



## **LINCOLN UNIVERSITY COUNCIL**

### **AGENDA & PAPERS**

**At 10:15am on Tuesday, 28 October 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

<p><b>Vision</b> </p> <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>	<p><b>Purpose</b> </p> <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>	<p><b>Strategy 2019-2028</b></p> <ul style="list-style-type: none"> <li>● A distinctive, Aotearoa New Zealand, end-to-end student experience</li> <li>● Improved assets and sustainable operating models</li> <li>● A culture which stimulates and inspires all staff and students</li> <li>● World-class research and teaching with impact</li> <li>● An organisation focused on meaningful partnerships</li> <li>● Facilitating student growth</li> </ul>
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**Values**  
Manaakitaka – Looking after people



## STRATEGY GOALS

## PRIORITY AREAS 2024-2028

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

# Council Meeting - 28 October 2025

CONFIDENTIAL



28 October 2025 10:15 AM - 02:00 PM

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Every Council Member has an obligation to declare any actual, potential or perceived conflicts of interest with any Lincoln University activities and to ensure that such conflicts of interest are noted and managed appropriately.		
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16.     **Next Meeting**

9am on Tuesday 2 December 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**

**Current Term: 1/11/25 - 31/10/29**

<b>Person and/or organization with interest</b>	<b>Nature of Interest</b>
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**

**Current Term: 1/11/25 - 31/10/29**

<b>Person and/or organization with interest</b>	<b>Nature of Interest</b>
Puketiro Partnership Limited	Director and Shareholder
MyFarm Kiwifruit Fund	Chair
Eastpack Limited	Director
Merrijig Developments Limited	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
Chair Gliding NZ Trust	Trustee

**LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS**  
*(As disclosed on appointment to the Council and updated as necessary)*

PinPoint Laboratory Services Limited	Chair and Director
Pasture Accelerator	Chair

**Dr Maria Janna van den Belt**

**Current Term: 18/06/24 - 17/06/28**

<b>Person and/or organization with interest</b>	<b>Nature of Interest</b>
Cogo Connecting Good Limited	Shareholder
College of Assessors of MBIE	Member
EHF Fellowship	Fellow
Global Council of the Wellbeing Economics Alliance (WEALL)	Member

**Elizabeth Hill-Taiaoro**

**Current Term: 16/03/23 - 15/03/27**

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

**Gabrielle Thompson**

**Current Term: 18/06/24 - 17/05/28**

<b>Person and/or organization with interest</b>	<b>Nature of Interest</b>
Olsen Thompson Limited	Director & Shareholder
Hollyfort Farm Limited	Shareholder
Thompson Family Farm Limited	Shareholder
Silver Fern Farms Co-Operative Limited	Director

**LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS**  
*(As disclosed on appointment to the Council and updated as necessary)*

Thompson Family Trust	Trustee
The Home Farmer Limited	Director and Owner
Ballance	Shareholder
Farmlands Co-Operative Ltd	Shareholder
Thompson Property Trust	Trustee
Ravensdown	Shareholder
Thompson Forestry Limited	Director and Owner

**James Parsons**

**Current Term: 01/03/23 - 28/02/27**

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

**Janice Fredric**

**Current Term: 08/09/21 - 31/12/25**

<b>Person and/or organization with interest</b>	<b>Nature of Interest</b>
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**LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS**  
*(As disclosed on appointment to the Council and updated as necessary)*

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

**Professor Derrick Moot**

**Current Term: 22/29/22 - 28/05/26**

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

**Professor Grant Edwards**

**Current Term: 01/01/22 - 31/12/26**

<b>Person and/or organization with interest</b>	<b>Nature of Interest</b>
Lincoln University	Vice-Chancellor
Lincoln University Council	Ex-officio Member
Universities New Zealand, (Vice-Chancellors Committee)	Chair

**LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS**

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

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
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
University Strategy Group	Member

**LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS**

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

**Puamiria Parata-Goodall**

**Current Term: 1/03/24 - 28/02/27**

<b>Person and/or organization with interest</b>	<b>Nature of Interest</b>
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

**Zara Weissenstein**

**Current Term: 1/12/24 - 30/11/25**

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

**Register of interests – Senior Leadership Team – 2025**

SLT member	Organisation	Date	Position	Notes
<b>Grant Edwards</b>	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	
<b>Karen McEwan</b>	Lincoln University	2019-	Executive Director, People, Culture, and Wellbeing	
	Senior Leadership Team, Lincoln University	2019-	Member	
	Ceiling Clean WGTN Limited	1982-	Shareholder	
<b>Susie Roulston</b>	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 - 28 October 2025 - Disclosures of Interest

<b>Chad Hewitt</b>	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	
	<del>Universities New Zealand, CUAP</del>	<del>Current</del>	<del>Ex-officio member</del>	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	
<b>Merata Kawharu</b>	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 26 August 2025 at 9:00am in Memorial Hall, Lincoln University and online via MS Teams

### Meeting Minutes

Present: Bruce Gemmell, Michelle Ash, Janice Fredric, Prof. Derrick Moot, Prof. Grant Edwards, James Parsons, Liz Hill-Taiaroa, Gabrielle Thompson, and Zara Weissenstein (each a Council Member).

Via MS Teams: Puamiria Parata-Goodall, Dr Marjan van den Belt

In attendance: Susie Roulston (Chief Operating Officer)  
Nathaniel Heslop (Council Secretary)  
Prof Chad Hewitt (Provost)  
Steve Hunter (Item 12)  
Damian Lodge (DVC, Student Life)  
Prof. Merata Kawharu (DVC, Māori)  
Halle Gravatt (Te Awhioraki Tumuaki)

Apologies: David Jensen

*Meeting started at 9:00am.*

#### 1. Welcome/Karakia/Apologies

The Chancellor welcomed Councillors to the meeting and invited Damian Lodge to open the meeting with karakia.

Council acknowledged the recent passing of Prof. Grant Tavinor, a valued contributor to the University community. A letter of condolence was approved for distribution.

#### 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 24<sup>th</sup> May 2025 as a 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.

**6. Vice Chancellors Report**

The Vice-Chancellor report was taken as read.

Council noted the Food and Fibre Awards are a valuable industry engagement opportunity and expressed an interest in being more informed about such events.

*Resolution*

**Resolution**

That Council:

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

**MOTION CARRIED**

**7. LUSA Report**

The LUSA President informed Council:

- Early promotion of student elections is underway to increase engagement,
- Strategic planning for 2026 is underway.
- Te Awhioraki representatives visited Northland schools to build relationships and promote Lincoln University.

Council discussed accommodation initiatives for Māori and Pasifika students on campus and encouraged management to develop metrics to assess the impact of cohort-based initiatives.

**Resolution**

That Council:

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

*Resolution*

**MOTION CARRIED**

**8. Conferral of Qualifications Report**

Council received the information in the report.

**Resolution**

That Council:

1. **APPROVE** the awarding of degrees, diplomas and certificates as listed in the 'Conferment of Degrees, Diplomas and Certificates' report in the open agenda for Lincoln University's meeting on 26<sup>th</sup> August 2025.

*Resolution*

**MOTION CARRIED**

**9. Health and Safety Report**

The report was taken as read.

Council noted currently health and safety reports are incident-focused and lack strategic insight.

Council discussed the need for a culture shift where all staff feel empowered and responsible for reporting safety concerns.

Council members shared recent safety observations, including:

- A bus swerving due to a pothole
- Ice formation from leaking HVAC units
- Unsafe ladder use by a contractor

Council received the Health and Safety Report and endorsed the following actions:

1. Improve near miss and contractor incident reporting.
2. Develop a university-wide health and safety strategy.
3. Commission an independent review of health and safety governance.
4. Enhance staff engagement and cultural ownership of safety.
5. Management consider including theft and behavioural incidents in future reporting.

