

AGENDA PAPERS

NOTICE OF SPECIAL COUNCIL MEETING

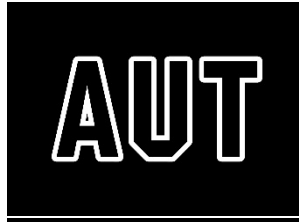
**Notice is Hereby Given that a Meeting of the Council of Auckland
University of Technology will be held:**

**AT: AUT City, Council Room, WA710, 55 Wellesley Street East
or MS Teams**

On: Monday, 30 August 2021

FROM: 3.30 – 6.00 PM

**Dr Andrea Vujnovich
COUNCIL SECRETARY**



AUCKLAND UNIVERSITY OF TECHNOLOGY COUNCIL

Chancellor

Rob Campbell

Appointed by Council

Pro-Chancellor

Sussan Turner

Appointed by the Minister for Tertiary Education

Members

Dr Pat Alley

Appointed by Council

Renata Blair

Appointed by Council

Corrie Cook

Elected by the Professional Staff of the Auckland University of Technology

Sisifa Liu

Appointed by the Auckland University of Technology Student Association

Derek McCormack

Vice-Chancellor of the Auckland University of Technology

Professor Edwina Pio

Elected by the Academic Staff of the Auckland University of Technology

James Schofield

Appointed by Council

Janine Smith

Appointed by the Minister for Tertiary Education

Peter Treacy

Appointed by the Minister for Tertiary Education

Sina Wendt

Appointed by the Minister for Tertiary Education

PART A

OPEN AGENDA



Council Agenda Part A (Open Agenda)

Monday 30 August 2021 at 3.30 pm to be held at AUT City, Council Room or MS Teams

Karakia		
Mihi – Chancellor		
1. WELCOME, APOLOGIES AND APPROVAL OF AGENDA	The Chancellor moves that apologies, be noted and that Council approve the assignment of agenda items to Part A and Part B of the Council agenda.	
2. DECLARATION/RECORDING OF ANY INTERESTS	The attention of Members is drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the Agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.	The Chancellor moves that the declarations, if any be noted and the action taken be endorsed .
3. CONFERMENT OF DEGREES AND POLICY	No Report	
4. COUNCIL MEETINGS	<p>4.1 Council Draft Minutes (Part A), 26 July 2021</p> <p>4.2 Matters arising from the Minutes (Part A), 26 July 2021 not elsewhere on the Agenda</p>	The Chancellor moves that the Minutes (Part A), 26 July 2021 be taken as read and confirmed .
5. VICE CHANCELLOR'S REPORT	No Report	
6. CHANCELLOR'S REPORT	6.1 Chancellor's Report	The Chancellor moves that the decision made on or around 6 August 2021 be ratified that <i>FOR THE PURPOSES OF THE RECRUITMENT OF THE VICE CHANCELLOR THE VICE CHANCELLOR'S EMPLOYMENT AGREEMENT COMMITTEE ALSO INCLUDE: RENATA BLAIR; AND KATH MCPHERSON.</i>
	6.2 Te Tiriti o Waitangi	The Chancellor moves <i>THAT COUNCIL SET A SPECIAL COUNCIL MEETING TO HEAR A RANGE OF VIEWS FROM WITHIN THE UNIVERSITY ON TE TIRITI O WAITANGI AND THAT THIS MEETING BE HELD ON</i>

		<i>NGA WAI O HOROTIU MARAE AND PRECEDED BY SUCH READING AS PRESENTERS CONSIDER USEFUL.</i>
7. REPORTS FROM BOARDS, COMMITTEES AND WORKING GROUPS TO COUNCIL	7.1 Chancellor's Committee on Māori and Pacific Matters – No Report	
	7.2 Report and Minutes from the Academic Board – No Report	
	7.3 Council Working Group Draft Minutes, 26 July 2021.	The Chancellor moves that the Council Working Group Draft Minutes, 26 July 2021 be received.
8. CORRESPONDENCE REFERRED BY THE CHANCELLOR		
9. OTHER MATTERS FOR DECISION OR NOTING	9.1 Update from AUTSA – No Report	
10. ITEMS MOVED FROM PART B OF THE AGENDA TO PART A AND GENERAL BUSINESS		

PUBLIC EXCLUSIONS

The Chancellor moved that the public be now excluded from Part B of this meeting, and that the following matters be discussed without public disclosure.

This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 of that Act or section 6 or section 7 or section 9 of the Official Information Act, as the case may require, which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting in public are as follows:

1. To protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the University.
2. To enable the University to carry out, without prejudice or disadvantage, commercial activities or negotiations.
3. To protect the privacy of persons referred to in the recommendations and to maintain the confidentiality of those recommendations.
4. To enable free and frank discussions.
5. To prevent the disclosure or use of Official Information for improper gain or advantage.

AND THAT A Vujnovich, K McPherson, L Williams, S Shergill and A Burrows be permitted to remain at this meeting, after the public has been excluded, because of their knowledge of the matters to be discussed in the proceedings while the public are excluded. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to these matters because they relate to aspects of the administration of AUT for which those persons are responsible.

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public	Ground(s) under section 48(1) for the passing of this resolution
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	conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under the sections of the OIA identified below.	
11. Council Minutes Part B of the meeting held on 26 July 2021	s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA s48(1)(a)(ii)
19. Chancellor Update on Current Matters	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
20. Items moved from Part A of the Agenda to Part B	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)

PART A	4.1
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: **MINUTES PART A OF THE COUNCIL MEETING HELD ON 26 JULY 2021**

Date: 26 July 2021

RECOMMENDATION:

THAT THE MINUTES PART A OF THE COUNCIL MEETING HELD ON 26 JULY 2021 BE CONFIRMED AS A TRUE AND CORRECT RECORD.



MINUTES

Council Meeting

Meeting held Monday 26 July 2021 at 3.30 pm
Boardroom, AG Building, AUT North Campus, 90 Akoranga Drive

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- PRESENT:** R Campbell (Chair); P Alley; D McCormack; E Pio; J Schofield; J Smith; P Treacy; S Turner; S Wendt and S Lui.
- SECRETARY:** A Vujnovich, Council Secretary
- IN ATTENDANCE:** L Williams (Chief Financial Officer), K McPherson (Deputy Vice Chancellor), S Shergill (Council Co-ordinator), D Pinchen (Director, Health Safety & Wellbeing) -for Item 12, B Bundy (Group Director, People & Culture) -for Item 12,
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PART A OPEN AGENDA

1 WELCOME, APOLOGIES AND APPROVAL OF AGENDA ITEMS

THAT APOLOGIES FROM C COOK AND R BLAIR BE RECEIVED.

