

## **BOARD OF TRUSTEES**

Minutes of meeting 2011/3 of the Board of Trustees of the University of Western Sydney, held at 9.00am on **Wednesday 8 June 2011**, in the Boardroom, Building AD, Werrington North Campus.

**Present:** Professor Peter Shergold AC (Chancellor)  
Professor Janice Reid AM (Vice-Chancellor)  
Mr John Banks  
Mrs Lorraine Fordham  
Ms Vivienne James  
Dr Ken Langford  
Mr David Lenton  
Mr Glen Sanford  
Professor Carolyn Sappideen  
Ms Gillian Shadwick  
Ms Emma Stein  
Mr Ian Stone  
Associate Professor Paul Wormell  
The Hon Kim Yeadon

**In Attendance:** Ms Dani Barley (for item 7.1)  
Ms Rachel Bentley (for item 3.9)  
Dr Fiona H Cameron (for item 3.8)  
Ms Helen Fleming  
Mr Darren Greentree  
Ms Rhonda Hawkins  
Professor John Ingleson  
Professor Wayne McKenna  
Dr Sev Ozdowski (for item 6.1.1)  
Professor Geoff Scott (for item 2.2)  
Mr Paul Woloch  
Ms Marian Alleyn  
Ms Jo Maguire (minute secretary)

### **1 OPENING AND PROCEDURAL MATTERS**

#### **1.1 Welcome**

The Chancellor welcomed those present. The Board noted that Mr Lenton's term as postgraduate student member of the Board concludes on 30 June 2011 and the Chancellor thanked him for his service.

#### **1.2 Apologies**

Mr David Holmes was not in attendance. No apologies were received.

### **1.3 Conflicts of Interest Declaration**

Board members were invited to disclose any conflicts of interest in relation to the agenda items for this meeting.

In discussion at item 2.1, the Board noted Mr Lenton's declaration that he had been a member of the Hive Executive and is now a member of the Student Leadership Group.

No other conflicts were disclosed.

### **1.4 Starring of Items**

The following items were starred 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 2.1, 2.2, 3.1, 3.2, 3.4, 3.4.1, 3.5, 3.6, 3.7, 3.8, 3.9, 6.1.1, 7.1 and all items under 4.

#### **Resolution**

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**The Board of Trustees resolved that all unstarred items be taken as considered and all recommendations in the attachments for them as adopted.**

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### **1.5 Arrangement of Business**

Items 3.4, 3.4.1, 4.5, 4.5.1 and 4.6 were listed for discussion in the Closed Session.

### **1.6 Confirmation of Minutes**

Dr Langford requested that his comments about changes to building R2 at Hawkesbury campus be included in the minutes, and the Board approved the April minutes with that amendment. The Chancellor advised that future Board minutes will include an appendix of matters outstanding and actions taken, to aid Board members in monitoring progress of matters discussed by the Board.

#### **Resolution**

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**The Board of Trustees resolved to confirm the confidential minutes and minutes (amended with Dr Langford's comments about Building R2 at Hawkesbury campus) of the meeting of the Board of Trustees held on 13 April 2011.**

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## **2 BUSINESS ARISING**

### **2.1 Student Representation and Participation at UWS – Progress Report**

The Board noted this progress report and Ms Hawkins' advice that currently the debts that the Hive is unable to pay from its own funds, and incurred up to and including 23 February 2011, total \$51,324. In line with the Board's resolution at its February meeting, the University will cover this debt.

The Board will review this matter in detail at its September meeting.

### **2.2 UWS AUQA Cycle 2 Audit Preparations – Progress Report**

Board members noted Professor Scott's verbal report that early indications from AUQA are that the University is commended for its mission of opportunity and excellence, and that its standards framework is 'brave and strategic'. The University is likely to receive recommendations, for its Information Technology infrastructure (particularly as AUQA panellists could not access the University wireless network during their visit) and

community engagement. The Board will receive a copy of AUQA's report, or an executive summary thereof.