**Action: Karen  
McEwan**

**Resolution**

That Council:

1. 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.
2. Identifying trends in the health and safety performance of the University and measures taken to improve the robustness of the data.
3. The actions being taken to improve the culture of health and safety across the University.

**Resolution**

**MOTION CARRIED**

**13. General Business**

There were no items of general business.

**14. 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:*

<b>General Subject Matter</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Grounds under section</b>
<b>Health &amp; Safety Incident Management Report</b>	To protect the privacy of natural persons	7(2)(a)
<b>Vice Chancellor's Report (verbal)</b>	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Audit, Risk &amp; Assurance Committee</b> 1. Report – business of Committee 2. Minutes from meeting on 19 August 2025 3. Internal Audit Charter 4. 6+6 Reforecast 5. 6+6 CAPEX Reforecast 6. 10 Year Financial Forecast 7. Ivey Hall Single Stage Business Case 8. NCH Funding Plan	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Sustainability Plan 2025-2028</b>	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
<b>Farms HoD Portfolio Report</b>	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Q2 2025 HR Dashboard and Wellbeing Reports</b>	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
<b>Cycle 6 Academic Audit – One Year Follow Up Report</b>	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
<b>Recruitment Report</b>	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Finance Report</b>	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)

*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 Steve Hunter (Health & Safety Manager), Mr D Lodge (Deputy Vice-Chancellor, Student Life), Prof. Alison Bailey (Farms HoD), Tumuaki-Takirua Te Awhioraki, 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**

Damian Lodge led the closing karakia.

The meeting closed at 1:06pm.

The next meeting is scheduled for Tuesday, 28<sup>th</sup> October 2025 at 9:00am and will be held in Memorial Hall, Ivey West at Lincoln Campus.

CONFIRMED THIS 28<sup>th</sup> DAY OF October 2025

**BRUCE GEMMELL**  
**CHANCELLOR**

# Council Meeting - 28 October 2025 - Matters Arising from the Minutes

Action Number	Action Summary	Action Type	Originating Meeting	Destination Meeting	Responsibility	Due Date	Notes
<b>Completed Actions since 26 August 2025</b>							
<b>In Progress</b>							
	Graduate Profile Review Mechanism	Report	Council		Hewitt, Chad	1/10/2025	Management to report back to Council on the implementation or progress towards implementing a review mechanism to assess alignment with intended outcomes.
	H&S Incident Management Report	Report	Council	Council	Hunter, Steve		Incident Management Report following edge trimmer live strike event reported to Council on 26 July 2025
	Develop and present a Health and Safety Strategy with a focus on culture, critical risks, and proactive governance.	Report	Council	Council	McEwan, Karen	1/04/2026	
	Commission an independent review of health and safety governance, including strategy and critical risks.		Council	Council	McEwan, Karen	2/12/2025	
	Schedule agenda item 'Nature in the Boardroom' in 2026		Council		Heslop, Nathaniel	2/12/2025	To be included in 2026 Council workplan



## Vice-Chancellor's Report to Council

October 2025

### Changes, challenges and opportunities in New Zealand's university sector

The government's reforms, informed by the University Advisory Group (UAG) process and announced in September, signalled a fundamental shift through several key changes. These include a new Tertiary Education Strategy to align teaching and research with national skills and innovation needs, the formation of a University Strategy Group to strengthen collaboration, and the replacement of the \$315 million Performance-Based Research Fund (PBRF) with a simplified Tertiary Research Excellence Fund (TREF). Additionally, reforms introduced stronger quality assurance systems to maintain academic excellence, international competitiveness, and enhance student mobility. Updated governance and accountability rules will also ensure universities are well-led and focused on quality teaching and qualifications.

The transition to this new environment presents opportunities for positive improvements in teaching and research; however, it is simultaneously critical that universities remain a voice of reason and balance during these discussions, bringing evidence to the conversations and representing all staff and students. Beyond the core reform issues of funding, quality assurance and the Tertiary Education Strategy, we are currently actively engaging with the government on several other key policy areas impacting the sector, including:

- Changes to the secondary school curriculum and their effect on University Entrance
- Priorities for focus in New Zealand's science system following the announcement of the Science System reforms
- Enacting the Education and Training (Freedom of Expression) Amendment Bill
- The Copyright Act 1994
- Tertiary Education Commission success indicators to measure student achievement

### Key environmental engagement and institutional development

The State of the Nation Environmental Address has been successfully reinvigorated and is scheduled for November 19, 2025. This prestigious annual event, which was last hosted in 2019, traces its origins to 1999 when it was inaugurated by Emeritus Professor Ian Spellerberg. Over the years, it has attracted numerous notable speakers, including Tā Mark Solomon, Rt Hon Helen Clark, Sir Peter Gluckman, Hon Dr Nick Smith, and King Charles (then Prince Charles).

We are particularly honoured to welcome Simon Upton, Parliamentary Commissioner for the Environment, as this year's keynote speaker. His address will offer a thought-provoking perspective on the state of New Zealand's environment and the evolving landscape of environmental regulation. Preceding the Address, the University will hold a 50 Years of Environmental Management Symposium to mark the founding of the Lincoln University Department of Environmental Management half a century ago.

In early October, the University officially launched the Kāika Institute of Climate Resilience. Under the directorship of Professor Paora Tapsell, the Institute is established as a hub for knowledge, collaboration and action, committed to championing Indigenous-led innovation. Its core function will bring together researchers, iwi, industry and communities to co-design solutions for a changing climate. This launch

marks a landmark strategic development for the University, signifying a deepened commitment to our partnership with Māori communities and an extension of our engagement with Pacific and Indigenous communities globally. The University anticipates significant contributions of the Kāika Institute under Professor Tapsell's leadership.

### Growing impact through collaboration and partnerships

The Vice-Chancellor recently attended the annual World AgriFood Innovation (WAFI) Conference in Beijing, China. Since its inauguration in 2023, WAFI has gained significant international recognition, drawing global leaders and experts from across the agrifood sector. This year's theme, *Resilient Food Supply for Agrifood Systems Transformation*, closely aligns with Lincoln University's strategic priorities, highlighting our leadership in tackling global food system challenges. During the visit, the Vice-Chancellor engaged with key partner institutions, including Beijing Forestry University, participated in the World Agricultural University Presidents' Forum, and joined the 120<sup>th</sup> Anniversary celebrations of the Beijing Academy of Agriculture and Forestry Sciences. The itinerary also included a visit to Huazhong Agricultural University, and specifically our Lincoln University-HZAU Joint Institute of Higher Learning (JIHL).

### University secures 5th-equal NZ standing in latest THE World Rankings

Lincoln University achieved a fifth-equal ranking among New Zealand's eight universities, maintaining its position in the 501-600 band of the Times Higher Education (THE) World Rankings. As New Zealand's only specialist university focusing on the land-based sectors, this is a solid result that reflects our ongoing commitment to shaping a world where land-based enterprises, ecosystems, and communities thrive and prosper. Our fifth-equal national ranking places us alongside Massey University and AUT. This year's THE Rankings were analysed from the 2,191 submissions across 155 countries. The University performed above the global median across all five pillars of higher education excellence: Teaching, Research Environment, Research Quality, Industry and International Outlook. Notably, International Outlook remains our strongest indicator, highlighting our ability to attract students and faculty from around the world and to foster high levels of international research collaboration. In this category, we ranked 115<sup>th</sup> globally, a significant rise from our 2025 position of 134.

### World-class research

The University continues to demonstrate world-class research leadership, particularly in areas of national importance.

Lincoln University's Professor Anita Wreford, Associate Professor Jo Fountain and Dr Raven Cretney are part of a successful MBIE Endeavour proposal, Accelerating Adaptation to climate change: From decisions to action. This five-year programme, led by the Earth Sciences New Zealand (formerly GNS Science), represents a significant win for climate change adaptation research in Aotearoa. Researchers will work directly with local communities, hapū/iwi and other stakeholders to close the gap between adaptation planning and action by identifying barriers and designing effective solutions.

