



## COUNCIL

**Minutes of the Council Meeting held on Monday, 26 June 2023  
in the Council Chamber, Level 2, Hunter Building and via Zoom  
from 11.30 am to 3.00 pm**

**PRESENT:** Mr John Allen (Chancellor)  
Professor Richard Arnold  
Professor Brigitte Bönisch-Brednich *via Zoom until 1.05 pm*  
Mr Jaistone Finau  
Ms Pania Gray  
Mr Alan Judge  
Mr David McLean  
Ms Kelly Mitchell  
Ms Cath Nesus  
Professor Nic Smith (Vice-Chancellor)  
Hon Maryan Street (Pro-Chancellor)  
Mr James Te Puni *via Zoom until 1.05 pm*  
Ms Caroline Ward (Secretary to Council)

**APOLOGIES:** Nil

**IN ATTENDANCE:** Ms Jackie Anderson, Acting General Counsel  
Professor Stuart Brock, Vice-Provost, Academic  
Mr Harris Devon, Ngāi Tahu President  
Ms Katherine Edmond, Director, Communications  
Ms Meegan Hall, Assistant Vice-Chancellor, Mātauranga Māori  
Mr Simon Johnson, Acting Chief Operating Officer  
Mr Les Montgomery, Chief Financial Officer  
Mr Dougal McNeill, TEU President, VUW Branch  
Ms Jessica Ye, VUWSA President  
Ms Nicki Wilford, Union Organiser, Tertiary Education Union  
Professor Mike Wilson, Acting Provost

**PUBLIC:** the Council Chamber was full with over 100 staff, students and members of the public in the gallery

**23.87**

### **WELCOME / ACKNOWLEDGEMENTS / APOLOGIES**

**Noted:**

- 1 that Mr David McLean led the Karakia.
- 2 that Mr Allen warmly welcomed all to the meeting including staff, students, and members of the public in the Council Chamber gallery which was full to capacity. He expressed appreciation for the concern and interest

- of those attending at a time when the University is facing challenging financial issues that threaten the survival of the institution into the future.
- 3 that the Chancellor acknowledged Council members, Professor Brigitte Bönisch-Brednich and Mr James Te Puni attending via Zoom.
- 4 that members of the University's community, including staff, students and the TEU will address the meeting (see minutes 23.93-23.97).
- 5 that those watching the livestream were acknowledged and welcomed.
- 6 that there were no apologies.

## 23.88 DECLARATIONS AND DISCLOSURE OF INTERESTS

- Received:** declarations and disclosure of interests by members of Council.
- Noted:** that there were no further disclosures of interest since the release of the meeting documentation.
- Noted:** that Council members were reminded to advise the Secretary to Council of any changes to their disclosure of interests listing between meetings.

## 23.89 COUNCIL MINUTES, MEETING HELD ON 15 MAY 2023

- Received:** the public Minutes of the meeting of Council held on 15 May 2023.
- Resolved:** that the public Minutes of the meeting of Council held on 15 May 2023 be approved.

McLean/Street  
Carried  
230070

## 23.90 FINANCIAL REPORT TO 31 MAY 2023

- Received:** the Financial report to 31 May 2023 from the Chief Financial Officer, Mr Les Montgomery (document VUWC 23/63).
- Noted:**
- 1 that the report was taken as read.
  - 2 that the YTD result was broadly consistent with the full year forecast deficit of \$34m. This was due to two main drivers - the volume of students being 16% down over a two year period, and government funding increases not keeping pace with inflation.
  - 3 that the balance sheet, while healthy, is diminishing in capacity year on year. Cash is \$29m down and debt is up \$23m with a current impact of \$52m.
  - 4 that the Chancellor thanked the CFO for his report and emphasised how it underscores the need for difficult action to ensure financial sustainability.

- Resolved:** that the Financial report to 31 May 2023 be noted.

Judge/Gray  
Carried  
230071

## 23.91 REPORT FROM THE CHANCELLOR

- Received:** a Council paper from the Chancellor, Mr John Allen, dated 19 June 2023 (document VUWC 23/64).