Resolved

THAT THE ASSIGNMENT OF AGENDA ITEMS TO PART A AND PART B OF THE COUNCIL AGENDA BE APPROVED.

2 DECLARATION/RECORDING OF INTERESTS

The attention of Members was drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the Agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.

Resolved

THAT THE DECLARATIONS BE NOTED AND THE ACTIONS TAKEN BE ENDORSED.

3 CONFIRMATION OF DEGREES AND POLICY

No Report.

4 COUNCIL MEETINGS AND MINUTES OF PREVIOUS MEETING(S)

4.1 Minutes of the previous meeting

Received

Draft Minutes (Part A), of the Council meeting on 28 June 2021

Resolved

THAT THE MINUTES (PART A) OF THE COUNCIL MEETING ON 28 JUNE 2021 BE TAKEN AS READ AND CONFIRMED AS A TRUE AND CORRECT RECORD.

4.2 MATTERS ARISING

There were no matters arising from the Minutes (Part A), of the Minutes of 28 June 2021 not elsewhere on the Agenda.

5 VICE CHANCELLOR'S REPORT

Received

The Vice Chancellor's Report

Noted in discussion

Academic Support

- A review of academic support is underway to ensure that students have a range of services available that will enhance their study success and connection with AUT.
- This reflects recent changes to teaching delivery, prompted by COVID-19 and the implementation of Canvas.

Changes to PBRF

- There is an emphasis on Māori and Pacific research and also a strong emphasis on international and non-governmental funding.
- PBRF is a measure of AUT's research. It is important to make sure that the research that is being conducted makes a difference.
- The Deputy Vice Chancellor is leading the development of AUT's PBRF strategy in recognition of changes the government has announced.
- The main concern funds need to be increased. The funds have not been increased and the current funds are being asked to achieve a wide range of goals.

High Value International Education for Consultation

- The Government has released its draft policy statement on the development of New Zealand's international education offerings and markets.
- This is now open for consultation. The main point is that most degree level and post-graduate level education is regarded as high value.

Chair of Future Environments

- The launch of the Fletcher Construction Professor of Future Environments was recently held. Fletcher Construction has funded the Chair of Future Environments and the event was successful with a range of guests from the construction and infrastructure sectors in attendance.
- This provides an excellent opportunity for students to be engaged with Fletcher Construction.

Growth

- Due to border closures, management will need to re-evaluate AUT's growth targets to 2025 and which courses to develop. The Investment Plan also reflects the steps that are being taken.
- Currently, AUT is growing in the law and science courses.
- One of the challenges AUT faces is regarding the delivery of courses as some courses are not taught in both semesters.
- Council wishes to receive a quarterly report on the growth in each sector. The report should also include information on the areas that are growing and the areas that are not.
- Council wishes to receive more information on the ethnicity of staff with statistics for academic staff and professional staff presented separately.

Resolved

THAT THE VICE-CHANCELLOR'S REPORT TO COUNCIL BE RECEIVED.

6 CHANCELLOR'S REPORT

6.1 Chancellor's Report

Received

Chancellor's Report

Noted in discussion

Update on VC Appointment Process

- The search for the new Vice Chancellor is underway and many people have expressed an interest in the role.
- During the staff consultation process consistent themes were raised. There was a strong emphasis on research, teaching, equity, and positive university experience.
- Council noted that in the VC position description, the expected outcomes for Strategic Partnerships could be stronger.

Co-Governance at AUT/Te Wananga Aronui o Tamaki Makau Rau

- To increase recognition of AUT consistent with Te Tiriti o Waitangi, the Chancellor proposed implementing a Co-Chancellor model, noting that if there is support for the Co-Chancellor model, a process can be established.
- Consultation with mana whenua would be essential in the exploration of the ways the University can be more bi-cultural including by partnering with manu whenua, other Māori agencies and organisations.
- Council did not support the Chancellor's proposal.
- Council noted that further consideration is necessary on the principles and how this model might work.

Resolved

THAT THE CHANCELLOR'S REPORT TO COUNCIL BE RECEIVED.

6.2 Council People and Culture Committee Terms of Reference

Received

Council People and Culture Committee Terms of Reference

Noted in discussion

- The People and Culture Committee will be responsible for monitoring and providing strategic advice and guidance to Council with respect to AUT's strategic priorities as they relate to its people and culture and will assist Council in fulfilling its oversight governance responsibilities. The Terms of Reference were developed by looking at the similar committees from publicly listed companies in New Zealand and a range of Australian and New Zealand universities.
- There were some amendments made to the terms of reference:
 - *"To be proactive in providing advice and guidance on the strategic direction of the University's overall people objectives and the policies designed to achieve them"* to be deleted.
 - *"To ensure the University's people related strategies and the implementation continue to be consistent with stakeholder expectations and aligned to the University Strategy"*, the words *"with stakeholder expectations"* to be deleted.

- This Committee is a committee of AUT Council and the minutes will be included in Council Agenda papers. The Committee has no authority to make decisions, only recommendations.

Resolved

THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE TERMS OF REFERENCE BE APPROVED AND THE COMMITTEE COMPRISE:

- *J SMITH (CHAIR);*
- *THE VICE CHANCELLOR;*
- *S WENDT; AND*
- *R BLAIR*

7 PART A – REPORTS FROM BOARD, COMMITTEES AND WORKING GROUPS OF COUNCIL

7.1. Chancellor’s Committee on Māori and Pacific Matters
No Report.

7.2 Academic Board Report and Minutes 28 June 2021
Received
Academic Board Report and Minutes 28 June 2021

Resolved

THAT THE ACADEMIC BOARD REPORT AND MINUTES OF THE MEETING HELD ON 28 JUNE 2021 BE RECEIVED.

7.3 Council Working Group
No report.

8 CORRESPONDENCE REFERRED BY THE CHANCELLOR

8.1 Letter from Director Alumni Relations dated 1st July 2021
Received
Letter from Sam Mickell (Director Alumni Relations) dated 1st July 2021

Noted in discussion

- The letter proposes that Council include an AUT alumni as a member.