Lincoln University successfully hosted the 17th International Conference on the Ecology and Management of Alien Plant Invasions (EMAPI) in September. The conference brought together 175 high-profile international and domestic researchers on alien plant invaders, facilitating vital networking and forging new insights into alien plant management.

### Industry and student achievement

The University was proud to host the practical elements of the National Final of the NZ Young Winemaker of the Year on campus in late August. We extended our congratulations to Ruby McManaway, who was crowned the 2025 Tonnellerie de Mecurey Young Winemaker of the Year, and to Anna Kelland, who was named 2025 Marlborough Young Viticulturist of the Year.

The 10<sup>th</sup> anniversary of Owl Farm—a joint venture between Lincoln University and St Peter's School, Cambridge—highlights the continued success of North Island's first demonstration dairy farm. Owl Farm serves as a valuable platform for students, industry professionals and the public to learn about and

connect with sustainable farming practices. Over the past decade, the partnership has delivered significant results, driving innovation, enhancing education, and inspiring the next generation to pursue studies in agriculture, agribusiness and environmental science.

The University's Blues and Golds Awards marked a record year for student achievement, with many students recognised for their success in sports, service to the community and contributions to culture and the arts. The top accolades of the night went to Cam Holmes, who received the Supreme Gold Award for Service Excellence, and the Nelson-Tasman 2025 Recovery team (coordinated by the Handy Landys), which won the Group Voluntary Contribution of the Year award. Blue's winner, Fynn Mitchell, was named Sportsperson of the Year for adventure racing and multisport, and the LU Men's U23A CBA Champions 2025 Basketball team took Team of the Year.

Lincoln University's Future Leader Scholarship programme marked its 20<sup>th</sup> anniversary in October, celebrating two decades of empowering students through community engagement. The programme is unique to the University, aligning with our commitment to the United Nations' Sustainable Development Goals (SDGs) through student-led projects. Designed to foster leadership skills from the start of a bachelor's degree, the scholarship requires recipients to contribute to both the University and the wider community throughout their studies, ultimately culminating in the successful delivery of a major project in their final year.

### Obituaries

We note with sadness the recent passing of four distinguished former staff members and alumni who made significant contributions to the University:

- Dr Peter Jarvis (Staff 1972- 2008), a long-serving scientist who helped define modern plant science at Lincoln University
- Dr Grant Tavinor, a much-loved staff member for 22 years, most recently as Senior Lecturer in the Department of Tourism, Sport and Society.
- Associate Professor Frengley (Staff 1964-1997), an alumnus and influential Farm Management lecturer who pioneered the 'whole farm' and 'case study' approaches, which became hallmarks of the University's teaching.
- Dr Terry Heiler (Started 1967) who held a pivotal role at Lincoln University centred on his 30-year career with the New Zealand Agricultural Engineering Institute (NZAEI), where he rose from a Research Officer in 1967 to Director in 1982, guiding the institute's innovative work in agricultural engineering, water resource development, and eventually becoming the first CEO of its commercial successor, LINLINK Services Ltd.



Kia ora koutou

Garden Party 2025 was a great success for LUSA even though it unfortunately did not sell out (1962 tickets sold). Our internal detox tent only saw 16 students where the usual amount for events of this size is about 50. We have not yet had our debrief with all stakeholders involved; however, this will take place on the 6<sup>th</sup> November. In the meantime, we have had great feedback from the police and community about the success of the community mitigation plan, and how great it was to see students having fun safely.

Know your stuff was operating drug checking in the LUSA club rooms the day before Garden Party on the 16<sup>th</sup> October. We had eight samples taken and out of those, seven were confirmed as the substance they thought it was. Only one differed from what they thought they'd bought, turning out to only be baking soda. LUSA will provide a report to council at the December meeting, detailing the use of this service throughout 2025 to show the uptake of the extra sessions we held.

From the 9<sup>th</sup> to the 14<sup>th</sup> of September, fifteen of our Māori and Pasifika students travelled to Kirikiriroa | Hamilton alongside Alex Michel-Smith (LU Student Experience) and Damian Lodge for Te Huinga Tauri. It was a great week filled with long days and a variety of kaupapa, including chant-off, dance-off, iwi-off, manu kōrero (impromptu and prepared), and kapa haka. Our students were extremely grateful for the opportunity to attend, and we've noticed a growing interest in developing our kapa haka and strengthening our Māori community here at Lincoln.

Both LUSA's and Te Awhioraki's elections have come to a close, with our new executives elected in for 2026. Halle Gravatt was re-elected in as Tumuaki and Zara Weissenstein was re-elected in as LUSA President so it's awesome to see strong carryover from 2025 to 2026. Nathaniel acted as Returning Officer for the election and as usual his help was greatly appreciated. Both associations saw a large increase in both candidates and voter turnout, and we will continue to push to increase these further in future years. Some stats are listed below.

#### LUSA

- 18 candidates applied for 11 executive positions (6 were nominated for multiple positions). This is an increase of 27% in the number of candidates seeking election.
- 814 votes were received out of 3676 eligible voters. At 22.14%, this is an increase of 80% from the 2024 voter turnout.
- Two returning exec and nine new. This will be a very new exec for 2026.

#### Te Awhioraki

- 8 candidates applied for 7 executive positions (1 for multiple positions).
- 54 votes were received out of 220 eligible voters. This is a 24.5% voter turnout.
- Four returning exec and three new. This demonstrates a strong retention rate that will support a balanced tuakana-teina dynamic for 2026.

Following the elections we are now in the handover period where our current executive members are passing on all their knowledge to the 2026 executive, to ensure they start their year with all the knowledge they need to succeed in their roles.



### 2026 LUSA EXECUTIVE

#### LUSA 2026 EXECUTIVE ELECTIONS

<b>Zara Weissenstein</b> President	<b>Sam Rajnikant</b> Vice-President	<b>Eligh Ashby</b> Secretary	<b>Anne Kaniteang</b> Pasifika
<b>Liam Reare</b> Engagement Rep	<b>Coral Peart</b> Sustainability Rep	<b>Kayley Viffes</b> Disability Rep	<b>Sam Bryden</b> Rainbow Rep
<b>Zwei (Choko) Zhang</b> International Rep	<b>Myunsung Yoon</b> PG Engagement Rep	<b>Darius Harris</b> PG Academic Rep	

**LUSA** STUDENTS' ASSOCIATION  
[lusa.org.nz/elections](https://lusa.org.nz/elections)

### The 2026 Te Awhioraki Executive

#### Te Awhioraki 2026 EXECUTIVE ELECTIONS

<b>Halle Gravett</b> Tumauki	<b>Corbin Tuwairua</b> Tumauaki Tuaurua
<b>Matt Donald</b> Kaitiaki Pūtea	<b>Alex Mather</b> Kaitiaki Pūtea
<b>Heath Barrett</b> Kaimahi	
<b>Milly Gallagher</b> Kaimahi	<b>Samuel Hokopaua</b> Kaimahi

[teawhioraki.org.nz/joinus](https://teawhioraki.org.nz/joinus)

**TE AWHIORAKI**  
Te Whare Wānaka o Aoraki

We celebrated Te Wiki o te Reo Māori in mid-September. Te Awhioraki hosted several events, including a *Parakuihi Nui*, *Reo Māori Hour*, free kawhe tickets to encourage reo use at our campus cafés, and a kapa haka performance from our Te Huinga Tauira team in Grounded. We also held a movie night and a *rongoā* class facilitated by Simone Laugesen, followed by a seafood boil. Running throughout the week was a scavenger hunt with daily challenges and spot prizes, supported by multiple social media initiatives encouraging the use of te reo in fun and engaging ways.

In preparation for exam season, Te Awhioraki made up welfare packs for our tauira to provide extra support during a busy time. These packs, filled with kai, study supplies, and hygiene products, were a small gesture to help students get through their final assignments.

Our final Hui Kaiārahi is planned for early December. Over the weekend, we will join the other presidents to decide where Te Huinga Tauira will be hosted and to plan other initiatives for 2026.

