



LINCOLN UNIVERSITY COUNCIL

AGENDA & PAPERS

**At 9:00am on Tuesday, 29 July 2025 a meeting of Lincoln University will be held
in Memorial Hall, Ivey West, Lincoln Campus**

Click on this link to join the meeting: [Click here to join the meeting](#)

Lincoln University Strategy 2019-2028

Vision  <p>To be a globally-ranked, top-five land-based University, unlocking the power of the land to enhance lives and grow the future.</p>	Purpose  <p>To facilitate excellent research and education to grow the knowledge of our students and help shape a world that benefits from a greater understanding of the relationships between land, food and ecosystems.</p>	Strategy 2019-2028 <ul style="list-style-type: none"> ● A distinctive, Aotearoa New Zealand, end-to-end student experience ● Improved assets and sustainable operating models ● A culture which stimulates and inspires all staff and students ● World-class research and teaching with impact ● An organisation focused on meaningful partnerships ● Facilitating student growth
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Values
Manaakitaka – Looking after people



STRATEGY GOALS

PRIORITY AREAS 2024-2028

GOAL 1	A distinctive, Aotearoa New Zealand, end-to-end student experience	<ul style="list-style-type: none"> • Provide an enriching and successful experience for all students within an environment that empowers them to thrive and achieve their goals. • Ensure quality streamlined student services that are responsive and focused on supporting wellbeing and success. • Enhance student experiences for postgraduate students. • Develop research-rich graduates. • Grow graduates ready for New Zealand's future workforce
GOAL 2	Improved assets and sustainable operating models	<ul style="list-style-type: none"> • Establish a clear pathway to carbon neutrality by 2030. • Make our organisation an exemplar of sustainable practices. • Establish a flexible, agile, and effective University operational framework • Digitally enable our University
GOAL 3	A culture which stimulates and inspires all staff and students	<ul style="list-style-type: none"> • Support and nurture a culturally inclusive campus. • Embed and celebrate our Takata Whenua. • Develop a values-driven culture that fosters a sense of identity, shared purpose and commitment. • Grow our staff through early career development, professional development, and workforce planning. • Manage workloads consistent with a research-intensive, specialist university focused on the land-based sectors.
GOAL 4	World-class research and teaching with impact	<ul style="list-style-type: none"> • Accelerate research impact and relevance to the land-based sectors through sustained research excellence and collaboration. • Provide innovative academic programmes that anticipate the workforce needs of land-based sectors
GOAL 5	An organisation focused on meaningful partnerships	<ul style="list-style-type: none"> • Grow our impact through partnerships. • Develop, nurture, and promote a culture of collaboration. • Build coherence between research and education in all partnerships
GOAL 6	Facilitating student growth	<ul style="list-style-type: none"> • Meet land-based sector workforce needs and challenges • Expand our reach to a wider group of potential students. • Increase participation and engagement of Māori and Pasifika students

Council Meeting - 29 July 2025

CONFIDENTIAL



29 July 2025 09:00 AM - 12:00 PM

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9am on Tuesday 26 August 2025, in Memorial Hall, Lincoln Campus.

Karakia Timataka

Kimihia rapuhia

Whaia ki te Uru Tapu nui o Tane

Tane te waioara

Tane te wanaka

Tane te tokoraki

Putā ki te whaiao ki te ao marama

Tu te kana

Tu te maraka

Te tu hi te rarama

E noho te mataara nei

E roko whakairia ake ki ruka

Kia tina! tina! Haumi e! Hui e! Taiki e!

Opening Prayer

Let us pursue and follow Tāne into the highest realms.

The sacred repository of knowledge.

Tāne, the waters of life and wellbeing.

Tāne, the repository of all knowledge and wisdom.

Tāne who propped up the heavens.

Bringing forth the light, the broad daylight so that all life realises its potential.

It is Tū who preserves and protects the sacredness of all.

It is Tū who awakens the path of light within, imbuing his qualities of vigilance.

That our eyes may ever focus on the path ahead, in order that we may pass over the state of tapu to allow the renewal of peace to be suspended from on high. Make it firm, it is firm.

Join it, gather it. It is done!

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Bruce Gemmell

Person and/or organization with interest	Nature of Interest
The Gemmell Group Limited	Director, Shareholder
The Highlanders GP Limited	Director
The Second Little Pig Was Right Limited	Director, Shareholder
ATT Trustee Limited & associated subsidiaries	Director
Lincoln Agritech Limited	Chair
Lincoln University Centennial Trust	Ex-officio Trustee
Lincoln University Foundation Trust	Ex-officio Trustee
Gemmell Finance Limited	Director, Shareholder
Nitrolabs Limited & Associated companies	Director
Central Plains Water Limited	Director
Buller Electricity Limited & associated subsidiaries	Director
Planz Consultants Ltd	Director
Nexia Limited	Director
Selwyn District Council	Independent member of Audit and Risk Committee
Waldmel Holdings Limited	Director

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Pioneer Energy Renewables GP Limited	Director
Universities New Zealand, (Chancellors Committee)	Chair

David Philip Jensen

Person and/or organization with interest	Nature of Interest
Puketiro Partnership Limited	Director and Shareholder
MyFarm Kiwifruit Fund	Chair
Eastpack Limited	Director
Merrijig Development sLimited	Shareholder
Figured Limited	Shareholder
New Zealand Dairy Dessert Company	Shareholder
Fonterra	Shareholder
Zespri	Shareholder
Livestock Improvement Corporation Limited	Shareholder
Eastpack Limited	Shareholder
Ballance Agri Limited	Shareholder
Farmlands Co-operative Society Limited	Shareholder
Napoli Orchard GP	Chair

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Eastern Orchards Orchard GP	Chair
Chair Gliding NZ Trust	Trustee
PinPoint Laboratory Services Limited	Chair and Director
Pasture Accelerator	Chair

Dr Maria Janna van den Belt

Person and/or organization with interest	Nature of Interest
Cogo Connecting Good Limited	Shareholder
College of Assessors of MBIE	Member
EHF Fellowship	Fellow

Elizabeth Hill-Taiaroa

Person and/or organization with interest	Nature of Interest
Te Taumutu Rūnanga	Secretary & Oranga leader

Gabrielle Thompson

Person and/or organization with interest	Nature of Interest
Olsen Thompson Limited	Director & Shareholder
Hollyfort Farm Limited	Shareholder
Thompson Family Farm Limited	Shareholder

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Silver Fern Farms Co-Operative Limited	Director
Thompson Family Trust	Trustee
Pretty in Pink Charity Trust	Trustee
Ballance	Shareholder
Farmlands Co-Operative Ltd	Shareholder
Thompson Property Trust	Trustee
Ravensdown	Shareholder
Thompson Forestry Limited	Director and Owner

James Parsons

Person and/or organization with interest	Nature of Interest
Ashgrove Genetics Limited	Director
Agfirst Northland Limited	Director
Trevear Limited	Director, Shareholder
Wools of New Zealand Holdings Limited	Director
Ashgrove Limited	Director
Halter USA Inc	Advisor

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Janice Fredric

Person and/or organization with interest	Nature of Interest
Mainpower Ltd	Director
Aurora Energy Limited	Director
Green Power New Zealand Ltd	Director
Mt Cass Wind Farm Ltd	Director
Timaru District Council	Independent member of Audit and Risk Committee
NZ Shipwreck Welfare Trust	Trustee
Tregynon charitable Trust	Trustee
NIWA	Director
NIWA Vessel Management Limited	Director

Professor Derrick Moot

Person and/or organization with interest	Nature of Interest
Lincoln University	Professor
Tertiary Education Union	Member
Free Speech Union	Member

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Professor Grant Edwards

Person and/or organization with interest	Nature of Interest
Lincoln University	Vice-Chancellor
Lincoln University Council	Ex-officio Member
Universities New Zealand, (Vice-Chancellors Committee)	Chair
New Zealand Food Innovation Ltd	Director
Lincoln Agritech Limited	Director
Lincoln University Foundation	Ex-officio Trustee
Lincoln University Centennial Trust	Ex-officio Trustee
Lincoln University Alumni Association	Ex-officio Patron
South Island Dairying Development Centre Leaders Forum	Chair
Committee of University Academic Programmes (CUAP)	Chair
Don Hulston Foundation	Ex-officio University Trust
Ivey Hall and Memorial Hall 125th Anniversary Appeal Gifting Trust	Ex-officio University Trust
Ivey Hall and Memorial Hall 125th Anniversary Appeal Taxable Activity Trust	Ex-officio University Trust
John Mowbray Howard Tripp Agricultural Scholarship Trust	Ex-officio University Trust
J W and Carrie McLean Trust	Ex-officio University Trust

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Kathleen Ann Stevens Scholarship Trust	Ex-officio University Trust
Leslie John and Lola June Struthers Trust	Ex-officio University Trust
Sir Arthur Sims Scholarship Trust	Ex-officio University Trust
Vernon Willey Trust	Ex-officio University Trust

Puamiria Parata-Goodall

Person and/or organization with interest	Nature of Interest
Lincoln University	Council Member and Cultural Advisor
AgResearch	Consultant - Cultural Narrative
Te Taumutu Rūnanga	Chair
Te Māori Manaaki Taonga Trust	Member
Te Pakura Limited	Director & Cultural Advisor to Mana Whenua Cultural Narrative
Ngāi Tahu Fund	Chair
Canterbury Museum Board	Member, Kaiurungi - Ōhākī o Ngā Tipuna, Cultural Advisor
Te Pae Korako Ngāi Tahu Archives & Whakapapa	Member
Rarotoka Management Limited	Director, Shareholder
Arts Council	Member, Co-Chair - Komiti Māori

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

(As disclosed on appointment to the Council and updated as necessary)

Zara Weissenstein

Person and/or organization with interest	Nature of Interest
Lincoln University Students' Association	President
Lincoln University Accommodation Services	Residential Assistant

Register of interests – Senior Leadership Team – 2025

SLT member	Organisation	Date	Position	Notes
Grant Edwards	Lincoln University	Current	Vice-Chancellor	
	Lincoln University Council	Current	Ex-officio Member	
	Universities New Zealand, (Vice-Chancellors Committee)	Current	Chair	
	New Zealand Food Innovation Limited	Current	Director	
	Lincoln Agritech Limited	Current	Director	
	Lincoln University Foundation	Current	Trustee	
	Lincoln University Centennial Trust	Current	Trustee	
	Lincoln University Alumni Association	Current	Ex-officio Patron	
	South Island Dairying Development Centre Leaders Forum Chair	Current	Chair	
	Committee of University Academic Programmes (CUAP)	Current	Chair	
	Don Hulston Foundation	Current	Ex-officio University Trust	
	John Mowbray Howard Tripp Agricultural Scholarship Trust	Current	Ex-officio University Trust	
	J W and Carrie McLean Trust	Current	Ex-officio University Trust	
	Kathleen Ann Stevens Scholarship Trust	Current	Ex-officio University Trust	
	Leslie John and Lola June Struthers Trust	Current	Ex-officio University Trust	
	Sir Arthur Sims Scholarship Trust	Current	Ex-officio University Trust	
	Vernon Willey Trust	Current	Ex-officio University Trust	
Karen McEwan	Lincoln University	2019-	Executive Director, People, Culture, and Wellbeing	
	Senior Leadership Team, Lincoln University	2019-	Member	
	Ceiling Clean WGTN Limited	1982-	Shareholder	
Susie Roulston	Lincoln University	2021-	Chief Operating Officer	
	Senior Leadership Team	2021-	Member	
	Hayden Roulston Limited	2017		Susie's Partner (sports Coaching)
	Lincoln University Property Joint Venture Limited	2022-	Director	From 1 December 2022

Updated July 2024

Council Meeting - 29 July 2025 - Disclosures of Interest

Chad Hewitt	Royal Society of New Zealand	Current	Member	
	Universities New Zealand, Research Committee	Current	Ex-officio member	
	Universities New Zealand, Education Committee	Current	Ex-officio member	
	Universities New Zealand, CUAP	Current	Ex-officio member	Effective 31/10/2023
	NZ Synchrotron Group Ltd	Current	LU Representative	
	College of Assessors	Current		
	Better Border Biosecurity Collaboration Council	Current	Member	
	LU Senior Management Team	2023-		
	HZAU Lincoln Joint Institute Joint Management Committee	2024-	Vice-Chair	Effective 3/7/24
	Bioprotection Aotearoa Strategic Advisory Board	2024-	Host Representative	Effective 3/7/24
	Universities New Zealand, Open Research Working Group	2025-	Chair	
Merata Kawharu	Tūrama Trustees Limited	Current	Director	
	Nukuroa Consulting Limited	Current	Director & Shareholder	
	Takarangi Limited	Current	Director	
	E Mara E Limited	Current	Director & Shareholder	



LINCOLN UNIVERSITY COUNCIL

Minutes of a meeting held on Tuesday 24 June 2025 at 9:00am in
Whare Auahu, Lincoln University and online via MS Teams

Meeting Minutes

Present: Bruce Gemmell, Michelle Ash, Janice Fredric, Prof. Derrick Moot, Dr Marjan van den Belt, Prof. Grant Edwards, Gabrielle Thompson, David Jensen, James Parsons and Zara Weissenstein (each a Council Member).

Via MS Teams: Liz Hill-Taiaoroa, Grace O'Shaughnessy

In attendance: Susie Roulston (Chief Operating Officer)
Nathaniel Heslop (Council Secretary)
Prof Chad Hewitt (Provost)
Dr Megan Clayton (Item 10)
Damian Lodge (DVC, Student Life)
Prof. Merata Kawharu (DVC, Māori)
Timothy Lester (General Counsel, Item 13)
Paula Morrison (Item 11)

Apologies: None.

Meeting started at 9:02am.

1. Welcome/Karakia/Apologies

The Chancellor welcomed Councillors to the meeting and invited Dr Marjan van den Belt to open the meeting with karakia.

2. Disclosures of interests

The Register of Interests was NOTED.

3. Confirmation of the Previous Meeting Minutes

Council RESOLVED:

To confirm the minutes from the Council meetings held on 27th May 2025 as a true and correct record with minor amendments.

Resolution

MOTION CARRIED

4. Matters arising from the Minutes

The action register was NOTED.

The Council Secretary provided a verbal update noting those matters that remained outstanding.

5. Notice of items of General Business

There were no items of general business.

6. Vice Chancellors Report

The Vice-Chancellor provided a comprehensive update on external sector developments, government engagement, and strategic implications for Lincoln University.

