

LINCOLN UNIVERSITY COUNCIL

Minutes of a meeting held on Tuesday 25 February 2025 at 9am in Memorial Hall, Lincoln University and online via MS Teams

Meeting Minutes

Present: Bruce Gemmell (Chancellor), Prof. Grant Edwards (Vice Chancellor), Michelle Ash, Janice Fredric, Prof. Derrick Moot, James Parsons, Dr Marjan van den Belt, Liz Hill-Taiaoroa, Gabrielle Thompson, and Ms Z Weissenstein (each a Council Member).

Via MS Teams:

In attendance: Mrs S Roulston (Chief Operating Officer)
Mr N Heslop (Council Secretary)
Prof C Hewitt (Provost)
Mrs K McEwan (Executive Director People, Culture, & Wellbeing)
Damian Lodge (DVC, Student Life)
Mrs M Kawharu (DVC, Māori)

Meeting started at 9.00am.

1. Welcome/Karakia/Apologies

The Chancellor welcomed Councillors to the meeting and invited Ms Grace O'Shaughnessy to open the meeting with karakia.

Resolution

That Council:

RESOLVE to receive apologies for absence from Mr D Jensen and Mrs P Parata-Goodall.

Resolution

MOTION CARRIED

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 17th December 2024 as true and correct record.

Resolution

MOTION CARRIED

4. Matters arising from the Minutes

The action register was NOTED.

5. Notice of items of General Business

There were no items of general business.

ESD Faculty Presentation

Professor's E Stewart and R Montgomery gave a presentation to Council. The slide deck of the presentation is in the Minutes Attachment (**Appendix A**).

The Chancellor thanked staff for the informative presentation. Council noted the stewardship of the academic programmes by faculty management and the development of a course profitability model was strongly endorsed by Council.

Council requested each faculty develop a course profitability model and present this to Council. **Action: Provost**

6. Chancellors Report

The report was taken as read.

Resolution

That Council:

Resolution

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

MOTION CARRIED

7. Vice Chancellors Report

The report was taken as read.

Council, noting Lincoln ranks 85th in the UI GreenMetric World University Rankings for 2024, received assurances this is promoted to prospective students.

Council reflected on the Campus redevelopment and transition over the past ten years noting that it presently exhibits leading sustainable practices.

Council Resolution

That Council:

Resolution

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

MOTION CARRIED

8. LUSA Report

The report was taken as read. The LUSA President highlighted the following:

- O'Week was an exciting time and events were run well.

- The Community Mitigation Plan used in the Garden Party 2024 event is be held up as an exemplar for other community run events.

Council Resolution

That Council:

Resolution

1. **RECEIVE** the information in the LUSA Report.

MOTION CARRIED

9. Conflict of Interest Policy Review

The report was taken as read.

Council discussed the appropriate approval authority and agreed this should be amended from the Vice Chancellor to Council. With this amendment Council approved the resolution.

Council Resolution

That Council:

1. **RECEIVE** the information in this report.
2. **NOTE** the provisions in the Council Members Conflict / Disclosures of Interest Policy are redundant as adequate provisions addressing disclosure of a conflict are in the Conflict of Interest Policy and Conflict of Interest Procedure.
3. **REVOKE** the Council Members Conflict / Disclosures of Interest Policy with immediate effect.
4. **APPROVE** the revised Conflict of Interest Policy & Conflict of Interest Procedure as attached in Appendix B & C.

Resolution

MOTION CARRIED

10. Conferment of Degrees, Certificates, & Qualifications

The report was taken as read.

Resolution

That Council:

1. **REVOKE** the **Diploma in University Studies** awarded to **Yuheng Lin (1141682)** on 13 May 2022.
2. **NOTE** Yuheng Lin intends to use the credits from the revoked qualification in 1 above to be awarded the **Diploma in Natural Resources**.
3. **NOTE** awarding the Diploma in Natural Resources to Yuheng Lin is conditional on Yuheng Lin surrendering her Diploma in University Studies parchment to the Graduation Office.
4. **APPROVE** the granting of the awards the following awards:

Resolution

Doctor of Philosophy

Nor Atiah Binti **Ismail**, in Landscape Architecture (*Conferral date of 6 May 2011*)