Resolved

THAT THE LETTER FROM THE DIRECTOR ALUMNI RELATIONS DATED 1ST JULY 2021 BE RECEIVED.

9 OTHER MATTERS FOR DECISION OR NOTING

9.1 Update from AUTSA
Received
Verbal Update from Sisifa Lui (President of AUTSA)

Noted in discussion

- AUTSA elections are coming up and nominations will open later this week.
- By October, the new executive and officers of AUTSA will be announced.

- The recruitment process for the General Manager of AUTSA is also underway.
- AUTSA along with the student bodies of other universities in New Zealand are disappointed that no post-graduate allowances were announced in the budget.
- Regarding Canvas, AUTSA have been contacted to help organise briefings for students.
- Student feedback and concerns will be raised once Canvas has been implemented.

Resolved

THAT THE UPDATE FROM AUTSA BE RECEIVED.

10 GENERAL BUSINESS AND ITEMS MOVED FROM PART B TO PART A

RESOLUTION TO EXCLUDE THE PUBLIC

THAT THE PUBLIC BE NOW EXCLUDED FROM PART B OF THIS MEETING, AND THAT THE FOLLOWING MATTERS BE DISCUSSED WITHOUT PUBLIC DISCLOSURE.

THIS RESOLUTION IS MADE IN RELIANCE ON SECTION 48(1)(A) OF THE LOCAL GOVERNMENT OFFICIAL INFORMATION AND MEETINGS ACT 1987 AND THE PARTICULAR INTEREST OR INTERESTS PROTECTED BY SECTION 6 OR SECTION 7 OF THAT ACT OR SECTION 6 OR SECTION 7 OR SECTION 9 OF THE OFFICIAL INFORMATION ACT, AS THE CASE MAY REQUIRE, WHICH WOULD BE PREJUDICED BY THE HOLDING OF THE WHOLE OR RELEVANT PART OF THE PROCEEDINGS OF THE MEETING IN PUBLIC ARE AS FOLLOWS:

1. *TO PROTECT INFORMATION WHERE THE MAKING AVAILABLE OF THE INFORMATION WOULD BE LIKELY UNREASONABLY TO PREJUDICE THE COMMERCIAL POSITION OF THE UNIVERSITY.*
2. *TO ENABLE THE UNIVERSITY TO CARRY OUT, WITHOUT PREJUDICE OR DISADVANTAGE, COMMERCIAL ACTIVITIES OR NEGOTIATIONS.*
3. *TO PROTECT THE PRIVACY OF PERSONS REFERRED TO IN THE RECOMMENDATIONS AND TO MAINTAIN THE CONFIDENTIALITY OF THOSE RECOMMENDATIONS.*
4. *TO ENABLE FREE AND FRANK DISCUSSIONS.*
5. *TO PREVENT THE DISCLOSURE OR USE OF OFFICIAL INFORMATION FOR IMPROPER GAIN OR ADVANTAGE.*

AND THAT A VUJNOVICH, L WILLIAMS, K MCPHERSON, S SHERGILL, D PINCHEN (FOR ITEM 12), B BUNDY (FOR ITEM 12), BE PERMITTED TO REMAIN AT THIS MEETING, AFTER THE PUBLIC HAS BEEN EXCLUDED, BECAUSE OF THEIR KNOWLEDGE OF THE MATTERS TO BE DISCUSSED IN THE PROCEEDINGS WHILE THE PUBLIC ARE EXCLUDED. THIS KNOWLEDGE, WHICH WILL BE OF ASSISTANCE IN RELATION TO THE MATTERS TO BE DISCUSSED, IS RELEVANT TO THESE MATTERS BECAUSE THEY RELATE TO ASPECTS OF THE ADMINISTRATION OF AUT FOR WHICH THOSE PERSONS ARE RESPONSIBLE.

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under the sections of the OIA identified below.	Ground(s) under section 48(1) for the passing of this resolution
11. Council Minutes Part B of the meeting held on 28 June 2021	s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA s48(1)(a)(ii)
12. Health, Safety & Wellbeing report	s 9(2)(a) and s 9(2)(b)(ii)	LGOIMA s48(1)(a)(ii)
15. Report from Council Finance and Audit Committee	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
16. Report from AUT Ethics Committee	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
18. Vice Chancellor Update on Current Matters	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
19. Chancellor Update on Current Matters	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)

20. Items moved from Part A of the Agenda to Part B	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
21. Other Business	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
21.1 Computer Leasing	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
21.2 Honours Committee	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)

Item 4.2 Matters Arising from the Minutes Part A

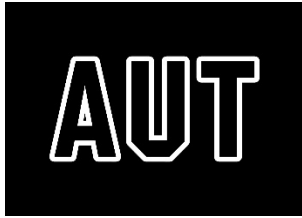
COUNCIL AGENDA ITEM	ACTION	Who	Status
28 September 2020	7.1 Chancellor's Report <ul style="list-style-type: none"> The Chancellor was pleased with the Council Working Group meeting with Year 13 students and requested to catch up with the same students next year for a follow up. 	Council Secretary	Ongoing- 2021
22 February 2021	5. Vice Chancellor's Report <ul style="list-style-type: none"> In 2021, a Council meeting will be hosted in AUT's whareniui. 	Tumuaki / Dean Te Ara Poutama	First Quarter 2021
31 May 2021	3.3. Equal Opportunities Policy <ul style="list-style-type: none"> The Treaty of Waitangi should be referenced in the policy or alternatively, expressed in a Council Charter. A paper will be drafted in regard to a policy on Te Titiri and each Council policy should be reviewed at each Annual General meeting. 	Tumuaki / Dean Te Ara Poutama	Council Charter – ongoing Fourth Quarter 2021
	5 LMS VICE CHANCELLOR'S REPORT <ul style="list-style-type: none"> The LMS reports will be provided frequently to Council. Further clarity needs to be provided on each team that is responsible for different areas of LMS. 	Vice Chancellor's Office	Actioned
28 June 2021	7.1. Chancellor's Committee on Māori and Pacific Matters Draft Minutes 31 May 2021 <ul style="list-style-type: none"> The time allocated for this Committee is not adequate to address the issues raised. The Committee will meet quarterly in association with a Council meeting. Each meeting will consider a specific review of achievement against selected KPIs and explore new initiatives and improvements. A work plan for this to be considered at the next Council meeting. 	Group Director Strategy & Planning Assistant VC South & Pacific Advancement Tumuaki / Dean Te Ara Poutama Update Below	September 2021 Actioned
26 July 2021	5 VICE CHANCELLOR'S REPORT <ul style="list-style-type: none"> Council wishes to receive a quarterly report on the growth in each sector. The report should also include information on the areas that are growing and the areas that are not. Council wishes to receive more information on the ethnicity of staff with statistics for academic staff and professional staff presented separately. 	Vice Chancellor's Office: Update below	September 2021