On behalf of the Board, the Vice-Chancellor commended Professor Scott's exemplary leadership of the AUQA process, with the support of Associate Professor Wormell and Professor Stuart Campbell.

### **3 NEW GENERAL BUSINESS AND MATTERS FOR DISCUSSION/DECISION**

#### **3.1 Chancellor's Report**

The Board noted the Chancellor's verbal report about his recent activities for the University, which included:

- Participating in the graduation ceremonies in April
- Participating in the recent graduation ceremonies in Hong Kong for off-shore Masters of Nursing students – at which it became apparent that the University needs to foster greater networks with its international alumni in China and Hong Kong
- A meeting with staff of the Office of Development
- Speaking about the educational potential of Greater Western Sydney at a Property Council of Australia function
- Attending the launch of the Centre for Citizenship and Public Policy
- Meeting with the AUQA panel

He also reiterated the need to bridge the great divide between academia and public policy development, as articulated in his recently published article in the Australian Literary Review and in his interview on Late Night Live.

#### **3.2 Vice-Chancellor's Report**

The Vice-Chancellor's report to the Board of Trustees included the following items:

- On 3 May Federal Health Minister Nicola Roxon visited the recently completed multi-million dollar UWS Blacktown Mt Druitt Clinical School and Research Centre
- On 4 May Shadow Minister for Education, Senator Brett Mason, visited UWS as part of a planned round of visits to all Australian universities
- UWS achieved EOWA Employer of Choice status for the 10<sup>th</sup> consecutive year
- UWS and TVS partnered with the Sydney Writers' Festival
- On 16 May the Vice-Chancellor attended a community cabinet meeting, hosted by Premier Barry O'Farrell.
- On 12 May the management team for the University's newly established Hawkesbury Institute for the Environment (HIE) was announced.
- Data released in April by the Federal Minister for Tertiary Education, Skills, Jobs and Workplace Relations, Senator the Hon Chris Evans, gives the growth in undergraduate Commonwealth supported places in Australian universities since 2009, with UWS leading in NSW.
- In May St John's University in Tanzania received the teaching equipment donated by UWS.
- UWS had a 44.4% success rate in the 2011 Round 2 ARC Linkage Grants. The sector average is 40.9% and this result positions UWS in the top 20 Australian universities in Linkage funding awarded.

The Board noted the Vice-Chancellor's advice that the State Government and the NSW Vice-Chancellor's Committee are in discussions about proposed changes to University

legislation in NSW. The Vice-Chancellor has reiterated to the Minister the University's position, as agreed by the Board in April 2010, that UWS is not seeking amendments to the University's legislation. The Board will be further advised about this matter at its September meeting.

The Vice-Chancellor also commended Mrs Lorraine Fordham, who has recently reached 20 years of service with UWS.

### **3.3 Uses of the University Seal**

#### **Resolution**

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**The Board of Trustees resolved to approve the uses of the University Seal since 31 March 2011.**

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### **3.4 Cases Under Management**

This item was reported in the closed session.

#### **3.4.1 Cases Under Management – Motting at Hawkesbury**

This item was reported in the closed session.

### **3.5 UWS Leadership and Management Changes – Discussion Paper**

The Vice-Chancellor advised that this discussion paper was released to the University community, following extensive consideration and discussion, and that:

- As far as possible all affected staff were spoken to prior to the document's release
- A great deal of consideration has been given to the potential impact on staff but the main effect is on reporting lines, rather than positions
- Those particularly affected are administrators in the Colleges and Schools, and they have been advised that all attempts will be made to avoid redundancies
- There will be no new recruitment into any positions
- Consultation will continue until the end of the month and Board member's feedback is welcome

The final academic structure will be presented to the Board, for its approval, at the 20 July Strategy Day.

