



22 May 2015

Tēna koutou members of the University Council Governance Committee,

Re: VUWSA Submission on Changes to University Council

Over the last several weeks, VUWSA has undertaken extensive consultation with students on the changes to University Council.

Included in this submission is a summary of our recommendations on changes to University Council. These recommendations have been supported by extensive consultation with students.

We commend the Council for sparking a conversation about university governance and for the opportunity to find ways to strengthen the student voice at Victoria.

This submission is part of an ongoing conversation that we are committed to having with the Council and encourage members to approach us for further dialogue about our recommendations and the upcoming changes.

Ngā mihi nui,

The Victoria University of Wellington Students' Association Executive

Contents:

1. Summary of Recommendations
 2. Consultation Process
 3. Justification of Recommendations
- Appendix A: VUWSA Student Consultation Survey

1. SUMMARY OF RECOMMENDATIONS

Recommendation 1: That the size of University Council is the maximum of 12 seats.

Recommendation 2: That at least two seats of the University Council are allocated to student representation.

Recommendation 3: That one of the University Council student members is the VUWSA President or a VUWSA Vice-President, or an immediate past president.

Recommendation 4: That one of the University Council student members is a nominee of the VUWSA Executive in consultation with Ngāi Taura, the Pasifika Students' Council and the Post-Graduate Students' Association.

Recommendation 5: That the University Council student representation members hold terms of two years duration, on overlapping terms.

Recommendation 6: That the University Council should prioritise gender equity in its composition.

Recommendation 7: That the University Council should work with VUWSA to develop consultation processes to engage with students as a whole as well as those from specific communities, including international students, Māori students, Pasifika students, postgraduate students LGBTQIA [Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual] students, mature students, and students with disabilities.

Recommendation 8: That the University Council retains academic staff representation.

Recommendation 9: That a number of seats are reserved for co-opted persons to ensure the council maintains a diverse balance of skills, experience and backgrounds.

Recommendation 10: That further consultation is undertaken with Māori stakeholders to ensure that they have a strong presence and input into Council business.

Recommendation 11: That preference is given to Alumni in selecting co opted positions.

A further explanation and justification of each of these recommendations can be found in section 3.

2. CONSULTATION PROCESS

VUWSA undertook an extensive consultation process before forming its recommendations on changes to University Council.

2.1. Student consultation survey

VUWSA created its own survey using surveymonkey.com to supplement the survey initiated by the University. Our survey focussed on the composition of the Council, student and staff members, the process by which students would be selected, Māori representation and additional guiding principles. A list of the survey questions and summary data can be found in Appendix A.

On Tuesday the 12th May, this survey was emailed to all current members of our Association. In addition, on Friday the 15th of May, from 12:00pm to 3:00pm, VUWSA set up a Student Consultation Station in the Hub to encourage passersby to take the survey in person, using laptops provided. The survey closed on Thursday the 22nd of May at 8:45pm.

We received 1,004 responses. A summary of the results is woven throughout our recommendations in section 3 of this submission. Given the timeframes, a full analysis of the results wasn't possible before the submission deadline. However, we have talked to Graeme Nahkies about this and will provide him with a full analysis as soon as possible.

2.2. *Who Should Rule the University* consultation forum

VUWSA also hosted a consultation forum to encourage student-led participation in the consultation process. It was an interactive session, facilitated by VUWSA Executive Members, which allowed students to voice their opinions and ask any questions about the University Council.

Some of the recommendations and comments from students who attended the forum are included in Appendix B of this submission.

2.3. Meetings with Representative Groups

VUWSA has also discussed the changes with student representative groups and key stakeholders. We've meet with the Postgraduate Student Association (PGSA), the Pasifika Students Council (PSC), and Ngāi Taurira (NT). We also discussed the changes at the Student Equity and Diversity Committee (which had attendees from CanDo (the representative group for students with disabilities), the VUWSA Women's Group, the VUWSA

International Students Association, UniQ (the representative group for queer students), and the elected student representative on University Council - NT, PSC and PGSA were all invited but did not attend this particular meeting). Additionally, we briefly discussed the changes at the Student Academic Committee (a committee consisting of student representatives on University Council, Academic Board, Academic Committee, Faculty Boards, PGSA, PSC and NT as well as faculty-based student societies).

The views and discussions from these meetings have helped inform our recommendations.

2.4. University-led student forums

The VUWSA President actively promoted and participated in the three student forums that were organised by the university. The views and perspectives gained from these have also helped inform our recommendations.

3. JUSTIFICATION FOR RECOMMENDATIONS

Recommendation 1: That the size of University Council is the maximum of 12 seats.

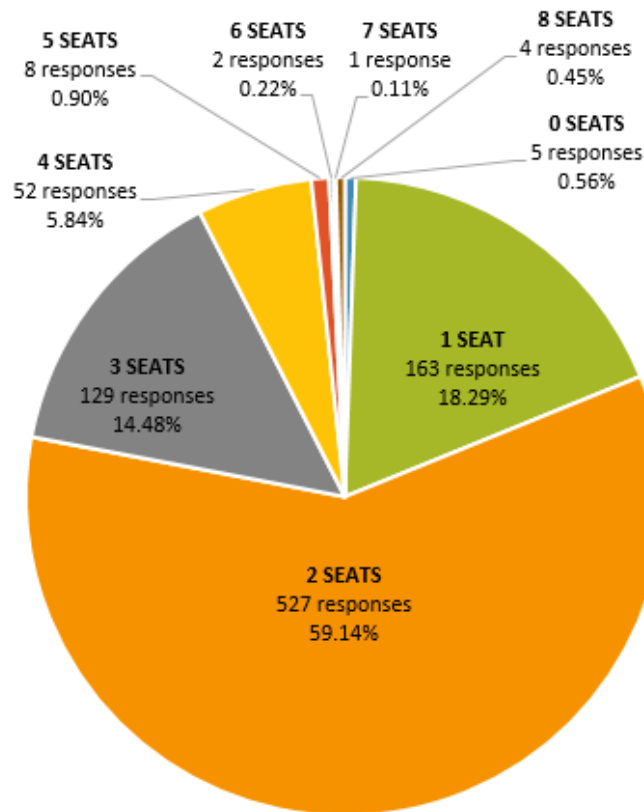
Good governance requires a broad range of skills, experiences, connections and values. This ensures that the strategic direction of the organization is informed, innovative, and responsive to the changing and diverse nature of the tertiary sector. VUWSA recommends that the legislated maximum of 12 seats is held by Victoria to maximise the diversity of skills and voices around the table.