As the semester and university year comes to an end, Te Awhioraki brought together our amazing supporters for a shared kai to show our appreciation for those who have helped make 2025 such a great year. Our final event will be a day trip to Lake Rua, a chance for our whānau to reflect, reconnect, and relax after a big year.

Finally, LUSA's strategic direction update is almost complete, set to be approved at our last board meeting of the year on the 5<sup>th</sup> November. We have received a great deal of student feedback on this

On behalf of both Te Awhioraki and LUSA, we would like to thank council for all your support this year. It has been incredible working with you and we look forward to seeing you next year!

Ngā mihi  
Grace, Halle, & Zara



## Vice-Chancellor's Office

Version:

## Academic Board

Author/s: Paula Morrison

SLT Authoriser: Professor Grant Edwards, Chair

Date: 21/10/2025

### 1. Purpose

To provide a summary of the Academic Board meetings held on 20 August and 24 September 2025.

#### Content

1. Executive Summary
2. **Appendix One:** Full Academic Board Report for August and September 2025.
3. **Appendix Two:** Proposal to delete the Diploma in Organic Agri-Food Production and the Diploma in Organic Husbandry.
4. **Appendix Three:** Proposal to delete the Additional Major in Facilities Management.

### 2. Recommendations

1. That the Academic Board report be **NOTED**.
2. That Council **APPROVES** the deletion of the Diploma in Organic Agri-Food Production and the Diploma in Organic Husbandry.
3. That Council **APPROVES** the deletion of the Additional Major in Facilities Management.

### 3. Executive Summary

At its meeting on **Wednesday 20 August**, the Academic Board approved the following:

- The introduction of three new courses: ACEN 104 Academic Writing, Research and Presentation, AGRI 601 Future Ethical and Sustainable Agriculture, and COMM 302 Sustainability Analysis and Reporting.
- Updates to the regulations for Diplomas in Agriculture, Horticulture, Horticultural Management and Farm Management.
- Updates to the Asynchronous Online Course Policy and the Qualification Review Procedures.
- A proposal to delete courses not taught within the last five years with the exception of a small number to be retained by the Faculty of Environment, Society and Design, subject to review.
- Endorsement of the revisions to the one-year follow-up report to the Transitional Academic Audit Committee (of UNZ) – subsequently approved by Council.

At its meeting on **Wednesday 24 September**, the Academic Board approved the following:

- The introduction of three new courses: ENSC 602 Advanced Environmental Pollution, MAST 220 Whakatipu Rauemi Māori: Māori Resources for Growth, and MKTG 203 Digital Marketing.
- A proposal to modify BMGT 331 Innovation for Societal Issues.
- Proposals to delete the Additional Major in Facilities Management, the Diploma in Organic Agri-Food Production and the Diploma in Organic Husbandry.
- The Graduating Year Review reports for the Additional Major in Global Business, Bachelor of Commerce (Global Business), Graduate Diploma in Brewing and Fermentation and the Master of Fintech and Investment Management.
- Revisions to the Test and Examination Script Policy and Procedures.
- The Generative Artificial Intelligence (GenAI) Staff Guidelines for Learning and Teaching and the Using Generative Artificial Intelligence (GenAI) in your Learning – Student Guidelines as living documents.
- Modifications to the Master of Water Science and Management and Postgraduate Diploma in Water Science and Management as proposed by the University of Canterbury.

## Appendix One

### **Vice-Chancellor's Office Academic Board Report August and September 2025**

Academic Board met on 16 July and 25 September 2025 in Memorial Hall. The agendas included standing reports from the Learning and Teaching Committee, the Research Committee, Academic Quality and the Academic Administration Committee.

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

##### **Proposals to Introduce New Courses**

##### **ACEN 104 Academic Writing, Research and Presentation**

This course serves to benefit the students in the JIHL programme and is tailored to address their specific needs and learning tendencies, e.g., to cultivate critical and collaborative thinking skills to counterbalance the teaching methods students had previously encountered. This includes encouraging students to speak more freely and become more comfortable doing so. In the inaugural cohort, many students were hesitant to speak, which is likely to hinder their ability to succeed as they progress in the JIHL programme.

##### **AGRI 601 Future Ethical and Sustainable Agriculture**

This course is a core component of the Master of Environment and Agriculture (MEA). It addresses the relationship between soil, plants, animals and humans' health continuum. From a research perspective, it will critique practices and knowledge systems that make a positive contribution to agricultural system transitions by promoting the espousing of values that make positive contribution to human and environmental health, local economy and primary producers. This approach involves conceptualizing and engaging with the processes, politics, spaces, and places that shape the praxis of ethical relationalities, as embedded in and produced through the provisioning of food within health-scapes.

##### **COMM 302 Sustainability Analysis and Reporting**

This course is core to the Bachelor of Commerce (Sustainability) and directly addresses sustainability from an applied, land-based perspective. It presents the students with the opportunity to investigate and apply popular and appropriate sustainability measurement and analysis tools to drive effective decision-making within organisations.

##### **ENSC 602 Advanced Environmental Pollution**

This course is an elective and is aimed towards students undertaking postgraduate study with an environmental focus, specifically MSc. (Environmental Science stream) and Master of Applied Sciences (no specialisation). It will also be attractive to students with good foundation-level knowledge of science and an interest in contaminants in the environment, especially students enrolled in other postgraduate science programmes. The content includes the theory and concepts of environmental pollution; what mechanisms drive impacts on human health and ecosystems, critically review legislative approaches, and discuss remedial options through lectures and workshops. At this advanced level, students will then use their expertise to design approaches to investigate, predict and mitigate the impacts of land contamination.

### **MAST 220 Whakatipu Rauemi Māori: Māori Resources for Growth**

This course is a soft-core option in the Bachelor of Sustainable Tourism and may also appeal to students in other degree programmes who wish to add a Māori and Indigenous-focused business course to their study plan. It will provide second year students with a full course on the Māori economy (which has not been offered at Lincoln University before) in a way that is Tiriti-centric and consistent with Te Ao Māori (the Māori worldview). As a land-based university, Lincoln University stands to benefit from an offering that complements its wider strategic direction given the focus on Aotearoa New Zealand, Māori, and resources (such as, land, food, and water). It is a soft-core course for the BST and fulfils the graduate attributes of the programme (introduced later in the document). Where appropriate, the course will also draw from other Indigenous Peoples and examples of success (for example, those in Fiji, Canada, Australia, and the United States of America).

### **MKTG 203 Digital Marketing**

This course is aimed at students enrolled in the Bachelor of Commerce (Marketing) where this will become one of the 200-level course soft core options, i.e., there will be three 200-level options, and students can complete any two. A programme modification proposal is underway. It is also designed to appeal to students in other degree programmes who wish to add a digital marketing course to their study plan. Digital marketing is experienced by all consumers in the current modern business world and digital marketing literacy is an important factor for all students entering the business world, to gain better insights into digital marketing as it becomes a major factor when businesses do strategic marketing.

### **Proposal to Modify an Existing Course**

#### **BMGT 331 Social Entrepreneurship to Innovation for Societal Issues**

This course is a core component of the Minor in Entrepreneurship and Innovation, which has been specifically designed to be added to any undergraduate degree. The title change from Social Entrepreneurship to Innovation for Societal Issues reflects a necessary evolution in both conceptual accuracy and practical alignment with the course's actual content, pedagogy, and assessment strategy. While the learning outcomes have not changed, the course title, prescription, and aims have been updated to more accurately reflect what is taught, how it is taught, and the broader strategic and academic context in which the course now operates.

### **Proposal to Modify an Existing Programme**

The Board endorsed a proposal from the University of Canterbury to modify the jointly taught Master of Water Science and Management and Postgraduate Diploma in Water Science and Management. This was a non-CUAP modification also approved by their Academic Board.