### **3.6 Institute of Culture and Society**

The Board considered the establishment of the Institute for Culture and Society. This Institute draws upon some of the University's key research strengths, especially its strength in cultural studies, which is one of the two areas in which UWS achieved a top rating of 5 in the ERA results announced earlier this year. The Institute will concentrate on many of the major issues that confront our society and will retain the strong engaged focus that has characterised much of UWS' research in the humanities and social sciences. The conception of the Institute is deliberately broad so that wider collaborations can be developed with the research interests of staff at UWS as well as elsewhere.

This is again an example of where the University must use the research to contribute to, and engage in, public discourse and policy.

## Resolution

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**The Board resolved to approve the establishment of the Institute for Culture and Society.**

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### **3.7 Executive Presentation – DVC International and Development**

Professor John Ingleson, DVC International and Development, provided a presentation on International Student trends, including factors affecting recruitment of international students, government policy responses and UWS strategies.

It was noted that the Board will consider the extent to which the University should continue to pursue international students, and the associated financial risks, at its 20 July Strategy Day.

### **3.8 Developing Patents and Innovation at UWS**

Dr Fiona H Cameron, Associate Director Innovation, spoke to this item advising about:

- The UWS Innovation team profile
- The unit's role in the identification, protection and commercial exploitation of intellectual property arising from research within the University
- The history and strategy of the UWS innovation strategy pathway

Dr Cameron encouraged all Board members to participate on the IP Evaluation Panel, as either a member or an observer.

### **3.9 Television Sydney**

Ms Rachel Bentley, Associate Head of the School of Communication Arts and CEO of Television Sydney, spoke to this item. The Board noted the recent student and community group engagement activities.

Dr Langford suggested to Ms Bentley that TVS might consider promoting a significant secondary schools project that occurs on Hawkesbury campus, as a suitable secondary/tertiary education project for TVS.

Ms Stein asked why 'UWS' is not featured as part of the TVS logo. The Board noted that the reasons include issues to do with the original licensing agreement and that the broadcaster should be known as TVS in its own right, and not always directly linked to UWS in the public eye. Nevertheless the Board agreed to Ms Stein's request that further consideration be given to making UWS more conspicuous in TVS productions and branding and that this matter will be brought back to the Board.

## **4 REPORTS AND RECOMMENDATIONS FROM BOARD COMMITTEES**

### **4.1 Finance and Investment Committee**

The Board noted the report of the 19 May meeting and Mr Sanford's comment that the University's financial position is strong and is ahead of budget, principally because there is a lag in the expenditure of research funds. The Committee will receive further analysis at its next meeting.

Mr Sanford raised two other matters:

1. A request that Committees do not overlap in the matters they consider. He noted that the Director of Capital Works and Facilities had recently presented to both the Finance & Investment Committee and the Campus Development Committee on the same matter.
2. The TVS debt is historic – a decision had been made that this debt remain conspicuous in the University’s accounts so that the cost to the University remains transparent.

#### **4.2 Strategy and Planning Committee**

The Board noted the report of the 2 June meeting and the issues planned for consideration at the 20 July Strategy Day, including whether:

- the terminology used in relation to growth implies needs discussion to facilitate a uniform vision of the future
- the KPI’s against which growth is measured should be expanded

The Chancellor advised that he had asked Mr Sanford to prepare, for the Strategy Day, a brief report encompassing student growth, quality, financial arrangements, changing government policy and regulations, and risk over next five years.

#### **4.3 Audit and Risk Management Committee**

The Board noted the report of the 3 May 2011 meeting.

#### **4.4 Report from the Chair of Academic Senate**

The Board noted this report and the Chair’s comments that:

- AUQA themes will continue to shape the priorities of Academic Senate for the coming year
- The Senate will need to be significantly reorganised, in light of the new management structure
- The Senate had expressed a clear opinion that the University should involve itself in, and influence, the promotion of sustainability and that the University should participate in public discourse on this matter. This might be a matter for the Board’s further discussion at the 20 July Strategy Day, or later in the year.