The 2026 round of the MBIE Endeavour Fund has been cancelled, existing projects will be extended, but no new funding rounds will be opened. This may have implications for early-career researchers.

Council noted the need to balance compliance with operational capacity in a constrained environment.

The importance of strategic agility in response to fiscal constraints, policy uncertainty, and sector-wide reform remains paramount.

Resolution

That Council:

Resolution

1. **RECEIVE** the information in the Chancellor's Report.

MOTION CARRIED

7. LUSA Report

The LUSA President informed Council:

- LUSA completed its post-graduate engagement representative byelection
- A 4.9% increase so the Student Services Levy is recommended to meet inflationary pressures and rising service delivery costs for health and counselling services, gym facilities, and career development and support. The proposed increase is comparable to other institutions.
- LUSA will be producing material to educate students how to access these services.

Council discussed the provision of student accommodation and its suitability for different cohorts of students. Management assured Council the provision of appropriate accommodation for cohorts is being considered through planning for the campus accommodation plan.

Resolution

That Council:

Resolution

1. **RECEIVE** the information in the Vice Chancellor's Report.

MOTION CARRIED

8. Chancellor's Report

The report was taken as read.

Council Resolution

That Council:

Resolution

1. **RECEIVE** the information in the Chancellor's Report.

MOTION CARRIED

9. People and Culture Committee

The report was taken as read.

The Chancellor noted significant reconstruction of Lincoln University was governed through several committees and as strategy shifts to a focus on renewal there is a place for People and Culture Committee.

Several amendments to the terms of reference were made including:

- Reducing the committee membership to five
- Any member of the Appointment and Remuneration Committee could be appointed to the People and Culture Committee
- The restriction on only one member who was appointed to Council following an election was removed.

The Chancellor sought nominations of members for the July Council meeting.

Council Resolution

That Council:

1. **RECEIVE** the information in this report.
2. **APPROVE** the establishment of a People and Culture Committee on the terms of reference in Appendix A, as modified by Council comments during its meeting on 24 June 2025, with effect from 25 June 2025.
3. **APPOINT** Bruce Gemmell and Grant Edwards as ex officio members of the People and Culture Committee, by virtue of their respective roles as Chancellor and Vice-Chancellor of Lincoln University. These appointments shall remain in effect for the duration of their terms in office.
4. **APPOINT** David Jensen, as nominated by members of the Lincoln University Appointment and Remuneration Committee, as a member of the People and Culture Committee commencing on 25 June 2025 and expiring on 24 June 2027.
5. **NOTE** that nominations from Council members for the remaining two positions on the Committee will be sought by the Council Secretary in the lead up to Council's next meeting on 29 July 2025.

Resolution

MOTION CARRIED

9. Academic Board Report

Dr Megan Clayton informed Council of the business of Academic Board as she chaired the meeting in Prof. Grant Edwards' absence.

Academic Board approved a series of course changes, including minor amendments to existing programs and update to course descriptors and learning outcomes.

Several academic policies were reviewed and updated, including academic integrity procedures to reflect feedback from staff and students.

A new Lincoln University Learning and Teaching Award was approved. The award will recognise excellence in pedagogy and innovation in teaching practice.

A revised graduate profile was presented and endorsed. The profile is intended to guide curriculum design and graduate outcomes across all programmes.

Council encouraged management to embed a review mechanism of the graduate profile to see if outcomes align with its purported objective.

Council Resolution

That Council:

1. **RECEIVE** the information in the Academic Board report.

Resolution

MOTION CARRIED

10. Academic Audit Cycle 6 Follow-Up Report

The Vice Chancellor informed Council:

The Cycle 6 audit focuses on academic quality assurance, student learning, and institutional improvement.

The one-year follow-up is a formal requirement to demonstrate progress on recommendations, affirmations, and commendations issued by the AQA.

Council members discussed the importance of aligning audit responses with broader strategic priorities, particularly in the context of fiscal constraints and sector-wide reform.

There was consensus that while compliance is essential, the university must also ensure that audit-related initiatives contribute to long-term institutional value.

Council acknowledged the role of governance in monitoring academic quality and ensuring accountability and requested that future updates include clear metrics and timelines for outstanding recommendations.

Resolution

That Council:

Resolution

1. **APPROVE** the draft one-year follow-up report for submission to the Transitional Audit Committee.

MOTION CARRIED

12. Lincoln University Shareholder Resolutions for Subsidiaries

The report was taken as read.

Resolution

That Council:

1. **AUTHORISE** the Chancellor and Vice-Chancellor to sign the attached resolutions on behalf of the Lincoln University Council in lieu of an Annual General Meeting for both Lincoln Agritech Limited and Lincoln University Property Joint Venture Limited for the year ending 31 December 2024.

Resolution

MOTION CARRIED

Council adjourned at 10.47am and reconvened at 11.02am.

12. Freedom of Expression Legislation

The item was brought to Council in anticipation of forthcoming legislative requirements mandating that tertiary institutions adopt formal freedom of expression policies. The draft policy and accompanying statement were presented for Council's initial review and endorsement for consultation.

Council discussed the tension between freedom of expression and the duty of care to protect the mental and emotional wellbeing of students and staff

The policy does not create new rights but codifies existing legal and ethical standards in a university-specific context. The General Counsel noted that freedom of expression does not provide an unfettered right.

The draft will be circulated for consultation with staff and students.

Council members were invited to provide written feedback during the consultation period.

It was agreed that the final version would return to Council for formal adoption following consultation

Resolution

That Council:

1. **RECEIVES** this report.
2. **NOTES** that the Education and Training Amendment Bill (No. 2) with new requirements relating to Freedom of Expression is currently before Parliament.
3. **NOTES** that as part of the consultation process, University's New Zealand (UNZ) made a submission on the Bill to the Select Committee on behalf of universities.
4. **NOTES** Minister Reti's letter to UNZ asking for standardised university reporting informed by capture of survey and complaint information.

Resolution

5. **APPROVE** the draft Freedom of Expression policy and statement prior to the university commencing consultation with staff and students.
6. **NOTES** that following consultation with staff and students, the draft Freedom of Expression policy and statement will be brought back to Council for review and approval.

MOTION CARRIED

14. General Business

There were no items of general business.

15. Motion by the Chancellor for Resolution to Exclude the Public Pursuant to s48 of the Local Government Official Information and Meetings Act 1987

I move that the public be excluded from the following parts of the proceedings of this meeting, namely:

General Subject Matter	Reason for passing this resolution in relation to each matter	Grounds under section
Reports to Council		
Ahumairaki 1. Report – business of Committee 2. Minutes from meeting on 11 June 2025	To protect the privacy of natural persons To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(a) 7(2)(j)
Appointment and Remuneration Committee 1. Report – business of Committee 2. Minutes from meeting on 9 April 2025 & 10 June 2025 3. Scheduled Review of Council Elections Statutes and Council Appointments Statute 4. Ministerial Appointments Short List	To protect the privacy of natural persons	7(2)(a)
Audit, Risk, & Assurance Committee Report to Council 1. Report – business of Committee 2. Minutes from meeting on 17 June 2025 3. 2026 Investment Plan 4. Whare Wanaka Procurement and DoA Request 5. Ivey Hall Update 6. 10 Year Financial Model 7. 2026 Fees Setting	To avoid prejudice or disadvantage to the commercial activities of the University To prevent the disclosure or use of official information for improper gain or improper advantage To maintain legal professional privilege	7(2)(h) 7(2)(j) 7(2)(g)
Council Appeals Committee	To protect the privacy of natural persons	7(2)(a)
Finance Report	To avoid prejudice or disadvantage to the commercial activities of the University To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(h) 7(2)(j)
GOG Reports	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)

I move also that: Prof Chad Hewitt (Provost), Prof Merata Kawharu (Deputy Vice Chancellor, Māori and Pasifika), Mrs E Rooney (Finance Director), Mrs S Roulston (Chief Operating Officer), Mr D Lodge (Deputy Vice-Chancellor, Student Life), Tumuaki-Takirua Te Awahioraki, and Mr Nathaniel Heslop (Council Secretary), be permitted to remain at this meeting after the public has been excluded, because of their knowledge of the various matters being discussed. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to those matters because of their involvement in the development of reports to Council on these matters.

MOTION CARRIED

14. Closure and next Meeting

Dr Marjan van den Belt led the closing karakia.

The meeting closed at 12:48pm.

The next meeting is scheduled for Tuesday, 29th July 2025 at 9:00am and will be held in Memorial Hall, Ivey West at Lincoln Campus.

CONFIRMED THIS 29th DAY OF July 2025

BRUCE GEMMELL

CHANCELLOR

UNCONFIRMED

Council Meeting - 29 July 2025 - Matters Arising from the Minutes

Action Number	Action Summary	Action Type	Originating Meeting	Destination Meeting	Responsibility	Due Date	Notes
Completed Actions since 24 June 2025							
	Create a dashboard report for HZAU	Report	Council	Council	Hewitt, Chad	25/11/2025	Council requested the Provost prepare a dashboard report that included a list of KPI's Lincoln expects to receive. This has been added to the workplan and will be removed from the Action Register.
In Progress							
	Graduate Profile Review Mechanism	Report	Council		Hewitt, Chad		Management to report back to Council on the implementation or progress towards implementing a review mechanism to assess alignment with intended outcomes.



Vice-Chancellor's Report to Council

July 2025

Bioeconomy Science Institute to be headquartered in Lincoln

In a significant development for Lincoln University, the Board of the Bioeconomy Science Institute has announced that the new Public Research Organisation (PRO) will establish its headquarters on the Lincoln University campus, within AgResearch's Tuhiraki building. This strategic co-location presents a rare opportunity, stemming from the recent restructuring of the public sector research environment in Aotearoa. It is anticipated to foster enhanced collaboration between New Zealand's universities and PROs, ultimately aiming to deliver improved economic, sustainability and wellbeing outcomes for current and future generations of New Zealanders.

Lincoln University is enthusiastic about being co-located with the Bioeconomy Science Institute, anticipating it will contribute to an even more vibrant and thriving research community on campus.

Broadening global reach and sustainability leadership

A significant delegation from the Brazilian Association of Presidents of State and Municipal Universities (ABRUEM) recently visited Lincoln University. ABRUEM, an entity representing 46 universities across Brazil, is dedicated to enhancing the internationalisation of its member institutions. Their primary objectives include developing agreements and collaborations with universities worldwide to facilitate academic mobility, diversify educational opportunities, and foster the global exchange of experiences. ABRUEM also aims to establish and strengthen networks for training, knowledge production and scientific advancements, as well as promote multiculturalism. During their visit, Lincoln University engaged in discussions with ABRUEM regarding potential collaborations in the fields of agriculture, agribusiness, commerce and Indigenous Climate Research. The next phase will involve further discussions with ABRUEM to explore pathways for joint research initiatives, student and staff exchange programmes, capacity-building opportunities and the alignment of strategic interests.

We were pleased to welcome Hon Simon Watts, Minister for Climate Change, who visited our campus and the Lincoln University Dairy Farm in July. The visit, facilitated by Hon Nicola Grigg, Minister for Women and MP for Selwyn, provided an opportunity to showcase our decarbonisation initiatives. During their time at Waimarie, Ministers Watts and Grigg received an overview of our initiatives, including the decommissioning of the coal boiler, heating system upgrades, the installation of solar energy infrastructure, the integration of ground-sourced heat and the use of sustainable wool-based insulation. The Ministers also learned about the groundbreaking Lincoln University Energy Farm, set to be New Zealand's first high-value agrivoltaics farming system, with a presentation delivered by Associate Professor Amber Parker, Dr Shannon Page and Dr Pieter-Willem Hendriks.

Course completion rates highest in NZ for second year running

Lincoln University has again demonstrated leading performance in the Tertiary Education Commission's (TEC) 2024 Educational Performance Indicators (EPIs). For the second consecutive year, the University achieved the highest overall course completion rate among Aotearoa's eight universities, reaching 91% (a 0.5% increase from 2023). Notably, Lincoln also maintained its five-year streak for the highest Level 7 course completion rate at 94%, outperforming the next closest institution by 3.4%. The first-year retention rate remained the highest for the third consecutive year at 88%. These successes extend to strong outcomes for Māori students, with a 92% course completion rate and an 88% first-year retention rate, and for Pasifika students, achieving an 82% course completion rate. These exceptional results are largely attributed to the University's strategic commitment to student success and wellbeing, particularly through the Manaaki Taura learner success programme. This program provides holistic support, including the Te Manutaki Team's culturally-based wraparound support for Māori and Pasifika students, the integration of Māori values into professional practice, and the embedding of inclusive design principles in course material and campus infrastructure. The 2024 EPIs strongly affirm the effectiveness of Lincoln University's student-centric approach and dedicated support systems, underscoring our commitment to fostering high achievement and retention across all student cohorts.

Investing in the student experience: from recruitment to campus life

As part of our wider recruitment drive, Lincoln University successfully hosted six information evenings in 2025, offering prospective undergraduate and postgraduate students valuable opportunities to engage directly with lecturers and programme coordinators. These events, held in Southland, Dunedin, Christchurch, Hawke's Bay, Nelson, and Waikato, allowed attendees to learn more about the University's courses and programmes and the benefits of studying at Lincoln University. Feedback surveys from the information evenings revealed an 88% satisfaction rate among attendees. The events also incorporated initiatives to engage with current Lincoln University Future Leaders, Sports Scholars and other scholarship students, enriching the experience for prospective students and their families. These events proved to be a highly effective platform, providing a comprehensive overview of the University and offering key insights to help prospective students make an informed decision about their study paths and academic mentors.

The University successfully held its three-day Rā Whakawhanaukataka | Orientation Day in July, marking the start of Semester 2. This comprehensive programme, which included a dedicated International Orientation and faculty-specific sessions, was designed to introduce new students to their faculties and provide essential support. Each session featured presentations, a shared lunch and campus tours. A Student Support Services Expo with 16 interactive stalls also connected students with vital resources. Staggering faculty orientations across separate days fostered a more intimate campus experience, helping new students to build connections and ease their transition into university life.

Amid rising demand for student accommodation services, work has begun on a renovation project that will deliver 78 new beds in time for Semester 1 2026. The expansion project involves converting former offices, meeting rooms and teaching spaces in the eastern wing of Hudson Hall into 78 new bedrooms for first-year students, increasing the Hall's total bed count to 155 fully catered rooms, with a total of more than 800 beds across campus.