### **Graduating Year Review Reports**

Graduating Year Review (GYR) is the name of the moderation process directed by the Committee for University Academic Programmes (CUAP) and is the final approval step for qualifications (programmes and majors). All universities in Aotearoa New Zealand are required to conduct a GYR for new qualifications (programmes or majors) generally within three years of the first cohort of students graduating. If an institution fails to submit a GYR, CUAP may suspend approval pending receipt of the report – with the effect that no new students could be enrolled in the programme until CUAP lifts the suspension. In 2025, the four programmes listed below were subject to a GYR. Of those four, three

will continue, however, the Graduate Diploma in Brewing and Fermentation (and the major in Brewing and Fermentation in the Bachelor Science) have been marked for deletion, with formal proposals expected in 2026.

- Additional Major in Global Business
- Bachelor of Commerce (Global Business)
- Graduate Diploma in Brewing and Fermentation
- Master of Fintech and Investment Management

## **GOAL 2 – IMPROVED ASSETS AND SUSTAINABLE OPERATING MODEL**

### **Deletions - Programmes and Major**

The Board endorsed a proposal to delete the Diploma in Organic Agri-Food Production and the Diploma in Organic Husbandry. These programmes have not been offered for some years, most of the courses are no longer taught, and there has been no demand for them. There is therefore no impact on the tertiary sector. Organic programmes that are currently available in Aotearoa New Zealand include:

- Certificate in Organic Levels 3 and 4, BHU Organic Training College
- NZ Certificate in Organic Primary Production Levels 3 and 4, Southern Institute of Technology
- NZ Certificate in Organic Primary Production, Level 4, Toi Ohomai Institute of Technology
- NZ Certificate in Organic Primary Production, Level 3, Kuratini Tuwhera | Open Polytechnic

The Board also endorsed a proposal to delete the Additional Major in Facilities Management which has had no enrolments since it was first introduced in 2018.

### **Deletions - Courses**

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

Recommendation 8), the Board approved the deletion of courses not taught within the last five years with the exception of a small number of courses in the Faculty of Environment, Society and Design where they have a confirmed future use as part of an existing programme. Maintaining a relevant and up-to-date course catalogue is essential for delivering a high-quality academic experience for students.

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

### **Lincoln University Learning Model**

The draft Lincoln University Learning Model was reviewed by the Board who provided feedback and recommendations for change. The model had also been considered by Teaching Committees, the LU Sustainability Taskforce, Research Committee and students. A final version is expected at the November Academic Board meeting.

### **Freedom of Expression Statement**

T Lester, General Counsel, provided an opportunity for Board to reflect and comment on the Freedom of Expression Statement.

### **Research Awards**

The Research Committee reported that Senior Leadership Team has approved the Staff Research Awards to be implemented from 2026. The awards are comprised of two categories: *Early Career*

*Researcher Award* - recognising outstanding research achievements by early career staff, and *Research Excellence Award* - celebrating Lincoln University research success.

## **GOAL 4 - A WORLD-CLASS RESEARCH AND TEACHING PRECINCT**

### **Academic Policy and Procedures**

#### **Asynchronous Online Course Policy**

The revisions to this policy include minor editorial and formatting changes, updating the links to other resources and shifting the business owner from the Deputy Vice-Chancellor Student Life to the Provost. It is anticipated that a new policy that covers all modalities will be designed by the end of this year resulting in this policy being retired.

#### **Qualification Review Procedures**

Minor amendments were applied to reflect process changes and best practice.

#### **Test and Examination Script Policy and Procedures**

The revisions included upgrading from Guidelines to Policy and Procedures, updates to the test and examination script processes as confirmed by the Assessments and Results Coordinator and Digital Learning Environment Lead, and confirmation of a consistent Examination Coversheet.

### **Regulations**

#### **Undergraduate Diplomas**

Amendments to the regulations for the Diplomas in Agriculture, Horticulture, Horticultural Management and Farm Management included the separation of the regulations for the level 5 and 6 diplomas and editorial revisions.

### **Guidelines**

#### **Generative AI**

The Board endorsed a set of *Generative AI Staff Guidelines for Learning and Teaching* and the *Using Generative Artificial Intelligence (GenAI) in your Learning – Student Guidelines* as living documents.

## **GOAL 5- AN ORGANISATION FOCUSED ON MEANINGFUL PARTNERSHIPS**

### **Joint Institute**

Three groups from HZAU have visited Lincoln recently, including senior leadership staff, academic and professional staff, and students. There is a growing focus on research, which is external to the Joint Institute but aligned.

### **South Korea**

A relationship with the South Korean equivalent of MPI is being developed, looking at training programmes and opportunities from agriculture to fisheries for students at end of their bachelor's or nearing PhD.

### **BioEconomy Science Public Research Organisation**

Lincoln is continuing its dialogue with UC about collaboration with the BioEconomy Science PRO.

## Appendix Two



### NOTIFICATION TO DELETE A QUALIFICATION

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#### QUALIFICATION TITLE

Diploma in Organic Agri-Food Production  
Diploma in Organic Husbandry

#### NOTIFICATION

The following notification is made under CUAP criterion 6.2.4 Deletion

#### YEAR DELETION TO TAKE EFFECT

2026

#### RATIONALE FOR DELETION

##### Diploma in Organic Agri-Food Production

- First offered in 2018 (LU/17 Dip\_OA-FP)
- The last student was enrolled in 2022.
- Eight students of 11 graduated.
- Three of the compulsory eight courses are no longer offered.
- Enrolment into this programme has been closed since 2023.

##### Diploma in Organic Husbandry

- First offered in 2004 (LU/04 CertAg, Hort, Org Husb, DipFM, DipHortMgt/1)
- The last student was enrolled in 2010.
- Only one student graduated.
- The courses are no longer available.
- The programme has not been open for enrolment for many years but is still referenced in the General Regulations for Diplomas, pages 434 – 425, 2025 LU Maramataka Calendar.

#### IMPACT ON THE TERTIARY SECTOR

There will be no impact on the tertiary sector as these programmes have not been offered for some time and there is no demand for them. Organic programmes currently available in Aotearoa New Zealand include:

- Certificate in Organic Levels 3 and 4, BHU Organic Training College
- NZ Certificate in Organic Primary Production Levels 3 and 4, Southern Institute of Technology
- NZ Certificate in Organic Primary Production, Level 4, Toi Ohomai Institute of Technology
- NZ Certificate in Organic Primary Production, Level 3, Kuratini Tuwhera | Open Polytechnic

#### TRANSITION ARRANGEMENTS

No current students are enrolled.

## CALENDAR CHANGES

### CALENDAR YEAR

2026

### CALENDAR AMENDMENTS

#### **Diploma in Organic Agri-Food Production**

Delete from the following:

- General Regulations for the Diplomas in Agriculture, Horticulture, Farm Management, Horticultural Management, and **Organic Agri-Food Production**, pages 424 – 425
- Schedule to the Regulations, Part V, page 427
- Practical Work Regulations, page 427

#### **Diploma in Organic Husbandry**

Delete from the following:

- General Course and Examination Regulations, Section H Credits and Exemptions, 5(1), page 60
- General Regulations for the Diplomas in Agriculture, Horticulture, Farm Management, Horticultural Management, 3 (1)

## Appendix Three



### NOTIFICATION TO DELETE AN ADDITIONAL MAJOR

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#### DETAILS

##### QUALIFICATION TITLE

Commercial Facilities Management additional major

##### NOTIFICATION

The following notification is made under Section 6.2 of [CUAP Handbook](#).  
Lincoln University proposes to delete the Commercial Facilities Management additional major.

##### YEAR DELETION TO TAKE EFFECT

2025

##### RATIONALE FOR DELETION

The major has had no enrolments since it was first introduced in 2018.

##### IMPACT ON THE TERTIARY SECTOR

There is no impact on the tertiary sector as this is an additional major and is comprised of courses that are available in other programmes.

##### IMPACT ON LINCOLN UNIVERSITY QUALIFICATIONS AND COURSES

There is no impact on any Lincoln University qualification or courses.