- Noted:**
- 1 that the report was taken as read.
  - 2 that the Chancellor again thanked those attending in person at today's meeting.
  - 3 that graduation celebrations and parades held in May had been uplifting for all involved. They were an important and visible demonstration of THW-VUW at its best providing a focus on what the University is here for - to deepen knowledge and understanding and undertake research to tackle wicked problems.
  - 4 that as covered in the CFO's report the University is grappling with serious financial issues that must be addressed to ensure the future of Te Herenga Waka. Staff had been briefed last week by the Vice-Chancellor in a series of forums setting out the particular areas where cost savings are proposed. The Chancellor thanked staff for their efforts in identifying areas for savings and he acknowledged the difficulty and uncertainty this has created for people.
  - 5 that the impact on students and how this might affect completion of their studies was also recognised. Assurance had been provided that they would be able to complete their current course of study.
  - 6 that the strong alignment and co-operation between the Vice-Chancellor, Tertiary Education Union leadership, the Victoria University of Wellington Students' Association, and the Acting Vice-Chancellor of the University of Otago, in drawing attention to Government underfunding of the sector was applauded.
  - 7 that particular thanks were extended to the two staff members and the two student members of Council for their work during a difficult period. Strong confidence in the Vice-Chancellor and his leadership was expressed by the Chancellor and members of Council.

**Resolved:** that the Chancellor's report be noted.

**Street/Nesus  
Carried  
230072**

**23.92**

## **REPORT FROM THE VICE-CHANCELLOR**

**Received:** a report from the Vice-Chancellor, Professor Nic Smith, dated 26 June 2023 (document VUWC 23/65).

- Noted:**
- 1 that the report was taken as read.
  - 2 that the Vice-Chancellor spoke about the situation the University finds itself in in order to achieve financial sustainability. This has resulted in a consultation document to be released later today which proposes the loss of 229 staff. The full address is attached as appendix 1 to these minutes.
  - 3 that the impact of the proposed changes, outlined in a series of staff forums last week, will be significant and the rippling out of these changes on careers, whanau and the wider community was acknowledged. The potential negative impact on student opportunities was of enormous concern.
  - 4 that the VC presented two graphs which illustrated the effective drop in funding for Victoria over a number of years. During this time the University has been asked by government to do more and deliver more with funding that has not kept pace with inflation.
  - 5 that the leadership of Dougal McNeill, Victoria's TEU Branch President and VUWSA President Jessica Ye was acknowledged and their collaboration

- 6 with the VCs of both Victoria and Otago to bring pressure on government for more funding was acknowledged.  
that the Vice-Chancellor reaffirmed his belief in the quality of learning, teaching and research at the University and his confidence in the future of Te Herenga Waka.

**Resolved:** that the report from the Vice-Chancellor be noted.

**McLean/Arnold**  
**Carried**  
**230073**

**23.93**

### **ACADEMIC BOARD MOTIONS ON FINANCIAL SUSTAINABILITY**

**Received:** a Council paper from the Vice-Chancellor, Professor Nic Smith, dated 13 June 2023 presenting two motions from the Academic Board meeting held on 13 June 2023 (document VUWC 23/66).

**Noted:**

- 1 that the Council paper was taken as read.
- 2 that the motions called upon the University Council to 1. bring more pressure on government to address the under-funding issue, and 2. asked Council to note that the approach to the identification of areas for cost saving had been divisive with staff being either in scope or out of scope.
- 3 that the Chancellor acknowledged the Academic Board motions and confirmed that Council was aware of the issues. He expressed appreciation for the engagement from the University's academic community.

**Resolved:** that the two motions from the Academic Board be noted.

**Arnold/ Bönisch-Brednich**  
**Carried**  
**230074**

**23.94**

### **STATEMENT BY STAFF REPRESENTATIVES ON COUNCIL**

**Received:** a statement delivered by Professor Richard Arnold, co-authored with his staff representative colleague on Council, Professor Bönisch-Brednich.

