05.21)
Medicine	TBC.

A list of Lectureships that have concluded and will not be renewed had been included in the Academic Committee Minutes and was received.

470. Leave and Buyouts (AC 15)

On the recommendation of the Academic Committee, it was agreed to grant:

- i. to Professor Martin, sabbatical leave, according to entitlement, for Hilary Term 2022.

It was also noted that:

- i. Professor Doyle has been granted a three-hour teaching buyout for the duration of his appointment as Director of Research for the Department of Politics and International Relations (DPIR). It is planned to appoint a Stipendiary Lecturer to cover second year teaching.
- ii. Dr Fait has been granted sabbatical leave for Michaelmas 2021 by New College; his teaching there and for St Hugh's will be covered by Ms Alesia Preite.

474. Report and Recommendations from Nominations for Vacancies Committee

The unconfirmed Minutes of the Stated Meeting of the Nominations for Vacancies Committee in Trinity Term held on 25 May 2021 had been circulated and were received.

475. Vice-Principal (NVC 6.1)

[Professor Getzler left the meeting for discussion of this item and the subsequent election.]

In a formal, paper vote, Professor Getzler was elected as Vice-Principal from Michaelmas Term 2021.

Professor Garnett was thanked for his considerable work and energy as Vice-Principal over the past year, which had included handling a number of complex cases in the College as well as chairing the Student Support Committee. Professor Garnett was wished well during his forthcoming period of leave.

476. Changes to College Officers and Committee Memberships (NVC 6)

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 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 6.1)

Position	Current Holders to TT21	Proposed to Governing Body
Dean (3-year term, renewable for 2 more years)	Professor Perera (since 2016 – has served maximum 5-year term)	Dr Jenkins already approved by the Governing Body (GB 397, 19.05.21)
Deans of Degrees (2-year term, renewable)	Professor Rood (since 2010, last renewed 2019)	Professor Rood to be invited to continue in post
	Dr Kathirithamby (since 2010, last renewed 2019)	Dr Kathirithamby to be invited to continue in post
	Professor Riddoch (since 2014, last renewed 2019) – Retiring from the College and standing down as Dean of Degrees	No replacement proposed ¹
Library and Archive Fellow (3-year term)	Professor Garnett (since MT18) - on leave MT21-HT23 inclusive	Professor Morisi
Tutor for Equality and Diversity (2-year term, renewable)	Dr Taylor (since MT19)	TBC
Wine Fellows	Professors Conway and Leach (both since MT18)	Both to be invited to continue in post

¹Deans of Degrees

On the recommendation of the Nominations for Vacancies Committee, it was agreed to ‘shrink’ the Deans of Degrees’ Team back to two Fellows, which had been the case prior to the appointment of Professor Riddoch. It was agreed that a third Dean of Degrees would be sought at a later stage if the burden of the role proved too much for the two incumbents.

b. Committee Memberships (NVC 6.2)

Committee	Current Members to TT21	Proposed to Governing Body
Academic Committee	Professor Leach (since MT18)	Professor Leach to be invited to continue
Academic Standards Committee	Professor Doyle (since MT18)	Professor Doyle to be invited to continue
	Professor Saupe (since MT18)	Professor Saupe to be invited to continue
Bickley Memorial Lecture Committee	Vacancy	Professor Abate
Finance Committee	Dr Sanders (since MT18)	Professor Cousins
	Professor Cont (since MT18)	Professor Cont to be invited to continue
Fundraising Committee	Professor Cousins (since HT19)	Dr Sanders
Infrastructure Committee	Professor Plunkett (retiring)	No replacement proposed ²
Investment Committee	All three external members are due for renewal from MT21. (Mr Roberts and Mr Digges since TT15, renewed TT18; Ms Emerson since MT18)	All three external members to be invited to continue ³
Library Committee	Professor Morisi (since MT18)	Professor Loutzenhiser
	Professor Mitchell (since MT20, but on leave MT21 and HT22)	Professor Abate
Nominations for Vacancies Committee	Professor Loutzenhiser (since MT18)	Professor Loutzenhiser to be invited to continue
Remuneration Committee	Dame Frances Cairncross (Chair) (since TT18)	Dame Frances Cairncross to be invited to continue
	Professor Timothy Power (since TT18)	Professor Power to be invited to continue
	Professor Ballentine (since MT17, renewed for one year in TT20)	Professor Giles
	Dr Sanders, GB Observer (since MT17, renewed for one year in TT20)	Professor Doyle
Statutes and Bylaws Committee	Dr Kuhn (since MT18)	Dr Kuhn to be invited to continue
Student Disciplinary Committee	Professor Stellardi (since HT15, renewed TT18)	Dr Perkins
	Professor Mitchell (since MT15, renewed TT18)	Professor Mitchell to be invited to continue
Student Members' Appeals Committee	Professor Chalker (since MT18)	Professor Chalker to be invited to continue
	Professor Giles (since MT18)	Professor Giles to be invited to continue
	Professor Baker (since MT18)	Professor Baker to be invited to continue
	Professor Pašeta (since MT18)	Professor Pašeta to be invited to continue
	Professor Garnett (since HT21) - on leave MT21-HT23 inclusive	Professor Abate