Recommendation 2: That at least two seats of the University Council are allocated to student representation.

Students are the largest stakeholder and key funder of the University, and nearly every decision made by the Council has a run down effect that affects students. VUWSA believes that a system that maintains two student representative seats is the best way to bring both skills and representation to the the University Council, by allowing there to be at least one student representative with a year's worth of experience, if the two year overlapping terms is implemented as proposed by VUWSA.

Statistics received from VUWSA's consultation survey, as graphed out below, shows that students continue to support two student seats on the University council. Nearly 60% of students allocated two seats for student representation in the survey, while 22% would allocate three or more seats to students in the council. Less than 19% believed there should be less than two student representatives.

How should the 8 seats be allocated? Category: Students



VUWSA supports a shared governance model, in which the governance of the university is shared between different stakeholders, including students, staff, and co-opted individuals who provide the council with skills, experience and connections. A shared governance model supports the fact that the university is not a corporate body or a business, but instead a community of staff and students, that provides a public service to society through its graduates, research, critique, and consciousness. The University is also a vital part of the wider Wellington region and community, and the governance of the university should be reflective of this.

Students provide a completely unique and valuable view about the university than staff and co-opted members, most of whom may would not have attended Victoria University for a number of decades, if indeed they were in fact alumni of Victoria. Student representation ensures that dissenting views don't get lost before reaching the council table; without pressure from upper management or a similar hierarchy, students are unique position to do this.

The upper governance structure of the university is completely alien and seen as inaccessible to the majority of students, thus without student representatives on the Council, a lot of the decision making that goes on at the University will be done so without, or very minimal, consultation with the student body, and without the understanding of many in the student body.

Recommendation 3: That one of the University Council student members is the VUWSA President or a VUWSA Vice-President, or an immediate past president.

As VUWSA is recognised as the primary representative body for students by Victoria, we are in a strong position to assume one of the student seats of University Council. As the VUWSA Executive (which includes the President and Vice-Presidents) are elected by the student body, there is a mandate for that person to provide a student perspective on the Council). 71.14% of respondents to our consultation survey either agreed, or strongly agreed that one of the student seats should be occupied by the VUWSA President or Vice-President.

VUWSA elections are open to all Victoria students and as such the VUWSA President, a VUWSA Vice-President, or the immediate past president would be a democratic option. They are accountable to VUWSA's over 16,000 members, and have relatively high participation rates (the election for the 2015 VUWSA President had 3272 students participating compared to the turn out of 1,469 students in the election for the 2015 Student Representative on University Council, for example).

VUWSA holds an exceptional position within the university with a unique understanding and view across a vast number of academic, management, and service departments.

VUWSA is well-connected with the academic, operational and management areas of the VUWSA. The VUWSA representative on council carries with them a unique and holistic understanding of the university as a whole. They are democratically elected, are directly accountable to students via VUWSA's own accountability mechanisms, and understand the experience of students in the 21st century. The VUWSA representative will also be well-equipped to articulate the student voice through the extensive student representation structure that operates alongside them (for example, the VUWSA Executive, Student Academic Committee, Student Equity and Diversity Committee, and student representatives on Faculty boards as well as class representatives).

Recommendation 4: That one of the University Council student members is a nominee of the VUWSA Executive in consultation with Ngāi Tauria, the Pasifika Students' Council and the Post-Graduate Students' Association.

VUWSA elections have changed such that all students (not just VUWSA members) are able to vote in VUWSA elections. As such, the VUWSA president is, in effect, a student elected at large. This means that the current model of student members on Council needs to change to

produce not simply a student voice, but an effective one. However, we recognise that there is a vast diversity of views and particular perspectives amongst the student body.

We therefore recommend that the second student member is a nominee of the VUWSA Executive, in consultation with Ngāi Tauria, the Pasifika Students' Council and the Post-Graduate Students' Association. By consulting with these groups, this nominee would have the ability to truly represent a diverse range of student interests. VUWSA, Ngāi Tauria, the Pasifika Students' Council and the Post-Graduate Students' Association are all elected groups so are mandated to make this decision.

This person could be someone who is a recent graduate or a person not involved in the day to day operations of student groups on campus, but rather someone with the skills to be an effective governor for the university with also having the connection and experience of being a student at Victoria in the 21st Century.

Recommendation 5: That the University Council student representation members hold terms of two years duration.

As has been noted by the Chancellor, these legislative changes have provided an opportunity to improve the effectiveness of the student voice at Victoria, both at the governance level and more generally. One of VUWSA's key recommendations for improvement is to extend the term of the student representatives on Council. Under this model, each student representative will serve a two-year term, with one replaced each year. This creates an off-set which allows for greater continuity in the student voice and increases the effectiveness of the governors.

There has been a noted issue with student representatives struggling to utilize their position in a single year, and for other members to develop productive and effective relationships with them.

While historically student representative have succeeded in quickly coming up to speed upon their appointment, we are confident that a second year would ensure that these positions are more productive. The handover period of each member would also serve as a mentoring period in which the newly appointed member will benefit from the guidance of the more experienced counterpart. We believe this recommendation is in line with principles of good governance, continuity of the Council, and will improve the effectiveness of Council operations.