**Noted:** that the staff representatives' statement is attached at Appendix 2 to the public minutes.

**Resolved:** that the staff representatives' statement be noted.

**Allen/Street**  
**Carried**  
**230075**

**23.95**

### **TEU PRESIDENT, TE HERENGA WAKA – VICTORIA UNIVERSITY OF WELLINGTON BRANCH**

**Received:** an oral report on Financial Sustainability from the TEU President, Te Herenga Waka VUW Branch, Mr Dougal McNeill.

- Noted:**
- 1 that Mr McNeill addressed the meeting expressing strong concern about what the proposed cuts may take from the future of society, and the impact this will have on the University's current and future students. He stated that the TEU does not accept the inevitability of cuts and will continue its pressure on government to address the funding issues.
  - 2 that he acknowledged the leadership of the Vice-Chancellor which had resulted in collaborative letters to government and increased pressure on the need to address the funding shortfall. He commented that institutional autonomy was a meaningless concept without sufficient funding and that academic freedom was not possible in this environment.
  - 3 that he urged Council to listen carefully to its staff representatives as they are the most engaged with the University's staff and student communities.
  - 4 that the full address of Mr McNeill's address is accessible via the livestream link at Appendix 3.
  - 5 that the Chancellor thanked Mr McNeill for his address.

**Resolved:** that the comments from Mr Dougal McNeill be noted.

**Street/Gray**  
**Carried**  
**230076**

23.96

## VUWSA PRESIDENT REPORT

**Received:** an oral report from Ms Jessica Ye, VUWSA President.

- Noted:**
- 1 that Ms Ye was welcomed to the meeting and acknowledged for her leadership. She stated that everyone is here today to defend the very purpose and existence of Universities. She reinforced the request of speakers before her for the Council to send a strong message to government to address the funding issues as the proposed cuts are not in the best interest of the University's long term strategic plan.
  - 2 that Ms Ye thanked the Vice-Chancellor for his collaborative approach with VUWSA and his unprecedented transparency and courage. She also acknowledged the fierce advocacy of the TEU.
  - 3 that Ms Ye's full address is accessible via the livestream link at Appendix 3.

**Resolved:** that the oral report from the VUWSA President, Ms Jessica Ye, be noted.

**Arnold/Mitchell**  
**Carried**  
**230077**

23.97

## NGĀI TAUIRA PRESIDENT REPORT

**Received:** an oral report from Mr Harris Devon, Ngāi Tauira President

- Noted:**
- 1 that Mr Devon acknowledged the turbulent environment the University is in and the hard and uncomfortable decisions that are required.
  - 2 that he echoed the sentiments of previous speakers but expressed optimism that under the leadership of the Vice-Chancellor there is hope. Mr Devon's full address is accessible via the livestream link at appendix 3 to these minutes.
  - 3 that students have again been badly affected by further serious East Coast flooding. Ngāi Tauira held a fundraiser and did everything possible to provide pastoral care to affected students.

**Resolved:** that the oral report from the Ngāi Taura President, Mr Harris Devon, be noted.

Judge/Mitchell  
Carried  
230078

*at 12.55 pm all attendees in the gallery left the meeting*

## **23.98 CONFERMENT OF QUALIFICATIONS**

**Received:** the list of degrees, diplomas and certificates granted on 26 June 2023 (document VUWC 23/67).

**Resolved:**

- 1 that Council grants the degrees, diplomas and certificates in this University on the persons listed in document VUWC 23/67, and that their names be entered on the Roll of Graduates on 26 June 2023.
- 2 that a motion of congratulations to the Graduates be recorded.

Mitchell/Finau  
Carried  
230079

## **23.99 RE-APPOINTMENT OF FOUNDATION TRUSTEES**

**Received:** a Council paper from the Chancellor, Mr John Allen, dated 6 June 2023, regarding the re-appointment of Trustees to the Foundation Board of Trustees (document VUWC 23/68).