Chancellor's Committee on Māori and Pacific Matters

The Chancellor met with Group Director Strategy & Planning, Assistant VC South & Pacific Advancement and Tumuaki / Dean Te Ara Poutama. It was clarified that the sessions will focus on specific work in this area with detailed information on actions that are being taken or are to be taken and how they relate to the overall plan and strategy. They are supportive of this and Council will welcome it. It is important Council understands, supports and takes responsibility of this. The process will begin at the September meeting.

5 VICE CHANCELLOR'S REPORT- report on the growth in each sector - information on the areas that are growing and the areas that are not.

TEOs make 3 SDR submissions each year to the TEC and the sector view is made available to AUT following those submissions. Information will be provided to Council as part of the Vice Chancellor's report when the information on the TEO submissions is made available.



PART A	6.1
OPEN AGENDA ITEM	

Council Agenda Paper

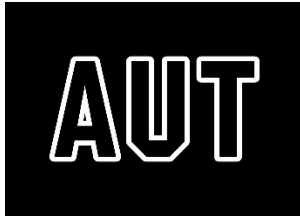
Subject: **CHANCELLOR'S REPORT**

Date: 6 August 2021

RECOMMENDATION:

THAT COUNCIL RATIFY THE DECISION MADE ON OR AROUND 6 AUGUST 2021 THAT FOR THE PURPOSES OF THE RECRUITMENT OF THE VICE CHANCELLOR THE VICE CHANCELLOR'S EMPLOYMENT AGREEMENT COMMITTEE ALSO INCLUDE:

- *RENATA BLAIR; AND*
 - *KATH MCPHERSON.*
-



PART A	6.2
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: **TE TIRITI O WAITANGI**

Date: 14 August 2021

RECOMMENDATION:

THAT COUNCIL SET A SPECIAL COUNCIL MEETING TO HEAR A RANGE OF VIEWS FROM WITHIN THE UNIVERSITY ON TE TIRITI O WAITANGI AND THAT THIS MEETING BE HELD ON NGA WAI O HOROTIU MARAE AND PRECEDED BY SUCH READING AS PRESENTERS CONSIDER USEFUL.

Background

Since the last Council meeting where my proposal to establish a “Co-Chancellor” role for the University was discussed the issue has continued to be discussed in many of my conversations about our ongoing governance. It remains my view that adopting a Co-Chancellor role by appointing a Maori Co-Chancellor would be an effective means of promoting our ongoing commitment to Te Tiriti o Waitangi.

The ways in which many state and other sector organisations are moving in this respect are deep and wide. It is important that the University has clarity consistent with our principles on Tiriti governance issues. I would prefer us to be a leader rather than a follower.

The Vice-Chancellor helpfully provided the attached commentary and background. I have also received an attached document from a significant group of staff proposing a significant change in our approach to these issues.

Such matters are not readily resolved by a single discussion or resolution.

My proposal is that a special Council meeting is set to hear a range of views from within the University on how best to proceed. I would like to suggest that this is held on Nga Wai o Horotiu Marae and preceded by such reading as presenters consider useful.

Memorandum

To: Rob Campbell - Chancellor

From: Nicola Anderson, Jennie Atkinson, Hannah Buckley, Heather Came-Friar, Claire Doole, Scott Duncan, Dion Enari, Adrian Farnham, Tania Fleming, Craig Harrison, Ailsa Haxell, Prof Erica Hinckson, Prof Patria Hume, Prof Clare Hocking, Dee Holdsworth-Perks, Robert Hogg, Prof Eleanor Holyroyd, Belinda Ihaka, Margaret Jones, Mark Jones, Jacquie Kidd, Prof Jane Koziol-McLain, Pam Laird, Ed Maunder, Prof Judith McAra-Couper, Prof Michael McGuigan, Lisa Mackay, Prof Brian McKenna, Sarah Kate Millar, Tracy Molloy, Sonia Nepe, Deb Payne, Judith Pullen-Burry, Margaret Sandham, Daniel Sutton, Zoe Tipa, Kylie Thompson, Prof Keith Tudor, Simon Walters, and Karen Webster.

Subject : Te Tiriti o Waitangi

Date: 13th August 2021

Staff across the Faculty of Health and Environmental Sciences are in the process of re-engaging with Te Tiriti o Waitangi, in order to strengthen our learning and teaching, research and governance practices and to uphold ALL AUT's responsibilities in this area. Tangata Tiriti staff have been participating in two-day Te Tiriti education to ensure colleagues have currency in Te Tiriti scholarship.

Through this process it has become clear that a multiplicity of AUT official documents (from the AUT constitution through to our website lower level policy and strategy document); continue to make reference to the Treaty of Waitangi and/or the principles of the Treaty of Waitangi. It also seems many course guides and presumably curricula continue to reference the Treaty and the Treaty principles.

We believe it is more than time for AUT, as a tertiary institution, to recognise that Te Tiriti o Waitangi (the Māori text) is the authoritative text; not the Treaty of Waitangi (the English version) nor the Treaty principles in all our documentation and course guides. This is reinforced in the Education and Training Act 2020 – section 9.

Under the international legal doctrine of *contra proferentem* when there is a dispute between two nations in regard to a treaty, the interpretation goes with whomever did not draft it. In the case of Te Tiriti, that elevates the Māori text. Over 500 rangatira and critically Hobson signed the Māori text with only 39 signing the English version. The *kōrero* about Te Tiriti was conducted in te Reo about the Māori text. Many of those that signed the Treaty did so at Port Waikato where the Māori text was unavailable on the day.

Eminent Māori scholar Moana Jackson has always maintained from a Māori world view it is not possible to surrender *tino rangatira*; as assumed in the English text. With 150,000+ Māori and only 2000 non-Māori in 1840 in Aotearoa Māori were the dominant political and military force. The Waitangi Tribunal report 1040 found that Ngāpuhi never ceded sovereignty, which further reinforces the prominence of the Māori text.