##### IMPACT ON STUDENTS

There is no impact on students. There have been no enrolments in this additional major since it was introduced.

##### TRANSITION ARRANGEMENTS

Not applicable.

##### TIMELINE FOR COMPLETION

The deletion of the qualification will be completed prior to the publication of the 2026 Lincoln University Calendar.

## CALENDAR CHANGES

### CALENDAR YEAR

2025

### CALENDAR AMENDMENTS

Delete all references to the (Commercial) Facilities Management additional major on p. 322.



## Vice-Chancellor's Office

Version:

### Conferment of Degrees, Diplomas and Certificates 28 October 2025

Author/s: Sonja Wilkinson / Hamish Cochrane

SLT Authoriser:

Date: 21/10/2025

#### 1. Purpose

Submission of graduand name names for conferment of degrees, diplomas, and certificates by Council on 28 October 2025.

#### 2. Recommendation

##### A. That Council resolves to approve the following awards:

##### Doctor of Philosophy

Elizabeth Michelle **Barry**, in Agricultural Economics

##### Master of Agricultural Science

Lincoln Charles **White**, First Class Honours, in Soil Science

##### Master of Applied Computing

Jerry **Choi**, Distinction

Qing **Ruan**, Distinction

Xuya **Yin**, Distinction

Fangye **Yu**, Merit

Hong **Zhang**, Merit

##### Master of Applied Science

James Paul **Bowskill**, First Class Honours, in Viticulture

##### Master of Business in Finance

Lujie **Zhao**

Master of Business in Global Management and Marketing

Xiaoli **Dai**, Distinction

Tian **Wang**, Distinction

Master of Commerce (Agricultural)

Bertha **Mwalabu**, First Class Honours, in Agribusiness and International Rural  
Development

Master of International Nature Conservation

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

Francisco **Perera Rieder**

Master of Management in Agribusiness

James Alexander **Greer**, Distinction

Master of Precision Agriculture

Zhilin **Jiang**, Merit

Master of Tourism Management

Yinuo **Tang**, Merit

Bachelor of Science with Honours

Dustin Michael **Edmundson**, First Class Honours

Postgraduate Diploma in Parks, Recreation and Tourism

Yinuo **Tang**

Postgraduate Certificate in Commerce

Menghan **Kang**  
Christiana Funmi **Metibogun**

Postgraduate Certificate in Environmental Management

Kelly Megan **Antao**, with Distinction  
Soo Jung **Ryu**, with Distinction  
Samson Brown **Scott**  
Cobi Ellen **Taylor**

Postgraduate Certificate in Parks, Recreation and Tourism

Yinuo **Tang**

Bachelor of Commerce (Agriculture)

Kirsten Mary **Devery**  
Jack Paul **Willans**

Bachelor of Viticulture and Oenology

Taine Perry **Jarvis**

Diploma in Agriculture

Amy Georgia **Gordon**

Diploma in Natural Resources

Piper Rae **Shaw**

Lily Hannah **Tweedie**

Diploma in University Studies

Emma Veronica **Jennings**

Motion Carried / Motion Not Carried

Dr Hamish Cochrane

Director, Student Administration and Student Health

9 October 2025



## 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: 21/10/2025

### 1. Purpose

This report for the months of August and September 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 Health and Safety reporting definitions

### 3. Recommendations

That the following are noted:

- The Health and Safety team continue 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 WorkSafe interactions or serious harm events, with 0 lost time injuries and 0 return to work injuries for this period.

August saw a slight medical treatment injury increase from the previous reporting period with three events, one minor staff event and two student medical incidents.

We can report that 11 safety observations were reported for August, a great effort by the University.

A campus lockdown test took place on 6 August. Following which, students in various locations were asked if they knew what the alarm was and what to do should an actual lockdown occur. This was an excellent opportunity to educate any students who were unsure of processes to follow and to celebrate those who did.

Following collaboration with the HS team, Property Group Health and Safety Committee meetings reconvened on 30 September following a break attributed to recent changes in personnel.

Appendix 1 explains Health and Safety reporting definitions.

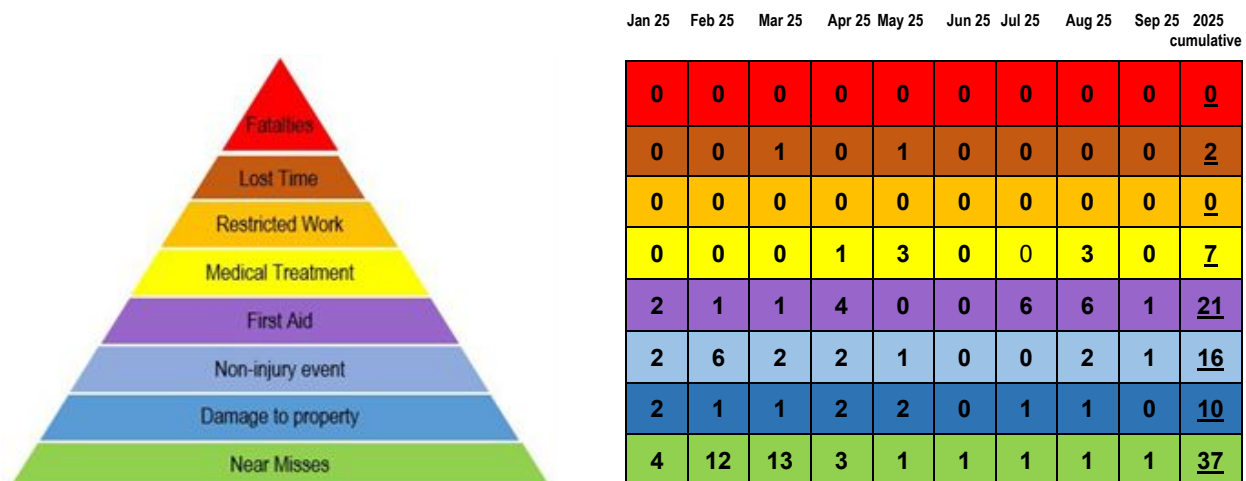
The sourcing of an appropriate auditor to carry out an external audit of LU Health and Safety systems is underway. The audit will include a leadership performance component as outlined in the WorkSafe Safe Plus audit tool, and will cover a range of key health and safety topics which include:

- Employer commitment to safety management practices
- Reviewing and evaluating current practices
- Hazard identification, critical risk assessment and management
- Information, training and supervision
- Incident and injury reporting, recording and investigations
- Emergency planning and readiness
- Health and safety of employees, students and others in the workplace

### 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.



## AUGUST 2025

### Medical Injury Treatments: x 3

- 1 x Staff: Arm DPI from carrying heavy books
- 1 x Student: Asthma attack during Gym activities
- 1 x Student: Suffered an epileptic seizure

### First Aid Treatments: x 6

- 1 x Staff: Cut to finger whilst washing dishes
- 1 x Staff: Cut to head from impact with a shower unit shelf
- 1 x Student: Leg strain caused by Gym activities
- 1 x Staff: Soreness to hands and leg following a fall on mossy covered outdoor surface
- 1 x Staff: Bruises to knees and grazed fingers following a fall on wet paint lines
- 1 x Staff: Needlestick injury to finger whilst vaccinating ewes

### Non injury events: x 2

- 1 x Employee: Operating a quad bike observed not wearing a safety hat
- 1 x Employee: Slip on floor mat