Lincoln University recently hosted its largest-ever Hui Whakatuwhera Open Day in mid-July, welcoming a record number of prospective students, their friends and families to campus. Over

700 prospective students experienced a sample of our renowned student experience while learning our academic programmes and previewing the diverse campus assets and activities that create such a vibrant and enriching university environment. Throughout the day, our academic and professional staff collaborated to represent all study options offered at Lincoln University, showcasing the University's world-class teaching facilities, laboratories and student social spaces.

New web presence for Lincoln University Farms

Lincoln University has launched a dedicated webpage for its farms, recognising their pivotal role in our research, teaching and overall engagement with the land-based sectors. This new consolidated online presence effectively presents and promotes the crucial work undertaken by the farms. The site significantly enhances accessibility for students seeking information on farm resources, while providing industry stakeholders with a streamlined way to access practical demonstrations of our contributions to the land-based sectors. Additionally, the new page hosts a direct link to our comprehensive Plan 2024-2028 and Toitū carbon reduce certification.

Strategic growth and open dialogue

Lincoln University Investment Plan 2026-2028 has been completed and submitted to the Tertiary Education Commission (TEC). The Investment Plan maps out how the University will achieve government priorities, as indicated in the Tertiary Education Strategy, and determines a pathway for funding over the next three-year period.

In line with the requirements of the Education and Training Amendment Bill (No 2), Lincoln University has drafted an initial Freedom of Expression Statement and Policy. A supporting Communication and Engagement plan has also been developed; this will ensure all staff and students are consulted on the Statement and Policy and afforded the opportunity to provide feedback before a final version is published.



Kia ora koutou

Semester two has started with a bang, with lots of fantastic events from Te Awhioraki, LUSA, and various LUSA clubs. Students have enjoyed their first week back on campus with Winter Ball, Te Pahi Pāti, and the “See the Snow” trip to Mt Hutt all sold out, and our Clubs Market day which saw over 900 students attend. Te Awhioraki was also present at Clubs Market Day as usual to engage with the extended Lincoln University whānau and let them know who we are and what we do. Both associations have been preparing for a busy second semester with plenty of events still to come, including Garden Party which LUSA is looking into options for external funding for, following the university being unable to support the community mitigation plan as they did last year.

Both the Tumuaki Takirua and LUSA President assisted with the welcome presentations during Semester 2 Prep Week. We were present at both support expos for new students to inform them on what is it we do and how to access support through Te Awhioraki and LUSA. We are being as present as possible at these critical orientation weeks so that students know who we are and where to find us when they need help. Feedback from semester one showed that being present at these is a huge help for students to be able to identify their student leaders on campus.

During the mid-year break, the Tumuaki attended the second Hui Kaiārahi hosted by Te Mana Akonga. The hui focused on finalising details of Te Huinga Tauira 2025 - the theme this year is “He Piko He Taniwha, He Piko He Tauira.” The structure will be slightly different to previous years, with the introduction of a manu kōrero style speech competition instead of debates, a career expo including panellists and workshops, and a half-day dedicated to attending the Koroneihana of Te Arikinui Ngā Wai Hono i te Pō, along with the usual kapa haka and sports competitions. Te Arikinui has been invited to attend and become a patron of Te Mana Akonga - her response is pending.

Registrations for Huinga close at the end of July, so the Te Awhioraki executive team have been working hard to get our students’ registrations completed. Our first Huinga kapa haka muster was in the first week back, where we began to learn our bracket for both this kaupapa and Te Wiki o Te Reo Māori. We are determined to continue the development of a student-led kapa haka group to make Te Awhioraki’s participation in these kaupapa sustainable from year to year.

Following the outcomes of our AGM, the Tumuaki Takirua have been meeting with various teams throughout the university - including Careers, Alumni, DVC Māori and Māori Capabilities Lead - to further discuss establishing scholarships for incoming and existing Māori students, as well as the possibility of Te Tai Tokerau school visits this August, to promote Lincolns study pathways to prospective Māori tauira. With the exciting development of the new Whare Wānaka and the proposed Bachelor’s programme led by Merata, Te Awhioraki believes it is the perfect time for us to help strengthen targeted recruitment in Māori communities throughout the country.

One of LUSA’s big projects for semester two be the review of our strategic plan. The process for this will involve a survey to be sent out to all the students with questions on what they would like to see from LUSA and any changes they believe should be made. This survey explains the different sections of our current strategic plan so the students are fully informed on what they’re giving feedback on. This will be followed by some student working groups run by the LUSA president and vice-president, to look into more detail on the feedback we have received from the survey. Lastly the executive will create our new strategic plan, which will be in effect for three years from 2026-2028.

Ngā mihi
Grace, Halle, & Zara



Vice-Chancellor's Office

Version:

Academic Board

Author/s: Paula Morrison

SLT Authoriser: Professor Grant Edwards, Chair

Date: 22/07/2025

Time estimated to present report to Council/Committee

Min:

1. Purpose

To provide a summary of the Academic Board meeting held on 16 July 2025.

Content

1. Executive Summary
2. **Appendix One:** Full Academic Board Report for July 2025.
3. **Appendix Two:** Proposal to Introduce a New Programme: Master of Bioprotection.
4. **Appendix Three:** Business Case for Masters of Bioprotection

2. Recommendations

1. That the Academic Board report be **NOTED**.
2. That Council **APPROVES** the proposal to introduce the Master of Bioprotection to be submitted to CUAP for Round 3, 2025.

3. Executive Summary

At its meeting on Wednesday 16 July, the Academic Board approved the following:

- The introduction of two new courses: ACEN 601 Academic Communication for Postgraduates and AGRI 602 He Kai Kei Aku Rika: Integrating Agriculture, Māori World Views, and Governance.
- Proposals to modify the following regulations: E In-term Assessment and H Credits and Exemptions: Diplomas.
- The introduction of a new policy: Offshore Academic Delivery Policy and Procedure.
- A proposal to modify the funding codes for RECN 111 Industry Leisure Leadership.
- The Academic Dates for 2026 and 2027.

The Board endorsed a proposal to introduce a Master of Bioprotection, noting this will replace the Master of Pest Management.

The Board supported mahi to review courses with no enrolments over a period of time and to progress the development of an Academic / Key Dates Policy.

Appendix One

Vice-Chancellor's Office

Academic Board Report July 2025

Academic Board met on Wednesday 16 July 2025 in Memorial Hall. The agenda included standing reports from the Learning and Teaching Committee and the Research Committee, and proposals from the Academic Administration Committee.

LTC's report included a proposal to introduce a new programme for CUAP Round 3 which was endorsed to proceed to Council, the introduction of two new courses, and a modification to the funding codes for RECN 111 Industry Leisure Leadership.

AAC's report included amendments to two regulations, and the introduction of the Offshore Delivery Policy and Procedure.

GOAL 1 - A DISTINCTIVE AOTEAROA NEW ZEALAND END-TO-END STUDENT EXPERIENCE

Proposal to Introduce a New Programme

Master of Bioprotection (CUAP Round 3)

The Master of Bioprotection is being introduced as a new programme as the result of the outcome of a Graduating Year Review (GYR) in 2023 for the Master of Pest Management. The GYR involved feedback from other academic staff teaching in the programme, students and industry. The new Master of Bioprotection will retain the two specialisations of Vertebrate Pest Management and Plant Pest Management. Each specialisation has its own structure with differences in core courses and soft-core course options.

The goals of the Master of Bioprotection will provide students with advanced knowledge, skills, and values for pest management through one of the two specialisations. Graduates will be able to develop careers in the Biological Heritage, Biosecurity and Bio-Protection workforces.

ACEN 601 Academic Communication for Postgraduates

This course serves to benefit postgraduate students who are enrolled in postgraduate studies at Lincoln University. The initial offering of this course will be to support the Master of Environmental Policy and Management (MEPM) conducted at Huazhong Agricultural University (HZAU), as part of the commitment to the Joint Agreement.

The course will provide the communication skills that are required for students to advance through the programme, introducing relevant cross-cultural competencies, explored through practice in Aotearoa New Zealand, embedded in Te Ao Māori. While this course is not required to meet any specific profile outcome, its intention is to boost communication competencies and upskill and prepare students to excel in postgraduate courses.

AGRI 602 He Kai Kei Aku Rika: Integrating Agriculture, Māori World Views, and Governance

This course is a core component of the Master of Environment and Agriculture (MEA) and directly contributes to addressing critical global challenges, such as food security and the environmental impacts of the agrifood system but with a strong local focus. This course will equip students with

essential knowledge on how Māori resources and food economies, grounded in Te Ao Māori, can contribute to sustainable agricultural practices and food production systems. Students will develop key skills in evaluating and integrating Māori values such as kaitiakitaka, into modern agricultural practices. With increasing demand for graduates who understand Māori governance, sustainable environmental practices, and how to work with Māori, this course will prepare students for careers in sub-iwi development (kāinga and commercial), government agencies, sustainability and policy consultancies, and agricultural industries.

The course aligns with Lincoln University's Māori Plan, specifically its goal to contribute to the Māori economy and enhance engagement with Māori communities by integrating Māori knowledge and values (e.g., kaitiakitaka and manaakitaka) into sustainable resource management and technology-driven innovation and fills a critical gap in postgraduate education.

GOAL 2 – IMPROVED ASSETS AND SUSTAINABLE OPERATING MODEL

Course Funding Codes

The Board approved a request to change the funding codes for RECN 111 Industry Leisure Leadership. This change will attract a higher level of funding, noting other RECN-coded courses have been previously reassigned.

Course Health Check

As part of the development of the Course Health Check process (in response to Academic Audit

Recommendation 8), regular reviews will be undertaken, and a Course Policy will be established to clearly define the lifecycle of a course. CUAP's general guideline is that programmes with no enrolments for five years should be deleted. Applying this principle to individual courses is both practical and timely, particularly as course content can become outdated within that timeframe.

Maintaining a relevant and up-to-date course catalogue is essential for delivering a high-quality academic experience for students.

The Board supported mahi for faculties to review courses not taught within the last five years. Courses may only be retained where they have a confirmed future use as part of a new or an existing programme. All other courses will be deleted. Faculties must provide this information to Te Huka Kouka | Academic Quality by 13 August.

GOAL 3 - A CULTURE WHICH STIMULATES AND INSPIRES ALL STAFF AND STUDENTS

Academic Dates

The Board approved the academic dates for 2026 and 2027. These dates are aligned with those of the University of Canterbury, and they include a 3-week mid-term break in Semester 1 to accommodate field tours and experiential learning.

Academic / Key Dates Policy

The Board endorsed the development of an academic / key dates policy in alignment with that of the University of Canterbury

GOAL 4 - A WORLD-CLASS RESEARCH AND TEACHING PRECINCT

Offshore Academic Delivery Policy and Procedure

This policy and procedure provide the sub-delegations of academic authority for the offshore delivery of Lincoln University courses and how these are implemented in planning and operational coordination.

To ensure the courses delivered offshore will have the same standards of academic governance and academic administration as courses delivered in Aotearoa New Zealand, face-to-face on campus, or online, selected academic responsibilities will be sub-delegated for offshore delivery. This will ensure that course delivery and the associated academic administration can be undertaken in a timely, equitable and practicable manner.

Regulation E: In-term Assessment

The amendment to this regulation clarifies the use of Partial Waivers of Assessment, including a restriction on the number of times a student may apply.

Regulation H: Credits and Exemptions: Diplomas

The amendment to this regulation arose from an issue raised at the Academic Administration Committee which identified an increase in the number of students requesting cross credit from completed diplomas (Farm Management or Horticultural Management) into the Diplomas in Applied Science, Commerce or Natural Resources. The latter are 120-credit level 5 diplomas and with the 45 credits from their completed qualifications, students are able to take out three diplomas. The amendment prevents this practice to ensure that cross credits regulations do not lead to two EFTS

being awarded with 1.625 being subsumed. In addition to the cross-credit regulations having a distorting effect on the EFTS consumed, there was also the issue of using sub-degree credit for UE-entry diplomas.

Research Committee

Endorsements made by the Research Committee to promote activity in that space included:

- The establishment of an Impact Reference Group to replace the Impact Working Group following a request from Research Excellence and Impact Lead.
- Authority for the APC (Article Processing Charge) Committee to approve a payment up to \$NZ4,000 per article where necessary – an increase from \$NZ3,500 due to increased publisher costs and exchange rate variances – following a request from the University Librarian.
- The adoption of the updated Nomination of Examiners for Candidates for the Degree of Doctor of Philosophy form with immediate effect.

Intellectual Property Policy

This is in the process of being finalised and speaks to both education and research activity.

National Impact Hui

The wider ARI Community of Practice National Hui will take place on 28 October 2025 and will be held in person at 4 regional hubs (Wellington, Christchurch, Hamilton and Auckland) and online. The programme will cover an overview of Impact Pathways framework, government/funder perspectives on research impact, case study presentations and interactive application of the Impact Pathways

approach to real-world scenarios. The event is designed for researchers, research office staff, policy professionals, research funders, and anyone interested in planning for and demonstrating research impact.

GOAL 5- AN ORGANISATION FOCUSED ON MEANINGFUL PARTNERSHIPS

Delegation from Brazilian Universities

A delegation of Vice-Chancellors and International Office leads from ABRUEM (Brazilian Association of Rectors of Provincial and Municipal Universities) will visit the campus soon. The delegation is visiting all eight NZ universities and is keen to develop research collaboration, student mobility opportunities, and funded PhDs.

HZAU

From 22-24 July, a suite of senior leaders from HZAU will be on campus. The agenda includes touring our facilities, research activities and training.

Kāika Institute of Climate Resilience

The Kāika Institute of Climate Resilience has been confirmed as new academic unit in Aotearoa New Zealand.

Colorado State University Academic Visitors

Lincoln University and Colorado State University recently celebrated 25 years of the international exchange programme. Lincoln will shortly be hosting the Dean of the faculty that sends the students to us. The Memorandum of Agreement has recently been expanded to include research collaboration currently student mobility, which provides the opportunity to engage more fulsomely.



Master of Bioprotection

SECTION A

PURPOSE OF PROPOSAL

To introduce a 180-credit Master of Bioprotection with two streams in vertebrates and plants.

JUSTIFICATION

The Master of Bioprotection is being introduced as a new programme as the result of the outcome of a Graduating Year Review (GYR) in 2023 for the Master of Pest Management. The GYR involved feedback from other academic staff teaching in the programme, students and industry. The new Master of Bioprotection will incorporate the four elements below and retain the two specialisations of Vertebrate Pest Management and Plant Pest Management. Each specialisation has its own structure with differences in core courses and soft-core course options (See Schedule A below).

