



TE KUNENGA | MASSEY
KI PŪREHUROA | UNIVERSITY
UNIVERSITY OF NEW ZEALAND



COUNCIL MEETING AGENDA

Council Meeting - Part I

06 March 2025 10:00 AM



TE KUNENGA | **MASSEY**
KI PŪREHUROA | **UNIVERSITY**
UNIVERSITY OF NEW ZEALAND

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Register of Council Member Interests - 06/03/2025

Alistair Davis ONZM, LLB, BCA (VUW)	
Position	Council Member – Council Appointee
Responsibilities	Chancellor People and Culture Committee Member Finance and Assurance Committee Member
Term	17 May 2018 - 16 May 2022 20 May 2022 - 19 May 2026
Interests	<div>Senior Advisor Toyota New Zealand</div> <div>Chair CMD Nominees Ltd (Toyota New Zealand's Pension Fund)</div> <div>Member New Zealand Initiative</div> <div>Examining Chaplain & Diocesan Advisor Anglican Diocese of Wellington</div>
Caren Rangi, Rarotonga, Rakahanga, Manihiki, ONZM, FCA, BBS (Massey)	
Position	Council Member – Council Appointee
Responsibilities	Pro-Chancellor People and Culture Committee Member
Term	1 September 2023 – 31 August 2027
Interests	<div>Sole Trader Rangikaitao</div> <div>Chair Pacific Homecare</div> <div>Board Member Museum of NZ Te Papa Tongarewa</div> <div>Deputy Chair Pacific Co-operation Broadcasting Ltd</div> <div>Board Member Hawke's Bay Regional Economic Development Agency</div> <div>Member Ministry of Business, Innovation and Employment Risk and Advisory Committee</div> <div>Board Member New Zealand Rugby</div>
Professor Jan Thomas, BSc Murd, BVMS Murd, MVS Melb, Ph.D. Murd, MACVS, FAICD, FAIM	
Position	Council Member – Council Appointee
Responsibilities	Vice-Chancellor Ex-officio Council member Finance and Assurance Committee member People and Culture Committee member
Term	23 January 2017 – 22 January 2022 23 January 2022 – 22 January 2027
Interests	<div>Chair Quality Assurance Council (UGC ex-officio member)</div> <div>Director Pets for Living Pty Ltd</div>

Director	Snowgold Pty Ltd
Board Member	Riddet Institute
Board Member	Massey Foundation
International Reviewer	OAAA
Patron	Association for Tertiary Education Management

Rebecca Argyle LLB, BSc (VUW), Ngāti Kahungunu ki Wairarapa

Position	Council Member – Elected by Permanent Members of the Professional Staff
Responsibilities	Council Member Finance and Assurance Committee Member
Term	1 January 2024 – 31 December 2026
Interests	
Business Executive Manager	Students and Global Engagement, Massey University (Staff Member)

Paul Brock BBS (Massey)

Position	Council Member – Vice-Chancellor Nominee
Responsibilities	Council Member People and Culture Committee Chair
Term	1 July 2023 – 30 June 2027
Interests	
Chair	Tourism New Zealand
Chair	Chubb Life Insurance New Zealand
Chair	Foley Wines
Chair	New Zealand Story Advisory Board
Independent Director	Southern Sky Dairies
Director/Shareholder	StratX Ltd
Past dealings on Ethical Leadership	Victoria University
Trustee/Beneficiary	Brock Family Trust

Ross Buckley BBS, (Massey) FCA, FCPA, CMInstD

Position	Council Member – Minister of Tertiary Education Appointee
Responsibilities	Council Member Finance and Assurance Committee Chair
Term	1 January 2022 – 31 December 2025
Interests	
Non-Executive Director	ASB Bank

Non-Executive Director	Stride Property Group
Chair	ASB Bank Audit Committee
Chair	Service Foods Limited Board
Chair	Institute of Directors of NZ – Auckland Branch
Director	Investore Property Limited
Member	Investore Property Limited – Audit and Risk Committee
Member	Institute of Directors of NZ National Council
Member	ASB Risk and Compliance Committee
Member	ASB Bank Appointments and Remuneration Committee
Member	Stride Property Group Audit and Risk Committee

Jo Davidson BHortSci (Massey)

Position	Council Member – Minister of Tertiary Education Appointee
Responsibilities	Council Member People and Culture Committee Member
Term	18 June 2024 – 17 June 2028
Interests	<div>Sole Trader d2 Consulting</div> <div>Director Auora Ltd</div> <div>Director Wahanga Ltd</div> <div>Director Kono General Partner Ltd</div> <div>Director Wakatu Resources Ltd</div>

Angela Hauk-Willis MA (Freiburg im Breisgau)

Position	Council Member – Minister of Tertiary Education Appointee
Responsibilities	Council Member Finance and Assurance Committee Member
Term	18 March 2022 – 17 March 2026
Interests	<div>Principal Angela Hauk-Willis Consulting</div> <div>Director FireSuper Trustee Ltd</div> <div>Accredited Gateway Reviewer The Treasury - Te Tai Ōhanga</div>

Distinguished Professor Gaven Martin MSc, PhD (Michigan), FRSNZ FASL FAMS FNZMS

Position	Council Member – Elected by Permanent Members of the Academic Staff
Responsibilities	Council Member
Term	1 January 2024 – 31 December 2027
Interests	

Distinguished Professor	NZ Institute of Advanced Studies, Massey University (Staff Member)
Member	Ministerial Advisory Committee – Literacy, English and Mathematics School Curriculum

Michelle Matson

Position	Council Member – Elected by Students
Responsibilities	Council Member Finance and Assurance Committee Member
Term	7 December 2024 – 6 December 2026
Interests	
Director/Shareholder	Matson Contracting Ltd.

Right Honourable Sir Jerry Mateparae, Ngāti Tuwharetoa, Ngāti Kahungunu, Te Ati Haunui-a-Pāpārangi, Ngāti Rangī, Ngāti Tamakōpiri, Ngai Tūhoe, GNZM, QSO, KStJ, MA(Hons)(First Class) (Waikato), HonDLit (Massey)

Position	Council Member – Vice-Chancellor Nominee
Responsibilities	Council Member
Term	24 July 2024 – 23 July 2028
Interests	
Member	Te Taumata Niwha (Advisory Group)
Member	RNA Development Platform Steering Group
Chair	Koi Tū Forum Guardians
Member	Kāpuhipuhi Uni Professional, Security Facilitator
Moderator	UN, PNG, Bougainville Consultations
Chairman	Viet Nam Veterans and Their Families Trust
Chairman	Antarctic Heritage Trust

Mark Ratcliffe BSc Accounting (University of Huddersfield), CMInstD

Position	Council Member – Minister of Tertiary Education Appointee
Responsibilities	Council Member Finance and Assurance Committee Member
Term	18 June 2024 – 17 June 2028
Interests	
Trustee/Beneficiary	Ratcliffe Barker Family Trust
Chair/Non-Executive Director	Clarus Group of Companies
Director/Shareholder	Mark Ratcliffe Consulting Ltd
Independent Non-Executive Director	ikeGPS Group Ltd
Independent Chair	Waka Kotahi – NZ Upgrade Programme Governance Group
Board Member	Kaibosh Food Rescue

Shareholder, Non- Executive Director and Chair	WilliamsWarn Ltd
Investments	Novolabs through the Climate Venture Capital Fund
Investments	Biolumic via IceHouse Ventures
Chair	Harmony Energy New Zealand



MINUTES OF MASSEY UNIVERSITY COUNCIL

THE MEETING OF MASSEY UNIVERSITY COUNCIL HELD AT THE TURITEA CAMPUS, PALMERSTON NORTH on THURSDAY 5 DECEMBER 2024 AT 9.30 AM

PART I

Present:

Chancellor Alistair Davis, Pro-Chancellor Angela Hauk-Willis, Vice-Chancellor Professor Jan Thomas, Rebecca Argyle, Paul Brock, Ross Buckley, Jo Davidson, Distinguished Professor Gaven Martin, and Mark Ratcliffe.

Via Zoom:

Sir Jerry Mateparae and Minnie Kalo-Voi.

In Attendance:

Director Governance and Assurance Jodie Banner, Governance Advisor Christabelle Marshall, Deputy Vice-Chancellor Students and Global Engagement Dr Tere McGonagle-Daly, Governance Advisor Chanell Meehan, Phil O'Callaghan (via zoom), Associate Professor Sean Phelan, Dr Matt Russell, Academic Board Chair Professor Fiona Te Momo, Michelle Matson (newly elected Council Member for 2025), PwC - Matt Thomas, Will Stables, Robert Cameron and Chagalle Ellis (via Zoom, Part II 2.6 only), Deputy Vice-Chancellor University Services Shelley Turner, Tertiary Education Union (TEU) Massey University Branch Te Awatea Ward and approximately 49 members of the public for Part I (18 in person and 31 via zoom).

Apologies:

Caren Rangī, and Provost Professor Giselle Byrnes. **For Lateness:** Minnie Kalo-Voi 11.04am and Sir Jerry Mateparae 9.37am. **For Early Departure:** Minnie Kalo-Voi 12.07pm and Sir Jerry Mateparae 12.07pm.

1.0 PROCEDURAL MATTERS

1.1 MEETING ARRANGEMENTS

1.2 KARAKIA/WHAKATAUĀKĪ/WELCOME (VERBAL)

The Chancellor provided a mihi and karakia to open the meeting.

The Chancellor welcomed Council members present and everyone in attendance, including 49 members of the public.

1.3 APOLOGIES (VERBAL)

The Chancellor noted apologies from Council member Caren Rangī and Provost Professor Giselle Byrnes.

1.4 OPEN FORUM (VERBAL)

The Chancellor noted a request from three members of the Tertiary Education Union (TEU) to speak in Open Forum was received on 26 November 2024.

Massey University Branch President TEU Te Awatea Ward spoke to how TEU members are currently feeling, noting 2024 has been an uncertain time for staff. She also noted Massey is not a living wage accredited employer.

Associate Professor Sean Phelan spoke to academic freedom, noting Council and the Vice-Chancellor have a responsibility to safeguard an academics right to speak freely. He also noted TEU wants to work with management to ensure staff are compensated fairly for their work.

Dr Matt Russell spoke to academic funding, noting uncertainty and unclear career paths amongst tutoring staff that are on fixed-term contracts renewed on a yearly basis. He noted the TEU are part of a wider movement across New Zealand to fight for the university sector.

Council discussed the matters raised with each of the speakers. The Chancellor thanked Te Awatea Ward, Dr Sean Phelan and Dr Matt Russell on behalf of Council for their heartfelt words for their colleagues and the university sector. He noted this open forum brought home the challenges staff, Massey and Council are faced with. He also noted Council appreciates the contribution our staff are making to the university.

Te Awatea Ward, Associate Professor Sean Phelan, Dr Matt Russell, and approximately 40 members of the public left the meeting at 10.15am.

1.5 DECLARATION OF INTEREST/REGISTER OF INTEREST (C24/140)

The Chancellor noted the importance of keeping the interests register up to date. No new interests were declared.

1.6 CONFIRMATION OF AGENDA AND URGENT ITEMS (VERBAL)

The agenda was received with all papers taken as read.

1.7 CONFIRMATION OF MINUTES - PART I COUNCIL MEETING HELD 19 SEPTEMBER 2024 (C24/141)

The Chancellor noted the minutes from the meeting held on 19 September 2024.

24-51 RESOLVED:

(Agreed)

"THAT the minutes of the Massey University Council meeting held on 19 September 2024 [Part I Public] be confirmed as a true and correct record."

CARRIED

1.8 MATTERS ARISING

The Chancellor noted there were no matters arising from the 19 September 2024 Part I Council minutes.

1.9 COUNCIL ACTION SCHEDULE PART I (C24/142)

The Director Governance and Assurance noted all items on the action schedule have been completed.

1.10 2024 COUNCIL WORKPLAN - PART I (C24/143)

The Director Governance and Assurance noted the updated 2024 workplan.

1.11 DRAFT 2025 COUNCIL WORKPLAN - PART I (C24/143)

The Director Governance and Assurance noted the draft 2025 workplan includes the core topics to be covered in 2025 Council meetings. She noted the Council meeting schedule has been included in Part 1.13 as the Auckland graduation dates have now changed, the May Academic Board meeting date changed to avoid clashing with Auckland graduations.

Action: Meeting invitations for 2025 graduations to be sent out.

2.0 STRATEGIC

2.1 CHANCELLOR'S REPORT - PART I

The Chancellor noted his activities since the last Council meeting, noting he attended the graduation ceremonies in Palmerston North last week and was glad to see a high number of PhD graduates.

2.2 VICE-CHANCELLOR'S REPORT - PART I (C24/144)

The Vice-Chancellor provided a verbal update noting the fantastic work being conducted across the university, highlighting graduations as a true celebration. She noted recently attending the Royal Society Award events to celebrate the achievements of Massey staff.

Council received the Vice-Chancellor's report. It was noted that the medals and awards mentioned are rare and it is important Council acknowledge these staff members for their achievements.

Action: Send congratulatory letters to Distinguished Professor Harjinder Singh, Professor Vicki Karaminas and Distinguished Professor Gaven Martin.

2.3 STRATEGY IN ACTION: NZDF (C24/145)

The Vice-Chancellor noted this paper gives insight to the community partnership between Massey and the New Zealand Defence Force (NZDF) allowing NZDF members and their families to study with Massey.

Council received and acknowledged the Strategy in Action report. A question was raised around the potential for other partnership opportunities in the community and the Vice-Chancellor noted there are global and transnational partnership opportunities including working with larger organisations that provide study as a professional development opportunity. She noted the sports industry is currently our largest partnership due to our distance learning. The DVC SAGE noted NZDF have a high proportion of Māori students who are performing well, and we are working on a case study highlighting this.

2.4 ACADEMIC BOARD RECOMMENDATIONS/CHAIR'S REPORT (C24/146)

The Academic Board (AB) Chair spoke to the report. She noted the key topics of discussion in recent months were Artificial Intelligence, Curriculum Transformation and University Advisory Group questions. She also noted that College of Creative Arts and Massey Business School provided their college presentations recently with the rest to follow in 2025.

Council noted the report. The Vice-Chancellor noted we also received feedback from Academic Board around Te Ao Māori and Te Tiriti o Waitangi. The Chancellor noted the innovation of having each College present has been well received and acknowledged the AB Chair for her work in this space.

3.0 OPERATIONAL**3.1 FINANCE REPORT – PART I (C24/148)**

The Part I Finance Report was received by Council and taken as read. The Deputy Vice-Chancellor University Services (DVC US) noted this report outlines the financial results to the end of October 2024. She noted a year-to-date operating surplus of \$11.8m and is forecast to make a deficit of -\$8.9m against a budgeted deficit of -\$30m.

Council noted the finance report. The FAC Chair noted Massey are EBITDA positive and running \$22m ahead of the budgeted deficit. The Chancellor noted sustainability is now the key challenge facing the university.

3.2 OUTCOME OF CHANCELLOR AND PRO-CHANCELLOR ELECTION (C24/149)

The Director Governance and Assurance noted the Statute requires the Pro-Chancellor and Chancellor Elections to be held on an annual basis. She noted Alistair Davis has been elected as Massey University Chancellor for a period of one year commencing from the end of the current term, being 1 January 2025 until 31 December 2025. She also noted Caren Rangi has been elected Massey University Pro-Chancellor for a period of one year commencing 1 January 2025.

Council noted the election outcome. The Chancellor thanked and acknowledged current Pro-Chancellor Angela Hauk-Willis for her work in 2024, particularly around graduations and other Council business during April and May.