Professor Sir Mason Durie and other leading Māori scholars have said for decades that Māori are much more interested in the Māori text (Te Tiriti) rather than any Crown-derived treaty principles. There is no clear relationship between terms used in Te Tiriti such as *tino rangatiratanga* and the Crown principle of participation. This has been underscored in the Waitangi Tribunal report 2575 which described the 3 P's (partnership, participation, protection) as "outdated", "reductionist" and are to be removed from health legislation by April 2022 when the new health legislation is implemented.

There is a world of difference between Te Tiriti o Waitangi that affirms Māori tino rangatiratanga and the English version. They are two different documents and only one is the authoritative text. As a university, it is critical that we don't propagate misinformation and that our constitution, policy and strategy documents and our curricula are urgently realigned to reflect current Te Tiriti scholarship. We urge AUT, from the top-down, to embrace Te Tiriti o Waitangi as the authoritative text.

FORMAL OBLIGATIONS FOR A UNIVERSITY IN RESPECT OF TE TIRITI O WAITANGI

A recent discussion at Council and wider conversations throughout the university and beyond have raised the question of our obligations in law regarding te Tiriti o Waitangi, biculturalism, and partnership with Māori, and how they would translate into the operation of Council. The following sets out a survey of the university's legal obligations around te Tiriti, and our own stated commitments as a university.

LEGISLATION

At a Governance level:

Section 278 (2) a, of the Education and Training Act 2020 requires that **at least one member of the Council of a Tertiary Institution must be Maori.**

The only specific duty regarding te Tiriti is included in Section 281 of the Act as below, which applies to universities and wānanga. Here, the duty to "acknowledge the principles of te Tiriti" is one part of a set of duties, each to be interpreted in the context of the others. What acknowledging the principles of te Tiriti is to mean is not elucidated in the Act.

Duties of councils

- (1), It is the duty of an institution's council, in performing its functions and exercising its powers,—
- (a) to strive to ensure that the institution attains the highest standards of excellence in education, training, and research:
 - (b) **to acknowledge the principles of te Tiriti o Waitangi:** [my highlighting]
 - (c) to encourage the greatest possible participation by the communities served by the institution so as to maximise the educational potential of all members of those communities, with particular emphasis on groups in those communities that are under-represented among the students of the institution:
 - (d) to ensure that the institution does not discriminate unfairly against any person:
 - (e) to ensure that the institution operates in a financially responsible manner that ensures the efficient use of resources and maintains the institution's long-term viability:
 - (f) to ensure that proper standards of integrity, conduct, and concern for the public interest and the well-being of students attending the institution are maintained.

Section 268 d ii (A) and (B) dealing with the establishment of institutions are also relevant. They state:

- (A) **a university** is characterised by a wide diversity of teaching and research, especially at a higher level, that maintains, advances, disseminates, and assists the application of knowledge, develops intellectual independence, and promotes community learning:
- (B) **a wānanga** is characterised by teaching and research that maintains, advances, and disseminates knowledge and develops intellectual independence, and assists the application of knowledge regarding ahuatanga Māori (Māori tradition) according to tikanga Māori (Māori custom).

In these provisions, a clear distinction is drawn between two types of institutions, only one of which is charged with ahuatanga Maori (tradition) and tikanga Maori (custom), but both of which are to acknowledge the principles of Te Tiriti. This may give some indication as to what the duty to acknowledge the principles might mean, and what it might not mean, for a university. Furthermore, the characteristics of the institutions set out here add to the framework of obligations and expectations within which the Tiriti principles must sit in respect of a university.

The principles of Te Tiriti

The “principles” of the te Tiriti most often referred to are those proposed in the 1990s (or 80s) by Mason Durie (I think) as partnership, participation, and protection.

Principles in various similar forms were later adopted by government departments, with reference to “the principles” ultimately appearing in legislation, normally without further definition or elaboration.

Some, including many Māori, disagree that the principles should be the guide and standard instead of the actual articles of te Tiriti.

However, in 1987 because of the problematic standing of te Tiriti and its articles as law, but recognizing its fundamental national standing and importance, the Court of Appeal determined seven “Treaty principles:”

1. The acquisition of sovereignty in exchange for the protection of rangatiratanga.
2. The Treaty established a partnership and imposes on the partners the duty to act reasonably and in good faith.
3. The freedom of the Crown to govern.
4. The Crown's duty of active protection.
5. The duty of the Crown to remedy past breaches.
6. Māori to retain rangatiratanga over their resources and taonga and to have all the privileges of citizenship.
7. The duty to consult.

While these principles are mainly applicable to the executive arms of government, they have some application in the wider state sector – particularly the duty to consult, the duty to act reasonably and in good faith, and the right of Māori to have all the privileges of citizenship.

Institutional Autonomy and Academic Freedom

In interpreting any of the duties and obligations that might apply to a university, Section 267 of the Education and Training Act 2020 must be considered alongside. It deals with autonomy and academic freedom for universities and wānanga. It states (my highlighting):

- (1) **It is the intention of Parliament** in enacting the provisions of this Act relating to universities and **that academic freedom and the autonomy of those institutions are preserved and enhanced.**
- (2) In exercising their academic freedom and autonomy, institutions must act in a manner that is consistent with—
 - (a) the need for institutions to maintain the highest ethical standards and the need to permit public scrutiny to ensure the maintenance of those standards; and
 - (b) the need for institutions to be accountable and make proper use of resources allocated to them.
- (3) In performing their functions, **the councils and chief executives of institutions**, Ministers, and authorities and agencies of the Crown **must act in all respects so as to give effect to the intention of Parliament** as expressed in this section.
- (4) In this section, academic freedom, in relation to an institution, means—
 - (a) the freedom of academic staff and students, within the law, to question and test received wisdom, to put forward new ideas, and to state controversial or unpopular opinions:
 - (b) the freedom of academic staff and students to engage in research:
 - (c) the freedom of the institution and its staff to regulate the subject matter of courses taught at the institution:
 - (d) the freedom of the institution and its staff to teach and assess students in the manner that they consider best promotes learning:
 - (e) the freedom of the institution through its chief executive to appoint its own staff.

Hence, a university is required by the Act to be operating independently of political and impliedly other external parties' pressures and demands, in accordance with "the intention of Parliament."