The justifications for these changes post the GYR are detailed below:

1. Changing the name from Master of Pest Management to Master of Bioprotection.

A key recommendation from the GYR was to consider a name change from the Master of Pest Management. The GYR Evaluation Group thought the current name might not accurately reflect what is covered in the programme, particularly the technological advances constantly occurring in this field. Students also reported that potential employers struggled to understand what skill set graduates with a Master of Pest Management have. After seeking feedback from students and marketing, we believe a Master of Bioprotection best describes the programme.

2. Adding new soft-core courses to Schedule A based on the recognised needs of students and industry.

To deal with the removal of SCIE 693, Schedule A was informally extended (by approval of the Academic Administration Committee) to allow the substitution of other relevant courses to fill the gap. Popular substitute courses selected by students have been MAST 603 Mana Kaitiaki - Māori Resource Management and ERST 633 Integrated Environmental Management. Additionally, other relevant courses have been introduced since 2022, such as ECOL 630 Advanced Ecology, ENTO 625 Advanced Insect Ecology and Diversity and AGRI 601 The Soil, Plant, Animal, and Human Health Continuum in Future Ethical and Sustainable Agriculture. Adding these courses as soft-core options would provide more advanced analysis skills for both streams (Vertebrate Pest Management and Plant Pest Management) and a bi-cultural context for resource management. It is hoped that adding the MAST course could also help attract Māori or Pasifika students.

3. Changing the soft-core requirement to complete both a research placement and a research essay.

Students are required to complete two of the following: Research Issues (ECOL/PLPT 697), Research



Placement (ECOL/PLPT 698) and Research Essay (ECOL/PLPT 699). The feedback we received from students was that they would prefer a single option. Students in the Vertebrate Pest Management stream preferred the research placement working with an external organisation, which has led to employment for some graduates. Feedback from NZ employers also identified the research placement as a strength of the programme. However, students in the Plant Pest Management stream generally favoured the research topic or essay option. Many in this stream are international students whose feedback was that they would most likely seek employment back home. Hence, they are not as interested in a NZ-based research placement. They generally prefer the research essay option, which could relate more to issues in their home countries.

4. Incorporating a pathway for PhD studies.

Initially, stand-alone taught Master's degrees were designed to enable students to upskill to be more competitive in the workforce. Increasingly, more students are transferring to research thesis-only Master's degrees after completing six courses, looking for a pathway to a PhD. To reflect this demand, the option of a 40-point ECOL/PLPT 660 dissertation has been incorporated into Schedule of Courses for the Master of Bioprotection. This option will be offered by invitation only to promising students with the appropriate academic achievement. This way, students will not need to transfer to another programme and provides a desired pathway for future studies.

QUALIFICATION

This proposed qualification meets the CUAP definition for Master's degree under Section 5.1 of the CUAP Handbook.

ACCEPTABILITY OF THE PROGRAMME AND CONSULTATION

This proposal has resulted from a series of meetings with academic staff, Annual Programme Reflections (APR), students, and industry representatives leading up to the Graduating Year Review undertaken in 2023.

Before the GYR, a self-reflection exercise was conducted by a panel of other Lincoln University academics currently examining the core courses for both streams: Professor Eirian Jones, Associate Professor Adrian Paterson and Dr Crile Doscher.

The GYR Evaluation Group meeting was convened by Associate Professor Gillian Lawson from the Faculty of Environment, Society and Design, and Dr Gebeyaw Degarege as the senior academic staff member also from the Faculty of Environment, Society and Design, on 19 May 2023. Additionally, written feedback was provided by Dr Bruce Warburton, Science Team Leader at Landcare Research as an industry representative. Following the GYR, additional industry feedback was sought from Wildlands Consultants and Boffa Miskell Ecological Consultants.

Overall, previous students and teaching staff feedback suggested that the programme is coherent and produces graduates with good employment prospects. Their recommendations are the basis for this proposal, and these changes will enhance the student experience. Adding additional semester 2 courses will also enable students to start the programme mid-year. We have been advised by our Marketing department that starting mid-year is more attractive for overseas students, and this should help increase enrollment numbers.

TE TIRITI O WAITANGI

This section was developed with help from Professor Merata Kawharu (Deputy Vice-Chancellor Māori) and Hirini Tane. We greatly appreciate their combined input.

This programme complements Lincoln University's commitment to the principles of Te Tiriti o Waitangi. This remains unchanged from the original programme proposal. Lincoln recognises the contribution of Māori communities and organisations (including iwi and other tribal businesses) to the conservation, pest

management, and ecology sectors. It explores these activities as dimensions of kaitiakitaka (custodianship/resource management) over whenua (lands), kāika (homes/communities), and taoka (treasured belongings and resources) (Aspects of Article II of ToW). The Treaty of Waitangi also has major significance for the management and ongoing protection of private and public conservation land.

Specific material relevant to Māori is addressed in two of the core courses. ECOL 612 Wildlife Management, which explores the science and innovation potential of Māori knowledge around the area of cultural harvesting and also pest control using natural toxins. Additionally, ECOL 608 Research Methods has a module on working with Māori communities, including Māori land trusts and land owners, iwi and hapū businesses and organisations, for privately and publicly owned conservation areas.

Adding MAST 603 Mana Kaitiaki (Māori Resource Management) will also greatly help students wishing to expand their knowledge in this area.

GOALS OF THE PROGRAMME

The Master of Bioprotection will provide students with advanced knowledge, skills, and values for pest management, and they will apply these within one of two specialisations - Vertebrate Pest Management and Plant Pest Management.

The programme has three main goals.

First, to produce students who can design and implement management strategies in response to specific problems. These management strategies need to be environmentally sustainable and socially acceptable. As such, the students need to identify and communicate effectively with all stakeholders. The students must also know the control solutions in the "toolbox" and their potential limitations.

Second, the students must know how to monitor the outcomes following management intervention. Monitoring outcomes is often overlooked and integral to any ongoing control strategy. Monitoring also includes measuring impacts for non-targets and any physiological and behavioural resistance development to current control tools.

Third, the students need to understand the concept of adaptive management. For this, they need to understand the research process, know how to analyse research results and incorporate positive research results into "best-practice". As such, the students need to know how to disseminate new research findings to end-users.

Whilst this programme seeks to develop new knowledge, skills, and values, it is also connected to the existing research being undertaken across the three faculties at Lincoln University. Historically, this research has focused on sustainable food production, more efficient land use, restoring and protecting water sources and fortifying the resilience of Aotearoa New Zealand's ecosystems. The Master of Bioprotection provides opportunities for our postgraduates but continues to adhere to the University's core mission statement.

OUTCOME STATEMENT

To provide graduates with the knowledge and skills to successfully develop careers in the Biological Heritage, Biosecurity and Bio-Protection workforces.

GRADUATE PROFILE AND GRADUATE PROFILE COURSE MAP

For each specialisation, there are three core courses (see Table 1 below). Accordingly, students will learn a range of knowledge, skills and values from the other specialist and elective courses they select. However, once a specialisation is selected, students who complete the Master's will (at minimum) be able to:

Table 1 Graduate Profile – Core Courses

The profile illustrates the Lincoln University Graduate Profile Attributes, the Core Knowledge, Skills, and Values derived for this programme.

	Vertebrate Pest Management			Plant Pest Management		
	ECOL 608	ERST 606	ECOL 612	ECOL 608	ERST 606	PLPT 611
Lincoln University Graduate Profile Attributes						
Sustainable: Graduates know sustainability, in land, systems and communities. They can apply sustainability principles to their work globally.	X		X	X		X
Employable: Graduates are ready for highly skilled work in the land-based sector.	X	X		X	X	
Cultural competence and confidence: Graduates can work skillfully with Māori interests in New Zealand and recognise the role of indigenous knowledge in the economies of the world.	X		X	X		X
Grounded: Graduates are capable, determined and practical; they are capable and ready to help solve the problems of the world in the twenty-first century.		X	X		X	X
Research-capable: Graduates are research-capable.	X	X		X	X	
Core Knowledge						
1. Describe the scientific, political and economic factors that influence the management of vertebrate pest species in New Zealand and internationally.			X			
2. Explain and use basic biometric analysis techniques.	X			X		
3. Understand the ecological theory underpinning wildlife management and conservation.			X			
4. Describe the biology and ecology of specified plant disease and pest organisms and identify appropriate and acceptable management options.						X
5. Understand the strategic, tactical and logistical issues that wildlife managers need to address before instigating any vertebrate pest management action.			X			
6. Understand how to use GIS analysis to solve ecological problems at a landscape scale.		X			X	

Core Skills						
1. Communicate the results of literature reviews (using library databases) and research projects clearly and concisely in various written and oral forms.	X		X	X		
2. Identify and apply GIS spatial analysis techniques to both raster and vector models.		X			X	
3. Incorporate GPS and Remote Sensing data appropriately into GIS analyses using the ArcGis software suite.		X			X	
4. Develop management plans for plant pests that integrate various control methods into programmes suitable for both host and pest/disease development phases.						X
Core Values						
1. Understand the philosophy and ethics of science research and communication.	X			X		
2. Understand how existing plant-pest control programmes can continue to meet the needs of growers in a sustainable way.						X

PROGRAMME OVERVIEW

Entry to the programme will be limited to students with a prior undergraduate qualification in a related discipline. Students will be expected to have achieved at least a B average in the final year of their undergraduate qualification.

The degree is a 180-credit taught Master's and is structured around three closely related components. These are:

- Common Compulsory Courses (60 Credits)
- Specialist Courses (100 Credits) in one area of specialisation:
 1. Vertebrate Pest Management
 2. Plant Pest Management
- Electives (20 Credits): any two courses from the Schedule of Master's Degree courses listed in the Lincoln University Calendar to form a coherent programme of study, and approved by the Academic Coordinator.

PROPOSED REGULATIONS**Master of Bioprotection****M.Bio-P.**

1. (1) Every candidate for the degree of Master of Bioprotection shall, before entry upon a course of study for the degree, fulfil one of the following conditions:
 - (a) qualify for the award of an undergraduate degree in a related discipline of an accredited higher education institution in New Zealand approved for the purpose by the Academic Board; or
 - (b) qualify for the award of an undergraduate degree with Honours of an accredited higher education institution in New Zealand approved for the purpose by the Academic Board; or
 - (c) qualify for the award of a degree of an accredited higher education institution in New Zealand approved for the purpose by the Academic Board; provided that the Academic Board may, at its discretion, require any such person to complete, to its satisfaction, a course of study prescribed for the purpose, either as a prerequisite to, or concurrently with, the course of study for the degree of Master of Bioprotection or
 - (d) be admitted with equivalent status (*ad eundem statum*) as entitled to proceed to the degree of Master of Bioprotection.
 (2) Approval of every candidate by the Academic Board will be based on the relevance and standard of their undergraduate studies.
2. The course of study of every candidate for the degree of Master of Bioprotection shall be approved by the Academic Board. If, at any time during a candidate's enrolment for the degree, the Academic Board finds the candidate's progress to be unsatisfactory, then the Board may, at its discretion, cancel the candidate's enrolment or allow the candidate to continue the enrolment subject to such conditions as may be specified in the relevant House Rules, including the requirements to meet grade averages for courses taken by examination.
3. All candidates shall pass such examinations as the Academic Board may from time to time prescribe and at a standard satisfactory to the Board.
4. (1) A candidate for the degree of Master of Bioprotection by examination shall be enrolled in an approved course of study normally for a minimum of three academic semesters.
 (2) The minimum period of enrolment set out in (4.1) above shall include any period of provisional enrolment required under Regulation 2 of these Regulations.
5. A candidate who completes the 180 credits from the Schedule to these regulations to meet the requirements for the Master of Bioprotection may be awarded the degree with distinction, in accordance with the Master's Degree General Regulation 3.
6. These regulations came into force on 1 January 2026.

Schedule of courses

All courses are the equivalent of 20 credits unless otherwise specified.

Note: While the Master of Bioprotection is being introduced as a new programme (as per CUAP rules), the table below demonstrates the changes from the Master of Pest Management to the Master of Bioprotection.

Current structure – Vertebrate Pest Stream	Proposed new structure – Vertebrate Pest Stream – changes highlighted.
Schedule A	Schedule A
Core courses (60 credits)	Core courses (60 credits)
ECOL 608 Research Methods (S1)	ECOL 608 Research Methods (S1)
ERST 606 Advanced GIS A (S1)	ERST 606 Advanced GIS A (S1)
ECOL612 Wildlife Management (S2)	ECOL612 Wildlife Management (S2)