Recommendation 6: That the University Council should prioritise gender equity in its composition.

VUWSA, and the VUWSA Women's Group find the current dominance of people who identify as male on the University Council concerning, and believe that as part of its role as the critic and conscience of society, the University should do its utmost to shatter the "glass ceiling",

and stamp out attitudes of casual and institutionalised sexism. A Constitution which guarantees equal representation of people who do not identify as male will fulfil this.

The University should go beyond the guideline from the legislation that *“It is desirable that the council of an institution should, so far as is reasonably practicable, reflect [...] the fact that approximately half the population of New Zealand is male and half the population is female.”* The legislative requirement lacks the strength and leadership that VUWSA would expect from the Council in the fight for gender equality.

Consultation with students indicates that an equitable representation of all genders is more than just “desirable”, but a must on the new University Council. In VUWSA’s consultation survey, two-thirds of students (67.89%) agreed or strongly agreed that the gender equity was a priority, while VUWSA’s *Who Should Rule the University* forum had suggestions for a 50:50 or 60:40 split to be ingrained in the constitution.

VUWSA and the student body does not accept arguments that having a gender equity would reduce the skill base of the council, and believe that any notion that only white males have the required merit or skills to make up the majority on council is outdated and sexist.

Recommendation 7: That the University Council should work with VUWSA to develop consultation processes to engage with students as a whole as well as those from specific communities, including international students, Māori students, Pasifica students, postgraduate students LGBTQIA [Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual] students, mature students, and students with disabilities.

Students have made it clear that VUWSA has the mandate to represent them in various levels of decision-making. In turn, we hope to work with the University Council to strengthen our accountability and consultative mechanisms so that we can better represent the diversity of student interests.

VUWSA already has consultative mechanisms through its Student Academic Committee and Student Equity and Diversity Committee, as well as through its engagement with representative groups such as UniQ, V-ISA, CanDo and the VUWSA Women’s Group. These were developed after concerns over the previous university led ‘Student Forum’ model. Our role in facilitating student representation on various levels of academic decision-making (through class representatives and student representatives of Faculty boards, Academic Committee and Academic Board) allows us to have an intimate understanding of student opinion. We would like to extend this to help facilitate greater consultation between the University Council and students directly.

In our consultation survey, a number of students noted further groups that should be represented on University Council, the top three being international students, LGBTQIA

students and students with disabilities. The Council should there increase efforts to engage with these students.

A further trend in our consultation survey was that students felt ill-informed on decisions or discussions of Council and other decision-making bodies at the University. In order to feel connected with University decision-making, the Council should have a more engaging presence, through social media, surveys and events that function both to inform students of the governance and decision-making structures of the university, and to provide direct consultation with a broader base of students.

Recommendation 8: That the University Council retains Academic staff representation.

A University is first and foremost an academic and education institution and therefore the place of academic staff should be preserved on University Council. Academics are integral to a university's place as the critic and conscience of society. Ministerial appointees often come from business, legal or financial backgrounds. It is therefore important to balance this with members from academic backgrounds. As an education institution, it is crucial that members of Council understand the importance of academic freedom and institutional autonomy through academic staff representation.

The student body, in VUWSA's consultation survey, was generally supportive of academic staff retaining a position on the council. The average from the 884 responses to Question 6 of VUWSA's survey provided a recommended allocation from students of two seats for academic staff.

VUWSA would recommend however that one seat should be allocated for academic staff, and one for general staff. This fits in with the recommendation from the Tertiary Education Union that one-third of seats should be allocated for student and staff representation, a position supported by 81.30% of respondents to Question 5 of VUWSA's survey.

Recommendation 9: That a number of seats are reserved for co-opted persons to ensure the council maintains a diverse balance of skills, experience and connections

VUWSA values a shared governance model that incorporates a variety of contributing parties and stakeholders. In a university environment, it is vital to have the broadest possible range and highest level of skills on its governing body. Co-opted members can fill gaps in the required skills and experiences of the Council that are left out from staff, student, and ministerial appointees. This is also an opportunity for Council to act on their commitment to ensuring the diversity of our university community is reflected in its top decision-making body.

Recommendation 10: That further consultation is undertaken with Māori stakeholders to ensure that they have a strong presence and input into Council business.

The Victoria community has a responsibility to be active and progressive in its approach to addressing issues of historical, institutional, and embedded marginalization of Māori in New Zealand. In this vein, consultation with Māori stakeholders should go beyond the Council's Te Aka Matua (Māori Advisory Committee).

The Council should ensure that Māori stakeholders such as Toihuarewa, the forum for Māori academic interests, and Ngāi Taurira, the Māori Students' Association, are aware of the changes that are made to University Council.

The Council should also seek to uphold the partnership principle of Te Tiriti o Waitangi by looking beyond the legislative requirement for Māori representation and develop deep connections with local iwi, as well as Toihuawera and Ngāi Taurira.

The initial analysis of survey results was inconclusive as to their preference for how the legislative requirement should be fulfilled. However we will be undertaking further analysis to see if any conclusions can be gained - these will be shared with the consultant as soon as possible.

Recommendation 11: That preference is given to Alumni in selecting co-opted positions

VUWSA recommends that the Council give priority to Victoria alumni when selecting co-opted positions. The successes and skills of Victoria graduates are a virtue of the quality of our university community and are worth celebrating. The community would benefit from integrating these skills into the future of the institution, and would ensure that alumni interests are represented in these decisions as well. Alumni have a continued interest in the success of the university as its performance significantly reflects on the quality of their qualification. A personal experience of studying at Victoria and the associated sentimental value would also contribute to the quality of their work as council members.