**Noted:**

- 1 that the Council paper was taken as read.
- 2 that Dame Kerry Prendergast and Sir Maarten Wevers had confirmed their availability and enthusiasm to be re-appointed to the Foundation Board of Trustees.

**Resolved:** that on the recommendation of the Chancellor:

- 1 Dame Kerry Prendergast be re-appointed as a Trustee of the Victoria University of Wellington Foundation under rules 2.4 and 7.2 of the First Schedule to the Trust Deed for a term of office commencing on 1 July 2023 and concluding on 1 January 2026.
- 2 Sir Maarten Wevers be re-appointed as a Trustee of the Victoria University of Wellington Foundation under rules 2.4 and 7.2 of the First Schedule to the Trust Deed for a term of office commencing on 1 July 2023 and concluding on 30 June 2025.

Nesus/Street  
Carried  
230080

## **23.100 APPOINTMENT TO VICTORIA HONOURS COMMITTEE (PGSA MEMBER)**

**Received:** a Council paper from the Chancellor, Mr John Allen, dated 13 June 2023 regarding the appointment of a member to the Victoria Honours Committee (document VUWC 23/69).

**Resolved:** that on the recommendation of the Chancellor:  
Dani Pickering be appointed to the Victoria Honours Committee under clause 4.1(g) of the Committee Terms of Reference for a term commencing 1 July 2023 and concluding 30 June 2025.

Arnold/Gray  
Carried  
230081

## 23.101 NAMING – CENTRE FOR JUSTICE INNOVATION

**Received:** a Council paper from the Vice-Chancellor, Professor Nic Smith, dated 31 May 2023, regarding the naming of the Centre for Justice Innovation (document VUWC 23/70).

**Noted:** that the Council paper was taken as read.

**Resolved:** that the name of the new Centre *Te Herenga Waka Centre for Justice Innovation* be approved.

McLean/Judge  
Carried  
230082

## 23.102 KOHA APPROVAL

**Received:** a Council paper from the Deputy Vice-Chancellor Māori and Engagement dated 19 June 2023, regarding the approval of koha (document VUWC 23/70).

**Noted:**

- 1 that the Council paper was taken as read and Associate Professor Meegan Hall spoke to it.
- 2 that Te Kawa a Māui hosted a one day conference in April with the intention that all proceeds would go to marae impacted by Cyclone Gabriel flooding. A total of \$43,521.96 was raised with the funds to be distributed equally between twelve red or yellow-stickered marae.
- 3 that Council approval was required as the koha amounts are outside the delegated limit for the Vice-Chancellor and the Vice-Chancellor Māori & Engagement of \$2,000 in the University's Gift and Koha policy. Council was unanimously supportive of this excellent initiative.

**Resolved:** that a koha of \$3626.83 allocated to 12 affected marae for a total sum of \$43,521.96 be approved.

Gray/McLean  
Carried  
230083

## 23.103 KING'S BIRTHDAY AND CORONATION HONOURS 2023

**Received:** a Council paper from the Secretary to Council, Ms Caroline Ward, dated 14 June 2023 regarding the King's Birthday and Coronation Honours – 2023 (document VUWC 23/72).

**Resolved:** that Council conveys its congratulations to all Victoria University of Wellington graduates, friends and stakeholders honoured in the King's Birthday and Coronation Honours 2023.

Allen/Nesus  
Carried  
230084

#### 23.104 PROPOSED COUNCIL AND COMMITTEE DATES FOR 2024

**Received:** a Council paper from the Secretary to Council, Ms Caroline Ward, dated 6 June 2023 setting out proposed Council and Committee dates for 2024 (document VUWC 23/73).

**Noted:** that Council members have had the opportunity to respond to the proposed dates prior to this meeting.

**Resolved:** that a schedule of confirmed dates as well as calendar appointments will be sent following this meeting once the suitability of the dates has been finalised.

Allen/Nesus  
Carried  
230085

#### 23.105 FORTHCOMING EVENTS AND NEXT COUNCIL MEETING

**Received:** a Council paper from the Secretary to Council, Ms Caroline Ward, dated 12 June 2023 regarding Forthcoming Events and the next Council meeting (document VUWC 23/74).