	Professor Carvalho (since MT19)	Professor Carvalho to be invited to continue
Student Support Committee	Professor Saupe (since MT18)	Professor Kocsis
Welfare Committee	Professor Cousins (since MT18)	Professor Jérusalem

² Infrastructure Committee

On the recommendation of the Nominations for Vacancies Committee, it was agreed that the number of Fellows on the Infrastructure Committee should revert to three, as stated in Bylaw II C.

³ Investment Committee

It was agreed that the three external members of the Investment Committee should be re-invited to join the Committee, but with staggered end-dates for their terms of office, so that the situation did not arise in the future where all three might leave the Committee at the same time.

477. The Archivist (GB 48, 08.10.21)

The Library and Archive Fellow advised that the Archivist would be returning from part-time furlough at the beginning of August. From that date she will be working her regular half weeks at St Hugh's. However, in the meantime, the Archivist is continuing to work on Wednesday mornings.

478. Report and Recommendations from Fundraising Committee

The unconfirmed Minutes of the Stated Meeting of the Fundraising Committee in Trinity Term held on 27 May 2021 had been circulated and were received.

479. Report and Recommendations from Welfare Committee

The unconfirmed Minutes of the Stated Meeting of the Welfare Committee in Trinity Term held on 8 June 2021 had been circulated and were received.

480. Welfare Review (WC 6) (GB 307, 10.03.21)

The Principal advised that she had invited the Senior Tutor at Lady Margaret Hall to conduct a review of welfare – demand, provision, and structure. It was hoped that the MCR and JCR Presidents would be available over the summer to talk with her online.

481. Responding to Instances of Sexual Violence (WC 9.2)

It was noted that a flow chart for responding to instances of sexual violence had been circulated with the unconfirmed Minutes of the meeting of the Welfare Committee.

482. MCR Committee from 1 August 2021

A list of the new MCR Interim Committee members from 1 August 2021, had been circulated and was received.

483. Transgender Pride Flag

A proposal from the JCR for the College to fly the Transgender Pride flag during Transgender Awareness Week in November had been circulated and was received. Background information on the Rainbow and Transgender Pride flags had also been circulated and was received.

The JCR President advised that transgender students in the University often faced more difficulties, even in comparison to other LGBTQ+ students. Flying this flag during Transgender Awareness Week would help to demonstrate the College's inclusivity. The Tutor for Equality and Diversity considered that flying the Transgender Pride flag would be a meaningful gesture and a symbol of the College's solidarity with transgender students.

In a formal, paper vote, the proposal to fly the Transgender Pride flag during Transgender Awareness Week was approved.

484. Governing Body Meeting Dates 2021-22

Meeting dates for the Governing Body in the academic year 2021-22 had been circulated and were received.

485. Equality and Diversity Issues Arising

No equality and diversity issues were identified other than those raised in the meeting, including student wellbeing projects assisted by the Gardens Team (see Minute 435, above), the annual Lady Ademola Lecture 2021 (see Minute 453 a i, above), the report and recommendations from the Equality Committee (see Minute 460, above), the Role Description for the Tutor for Equality and Diversity (see Minute 461, above), the discussions concerning Admissions (see Minute 463, above), an Access Fellow (see Minute 464, above), the termly report from the Outreach Officer (see Minute 467, above), the *Explore* seminar series (see Minute 468, above), the planned welfare review (see Minute 480, above), the flowchart for responding to instances of sexual violence (see Minute 481, above), and the flying of the Transgender Pride flag in the College (see Minute 483, above).

486. Environmental Issues Arising

No environmental issues were identified other than those raised in the meeting, including the College Climate Strategy Sub-Committee of Infrastructure Committee (see Minute 432, above), The environmental work that was a key part of the Maplethorpe Building Refurbishment Project (see Minute 437, above), and the report of the Head of Estates of the annual assessment of the asbestos register (see Minute 439, above).

487. Date of Next Meeting

The First Stated Meeting of the Governing Body in Michaelmas Term will be held in 0th Week on Thursday, 7 October 2021 at 11.00am.

This ended the business of the meeting.

PROFESSOR D DOYLE
Secretary