It is unlikely that this requirement of the Act is intended to mean that universities must ignore and actively disengage from the political, economic, and social contexts in which they exist, but rather that a university should not be, or allow itself to be, controlled by or subject to parties or powers within these contexts. This obligation must be considered by the governing and executive leaders of a university when examining their motivations to pursue any course.

How institutional autonomy and academic freedom are relevant to the current calls for partnership and biculturalism in universities is a matter of debate, but under the legislation it is not a debate that can be bypassed by the Council or the Vice Chancellor. One aspect of that debate would likely be the need for a university, albeit autonomously, to engage constructively with its society and communities in order to most effectively pursue its purpose and in meet its legal obligations in all respects.

At the level of an employer:

The Education and Training Act 2010 stipulates employment obligations in respect of Māori.

Section 597 applies to every employer in the Education Service, including universities, and requires the operation of an employment policy that complies with the principles of being a good employer, which is defined in subsection (2) as follows

In this section, good employer means an employer who operates an employment policy containing provisions generally accepted as necessary for the fair and proper treatment of employees in all aspects of their employment, including provisions requiring—

- (a) good and safe working conditions; and
- (b) an equal employment opportunities programme; and
- (c) the impartial selection of suitably qualified persons for appointment; and
- (d) recognition of—
 - (i) **the aims and aspirations of Māori; and**
 - (ii) **the employment requirements of Māori; and**
 - (iii) **the need for greater involvement of Māori in the education service; and**
- (e) opportunities for the enhancement of the abilities of individual employees; and
- (f) recognition of the aims and aspirations and employment requirements, and the cultural differences, of ethnic or minority groups; and
- (g) recognition of the employment requirements of women; and
- (h) recognition of the employment requirements of persons with disabilities.

The "aims and aspirations" and "employment requirements" of Māori are not elaborated anywhere in legislation and are open to wide interpretation. The most likely requirement here, however, is that there must be an employment policy and practice that brings about employment equity for Māori.

REGULATORY AND OTHER REQUIREMENTS CONCERNING TE TIRITI

Other Tiriti obligations that apply are often more specifically defined and are woven into a range of regulatory requirements and policies. For example, the Tertiary Education Commission requires us to demonstrate in our funding submission (Investment Plan) that we are working for parity of success for Māori. The government's

research funding agencies require proposals to include aspects of Mātauranga Māori. The recent changes to the arrangements for the Performance Based Research Fund (PBRF) incentivise Māori research in various ways.

The Tertiary Education Strategy

One significant regulatory provision relevant to this discussion is the Tertiary Education Strategy (TES), which is incorporated into the National Education and Learning Priorities (NELP) and issued by the Minister under the Education and Training Act 2020. These documents contain several objectives and priorities related to Māori and reo, mātauranga, and tikanga.

The TES is a general guide for short to medium term objectives and priorities for the tertiary sector.

The basis for the TES, is found in the principle that the Minister should be separated from the specific funding decisions for universities (and other tertiary institutions) to avoid the possibility of political control that would breach the institutional autonomy of teaching and learning protected by Section 267 of the Act. The main purpose of the Tertiary Education Commission (TEC), which does make funding decisions, is to separate those decisions from the Minister – this is the reason the TEC is a commission governed by a board rather than a ministry governed by the Minister.

However, consistent with this necessary separation, it has been deemed important that the Government has some generalised say in the distribution of tertiary education funds with a view to advancing national strategy. Hence, the TES is to be a guide for the Tertiary Education Commission (TEC) in the distribution of funds across the sector.

Accordingly, Section 7 of the Education and Training Act stipulates that:

- (1) The Minister must, by notice in the *Gazette*, issue a tertiary education strategy that sets out the Government's—
 - (a) long-term strategic direction for tertiary education, which must include—
 - (i) economic goals;
 - (ii) social goals;
 - (iii) environmental goals;
 - (iv) the development aspirations of Māori and other population groups; and
 - (b) current and medium-term priorities for tertiary education.

Section 423 of the Act requires the TEC to consider, amongst other things, how an institution contributes to the priorities of the TES when assessing its investment plan for funding.

There is no obligation as such for an institution to meet the terms of the TES except in meeting the requirements of the TEC for funding.

The objectives and priorities of the current NELP and TES are strong in Māori orientation. Objective 3 of the NELP and the TES, entitled "Quality of Teaching and Leadership: quality teaching and leadership make the difference for learners and their whanau," overarches Priority 5 which states:

Meaningfully incorporate te Reo Māori and tikanga Māori into the everyday life of the place of learning.

This is further elaborated:

- Embed tikanga Māori in values, practices and organisational culture based on engagement and advice from Māori
- Provide learning and development opportunities for educators to build their teaching capability, knowledge and skills in te reo Māori and tikanga Māori
- Encourage leaders to undertake their own learning and development opportunities to become proficient users of te reo Māori, and use it increasingly at all levels of engagement
- Ensure that strategies, behaviours, actions, services and resourcing reflect commitment to Te Tiriti o Waitangi

The Objectives and Priorities of most of the NELP apply to all educational organisations from pre-school up to tertiary. The only objective of the NELP that exists solely for the Tertiary Education Strategy is Priority 8, “Enhance the contribution of research and mātauranga Māori in addressing local and global challenges.” It is further elaborated:

- Build a diverse, sustainable research workforce and broaden the pool of talent and knowledge
- Support excellent research and the contribution of innovative approaches to solving economic, social and environmental challenges
- Collaborate and connect across disciplines and institutions to help solve local and global challenges.

BICULTURALISM, PARTNERSHIP AND THE UNIVERSITY’S COMMITMENTS

There is no legislative requirement for “biculturalism”, and AUT has no overarching statement that specifies an institutional commitment to biculturalism. However, there are several elements of policy and practice at AUT that imply an underlying commitment to partnership and biculturalism, as well as fulfilling the duty to acknowledge the principles of te Tiriti.

AUT Directions has the following section under the theme “RESPONDING TO OUR PLACE IN THE WORLD”

- Respecting Te Tiriti o Waitangi
We will partner with Māori to advance Mātauranga Māori and te reo and achieve the benefits a university can provide with and for Māori.
- Working for our city and country
We will prioritise the needs of the people of Tāmaki Makaurau Auckland, and Aotearoa New Zealand, contributing to social, economic, and environmental development.
We will be active in our city, responding to its Māori heritage and identity, Pacific communities, and ethnic diversity, and playing our part in its development as a world centre.