APPENDIX A: VUWSA STUDENT CONSULTATION SURVEY

Q1 How do you feel about the extent of student involvement in decision-making at Victoria University?

There is not enough student involvement	(no label)	The level of student involvement is about right	(no label)	There is too much student involvement	Total	Weighted Average
20.93% 208	33.90% 337	41.95% 417	2.31% 23	0.91% 9	994	2.28

Q2 Why do you feel this way?

This was presented as an open-response question, with 677 respondents providing a response. General trends in responses included:

Students feel disconnected and isolated from decision-making at Victoria University.

“Often the decisions that are made, students aren't happy with. I feel like I never know what is going on”

There is a lack of consultation and involvement of students in decision-making at Victoria University.

“However I am also concerned about what I perceive as status-quo of university management ignoring student concerns, and am especially concerned about the under-valuing of students and their difficulties in this era of mass-attendance to universities and the increasing commercialization of tertiary education.”

“While there are avenues for student involvement in decision-making at the university, there is an overwhelming amount of bureaucracy that makes most students feel disenfranchised from taking advantage of these avenues. It has been my experience at VUW that “student involvement” is something that is often talked about and used in marketing campaigns, but is very rarely undertaken in a meaningful way.”

“Apart from VUWSA I've never heard of students being involved at all. It feels like decision-making happens at a level way way above us lowly students.”

“I think students feel too disconnected from the university as a whole, with no clear path to engaging with that area and the resulting decision making”

Several respondents expressed concern that they feel that the University is being run like a business.

"The University is more concerned with running a 'profitable business model' than advancing student learning/involvement"

"The structure of the council has not enabled a strong student presence able to act as a balance between the commercial interests of the university and those of the students"

Students feel that student representatives are not listened to.

"From what I have heard through the Facebook pages, other people and the Salient, VUWSA gets ignored/not taken as seriously when it comes to decision making (like the post grad programs that were just authorised which VUWSA didn't support those proposals) which isn't a good relationship to have with the administration."

"As a student rep. I have been to a lot of meeting, but my voice count for so little and is often pushed to the side"

"Issues that are often complained about by students do not often seem to be fixed"

"Despite being a Master's student, having been at Victoria for 6 years, I feel very far removed from the department I have been apartment [sic]. I have never been asked about aspects of the courses, academic structure or general running of things. The academic staff seem unaware of student opinion much of the time"

Respondents who felt that students have a sufficient level of involvement in decision-making at Victoria University gave a range of reasons, including citing VUWSA, in order to justify this view.

"There are variety means for student to join in decision making like answer through email,surveys ,attend speaking event, joining in many clubs and so on"

"Whilst prior to changes this year it seems adequate enough, an erosion in the form of cuts and exclusions incrementally implemented have jeopardized this"
"VUWSA helps get our point across and there are many survey emails sent out. also with the surveys of courses that students fill out it helps us have a bit of control over our study."

"There always seems to be a lot of opportunities for people to have their say. The VUWSA Pres seems friendly and approachable so I feel if I had any issues with decisions happening at the Uni I could go to him."

Q3 How do you think students should be involved in decisions about the university?

This was presented as an open-response question, with 670 respondents providing a response. General trends in responses included:

Students should at the very least be informed of decisions made or being made by the university. The Council should be accountable to students, especially on issues like finance, mental health, and degrees.

“Some kind of charter guaranteeing student voices are heard, even without a legislative mandate. Accountability.”

“More communication between the Council and their decisions and the student body through public forums, engaging visual representation on the tv in the hub for example.”

“filling out surveys sent by the university does not make us more involved, infact i feel less involved. things need to be more personal, allow for Q & A sessions etc”

“Having a list of things that the uni is wanting to spend its money on, and having students prioritise the more important ones”

“Having allotted positions for uni students and a Māori student in all the committees.”

“They should have representation at all levels of decision making at the university”

“Even if students can't be directly involved in the decision-making process, they need to be made aware of considerations up for deciding upon before decision are actually made. There is very little use in asking us what we think about a decision after it is made. It is much easier to have an influence in how things are run if we know beforehand.”

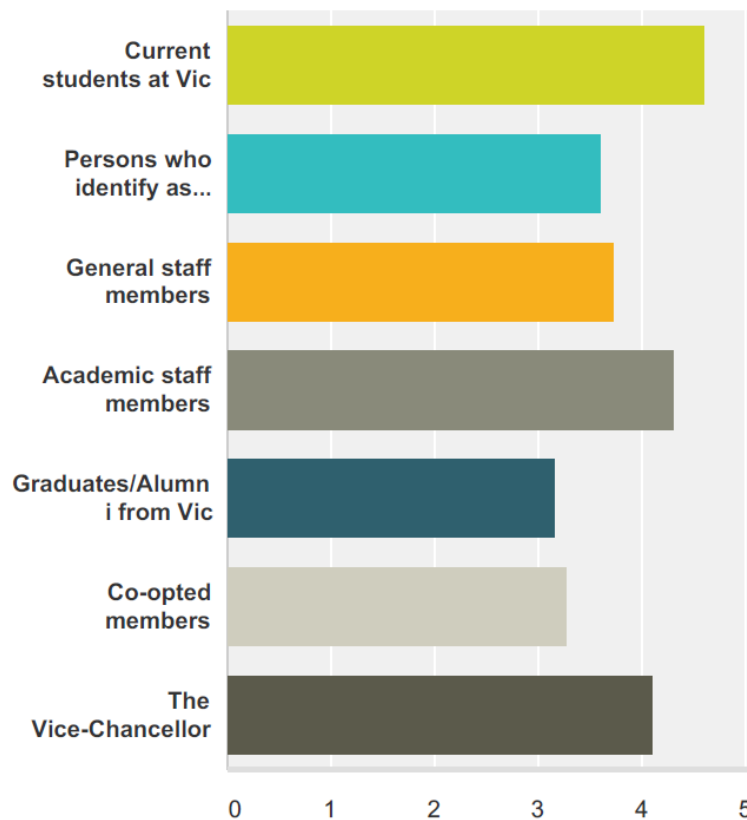
Student representatives should sit on University Council.

