Minutes of the 491st Meeting of the Macquarie University Council held at the Chancellery, 19 Eastern Road, Macquarie University, North Ryde at 4.00pm on 24 October 2019.

Present: Chancellor, the Hon. Michael Egan  
Deputy Chancellor, Ms L Mason  
Vice- Chancellor, Professor S B Dowton  
Dr W Bradford  
Mr C Darvall (from 4.30 pm)  
Professor C Dean  
Dr E Grosvenor  
Mr A Hablutzel  
Professor M Herberstein by video link  
Ms D Hadwen  
Ms J Qian  
Mr F Zipfinger

In attendance: Ms Heather Mackinnon, Director and Chief of Staff, Office of the Vice-Chancellor  
Ms Linda Breen, Senior Corporate Secretary, Office of the General Counsel  
Mr Robin Payne, Vice-President Finance and Group Chief Financial Officer  
Ms Nicole Gower, Vice-President, Human Resources

Apologies: Mr John Wigglesworth

Secretariat: Ms Carol Kirby, Acting Council Secretary

1. QUORUM AND APOLOGIES

The Deputy Chancellor advised that the Chancellor would chair the meeting for Agenda Item 5.3 (Election of [new] Chancellor).

The Deputy Chancellor confirmed that a quorum was present.

2. ACKNOWLEDGMENT OF COUNTRY

The Deputy Chancellor provided an Acknowledgement of Country.

3. DECLARATIONS OF INTEREST

Council noted there were no other new declarations of interest.

4. ITEMS FOR DISCUSSION  
(Agenda item 1.3)

It was agreed to note the item at 6.1.
5. MATTERS RAISED BY COUNCIL MEMBERS 
(Agenda item 1.4)

The Deputy Chancellor advised that no matters had been raised by Council members prior to the Meeting that had not been included on the agenda.

6. SUMMARY OF RESOLUTIONS TO BE PASSED 
(Agenda item 1.5)

Council noted the items seeking approval and requiring resolutions to be passed.

7. VICE-CHANCELLOR’S STRATEGIC UPDATE 
(Agenda item 2.1)

This item was taken together with Agenda Item 2.2

The Vice-Chancellor took the report as read and:

- described the national and international environment of the University sector which is uncertain and increasingly competitive. He identified the various factors contributing to these trends including: increasing competition for international students; flattening in student numbers which will be a longer term trend with adverse financial consequences; increasing competition for research funding and performance based funding with criteria focused on the student experience, retention, employability and admission of access and equity students;

- set out the current position of the University including that the University’s performance in the area of student experience must be improved and its research income is not consistent with its research output and standing and should increase accordingly;

- identified areas targeted for improvement including: the budget position; postgraduate student enrolment; over-reliance on internal funding for research; too many course offerings; inefficient devolved support services and the effective application of technology;

- summarised the progress of improvements to date in key areas such as the finance, student system and Human Resources system upgrades and simplification by disestablishment of the portfolio of the Vice-President University Services and Strategy;

- identified strategy and initiatives to achieve improvement and budget remediation which will involve continuing current change initiatives and implementation of new initiatives; and

- set out the measures of success for the improvement initiatives as being in the areas of: student satisfaction in quality of teaching; research performance; ranking position; efficiency and reduction in duplication; increase in academic to professional staff ratio and improved operating margin.

Council discussed the report, including:

- how the University compared in key areas to other Universities including academic/professional staff ratios;
- the costs and impact of fee waivers;
- the potential effect of the proposed staff recruitment freeze on student experience and student success, noting advice from the Vice-Chancellor that there will be a process for assessing any need for exemptions;
• hiring senior academics and the leadership of research groups who bring external research funding into the University; and
• how the hiring freeze will operate consistent with the University's culture and long-term interests.

Council noted the report.

8. POSITIONING THE UNIVERSITY FOR SUCCESS
(Agenda item 2.2)

This item was taken together with Agenda Item 2.1

The Vice-Chancellor spoke this item, highlighting that the workplace change proposal for the disestablishment of the Faculty of Human Sciences is subject to Enterprise Agreement processes including consultation.

He advised that the proposal has been discussed with the leadership of the Faculty and it was now proposed to move to a wider process of consultation and initiate a change proposal under the Academic and Professional Staff Enterprise Agreements. The Vice-Chancellor noted that the academic activities of the Faculty will be transferred to other faculties. He further noted that the change is not proposed because the Faculty is underperforming but because the proposed change has the potential for a more efficient delivery of alignment of course offerings and services such as clinics.

The Vice-Chancellor discussed the potential risks of the proposal and of any change arising including losing good staff and the steps taken to mitigate these risks.

Council discussed the proposal.

RESOLVED 19/18

Council RESOLVED (unanimously) to:

1. authorise the Vice-Chancellor to initiate a workplace change process which will include as a potential outcome the disestablishment of the Faculty of Human Sciences; and

2. delegate to the Vice-Chancellor the authority to implement the workplace change process and its outcomes including the authority to disestablish the Faculty of Human Sciences if that disestablishment is an outcome of the workplace change process, noting that the outcomes of the workplace change process are not pre-determined and are subject to the processes and procedures of the Academic Staff Enterprise Agreement 2018 and the Professional Staff Enterprise Agreement 2018.

