

WESTERN SYDNEY UNIVERSITY



BOARD OF TRUSTEES

Minutes of meeting 2022/3 of the Board of Trustees of Western Sydney University, held at 1.00pm on Wednesday 8 June 2022 in Memorial Hall, Building R8, Hawkesbury campus.

Present:

- Professor Peter Shergold AC (Chair and Chancellor)
- Professor Barney Glover AO (Vice-Chancellor and President)
- Professor Robert Mailhammer (Chair of Academic Senate)
- Ms Elizabeth Dibbs (Deputy Chancellor)
- Ms Kerry Stubbs (Deputy Chancellor)
- Ms Holly Kramer (Pro-Chancellor)
- Dr Linda O'Brien AM (Pro-Chancellor)
- Mr James Christian PSM
- Mr Lee Pinder
- Mr Simon Hickey
- Ms Georgia Lee
- Ms Coralie Properjohn (*arrived 1.10pm*)
- Miss Rayaca Tayabally
- Associate Professor Jennifer Mensch

Apologies:

- Mr Bob Sahota
- Mr Joseph Carrozzi AM
- Ms Natalia Vukolova
- Dr Fiona Pacey

In Attendance:

- Ms Jane Hutchison (University Secretary)
- Professor Clare Pollock (Senior Deputy Vice-Chancellor and Provost)
- Mr Peter Pickering (Vice-President, Finance and Resources)
- Mr Angelo Kourtis (Vice-President, People and Advancement)
- Professor Deborah Sweeney (Deputy Vice-Chancellor, Research, Enterprise and International)
- Professor Michelle Trudgett (Deputy Vice-Chancellor, Indigenous Leadership)
- Ms Sophie Buck (Director, Office of Governance Services)
- Ms Christine Sharpe (Executive Governance Officer) (Minutes)
- Mrs Belinda Salvatori (Executive Assistant) (Meeting Support)

1. OPENING AND PROCEDURAL MATTERS

1.1 Welcome

The Chair welcomed members and observers. The Chair gave an acknowledgement of country, declared the meeting open and confirmed a quorum was present.

1.2 Apologies

The Board noted apologies from Mr Bob Sahota, Mr Joseph Carrozzi, Ms Natalia Vukolova and Dr Fiona Pacey.

1.3 Declarations of Material Interests

The Chair invited Board members to declare any new material interests in relation to matters on the agenda or their role on the Board more generally. No new declarations were made.

1.4 Confirmation of Minutes

The Board resolved as follows:

Resolution

The Board of Trustees approved the minutes and confidential minutes of its 13 April 2022 meeting.

[8/6/2022:1]

1.5 Action Sheets from Previous Meetings

The Board noted the actions taken on items listed.

1.6 Starring of Items

Resolution

The Board of Trustees resolved to approve all unstarred items as having been considered and noted, and their respective recommendations as adopted.

[8/6/2022:2]

1.7 Arrangement of Business

The following items were identified for consideration in closed session: 3.3, 4.1, 4.2, 4.3, 4.4, 4.5 and 5.2.

2. REPORTS

2.1 Chancellor's Report [Open Session Item]

The Chancellor spoke to his report, noting the following:

- *Chair of Academic Senate* – Professor Sarah Zhang will attend future Board meetings as Acting Chair of Academic Senate, as Professor Robert Mailhammer will be overseas.
- *Board Resignation* – The Chancellor advised the Board that due to work commitments Mr Bob Sahota will be stepping down from the Board. The August meeting will be Mr Sahota's final meeting. Discussions are underway to find a replacement for Mr Sahota on the Board and the Finance and Investment Committee.
- *April Graduation Ceremonies* – The Chancellor advised that the graduation ceremonies were well attended, with additional ceremonies to be held in December.
- *Iftar Dinner* – The Chancellor provided an update on the successful Iftar dinner held at the Peter Shergold building.
- *UA/UCC* – Two Chancellors from the University Chancellors' Council (UCC) will be observers on the Universities Australia (UA) Board, which represents a significant step forward in the relationship between the two key advocacy bodies.