“I think it's important to have a representative on the council, someone who can better relate to the needs of the students.”

“Students should be involved to some extent in all council/boards/advisory groups to ensure student views are expressed at all levels of university decision-making.”

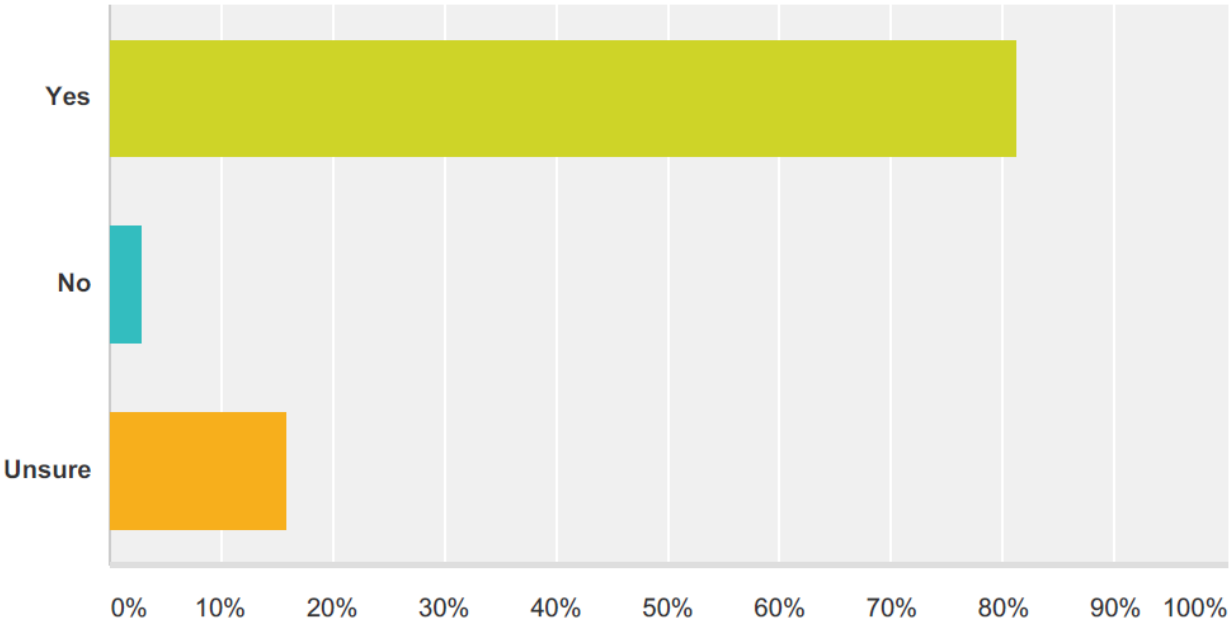
“Students should be involved in every decision which affects them; as equal partners with staff. If business-like is the way they want to go, they should treat us a little more like the stakeholders of their company - respect and consultation.”

Q4 How important is the presence of each category of persons on the University Council?



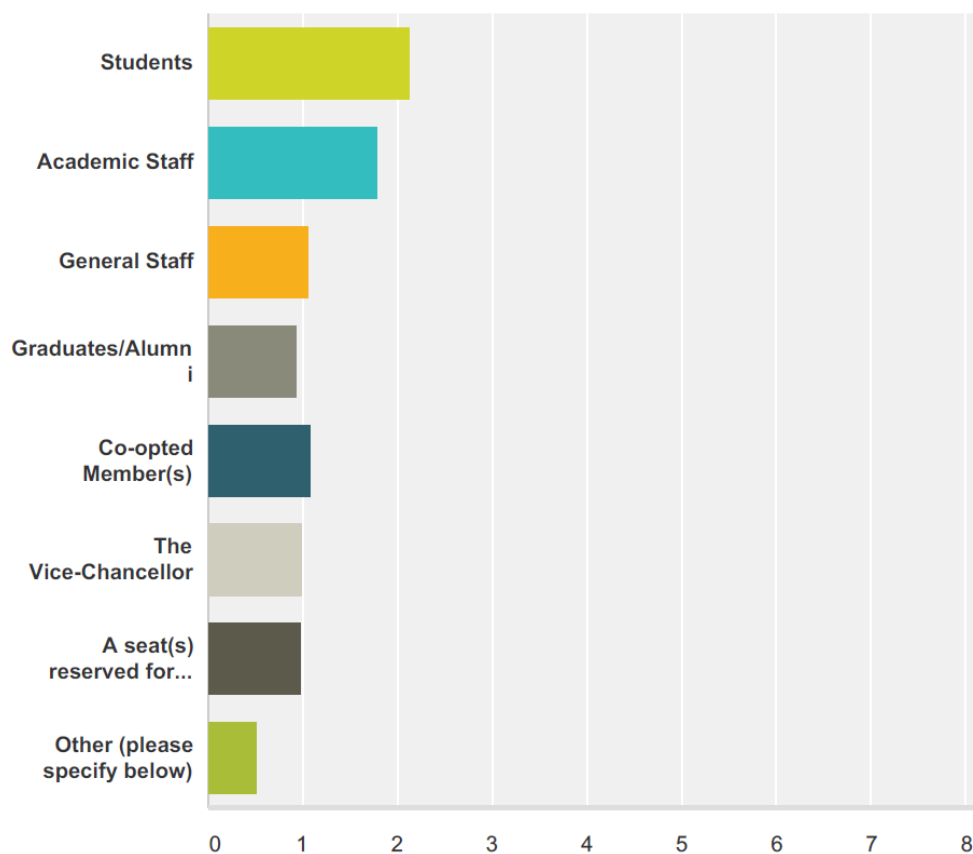
	Not important	(no label)	Somewhat important	(no label)	Very important	Total	Weighted Average
Current students at Vic	0.52% 5	1.15% 11	6.72% 64	18.68% 178	72.93% 695	953	4.62
Persons who identify as Māori	10.49% 100	9.23% 88	22.35% 213	23.82% 227	34.10% 325	953	3.62
General staff members	2.41% 23	8.29% 79	30.12% 287	31.90% 304	27.28% 260	953	3.73
Academic staff members	0.63% 6	1.26% 12	13.14% 125	35.12% 334	49.84% 474	951	4.32
Graduates/Alumni from Vic	6.93% 66	19.94% 190	34.84% 332	24.55% 234	13.75% 131	953	3.18
Co-opted members	5.50% 52	13.21% 125	42.60% 403	25.37% 240	13.32% 126	946	3.28
The Vice-Chancellor	2.00% 19	4.53% 43	18.63% 177	28.74% 273	46.11% 438	950	4.12