<p>At least one of: (20 credits) ECOL 631 Animal Behaviour (S1) PLPT 613 Plant Pathology (S1) PLSC 611A Plant and Crop Physiology (S1)</p> <p>At least two of: (40 credits) ECOL 609 Conservation Biology (S1) ENTO 612 Advanced Entomology (S2) ERST 607 Advanced GIS B (S2) PLPT611 Integrated Plant Pest Management (S2)</p> <p>Up to 40 credits from: ECOL/PLPT 697 (either semester) ECOL/PLPT 698 (either semester) ECOL/PLPT 699 (either semester)</p> <p>Elective (20 credits) Any other courses from the Schedule of Master's Degree courses listed in the Lincoln University Calendar to form a coherent programme of study, and approved by the Academic Coordinator.</p>	<p>Schedule B At least two of: (40 credits) ECOL 631 Animal Behaviour (S1) PLPT 613 Plant Pathology (S1) PLSC 611A Plant and Crop Physiology (S1) MAST 603 Mana Kaitiaki (Māori Resource Management) (S2) ERST633 Integrated Environmental Management (S2)</p> <p>At least two of: (40 credits) ECOL 609 Conservation Biology (S1) ENTO 612 Advanced Entomology (S2) ERST 607 Advanced GIS B (S2) PLPT611 Integrated Plant Pest Management (S2) ENTO625 Adv. Insect Ecology and Diversity (S1) AGRI601 The Soil, Plant, Animal, and Human Health Continuum in Future Ethical and Sustainable Agriculture (SS)</p> <p>Schedule C Up to 20 credits from: ECOL/PLPT 697 (either semester) ECOL/PLPT 698 (either semester) ECOL/PLPT 699 (either semester)</p> <p>Elective (20 credits) Any other courses from the Schedule of Master's Degree courses listed in the Lincoln University Calendar to form a coherent programme of study, and approved by the Academic Coordinator.</p> <p>PhD Pathway Where a student has attained an A- average over two semesters of study, they may be invited to substitute a 40-credit dissertation for one course in each of Schedules B and C.</p> <p>Proposed new structure – Plant Pest Stream – changes highlighted.</p> <p>Schedule A</p>
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<p>Current structure – Plant Pest Stream</p> <p>Schedule A</p> <p>Core courses (60 credits) ECOL 608 Research Methods (S1) ERST 606 Advanced GIS A (S1) PLPT 611 Integrated Plant Pest Management (S2)</p> <p>At least one of: (20 credits) ECOL 631 Animal Behaviour (S1) PLPT 613 Plant Pathology (S1) PLSC 611A Plant and Crop Physiology (S1)</p> <p>At least two of: (40 credits) ECOL 609 Conservation Biology (S1) ENTO 612 Advanced Entomology (S2) ERST 607 Advanced GIS B (S2) PLSC 601B Agronomy (S2) PLSC611B Plant and Crop Physiology (S2)</p> <p>Up to 40 credits from: ECOL/PLPT 697 (either semester) ECOL/PLPT 698 (either semester) ECOL/PLPT 699 (either semester)</p> <p>Elective (20 credits) Any other courses from the Schedule of Master's Degree courses listed in the Lincoln University Calendar to form a coherent programme of study, and approved by the Academic Coordinator.</p>	<p>Core courses (60 credits) ECOL 608 Research Methods (S1) ERST 606 Advanced GIS A (S1) PLPT 611 Integrated Plant Pest Management (S2)</p> <p>Schedule B</p> <p>At least two of: (40 credits) ECOL 631 Animal Behaviour (S1) PLPT 613 Plant Pathology (S1) PLSC 611A Plant and Crop Physiology (S1) MAST 603 Mana Kaitiaki (Māori Resource Management) (S2) ERST633 Integrated Environmental Management (S2)</p> <p>At least two of: (40 credits) ECOL 609 Conservation Biology (S1) ENTO 612 Advanced Entomology (S2) ERST 607 Advanced GIS B (S2) PLSC 601B Agronomy (S2) PLSC611B Plant and Crop Physiology (S2) ENTO625 Adv. Insect Ecology and Diversity (S1) AGRI601 The Soil, Plant, Animal, and Human Health Continuum in Future Ethical and Sustainable Agriculture (SS)</p> <p>Schedule C</p> <p>Up to 20 credits from: ECOL/PLPT 697 (either semester) ECOL/PLPT 698 (either semester) ECOL/PLPT 699 (either semester)</p> <p>Elective (20 credits) Any other courses from the Schedule of Master's Degree courses listed in the Lincoln University Calendar to form a coherent programme of study, and approved by the Academic Coordinator.</p> <p>PhD Pathway Where a student has attained an A- average over two semesters of study, they may be invited to substitute a 40-credit dissertation for one course in each of Schedules B and C.</p>
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PROPOSED TEACHING/DELIVERY METHODS

Courses comprising the degree will engage students in collaborative and active learning, primarily in an in-person modality. Learning will be supported through lectures, seminars, group projects and field trips. Students will be encouraged to take innovative approaches to link their learning to industry and community challenges and to take responsibility for their own learning. Courses will be taught by academic staff involved in research in the discipline, with guest lectures from industry and academia invited. The internet and the Lincoln University learning management system (Akoraka | Learn) will further provide opportunities in courses for local and global networking that will lead to opportunities for career development.

All learning resources will be available via Akoraka | Learn, and may include videos, written resources, lessons, quizzes, worked examples, discussion forums, and recordings of class sessions.

PRESCRIPTIONS FOR NEW COURSES

AGRI 602 The Soil, Plant, Animal, and Human Health Continuum in Future Ethical and Sustainable Agriculture (Pending approval)

Ethical and sustainable approaches to agricultural systems that operate across multiple domains, from landscapes and food and health of people, giving the base for agricultural systems in tune with nature.

ASSESSMENT AND MODERATION PROCEDURES

Assessments will range from tests and exams to projects and peer assessments (on the basis that this process not only assesses learning but also forms the basis for new learning through the activity of doing the assessment), amongst others. Final exams will remain for all courses, and assessment of all courses contributing to this qualification will conform to Lincoln University's Assessment Policy as set out in the Lincoln University Policy Library.

RESOURCES

No additional resourcing is required.

PLANS FOR MONITORING PROGRAMME

The Faculty of Agriculture and Life Science's moderation process moderates course outlines, internal assessment items, and final examinations. The moderation process includes a review of the suitability of the assessment for the level and learning outcomes of the course, as well as a review of the readability of the assessment information.

Student satisfaction and feedback are obtained through course evaluations undertaken each semester the course is offered and reviewed by the Course Examiner, Head of Department, and Dean. Student feedback is also received through the Student Representative programme managed by the Lincoln University Students' Association.

Each course in the programme is reviewed at a Faculty Examiner's meeting, convened by the Associate Dean of Learning and Teaching or nominee, where the student numbers, pass rate, and results are compared to historical grades. These results, along with the student's overall academic progress, are reviewed at the University Examinations' Meeting convened by the Academic Administration Committee (AAC).

REVIEW OF THE PROGRAMME

The proposed programme will be subject to a GYR. It will also be added to Lincoln University's (internal) Annual Programme Reflection schedule and cyclical (external) Qualification Review schedule.

The annual Academic Programme Reflections consider student EFTS and demographics, the relevance of the Graduate Profile, proposed changes, any action points addressed from the previous review, programme initiatives, and student feedback.

Qualification Reviews are structured reviews of academic programmes against terms of reference. They involve internal and external panels that evaluate and recommend improvements to the programme in the context of its learning aims, objectives and outcomes and its role within the University's academic portfolio.

STATEMENT RE SECTION B

Section B has been prepared and will be made available to CUAP on request.

(a) EFTS value

1.0

(b) A statement regarding funding

All the courses identified above are already in existence.

(c) Information about the Agreement

N/A

SECTION B

LEARNING AIMS AND OUTCOMES FOR EACH NEW COURSE

AGRI 602 The Soil, Plant, Animal, and Human Health Continuum in Future Ethical and Sustainable Agriculture.

Ethical and sustainable approaches to agricultural systems that operate across multiple domains, from landscapes and food and health of people, giving the base for agricultural systems in tune with nature.

Aims: This course will address the important relationship between the soil, plants, animals and humans, as well as the health of food-producing landscapes. From a research perspective, it will critique practices and knowledges systems that make a positive contribution to the espousing values that create human and environmental health, enhance local economy, support primary producers and animal welfare, while increasing biodiversity towards ethical and sustainable agricultural systems in tune with nature and human needs.

Learning Outcomes

LO1. Critically discuss the research literature on the conceptualisation of soil, animal and human health as related to food and feed production and consumption.

LO2. Discuss fundamental research on the design and evaluation of farming systems for environmental and human health.

LO3. Explain critical requirements for the creation of globally and culturally relevant ethical and sustainable foodscapes and healthscapes.

LO4. Propose future ethical and sustainable agriculture trajectories for the symbioscene.

STUDENT WORKLOAD, TERMS REQUIREMENTS AND ASSESSMENT PROCEDURES FOR EACH NEW COURSE

A range of assessment modes will be used. All courses are designed to meet the 200-hour student workload required by a 20-credit course. These hours will consist of time spent on lectures, workshops, seminars, field studies (as a group) and self-directed study.

AVAILABILITY OF TEACHING AND SUPPORT STAFF

The Faculty of Agriculture and Life Sciences has the appropriate expertise to support the programme structure. Current structures will support a high-quality educational delivery. The Faculty also has excellent links to professionals who can provide practical experiences for our students.

AVAILABILITY OF TEACHING SPACE AND OTHER REQUIRED FACILITIES (E.G. LABORATORY, ETC.)

No new facilities are required.

AVAILABILITY OF LIBRARY RESOURCES

No new resources are required.

TIMETABLING ARRANGEMENTS

The standard Lincoln University timetable arrangements for postgraduate degree courses will apply.

THE REQUIRED EXTRACTS FROM ANY MEMORANDUM OF UNDERSTANDING AGREED WITH ANOTHER NEW ZEALAND UNIVERSITY OR OVERSEAS PROVIDER IN RESPECT OF A JOINTLY-TAUGHT OR JOINTLY-AWARDED QUALIFICATION (SEE SECTION 13 OF THE CUAP HANDBOOK).

SECTION C

Once the programme has been approved by CUAP, the information below is added to the Tertiary Education Commission's database for funding purposes and for promulgation to related databases of the Ministry of Education and NZQA for public reference and qualification searches.

TEACHING/TUTORIAL/LABORATORY HOURS PER WEEK

Tuition/Teaching (FTE) weeks per year	24
Vacation Weeks	8
Total Gross Weeks	32
Teaching hours per week	20
Work Experience / Practical Work hours per week	-
Self-Directed Learning hours per week	20
Total Learning hours per week (<i>this cannot exceed 40 hours</i>)	40
Duration of qualification, e.g., 1 year, 3 years. etc	1.5

OUTCOME STATEMENT

Graduates of this programme will be able to successfully develop careers in the Biological Heritage, Biosecurity and Bio-Protection workforces.

BRIEF CONTENTS

The Master of Bioprotection is a 180-credit qualification normally taught over three semesters of full-time study. There is a choice of two streams, one focusing on Vertebrate Pest Management s and the other on Plant Pests Management. Each stream has three core papers, with the remaining six papers chosen from common core and specialisation-specific soft-core.

BRIEF ASSESSMENT MODE/S

Assessments will range from tests and exams to projects and peer assessments (on the basis that this process not only assesses learning but also forms the basis for new learning through the activity of doing the assessment), amongst others. Final exams will remain for all courses, and assessment of all courses contributing to this qualification will conform to the requirements of Lincoln University's Assessment Policy as set out in the Lincoln University Policy Library.

NZ STANDARD CLASSIFICATION OF EDUCATION (NZSCED) FIELD OF STUDY CODE

059901 PEST AND WEED CONTROL

(LINCOLN UNIVERSITY ONLY)

ACADEMIC DRESS REQUIREMENTS

No change – as for the Master of Pest Management. BCC Name: Ultramarine, BCC Number: 148

Appendix 3



BUSINESS CASE FOR NEW PROGRAMME OR MAJOR

- The purpose of this template is to elicit sufficient information for the Provost to endorse the preparation of a full CUAP proposal.
- Both sections A and B are to be completed by the Dean/Director and should provide a viability assessment of introducing a new programme or major.
- Following endorsement by the Provost, the full CUAP proposal may be developed.
- The completed template will accompany the CUAP proposal to Academic Board and to Council.

Section A

TITLE OF NEW PROGRAMME OR MAJOR	
Masters of Bioprotection (modifying the existing Masters of Pest Management)	
NAME OF FACULTY / AP&P	
AGLS	
MARKET ASSESSMENT / DEMAND	
Please assess the proposed new programme / major against the market assessment criteria below.	
Acceptability	<p>How will the programme appeal to prospective students?</p> <p>This is a modification of the existing Master of Pest Management introduced in 2019, which had past enrolmentsof 8-12 students enrolled each year.</p>

	<p>The programme went through GYR in 2022, and we viewed this as an opportunity to evaluate the programme and increase enrolment numbers. Four recommendations from the GYR being:</p> <ol style="list-style-type: none"> 1. Changing the name from Master of Pest Management to Master of Bioprotection. 2. Adding new soft-core courses to Schedule A based on the recognised needs of students and industry. 3. Changing the soft-core requirement to complete both a research placement and a research essay and 4. Incorporating a pathway for PhD studies.
	<p>What evidence is there of market demand?</p> <p>The GYR was undertaken with feedback from previous students, industry and marketing.</p> <p>Student feedback indicated that the name change would aid recruitment, which was supported by feedback from Marketing.</p> <p>Marketing also highlighted that they have been getting an increasing number of international enquiries regarding this programme, and adding new soft courses would enable students to start in mid-year. This change will also assist with recruitment.</p> <p>Finally, we have had several students switch from a taught Master's to a traditional research master, seeking a pathway to a PhD. This change should also assist with recruitment. Additionally, adding the MAST course could help attract Māori or Pacifica students.</p>
	<p>How will the programme appeal to and have support from external stakeholders / industry?</p> <p>Feedback from the industry was overwhelmingly positive, highlighting the importance of practical work skills (e.g., GIS and advanced data analysis) and, in particular, the research placement course. Industry highlighted this as a strength of the programme.</p>
	<p>Will the programme lead to employment outcomes at the right level?</p> <p>Yes – students graduating from this programme have gained employment with the Ministry of Primary Industries, Verum Group, Landcare Research, Nova Trust Plant Diagnostics Limited, and SGS New Zealand. Additionally, three students have gone on to Ph.D. studies.</p>
Accessibility	<p>By what means will future students be able to access the teaching and learning opportunities?</p>

	By a combination of blended learning and innovative teaching approaches. Some material will be taught in labs and on field trips using a pedagogically aligned approach.
	<p>How will this programme be delivered?</p> <p>A variety of teaching methods will be utilised, including research-based experiential learning, face-to-face lectures, tutorials and practical laboratories, and field trips. Presentations and group projects will be an integral part of in-class activities. Outside of the classroom, there will be structured learning activities, including readings, assignments, and online discussion forums. Field trips and tours will be an important part of both the scientific specialisation and the research project.</p> <p>Additionally, all courses are supported by our online learning system, LEARN (Moodle), which includes video recordings of lectures.</p>
Accreditation	<p>Does the programme have the potential to be accredited formally? If so, with whom?</p> <p>Accredited programmes are not the norm in this discipline area; however, training in this course would provide sufficient experience to obtain controlled substances licences for both vertebrate and plant-pest control.</p>
	<p>Could it impact our international ranking and student barometers?</p> <p>This modified programme will help increase LU's appeal to postgraduate students in both domestic and international markets, supporting the delivery of postgraduate growth targets.</p>
Affordability	<p>Where does the programme sit in the market in terms of cost, with respect to our current portfolio?</p> <p>The programme is expected to remain competitively priced relative to other Master's programmes offered by Lincoln University. Given its unique specialisation in Bioprotection, it is positioned as a premium offering (i.e., similar to \$57,000 for international students studying a 180-credit Master's).</p>
	<p>What are the costs of teaching and delivery?</p> <p>The implementation of this new programme will not incur any additional cost for Lincoln University. We are not introducing new courses or hiring additional teaching staff.</p>
	What is the projected profitability of this programme?