5.0 PAPERS FOR NOTING**5.1 AB MINUTES SEPTEMBER 2024 – PART I (SIGNED) (C24/150)**

The Council noted the above listed paper.

5.2 AB MINUTES OCTOBER 2024 – PART I (SIGNED) (C24/151)

The Council noted the above listed paper.

5.3 AB MINUTES NOVEMBER 2024 – PART I (UNCONFIRMED) (C24/152)

The Council noted the above listed paper.

6.0 RELEASE OF PART II MATERIAL INTO PART I**24-62 RESOLVED:****(Agreed)**

“THAT Council confer to those listed, the degree of Bachelor of Veterinary Science (BVSc) and note that the University seal will be affixed to the parchments.”

CARRIED**7.0 EXCLUSION OF PUBLIC (C24/154)****24-52 RESOLVED:****(Agreed)**

“THAT Council excludes the public from papers as noted in the table.”

CARRIED

THAT the Council excludes the public from the papers as noted in the following table:

General subject of each matter to be considered		Reason	Section 48(1) grounds
C24/155	Confirmation of Minutes Council Meeting 19 September 2024 – Part II	For the reasons set out in the Part I minutes of 19 September 2024 held with public present	
C24/156	Action Schedule Part II	Improper gain or advantage	s7(2)(j)
C24/157	2024 Council Work Plan Part II	Improper gain or advantage	s7(2)(j)
C24/158	DRAFT 2025 Council Work Plan Part II	Improper gain or advantage	s7(2)(j)
Verbal	Chancellor's Verbal Report – Part II	Personal Privacy	s7(2)(a)
C24/159	Vice-Chancellor's Report – Part II	Improper gain or advantage	s7(2)(j)
C24/160	Refreshed Strategic Plan	Improper gain or advantage	s7(2)(j)
C24/161	Enrolment and EFTS Revenue Forecast	Improper gain or advantage	s7(2)(j)
C24/162	Performance Report	Improper gain or advantage	s7(2)(j)
C24/163	PwC Presentation	Improper gain or advantage	s7(2)(j)
C24/165-174	FAC Chair's Report	Improper gain or advantage	s7(2)(j)
C24/175-177	PAC Chair's Report	Improper gain or advantage	s7(2)(j)
C24/178	Borrowing Consent Rollover	Improper gain or advantage	s7(2)(j)
C24/179	Interim Risk Report	Improper gain or advantage	s7(2)(j)
C24/180	Insurance Renewal	Improper gain or advantage	s7(2)(j)
C24/181	In Council Graduation	Personal Privacy	s7(2)(a)
C24/182	Council Committee Membership	Personal Privacy	s7(2)(a)
C24/183	Delegated Authority December 2024-January 2025	Free and frank expression of opinions	s7(2)(f)(i)
C24/194	Council Self-Review	Free and frank expression of opinions	s7(2)(f)(i)
Noting Papers			
i)	AB Minutes September 2024 – Part II Signed (C24/184)		
ii)	AB Minutes October 2024 – Part II Unconfirmed (C24/185)		
iii)	AB Minutes November 2024 – Part II Unconfirmed (C24/186)		
iv)	FAC Minutes 29 August 2024 – Part II Signed (C24/187)		
v)	FAC Minutes 14 November 2024 – Part II Unconfirmed (C24/188)		

- | | |
|-------|--|
| vi) | PAC Minutes October 2024 – Part II Unconfirmed (C24/189) |
| vii) | MGL SCI 2025 (C24/190) |
| viii) | MUF Forecast 2025 (C24/191) |
| ix) | MVL SCI 2025 (C24/192) |

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 which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public as stated in the above table.

CARRIED

Approximately 9 members of the public left the meeting at 10.57 am.

Part I of the meeting closed at 10.57 am.

Signature: _____

Date: _____

Part I: Paper for Information



Council Action Schedule 6 March 2025 – Part I

Item	Action	Responsibility	Meeting date/REF	Status	Due date
1.	Send congratulatory letters to Distinguished Professor Harjinder Singh, Professor Vicki Karaminas, and Distinguished Professor Gaven Martin.	Governance Advisor	5/12/2024	Letters sent 20/12/2024.	COMPLETED 6/03/2025
2.	Meeting invitations for 2025 graduations to be sent out.	Governance Advisor	5/12/2024 C24/143	Invitations sent out.	COMPLETED 6/03/2025

2025 Council Workplan – Part I

	6 MARCH	15 MAY	17 JULY	18 SEPTEMBER	6 NOVEMBER	4 DECEMBER
Location	Manawatū	Manawatū	Wellington	Auckland	Zoom (TBC)	Manawatū
Site Visit	Campus Services	Vet Build (Overlapping duties)	College of Creative Arts	(TBC)		(TBC)
Strategy Days	N/A	Wed 14 May	Wed 16 July	Wed 17 September	N/A	N/A
Strategic Items	<ul style="list-style-type: none"> • Chancellor Report • VC Report • Strategy in Action • AB Recs/Papers 	<ul style="list-style-type: none"> • Chancellor Report • VC Report • Strategy in Action • AB Recs/Papers 	<ul style="list-style-type: none"> • Chancellor Report • VC Report • Strategy in Action • AB Recs/Papers 	<ul style="list-style-type: none"> • Chancellor Report • VC Report • Strategy in Action • AB Recs/Papers 		<ul style="list-style-type: none"> • Chancellor Report • VC Report • Strategy in Action • AB Recs/Papers
Operational Items	<ul style="list-style-type: none"> • Finance Report • Meeting Schedule 2026 	<ul style="list-style-type: none"> • Finance Report 	<ul style="list-style-type: none"> • Finance Report 	<ul style="list-style-type: none"> • Finance Report • Meeting Schedule 2027 		<ul style="list-style-type: none"> • Finance Report

Part I: Paper for Decision

MEETING DATE:	6 March 2025
AUTHOR:	Director Governance and Assurance, Jodie Banner
SUBJECT:	PROPOSED COUNCIL AND COMMITTEE MEETING SCHEDULE 2026

Recommendation

That Council:

- Approve the Council and Committee Meeting Schedule for 2026.

Purpose

To seek approval for the proposed Council and Committee Meeting Schedule for 2026 which aligns with Council and Committee Meeting Procedures and each Committee's Terms of Reference meeting requirements.

Meeting frequency

Massey University Council

The Council currently hold meetings six times per year, and it is proposed that the frequency of these meetings remain unchanged. There are three Council meetings scheduled in quick succession in September, November and December. It is proposed to keep the November meeting in Council member diaries, but to confirm the need to hold this meeting closer the time. Should there be a need to hold this online, it is proposed that only special/urgent matters be considered. As implemented previously, all Council and Committee meetings will continue to allow online attendance by members unable to attend in person.

Finance and Assurance Committee

The Finance and Assurance Committee will hold its first meeting in February and all meetings will be held online. As with 2025, it is proposed that the April meeting provides for the Annual Report approval, which will need to be conducted via e-ballot with Council following the April meeting to meet statutory deadlines.

As per its Terms of Reference, meetings shall be held not less than four times a year having regard to the financial strategy cycle and will continue to be held in February, April, June, August and November. These meetings will be held on Thursdays, 9.00am to 12.30 pm and will be online unless otherwise advised during the year.

People and Culture Committee

The People and Culture Committee should meet no less than three times a year, as per its Terms of Reference and meetings are scheduled for February, April, July and October. These will be held on Tuesdays, 1pm to 4pm and will be held at the Manawātū campus (February and July) and online.

Academic Board

The Academic Board will review its proposed 2026 meeting schedule at its 26 March meeting to align with its Terms of Reference, Council meeting dates and reporting deadlines with the following endorsed:



Part I: Paper for Decision

- Academic Board meetings will continue to commence at 1.30pm on Wednesdays and be held online only;
- Academic Board sub-committees will set their 2026 meeting dates to allow for timely progression of papers and information to Academic Board; and
- Meetings have been scheduled to ensure alignment with CUAP submission timeframes.

The dates for the 2026 Graduation Ceremonies have been tentatively set and will be confirmed with the venues prior to the September Council meeting, alongside tentative dates for the following two years (2027 and 2028).

Tentative Graduation Dates 2026

- Wellington - Monday 13 April to Wednesday 15 April
- Manawatū - Monday 4 May to Thursday 7 May and Wednesday 25 November to Friday 27 November
- Auckland – Monday 18 May to Friday 22 May

Supporting Document

- [Appendix A - Proposed Council and Committee Meeting Schedule 2026](#)

Council and Committee Meeting Schedule 2026

Month	Date	Meeting	Campus/Location
February	Tuesday 3 February	People & Culture Committee (<i>In Person</i>)	Manawatū/Online
	Thursday 19 February	Finance & Assurance Committee	Online
	Wednesday 25 February	Academic Board	Online
March	Thursday 5 March	Council Meeting	Manawatū/Online
	Wednesday 25 March	Academic Board	Online
April	Monday 13 April – Wednesday 15 April	Wellington Graduation Ceremonies (TBC)	Wellington
	Tuesday 21 April	People & Culture Committee (<i>Online</i>)	Online
	Wednesday 22 April	Academic Board	Online
	Thursday 23 April	Finance & Assurance Committee (<i>AR Approval</i>)	Online
May	Monday 4 May – Thursday 7 May	Manawatū Graduation Ceremonies (TBC)	Manawatū
	Wednesday 13 May	Council Strategy (<i>Full Day</i>)	Manawatū
	Thursday 14 May	Council Meeting (<i>Consideration of Forecast</i>)	Manawatū/Online
	Monday 18 May – Friday 22 May	Auckland Graduations Ceremonies (TBC)	Auckland
	Wednesday 27 May	Academic Board	Online
June	Thursday 11 June	Finance & Assurance Committee	Online
	Wednesday 24 June	Academic Board	Online
July	Tuesday 7 July	People & Culture Committee (<i>In Person</i>)	Manawatū /Online
	Wednesday 15 July (pm)	Council Strategy (<i>Half Day PM</i>)	Wellington
	Thursday 16 July	Council Meeting (<i>9.30am-4pm</i>)	Wellington/Online
	Wednesday 22 July	Academic Board	Online
August	Thursday 20 August	Finance & Assurance Committee	Online
	Wednesday 26 August	Academic Board	Online
September	Wednesday 23 September	Academic Board	Online
	Wednesday 30 September (pm)	Council Strategy (<i>Half Day PM</i>)	Auckland
October	Thursday 1 October	Council Meeting (<i>9.30am-4pm</i>)	Auckland/Online
	Tuesday 13 October	People & Culture Committee (<i>Online</i>)	Online
	Wednesday 21 October	Academic Board	Online
November	Thursday 5 November	Council Meeting (TBC)	Online (TBC)
	Thursday 12 November	Finance & Assurance Committee	Online
	Wednesday 18 November	Academic Board	Online
	Wednesday 25 November – Friday 27 November	Manawatū Graduations (TBC)	Manawatū
December	Thursday 10 December	Council Meeting	Manawatū/Online

Key		
Council	5-6 times per year	9am - 4pm
Council Strategy Day	3 times per year	Full/Half Day
Finance & Assurance Committee (FAC)	5 times per year	9am - 12.30pm
People & Culture Committee (PAC)	4 times per year	1pm-4pm
Academic Board (AB)	Monthly (excluding Jan/Dec)	1.30pm – 3.30pm

Part I: Paper for Information

MEETING DATE:	6 March 2025
AUTHOR:	Vice-Chancellor, Professor Jan Thomas
SUBJECT:	VICE-CHANCELLOR REPORT – PART I

Recommendations

- That Council note this update on current issues, key achievements and highlights arising during the reporting period.
- That Council provide feedback on the AI summary report provided.

Executive Summary

This report provides a high-level overview of key issues, achievements, and highlights at Massey University during the reporting period. It emphasizes the university's efforts in equity and excellence, reflecting the strategic plan and Te Tiriti foundation.

This summary is based on the standard fuller-detailed Part I Vice-Chancellor's report that has in the past been provided. As part of streamlining and producing more succinct Council reporting please note that the contents of this document were produced by AI using Microsoft Copilot, which is currently being assessed by the university. No content has been altered other than formatting into the Council template.

In the first iteration of this reporting structure, the full report that it is based on is also provided for comparison, and should members wish to read any of the detail. Council's feedback on this would be very much appreciated. Should this format meet with Council approval, then it is intended that only the VC's Part I AI Copilot report will be provided to Council in the future.

Reflecting on 2024

- **Leadership Changes:** Welcomed a new Chancellor, Pro-Chancellor, and changes in Council membership.
- **Government Engagement:** Interaction with the new coalition Government on various educational policies.
- **Financial Recovery:** Focused on financial turnaround with the establishment of a three-year Financial Recovery Plan (FRP), resulting in improved financial outcomes for 2024.
- **Global Rankings:** Veterinary Science ranked highest in the Southern Hemisphere; Times Higher Education (THE) Impact Rankings at 75th globally; THE Online Learning Rankings awarded Massey a gold rating, ranking first in the world.

Te Pou Rangahau – Research

- **Innovative Research:** Development of a diagnostic cerebral visual impairment assessment app by Dr. Nicola McDowell.



Part I: Paper for Information

- **Awards and Recognition:** Multiple researchers received prestigious awards, including the Jones Medal, Pickering Medal, and Humanities Aronui Medal.
- **Funding Success:** Secured significant grants from the Royal Society of New Zealand, Health Research Council, and Marsden Fund.

Te Pou Ako – Teaching and Learning

- **Online Learning Excellence:** Achieved a gold rating in THE Online Learning Rankings.
- **Subject Rankings:** Improved rankings in the Shanghai Subject Rankings and QS Subject Rankings.
- **Accreditations:** Health Promotion and Mental Health Promotion Pathway programs gained international accreditation.
- **Teaching Excellence:** Announced winners of the Vice-Chancellor’s Teaching Excellence Awards.

Te Pou Tangata – People

- **Staff Engagement:** Regular updates and feedback mechanisms for staff, including the Staff Update newsletter and vcfeedback online form.
- **Leadership Changes:** Appointment of Pāora Ammunson as interim Deputy Vice-Chancellor Māori.
- **Inclusive Spaces:** Launch of low-sensory spaces at all campus libraries to support neurodivergent students.
- **Honours and Promotions:** Recognition of academics and alumni in the New Year Honours List and announcement of professorial promotions.

Te Pou Hono – Connection

- **Government Advisory Groups:** Participation in the University Advisory Group and Science System Advisory Group to provide advice on New Zealand’s university system.
- **Sustainability Initiatives:** Tertiary Education Sector Climate Futures Group won the Green Gown Award for their Climate Scenarios project.
- **International Collaboration:** Hosting the 30th ICDE World Conference in Wellington in November 2025.

This summary captures the key points and highlights from the report, showcasing Massey University’s achievements and ongoing initiatives.

Supporting document

- [Extended version VC’s Part I Report to Council March 2025 \(Optional Reading\)](#)

MEETING DATE:	6 March 2025
AUTHOR:	Vice-Chancellor Professor Jan Thomas
SUBJECT:	STRATEGY IN ACTION: Professor Vicki Karaminas

Recommendation

- That Council note the Strategy in Action paper on Professor Vicki Karaminas and her contribution to fashion studies.

Purpose

This paper has come to Council as evidence of Te Kūhanga ki Pūrehuroa Massey University's Strategy in Action. This item focuses on the work and accomplishments of Professor Vicki Karaminas from Toi Rauwhāangi College of Creative Arts and her contribution to fashion studies in Aotearoa New Zealand. The paper is evidence of Te Pou Rangahau – Research.