### Damage to property: x 1

- 1 x Student: Damaged vehicle whilst leaving campus

### Near misses: x 1

- 1 x Refrigerator remote temperature monitoring device failed

## SEPTEMBER 2025

### First Aid Treatment: x 1

- 1 x employee: Suffered leg DPI whilst maneuvering cows on a quad bike

### Non injury events: x 1

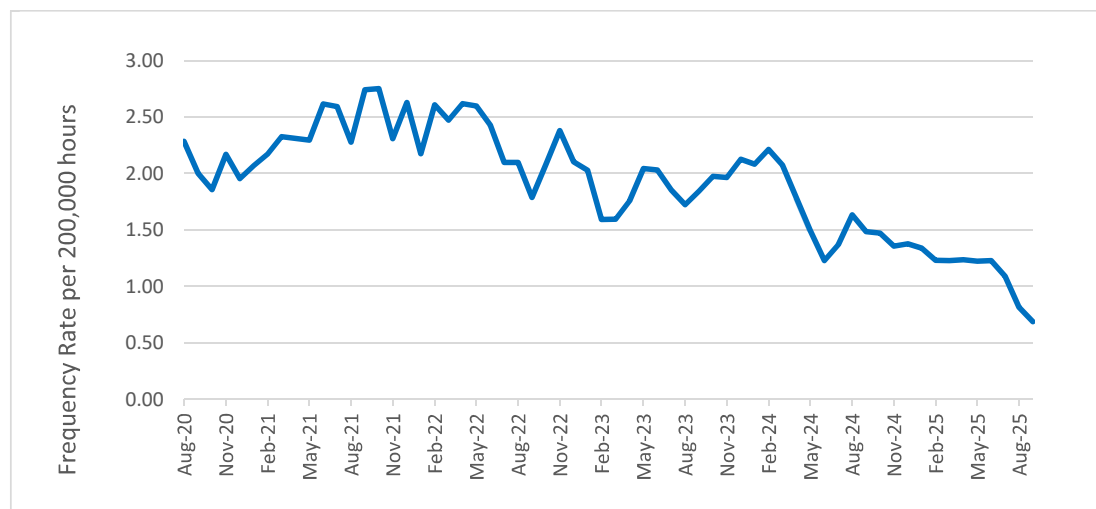
- 1 x employee: Almost hit by unsecured pantry falling to ground

### Near misses: x 1

- As non-injury event above

## 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	Aug 2025	Sept 2025	2025 Total	2025 Target
Total reported safety/hazards observations	11	0	48	50
- <i>Safety observations related to external contractors</i>			3	
Reported opportunities for improvement	1	0	15	12

Processes	Aug 2025	Sept 2025	2025 Total
H&S inductions for new staff (within 4 weeks of start date)	4	0	59
Contractor inductions (Campus Development Programme)	1	36	160
Contractor inductions (Property Services)	13	18	103
Contractor inductions (Faculties and Business Units)	0	0	2
First Aid training attended	7	4	55
Building and Warden training	0	0	14
Workstation assessments	0	0	6
Recovery at programmes: work-related injuries	3	2	10
non-work injuries	0	0	11

### Health and Safety Committees

Committee	Next meeting
University H&S committee (Representation from Faculties, Service Areas, Business Units)	21 October
AGLS sub-committee	22 October
Property Group committee	20 October
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 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	<b>NEW</b>
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



August 2025

Programme Sponsor: Susie Roulston

Programme Lead:

Alistair Pearson

### PROGRAMME HEALTH & SAFETY DASHBOARD

	Heating Upgrade	Lincoln AgriTech	EJR Prefabs	Hudson Conversion	Building 112 Refurb
	CW0052	CW0095	CW0108	CW0110	CW0112
Activity Levels	Active	Active	Active	Active	Active
Inspections Conducted	1 (LU)	4 (LU)	4 (LU)	4 (LU)	4 (LU)
Lead Contractor Reports: Observations (Safety, Hazardous & Opportunity for Improvement)	-	6	-	-	1
Near Miss Events	-	-	-	-	-
No Treatment Injury	-	-	-	-	-
First Aid Injuries	-	-	-	-	-
Medical Treatment Injuries	-	-	-	-	-
Restricted Work Injury	-	-	-	-	-
Last Time Injuries	-	-	1	-	-
Other Events e.g. Property Damage	-	-	-	-	-
Activity Summaries	Removal of the existing and installation of new AHU and associated ductwork in NRE Offices and Soil & Water.	Building 28: Carpentry complete and double doors installed. Scaffolding being dismantled.	Internal painting underway. Power connected. Site works progressing.	Painting underway on the ground floor and first floor. 2 <sup>nd</sup> fix services to rooms progressing. Installation of fire doors inside the rooms underway.	Site establishment. Demolition and Fitout Works. Replace/Add exterior windows and doors. First fix services to all areas.
Event Information:	-	Observations included use of inappropriate language, site left unsecured end of the day, vehicle speeding on campus and parking related incidents.	LTI reported when worker placed power tool on ground. He then stepped back when the blade was still running resulting in a cut to the shin.	-	1 x OFI was made when timber was being reused for reframing. In reusing timber nails had not been removed and left protruding out.
Investigations / Corrective Actions	-	Site Manager informed of all incidents and he addressed them with those involved.	Discussed incident with worker. He knew he should not have placed tool behind him and was mindful he needed to think ahead and plan his work more.	-	Once advised, the site manager requested the nails be removed. The hazard was eliminated.

1

## Lincoln University Campus Development Programme Dashboard



September 2025

Programme Sponsor: Susie Roulston

Programme Lead:

Alistair Pearson

### PROGRAMME HEALTH & SAFETY DASHBOARD

	Heating Upgrade	Lincoln Agritech	EJR Prefabs	Hudson Conversion	Building 112 Refurb
	CW0052	CW0095	CW0108	CW0110	CW0112
Activity Levels	Low Activity	Active	Active	Active	Active
Inspections Conducted	-	4 (LU)	4 (LU)	4 (LU)	4 (LU)
Lead Contractor Reports: Observations (Safety, Hazardous & Opportunity for Improvement)	1	2	-	3	-
Near Miss Events	-	-	-	-	-
No Treatment Injury	-	-	-	-	-
First Aid Injuries	-	-	-	-	-
Medical Treatment Injuries	-	-	-	-	-
Restricted Work Injury	-	-	-	-	-
Lost Time Injuries	-	-	-	-	-
Other Events e.g. Property Damage	-	-	-	-	-
Activity Summaries	Construction in NRE Offices and NRE Soil & Water. Defect remediation across campus with focus on George Forbes.	Boyd Clark: Demolition, Wall framing and insulation, first fix. Building 28: Defects.	Final inspection and handover 10 <sup>th</sup> September 2025. FFE installed 16 <sup>th</sup> September 2025.	Carpet and door hardware complete to the first floor, with carpet starting on the first floor.	2 <sup>nd</sup> fix services. Flooring to all areas. Contractor defecting.
Event Information:	1 x HO reported when two branded vans were observed parked in Orchard West Car Park.	Observations included: vehicle parked outside the fenced site and electrical cable left lying on the floor of a busy work area, presenting a potential tripping hazard.	-	Observations included: An electrical saw being used outside without RCD, site left and a worker found to be working after hours without notifying security.	-
Investigations / Corrective Actions	Observation reported to the internal PM and lead PCBU H&S Officer, requesting they observe university protocols regarding parking.	Site Manager and PM were informed, with a request to ensure sub-contractors only park to drop off tools then park in the Springs Road overflow carpark. Cable removed.	-	The Site Manager and PM were advised. They followed up with sub-contractors identified in each event. Ongoing monitoring will continue.	-

2

7

**Section 1 - Audits completed in last reporting period August and September 2025****August 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				1	
Agritech Refurbishment	HRS				4	
Accommodation: EJR Refabs x 3	DP Build				4	
Accommodation: Hudson conversion	City Care				4	
Building 112 Refurbishment	City Care				4	

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

- 1 x site visit

**Agritech Refurbishment - HRS**

- 4 x site visits

**Accommodation: EJR Prefab x 3 – DP Build**

- 4 x site visits

**Accommodation: Hudson conversion – City Care**

- 4 x site visits

**Building 112 Refurbishment – City Care**

- 4 x site visits

**September 2025**

		Audits/inspections				
		Internal Audits	External Audits	Client-led Inspections	H&S Safety Visits	PM Safety Visits
Project name	Contractor					
Agritech Refurbishment	HRS				4	
Accommodation: EJR Refabs x 3	DP Build				4	
Accommodation: Hudson conversion	City Care				4	
Building 112 Refurbishment	City Care				4	