[Ms Coralie Properjohn arrived at 1.10pm]

- *AICD Course* – Members of the Board who recently attended courses on University Governance in Sydney and Canberra, spoke positively about the course and highly recommended it to all members.
- *Strategic Webinar* – The Chancellor thanked the Vice-President, People and Advancement, for his presentation on Unlimited 3.0 at the recent Strategic Webinar.
- *Baker Review* – The Chancellor advised that he has completed one-on-one induction interviews with new Board members, as recommended in the Baker Review. The Chancellor advised that another induction session for new members will be held in late July.
- *ATAR Reform Advisory Committee* – There has been significant progress on the acknowledgement of vocationally focussed subjects in the ATAR. The Chancellor also advised the Board of the Western Parkland City Authority's New Education and Training Model (NETM). The NETM will deliver small-scale packages of learning, or micro-credentials, that allow people to build knowledge, skills and experience in a particular subject area aligned to employer needs. This initiative is separate from the broader reform agenda however, and the Chancellor will advocate to bring the two together.
- *Professor Glyn Davis AC* – The Chancellor advised that Professor Davis AC, has been appointed as the Secretary to the Department of the Prime Minister and Cabinet. As Professor Davis is a former Vice-Chancellor it is expected that he will be an ally to the tertiary sector.
- *Sri Lanka* -The Chancellor noted the economic crisis in Sri Lanka, which the University is aware of and has responded accordingly.

2.2 Vice-Chancellor's Report [Open Session Item]

The Vice-Chancellor highlighted the following items in his report:

- *Federal Election* – The election of a Labor government provides a critical opportunity for the University. The appointment of Professor Glen Davis AC, as Secretary of the Department of Prime Minister and Cabinet, should assist the sector to quickly develop a positive working relationship with the new government. The Hon Jason Clare, Minister of Blaxland, recently toured the Bankstown campus and indicated that he is committed to work with the sector. A key outcome of the election was the \$16.7 million commitment by the Labor Government to support the Agri Tech Hub on the Hawkesbury campus. There is support from the Labor Government for the Sydney Olympic Park and the Tech Jobs Accelerator projects. The University is seeking State government engagement. The Board requested information on what the University is advocating for with regard to Sydney Olympic Park and the Tech Jobs Accelerator projects, and it was agreed to provide briefing notes to Board members.
- *NTEU Industrial Action* – NTEU members undertook protected industrial action on Tuesday, 7 June 2022, targeting casualisation, the cost of living, and salaries as two key issues. The Board were advised that the University is working with the unions on these matters.
- *Casual Staff Survey* – due to a low response rate of 12%, the survey has been extended and a detailed report will be provided at the August meeting.
- *Staff Pulse Survey*- Survey is out now, with approximately 50% response rate.
- *Load and Revenue Report* – Continuing load remains below target while international student commencer load is up and is expected to exceed 2019 international load. The Senior Deputy Vice-Chancellor and Provost is working with the Deans on new or expanded course offerings. The Board discussed the reasons for the drop in domestic load and whether this is a developing trend. It was noted that the drop in load is a global phenomenon, and is prevalent in certain disciplines, for example Nursing.
- *National Student Safety Survey* – The People and Culture Committee discussed in detail the National Student Safety Survey results.
- *Hawkesbury and Campus Living* – Hazing and motting issues have resurfaced on the Hawkesbury campus, with approximately 50-60 students in residence involved. The

University has taken action to address the issue. Students are required to sign a new Code of Conduct, to maintain tenancy, and security presence has been increased, and the University is working more closely with local police. The People and Culture Committee has been provided with a detailed briefing on the options, actions and communications strategy relevant to the current issues at Hawkesbury.

- *Senior Management Group Conference* – The conference focussed on culture change and sexual harassment prevention. The *We Support You* campaign was launched at the conference.

2.3 Academic Senate Report [Open Session Item]

The Chair of Academic Senate spoke to the report, noting:

Student Management System (SMS) Project Update

The Chair of Academic Senate advised the Board that the number of students unable to graduate was 867, and not 880 as noted in his report. The SMS continues to present challenges, including issues with reporting and data. The Academic Senate has confidence that the University will overcome these challenges, and the benefits of the new system will be realised. The Vice-Chancellor briefed the Board on the challenges of issuing testamurs, due to data migration issues from Callista to Banner impacting some student records. This is a key priority for the Executive, and a newly formed Program Compliance team is dedicated to working through these issues.