The Signs of Progress section of *AUT Directions* includes:

EXTERNAL ENGAGEMENT

- An annual increase in active partnerships with Māori and with other external parties

EQUITY & DIVERSITY

- The proportion of EFTS in second year undergraduate and above (including postgraduate) matching the proportion of the age-adjusted regional population for 1) Māori and 2) Pacific peoples
- 50% of senior staff being female
- 10% of senior staff and academic staff being Māori
- Increasing the ethnic diversity of academic and senior staff, particularly Pacific peoples

In the Investment Plan, which is the basis for TEC funding and the Service Performance KPIs of the audited annual report, the university sets objectives for Māori student success and presence in the different academic levels.

The university has established in practice various ways to adopt and support te Reo as a bicultural response:

- Our university values are named in te Reo,
- We offer all our te Reo classes free of charge,
- Our signage policy is for bilingual wording as much as practicable,
- Senior staff are encouraged to be active in mihi whakatau, and
- Most events at the university have a te Reo Māori component as well as appropriate elements of tikanga Māori.

Another bicultural commitment is seen in Te Ara Poutama, which has the mana of a faculty regardless of its size. We are the only university with a faculty of Māori studies or development as opposed to the lesser structure of a department.

In terms of formal partnerships, we have MoU with Ngati Whatua as mana whenua for the City Campus (and historically the whole institution) and Tainui at the South Campus. There are several research partnerships with Māori organisations.

Partnership by Co-leadership.

One of the ideas that has come to the fore is partnership by co-leadership. This idea comes from a view of te Tiriti that it is an implied commitment to shared and equal leadership between Māori and Tuiwi in every circumstance.

At AUT there has been the suggestion that the appointment of a Vice Chancellor is an opportunity to implement a co-leadership structure. At the last Council meeting it was proposed that, while a co-leadership arrangement for Vice Chancellor might not be advisable/possible at this time, the Chancellor might be established as a co-leadership position at the next election.

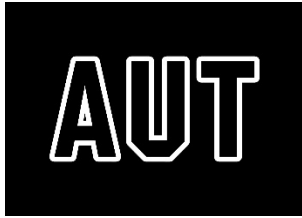
The provisions for Vice Chancellor and Chancellor in the Act specify or at least assume one person in each case.

Section 15 Chairperson and deputy chairperson

- (1) At the first meeting of an institution's council, the council must elect **one of its members** to be the chairperson of the council and another of its members to be the deputy chairperson of the council. [Later in the Section 15 it is specified that the Chairperson of a university council may be referred to as the **Chancellor**.]

However, this might not rule out exploring whether the interpretation of "one of its members" could include novel arrangements if it were felt necessary or advisable for there to be a co-chairperson for the Council in the light of the framework of obligations that the university operates within.

D McCormack
Vice Chancellor
9 August 2021



PART A	7.3
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: **DRAFT MINUTES OF THE COUNCIL WORKING GROUP MEETING HELD ON 26 JULY 2021**

Date: 26 July 2021

RECOMMENDATION:

THAT COUNCIL RECEIVE THE DRAFT MINUTES OF THE COUNCIL WORKING GROUP MEETING HELD ON 26 JULY 2021.



MINUTES

Council Working Group

Meeting held 26 July 2021 at 1.00 PM
Boardroom, AUT North Campus, 90 Akoranga Drive

PRESENT: S Turner (Chair), P Alley, R Campbell, D McCormack, E Pio, J Schofield, J Smith; P Treacy, S Lui and S Wendt.

** Apologies for lateness / ** Apologies for early departure*

SECRETARY: A Vujnovich, Council Secretary

IN ATTENDANCE: K McPherson (Deputy Vice Chancellor), Lyle Williams (Chief Financial Officer), S Shergill (Council Co-ordinator).
For item 4.1: Luke Patterson (Chief Marketing Officer)
For item 4.2: Professor Gayle Morris (PVS Learning & Teaching), Ben Kehrwald (Director of Pro Learning/Head of altLAB), Tim Alcock (Senior Project Manager), and Elaine Lorimer (Senior Change Manager).
For item 4.3: B Bundy (Group Director, People & Culture)

A Health Safety and Wellness Tour of the Oral Health facilities at AUT North was held from 12:00-1:00 pm.

1 APOLOGIES AND WELCOME

APOLOGIES FOR ABSENCE FROM C COOK AND R BLAIR BE RECEIVED.

APOLOGIES FOR LATENESS FROM S LUI BE RECEIVED.

2 MINUTES

Received

2.1 Minutes of the meeting held on 31 May 2021

Resolved

THAT THE MINUTES OF THE COUNCIL WORKING GROUP MEETING HELD ON 31 MAY 2021 BE CONFIRMED AS A TRUE AND CORRECT RECORD

3 MATTERS ARISING NOT COVERED ON THE AGENDA

4 BUSINESS

4.1 Update on the Brand and Marketing Strategy

Received

Verbal presentation from Luke Patterson- Chief Marketing Officer

Noted in Discussion

Background

- Recruitment & Reputation are the key words that form the AUT marketing strategy and the goal is to drive external activities to improve AUT's reputation as a leading university. The portfolios within the group are; brand, marketing, communications, future students, alumni, partnerships and

industry relations which are all cross functional and stories from each portfolio are published on multiple AUT channels.

- The communications portfolio includes PR, internal communications and faculty communications. This comes under Alison Sykora (Head of Communications). The future students' portfolio aims to influence potential future students of AUT, their parents and their schools. The industry relations portfolio covers the global story and this includes the content on the AUT website.
- The AUT website is the main channel with 1.7m visitors each year and LinkedIn is one of AUT's most active social media channels with 106,000 followers.
- The communications team aims to publish around 1000 articles each year in the media and on average 2 research stories are published each week. Each faculty also has a communications manager.