	<p>Our goal is to increase enrollment over the next three years from 10 students (5 dom; 5 int) to 25 students (10 dom; 15 int) by 2028. This would provide an additional income of ~\$576,188 per annum, above our current earnings for the Master of Pest Management.</p>
Appropriate	<p>How does this new programme align with the Lincoln University Strategy 2019-2028, and the Vision: To be a globally ranked top five land-based university, unlocking the power of the land to enhance lives and grow the future?</p> <p>The degree is highly aligned with the Lincoln University Strategy, particularly Goal 4, "A world-class research and teaching precinct", with the action of providing "Innovative academic programmes that anticipate the workforce needs of land-based sectors". Lincoln University has the highest university based research skill-sets for biosecurity and bioprotection in the country.</p> <p>Similarly, goal 6, "Facilitating student growth", specifically with the action "Meet land-based sector workforce needs and challenges."</p> <p>The degree is a natural fit for the University. It bridges gaps in teaching that are specifically targeted towards workforce needs, current technology developments and their application towards land-based sectors.</p> <p>This would also be a programme to target articulation agreement from overseas institutions with the added benefit of reducing Agents' fees.</p>
Programme Comparability	<p>Provide an assessment of how this programme compares to similar programmes offered by other institutions.</p> <p>Both streams of the new programme provide something that is not currently offered elsewhere in NZ.</p> <p>At Lincoln, there is a greater emphasis on applied teaching and research. This is reflected in the skill set of our academic staff. Our staff working in pest management are firmly ensconced in developing "best-practice" for control tools and seek to provide training in what is socially acceptable and sustainable in the control "tool box".</p>
Resourcing	<p>Please note any implications for existing and additional resources (staff, facilities, equipment, online development) needed to ensure the high quality of the proposed programme / major.</p> <p>This modified programme will not require any additional resources.</p>

	<p>Will new staff be required for delivery? If so, how many and in what timeframes?</p> <p>No new staff are required.</p>
	<p>Will new courses be required? If so, how many and in what timeframes?</p> <p>No new courses are required.</p>
Predicted EFTS	New to University = 25 entry by 2028 (15 more than 2026)
Other	

Section B

What was the basis of the initiative? Was it instigated from an external stakeholder, Graduating Year Review, + other?

The basis of this initiative was the GYR conducted in 2022. The number of students taking the course had remained around 10 per year; however, we saw potential for growth following feedback from previous students, industry, and marketing.

What market analysis or insights have you achieved through engagement with International and Domestic recruitment, + other?

The Faculty engaged with previous students, industry and marketing during the GYR process and held further conversations with International and Domestic recruitment. The number of international students has started to increase post-COVID, and the name change and modifications should make the programme more attractive for both international and domestic students.

Identify any qualifications, majors, minors or courses that will be deleted to facilitate creating this new programme.

We will rename the current Masters of Pest Management and replace it with the Masters of Bioprotection.

Provide an estimate of student EFTS for the next three years, across each year, taking into account attrition.

Domestic	2026	2027	2028
Cohort 1 (entry 2026)	5 (current numbers in MPM)	2.5	
Cohort 2 (entry 2027)		8	4
Cohort 3 (entry 2028)			10

International	2026	2027	2028
Cohort 1 (entry 2026)	5 (current numbers in MPM)	2.5	
Cohort 2 (entry 2027)		10	5
Cohort 3 (entry 2028)			15

Estimated annual income for domestic students based on estimated student numbers and TEC funding.

I have completed these calculations based on the expected increase above the current number of students doing the Master of Pest Management.

The following is based on the current fee structure:

LINCOLN Domestic: Fee-free until 2027, then \$8,833/year; Domestic funding also attracts SAC funding of \$22,447/year

International: Gross \$57,000/year = net \$22,000/year (less agents' fees and Merit Scholarships).

Domestic (EFTS)	2026 (5)	2027 (10.5)	2028 (14)
Estimated Income (Tuition)	Fee-free	Fee-free	\$44,165
Additional DQ7+	\$112,235	\$235,694	\$314,258

Estimated annual income for international students based on estimated student numbers and TEC funding.

International (EFTS)	2026 (5)	2027 (12.5)	2028 (20)
Estimated Income	\$110,000	\$275,000	\$440,000

Total increase in 2028 of 15 EFTS over the 2026 cohort baseline (10 EFTS) will be ~\$642,806 increase in net income.

Tertiary Education Commission (TEC) National Priorities

Indicate alignment with TEC's national priorities (i.e. NZ Standard Classification of Education – [NZSCED](#) – Field of Study Code) aligns to TEC national priorities.
Qualification Code:

The programme would be NZSCED code of study 059901 and courses DQ7.

TEC National Priorities	Core	% of Core Courses in alignment with priorities	Soft Core range	% of Courses in alignment with priorities
01 – Agriculture, Horticulture, Forestry	1	25%	4	50%
06 – Computing	1	25%	1	12.5%



11 – Engineering, Technology				
18 – Science	2	50%	3	37.5%
39 – Specialist Large Animal Science				

Lincoln University Strategy

Indicate alignment with agribusiness, agriculture, conservation and ecology, environment, recreation, tourism, Māori, Pathways, Research.

LU Sector Priorities	Core	% of Core Courses in alignment with priorities	Soft Core Courses	% of Soft Core Courses in alignment with priorities
Agribusiness				
Agriculture	1	25%	4	50%
Conservation & Ecology	2	50%	3	37.5%
Environment				
Recreation				
Tourism				
Māori			1	12.5%
Pathways				
Research	1	25%		

Approvals

Dean/Director name & signature  Professor Christine Jasoni	Date: 16 June 2025
Provost's signature  Professor Chad Hewitt	Date: 17/6/2025



Vice-Chancellor's Office

Version:

Proposed Council and Committee Meeting Schedule 2026

Author/s: Nathaniel Heslop

SLT Authorizer: Grant Edwards

Date: 21/07/2025

1. Purpose

The purpose of this report is to seek approval from Council for the proposed Council and Committee Meeting Schedule in 2026. The proposed schedule aligns with the Council and Committee Meeting Procedures and each Committees' Terms of Reference.

2. Content

Appendix A: Proposed 2026 Council and Committee Meeting Schedule.

3. Recommendations

That Council:

1. **ADOPT** the 2026 Council and Committee meeting schedule as outlined in Appendix A.
2. **NOTE** the Academic Board will present its 2026 meeting schedule for Council to approve at Council's meeting in August 2025.

4. Executive Summary

The proposed 2026 meeting schedule maintains the cadence of 2025 with minor but impactful adjustments. Notably:

- The People and Culture Committee (PNCC) will meet on the same day as Āhumairaki, streamlining governance and reporting cycles.
- PNCC meetings are scheduled for two hours, with flexibility to adjust based on workload.
- All committee meetings will be held online (via MS Teams) to improve accessibility and reduce costs, unless otherwise requested by the Chairperson for specific agenda needs.
- Council will meet in person eight times, with potential for two additional meetings in June and December, subject to business needs.

Feedback on the proposed schedule was actively sought from the Senior Leadership Team, Chairpersons of Council Committees, and report authors who regularly contribute to Council

or Committee meetings. Their input has been incorporated into the final proposal to ensure it reflects operational needs and governance priorities.

Implications for Council Members

- *Meeting Frequency:* Council members should anticipate up to ten meetings in 2026, with eight confirmed and two conditional.
- *Committee Participation:* Members involved in PNCC and Āhumairaki should note the coordinated scheduling and online format.
- *Travel and Accommodation:* Costs are budgeted and will be reviewed in October & November 2025 during the Universeity budget approval cycle.
- *Committee Membership:* Council will consider and confirm Committee memberships in October or November 2025, allowing time for onboarding and scheduling (if necessary).

5. Resource Implications

Council operating costs, including travel and accommodation for Council members are included in the budget that will be considered by Council at its meeting in October 2025.

6. Strategic and Policy Framework Implications

<i>Strategic alignment with priority objective areas in Lincoln University Strategy 2019-2028</i>	Goal 1	A distinctive Aotearoa New Zealand end-to-end student experience	<input type="checkbox"/>
	Goal 2	Improved assets and sustainable operating models	<input checked="" type="checkbox"/>
	Goal 3	A culture which stimulates and inspires staff and students	<input type="checkbox"/>
	Goal 4	A world-class research and teaching precinct	<input type="checkbox"/>
	Goal 5	An organisation focussed on meaningful partnerships	<input type="checkbox"/>
	Goal 6	Facilitating Growth	<input type="checkbox"/>

Strategic Alignment

This schedule supports Lincoln University's strategic priorities by:

- Enabling timely governance oversight of strategic initiatives.
- Supporting a culture of collaboration and efficiency through streamlined committee scheduling.
- Promoting cost-effective operations via online meetings, aligning with sustainable operating models.

Policy Consistency

This decision is consistent with the University's Plans and Policies.

7. Next Steps

The Council Secretary will set up and send calendar invites to members for meetings.

Appendix A - Council and Committee Meeting Schedule 2026

Month	Date	Meeting	Location
January	Friday 30 January	Appointment and Remuneration Committee	Online
February	Tuesday 17 February	Audit, Risk, & Assurance Committee	Online
	Tuesday 24 February	Council	Lincoln
March	Wednesday 11 March	Ahumairaki	Online
	Wednesday 11 March	People and Culture Committee	Online
	Tuesday 17 March	Audit, Risk, & Assurance Committee	Online
	Tuesday 24 March	Council	Lincoln
April	Tuesday 21 April	Audit, Risk, & Assurance Committee	Online
	Tuesday 28 April	Council	Lincoln
May	Thursday 7 May	Graduation	Christchurch Town Hall
	Friday 8 May	Graduation	Christchurch Town Hall
	Tuesday 19 May	Audit, Risk, & Assurance Committee	Online
	Tuesday 26 May	Council	Lincoln
June	Wednesday 10 June	Ahumairaki	Online
	Wednesday 10 June	People and Culture Committee	Online
	Tuesday 23 June	Audit, Risk, & Assurance Committee (TBC)	Online
	Tuesday 30 June	Council (TBC)	Lincoln
July	Tuesday 28 July	Council	Lincoln
August	Tuesday 18 August	Audit, Risk, & Assurance Committee	Online
	Tuesday 25 August	Council	Lincoln
September	Wednesday 9 th September	Ahumairaki	Online
	Wednesday 9 th September	People and Culture Committee	Online
October	Thursday 1 October	Awards Committee	Online
	Tuesday 20 October	Audit, Risk, & Assurance Committee	Online
	Tuesday 27 October	Council	Lincoln
November	Wednesday 11 November	Ahumairaki	Online
	Wednesday 11 November	People and Culture Committee	Online
	Tuesday 17 November	Audit, Risk & Assurance Committee	Online
	Tuesday 24 November	Council	Lincoln
December	Tuesday 15 December	Council (TBC)	Lincoln

Key

Council	9am - 1pm
ARAC	9am - 1pm
Ahumairaki	3:30pm - 5:30pm
Awards Committee	1pm - 3pm
People & Culture Committee	1pm – 3pm



Vice-Chancellor's Office

Version: 1

Human Ethics Committee – renewal of membership for Dr. Paula Arbouw

Author/s: Fiona Hewitt

SLT Authoriser: Vice Chancellor

Date: 21/07/25

1. Purpose

The purpose of this report is to request an appointment renewal for Dr Paula Arbouw to the Lincoln University Human Ethics Committee in accordance with the [Human Ethics Committee Policy](#).

2. Content

1. Recommendation
2. Executive Summary

3. Recommendations

That Council:

1. **APPOINT** Dr. Paula Arbouw as a member of the Lincoln University Human Ethics Committee for a further 3-year term with effect from 25th August 2025.
2. **NOTE** this will be the second and final term Dr Paula Arbouw serves on the Human Ethics Committee, unless renewed by Council by exception for an additional third term.

4. Executive Summary

Dr Paula Arbouw has served on the Lincoln University Human Ethics Committee (LUHEC) since her first appointment on 24th August 2022.

On 24th August 2025 Dr Paula Arbouw's current term will expire.

Dr Paula has confirmed she is willing to serve another term, if renewed.

The Vice Chancellor recommends that Council renews the LUHEC membership of Dr Paula Arbouw pursuant to section 4.7 [Human Ethics Committee Policy](#).

It is recommended that Council renew Dr Paula's membership on the LUHEC for a further three-year term.

5. Resource Implications

Paula receives an honorarium for her attendance at the Human Ethics Committee meetings that is included in existing operating budgets.

6. Strategic and Policy Framework Implications

<i>Strategic alignment with priority objective areas in Lincoln University Strategy 2019-2028</i>	Goal 1	A distinctive Aotearoa New Zealand end-to-end student experience	<input type="checkbox"/>
	Goal 2	Improved assets and sustainable operating models	<input type="checkbox"/>
	Goal 3	A culture which stimulates and inspires staff and students	<input checked="" type="checkbox"/>
	Goal 4	A world-class research and teaching precinct	<input checked="" type="checkbox"/>
	Goal 5	An organisation focused on meaningful partnerships	<input checked="" type="checkbox"/>
	Goal 6	Facilitating Growth	<input type="checkbox"/>

Strategic Alignment

This recommendation supports the Lincoln University Strategy 2019-2028 by ensuring the Lincoln University Human Ethics Committee has adequate expertise and representation on the Lincoln University Human Ethics Committee to support world class research and teaching.

Policy Consistency

Acceptance of this recommendation is consistent with the [Lincoln University Human Ethics Committee Policy](#).

7. Next Steps

If approved, the Council Secretary will inform Dr Paula Arbouw of their re-appointment to the Human Ethics Committee with effect from 25th August 2025 until 24th August 2028.



Vice-Chancellor's Office

Version: 1

Health and Safety Report

Author/s: Health and Safety

SLT Authoriser: Karen McEwan, Executive Director, People, Culture and Wellbeing

Date: 22/07/2025

1. Purpose

This report for the months of May and June 2025 provides Lincoln University Council with assurance that appropriate arrangements are in place for managing health and safety risks across the University.

2. Content

1. Leading and lagging indicators
2. Significant health and safety incidents for the month and updates on past incidents
3. Health and Safety Committee meetings
4. Health and Safety Critical Risk Elements and Mitigations
5. Campus Development Programme and Health and Safety summary
6. Appendix 1 – Waimarie Building, Plant and Food Smoke Event

3. Recommendations

That the following are noted:

- The Health and Safety team continues to focus on maintaining and improving hazard identification and risk assessments, reviewing and establishing clear policies and procedures, aligning training requirements relevant to roles and working collaboratively with the University community in all areas of health and safety.
- Identifying trends in the health and safety performance of the University and measures taken to improve the robustness of the data.
- The actions being taken to improve the culture of health and safety across the University.