Master of Applied Computing

Li **Chen**, Distinction
Menglin **Chen**, Distinction
Yinghua **Chen**, Distinction
Dian **Gao**, Distinction
Wei **Gao**, Distinction
Astrid Felicitas **Harper**, Distinction
Yong **He**, Distinction
Sijia **Hu**, Distinction
Hung Kwun Tong, Distinction
Jinping **Jiang**, Distinction
Linjing **Jin**, Distinction
Zhi Guo **Li**, Distinction
Ziwen **Li**, Distinction
Manni **Liu**, Distinction
Ting **Lyu**, Distinction
Kieran Blair **McCall**, Distinction
Jing **Rong**, Distinction
Junnan **Su**, Distinction
Wang Hankun, Distinction
Wei **Wang**, Distinction
Tianyao **Wei**, Distinction
Fan **Wu**, Distinction
Jiang **Wu**, Distinction
Qian **Xu**, Distinction
Wencong **Xu**, Distinction
Xiangwei **Zhang**, Distinction
Wei **Zhao**, Distinction
Zihe **Zhao**, Distinction
Wei **Zhou**, Distinction
Zhipeng **Zou**, Distinction
Xiaojia **Dou**, Merit
Chenchen **Duan**, Merit
Svetlana **Gileva**, Merit
Bin **Liu**, Merit
Low Wei Hong, Merit
Lu Weidong, Merit
Jiye **Ma**, Merit
Yuxuan **Peng**, Merit
Beibei **Qiang**, Merit
Dongmei **Shao**, Merit
Huizhong **Wang**, Merit
Kang **Wang**, Merit
Mingming **Wang**, Merit
Wenjing **Wang**, Merit
Cang **Xiao**, Merit
Jia Hua **Xie Cao**, Merit
Baofeng **Yang**, Merit
Donglin **Yu**, Merit
Daming **Zhang**, Merit
Hua **Yang**

Master of Business in Finance

Cui **Dai**, Distinction
Yindi **Lu**, Distinction
Hanzhou **Qin**, Distinction
Puchong **Wei**, Distinction
Farheen Amber **Ayaz**, Merit
Qing **Wang**, Merit
Qianao **Zhang**
Rong **Zhou**

Master of Business in Global Management and Marketing

Simone Margaret **Boonekamp**, Distinction
Cheng Yingjia, Distinction
Bryce Jeffrey **Clark**, Distinction
Kaiqi **Deng**, Distinction
Feng Shuying, Distinction
Murooj Mohammed Moizuddin, Distinction
Chenghuan **Wang**, Distinction
Wu Jiabao, Distinction
Shiyao **Xu**, Distinction
Heejung **Kim**, Merit
Arun George **Paul**, Merit
Lei **Song**, Merit
Fanqi **Sun**, Merit
Yunlyu **Zhang**, Merit

Master of Environmental Policy and Management

Luke Wisler **Poulsen**, Distinction
Brittney Sarah **Sutherland**, Distinction
Joseph William **Edmonds**, Merit

Master of Fintech and Investment Management

Ruofan **Huang**, Distinction
Chih-Ting **Liu**, Distinction
Vu Tuan **Nguyen**, Distinction
Mingxuan **Su**, Distinction
Qian **Hang**, Merit
Tung Manh **Hoang**, Merit
Kaiqi **Li**, Merit
Li Yuxuan, Merit
Viet Toan **Truong**, Merit
Jiahui **Wang**, Merit
Yuanxi **Xing**, Merit
Siyao **Xu**, Merit
Bing **Ye**, Merit
Fangshuo **Yu**, Merit
Daochen **Zhang**, Merit
Jinfeng **Zhang**, Merit
Jialiang **Liu**

Master of International Nature Conservation

(Jointly awarded with Georg-August-Universität, Göttingen, Germany)

Shannon Jane Elizabeth **Marshall**
Catherine Maria **Priemer**
Sally Lauren **Sinclair**

Master of Management in Agribusiness

Susilawati, Distinction

Postgraduate Diploma in Applied Science

Cai **Cai**
Yisu **Wang**

Postgraduate Diploma in Commerce

Adam Dayle **Fern**
Qingsong **Wang**
Chen **Yang**
Yawen **Yu**

Postgraduate Diploma in Environmental Management

Mark **Naudé**, Distinction
Farheen Amber **Ayaz**
Caroline Ann **Hadley**
Eden Jane **McElroy-Thompson**
Victor Wilhelm **Meyer**

Postgraduate Diploma in Horticultural Science

Alexandra Madeleine Gael **Ward**

Postgraduate Certificate in Applied Science

Robert Daniel **Barrett**, Distinction
Xinrong **Guo**, Distinction
Amy Hannah **Kuipers**, Distinction
Kate Jasmine **Edens**
Zixian **Gao**
Lu Weidong
Donglin **Yu**
Bowu **Zhang**
Zhang Shaoshuai

Postgraduate Certificate in Commerce

Jesse Mackayla **Brennan**, Distinction
Vikas **Chaubey**, Distinction
Harriet Shirley Ella **Gibson**, Distinction
Paul **Godfrey**, Distinction
Guoquan **Situ**, Distinction
Farheen Amber **Ayaz**
Mengrao **Dai**
Hongzhao **Ding**
Xiaojuan **Hu**
Richard Scott **Pentreath**
Hamish Neil **Symons**
Maria Isabel **Tapia Inzulza**
Qing **Wang**

Shu **Xue**
Xiaoxiong **Yan**
Zhou Shun

[Postgraduate Certificate in Environmental Management](#)