9. STRATEGIC PRESENTATION – GENDER EQUITY UPDATE
(Agenda item 2.3)

Ms Nicole Gower provided Council with a presentation, including:

• the development and progress of the Gender Equity Strategy and diversity generally;
• how the strategy is led and implemented;
• targets for implementation and progress against targets; and
• areas of focus for the future.
Council discussed the presentation including:

- acknowledging the work done; and
- strategies for addressing the gender pay gap.

Council noted and thanked Ms Gower for the presentation.

10. MINUTES OF THE MEETING HELD ON 22 AUGUST 2019 FOR APPROVAL
   (Agenda item 3.1)

The Deputy Chancellor took the draft minutes of the meeting held on 22 August 2019 as read.

RESOLVED 19/19

Council RESOLVED (unanimously) to approve the minutes of the meeting of Council held on 22 August 2019 as a true and correct record of the meeting held on that date.

11. MATTERS ARISING
   (Agenda Item 3.2)

Council noted the status of the Matters Arising.

12. DRAFT MINUTES OF THE FINANCE AND FACILITIES COMMITTEE MEETING HELD ON 10 SEPTEMBER 2019 AND THE SPECIAL MEETING HELD ON 14 OCTOBER 2019
   (Agenda item 3.3)

- Mr Darvall took the report and draft minutes of the Finance and Facilities Committee meeting held on 10 September 2019 as read

Council discussed and noted the report and draft minutes of the Finance and Facilities Committee meeting held on 23 July 2019.

Further, Mr Darvall spoke to the draft minutes of the special meeting held on 14 October 2019.

Council noted the report and draft minutes of the special meeting of Finance and Facilities held on 23 July 2019.

13. MINUTES OF THE MQ HEALTH BOARD MEETING HELD ON 9 SEPTEMBER 2019
   (Agenda item 3.4)

The Vice-Chancellor took the minutes of the MQ Health Board meeting held on 9 September 2019 as read.

Council discussed and noted the minutes of the MQ Health Board meeting held on 9 September 2019.

14. VICE-CHANCELLOR’S REPORT
   (Agenda item 4.1)

The Vice-Chancellor took the report as read and highlighted:
The Vice-Chancellor also updated Council on the progress of the Ministerial appointment to Council which was recommended to the Minister at its last meeting.

Council noted the report.

15. **ACADEMIC SENATE REPORT**  
(Agenda item 4.2)

The Chair of the Academic Senate took as read the report from the Academic Senate meeting held on 3 September 2019 and briefed Council on the recommendation for the award of a Higher Doctorate.

Council discussed the report.

**RESOLVED 19/20**

*Council RESOLVED (unanimously) to:*

1. *approve the conferral of the Doctor of Science, a higher doctoral degree, on Professor Michael Morgan; and*
2. *note the report of the Academic Senate meeting of 3 September 2019.*

16. **HEALTH AND SAFETY REPORT**  
(Agenda Item 4.3)

The Vice-Chancellor took the report as read.

Council considered and noted the Health and Safety report.

17. **REPORT FROM THE UNIVERSITY DISCIPLINE COMMITTEE**  
(Agenda item 4.4)

The Chair of the Academic Senate took the report from the University Discipline Committee for the period ending 30 September 2019 as read.

Council considered and noted the report.

18. **HONORARY AWARD RECOMMENDATION**  
(Agenda Item 5.1)

The Deputy Chancellor took the paper as read.

Council noted the recommendations and agreed the resolution.

19. **RECONCILIATION STATEMENT**  
(Agenda Item 5.2)

The Vice-Chancellor took the paper as read, highlighting the work done by Leanne Holt, Pro-Vice-Chancellor Indigenous Strategy.

Council discussed the paper.
20. **ELECTION OF CHANCELLOR**  
(Agenda Item 5.3)

The Chancellor assumed the Chair for this item.

The Chancellor took the paper as read.

The Deputy Chancellor on behalf of Council expressed appreciation of the highly valued and extended length of service of the Chancellor, as now the longest serving Chancellor of the University. The Vice-Chancellor also expressed thanks for the contribution of the Chancellor to the University community and for the support and advice provided to him as Vice-Chancellor.

21. **POWER OF ATTORNEY REGISTER**  
(Agenda item 6.1)

Council noted the documents signed under Power of Attorney during the period 8 August 2019 – 8 October 2019.

22. **OTHER BUSINESS**

**Expression of Appreciation to Council from Emeritus Council Member, the Hon. Sandra Nori**  
(Agenda item 7.1)

The Deputy Chancellor noted that the Hon. Sandra Nori had asked that her appreciation be expressed to Council on having been made an Emeritus Council Member.

**Next Meeting**  
(Agenda item 7.2)

Council noted that the next regular meeting of the Council is scheduled for 12 December 2019 at 4.00pm at the North Ryde campus.

**CLOSURE**

There being no further business, the meeting concluded at 6.25 pm.

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Deputy Chancellor as Presiding Member of Council under Clause 7(2), Schedule 1, Macquarie University Act, 1989