4. Executive Summary

There were no interactions with WorkSafe during May or June.
June produced no serious harm events.

The following significant events occurred in May:

- On 21 May, an LU Employee using a weed whip in a bus shelter located at Gate 1, struck electrical services severing a live wire causing shelter lights to fail. No harm sustained. Investigation underway.

- On 30 April through early May, Selwyn District Council declared a state of emergency due to severe weather conditions. Several LU buildings were affected by flooding, most notably George Forbes. Remedial structural works have been completed to prevent similar occurrences.

Ongoing support from the HSW team continued throughout May for staff affected from 28 April Waimarie smoke event (emanating from a nearby PFR burn off). Please refer to attached (Appendix 1) LU HSW detailed report which includes a summary of PFR's Investigation.

A Health and Safety Due Diligence Deep Dive audit into farms is underway following a meeting with key stakeholders to help identify data based and potential critical risks. This project will continue with a target date of September for completion.

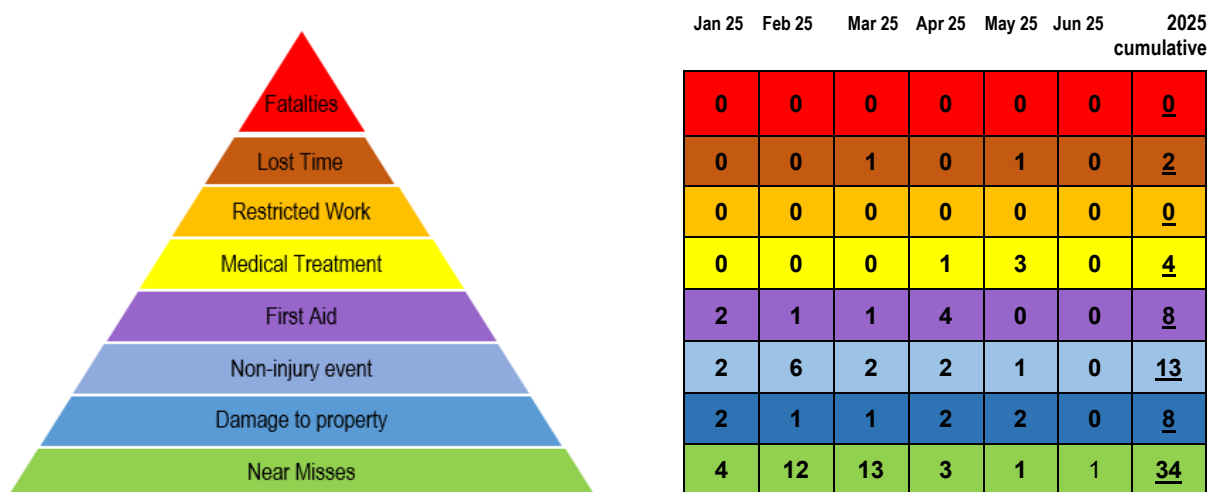
A Council safety visit to Hudson Hall Refurbishment project took place on 24 of June attended by one Council member. The visit was well received by PS PM Justin Greenhalgh and his team with some great questions asked by Marjan. The next safety visit is scheduled for 26 August to LU Energy (Solar Farm). Please feel free to increase the numbers of Council members attending this and future visits.

The HSW team are reviewing ACC report stats to allow a clearer understanding of the recovery at work process.

Lagging Indicators

The data below provides an overview of reported workplace incidents at the University (LU and Lincoln Agritech staff), with the exception of main CDP contracts where principal contractors have primary oversight of secure worksites (that data set is reported in the CDP H&S dashboard due to differences in contractor reporting periods).

Note: Lagging Performance Indicators indicate the number of events which have already occurred, an indication of where you have been rather than where you are going. Improving Leading indicators significantly reduces Lagging Indicators.



May 2025

Lost Time Injury: x 1

- 1 x employee suffered effects from Waimarie Plant, Food and Research burn off from smoke.

Medical treatment: x 3

- 3 x employees suffered effects from Waimarie Plant, Food and Research burn off smoke requiring GP visits, blood and allergy testing..

Non injury events: x 1

- 1 x employee tripped in pothole; no harm sustained.

Damage to property: x 2

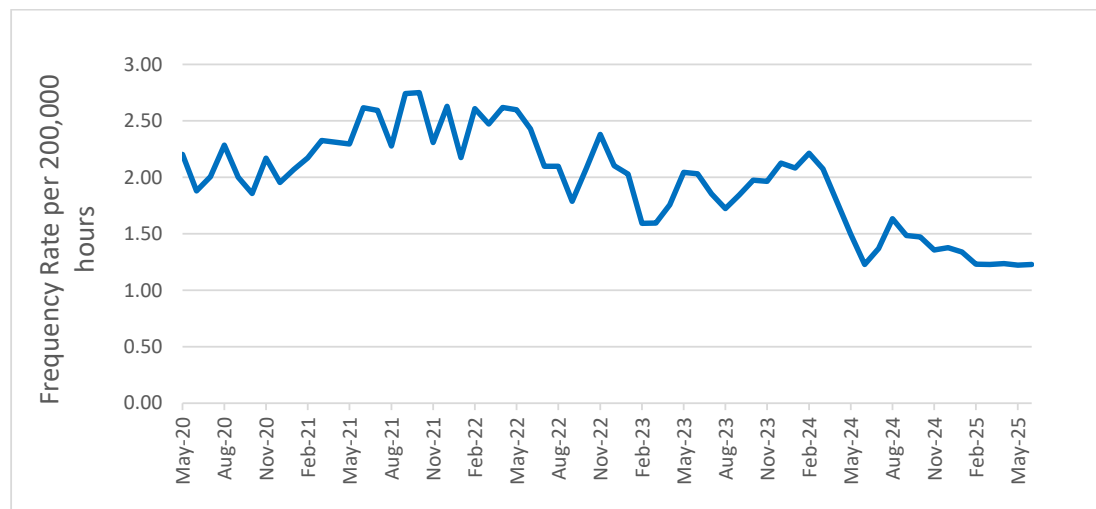
- 2 x events of reported leaks in buildings at Agriculture and Life Sciences and Old Printery

Near misses: x 1

- Employee using weed whip in bus shelter inside Gate 1, strikes electrical services severing live wire causing shelter lights to fail. No harm sustained. Investigation underway.

June 2025**Near misses: x 1**

- 1 x employee reported slippery floor following water leaks.

Total Recordable Injury Frequency Rate (LU and Agritech employees)

The above chart shows Total Recordable Injury (TRI) frequency per 200 000 hours worked by our staff. TRI is defined as reported work-place medical injuries, restricted work, lost time injuries, and fatal injuries. Using this measure, which has a wider scope than LTI, provides more detailed reporting on incidents and emerging risks however, it should be noted that TRIFR does not indicate *the severity* of injuries. *Note TRIFR includes any injuries that occur to staff while on the campus, even if not task/work-related.*

Leading Indicators

Leading Indicators can be measured without an incident, accident or property damage occurring and are extremely useful in being able to predict or prevent future events. These are favourable statistics where an improvement of health and safety culture is desired

Reporting via Risk Manager	May 2025	June 2025	2025 Total	2025 Target
Total reported safety/hazards observations	10	3	31	50
- Safety observations related to external contractors	0	0	2	
Reported opportunities for improvement	3	4	12	12

Processes	May 2025	June 2025	2025 Total
H&S inductions for new staff (within 4 weeks of start date)	4	4	49
Contractor inductions (Campus Development Programme)	17	35	98
Contractor inductions (Property Services)	7	2	64
Contractor inductions (Faculties and Business Units)	0	0	2
First Aid training attended	2	5	44
Building and Warden training	0	0	14
Workstation assessments	0	0	5
Recovery at programmes: work-related injuries	1	1	4
non-work injuries	3	2	8

Health and Safety Committees

Committee	Next meeting
University H&S committee (Representation from Faculties, Service Areas, Business Units)	19 August 2025
AGLS sub-committee	TBC
Property Services sub-committee	TBC
Catering sub-committee	TBC

Health and Safety Critical Risk Elements

The Health and Safety team focus is to ensure that as an organisation we have robust assurances in place to evidence our management of health and safety. We undertake internal audits on a regular basis for our high-risk work areas (laboratories, workshops, farms, JML), along with regular inspections of construction and work sites (Property Group and Property Services). We commission external Health and Safety professionals to audit different areas of the university where residual risk following mitigations remains medium to high.

Throughout the year, the Health and Safety team will conduct deep dive reviews in the following University areas:

- Field Trips and Tours – Completed
- Farms - Underway
- Research Activities
- Construction Activities

The following chart indicates current areas of LU critical risk for Health & Safety, and the residual risk where mitigation processes are in place noting that Residual Risk ratings are under continuous review.

4 Critical H&S Risks			
Risk element	Mitigations	Verification	Residual Risk
Construction activities (including infrastructure and landscaping)	Contractor inductions On-boarding processes	Site inspections Audits of lead contractor processes	No change
Farms	Training records Visitor management (OnSide) Farms Compliance Officer Contractor management	Training assessment OnSide reports Internal audits	No change
Post-grad research activities (field-based)	Training – equipment, processes Driver training	Assessment records External providers	NEW
Radiation	Training and Procedures, monitoring	External (MoH)	No change
Events held on Campus	Safety Plans in Risk Manager for LU and external events Events Committee oversight	Sign-off from H&S Post-event reviews	No change
Field Trips & Tours	Findings and mitigations from deep dive including current processes and areas for improvement under review with delegated actions.	Sign-off from H&S	No change

Lincoln University Campus Development Programme Dashboard



May 2025

Programme Sponsor: Susie Roulston

Programme Lead:

Alistair Pearson

PROGRAMME HEALTH & SAFETY DASHBOARD

	Glasshouses	Forbes Stage 3	Heating Upgrade	Lincoln Agritech	EJR Prefabs
	CW0035	CW0037	CW0052	CW0095	CW0108
Activity Levels	Active	Low Activity	Active	Active	Active
Inspections Conducted	5 (LU)	5 (LU)	5 (LU)	-	4 (LU)
Lead Contractor Reports: Observations (Safety, Hazardous & Opportunity for Improvement)	-	-	3	1	-
Near Miss Events	-	-	-	-	-
No Treatment Injury	-	-	-	-	-
First Aid Injuries	-	-	-	-	-
Medical Treatment Injuries	-	-	-	-	-
Restricted Work Injury	-	-	-	-	-
Lost Time Injuries	-	-	-	-	-
Other Events e.g. Property Damage	-	-	1	-	-
Activity Summaries	Drainage works complete and siteworks near completion. BMS and data installation in progress.	External wayfinding signs installed.	Work at NRE Office and NRE Soil & Water underway. The focus is on BMS integration and closeout phase of the project.	Fitout of Campus Books in new Forbes location completed. HRS established onsite 12 th May 2025. Asbestos removal completed and work underway on the roof replacement.	Flooring is complete. Frames due to arrive early June 2025.
Event Information:	-	-	1 x Hazard was reported when holes began appearing in the area formerly trenched by Connetics and their subcontractor.	Cemac vehicle was driven across Forbes Lawn and parked in front of the south facing doors potentially affecting the efficient evacuation if alarms activated.	-
Investigations / Corrective Actions	-	-	Connetics engaged their subcontractor, Sub Surface, to come and remediate the area.	Contractor was asked to move his vehicle to the Loading Bay as had been instructed previously.	-

1

6

Section 1 - Audits completed in last reporting period May and June 2025

		Audits/inspections				
		Internal Audits	External Audits	Client-led Inspections	H&S Safety Visits	PM Safety Visits
Project name	Contractor					
HV Upgrade – various sites	Air Tech				5	
George Forbes Stage 3	Leighs Construction				5	
Glasshouse	D Hillman				5	
Accommodation	DP Build				4	

HV Upgrade - Various sites (NRE, Accommodation) – Air Tech

- 5 x informal visits past site

George Forbes Stage 3 - Leighs Construction

- 5 x informal visits past site

Glasshouse – D Hillman

- 5 x informal visits to work area

Accommodation – DP Build

- 4 x site visits

		Audits/inspections				
		Internal Audits	External Audits	Client-led Inspections	H&S Safety Visits	PM Safety Visits
Project name	Contractor					
Glasshouse	D Hillman				3	
George Forbes Stage 3	Leighs Construction				3	
HV Upgrade – varied sites	Air Tech				3	
Agritech Refurbishment	HRS				3	
Ivey Roof incl The Lodge	City Care				3	
Accommodation: EJR Prefabs x 3	DP Build				4	
Accommodation: Hudson conversion	City Care				3	

Glasshouse – D Hillman

- 3 x informal visits past site

George Forbes Stage 3 - Leighs Construction

- 3 x informal visits past site

HV Upgrade – varied sites (NRE, Accommodation) – Air Tech

- 3 x informal visits

Agritech Refurbishment - HRS

- 3 x informal visits past site

Ivey Roof incl The Lodge – City Care

- 3 x informal visits

Accommodation EJR Prefab x 3

- 4 x informal visits

Accommodation Hudson Conversion – City Care

- 3 x informal visits

Total Contractor Events	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total 2025
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>
Lost Time Injury	0	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>
Restricted Work Injury	0	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>
Medical Treatment	0	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>
First Aid	0	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>
Non-Injury Incident	5	3	0	0	4	1	0	0	0	0	0	0	<u>13</u>
Damage to Property	0	0	0	0	1	1	0	0	0	0	0	0	<u>2</u>
Near Miss	2	0	0	0	0	0	0	0	0	0	0	0	<u>2</u>
Hazardous / Safety Observations	4	4	1	0	1	1	0	0	0	0	0	0	<u>11</u>

Section 2 – Summary of events reported May and June 2025

May 2025

May 2025		Lead Indicators				Lag Indicators												
			Near Misses (NM)	Safety Observations	Hazardous Observations	Opportunity for Improvement	Inspections	Other events, property damage, etc	No Treatment Injury (NTI)	First Aid Injury (FAI)	Medical Treatment Injury (MTI)	Restricted Work Injury (RWI)	Lost Time Injury (LTI)	Property damage	Corrective actions completed	Environmental NMI incidents	Notifiable illness/ injuries	Notifiable events
Project Name	Contractor																	
HV Upgrade – varied sites	Air Tech		1			1		1										
HV Upgrade	Connectics			1														
Agritech	HRS		1															

June 2025

June 2025		Lead Indicators																	Lag Indicators																
		Inspections					Opportunity for Improvement	Hazardous Observations	Safety Observations	Near Misses (NM)	Other events, property damage, etc	No Treatment Injury (NTI)	First Aid Injury (FAI)	Medical Treatment Injury (MTI)	Restricted Work Injury (RWI)	Lost Time Injury (LTI)	Property damage	Corrective actions completed	Environmental NM/ incidents	Notifiable illness/ injuries	Notifiable events														
Project Name	Contractor	HV Upgrade – varied sites	Air Tech																																
Agritech Refurbishment	HRS																																		

Section 3 – Commentary for May and June 2025

May 2025

Campus Development Contractors working on campus

Airtech

Three events reported this month:

- Two non -injury incidents:
 - sub-contractor left accommodation hall without domestic hot water-Investigation underway
 - a unit mounted above 2m was observed as being insecure in the new glasshouse-Investigation underway
- One opportunity for improvement was reported to a sub-contractor parked in a signed “no parking” area on campus.