#### **4.5 Board Standing Committee and Remunerations and Nominations Committee**

This matter was discussed in the closed session, where the Board passed resolutions relating to honorary awards. The Board also passed the following resolutions.

##### Board of Trustees Standing Orders

##### **Resolution**

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**The Board resolved to approve the UWS Board of Trustees Standing Orders, with amendments as per the Board’s discussion regarding rotary resolutions and consensus, with the consequential revocation of the:**

- a) **BOT Meeting Protocols (2010)**
  - b) **Guidelines for addresses to the Board (2005)**
  - c) **Conflict of Interest Procedures (2004)**
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## Board Membership

### **Resolution**

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**In accordance with Section 12 of the UWS Act 1997, the Board resolved to appoint Mr Christopher Brown as a member of the Board of Trustees for a term of four years, commencing on 1 July 2011, subject to confirmation of acceptance.**

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#### **4.5.1 Honorary Awards**

This matter was discussed in the closed session

#### **4.6 Campus Development Committee**

This matter was considered in the closed session.

### **5 REPORTS AND RECOMMENDATIONS FROM THE COUNCILS AND OTHER UNIVERSITY COMMITTEES**

#### **5.1 UWS Foundation**

The reports of the 25 May 2011 and 16 March 2011 meetings of the UWS Foundation were noted without discussion.

### **6 OTHER REPORTS**

#### **6.1 Staffing Matters**

This report was noted without discussion.

##### **6.1.1 Gender and Diversity of UWS Staff**

Dr Sev Ozdowski attended the meeting to speak to this paper which details, amongst other things, the strategies the University has implemented to address overall gender pay inequities. He advised that the gender pay gap at UWS is most visible for female staff in both mid-level academic *and* professional staff and at the lower administrative levels, whereas women in the upper echelons are in a better pay position than men. Importantly UWS's gender pay gap statistics show a better performance than the Australian higher education average.

The University's statistics on staff ethnicity are not reliable, and understate the position because staff self-identify. Disability statistics are improving with the number of staff requesting workplace disability adjustments increasing significantly over the past few years.

Ms Stein requested that the Board be given the opportunity to consider the gender pay gap issue further, particularly around the following points:

- Should the Board establish overall goals?
- What are the University's policies and strategies?
- The potential improvements created by leadership, accountability and culture.

Ms Hawkins advised that she is working with the Equity & Diversity Unit and Human Resources around these issues and will seek Ms Stein's clarification when preparing a further paper for the Board's 21 September meeting.

## 6.2 Changes to Leadership of School of Medicine

The Board noted this paper without discussion.

## 7 MATTERS RAISED BY BOARD MEMBERS

### 7.1 Queer Spaces and Women's Rooms on Campus

Mr Lenton and Ms Dani Barley, the Queer Collective President, spoke to the Board about the need for Queer Spaces and Women's rooms on the University's campuses. The Board considered their arguments and passed the following resolution.

#### Resolution

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**Recognising the importance of providing an inclusive and supportive environment for GLBTIQ and female-identified students, the Board of Trustees resolved to endorse the allocation of spaces for Queer Spaces and Women's Rooms on all UWS campuses and the Board requested that the University Executive pursue suitable accommodation.**

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## 8 OTHER BUSINESS

### 8.1 2012 Meeting Dates and Annual Strategy Day

The Board noted the suggestion that the 2012 Strategy day would encompass an afternoon (possibly including a campus tour), evening dinner and a following full-day meeting at an off-campus location. The Chancellor encouraged Board members to enter the proposed 2012 meeting dates, as provided by prior e-mail, in their diaries.

## 9 NEXT MEETING AND CLOSURE

The next meeting of the Board is its annual Strategy Day, which will be held from 9.00am to 4.30pm on 20 July 2011, at the Parramatta Campus.

There being no further business, the meeting closed at 1.00pm

Confirmed by:

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Chair

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Date