**Noted:** that the next meeting of Council will take place on Monday, 7 August 2023, at 9.00 am in the Council Chamber, Level 2, Hunter Building, Kelburn Campus, Wellington.

**Resolved:** that the Council paper on Forthcoming Events and the date and details of the next Council meeting on Monday, 7 August 2023 be noted.

Gray/Judge  
Carried  
230086

#### 23.106 RESOLUTION CONCERNING THE EXCLUSION OF THE PUBLIC

**Received:** a recommendation that certain items be taken with the public excluded (document VUWC 23/75).

**Resolved:** 1 that the public be excluded from the following parts of the proceedings of this meeting, namely agenda items 20-26.

The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:



<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b> The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under the sections of the OIA identified below.	<b>Ground(s) under section 48(1) for the passing of this resolution</b>
<b>20. Minutes of previous meeting held on 15 May 2023</b>	s9(2)(a), s 9(2)(b)(ii), and s 9(2)(i)	LGOIMA s48(1)(a)(ii)
<b>21. Safety, Health &amp; Wellbeing report</b>	s9(2)(a), s9(2)(b)(ii), s9(2)(i), s9(2)(ba)(i), and s9(2)(g)(i)	LGOIMA s48(1)(a)(ii)
<b>22. Vice-Chancellor's report</b>	s9(2)(a), s9(2)(b)(ii), s9(2)(i), s9(2)(ba)(i), and s9(2)(g)(i)	LGOIMA, s48(1)(a)(ii)
<b>23. Financial report to 31 May 2023</b>	s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA, s48(1)(a)(ii)
<b>24. Financial Sustainability</b>	s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA, s48(1)(a)(ii)
<b>25. Committee reports</b>	s 9(2)(a), s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA, s48(1)(a)(ii)
<b>26. Council only time</b>	s9(2)(a), s9(2)(b)(ii), s9(2)(i), s9(2)(ba)(i), and s9(2)(g)(i)	LGOIMA, s48(1)(a)(ii)

In relation to each of the above items, no public interest consideration has been identified favouring disclosure of the particular information in public proceedings of the meeting that would override the need to withhold the information.

This resolution is made in reliance on section 48(1)(a) of the Local Government Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 or section 9 of the Official Information Act 1982, as the case may require, which would be prejudiced by holding of the whole or the relevant part of the proceedings of the meeting in public are set out above.

- 2 that such members of the senior leadership as the Chancellor and the Vice-Chancellor request be permitted to remain at this meeting, after the public has been excluded, with the exception of agenda item 26, because of their knowledge of the relevant matters identified above which will be of assistance in relation to those matters.

Street/Judge  
Carried  
230087

*at 1.05 pm Professor Bönisch-Brednich and Mr James Te Puni left the meeting  
at 1.05 pm remaining members of the public left the meeting*

*Appendix 1*

**Council – 26 June 2023**

**Professor Nic Smith, public session address**

Two weeks ago my daughter came home from school with her humanities discussion topic.

Her class were being asked to articulate what their priorities for change were for the leaders of this country.

Over dinner we canvased lots of candidates:

- climate change
- teenage mental health
- planning for the next pandemic.

The only one she categorically ruled out was her younger brother's contribution which was to get Ed Sheeran back to Wellington in the school holidays for another concert so he would be able to stay up late enough to attend.

She then made what ultimately became her priority, a topic that covered almost all of the ideas we had previously canvased, that leaders do a better job of valuing the future.

How we value our capacity to understand ourselves, our context and our history to predict our future through research.

How we value our ability to find knowledge and innovations that are going to shape what that future can be.

How we inform and equip the next generation with the tools and resilience to look after themselves, their children and us even when we are old and being wheeled into the back of the cake tin with hearing aid turned up the to the max to hear Ed play yet another concert.

I submit to you today that if we are to value this future, a future that is equitable, tolerate and resilient, we must value this University differently from where we are unfortunately today.

Over the last years, this university has consistently been required to do more with less.