Professor Karaminas has been with Massey since 2014, when she began as Professor and the Deputy Director of Doctoral Research for Toi Rauwhāangi College of Creative Arts (CoCA). She is an internationally recognised authority in media and cultural studies, with a focus on the intersection of fashion, gender and sexuality. She has dedicated her career to establishing fashion and dress as a legitimate field of academic research in New Zealand and internationally.

Her collaborative work with Associate Professor Adam Geczy from the University of Sydney led to the development of *Critical Fashion Practice*, a framework for analysing fashion as both a discourse and an object of social critique. This framework is central to understanding the complex role of clothing in shaping identities and reflecting societal values.

Professor Karaminas is the founding editor of three influential book series which have significantly advanced the study of fashion, visual culture and popular aesthetics. She is the founder and editor of two refereed journals, the *Australasian Journal of Popular Culture* and the *Journal of Asia Pacific Popular Culture*. She sits on a number of journal and advisory boards and is the Chair of the Board of Trustees for the Association of Dress Historians. In 2007, Professor Karaminas established the Popular Culture Association of Australia and New Zealand to support and promote the study of popular culture.

In 2013, alongside Professor Geczy, she published *Queer Style* in the United Kingdom, which was the first book to address the impact of dress and style on the LGBTQIA+ community, by examining the interconnected relationships between aesthetics, meaning, subversion of gender roles and social identity. The book was shortlisted for the Best Tertiary Academic Title in the Australasian Book Publishers Award. Ten years later, they revised the book for an anniversary edition, adding a chapter on trans* and gender-diverse identities.

Of this publication, Professor Karaminas says, "It was so exciting and rewarding as a queer person, to see how much the language used to describe our sexualities and gender over the last 10 years has radically changed, and how important dress has been in forming our identities and our communities. Clothing is no longer simply male or female, but a lot more complex as new gender identities emerge. Gender has become a lot more fluid as Gen Z and millennials (Gen Y) are experimenting more with gender, sexuality and fashion and are rethinking their identities through clothing."

Altogether, she has co-authored more than 20 books and her work has been translated into Cantonese, Italian, Japanese, Mandarin, Russian and Swedish.

Her expertise has been recognised with honorary professorships, fellowships and residencies and she attracts many international doctoral students who travel to New Zealand to live and study under her supervision.

The Humanities Aronui Award

In 2010, the Humanities Advisory Panel of the Royal Society of New Zealand Te Apārangi agreed to instigate the Humanities Aronui Medal to honour research or innovative work of outstanding merit in the discipline.

The medal is awarded annually and covers work of merit including conventional academic research and work in the creative arts. Researchers from all disciplines of the humanities are considered each year. Past recipients include historian Dr Vincent O'Malley, world-leading Artificial Intelligence philosopher Distinguished Professor Jack Copeland FRSNZ and acclaimed filmmaker Professor Annie Goldson ONZM FRSNZ.



Professor Karaminas was bestowed with the Humanities Aronui Medal in 2024 for her work advancing the discipline of fashion studies and its impact on understanding masculinities, gender and sexualities.

In awarding Professor Karaminas the Humanities Aronui Medal, the selection committee commended her for making contributions to fashion studies through her own research, as well as for her efforts to elevate fashion studies as a respected intellectual field. The committee also noted her generosity in mentoring other scholars and advancing the discipline as a whole.

Professor Karaminas after being presented with the Humanities Aronui Medal last year.

Of her career so far, Professor Karaminas says, “I have been very fortunate to have had the privilege of being surrounded by colleagues who have offered me opportunities in my career and supported my teaching and research. Colleagues who have given me the courage and mental strength to take risks to achieve honour and success not just for myself, but for my discipline and my university.”

Part I: Paper for Information

MEETING DATE:	6 March 2025
AUTHOR:	Academic Board Chair, Professor Fiona Te Momo
SUBJECT:	ACADEMIC BOARD CHAIR REPORT

Recommendations

That Council:

- Notes the recent activity of Academic Board; and
- Notes that the April Academic Board meeting has been rescheduled to 30 April 2025.

Purpose

To inform Council of recent Academic Board activity following the meeting held on 26 February 2025.

Key Academic Board Activity

April Meeting Date Change

The Academic Board approved the rescheduling of the April meeting to now be held on Wednesday, 30 April 2025. It was noted the originally scheduled date of 23 April 2025 is likely to have a high number of apologies due to falling between Easter and ANZAC Day, the date change was recommended to ensure full attendance.

College Engagement – College of Health Presentation

The College of Health (CoH) provided a presentation on their current strategy, student numbers, current programmes and research. The CoH will be presenting to Council on 15 May 2025.

SSAG Report “An Architecture for the Future”: A Summary

The SSAG report provided an update on the release of the first SSAG report and the government response. Some key Government decisions were the consolidation of the Crown Research Institutes into three Public Research Organisations (PRO), establishment of a public research organisation, and disestablishment of Callaghan Innovation.

CUAP Proposal

The Academic Board approved the proposal for a new Bachelor of Health Science major in Human Nutrition.

Conferment of Degrees and Awarding of Diplomas and Certificates

A schedule of 995 Graduands was approved at the February meeting.

Supporting Documents

- [Updated 2025 Meeting Schedule](#)

MEETING DATE:	6 March 2025
AUTHOR:	Provost, Professor Giselle Byrnes
SUBJECT:	Massey University Curriculum Framework

Key Strategic Points

1. The full Curriculum Framework was discussed by Council at the December 2024 meeting at which Council requested a summary of that Framework come back to a future meeting. This paper provides a summary of key projects outlined in the Framework.
2. The Massey University Curriculum Framework seeks to:
 - clarify the principles that underpin our curriculum
 - outline the processes by which courses and qualifications are managed and quality assured
 - connect the design of all courses and qualifications to the Massey University Graduate Profile
 - set the high-level expectations for how teaching is delivered at Massey.

This is aligned with the Massey University Strategy 2022-2027 which states “*Proving course design and planning that contemporary, sustainable, high-quality, flexible and student-centred*” and “*Encouraging curriculum innovation taking into account the future of work and learning, including the acquisition of transdisciplinary and transferable skills that engage students with questions of sustainability through novel approaches*”.

Recommendation

- That Council **notes** the decisions in this document.

Purpose

This paper provides Council with an overview of the key projects that underpin the Curriculum Framework (‘the Framework’) and which will be the focus of teaching and learning initiatives for the next five years, noting that some workstreams will continue beyond this timeframe.

Background

The introduction of this Framework supports the rollout of the University Graduate Profile and aligns with Council’s goals of supporting an improved the student experience and better student outcomes while also ensuring that the University remains competitive in a challenging and shifting context.

The table below provides an overview of the projects approved as part of the Curriculum Framework.

Part I: Paper for Information



Project	Description	Target completion (All projects to begin in 2025)
Costing model	The development of a model for costing new courses and qualifications which will help guide decisions about financial viability, and return on investment.	Q3 2025
Course design standards	Development of a set of evidence-based quality guidelines to ensure all courses delivered to students are aligned with good practice. Work to be undertaken by a group of academic and professional staff under the oversight of Learning and Teaching Committee.	Q3 2025
Course descriptors (models of engagement)	Development of a clear set of descriptors so that students (and staff) understand how engagement with learning will happen (e.g., synchronous/asynchronous; frequency of on-campus attendance, etc.) Work to continue under the oversight of Learning and Teaching Committee.	Q3 2025
Programme committees	The establishment of programme committees will be an essential step in the development of a systematic approach to continuous improvement across qualifications, while ensuring that oversight of courses and the qualifications they contribute to rest with the academic staff who teach into them.	Q3 2025
Process for SLT approval of new qualifications	To ensure that a 'whole-of-university' collective accountability lens is applied to planning and managing our academic offer, including resourcing and forward-planning, new qualifications must be supported by a detailed financial business case developed with advice from the Academic Business Development team, and advice and guidance from finance, strategy management and marketing, and approved by SLT.	Q3 2025
Teaching expectations model	This model will clarify teaching responsibilities associated with the different teaching roles (e.g., course coordinator, major leader, senior tutor) and articulate with Performance and	Q3 2025

Part I: Paper for Information



	Development review Planning (PDP) and current academic promotions processes. A clear model will enable better academic support and training.	
Qualification Lifecycle Process	This continuous improvement process links existing university sources of information such as student feedback surveys, RAPID data and financial information into a systematic and reflective continuous improvement process led by course coordinators and programme committees.	Q4 2025
Transdisciplinary qualification	Transdisciplinarity is an emerging field in higher education, with several Australian Universities offering transdisciplinary qualifications, and two New Zealand universities offering transdisciplinary courses within traditional qualifications. Developing the new qualification provides Massey with a 'first mover' advantage.	Q1 2027
Curriculum mapping	Curriculum maps provide evidence of the ways discipline knowledge and academic skills are developed, reinforced and assessed across different levels of a qualification, and enable us to ensure that all students have had the opportunity to achieve the University Graduate Profile.	Q4 2027
Curriculum architecture (structure of the major)	Alignment of all majors and minors to a standard structure will support simplification of regulations, and consequently of student academic planning and advising.	Q4 2029
Increasing Te Reo Māori provision	A project to determine mechanisms to support increased Te Reo Māori provision across qualifications.	2030

Part I: Paper for Decision

MEETING DATE:	6 March 2025
AUTHOR:	DVC Students and Global Engagement, Dr Tere McGonagle-Daly
SUBJECT:	2026 STUDENT FEE SETTING PRINCIPLES

Recommendations

That Council:

- Note the timeline for completion; and
- Approve the Fee Setting Principles for 2026.

Purpose

This paper outlines the principles and timeline for the setting of Massey University domestic and international fees and seeks Council approval. The principles and timeline are in line with previous years.

Background

The process for setting 2026 fees for domestic and international students will follow a similar path to previous years with updated actions from prior year learning and for any changes to Government and University policies. For 2026 this will include the impact, if any, of Government's Fee Free policy 2026 and beyond. The timelines for the process are:

- Principles for setting fees to be approved by Council at their March 2025 meeting.
- A combined International and Domestic Fees recommendation paper to the SLT for consideration at their meeting of April 2025 and agreement to forward to Council for approval at their May 2025 meeting.

Principles

Fee setting for 2026 is to be guided by the following principles. These are largely unchanged from previous years with the exception of principle (e) which has been revised to better reflect the University's intentions regarding student inclusion and voice and in response to feedback from Student Associations in previous years that they do not feel able to represent the views of all Massey students:

- Fees are aligned with the advancement of University strategy;
- The reasons for, and benefits to be gained by Students and the University from, increases in fees will be the central driver to any fee increases;
- The University's market position, including relativity of fees with NZ and relevant Australian universities, will be considered in the setting of fees.

Part I: Paper for Decision

- d) Annual Maximum Fee Movement (AMFM) polices for 2026 may limit domestic fee changes. Exemption applications may be sought for some programmes or courses; noting the exemption criteria have been relaxed compared to previous years, and a maximum of 12 exemptions can be applied for in a year.
 - e) Student consultation will be part of the preparation of CSSF 2026 fee recommendations including consultation with Te Tira Ahu Pae (the University student association) and engagement with the wider student body through electronic and face to face engagement opportunities.
 - f) Consideration will be given to the impact of fees on student affordability and well-being, including the opportunity for the setting of fees that support student well-being and success;
 - g) Fees will be set in accordance with all current Government policy;
- Domestic fees for new courses will be set in line with the TEC's policy. If the maximum fee the TEC advises for a new course is greater than the fee determined by using our standard fee setting process, College Executive Managers will advise what the fee for the new course will be. College Executive Managers will consider market analysis, student needs, inconsistency of fees within programmes when determining the fee.*
- h) The rationale for the fees setting will be transparent and endeavour to demonstrate value to learners; and
 - i) The process of fee setting will recognise that there are differential costs and potential benefits to the individual and the University for different types of courses. Therefore, changes to fees may be differentiated by course, discipline, location or mode of study.

Fees Setting and Loading Process 2026

Timeline	Procedural Steps	Responsibility
February 2025	Consultation with FWG members regarding the Fees Setting Process and Principles	Fees Working Group
	FWG to review the Terms of Reference – to be approved by DVC SaGE	DVC Students and Global Engagement
	SLT consider and endorse Fee Setting Principles and timeline	SLT
March 2025	Council approves Fee Setting Principles and timeline	Council
	2026 International Fees Benchmarking circulated to College Executive Managers/College Academic Managers and other sponsors	Student Registry
	College Executive Managers/College Academic Managers to review the International Fees Collection	College Business Managers
	Consultation with students' representatives regarding 2026 CSSF fees commences.	Directorate Student Experience
March 2025	2026 Proposed International Fees document due to Head of Student Registry	Fees Working Group
April 2025	2026 International Fees document considered by SLT	SLT

Part I: Paper for Decision

May 2025	Council considers 2026 International Fees document (Excluding Student Services Fee).	Council
	Fees Working Group, Head of Student Registry advised of Council Outcomes by email	DVC Students and Global Engagement
June 2025	Fees loading documents checked.	Student Registry
	Compulsory Student Service Fee consultation results released.	Directorate Student Experience
July 2025	FWG consider Compulsory Student Service Fee (CSSF) recommendation.	Fees Working Group
	Testing environment available for testing International Fees and Offer of Place	ITS Applications Services
	SLT consider CSSF recommendation.	SLT
	Development of testing scenarios for International Offers	Student Registry
	Fees loading completed Data entry is checked.	Student Registry
August 2025	<i>Council consider and approve 2026 CSSF.</i>	Council
	<i>The Education (2026 Annual Maximum Fee Movement) Notice 2025 Published by the Ministry of Education (consultation period of 21 days)</i>	TEC
	Fees loading documents checked for domestic fees.	Student Registry
	<i>Fees loaded into Development environment ready to be migrated into Test environment.</i>	ITS Applications Services
	Student Registry (Fees and Compliance) check AMFM rate and update Fees documents in accordance with the official rate and Student Services fee.	Student Registry
September 2025	Development of testing scenarios for changes to fee rules (e.g. new non-tuition charges or new programme related sundry fees)	Student Registry
	<i>2026 Annual Maximum Fee Movement confirmed.</i>	TEC
	Fees loading completed Data entry is checked. Provisional fees information checked. Fees signed as approved by Head of Student Registry	Student Registry
	Changes to the web released.	Web Editor
1 October 2025	Final web update sign off	Student Registry
	<i>2026 Annual Maximum Fee Movement Expected to come into effect.</i>	Ministry of Education
	Students able to enrol in papers for the 2026 Academic Year.	
	Students enrolling for 2026 will be able to view their fees using the student portal, prior to accepting their offers.	

MEETING DATE:	6 March 2025
AUTHOR:	Deputy Vice-Chancellor – University Services, Shelley Turner
SUBJECT:	2024 YEAR END FINANCE REPORT – PART I

Recommendations

It is recommended that Council:

- Note the contents of the **unaudited** finance report for the year ended 31 December 2024.
- Note the financial statements discussed and attached are unaudited and may change following completion of the external audit conducted by Audit New Zealand.

Purpose

This report summarises the unaudited financial results for Massey University (the University) and its controlled entities (the Group) for the year ended 31 December 2024.

For the purpose of this paper the group includes the following entities:

- Massey University (the University);
- Massey University Foundation Trust (MUF);
- Massey Ventures Limited (MVL) and its controlled entities; and
- Massey Global Limited (MGL) and its controlled entity.