Q5 Do you support the Tertiary Education Union (TEU) and NZ Union of Students' Associations (NZUSA) position that at least one-third of seats should be reserved for staff and students?



Answer Choices	Responses	
Yes	81.30%	765
No	2.87%	27
Unsure	15.83%	149
Total		941

Q6 How should the 8 seats be allocated? Insert numbers below to indicate how you think the 8 non-ministerial seats on University Council should be allocated. The sum total of any numbers written below must total 8.



Answer Choices	Average Number	Total Number	Responses
Students	2	1,903	891
Academic Staff	2	1,594	884
General Staff	1	808	765
Graduates/Alumni	1	610	652
Co-opted Member(s)	1	688	631
The Vice-Chancellor	1	822	823
A seat(s) reserved for Māori Representation	1	673	682
Other (please specify below)	1	70	133
Total Respondents: 896			

Q7 If you placed any seats in "Other", who should take this seat(s) on the University Council?

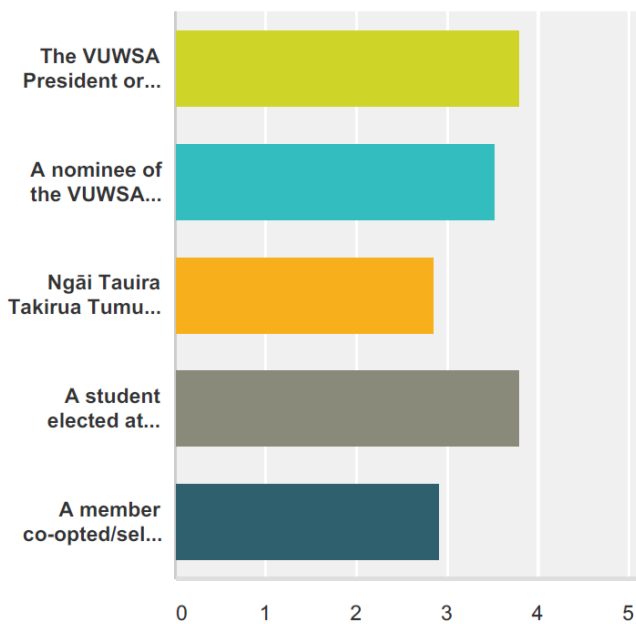
This was presented as an open-response question, with 73 respondents providing a response. General trends in responses included:

“we have many international students- perhaps they need a voice!”

“Pasifika should have a seat as well.”

“Insert the Māori representation on the other representatives.”

Q8 How should the student representative(s) on the University Council be determined?



	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Total	Weighted Average
The VUWSA President or a VUWSA Vice-President.	4.38% 39	9.10% 81	14.38% 128	46.63% 415	25.51% 227	890	3.80
A nominee of the VUWSA Executive in consultation with Ngāi Tauria, the Pasifika Students' Council and the Post-Graduate Students' Association.	7.87% 70	9.66% 86	23.48% 209	39.44% 351	19.55% 174	890	3.53
Ngāi Tauria Takirua Tumuake (Co-President of Ngāi Tauria).	14.94% 130	18.05% 157	40.23% 350	20.34% 177	6.44% 56	870	2.85
A student elected at large.	4.29% 38	10.27% 91	17.83% 158	37.81% 335	29.80% 264	886	3.79
A member co-opted/selected by the University Council.	14.11% 123	20.64% 180	30.50% 266	27.75% 242	7.00% 61	872	2.93

Q9 How else could the student member(s) be selected?

This was presented as an open-response question, with 144 respondents providing a response. The most common comment was that students should have a say on who the student representative should be, with a general election, or similar form of consultation, held so that students may appoint those who represent them themselves.

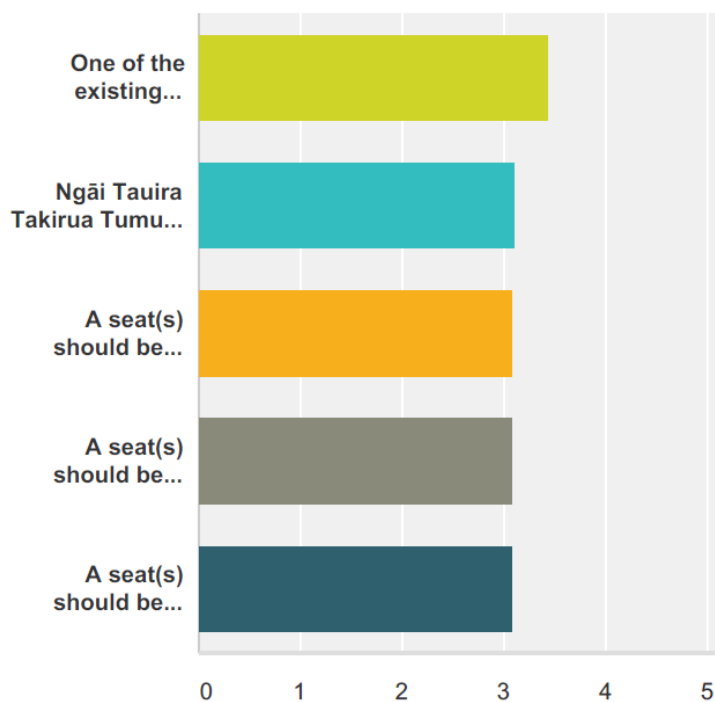
Another common suggestion was that VUWSA, in consultation with the PGSA, PSC and NT, nominated the representatives, and then a vote held by the student body to approved nominated individuals as the student representatives on Council.