Some of this has come via well intentioned regulation with goals around pastoral care and addressing equity are strongly supported by our community, some of this has come though the pandemic teaching in multiple modes and supporting students who are less prepared. This is all valuable but is also certainly more.

On the other side real funding has decreased, almost 20% in the last decade and over that period so has our ability to rise above funding mechanisms which are now almost 20 years old and now longer fit for purpose. Time has unfortunately run out for us to find a way to be sustainability with our current mix of programs.

To brush away responsibility for this situation with the argument that Universities are autonomous is superficial. Autonomy only exists when you can make decisions and in a situation where 80% of our funding comes from the government is capped, has for a long time now dropped in real terms, those decisions can only be focused now on what we can do less of.

Our situation is also not the result of independent institutions struggling with specific contexts, the plight of Otago, AUT and Massey University highlight the systemic failure of the sector as a whole.

I remain hopeful that our government will recognise and respond, even partially, to this failure. It is not too late to save precious capability and expertise that could be gone in weeks but will take generations to rebuild.

Without this recognition backed by an intervention, to ensure this University can be sustainable, we are in the invidious position of having to trade off the different contributions.

In times of plenty, tradeoffs are most often devolved, implicit and opportunity focused.

In times of scarcity, tradeoffs are typically more centralised, explicitly and cost focused.

Unfortunately, our current time of scarcity is disproportionally shaped by a blunt, declining, and frankly failing funding system that is not serving our national interest.

Given this situation we have sort to balance our financial context with these factors. With very limited head room we have sort to value distinctiveness or the unique contribution our staff make.

We have initially done a top down metrics based analysis of programs (focused on financial performance, EFTS trajectories and quality -strategic alignment scores) to propose areas in-scope and out of scope – the goal was to provide stability for staff and identify opportunities for savings - I do acknowledge that this was experienced as divisive by some.

Within this “in-scope” group, Deans and Directors were tasked with proposing saving plans to address individual targets that collectively address our \$33m deficit incorporating local knowledge. Following a panel review and iteration, the current proposal is the result of those reviews.

Over those two phases we have already received significant feedback.

Many have advocated for the importance of specific programs or disciplines, arguments which have been nuanced and compelling but have not acknowledged we are facing a tradeoff where we can no longer afford to continue to do everything we do.

Others have sought to highlight false dichotomies:

- STEM vs Humanities
- Buildings vs People
- Professional vs Academic
- 

These are neither helpful nor in many cases relevant. The current questions are, in my opinion, much more difficult:

- Health vs Climate
- Understanding who we are vs Capacity to know
- Individuals vs Communities

I know I have spent may sleepless night wrestling with these balances and I would like to acknowledge the many people who have also shouldered a burden nobody wanted, to make decisions that, no matter how important, nobody will thank them for.

However, much more significant than this loss of sleep, are the loss of people who have committed in good faith their passion and energy to Te Herenga Waka, their loss of livelihoods, and the loss of their contributions to society that will result from this change.

What is proposed in this document will make the University finically sustainable within the current context, however, society will be poorer as a result.

Finally, while this is an enormously challenging time for the University, I like to finish by reconfirming my believe in the quality of this University, we will heal, we will come back together around our key strengths and we will continue to make fundamental, unique and critical contributions for our students, and the people of Aotearoa New Zealand.

Anō ko te marama kua ngaro, kua ara anō.

Just like the moon disappears and everything appears to be dark, we must remember it will rise again.

*Appendix 2*

**Staff representative views regarding the current change process  
Professor Richard Arnold and Professor Brigitte Bönisch-Brednich**

26 June 2023

Tena tatou katoa

Brigitte and I are the elected representatives of the staff of the University on the Council.

For those who do not know us, Brigitte is a Professor of Anthropology and Director of the Stout Centre. I am a Professor of Statistics and Data Science, and Deputy Head of the School of Mathematics and Statistics.

We have been part of this University for 21 and 23 years respectively. We are both members of the TEU.

In recent weeks we have met and talked with many staff members, had many email conversations, and have also met with union leaders.