Key Highlights of the Finance Report

Income Statement

	FY ACTUAL (unaudited) (\$000)	FY BUDGET (\$000)	FY VAR (ACT TO BUD) (\$000)
Government Grants	209,304	204,641	4,663 ●
Student Fees	177,892	177,208	684 ●
Research Income	93,619	86,601	7,018 ●
Consultancy, Conference, Trading and Other Income	72,715	65,748	6,967 ●
Total Income	553,531	534,198	19,333 ●
Staff Related Expenses	300,138	308,143	8,005 ●
Depreciation	76,587	92,309	15,722 ●
Other Expenditure	173,773	163,746	(10,027) ◆
Total Expenses	550,498	564,198	13,700 ●
University Operating Surplus (Deficit)	3,033	(30,000)	33,033 ●
University Margin	0.55%	-5.62%	
Surplus (Deficit) from Controlled Entities	12,839	4,929	7,909 ●
Group Operating Surplus (Deficit)	15,872	(25,071)	40,943 ●
Group Margin	2.80%	-4.61%	
Group EBITDA	87,678	65,334	22,344 ●
Group EBITDA % of group income	15.47%	12.01%	

Key	
●	>=\$1m
▲	(\$1m) < amount < \$1m
◆	< (\$1m)
YTD	Year to Date
FY	Full Year

The University's full year (FY) operating surplus was \$3.0m, which was \$33.0m better than budget of mainly due to lower than expected expenses in staff expenses and depreciation, and higher than budgeted income in all areas.

Income

FY income was \$19.3m above budget due to higher income in all areas, most noticeably in research income and consultancy, conference, trading and other income.

Expenses

FY expenses of \$550.5m were below budget by \$13.7m due to lower-than-expected staff related costs and depreciation due to savings related to the revaluation of useful lives of certain university buildings after the budget was finalised.

Group Result

FY Group surplus of \$15.9m was \$40.9m better than budget due to the \$33.0m favourable variance from the University and a \$7.9m favourable variance from controlled entities. The \$7.9m favourable variance is primarily due to higher gains on investments in MUF.

Balance Sheet

Balance Sheet			
	FY ACTUAL (unaudited) (\$000)	FY BUDGET (\$000)	FY VAR (ACT TO BUD) (\$000)
Current Assets	194,774	161,628	33,146 ●
Non-Current Assets	1,796,120	1,862,463	(66,343) ◆
Current Liabilities	267,489	279,003	11,514 ●
Non-Current Liabilities	31,965	33,947	1,982 ●
University Net Assets	1,691,440	1,711,141	(19,701) ◆
University Equity	1,691,440	1,711,141	(19,701) ◆
Net Assets - Controlled Entities	65,151	54,612	10,539 ●
Group Net Assets	1,756,591	1,765,753	(9,162) ◆
Group Equity	1,756,591	1,765,753	(9,162) ◆

Key	
●	>=\$1m
▲	(\$1m)<amount<\$1m
◆	<(\$1m)
YTD	Year to Date
FY	Full Year

The Group's balance sheet continues to be strong. Net equity as at 31 December 2024 was below budget due to non-current assets being below budget (due to the revaluation of the university's land and buildings being lower than budget and lower than budget capital spending), offset by the increase in current assets and increase in net assets of controlled entities. The University and Group had no debt as at 31 December 2024.

Statement of Cash Flows

Statement of Cash Flows			
	FY ACTUAL (unaudited) (\$000)	FY BUDGET (\$000)	FY VAR (ACT TO BUD) (\$000)
Opening Cash and Cash Equivalents - University	23,104	28,570	(5,466) ◆
Net Cash Flow from Operating Activities	80,178	68,073	12,105 ●
Net Cash Flow from Investing Activities	(58,842)	(62,876)	4,034 ●
Net Cash Flow from Financing Activities	-	-	- ●
Net Foreign Exchange Gain (Loss)	310	-	310 ●
Closing Cash and Cash Equivalents - University	44,750	33,767	10,983 ●
Cash and Cash Equivalents - Controlled Entities	5,572	5,558	14 ●
Group Cash at End	50,322	39,325	10,997 ●

Key	
●	>=\$1m
▲	(\$1m)<amount<\$1m
◆	<(\$1m)
YTD	Year to Date
FY	Full Year

The Group's Cash and Cash Equivalent balance was \$11.0m above budget mainly due to delays in capital spending and higher inflows from operating activities.

Part I: Paper for Decision

MEETING DATE:	6 March 2025
AUTHOR:	Director Governance and Assurance/Returning Officer, Jodie Banner
SUBJECT:	APPOINTMENT OF NEWLY ELECTED COUNCIL MEMBER

Recommendations

That Council:

- Appoint Ms Michelle Matson as a Massey University Council Member for a period of two years commencing 8 December 2024 until 7 December 2026.

Purpose

The purpose of this paper is to seek Council approval of the appointment of the recently elected student member on Massey University Council.

Massey University Council Student Election Outcome

In accordance with the Council Elections (Student Member) Statute, declarations were sought from students eligible to stand as the student member on Council. At the close of the nomination period, seven nominations had been received and an election, as per the Council Elections (Student Member) Statute, was held.

As Returning Officer and in accordance with the Statute, I therefore confirm and declare that Ms Michelle Matson was the highest polling candidate in the Massey University Council student member election.

The Education and Training Act 2020 requires that members either be appointed by the Minister (by written notice to the council) or appointed by the Council in accordance with its statutes. As such, this paper requests that Council formally resolve to appoint Ms Michelle Matson to the Council for a period of two years, commencing 8 December 2024, until 7 December 2026.

Part I: Paper for Decision

MEETING DATE:	6 March 2025
AUTHOR:	Director Governance and Assurance/Returning Officer, Jodie Banner
SUBJECT:	COUNCIL STATUTES FOR APPROVAL

Recommendations

That Council:

- Approve the new Council Appointments and Elections Statute; noting that this Statute will repeal the following:
 - Massey University Council Election (Academic Staff Member) Statute 2023;
 - Massey University Council Election (Professional Staff Member) Statute 2023;
 - Massey University Council Election (Student Member) Statute 2024;
 - Massey University Council Electronic Election Statute 2024; and
 - Massey University Council Appointments Statute 2024
- Approve the amended Council Graduation Statute; and
- Approve the amended Common Seal Statute

Purpose

The purpose of this paper is to seek Council approval of the listed Council Statutes.

Massey University Council Appointments and Elections Statute

A review of Massey University Council Statutes highlighted a need for a revision and consolidation of the following Council Statutes: Massey University Council Election (Academic Staff Member) Statute 2023, Massey University Council Elections (Professional Staff Member) Statute 2023, Massey University Council Elections (Student Member) Statute 2024, Massey University Council Electronic Election Statute 2024, and Massey University Council Appointments Statute 2024. The Massey University Council Appointments and Elections Statute replaces these five Statutes and removes duplication of information and provides consistency for future election processes. The new Statute has been through several iterations and reviews with Buddle Findlay and reflects good practice election processes.

Massey University Council Graduation Statute

A review of the Massey University Council Graduation Statute identified a required amendment to include the delegated authority of the Chancellor, or their nominee, to confer degrees and award diplomas and certificates outside of the University Graduation Ceremonies or 'In Council' process to those students reported as having successfully completed the prescribed courses of study for the relevant year as and when required. A minor amendment was also made to remove the reference to Graduation Celebrations as these are no longer organised by the university.

Part I: Paper for Decision

Massey University Common Seal Statute

A minor amendment to the Common Seal Statute was made to include reference to the current Education and Training Act 2020.

Supporting Documents

- [Council Appointments and Election Statute](#)
- [Council Graduation Statute \(track changed\)](#)
- [Common Seal Statute \(track changed\)](#)



MASSEY UNIVERSITY COUNCIL APPOINTMENTS AND ELECTION STATUTE [2024]

1. Title and Commencement

- 1.1 The Council of Massey University makes this Statute under sections 279 and 284 of the Act.
- 1.2 This Statute may be cited as the Council Appointments and Elections Statute [2024].
- 1.3 This Statute comes into force on 6 March 2025.
- 1.4 The following Statutes are repealed from the date that this Statute comes into force:
 - (a) Massey University Council Election (Academic Staff Member) Statute 2023;
 - (b) Massey University Council Election (Professional Staff Member) Statute 2023;
 - (c) Massey University Council Election (Student Member) Statute 2024;
 - (d) Massey University Council Electronic Election Statute 2024; and
 - (e) Massey University Council Appointments Statute 2024

2. Application

- 2.1 This Statute applies to:
 - (a) each Council member;
 - (b) the Returning Officer;
 - (c) any person who is eligible to be elected as a member of the Council; and
 - (d) any person who is eligible to vote in an Election.

3. Purpose of this Statute

- 3.1 The purpose of this Statute is:
 - (a) to govern the appointment of members to the Council, who are appointed by Council resolution in accordance with the University's Constitution and the Act; and
 - (b) in relation to the appointment of elected Council members, to also govern:

Massey University Council Appointments and Election Statute

- (i) the eligibility for nomination as a Candidate in an Election;
- (ii) the eligibility to vote in an Election;
- (iii) the Election Process; and
- (iv) determination of Election results.

4. Appointment of Vice-Chancellor by virtue of office

- 4.1 The Council will, by resolution, appoint the Vice-Chancellor as a member of the Council by virtue of holding office as the Chief Executive of the University.
- 4.2 The Vice-Chancellor will be a member of the Council for the period that they hold that office.

5. Appointments on the nomination of the Vice-Chancellor

- 5.1 The Council will, by resolution, appoint as members of the Council 4 people who are able to provide the knowledge, skills and experience to meet the needs of the University as specified by Council, following nomination by the Vice-Chancellor. At least one of those people must be Māori.
- 5.2 The Council will consult with Ngā Kaiwhakapūmau on the people nominated by the Vice-Chancellor. The decision to appoint members, following consultation, is the responsibility of the Council.

6. Appointments by Election

- 6.1 In accordance with section 278 of the Act and the University's Constitution, the Council will appoint as members:
 - (a) one Permanent Member of the Academic Staff who has been elected by the Permanent Members of the Academic Staff of the University, for a term of four years or until they cease to be a Permanent Member of the Academic Staff, whichever is the earlier event;
 - (b) one Permanent Member of the Professional Staff who has been elected by the Permanent Members of the Professional Staff of the University, for a term of four years or until they cease to be a Permanent Member of the Professional Staff, whichever is the earlier event; and
 - (c) one Student enrolled at the University who has been elected by the Students of the University, for a term of two years or until they cease to be an enrolled Student, whichever is the earlier event.
- 6.2 Elections provided for in this Statute are held when a Council member's term is due to expire or there is a casual vacancy in accordance with the Act.

Eligibility to be appointed by Election and Eligibility to Vote

Massey University Council Appointments and Election Statute

General eligibility to be an elected member of the Council

- 6.3 To be eligible to be elected to the Council under this Statute, a person must:
- (a) be nominated as a Candidate, in the form and within the timeframe specified by the Returning Officer;
 - (b) agree to comply with the Massey University Election Rules; and
 - (c) not be disqualified from appointment under section 277 of the Act or the University's Constitution.

Academic Staff member

- 6.4 In addition to meeting the requirements in clause 6.3, to be eligible to be elected to the Council as an Academic Staff member, a person must be a Permanent Member of the Academic Staff.
- 6.5 To be eligible to vote in an election for an Academic Staff member on the Council, a person must be a Permanent Member of the Academic Staff.

Professional Staff member

- 6.6 In addition to meeting the requirements in clause 6.3, to be eligible to be elected to the Council as a Professional Staff member, a person must be a Permanent Member of the Professional Staff.
- 6.7 To be eligible to vote in an election for a Professional Staff member on the Council, a person must be a Permanent Member of the Professional Staff.

Student member

- 6.8 In addition to meeting the requirements in clause 6.3, to be eligible to be elected to the Council as a Student member, a person must be a Student of the University.
- 6.9 To be eligible to vote in an election for a Student member on the Council, a person must be a Student of the University.

Election Process

- 6.10 Each Election must be conducted:
- (a) by the Returning Officer;
 - (b) through an electronic voting system;
 - (c) using the first past the post voting methodology;
 - (d) in accordance with the Election Process; and
 - (e) in accordance with the Massey University Election Rules.
- 6.11 In addition to the Returning Officer's powers and responsibilities specified in this Statute, the Returning Officer also has the power to settle any question that may arise under this Statute for which no provision is made.

Massey University Council Appointments and Election Statute

- 6.12 The Returning Officer may issue such rules as they consider appropriate to ensure the fair and proper conduct, and campaigning, of elections.
- 6.13 Without limitation, such rules may include restrictions on the mode and timing of campaigning, and on the amounts that may be spent in campaigning by or on behalf of any Candidate.

Appointment of elected members after an Election

- 6.14 Subject to clause 6.13, following an Election the Council will appoint each successful Candidate:
- (a) as a member of the Council; and
 - (b) for a term consistent with clause 6.1 of this Statute and clause 6 of Schedule 11 of the Act and the University's Constitution.
- 6.15 The Council must not appoint any person who is ineligible for appointment under section 277(1) of the Act.

7. Matters to consider when appointing members (section 278 of the Act)

- 7.1 The Council will, as far as is reasonably practicable, reflect:
- (a) the ethnic and socio-economic diversity of the communities served by the University; and
 - (b) the fact that approximately half the population of New Zealand is male and half the population is female.
- 7.2 In addition (and subject to paragraph 7.3), when appointing one or more Council members, the Council must appoint people who, in the Council's opinion:
- (a) have relevant knowledge, skills, or experience;
 - (b) are likely to be able to fulfil their individual duties to the Council;
 - (c) together with the other members of the Council, are capable of undertaking their responsibilities, duties, and functions; and
 - (d) can meet the needs of the University and support the sound governance of the University.
- 7.3 When appointing one or more elected members, each elected member is to be treated as meeting any relevant knowledge, skills or experience requirements.

8. Term of office

- 8.1 Unless specified otherwise in this Statute, each Council member appointed under this Statute will be appointed for a period of not more than 4 years.
- 8.2 The maximum number of occasions on which a person, other than the Vice-Chancellor, may be appointed as a member of the Council is the number that, for that person,

Massey University Council Appointments and Election Statute

ensures that the total period for which they are a member of the Council does not exceed 12 years.

9. Casual Vacancies

9.1 A casual vacancy will arise if:

- (a) a Council member dies, or resigns in accordance with clause 7(1) of Schedule 11 of the Act;
- (b) the Council, by resolution, dismisses the Council member under clause 7 of Schedule 11 of the Act; or
- (c) the Council member is removed under clause 12 of Schedule 11 of the Act.

9.2 Subject to clause 9.3, if the office of a Council member of the University becomes vacant before the end of the Council member's term of office, another person must be appointed to the office by the procedure by which the Council member became a member. Accordingly, if there is a casual vacancy of an elected member, there must be an Election Process (as set out in Appendix 1) to elect a Candidate to be duly appointed to the Council.

9.3 In accordance with clause 9 of Schedule 11 of the Act, if the office becomes vacant within 6 months before the end of the Council member's term of office, the Council may decide that the vacancy does not need to be filled.