The Board were advised that additional resources have been allocated to manage and address the issues arising from the SMS.

3. SIGNIFICANT MATTERS FOR DELIBERATION OR APPROVAL

3.1 Sustaining Success 2021-2026: In-Depth Analysis and Report - Equity [Open Session Item]

The Vice-Chancellor introduced this item, noting that this is the second ‘deep-dive’ report on the key measures of *Sustaining Success 2021-2026*. It was agreed to provide the Academic Senate with the ‘deep-dive’ reports.

The Deputy Vice-Chancellor (Indigenous Leadership) spoke to measure 4 – Increase the proportion of our students who are indigenous, highlighting:

- In early 2020, the University launched its *Indigenous Strategy 2020-2025*, which contains some key priorities.
- Indigenous student enrolment continues to increase year-on-year broadly across the University. Enrolment has increased from 744 students in 2020 to 809 in 2021. Enrolments remain strong in 2022 with 704 enrolments in the first Semester.
- In 2021, Indigenous students represented 2% of all enrolled domestic students. The University is committed to reaching the goal 3% Indigenous student enrolment by 2025.
- 76% of Indigenous students reside in the Greater Western Sydney region.
- In 2020, the Badanami team introduced several initiatives, including regular personalised support from the Student Success Officers, and weekly student Zoom sessions with staff. The Yarning Circle Newsletter was also introduced to keep Indigenous students connected and to promote Indigenous excellence at the University.
- All Schools across the University are working on indigenous strategies that align to the University Indigenous Strategy priorities.

The Deputy Vice-Chancellor (Indigenous Leadership) spoke to future short term and long term priorities.

The Vice-President (People and Advancement) spoke to measure 5 – Represent gender

equity, diversity and inclusion in our culture, workforce, processes and policies, highlighting:

- The overall improvement in the number of women in management positions.
- The University maintains a strong record of promoting women across all academic levels.
- The importance of the leadership displayed by the Vice-Chancellor through the Vice-Chancellor's Gender Equity Committee.
- *We Support You*, an initiative to ensure the University continues to be a place of work where staff are respected, cared for and feel they belong, was launched at the 2022 Senior Management Group Conference.
- COVID considerations were included as part of the Academic staff promotion rounds, acknowledging the gendered impact of the pandemic, and that the University is actively encouraging women to apply for promotion.
- The MyVoice response is pending and will be conducted later in the year.

The Board discussed salary loading to attract staff. The Board were advised that salary loading will be included in the 2023 Gender Pay Gap report that will go to the Vice-Chancellor's Committee.

3.2 Western Growth Update [Closed Session Item]

This item was considered in closed session.

4. BOARD COMMITTEES AND ADVISORY BODIES

4.1 Audit and Risk Committee [Closed Session Item]

This item was considered in closed session.

4.2 Board Executive Committee [Closed Session Item]

This item was considered in closed session.

4.3 Finance and Investment Committee [Closed Session Item]

This item was considered in closed session.

4.4 People and Culture Committee [Closed Session Item]

This item was considered in closed session.

4.5 University Infrastructure Committee [Closed Session Item]

This item was considered in closed session.

5. OTHER MATTERS FOR APPROVAL OR NOTING

5.1 Uses of the University Seal [Open Session Item]

Resolution

The Board of Trustees approved the affixing of the University Seal to those documents listed in the attached report, pursuant to the *Western Sydney University (University Seal and Authentication) Rule 2021*.

[8/6/2022:6]

5.2 Chancellor Nomination and Election Process [Closed Session Item]

This item was considered in closed session.

6. NEXT MEETING AND CLOSURE

The next meeting of the Board will be held on Wednesday 3 August 2022 at 8.30am in Boardroom 1, Building EB, Parramatta South campus.

There being no other business, the meeting closed at 4.45pm.

Confirmed by:

(Chair)



3/8/22

(Date)