Some students supported the status quo, suggesting a mixed option with one seat going to a nominee of VUWSA, most likely the President, while a second elected by student body as a whole, or going to the President of another representative group, such as Ngāi Taurira.

Twelve students suggested that the representatives should be nominated based on university performance, and be selected by academics, such as their lecturers or faculty heads; by the student body, or by the degree they are taking. Seven students suggested that the student representatives could just be students chosen at random.

Among the more peculiar and presumably tongue-in-cheek opinions expressed by students included *“The biggest paper scissors rock tournament”*, a *“Chilli eating competition”*, the *“Winner of a series of duels/jousts”*, a *“Hunger Games between every class rep[resentative]”*, a *“Battle to the death”*, or being drawn by the Sorting Hat from JK Rowling’s Harry Potter series. All these suggestions, while creative, are viewed to be practically unviable by VUWSA.

Q10 How should the Māori member(s) on the University Council be determined?



	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Total	Weighted Average
One of the existing category members should fulfill the requirement. (If a member of one of the elected/appointed categories identifies as Māori, this will suffice. If not, the Council will need to appoint a co-opted member who identifies as Maori.	8.63% 75	11.05% 96	27.04% 235	32.91% 286	20.37% 177	869	3.45
Ngāi Tauira Takirua Tumuake (Co-President of Ngāi Tauira).	11.61% 100	8.71% 75	45.06% 388	25.20% 217	9.41% 81	861	3.12
A seat(s) should be reserved for an appointee of Ngāi Tauira.	12.31% 107	9.90% 86	45.11% 392	22.78% 198	9.90% 86	869	3.08
A seat(s) should be reserved for an appointee of Toihuawera.	11.79% 102	9.48% 82	46.94% 406	22.20% 192	9.60% 83	865	3.08
A seat(s) should be reserved for Māori representation and a person appointed by other means.	12.24% 105	10.02% 86	45.45% 390	22.03% 189	10.26% 88	858	3.08

Q11 How else could the Māori member(s) be selected?

This was presented as an open-response question. 133 students responded to this question, with six different trends identified among those who responded.

24.81% of responses (33 students) were unsure of how the Māori member(s) should be responded, or as Pakeha felt that they were not qualified to make that suggestion.

23.31% of responses (31 students) felt that this member should be appointed in the same way other representative members of Council have been elected in the past, most commonly by a general election of staff and students.

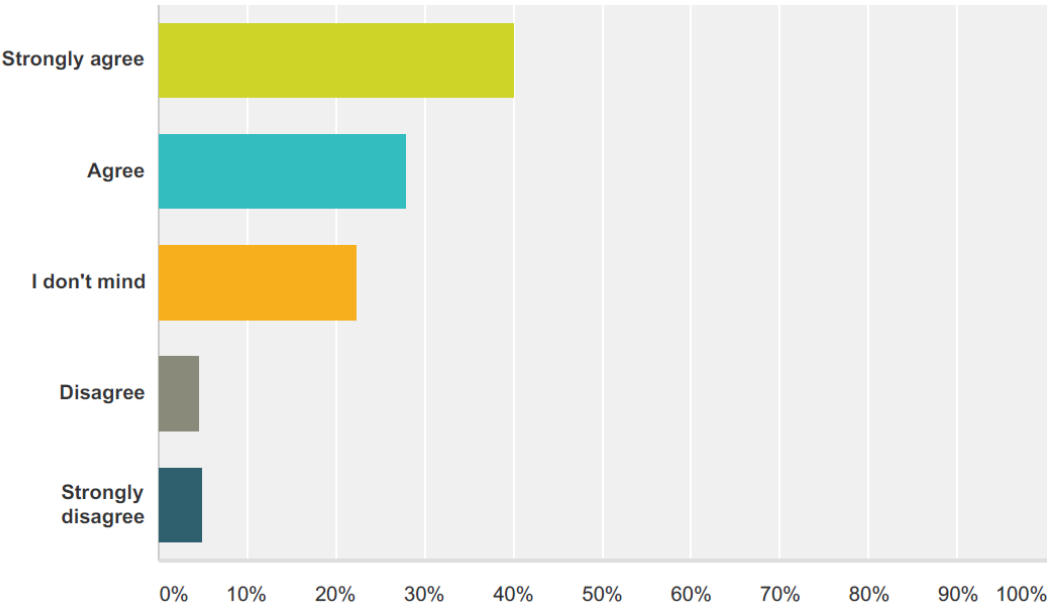
20.30% of responses (27 students) felt that the decision on who the Māori member should be should be a decision left to Māori students and staff of the University, either by appointment, a vote, or hui.

11.28% of responses (15 students) stated that the Māori member should be co-opted, based on their skills, experience, or role within the Māori community at Victoria and Wellington.

One student suggested the Māori member should be a ministerial appointee, and another suggested it should be appointed by VUWSA.

21.80% of responses (29 students) either did not understand the legislative requirement for a Māori member, or disagreed that there should be one.