Definitions

Academic Staff means a staff member on or deemed to be on the University's academic payroll or system for payment

Act means the Education and Training Act 2020

Candidate means a candidate for election under this Statute as a member on the Council

Constitution means the Constitution of Massey University Council Notice 2024, which may be amended from time to time

Council means the Council of the University

Election means an election of one or more members of the Council conducted under this Statute

Election Process means the process set out in Appendix 1 of this Statute

Massey University Election Rules means the election rules prepared by the Returning Officer to ensure the fair conduct of the Election and of campaigning in connection with the Election, that are included in Appendix 2 of this Statute or otherwise published by the Returning Officer

Permanent Member, in relation to the Academic Staff or Professional Staff of the University:

Massey University Council Appointments and Election Statute

- (a) means a member of the staff who:
- (i) is employed, on a full-time or part-time basis, for a period ending, unless sooner terminated, on the member's resignation or retirement; or
 - (ii) has been employed, on a full-time or part-time basis, whether under an employment agreement for a fixed term or otherwise, for at least 3 months; or
 - (iii) has been employed, on a full-time or part-time basis, whether under an employment agreement for a fixed term or otherwise, for less than 3 months and whose employment is, in the opinion of the Vice-Chancellor, likely to continue for at least 3 months from the date of commencement of that employment.
- To avoid doubt, unless the Vice-Chancellor decides otherwise, the Vice-Chancellor will have the opinion that a staff member's employment agreement is "likely to continue for at least 3 months from the date of commencement of that employment" if the staff member has an employment agreement for a period of at least 3 months (even if that staff member has not been employed for 3 months by the date of the Election);
- (b) does not include (to avoid doubt) a person on a casual contract with the University, or a volunteer at the University

Professional Staff means a staff member on or deemed to be on the University's professional payroll or system for payment

Returning Officer means the Director Governance and Assurance (including an acting Director Governance and Assurance), or another person appointed by the Council as the returning officer

Statute means this Council Appointments and Elections Statute [2024], which may be amended from time to time by resolution of the Council

Student means a person who is enrolled in a qualification or programme at the University, or who has accepted an offer of enrolment into a qualification or programme of study at the University. To avoid doubt, a micro-credential or certificate of proficiency is not a course or programme for the purpose of this definition

University means Massey University

Vice-Chancellor means the person holding office for the time being as the Chief Executive Officer of the University, and includes any person for the time being acting in that capacity

Content Manager [Director, Governance and Assurance]

Approved By [Council]

Date approved [date]

Massey University Council Appointments and Election Statute

Appendix 1 – Election Process

1. This Appendix sets out the process that will be followed for each Election.

Determining Election date and list of eligible Electors

2. The Returning Officer will:
 - (a) determine the date of the Election and report that date to the Council; and
 - (b) compile a list of the Electors at a date determined by the Returning Officer.

Notification of Election

3. The Returning Officer will publish a Notification of Election that:
 - (a) specifies that an Election will take place, and what member(s) will be elected through the Election;
 - (b) identifies the number of vacancies;
 - (c) requests the nomination of candidates for the Election, and specifies that each nomination must be in the form specified by the Returning Officer; and
 - (d) specifies the closing date for the receipt of nominations; and
 - (e) the dates or period during which the election will be held.
4. The Returning Officer may receive a nomination by email, by post, or in hard copy at the address specified by the Returning Officer.
5. The Returning Officer will assess each nomination received before 5pm on the Nomination Deadline, and will accept a nomination unless paragraphs 6 or 7(a) apply.
6. The Returning Officer must reject any nomination:
 - (a) in respect of a nominee who is ineligible for appointment under section 277(1) of the Act;
 - (b) that breaches the Massey University Election Rules, and the Returning Officer is reasonably satisfied that the breach will have a material effect on the outcome of the Election; and
 - (c) that is received after 5pm on the Nomination Deadline.
7. If the Returning Officer receives a nomination that is not in the form specified by the Returning Officer, the Returning Officer (at the Returning Officer's sole discretion) may:
 - (a) reject the nomination; or
 - (b) request that the nominee resubmit the nomination in the form, and by the date, specified by the Returning Officer. If those requirements are not met, the Returning Officer must reject the nomination.
8. If a nomination is rejected, the Returning Officer will notify the nominee in writing.

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Withdrawal of Candidate

9. A Candidate may withdraw their nomination at any time before 5pm on the Nomination Deadline. A withdrawal will be effective only if it is in writing and signed by the Candidate.

Retirement of Candidate

10. The Returning Officer will determine that a Candidate has retired if:
- (a) the Candidate is found to be, or becomes ineligible for appointment under section 277(1) of the Act;
 - (b) the Candidate dies;
 - (c) the Returning Officer considers, based on clear evidence, that the Candidate is incapacitated; or
 - (d) the Returning Officer has received written notice from the Candidate that they are retiring before the Returning Officer Publishes:
 - (i) an Election Declaration; or
 - (ii) a Notice of Elections.
11. If the Returning Officer determines that a Candidate has retired, the Returning Officer will:
- (a) notify eligible Electors of the retirement in the manner that the Returning Officer sees fit; and
 - (b) ensure that, if any votes have been cast for a retired Candidate, those votes are void.

Election Declaration

12. If the number of Candidates does not exceed the number of vacancies to be filled (including following the retirement of a Candidate), the Returning Officer will:
- (a) publish an Election Declaration that sets out the nominated Candidate(s) that will be duly appointed as members to the Council; and
 - (b) ensure that no Election is held.

Voting Instructions and Voting

13. No later than the closing day of the Election, the Returning Officer must send Voting Instructions to each Elector at:
- (a) the Electors' University email address; or
 - (b) any email address that the Elector has nominated for the purpose of communicating with the University.
14. The Voting Instructions must include:
- (a) instructions as to how to cast a vote in the Election;

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- (b) the days of the Election, including the closing date and time of the Election; and
 - (c) the name and statement of each Candidate for Election (as set out in the accepted nomination).
- 15. Subject to paragraphs 20 to 23, the Returning Officer will consider that a vote is valid if:
 - (a) the Elector's vote is entered into the electronic voting system in accordance with the Voting Instructions;
 - (b) the Elector has not previously recorded their vote;
 - (c) the Elector's vote is recorded on the days of the Election; and
 - (d) the Elector has not breached the Massey University Election Rules.

Counting of Votes

- 16. As soon as reasonably practicable after the close of the Election, the Returning Officer will count the votes by the means that the Returning Officer prescribes.

Determination of Result

- 17. Subject to paragraphs 20 to 23, in accordance with the first past the post voting methodology, the Returning Officer will determine that the Candidate with the most votes will be declared elected.
- 18. If there is an equal number of votes for .2 or more Candidates, and the addition of a vote would entitle any of the Candidates to be declared elected, the Returning Officer must determine by lot which Candidate will be declared elected.
- 19. If there is more than one vacancy, the Candidates with the most votes will be elected to the vacant positions.

Breaches of, or issues regarding, Election Process

- 20. If, before Publishing the Declaration of Result, the Returning Officer considers that a Candidate, a person acting on behalf of the Candidate, or an Elector has materially breached the Massey University Election Rules or this Statute, the Returning Officer, may, at their absolute sole discretion:
 - (a) notify the relevant Candidate, person, or Elector of the identified breach;
 - (b) give the Candidate, person, or Elector a reasonable opportunity to be heard; and
 - (c) after considering any submissions:
 - (i) declare a Candidate's nomination, the Elector's vote, or the entire Election to be invalid; or
 - (ii) declare that no action is to be taken.

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21. If, before Publishing the Declaration of Result, the Returning Officer receives a complaint or becomes aware of an issue regarding the Election Process, the Returning Officer may investigate that complaint or issue.
22. If, following that investigation, the Returning Officer is satisfied that there has been a breach of the Massey University Election Rules or this Statute, which has materially affected the outcome of the Election, the Returning Officer may, in their sole discretion, declare the votes for one or more Candidates invalid, or the entire Election invalid.
23. If the Returning Officer declares that the entire Election is invalid, the Returning Officer will restart the Election Process. If a Candidate's nomination is declared to be invalid by the Returning Officer after or during the Election, any votes cast for that person will not be counted.

Publication of Declaration of Result

24. No later than one month after all votes have been counted, the Returning Officer must Publish the Declaration of Result. The Declaration of Result may include the number of votes cast for each Candidate.

Recount

25. Within 7 days from the date that the Declaration of Result is Published, a Candidate may apply to the Returning Officer for a recount.
26. On receiving an application, the Returning Officer will undertake a recount by such means as they think fit.
27. Following the recount, the Returning Officer will:
 - (a) notify the applicant in writing of the result of the recount; and
 - (b) if the Returning Officer determines that, as a result of the recount, the Declaration of Result is incorrect, the Returning Officer will declare through a notice that is Published that:
 - (i) the Declaration of Result was incorrect and, if the Returning Officer thinks it appropriate to do so, the number of votes cast for each Candidate; and
 - (ii) the name of the Candidate duly elected.

Destruction of votes

28. The Returning Officer must arrange for all records of Elector's votes to be destroyed in a manner that ensures the confidentiality of voting information:
 - (a) no earlier than one month after the Declaration of Result has been Published; or
 - (b) if an application for a recount has been received, no earlier than one month after the recount has been undertaken.

Massey University Council Appointments and Election Statute

Definitions

Candidate means a nominee who is eligible to be a candidate for election under this Statute as a member on the Council, and whose nomination has not been rejected by the Returning Officer

Declaration of Result means the result of the Election

Election means an election of one or more members on the Council conducted under this Statute

Election Declaration means a notice Published by the Returning Officer when the number of Candidates is not greater than the number of vacancies

Election Process means the process set out in Appendix 1 of this Statute

Elector means a person on the list compiled by the Returning Officer as being eligible to vote in the Election

Massey University Election Rules means the rules prepared by the Returning Officer to ensure the fair conduct of the Election that are included in Appendix 2 of this Statute or otherwise published by the Returning Officer

Nomination Deadline means the day appointed for the closing of nominations of Candidates for Election as members on the Council

Publish means to include in hard copy or electronic form in magazines, newsletters, websites that are published by the University. Publishes has the same meaning

Returning Officer means the person appointed by the Council as the returning officer (including an acting returning officer) to conduct elections

University means Massey University

Voting Instructions means an email issued by the Returning Officer that provides for electronic voting by means of a secure system which ensures each Elector is only able to cast one vote

Massey University Council Appointments and Election Statute

Appendix 2 - Massey University Council Election Rules

1. This Appendix sets out the Massey University Council Election Rules with which each Candidate must comply. The defined terms in these Massey University Council Election Rules have the same meaning as they are defined in the Council Appointments and Elections Statute [2024].
2. The Returning Officer may amend these Massey University Council Election Rules from time to time, by Publishing the amended Massey University Council Election Rules.

Official Profile Statement

3. As part of their nomination, each Candidate must submit to the Returning Officer a factual and accurate written statement (**Official Profile Statement**) of no more than 200 words that contains:
 - (a) the information that the Returning Officer has prescribed in the Nomination Form; and
 - (b) a passport-like photo of the Candidate.
4. If the Candidate's nomination is accepted, the Returning Officer will Publish the Candidate's Official Profile Statement during the Election Process.
5. The University is not responsible or liable for Publishing an Official Profile Statement that includes any inaccuracies or omissions.

Conduct during an Election Process

6. At all times when campaigning, each Candidate (and person campaigning on behalf of the Candidate) must comply with their obligations as a student or staff member at Massey University, including complying with the applicable Code of Conduct, all policies, rules, statutes and procedures of the University and the relevant laws of New Zealand.
7. Candidates (and those campaigning on behalf of a Candidate) must comply with any directions of the Returning Officer in relation to campaign conduct and campaign material issued at any time before or during an Election.
8. Each Candidate must not:
 - (a) use undue influence to get a voter to vote or to abstain from voting;
 - (b) publish, distribute, broadcast or exhibit (or have anyone publish, distribute or exhibit) a statement of fact that a Candidate knows is false in any material way.
9. Any behaviour by a Candidate during an Election Process that breaches these Massey University Election Rules may be dealt with in accordance with the Council Appointments and Elections Statute [2024], the relevant Code of Conduct, policy, rule, or procedures of the University.



MASSEY UNIVERSITY COUNCIL GRADUATION STATUTE

1. Title and Commencement

- 1.1 The Council of Massey University makes this Statute under section 283 of the Act.
- 1.2 This Statute may be cited as the Council Graduation Statute.
- 1.3 This Statute comes into force on 6 March 2025.
- 1.4 The Previous Graduation Statute is repealed from the date that this Statute comes into force.

2. Application

- 2.1 This Statute applies to:
 - (a) all staff; and
 - (b) all graduating students within the university community.

3. Purpose of this Statute

Te Kunenga ki Pūrehuroa Massey University's commitment to excellence in research and learning is publicly acknowledged and celebrated at its graduation ceremonies and through publication of its graduates on the Massey University website. Compliance with the principles of sound corporate governance ensures the integrity of the graduation processes.

The Council of Massey University is empowered through the Education and Training Act 2020 to make awards. The Council confers degrees and awards diplomas and certificates at graduation ceremonies or 'in Council'.

4. Graduation Ceremonies

At a graduation ceremony, the Chancellor, Pro-Chancellor, or Council nominee has the delegated authority of Council to confer degrees and award diplomas and certificates on those to be presented in person or listed as 'in absentia' in each Graduation Programme. In the first instance of the Chancellor's absence the Pro-Chancellor would officiate followed by a Council nominee, Vice-Chancellor, University Registrar (DVC Students and Global Engagement) then Provost. With the University Registrar and Provost to subsequently fill the Vice-Chancellor and University Registrar roles respectively should the need arise.

Massey University Graduation Statute

5. 'In Council' Graduation

'In Council' graduations normally take place at Academic Board meetings, where the Academic Board, under the delegated authority of Council, confer degrees and award diplomas and certificates to those so listed. Council itself can also confer degrees and awards diplomas and certificates to those so listed, as and when required.

6. Chancellor Delegated Authority

Council have also resolved that the Chancellor, or their nominee, has the delegated authority of Council to confer degrees and award diplomas and certificates outside of the University Graduation Ceremonies or 'In Council' process to those students reported as having successfully completed the prescribed courses of study for the relevant year as and when required.

7. Further Provisions

The Massey University Council Graduation Statute, and its Procedures and Guidelines reflect the tenets of risk management regarding the integrity of the graduation processes, including generally accepted principles of good governance; uniformity of processes across all campuses responsible for the management of the graduation processes; accountability; and attestation processes confirming the identity and eligibility of those graduating.

The Massey University Council Graduation Statute, and relevant Procedures and Guidelines, are applicable to all graduation ceremonies, ~~and~~ 'in Council' graduations and occasions where the Chancellor's delegated authority to confer degrees and award diplomas and certificates is exercised.

Graduations generally take place in New Zealand but can upon Council agreement take place overseas or online on the recommendation of the Vice-Chancellor or Deputy Vice-Chancellor Students and Global Engagement. ~~Participants taking part in Celebrations to Honour Graduates, will have previously graduated.~~

The Massey University Council Graduation Statute, and relevant Procedures and Guidelines, are also applicable to all participants and associated service providers involved in any graduation function or allied event.

Definitions

In Council graduation: where the graduate has chosen to graduate at a time other than a graduation ceremony. The dates are declared by the university and will be the dates of the Academic Board meetings, and Council meetings as required.

Massey University Graduation Statute

In absentia graduation: where a graduate chooses to be listed in a graduation ceremony programme but not attend the ceremony. The graduate is listed as 'in absentia'.

Content Manager	Office of the DVC Students and Global Engagement
Approved By	Council
Date approved	[date]



MASSEY UNIVERSITY COMMON SEAL STATUTE 202~~50~~

By resolution of Council and pursuant to sections ~~167(1)-273~~ and ~~194-284~~ of the Education and Training Act ~~2020-1989~~ ("Act"), the Council adopts a Common Seal by way of this Common Seal Statute 202~~50~~.

1. Title and Commencement and Amendment

This Statute may be known as the Common Seal Statute 202~~50~~. This Statute [comes](#) into force on ~~27 November 2019~~ [6 March 2025](#).