We have some things we want to say at this difficult time.

\*\*

As members of the Council

- We are convinced of the gravity of the current situation;
- We accept the financial picture that has been presented to us by management;
- We are also agreed that feasible steps to limit capital expenditure, and reduce operational expenditure (short of FTE reductions) have been taken;
- We are also agreed that asset sales are no path to sustainability;
- Nor is additional borrowing which will just worsen the University's financial position

For these reasons we accept that some form of reduction in the staff of the University needs to occur - and we accept too that it cannot be delayed.

In our discussions at Council, and in agreement with the approach the VC is taking, agree that this should be done in a way that is fair, based on evidence, transparent, strategic, and humane.

\*\*

None of this reduces the anguish we feel for our University and most particularly for our colleagues who will leave the University - for their families whose lives are disrupted, for the families who have settled here who may leave this city or this country - for the careers interrupted or ended;

We will all be diminished by their leaving.

We are dismayed and saddened at the impending loss of capability in languages, music and in many other disciplines.

We regret the unevenness of some of the consultative processes that have taken place to lead to the Consultation Document that will be released today.

We regret the confusion that many have felt where the reasoning for programmes being in scope hasn't been clearly explained.

We are particularly aware that information sharing and input into consultation in FHSS - where some of the biggest reductions are to be felt - has been less than in other parts of the University.

Some of this may yet be put right in the consultation process which begins today.

There is now the opportunity of staff to make creative suggestions that may have been missed up to now. We urge the transition team to consider all and any such suggestions, even where they cut across the limitation of the in-scope/out-of-scope line.

Although only staff can make submissions, we encourage our colleagues, our students, and our community of alumni to take part in the consultation by engaging with staff. We are a creative community, capable of finding smart solutions.

While not denying the reality of our situation, let us find those solutions now.

\*\*

One clear solution comes from outside our University.

We strongly support the actions of the VC in making representations to the Government and to the TEC, and his collaborative work with the Acting VC at Otago. This seems the only glimmer of hope in this ghastly situation.

There is a remarkable alignment of views among the students, VUWSA, Ngai Taurira, the staff, the Tertiary Education Union, the management and Council:

The concurrent crises in tertiary institutions across our country point only to a systemic problem, caused by chronic underfunding of our sector. The aftermath of the COVID pandemic has shaken our institutions to the point that it has become clear the tertiary education model in New Zealand is no longer adequate, and is clearly no longer sustainable.

A new strategic view of Tertiary education as a national resource is needed. Where students and teaching expertise is dispersed, then collaboration across institutional boundaries is a simple solution. We do it already, and we can do it more.

\*\*

The anguish and the anger that our community feels at the speed at which the ground has opened up beneath us leads to a demand for accountability.

We will strongly encourage Council to reflect on the past years and discuss accountability - despite factors such as the pandemic which were out of our control, we will reflect on our own role as a Council, and on the role of management in getting us to this place.

\*\*

We as staff representatives are in a difficult position where we are asked to support a process that will make our colleagues redundant.

While we cannot abandon our duties as Council members, supporting this process is nevertheless painful.

We will continue to advocate for staff as the current process continues. We feel for our colleagues, and want to protect and help them in every way we can.

We are devoted to our students, who continue to inspire us, and will do our best to protect them in their time with us during these changes.

We believe in our University, and in our staff.

We also have confidence in our Vice Chancellor.

Where cuts are inevitable, we want to be sure that they do not compromise the University's values, its mission, its viability and credibility as an institution, nor its ability to regrow - and most importantly in our role as staff representatives we want to be sure that the staff are treated fairly and are shown the respect they deserve.

This is an important moment in the history of the University, and the passion of the staff and students who have come to this meeting today resonates not just with us on the Council, but with all those watching from outside the University - including those in Government, the TEC and the Ministry of Education who have the power to change this awful situation.

Kia ora koutou katoa.

*Appendix 3*

Livestream recording

 [Public Council Meeting 26 June 2023 default.mp4](#)