Joshua Orion **Leenhouders**, Distinction
Luke Wisler **Poulsen**

[Postgraduate Certificate in Landscape Studies](#)

Rasha Mohamed Ahmed Elsaid **Elgammal**

[Graduate Diploma in Commerce](#)

Yihan **Mao**

[Graduate Diploma in Property Management](#)

Tse Ki **Chiu**

[Graduate Certificate in Resource Studies](#)

Claire Elizabeth **Cumming**

[Bachelor of Commerce](#)

Cheng Huangqiu, Food and Resource Economics Major
Houxiong **Fang**, Marketing Major
Dianpeng **Jin**, Food and Resource Economics Major
Cara Leigh **Johnson**, Individual Major
Li Zhao, Food and Resource Economics Major
Yuheng **Lin**, Marketing Major
Wen **Liu**, Food and Resource Economics Major
Zhengqi **Liu**, Accounting and Finance Major
Xiaowu **Ma**, Accounting and Finance Major
Aditi **Shankar Narayanan**, Accounting and Finance Major
Peian **Wang**, Food and Resource Economics Major
Yadan **Xiang**, Food and Resource Economics Major

[Bachelor of Environmental Management](#)

Augusta **Castela Soares**

[Bachelor of Horticultural Science](#)

Marc James **Hatfield**

[Bachelor of Science](#)

Sophie Frances **Early**, Conservation and Ecology Major
Zeng Shuting, Individual Major

[Bachelor of Viticulture and Oenology](#)

Zhang Yanyan

[Diploma in Agriculture](#)

Dale Fabian **Potter**

Diploma in Commerce
Harrison Charles **Wimsett**

Diploma in Natural Resources
Yuheng **Lin**

Diploma in University Studies
Christian **Garcia Cedeno**
Xiaowu **Ma**

MOTION CARRIED

10. General Business

There were no items of general business.

The meeting adjourned at 10:15am and reconvened at 10:30am

11. 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:

<i>General Subject Matter</i>	<i>Reason for passing this resolution in relation to each matter</i>	<i>Grounds under section</i>
Appointment & Remuneration Committee 1. Report 2. Minutes from meetings on 17 December 2024 and 5 February 2025 3. Vice Chancellor Employment Matters 4. Lincoln Agritech Limited Board Appointments 5. Council Succession Planning	To protect the privacy of natural persons	7(2)(a)
Audit, Risk, & Assurance Committee Report to Council 1. Report 2. Minutes from meeting on 18 February 2025 3. Approve 2024-2027 Internal Audit Plan 4. New Catered Hall Business Case Addendum 5. LAL Preferred Tender and Contract Award 6. Treasury Policy Review 7. Key Accounting Matters, incl. Impairment Assessment, Land & Buildings Fair Value Assessment, Going Concern Assessment, and Pay Equity Claim Assessment & Disclosure	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)
Graduating Year Reviews Report	To protect the privacy of natural persons To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(a) 7(2)(h)
Academic Qualifications Summary Report	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
Monthly Recruitment Report (verbal)	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)
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)
Health & Safety 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)
2024 Q4 Wellbeing Report	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
Gender Pay Gap Report and HR Dashboard	To protect the privacy of natural persons	7(2)(a)

I move also that: Prof Chad Hewitt (Provost), Mr S Hunter (Health, Safety & Wellbeing Manager), 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 D Cooper (LUSA President), Mr A Pearson (Property Director), 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

The public were readmitted to the meeting at 12.58pm

Secretarial Note: following the closed session of Council the Chancellor determined the Q4 2024 Wellbeing, Gender Pay Gap, and HR Dashboard reports should be recorded in the open session. The minutes are recorded below and the reports included in the Minutes Attachment (Appendix A).

12. 2024 Q4 Wellbeing Report

The report was taken as read.

Council noted that skills development was the number one reason for employees using counselling sessions with the University EAP provider.

Council Resolution

That Council:

1. **RECEIVE** the information in this report.

Resolution

MOTION CARRIED

13. Gender Pay Gap Report and HR Dashboard

The report was taken as read.

Council noted that annual leave liability has decreased.

Council Resolution

That Council:

1. **RECEIVE** the information in the HR Dashboard.
2. **RECEIVE** the information in this Pay Gap Report.
3. **NOTE** that Pay Gap analysis will be presented annually with the HR Dashboard in November.

Resolution

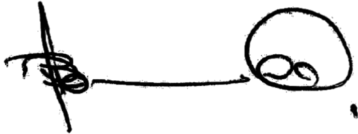
MOTION CARRIED

14. Closure and next Meeting

The meeting closed at 12.59pm.

The next meeting is scheduled for Tuesday, 25th March 2025 at 10:15am and will be held in Memorial Hall at Lincoln Campus.

CONFIRMED THIS 25th DAY OF March 2025

A handwritten signature in black ink, consisting of a stylized 'B' followed by a horizontal line and a circular flourish.

BRUCE GEMMELL

CHANCELLOR