This Statute may be amended from time to time. The amendments are effected once approved by Council.

2. Purpose

The purpose of this Statute is to:

- (a) Adopt a Common Seal;
- (b) Establish authorised purposes for affixing the University's Common Seal to a document;
- (c) Establish authorities for affixing the Common Seal to a document; and
- (d) Establish authorities for countersigning the Common Seal.

3. Definitions

The Massey University Common Seal ('the Seal') means the emblem of the University that represents the signature of the Council of Massey University.

4. Purpose of the Seal

The presence of the Seal on a document, countersigned by authorised persons, is conclusive proof of an act or undertaking on behalf of Massey University.

5. Types and classes of documents to be executed under Seal

The following documents may be executed by affixing the University's Common Seal:

- 1) Academic qualifications and honorary awards;
- 2) Leases and licenses for land and buildings where the term exceeds five years or the transaction value is greater than \$1m per annum;
- 3) Sale, purchase or ownership transfer of land and/or buildings;
- 4) Any deeds or documents where execution under Seal is required by law or by other parties;
- 5) Documents where other parties specifically request it.

6. Authority to countersign under Seal

The Seal has no authority unless it is countersigned by the relevant authorised signatories.

In the case of academic qualifications and honorary awards, the Seal must be countersigned by the Vice-Chancellor.

In all cases, the Seal must be countersigned by at least two of the following authorised signatories:

- The Chancellor
- The Vice-Chancellor
- Deputy Vice-Chancellor: Students and Global Engagement and Alumni

The Chancellor or Vice-Chancellor may authorise the attachment and countersigning of the Seal where other parties specifically request this, for purposes other than those specified in Part 5 of this Statute.

7. Responsibilities for custodianship of the seal

Responsibility for the safe custody and appropriate use of the Seal rests with the Director Governance and Assurance.

The Director Governance and Assurance is responsible for ensuring that a register is maintained, recording the date and purpose of each occasion on which the Seal is affixed.

The Director Governance and Assurance is responsible for monitoring compliance with this statute and reporting any breaches to Council.

8. Waivers and variations

Only the Chancellor or the Vice-Chancellor may waive or vary the provisions of this statute in individual extraordinary cases. Any such waivers or variations must be reported to Council at the next available opportunity.

9. Relevant Legislation

This Statute has been prepared in accordance with the following legislative requirements:

[Section 3 \(3\)](#) Massey University Act 1963.

[Section 273](#) Education and Training Act 2020

[Section 284](#) Education and Training Act 2020

~~[Section 167](#) Education Act 1989~~

~~[Section 194](#) Education Act 1989.~~

Confidential

Part II: Paper for Decision



MEETING DATE:	6 March 2025
AUTHOR:	Director of Governance and Assurance, Jodie Banner
SUBJECT:	E-Ballot Ratification: Nomination of Honorary Doctorate Fine Arts

Recommendation

- That the electronic ballot in respect to the approval of the awarding of the Honorary Doctor of Fine Arts (Honoris Causa) to Sopolemalama Filipe Onevela Tohi be ratified.

Key Points

The Honorary Awards Committee considered the nomination for Sopolemalama Filipe Onevela Tohi to receive a Doctor in Fine Arts (Honoris Causa) and recommend this to Council for approval in accordance with Council's delegations and the process specified under the applicable regulations. On Friday 31 January 2025 an e-ballot was circulated to Council via email and the following was endorsed:

- THAT an Honorary Doctor of Fine Arts (Honoris Causa) be awarded to Sopolemalama Filipe Onevela Tohi in recognition of his outstanding achievements in the creative arts in New Zealand, the Pacific and internationally.

This Honorary Doctorate is in recognition of Filipe Tohi's lifetime of outstanding contributions in the creative arts community in New Zealand, the Pacific and internationally. And to acknowledge his dedication and commitment over a thirty-year career working with communities through commissioned art works in public spaces, within galleries and museums, involvement in significant architectural projects, and through community workshops.

MEETING DATE:	6 March 2025
AUTHOR:	Vice-Chancellor Professor Jan Thomas
SUBJECT:	VICE-CHANCELLOR'S PART I REPORT TO COUNCIL PERIOD: November 2024 – February 2025

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Recommendation

That Council:

- Note this update on current issues, key achievements and highlights arising during the reporting period.

Executive Summary

This report is intended to be a high-level summary overview of the reporting period. I have taken the opportunity to provide links to information for further detail. I wish to continue to emphasise that given the size, depth and diversity of our multi-campus university, this report can only provide a point-in-time record of the accomplishments of our staff, students and wider community. Please forgive me for not being able to mention all of the wonderful mahi and achievements of the Te Kūnenga ki Pūrehuroa Massey University whānau, both individually and in partnership across the university, and externally with our many communities, at home and across the globe. Many of these stories can be found in [Massey News](#) on our website and other internal communication channels detailed in this report.

I highlight in this report just a few of the university's efforts and achievements in making Massey a place of equity and excellence, for students, staff and our community. I will seek to ensure that the content reflects, and speaks to the enactment of university's Strategic Plan, pou, attributes and Te Tiriti foundation. In this regard, you will note that this report is provided in a format and structure to reflect the four strategic pou of the university.

Reflecting on 2024

Over the break I had an opportunity to reflect on 2024...

In 2024, we welcomed a new Chancellor and Pro-Chancellor and a change in Council membership. It was also the first year of the new coalition Government which has taken considerable interest in the university subsector – University Advisory Group (UAG), Science System Advisory Group (SSAG), Free Speech legislation with mandatory surveys, changes in the fees-free scheme for students, and the debate around the proposed Treaty Principles Bill to name a few.

For Massey, it was a year of delivery, finalising a range of change proposals, moving through the much-needed financial turnaround, and making inroads to reverse the projected financial decline in coming years. At all times, the current strategic plan, alongside Horizon 2042, a document that I wrote in 2022 and endorsed by Council as our “roadmap”, remained front of mind. It was a year that focused on financial recovery, through the establishment of the three-year Financial Recovery Plan (FRP) in December 2023, and then a re-focus on consolidating a financially sustainable operating environment. This resulted in an improved financial outcome for 2024, however the multiyear stabilisation of our operating environment is not yet complete. The increased unemployment in New Zealand and the depressed economic outlook nationally has placed Massey action into a context where change was required. We are well advanced in leveraging our balance sheet and activating our campuses in ways that will be leading in the New Zealand context. Others are looking to follow this example. We are well advanced in our Transnational Education offerings, making Massey a truly global university and driving alternative streams of income back to New Zealand, again leading the way. The continuing success of Massey Ventures and the Massey Foundation further supports the journey to diversify our sources of income.

I was also interviewed by George Heagney from the Manawātū Standard late last year. I answered many questions about our [financial transformation](#) and shared my concerns about the [cuts to Marsden Fund grants](#), amongst other things.

While it’s easy to imagine the entire years effort focused on reversing our financial circumstances, in itself an achievement, there were additional areas which I want to highlight that speaks to the excellence of the university’s endeavours. Massey continued to perform well, and improve, in its global rankings position. Of note, Veterinary Science ranked highest in the Southern Hemisphere, and our Times Higher Education (THE) Impact Rankings was recorded at =75, the 2nd highest in New Zealand. The inaugural 2024 THE Online Learning Rankings awarded Massey a [prestigious gold rating](#) (the highest possible achievement, and the only one in New Zealand) ranking Massey University first in the world—a well-deserved acknowledgement of our leadership and an important recognition of the legitimacy of online learning globally.

There are big things on the cards for us this year. We will begin the groundwork for the implementation of our new Curriculum Framework; continue with the work to revitalise our campuses; grow our presence in Singapore with the introduction of new courses; press on with the Financial Sustainability Plan; and help guide our students to a new governance system for Te Tira Ahu Pae.

Continuing to recruit students, give them a great university experience and ensure they leave Massey with their world-class qualification remains our greatest focus.

2024 was one of the most extremely hard working environments that I have experienced, and yet I think it has been a highly successful one for the university. Much overdue work has been completed and the future is one of stabilising finances and EFTS, driving projects that deliver decreasing dependency on government funding and maximising esteem through rankings and reputation.

Te Pou Rangahau – Research

Examples of the delivery of research excellence and its impact include:

- *Award winning diagnostic cerebral visual impairment assessment app*
 In a breakthrough for diagnosing cerebral visual impairment (CVI), Dr Nicola McDowell, Institute of Education, has developed a specialised tool, the Austin Assessment app. For her efforts, Dr McDowell has received a CVI Champion Award at an international CVI conference hosted by Perkins School for the Blind, United States, where she was described as a transformative leader in the field.

Supported by Massey Ventures and Massey University Foundation funding, the app has already gained traction with parents reporting greater clarity on their children's learning needs and immediate access to resources for next steps. [Read more.](#)

- *Royal Society of New Zealand Te Apārangi Funds*

Research Awards – Outcomes

In November, Royal Society Te Apārangi and the Health Research Council of New Zealand held joint events in Tāmaki Makaurau Auckland and Te Whanganui-a-Tara Wellington in November to recognise researchers who have achieved excellence in scholarship or innovation, or who have made a significant contribution to Aotearoa New Zealand through their research careers. The following Te Kūnenga Ki Pūrehuroa researchers were recognised:

- Distinguished Professor Gaven Martin FRSNZ, was awarded the *Jones Medal* for his groundbreaking work in a broad range of fields including geometry, analysis, topology, and group theory. [Read more.](#)
- Distinguished Professor Harjinder Singh FRSNZ, was awarded the *Pickering Medal* for his pioneering research and development in foods such as FerriPro, aimed at combating iron deficiency and other innovative food technologies that have bridged the gap between scientific discovery and commercial applications. [Read more.](#)
- Professor Vicki Karaminas was awarded the *Humanities Aronui Medal* for advancing the discipline of fashion studies and for significant contributions to global understanding of masculinities, gender, and sexualities. [Read more.](#)

- *Award-winning Professor secures Douglas Pharmaceuticals Prize*

Professor Shane Telfer was recently awarded the Douglas Pharmaceuticals Prize for Industrial and Applied Chemistry, which is awarded for meritorious achievement in the field of industrial or applied chemistry. He is a principal investigator for the MacDiarmid Institute for Advanced Materials and Nanotechnology and is a world-class scientist and international authority in the field of metal-organic frameworks.

Professor Telfer's research excellence has been recognised by a number of professional distinctions, and in 2022 he founded [Captivate Technology](#), which aims to achieve high CO2 capture rates while driving down cost and energy requirements compared to existing carbon capture technologies. [Read more...](#)

- *Massey University Research Medals and College Research awards*

Decisions on the 2024 College Research Awards were finalised in December. Thirteen researchers across the five Colleges were awarded a College Research Award (Table 1). Each of those awardees are nominated automatically for consideration for the corresponding Massey University Research Medal.

Table 1: 2024 College Awardees

College Award Winner	College Research Award Category	College
Professor Andy Martin	Exceptional Research Citizenship (Whaowhia Ngā Kete o Te Wānanga)	College of Health
Professor Leigh Signal	College Research Award - Supervisor	College of Health
Dr Victoria Plekhanova	College Research Award - Early Career	Massey Business School
Dr Thanh Ngo	College Research Award - Individual	Massey Business School
Professor Stephen Croucher	College Research Award - Supervisor	Massey Business School
Professor James Rotimi	College Research Award - Supervisor	College of Sciences
Dr Mo Li	College Research Award - Early Career	College of Sciences

Professor Mark Bebbington	College Research Award - Individual	College of Sciences
Associate Professor Anna Powles	Exceptional Research Citizenship (Whaowhia Ngā Kete o Te Wānanga)	College of Humanities & Social Sciences
Associate Professor Tracy Morison	College Research Award - Supervisor	College of Humanities & Social Sciences
Dr Rosemary Gibson	College Research Award - Early Career	College of Humanities & Social Sciences
Professor Julieanna Preston	College Research Award - Supervisor	College of Creative Arts
Sonya Withers	College Research Award - Early Career	College of Creative Arts

- Lynette Grivell, PhD graduate, School of Humanities, Media and Creative Communication in association with the University of New England (UNE), Australia, has received the prestigious Association of Iberian and Latin American Studies of Australasia Prize for Best Doctoral Thesis titled *Over your dead bodies* which was co-supervised by Professor Leonel Alvarado and UNE colleagues.
- The Aotearoa New Zealand Tāwhia te Mana Research Fellowships*
Dr Lauren Vinnell, Joint Centre for Disaster Research, School of Psychology, has been awarded an inaugural Aotearoa New Zealand Tāwhia te Mana Research Fellowship (for Early Career researchers), by Te Apārangi Royal Society's Manawa Tūāpapa Future Leader Fellowship for her work aimed at enhancing the country's resilience to future natural hazard events. Dr Vinnell's research focuses on risk perception and communication to identify ways of increasing the public's resilience to nature hazards, with a total grant of \$820,000.
- Professor Emerita Bobbie Hunter, Institute of Education, was made a Fellow of the New Zealand Association for Research in Education (NZARE) at the recent Annual General Meeting of NZARE for her sustained and outstanding contributions to educational research.
- Professor Leonel Alvarado, School of Humanities, Media and Creative Communication/Pro Vice-Chancellor's office, was one of three academics who led a delegation of 14 Early Career Researchers from seven New Zealand universities to meet with counterparts in Santiago and São Paulo to promote research collaborations, the New Zealand tertiary education system, and their respective universities.
- Associate Professor Pauline Harris, Te Pūtahi-a-Toi, gave a presentation at the Speaker's Science Forum held at Parliament Buildings. The Forum aimed to present cutting-edge research to Ministers and decision-makers in order to inform the issues being address in Parliament. As an astrophysicist within Te Pūtahi-a-Toi, Associate Professor Harris has a focus on mātauranga Māori associated with Māori astronomy. She discussed the exciting future of aerospace in Aotearoa New Zealand, highlighting the collaborations being forged between Māori and international organisations, including NASA and academic institutions in Australia and Hawai'i. Her talk delved into how this sector will grow and develop, what relationships will come from it with other Indigenous Peoples, and the next areas of research to focus on.
- Professor Stuart Carr and Dr Veronica Hopner, School of Psychology, co-edited/authored/published a special issue of a leading industrial and organisational psychology journal, *Organizational Dynamics*, on 'Managing Sustainable Livelihoods'. The contributors are world-leading. The journal is high impact both in h-terms and in terms of uptake by managers and MBA students being taught inside industrial and organisational programmes.
- Massey experts highlight global nexus of crises in landmark biodiversity report*
Professor David Hayman, School of Veterinary Science, and Professor Bruce Glavovic, School of People, Environment and Planning, have both played key roles in shaping the influential *Nexus*

Assessment on global crises. A recent report from the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) is drawing global attention to the interconnectedness of five pressing crises: biodiversity loss, human health, climate change, food insecurity and water scarcity. The Nexus Assessment provides more than 70 response options aimed at alleviating these interconnected crises. [Read more.](#)

- *Massey Research Field Day attracts huge interest*
More than 200 people turned out on Thursday November 21 to see what progress has been made on one of New Zealand's biggest and most comprehensive agriculture research programmes on regenerative agriculture – Whenua Haumanu. [Read more.](#)
- *Health Research Council (HRC) Funds*

HRC Career Development Awards - Outcome

In November, outcomes of the seven applications submitted to the HRC Career Development Award Grants were released (Table 2). Two applications were successful, with two additional applications also successful subject to contracting conditions. The responses to the conditions were sent to HRC in late November and we are awaiting the final decision. If all four applications will be accepted, this will be a success-rate of 57.1% and is higher compared to the 2023 submission (success-rate of 50% with four submissions) and the same previous highest success-rate in 2020. In the 2022 submission, the success-rate was 66.7% with only three submissions.