Brand and Marketing

- The AUT channel landscape includes digital marketing, on campus visits, recruitment in schools, AUT Live, course counselling, marketing and an enquiry team. Digital marketing results in 145,000 ad clicks, and those result in 8000 leads. Marketing campaigns result in 4700 prospect leads. Face to face student recruitment leads to 5000 prospect leads each year. Our feedback is that employers consider AUT produces great graduates.
- AUT Live is a very successful event, 90% of attendees are rated more likely to attend AUT.
- The enquiry team receives 16,000 phone calls, 20,000 domestic emails and 11,500 international emails in a year and course counselling is held to help students transition into courses at AUT.
- The Brand & Marketing team use Marketo to map a student's journey. This software automatically creates jobs for staff to complete. For example, giving the student a phone call related to their enquiries or inviting the student to attend AUT Live. Marketo also helps get in touch with the potential leads and communicate with future students as often as necessary. 1.8m emails are sent each year and these have a 58% open rate. AUT has an in-house brand production team that creates the advertisements for AUT.
- AUT's sponsor and partnership landscape includes brands such as YWCA, Auckland Theatre Company, Techweek and the NZ Olympic Team.

Alumni

- AUT has a growing community of alumni, currently there are over 100,000 AUT graduates around the world. The alumni magazine Insight showcases AUT's great graduates. One of the goals of the alumni team is to encourage alumni to return to AUT for further education.
- Before COVID, the AUT China alumni community was growing positively.

Future Focus

- AUT has students from a range of deciles compared to other universities in the country, 9% of decile 1 students study at AUT. The future students team tries to visit each Auckland school three times a year. At the start of the year there is an introduction session followed by a course counselling session later in the year.
- Some of the reasons that students want to study at a tertiary level range from wanting to help others, opening doors for themselves, changing their perspective and wanting to be successful.
- Mature students wish to study for work life balance and wanting to change career. There is opportunity for AUT to build further experiences for mature students.
- AUT's challenge is to turn AUT into a preference for future students. The Find Your Greatness campaign includes alumni from a range of faculties with inspiring stories and phase Two of the Find Your Greatness campaign is now in panning. Council noted that in the Find Your Greatness campaign the theme changes from "we find your greatness" now to "we find their greatness."
- A regional strategy for Hawkes Bay, Northland, Wellington, and Bay of Plenty has been developed.
- Council thanked the Chief Marketing Officer for the excellent research and presentation.

Resolved

THAT THE COUNCIL WORKING GROUP RECEIVE THE UPDATE ON THE BRAND AND MARKETING STRATEGY FROM LUKE PATTERSON (CHIEF MARKETING OFFICER).

4.2 Update on the LMS project

Received

Verbal presentation from Professor Gayle Morris (PVC Learning & Teaching) and LMS team

Noted in Discussion

Background

- The LMS project is divided into multiple work streams; technical, course development, change management and student experience.

The success criteria

- All courses will be delivered using Canvas in 2022.
- The academic community is competent, is actively using Canvas and is supportive of the project.

Course Development

- The goals are to have a strong teaching narrative, develop a robust set of digital materials, incorporate interactive designs, support authentic assessment and feedback, provide flexibility for both teaching staff and students, have a contemporary look and feel along with a strong AUT course 'identity'.
- The process involves each course at AUT undergoing a systematic course development process over 10 weeks. A number of 10-week cycles have been lined up to complete all the courses. Currently the team is between cycle 1B and 2A.
- At the end of the process there is a course completion checklist. This is a quality assurance process. The standards are based on the Canvas principles & practices. The checklist helps determine whether the course is completed and whether the funds that have been allocated to each faculty can be transferred. The courses are the responsibility of each school and faculty.

Challenges & Risks

- The project has a compressed timeline. Due to the recruitment process and COVID, 6 weeks were lost in starting the project and staffing is a challenge. At this stage 50 staff have been recruited, however and another 50 are required. A learning designer is one of the professional roles in altLAB, this is someone who has experience in curriculum development and design. Currently, it is difficult to find people who are qualified for this in the market.
- 80% of AUT courses are delivered in semester 1, 2022 and there is lack of clarity around AUT course lists for each semester. There were 150+ courses unaccounted for and more courses are still being found.

Plan B+

- Plan B+ gives an opportunity to complete what is required. "Heavy" course development being new courses (15% of courses) will continue. "Normal" development (15% of courses) will be rationalised and "light" development, courses that have been identified as not requiring a lot of work and makes the transition easier (70% of courses) will increase.
- A number of "Champions" in each faculty are around to support the faculties in the transition.
- Council would like to receive more information on the dates, timelines, and numbers associated with Plan B+.

Resolved

THAT THE COUNCIL WORKING GROUP RECEIVE THE UPDATE ON THE LMS PROJECT FROM PROFESSOR GAYLE MORRIS (PVC LEARNING & TEACHING) AND THE LMS TEAM.

4.3 Update on the Implementation of the Review Recommendations

Received

Verbal update from Beth Bundy- Group Director People & Culture and the Vice Chancellor

Noted in Discussion

CCTG

- The membership of the CCTG has been announced which comprises 14 people who together reflect the diversity of the AUT community and include both professional and academic staff.
- The DVC led the process of selecting the CCTG, and has received feedback from staff saying they are happy with the people who are part of CCTG and the group will be meeting for the first time later this week. CCTG will advise AUT through the Vice Chancellor and the Vice Chancellor can then report back to Council.

EARS

- The Director for EARS will be confirmed soon. There will be an oversight committee to oversee this position and process. Two will be independent.
- The Group Director Student Services is organising consent training for all students in the AUT accommodation to start semester 1, 2022. This training will be given at orientation.
- All people managers have either attended or been booked to participate in training during 2021 and the anecdotal feedback is positive.
- Council would like to receive more information on the trends and concerns that are being raised in the training sessions. There is a survey that captures feedback from staff when they leave AUT. However, since March staff who have left have stopped completing the survey therefore recent participation data and feedback is not available.

Resolved

THAT COUNCIL WORKING GROUP RECEIVE THE UPDATE ON THE IMPLEMENTATION OF THE REVIEW RECOMMENDATIONS FROM THE VICE CHANCELLOR AND BETH BUNDY (GROUP DIRECTOR PEOPLE & CULTURE).

5 CLOSE OF MEETING

The meeting closed at 3:11pm.

6 DATE OF NEXT MEETING

The **next meeting** of Council Working Group is scheduled for:

Date: 27 September 2021

Time: 2.00 pm – 3.30 pm

Venue: AUT City

Matters Arising

- Council to receive more information on the dates, timelines, and numbers associated with Plan B+ - *Professor Gayle Morris (PVS Learning & Teaching), Q4, 2021*
- Council to receive more information on the trends and concerns that are being raised in the training sessions - *B Bundy (Group Director, People & Culture), Q4, 2021*