Q12 Should the University Council prioritise gender equity in its composition?



Answer Choices	Responses	Count
Strongly agree	40.02%	359
Agree	27.87%	250
I don't mind	22.41%	201
Disagree	4.68%	42
Strongly disagree	5.02%	45
Total		897

Q13 Are there any other groups that you think the University Council should explicitly recognise in its composition?

This was presented as an open-response question. General trends in responses included:

“Gender equality should recognise that gender is a spectrum.”

“The lgbt community should be taken into consideration”

“International students”

“Disabled students”

“Not unless they’re going for ethnicity equality (ie Asian, European, Māori, Greek, South African) which would be impossible with 8 seats to fairly cover every ethnicity so they shouldn’t do it at all.”

“While the size of the board likely prohibits appointing specific representatives for each (or perhaps any) of these, I think there should be an effort to recognise not only Māori, but also Pasifika, international students and other minority backgrounds represented at the university, by consultation if not the presence of a Council member able to represent any of those groups.”

APPENDIX B: WHO SHOULD RULE THE UNIVERSITY CONSULTATION FORUM

Notes from Consultation Forum - Raw notes recorded from group brainstorm and ideas.

Group 1

A 100% student-elected Council?

1 Board remaining at the top

To reflect research goals:

- Prior staff or successful graduate, to avoid a staff conflict of interest

Value: effectiveness of UC

Long term/reputational and balance

Quality education as a priority - Wellington representative?

Tied to supporting accommodation

Broad-based low cost education, with research goals

University should be accessible

Current student rep election systems are good

Concern that different governments have different priorities

3 student reps

- Goal in composition to balance accessibility (left wing) and commercial (right wing) goals

Equity does not necessarily equate to best representation

A wide number of viewpoints on UC

Students don't want fee hikes for research

Everyday students are more concerned with accessibility, which can be best promoted by student reps

Accessibility (zero fees) + Govt run = focus on commercial or career-driven courses

An alumni rep for students

Group 2

Term of Council

- one year might be too short? - two year term (offset)
- may be risk that if the rep isn't a student in their second year on Council, they may not represent students well. However, this may be offset by having the other rep on Council

Students should have two seats

Selection of student reps

- The elected at large student rep election does not currently get a good turnout - too many elections on top of VUWSA election (students don't want to have to vote two times a year)
- Both students should be elected through the VUWSA election OR VUWSA should consult with other student reps (NT, PSC, PGSA, Faculty Delegates and Class Reps) on who should be the student rep - potentially a selection forum/body/council

- Basic rationale; VUWSA is the primary student representative body so should have control of seats BUT the flipside is the VUWSA must have clear accountability and representation mechanisms in place to truly represent student views

Maori representation

- Feel that we shouldn't elect someone purely because they are Maori
- Should be based on merit - but hope that this includes at least one Maori (from either ministerial appointees or elections)

Keep general staff and academic staff seats

Support TEU/NZUSA's position of one third democratically elected students/staff on Council

Group 3

- 1 x Maori - elected - or co-opted
- ministerial position must be Maori?
- Council: 4 ministerial appointees, 2 co-opted alumni, 1 student, 1 VUWSA President(or VUWSA appointees in consultation with PGSA, PSC or NT), academic staff, general staff

Group 4

- How can we make them listen to us? we should involve more students for example preparing big meeting in Hub, and listen to what students have to say and their concerns
- I want someone to echo my voice, my concern
- Not commercially motivated
- They're not listening
- They don't want to hear what we have to say
- What do we want to say?
- How can we make them listen?
- What are the concerns of students (the mass of students)
- How can VUWSA find out what those concerns are?
- How can we make democracy work?
- Loomio - Richard Bartlett: can used at multiple levels, for Board-type meetings or at mass-participation levels involving students to canvas bulk opinions

Group 5

- "Screw da Ministerial appointees - occupy the university"
- 8 possible seats - > TEU: 4x staff + students
 - 3x staff; - 1x **General*** *- Elected by staff
 - 1x **Academic*** - No heads of schools/deans/management
 - 1x Māori
- 2x Students - 4 Elected at large
 - 1x Appointed by Rep Groups (open to vuwsa prez to run):

PGSA (? Not sure if already "alumni" -avoid giving double votes), PSC, NT, International, UniQ, Women's Group, CanDo, VUWSA (could be vuwsa prez)

- 1x Maori Student - elected at large by Maori students

- 4 more:

- We want to make sure there is good representation of diversity & equity.
- 1x alumni or chancellor or co-opted
- 1x Co-option (important)

- Quota for gender (no more than 60% one gender)

excuse me????????? You're excused. Thank you.

Group 6

- Everyone needs to be heard as stakeholders
- Feeling as though you have more to say in decision making - that it will be heard
- Two student reps on council - one Vuwsa + one external
- Dissemination of info to students so they have informed opinions - email
- Communication vital no matter the structure
- How voting works on council as an even spread, equal playing field for all ideas
- GENDER EQUALITY VITAL
 - Male rep + female rep
 - Must be 50/50 as a rule
- 100% democratic election to each seat - more likely to engage with interested body
- Ruling body to reflect the population - Maori and Pasifika
- Seminars for student reps open to all students
- Digital communication preferable - surveys
- Screens in the Hub so they can't avoid it
- Apathy, lack of time, lack of interest, don't understand how those decisions affect their day-to-day experience
- Go to the students; don't expect them to come to you
- Broadcasting in lectures: "I want to be a part of my university"
- make sure VUWSA is known as the go-to.
- Students don't even know what the governance structure is.
- Good mechanisms for complaints or improvements - so students can actively give back to the community of it
- Social media - use things like VicDeals, Facebook groups
- Fundamentally central announcement forum/ better advertising + showing that these consultation things are 'alive'