Table 2: 2024/25 HRC Career Development Awards outcome

PI	School	College	Title	Value	Stream	Result
Kenneth Taiapa	SHORE & Whariki Research Centre	Health	Hutia te rito: Māori men, birthing and whānau ora	\$411,819	Māori Health, Postdoctoral Fellowship	Y
Elti Sannyasi	Sport, Exercise & Nutrition	Health	Weight stigma in healthcare in patients in Aotearoa: Pacific patient voice	\$33,410	Pacific Health, Masters Scholarship	Y
Sharyn Heaton	Te Putahi-a-Toi	Humanities and Social Sciences	Ko ngā pūrākau o ngā wai e rere nei: Narratives about the water	\$9,980	Māori Health, Development Grant	Y, under condition
Nehemiah Amoroa	Hauora & Health	Health	Kimihia te Tautoko: Supporting the mental health of Māori in sport	\$21,600	Māori Health, Masters Scholarship	Y, under condition

- *Marsden Fund Full Proposals - Outcomes*
In May, 14 applications were invited to submit full applications, and the international referee report rebuttal process occurred in August, with panels convening and making decisions in September and October. Table 3 shows those who have been awarded a Marsden.

Table 3: 2024 Marsden Fund outcomes

PI	School	College	Type	Panel	Value awarded
Professor Mary Morgan-Richards	Food, Technology and Natural Sciences	Sciences	Standard	Ecology, Evolution and Behaviour	\$941,000

Dr Kealagh Robinson	Psychology	Humanities and Social Sciences	Fast-Start	Social Sciences	\$360,000
Professor Jarrod Haar	Management	Massey Business School	Standard	Social Sciences	\$870,000
Associate Professor Kelly Dombroski	People, Environment and Planning	Humanities and Social Sciences	Standard	Social Sciences	\$870,000
Professor Gert Lube	Agriculture and Environment	Sciences	Standard	Earth, Sciences and Astronomy	\$941,000
Dr Aisling Gallagher	People, Environment and Planning	Humanities and Social Sciences	Standard	Social Sciences	\$870,000

- *Student's research on digital health for fall prevention is awarded ACC scholarship*
Using an interview-based methodology, Adrian Pretorius will research how older adults living independently utilise apps on tablets or smartphones to help prevent falls. [Read more](#).
- *Gates Foundation Grant*
Massey University's Riddet Institute has [secured a \\$3.4m Gates Foundation grant](#) to develop an interactive food system scenario model for Kenya [read more](#). It will help the country work out how to best feed its people.

Mahi undertaken to foster, support and enable research excellence. Examples include:

- *New Library Webpage launched – Make your Research Discoverable*
A new web page gives guidance on using keywords, titles and abstracts to enhance the discoverability of publications. It also includes a section on using Sustainable Development Goals (SDG) keywords to highlight research in these areas. The page is accessible [here](#).
- *Open Access Week*
[Open Access Week 2024](#) ran in the last week of October. This was a continuation of last the 2023 theme Community over Commercialisation. Library staff published a blog [post](#) showcasing Library support for Open Access. An Open Access workshop was also run as part of the *Library Workshops for Researchers* series. Subject Librarian Joanna Wenman is now the Massey University representative on the project team that will monitor and develop the [OA Toolkit for Aotearoa New Zealand Researchers](#). The Massey version of this can be found here [Open access publishing - Massey University](#)
- *Research Systems and Reporting*
 - The Senior Leadership Team has approved the new Research Data Management Policy. This policy sets out the responsibilities of the university community for the management of research data. It covers issues of ownership and custodianship of research data; data sharing and transfer; storage, retention and disposal of research data and responsibilities of researchers (including research students), supervisors, heads of units and the wider university. Implementation of the new policy will take place over time and will require a programme of activity to support researchers and research students to engage fully with the provisions.
 - The Business Case to replace the university profile system Expertise with Digital Science's Discovery has been approved as a project for 2025.
 - Consultation on the draft Research and Consultancy Activities Policy and associated Procedures closed in late 2024. The documents represent a consolidation and revision of five policy and procedures documents. They provide clarity and consistency of policy and processes related to the management of funded research and consultancy activities at Massey University, including approvals, contracting, research accounts management and reporting. Extensive consultations on

the draft policy and procedures were conducted with a wide range of stakeholder groups in 2023 and 2024. Final approval is expected early in 2025.

Te Pou Ako –Learning and Teaching

Examples of the delivery of an excellent learning environment include:

- *Top of the World - Massey Gold ranking in 2024 THE Online Learning Rankings*
As mentioned earlier, Massey University has been awarded a prestigious Gold rating in the inaugural [Times Higher Education](#) (THE) Online Learning Rankings, the highest honour achievable in this year's global assessment. Eleven institutions received that rating, with Massey topping two of the four outcomes, meaning Massey is number one in the world. This recognition is testament to the collective dedication of our passionate staff, who I know take immense pride in fostering student success for all.

It is wonderful to finally see recognition for online learning as a legitimate and worthy counterpart to campus-based education, which is absolutely deserving of equal ranking and respect. I am incredibly proud of this achievement and want to thank the staff who have put in the hard work to secure this prestigious ranking. Read more [here](#) and [here](#).

- *Massey's subjects shine in the 2024 Shanghai Subject Rankings*
In the latest Global Ranking of Academic Subjects or Shanghai Subject Rankings, Massey has done well with 16 subjects ranked, with three subjects in the top 75 worldwide; two of these subjects in the top 50 worldwide. Food Science and Technology is now ranked 43rd globally, up from the 76-100th band last year. Communication is now ranked 45th globally, also up from the 76-100th band last year. Veterinary Science retains its 51-75th rank, which places it in the top 75 globally. Agricultural Sciences retains its top 150 position. There was improvement in the rankings of these subjects: Hospitality and Tourism Management (ranked 101-150 globally), Biotechnology (ranked 201-300 and first in New Zealand), and Political Sciences (ranked 201-300 and first equal in New Zealand). Massey is still first in New Zealand for the subject of Finance.

Subjects that remained stable include Veterinary Sciences, Agricultural Sciences, Business Administration, Geography, Ecology and Psychology. Massey is now ranked again in Earth Sciences, Public Health and Biotechnology.

Please note: We do not provide any information that informs the subject area ranking or the overall Shanghai ranking – the assessment is done independently from us. It is also important to note that the methodology has changed from 2023.

- *2024 Quacquarelli Symonds (QS) Subject Ranking*
The 2024 QS Subject Ranking was revised for two subjects and Massey's standing in both these subjects have improved. The subject of Agriculture and Forestry is now [ranked 61st](#) in 2024, and still in the top 100 globally, and not 71st globally as the initial results released in April 2024 (compared to 60th in 2023). This means Massey has dropped by only one position in its ranking for this subject. Massey is now ranked 501-550 for the subject of Medicine in the 2024 QS Subject Rankings from being unranked in previous years. A total of 720 universities were ranked for the subject of Medicine in the 2024 QS Subject Rankings round.

Of special note is that Massey is also now ranked 501-550 for the subject of Medicine in the 2024 QS Subject Rankings. To be ranked from being unranked all these years is a fantastic outcome for the College of Health and Massey.

- *Accreditation*
 - The Health Promotion major and the Mental Health Promotion Pathway in the Bachelor of Health Science (Mental Health and Addiction) have become the first programmes in Aotearoa New Zealand to gain accreditation from the International Union of Health Promotion and Education. [Read more.](#)
 - The Bachelor of Speech and Language Therapy programme (encompassing the Bachelor of Speech and Language Therapy, and the Bachelor of Speech and Language Therapy (Hons)), Institute of Education, has received full re-accreditation through to 31 December 2031 from the New Zealand Speech-language Therapists' Association (NZSTA) Programme Accreditation Committee.
- *Teaching Excellence Award winners for 2024 announced*
 The Vice-Chancellor's Teaching Excellence Awards are the premier awards that celebrate excellence in teaching and learning across the university.

 Congratulations to the following 2024 award winners:
 - Vice-Chancellor's Teaching Excellence Award (General category) - School of Accountancy Dr Hedy Huang.
 - Vice-Chancellor's Teaching Excellence Awards (General category) – School of Psychology Professor Sarah Riley.
 - Vice-Chancellor's Teaching Excellence Awards (General category) – Nursing Team. The Nursing team consists of Jenny Green and Marla Burrow.
 - Vice-Chancellor's Teaching Excellence Awards (General category) – Education Team. The Education team consists of Associate Professor Tara McLaughlin, Dr Generosa Leach, and Vicki Gifkins.[Read more.](#)
- *Exposing the value of industry connections at student design exhibition*
 Every year Toi Rauwhārangī College of Creative Arts graduates get the opportunity to showcase their work to industry employers through the [He Kanohi Kitea Exposure](#) exhibiton.

Mahi undertaken to foster, support and enable an excellent learning environment. Examples include:

- *Final version of Curriculum Framework released*
 The Te Kūhenga ki Pūrehuroa Massey University Curriculum Framework has been unanimously approved by the Senior Leadership Team. This follows a positive discussion of the revised version at the most recent Academic Board meeting and its noting by the University Council.

 The Curriculum Framework has been refined and informed through considerable consultation with staff and students during 2024 and will guide our academic offering into the future as we begin to implement the changes outlined in the framework.
- [*Bringing new insights into Massey's programme development*](#)
 A newly formed Academic Business Development team has been established to support the Colleges in developing new programmes or refreshing existing ones. Headed by Massey alumnus Sam Hutchinson, the team will use market intelligence and data insights to help ensure programmes not only align with Massey's areas of excellence, but also meet market demand.
- *Generative AI to be integrated into learning and teaching*
 Semester 1 2025 marks the introduction of a new approach to the use of Generative AI (GenAI) tools by students in their assessments. Closely based on the [AI Assessment Scale](#) (AIAS), the introduction

of the university's AI Use Framework follows a decision by Academic Committee in November 2024. It acknowledges the significant challenges experienced by staff and students in understanding and managing acceptable and unacceptable use of these tools in assessments.

The AI Use Framework helps educators integrate generative AI into educational assessments ranging from 'No AI' to 'Full AI'. The Centre for Educational Transformation (CET) has been offering appointments to teaching staff to provide pedagogical and technical support for applying this scale to their assessments.

The Curriculum Transformation Team has been continuing its internal series of generative AI workshops, which are supporting the team to develop the skills necessary to help teaching staff with skilful use and management of genAI. The knowledge developed through this will form a foundation for delivering genAI and AIAS workshops to teaching staff in 2025.

- *Educator Resource Hub*
A new landing page for the Educator Resource Hub (ERH) has been released. This page will improve navigation and visibility. Two new ERH articles published in December, included one providing practical advice around the implementation of the Artificial Intelligence Assessment Scale (AIAS).
- *Curriculum Transformation Team*
The Curriculum Transformation Team has been developing a prototype tool to implement the Massey Literacies Framework. The tool is designed to help staff identify and select relevant literacies at an appropriate level for specific cohorts of students. Staff will then have access to further support resources to help them embed those literacies into programmes of study. This tool will initially be trialled by the Activate team before being refined and released for use by teaching staff. Work is also underway to develop a Te Tiriti Literacies domain that will be included in the framework.
- *New student journey update*
Teams across the Deputy Vice-Chancellor Students and Global Engagement portfolio have been working together to deliver a new series of e-newsletters to students starting at Massey in Semester One 2025. The newsletter aims to keep new students engaged, connected and informed ahead of the semester starting, and included information about our university and systems, the support services available and details about Orientation Week.
- *Future-proofing veterinary education: the Ngā Huia building*
Tāwharau Ora School of Veterinary Science is in the midst of a building upgrade project to ensure their facilities meet current educational, research and clinical needs. Part of phase three of this project is the construction of Ngā Huia, a building which contains the student spaces, research laboratories and staff and postgraduate offices that had occupied the Vet Tower.

Te Pou Tangata – People

Mahi undertaken to foster, support and enable an inclusive, respectful and safe environment. Examples include:

- *Kōrero with staff*
Staff Update is a weekly e-newsletter that shares information from across the university and works in parallel with *People@Massey*, which celebrates staff achievements and shares insights into the work our people do. *Staff Update* includes the latest updates from SLT, whether it is a message from myself or other relevant information from others in the team. This enhances the visibility of SLT members and our decision making. *Staff Update* includes information and updates that do not warrant a

Massey-all email. Please note that the ongoing SLT *Focus on the Future* communications are provided via the weekly *Staff Update*, where possible.

Massey-all emails are used for significant items of interest that are time-critical and important to all staff, and generally will come direct from the Vice-Chancellor and members of the university's Senior Leadership Team.

We also continue to regularly invite staff to provide feedback through the vcfeedback online form. This is monitored daily, and I respond to as many comments as is practical.

- *Focus on the Future: Catching up with the Vice-Chancellor*

As I signaled earlier, 2024 was a huge year at Massey. We made significant progress in our financial recovery and curriculum transformation. We have done the heavy lifting to shape our operating environment to one that is manageable in the future, which gives us good reason to feel optimistic about what lies ahead. Thank you all for your hard work this year.

I closed out the year with a final video interview with Executive Director Marketing and Communications Ruth Mackenzie. In our kōrero, we discuss more about our financial recovery, what the Tertiary Education Commission thinks of our progress this year and the University Advisory Group. I also talked about a very special taonga I received, which was a highlight of my year.

- *Senior Leadership Team update - Deputy Vice-Chancellor Māori*

At the end of 2024 I announced that Deputy Vice-Chancellor Professor Meihana Durie, Rangitāne, Ngāti Kauwhata, Ngāti Raukawa, Ngāti Porou, Rongo Whakaata, Ngāi Tahu, had been appointed CEO of Te Wānanga o Raukawa, and was leaving Massey in January after nearly eight years.

In early January, I was pleased to announce I had appointed Pāora Ammunson, Ngāti Kahungunu and Rangitāne o Wairarapa, Te Arawa and Tainui, as interim Deputy Vice-Chancellor Māori. He joined Massey on 3 February, for up to a year. The role will be advertised externally prior to the end of this contract. Please join me in wishing Pāora a warm welcome to the Massey whānau. [Read more here.](#)

- *Campus reimaging: Feedback from Pukeahu drop-in session and online survey*

Thank you to everyone who took the time to provide feedback at our campus reimaging drop-in session on the Pukeahu campus in September, and via the online survey. We received more than 1,300 pieces of feedback from these two forums, which have been condensed into reports and presented to the Senior Leadership Team. [Read these and the other campus reports here.](#)

- *Update on 2025 student representation*

As an update to my last report, I am pleased to advise that prior to Christmas Massey University and Te Tira Ahu Pae reached an agreement which will:

- enable seamless provision of services to students by Te Tira Ahu Pae
- provide an opportunity for the wider student body to get involved in shaping the student representation model delivered through the students' association.

[Read more.](#)

- *Low-sensory spaces launched at all Massey libraries*

Low-sensory spaces to support the needs of neurodivergent students are now up and running at all campus libraries. The spaces have been set up as part of the university's [Disability and Inclusion Action Plan](#). Penny Hay (Manager, Disabled Student Support) intends to collect feedback centrally via a Microsoft form that can be accessed through a QR code on a poster. The form will allow students to identify the campus they are on.