Connetics

- Hazard: Holes began appearing in an area formerly trenched by Connetics and their sub-contractor, Sub Surface. We are awaiting confirmation that this work has been completed.

Non-Campus Development Contractors working on campus

Four events reported relating to non-CDP contractors which had potential to cause harm – Risk rated as “low” risk.

1. One hazard report of a courier leaving a parcel outside the Student Health Centre after hours, i.e. between 5 – 8pm (noted by Campus Security team).

What controls were put in place to prevent this re-occurring?

- This was escalated to the Manager, Student Health Centre to investigate and follow up with the contractor
2. One opportunity for improvement of a contractor blocking an emergency egress during work activities

What controls were put in place to prevent these re-occurring?

- Escalated to Property Services team coordinator who will ensure any similar work is to be completed after hours when occupant numbers are reduced
3. One safety observation related to four NZ Data vans being parked on Farm Road

What controls were put in place to prevent these re-occurring?

- Escalated to the internal LU ITS team to raise with the contractor.
4. One hazard was reported where a contractor drove across Ivey / Memorial lawn whilst responding to flooding in the Forbes building.

What controls were put in place to prevent these re-occurring?

- Escalated to Property Services Manager and team coordinator to discuss at their next TBT.

June 2025

Campus Development Contractors working on campus

Airtech refurbishment

One event was reported for this period:

- 1 x non injury: Work commenced prior to documentation approval.

Agritech refurbishment

Two events were reported for this period:

- 1 x non injury incident where an unidentified person, reversed a vehicle, colliding with a site fence.
- 1 x OFI reported when a sub-contractor new to the campus and the site, parked in student car parking area. The sub-contractor was instructed to relocate the vehicle to Springs Road overflow car park.

Non-Campus Development Contractors working on campus

A total of 3 events were reported as occurring to non-CDP contractors this reporting period. All were defined as low risk.

1. One OFI reported where several contractors' workers (Commercial Doors) were observed playing pool in the student space in Grounded, with a student.

What controls were put in place to prevent this type of event re-occurring?

- The manager of the workers was informed and provided a copy of the case report. The next day, the manager advised he had spoken to the team who were on campus that day and provided assurance a repeat of this behavior would not occur again. This type of "unprofessional behavior" is covered in the campus induction.
2. One opportunity for improvement reported where a contractor's vehicle (Plumbfast) was observed driving into a pedestrian only area of campus.

What controls were put in place to prevent this type of event re-occurring?

- Managers of this contractor advised of the observation.
3. One trip hazard (pothole) with potential to cause harm reported by contractor (Prowash) whilst working near the accommodation halls.

What controls were put in place to prevent harm occurring?

- The contractor placed a hi viz cone over the pothole, reported the observation and forwarded to PS help email for repair.

Section 4 – Investigations for May and June 2025

An incident, reported in May 2025, occurred when a sub-contractor for Airtech left campus without ensuring domestic water was turned on in one of the University accommodation halls, Lowrie Tower 1, East. Once advised, an investigation was commenced. No further information was reported in the May 2025 report as the investigation was not completed.

In the process of relocating domestic hot water tempering valves within Colombo Lowrie tower blocks, the cold-water supply to one side of the tower was left isolated overnight. This occurred at the end of the day on 22 May 2025.

The result of this oversight meant that shower water was not tempered and cold water not available in the handbasins.

An investigation by Airtech revealed the following major contributing factors:

- No provision of an updated methodology to LU for review when the problem was discovered.
- Lack of supervision of their subcontractor during the activity
- The sub-contractor did not complete "double checks" before leaving the campus.
- The valve type used has no visual indication whether it is in the "on" or "off" position so was missed during the end of day sub-contractor team's tidy up.

Domestic water was re-instated within 10 minutes of Airtech returning to site the following day.

5. Strategic and Policy Framework Implications

<i>Strategic alignment with priority objective areas in Lincoln University Strategy 2019-2028</i>	Goal 1	A distinctive Aotearoa New Zealand end-to-end student experience	<input checked="" type="checkbox"/>
	Goal 2	Improved assets and sustainable operating models	<input checked="" type="checkbox"/>
	Goal 3	A culture which stimulates and inspires staff and students	<input checked="" type="checkbox"/>
	Goal 4	A world-class research and teaching precinct	<input checked="" type="checkbox"/>
	Goal 5	An organisation focussed on meaningful partnerships	<input checked="" type="checkbox"/>
	Goal 6	Facilitating Growth	<input checked="" type="checkbox"/>

6. Appendix 1: Waimarie Building, Plant and Food Smoke Event – 28 April 2025

Content:

1. Overview
2. PFR Investigation Summary
3. LU HSW Managers post incident report
4. LU HSW Manager Findings and responsibilities
5. Conclusion

1. Overview:

At approximately 7.30 am on 28 April 2025, Plant and Food Research (PFR) carried out what was believed to be a routine organic burn off (this has since proved to not be correct) approximately 1.5 km from LU campus.

Smoke from the burn off permeated through Waimarie Building fixed installation filtration systems, affecting the air quality and health and wellbeing of LU staff working on the first floor.

Several LU staff were physically and psychologically affected by the smoke to varying degrees including eye/breathing/skin irritation, nausea and in one case, vomiting.

The HSW Manager contacted the National Poisons Centre by phone who advised that staff with higher-than-normal heavy metal test results should have their GPs contact them directly. NPC's toxicologist cannot interact with the public directly but can advise GPs on how to manage symptoms or other courses of action. NPC confirmed to the HSW Manager that they are not concerned about long-term health outcomes.

The HSW Manager contacted Canterbury Health Board by phone who advised that staff work with their GPs for recovery and were not concerned about long-term effects.

WorkSafe were contacted by phone who advised the incident was not notifiable.

It was later revealed by PFR to the LU HSW Manager that up to 24 coach seats had been maliciously concealed in the burn pile which most likely added contaminants to the smoke. (Please refer to the PFR Investigation Summary below)

2. PFR Investigation Summary

- *PFR Lincoln carries out burn offs of organic site waste 5-6 times a year without incident until this event.*
- *Permissions were given to PFR staff to "dump burnable personal waste garden material in the bonfire pile".*
- *Fire was lit at around 7.30 am, 28 July, smoke was seen to be moving towards the University. No permit was required due to the time of year and fire season.*
- *Soon after lighting the fire, PFR staff noticed a number of foam seats were hidden in the pile and well alight.*
- *No attempt was made to extinguish the fire despite black smoke emitting from the burn off.*
- *Black smoke ceased by 8.30 am the same day.*
- *Later in the proceedings it was identified that 24 coach seats were involved in the fire with all foam padding burnt away.*

- *Email sent from LU faculty member to PFR informing them of smoke in Waimarie Building however it was not picked up until the following day.*
- *29 April PFR commenced their investigation with the following objectives and corrective actions:*
 - *How the people effected are, and appropriate follow up, as well as LTI, Medical Treatment, etc-Information supplied by LU HSW Team.*
 - *How we can prevent this sort of intentional action- Short to medium term the pile will be checked immediately prior to being lit to make sure nothing significant can be hidden. This is detailed in the Lincoln Burn pile SOP.*
 - *Who is responsible for hiding the bus seats in the pile? We have not been able to figure this out. Nobody has come forward.*
 - *What is happening with personal garden waste going forward? This privilege has been revoked.*
 - *What in the process, SOP and equipment can and should be changed in the short to medium term to reduce this risk? The burning process has been changed to involve a careful check of all material immediately prior to burning. The SOP has been updated and FRN staff asked to resign and understand the new expectations. Long term, there is reasonable agreeance that burning will not be able to continue.*
 - *Did the event require notification to WorkSafe New Zealand (WorkSafe)? On 29 May 2025, PFR received email confirmation from WorkSafe that they did not see the event as being reportable, and there would be no further action from them.*
 - *Acknowledgement and apology? We have accepted as an organisation that it was our fire, and that while there was a malicious act involved, the fire could have involved dangerous chemicals. We have apologised in an informal way to the LU HSW Manager.*
- *ECan informed of the incident and investigation.*
- *Meetings held with LU HSW Manager to ascertain number of staff affected, offer support and agreement for PFR to reimburse LU staff medical costs incurred directly related to the incident.*

PFR Observations

Affected staff were from Waimarie Building level 1. Emitted smoke passed Agresearch Campus, University reception and other buildings; there were no reports of harm from any of them. Early conversations with the University identified the Air Conditioning system in that building [Waimarie] as significantly exacerbating the issues.

PFR Summary of Recommendations

- *Update Burn SOP and communicate with Site (Completed).*
- *Have the Lincoln Site FRN Team and any others who may be involved in lighting the burn-off review the SOP and sign off the changes.*
- *Start discussion on finishing fire as a waste disposal method across all PFR.*
- *Lincoln University staff offered to have PFR HSW Team meet with them. (Completed)*
- *Bonfire Safety Alert from the LU HSW Team published as is done for Safety Alerts across the organisation.*

3. LU HSW Managers Post Incident Report

On the day of the event (28 April), LU HS Adviser met with PS Electrical team, verbally requesting that they urgently inspect Waimarie filtration system and carry out any service requirements. (Contractor DBS Building Services were engaged to undertake the work resulting in filters being inspected and replaced during week commencing 18 May, three weeks after the event).

29th April: Events 1433687, 1433662 and 1433632 were entered into Risk Manager (RM) relating directly to the incident.

Smoke traces caused further discomfort to staff who were advised to work in alternative areas or from home for the rest of the day.

Over the next few days, three affected staff visited GPs and had blood tests taken, one test showing elevated levels of arsenic in blood samples taken by their GP who commented that levels were “mild as expected” following exposure to smoke, the other two showed low levels of arsenic within the “normal” range. One of these staff members stated they had underlying health issues which may have reacted strongly to the smoke resulting in visits to the hospital and ongoing skin irritations resulting in several days sick leave and work from home periods. The LU HSW Manager is awaiting confirmation from their GP that their ongoing discomfort is attributed directly to the smoke incident.

Staff were affected physically and mentally from this event, support from line managers and the LU HSW team included regular visits, group update meetings and Clearhead invitations throughout the process. PFR offered support to staff individually or as a group.

LUSA Manager and Agritech Health and Safety Adviser were contacted by LU HSW Manager to ascertain if others, including students had been affected by the smoke, none were reported.

15 May: Meeting took place between PFR and LU HSW Manager resulting in PFR apologising for the event and revealing that an unidentified staff member had maliciously placed old bus seats into the middle of the burn off pile hidden from view. Safety processes for the burn off were not followed i.e. inadequate supply of extinguishing water available, no emergency response in place with poor supervision.

29 May: Following a meeting with PFR it was agreed they reimburse all reasonable medical expenses to staff who suffered effects directly related to the event, offering to support staff face to face or as a team if requested

It should be noted that shortly after this event, heavy rainfall and flooding resulted in a State of Emergency declared by the Selwyn District Council which became a contributory factor delaying communications and responses between parties.

Staff commented that Waimarie Building suffered poor air quality issues prior to this event. No issues entered in RM to verify this.

4. Findings and Responsibilities

- Reduced communications of the event following initial request to service filters - Property Group.
- Delay in inspecting or replacing filters attributed to relying on external contractors to carry out the works - Property Group.
- Failure of filtration system requiring retrofitting Volatile Organic Compound (VOC) activated carbon filters - Property Group.
- Inform LU before any burn off activities which may affect campus staff – PFR.
- Check weather conditions prior to any burn off activities – PFR.
- Staff to enter all events and safety observations into RM to allow the determination of trending items – HSW Team, Managers.

5. Conclusion

This was an unprecedented event where several failures by PFR caused discomfort and psychological harm to LU staff. PFR fully admit responsibility for the event and have acted responsibly to affected staff and implemented corrective actions to reduce the likelihood of similar occurrences.

Staff were well supported throughout the process by managers and the LU HSW team.

The root cause of the incident is the contaminated burn off smoke along with failure of the Waimarie Building filtration system. Delays in communicating progress in replacing/inspecting filters and the lack of a VOC system fitted caused significant stress to staff which may have been a contributory factor in elevating physical symptoms.

One staff member suffered numerous irritation affects following the incident resulting in several sick days and two visits to the hospital a while after the incident which may or may not be directly attributed to exposure to the smoke due to pre-existing medical conditions.

The LU HSW team continue to work with PFR, affected LU staff, managers, the Property Group and the broader campus community.

Motion by the Chancellor for Resolution to Exclude the Public pursuant to s48 of the Local Government Official Information and Meetings Act 1987:

I move that the public be excluded from the following parts of the proceedings of this meeting, namely:

General Subject Matter	Reason for passing this resolution in relation to each matter	Grounds under section
Lincoln University Strategy Update	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
GOG Reports	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
Equity, Diversity, & Inclusion Terms of Reference	To protect the privacy of natural persons	7(2)(a)
Finance Report	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
Scholarship Approvals	To protect the privacy of natural persons	7(2)(a)

I move also that: Prof Chad Hewitt (Provost), Prof Merata Kawharu (Deputy Vice Chancellor, Māori and Pasifika), Mrs E Rooney (Finance Director), Mrs S Roulston (Chief Operating Officer), Mr D Lodge (Deputy Vice-Chancellor, Student Life), Tumuaki-Takirua Te Awhioraki, Mr Andrew Holyoake, and Mr Nathaniel Heslop (Council Secretary), be permitted to remain at this meeting after the public has been excluded, because of their knowledge of the various matters being discussed. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to those matters because of their involvement in the development of reports to Council on these matters.