Celebrating our People

- Academics and alumni receive 2025 New Year Honours*

Seventeen Massey academics and alumni were named in the 2025 New Year Honours List. Distinguished Professor Harjinder Singh, Riddet Institute, was made a Companion of the New Zealand Order of Merit for his services to food science, and Professor Trisia Farrelly, School of People, Environment and Planning, was made an Officer of the New Zealand Order of Merit for her services to ecology. [Read more.](#)
- 2024 Professorial Promotions announced*

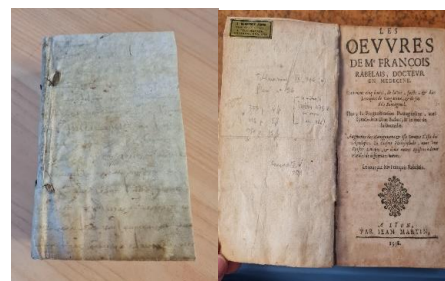
In the most recent promotion round, 12 staff were promoted to Professor and 25 to Associate Professor. The promotions took effect from 1 January 2025. [Read more.](#)
- Professor Beth Greener, School of People, Environment and Planning, was made an Honorary Professor of the New Zealand Defence Force Command and Staff College – the first woman to hold this position. Professor Greener first taught at the College in 2004 and has continued to regularly teach international relations to cohorts, including the Advanced and Intermediate Officer Courses and the Joint Warrant Officer Advanced Course.
- Dr Rosie Gibson, School of Psychology, received the *Nick Antic Career Development Award* from the Australasian Sleep Association during their conference in October. In memorial to a leading Professor of sleep science, this award is intended to assist the recipient to develop professionally. Dr Gibson will use this to support creative workshops with older New Zealanders. These aim to represent the experiences and perceptions of sleep with ageing via responses to mass media messaging concerning sleep health.
- 2024 Global Communication Award from the National Communication Association.*

Professor Mohan Dutta, Director of the Center for Culture-Centered Approach to Research and Evaluation (CARE), School of Humanities, Media and Creative Communication, was successful as the winner of the 2024 Global Communication Award from the National Communication Association. [Read more.](#)
- Journalism students shine with Crikey Award win and Asia New Zealand Scholarship success*

For the first time, a journalism student from Aotearoa New Zealand has won Australia's premier student investigative journalism award. [Read more.](#)
- Dr Malcolm Mulholland, Research Development Officer, Te Pūtahi-a-Toi, has been named a KiwiBank Local Hero for his invaluable work campaigning for better access to lifesaving drugs for cancer patients. [Read more.](#) And Peer Scholar Leilani Faaiuso was also announced as Kiwibank Local Hero Award recipient. Ms Faaiuso just completed a double degree - a Bachelor of Business in Management and a Bachelor of Arts in Psychology. The award is recognition for her drive and unwavering support to advocate for her communities: Pacific Peoples, Youth and Palmerston North. Every achievement for her is an opportunity for her to proudly represent her Samoan and New Zealand roots and bring her knowledge back to help others succeed. She will take up a graduate role at Deloitte New Zealand in Auckland in early February.

Part I: Paper for Information

- Massey University alumna, Jaedyn Randell, made headlines as one of four finalists in the 2024 season's finale of *The Voice Australia*. Jaedyn completed her Bachelor of Commercial Music (Music Technology) in 2021 and received the Massey University Vice-Chancellor's High Achiever with Distinction Scholarship (Academic and Arts) as well as the Massey University Māori Scholar Award.
- *Historic book donation from Professor Emerita Glynnis Cropp*
The library has received a generous donation of more than 60 old, and in many cases, valuable books from Professor Emerita Glynnis Cropp. Although Professor Cropp refers to these volumes as her "working books" from her many years of research, they are in excellent condition and make a fascinating addition to our Special Collections. The oldest books date back to 1533 and 1558, with the latter bound in vellum. All the donated books were published in the 16th, 17th and 18th centuries.



Images: Vellum cover and title page of *Les Oeuvres de M. Francois Rabelais*, 1558.

Te Pou Hono – Connection

Mahi undertaken to create, honour and sustain meaningful connections and partnerships, and addressing the world's big problems, matters of national interest, and promoting leadership. Examples include:

- *Government-led University Advisory Group*
As you will know, the [University Advisory Group](#) (UAG) was established in 2024 to provide the Government with advice on New Zealand's university system. Alongside the [Science System Advisory Group](#) (SSAG) review ([First Science System Advisory Group report released](#) in January 2025), the UAG is considering the challenges and opportunities for the sector.

The first phase of the UAG's consultation focused on high-level sectoral questions that considered the role of universities in New Zealand.

The second phase of consultation focused around 17 questions canvassing a diverse range of topics, including the core activities of teaching, research and knowledge transfer in New Zealand's universities, quality assurance arrangements, and universities' governance and management Zealand.

The third and we believe final phase of consultation focused on efficiencies and prioritisation as well as funding for teaching, learning and research, and capital expenditure. Consultation closed on 18 December 2024 and this submission is a summary of feedback from staff who chose to contribute to the university's response, noting that many staff will also have provided individual submissions. Thank you again to those who engaged in this process.

We are advised that the UAG is providing advice to the Government in two phases – an interim report was provided in September 2024 (and is currently under consideration by the Government) and a final report will be provided in February 2025. Advice from the UAG will inform policy changes for the university system in New Zealand. We understand that all submissions will be made public in due course.

- Sector-wide climate scenarios win Powerful Partnerships Green Gown Award*

The Tertiary Education Sector Climate Futures Group has won the 'Powerful Partnerships' Green Gown Award for their sector-wide Climate Scenarios project. The group, which includes all universities, wānanga and Te Pūkenga, launched the scenarios initiative in 2023. This groundbreaking project brought together more than 100 sustainability experts from inside and outside the tertiary sector to collaboratively assess how climate change might impact tertiary education in 2100.
- NZ University Librarians gain a full voice in CAUL*

From 1 January 2025 the Council of Australian University Librarians (CAUL) has changed to become the Council of Australasian University Librarians, with an amendment to the constitution to make New Zealand university librarians full voting members. A significant benefit of CAUL membership is the invaluable consortia purchasing service for scholarly resources, as well as projects and communities of practice to develop services collectively. The change signifies that we must now approach our work as a true partnership between countries and ensure the inclusion of the unique context of Aotearoa.
- University Archives celebrates 40 Years*

In celebration of the University Archives' 40th anniversary this year, University Archivist Louis Changuon published a peer-reviewed article in [Archifacts](#), the journal of the Archives and Records Association of New Zealand, reflecting on the first 40 years.
- Historic audio collection successfully preserved*

The Archives Team completed digitising its audio tape collection in November, ensuring the preservation of the information through format migration for researchers. The audio collection features recordings of conferences, staff interviews, Massey's radio advertisements, educational support tools and oral histories. Some non-restricted and non-copyrighted material will be uploaded to [Tāmiro](#) in 2025.
- Massey's Large Animal Teaching unit celebrates 30 Years*

Congratulations to the Large Animal Teaching Unit on the Manawatū campus, which recently celebrated its [30th anniversary](#).
- Disaster Management and Planning for Palmerston North Organisations*

Sonny Liuvaie, Pacific Learning Advisor, was invited to a one-day planning workshop organised by the Public Health team of Te Whatu Ora and facilitated by Massey staff. The workshop was found to be a beneficial opportunity to connect with different Health and Social services who extended their help to our students during the COVID-19 lockdowns. There was significant focus on strategising for responding effectively to future pandemics here.
- Ministerial appointment pa to Te Māori Manaaki Taonga Trust Board*

Massey staff member and leading Māori artist Professor Ngataiharuru Taepa, Te Arawa, Te Āti Awa, has been appointed to an influential government board that will look to continue the legacy of the seminal Te Māori exhibition 40 years ago. The Te Māori exhibition took traditional Māori artwork to four American locations to huge numbers of appreciative visitors in 1984, and was a milestone in the Māori cultural renaissance of the 1970s. Now, Te Māori Manaaki Taonga Trust Board's focus is leading and supporting information exchange, knowledge transfer, and increasing awareness and understanding of taonga Māori. [Read more](#).
- Ministerial appointment to the Public Advisory Committee on Disarmament and Arms Control*

Professor Bethan Greener, School of People, Environment and Planning, has been appointed as a member of the New Public Advisory Committee on Disarmament and Arms Control by the Minister of Foreign Affairs for the period 2025-2027.

- Professor Jenny Poskitt, Institute of Education/Pro Vice-Chancellor's office, joined the international Editorial Board of *Vzgoja in izobraževanje*, a professional journal published by the National Education Institute of Slovenia.
- Professor Stuart Carr, School of Psychology, was appointed Editor of *Applied Psychology Around the World*. The International Association of Applied Psychology is the leading applied psychology association globally, and their strategic plan is closely aligned to the United Nations sustainable development goals. This appointment is part of Professor Carr's role as UNESCO Chair on Sustainable Livelihoods, and resonant with the College of Humanities and Social Sciences emphasis on international partnerships and sustainability.
- Dr Vickel Narayan, Institute of Education, has been elected by the ASCILITE (Australasian Society of Computers in Learning in Tertiary Education) members to the Society's Executive Board. ASCILITE is a consortium of 33 universities from Australia, New Zealand and the Asia Pacific region with more than a thousand members.
- [Gandhi Nivas](#) provides interventions for family violence in collaboration with New Zealand Police. In December the community organisation celebrated 10 years of operating in Counties Manukau and researchers from the School of Psychology delivered nine completed research projects conducted during a decade long collaboration with the Gandhi Nivas Governance Board.
- As part of the collaboration between the Ending Poverty and Inequality Cluster (led by Professor Darrin Hodgetts and Professor Stuart Carr) and Southeast Asian countries, Dr Minh-Hieu Nguyen, School of Psychology, delivered a keynote address at the launch of the Design Thinking Sustainable Citizen Project on 11 January with the participation of more than 300 leaders from the business, government agencies, and higher education institutions. The event was hosted by the Design Thinking Village of Techfest Vietnam, a prominent government-backed entrepreneurship initiative in Vietnam, attracting over 2.5 million participants, 2,600 startups, and 1,000 domestic and international investors.
- *ICDE World Conference 2025*
The [30th International Council for Open and Distance Education \(ICDE\) World Conference](#) will be held in Wellington from 10-13 November 2025 and co-hosted by Massey University and the Open Polytechnic of New Zealand. The call for contributions is now open, focusing on the central theme of '[Ako: Exchanging ideas for inclusive, scalable, and sustainable education](#)'.
- *Guidance for safe use of AI in the public sector*
Please see page 9 of this report on the use of Generative AI at Massey. Digitising Government Minister Judith Collins has [recently released guidelines](#) which set clear expectations for how agencies should adopt AI while harnessing its potential to improve productivity and service delivery.

Council and Committee Meeting Schedule 2025

Month	Date	Meeting	Campus/Location
January			
February	Tuesday 4 February	People & Culture Committee (<i>In Person</i>)	Manawatū/Online
	Wednesday 19 February	Finance & Assurance Committee	Online
	Wednesday 26 February	Academic Board	Online
March	Thursday 6 March	Council Meeting	Manawatū/Online
	Wednesday 26 March	Academic Board	Online
April	Tuesday 8 April	People & Culture Committee (<i>Online</i>)	Online
	Tuesday 15 April – Wednesday 16 April	Wellington Graduation Ceremonies	Wellington
	Wednesday 30 April	Academic Board	Online
	Thursday 24 April	Finance & Assurance Committee (<i>AR Approval</i>)	Online
May	Tuesday 6 May–Thurs 8 May	Manawatū Graduation Ceremonies	Manawatū
	Wednesday 14 May	Council Strategy (<i>Full Day</i>)	Manawatū
	Thursday 15 May	Council Meeting (<i>Consideration of Forecast</i>)	Manawatū/Online
	Wednesday 21 May	Academic Board	Online
	Tuesday 27 May – Thursday 29 May	Auckland Graduations Ceremonies	Auckland
June	Thursday 12 June	Finance & Assurance Committee	Online
	Wednesday 18 June	Academic Board	Online
July	Tuesday 8 July	People & Culture Committee (<i>In Person</i>)	Manawatū /Online
	Wednesday 16 July (pm)	Council Strategy (<i>Half Day PM</i>)	Wellington
	Thursday 17 July	Council Meeting (<i>9.30am-4pm</i>)	Wellington/Online
	Wednesday 23 July	Academic Board	Online
August	Thursday 21 August	Finance & Assurance Committee	Online
	Wednesday 27 August	Academic Board	Online
September	Wednesday 17 September (pm)	Council Strategy (<i>Half Day PM</i>)	Auckland
	Thursday 18 September	Council Meeting (<i>9.30am-4pm</i>)	Auckland/Online
	Wednesday 24 September	Academic Board	Online
October	Tuesday 14 October	People & Culture Committee (<i>Online</i>)	Online
	Wednesday 22 October	Academic Board	Online
November	Thursday 6 November	Council Meeting (TBC)	Online (TBC)
	Thursday 13 November	Finance & Assurance Committee	Online
	Wednesday 19 November	Academic Board	Online
	Wednesday 26 November – Friday 28 November	Manawatū Graduations	Manawatū
December	Thursday 4 December	Council Meeting	Manawatū/Online

Key		
Council	5-6 times per year	9am - 4pm
Council Strategy Day	3 times per year	Full/Half Day
Finance & Assurance Committee (FAC)	5 times per year	9am - 12.30pm
People & Culture Committee (PAC)	4 times per year	1pm-4pm
Academic Board (AB)	Monthly (excluding Jan/Dec)	1.30pm – 3.30pm

Part I: Paper for Decision

MEETING DATE:	6 March 2025
AUTHOR:	Chancellor, Alistair Davis
SUBJECT:	EXCLUSION OF PUBLIC

Recommendation

- That the Council exclude the public from the papers as noted in the table below:

General subject of each matter to be considered		Reason	Section 48(1) grounds
C25/19	Confirmation of Minutes Council Meeting 5 December 2024 – Part II	For the reasons set out in the Part I minutes of 5 December 2024 held with public present	
C25/20	Action Schedule Part II	Improper gain or advantage	s7(2)(j)
C25/21	2025 Council Work Plan Part II	Improper gain or advantage	s7(2)(j)
Verbal	Chancellor's Verbal Report	Personal Privacy	s7(2)(a)
C25/22-23	Vice-Chancellor's Strategic Update – Part II	Improper gain or advantage	s7(2)(j)
C25/24	Strategic Discussion: MBS	Improper gain or advantage	s7(2)(j)
C25/25	FAC Chair's Report	Improper gain or advantage	s7(2)(j)
C25/26-27	Financial Sustainability Plan Update	Improper gain or advantage	s7(2)(j)
C25/28	2024 YE Finance Report – Part II	Improper gain or advantage	s7(2)(j)
C25/29	PAC Chair's Report	Improper gain or advantage	s7(2)(j)
C25/30	Health and Safety Annual Report 2024	Improper gain or advantage	s7(2)(j)
C25/31	Health and Safety 2025 Annual Plan	Improper gain or advantage	s7(2)(j)
C25/32	Risk Report	Improper gain or advantage	s7(2)(j)
C25/33	Delegation to Sign Letter of Representation	Improper gain or advantage	s7(2)(j)
C25/34-36	Council Statute and Policy Approval	Free and frank expression of opinions	s7(2)(f)(i)
C25/39	University KPI Annual Performance Report	Personal Privacy	s7(2)(a)

Part I: Paper for Decision

Noting Papers	
i)	PAC Minutes – 4 February 2025 - Unconfirmed
ii)	FAC Minutes – 19 February 2025 - Unconfirmed

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 which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public as stated in the above table.