**Agritech Refurbishment - HRS**

- 4 x site visits

**Accommodation: EJR Prefab x 3 – DP Build**

- 4 x site visits

**Accommodation: Hudson conversion – City Care**

- 4 x site visits

**Building 112 Refurbishment – City Care**

- 4 x site 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	0
Lost Time Injury	0	0	0	0	0	0	1	1	0	0	0	0	2
Restricted Work Injury	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Treatment	0	0	0	0	0	0	0	0	0	0	0	0	0
First Aid	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Injury Incident	5	3	0	0	4	1	2	4	0	0	0	0	19
Damage to Property	0	0	0	0	1	1	0	0	0	0	0	0	2
Near Miss	2	0	0	0	0	0	1	0	0	0	0	0	3
Hazardous / Safety Observations	4	4	1	0	1	1	2	9	6	0	0	0	28

## Section 2 – Summary of events reported August and September 2025

### August 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 NM/ incidents	Notifiable events
Project Name	Contractor															
AgriTech Refurbishment	HRS		1	1	4											
Accommodation: EJR Refabs x 3	DP Build											1				
Building 112 Refurbishment	City Care				1											

### September 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 NM/ incidents	Notifiable events
Project Name	Contractor															
HV Upgrade – varied sites	Air Tech			1												
AgriTech Refurbishment	HRS			2												
Accommodation Hudson Conversion	City Care				3											

### Section 3 – Commentary for August and September 2025

#### **August 2025**

##### **Campus Development Contractors working on campus**

###### **Agritech refurbishment, HRS Site**

Six events reported connected to this project as follows:

1. One opportunity for improvement occurred for sub-contractor workers inappropriate language when working on campus.

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

- The use of inappropriate language was heard and raised with the workers at the time.
  - Site manager informed and reminded this topic is covered off in the campus induction form which LU H&S team request all lead PCBU's use when inducting their sub-contractors.
2. One opportunity for improvement was for an insecure site at end of the day.

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

- Site manager informed.
3. Two opportunities for improvement for two different sub-contractors parking on campus.
  4. One safety observation related to a sub-contractor driving a branded vehicle too fast on campus
  5. One hazard observation where a branded sub-contractor vehicle, connected to this site was observed repeatedly parking on the campus, outside the fenced HRS site

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

- Site manager informed as issues were observed and reported and requested to:
  - Remind sub-contractor to park in Springs Road carpark.
  - Manage their sub-contractors.

###### **DP Build – EJR Refabs x 3**

One lost time injury, the worker had been using a power tool which he placed on the ground. He then stepped back when the blade was still running, resulting in a cut to the shin requiring a visit to the hospital and the application of 'glueing' and butterfly stitches. He had one day off work and returned to work the next day.

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

- Discussing the post-incident follow-up with the worker, the worker advised:
  - they knew they should not have placed the tool behind themselves; and
  - was mindful they needed to think ahead and plan their work better.

###### **City Care Property Building 112 Refurbishment**

One opportunity for improvement was made during the stage of reframing the internal space; timber had been reused. In reusing timber, nails had not been removed and left protruding out. These had the potential to cause harm to others working in the area.

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

- Once advised, the site manager requested the nails be removed. The hazard was then eliminated.

## **September 2025**

### **HV Upgrade – varied sites**

1. One hazardous observation related to two branded vans which were observed parked in Orchard West car park, near NRE building 18.

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

- The observation was reported to the internal PM and the lead PCBU's H&S Officer, requesting they observe University protocols regarding parking and park in the Springs Road overflow car park.

### **HRS Agritech refurbishment**

1. One hazardous observation related to a branded van parked outside the fenced site, near Annex B.

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

- The site manager and the internal PM were informed, with a request to ensure sub-contractors only park to drop off tools then park in the Springs Road overflow car park.
2. One hazardous observation was made when an electrical cable was left lying on floor of a busy work area in building 28, presenting a potential tripping hazard.

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

- Site manager informed, requesting it be moved to reduce the potential for harm.

### **City Care, Property Hudson Refurbishment**

1. One opportunity for improvement was reported when an electrical saw was being used outside, without a RCD unit attached.

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

- The site manager, PM and the internal LU PM were advised.
2. One opportunity for improvement was reported when the site was found to be unlocked with windows left open. When Security entered the site, they found a set of LU master keys lying on a ledge.  
They removed the keys and returned them to the locked key safe in NRE.

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

- They followed up with the sub-contractors identified in each event. Ongoing monitoring will continue.
3. One opportunity for improvement was reported when a worker was found to be working after hours. The Security team were not informed.

## **Section 4 – Investigations for September 2025**

An incident was reported when a contractor started work outside Ross building when the Children's University was being held. The contractor was parked in front of the building on the pedestrian pathway. The project was to install a shade sail and the work on the day was digging holes for the shade sail supports then pour concrete. Children went out in front of the building and walked into the work area as no isolation zone was in place. No harm occurred.

#### 4. Strategic and Policy Framework Implications

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

## Appendix 1: Health and Safety reporting definitions

LAG INDICATORS
<p><b>Incident/event</b></p> <p>An event that takes place and causes injury, illness, or loss of/damage to property or equipment. Events can also cause psychosocial harm.</p>
<p><b>Lost time injury (LTI)</b></p> <p>A work- related injury or illness resulting in the worker being unable to attend work for at least one or more shifts.</p>
<p><b>Medical treatment injury (MTI)</b></p> <p>A work-related illness or injury resulting in the medical practitioner administering special expertise in the management and care of a patient to combat disease or disorder, including any loss of consciousness, and including prescribing of medication that cannot be purchased over the counter without a doctor's prescription.</p> <p><i>Examples – strain or sprain resulting in physio treatment; stitches for a cut; prescription medication such as antibiotics.</i></p>
<p><b>First aid injury (FAI)</b></p> <p>An injury that is treated, or should have been treated, using a first aid kit where the person can return to work immediately after receiving treatment (i.e., cleansing and application of a self-adhesive dressing, removal of a splinter, etc.). It may also include a visit to a medical centre or GP where no specialist treatment is received (but may result in an ACC form).</p>
<p><b>Near miss (NM) Lead or Lag Indicator</b> <i>(Near Miss reporting could be described a Leading Indicator, if it is reported and analysed to prevent future incidents by identifying weaknesses in safety systems)</i></p> <p>According to WorkSafe NZ, a near miss is defined as an incident <u>that occurs</u> but doesn't lead to injury, illness, or damage.</p> <p>A near miss is an "active" circumstance, i.e. an event takes place and fortunately does not result in an injury, illness, or damage to property.</p>
LEAD INDICATORS
<p><b>Safety observation</b></p> <p>A reported safety observation is a <u>proactive</u> approach to prevent workplace incidents by identifying potential hazards and at-risk behaviours including unsafe actions and conditions through systematic observation of the work environment and activities.</p> <p>Safety observations are important in the workplace because they act as a real-time monitor and help to identify any potential hazards or unsafe practices <u>before</u> an incident or injury occurs.</p> <p>They also provide the real-time opportunity to address any unsafe conditions or practices and ensure that all workers are following safety protocols.</p> <p>Safety observations can help to identify gaps in safety training and can help to ensure that safety is a top priority for everyone in the workplace.</p> <p>Worker safety observations are critical to a workplace when it comes to:</p> <ul style="list-style-type: none"> <li>• Identification and elimination of risk exposures</li> <li>• Reinforcement of safety behaviours</li> </ul>

- Driving a speak-up culture
- Reducing worker accidents
- Implementing safety measures
- Creating awareness of the importance of a safe workplace.

#### **Opportunity for Improvement (OFI)**

A situation, condition or process that was completed safely without harm to those doing the task or others nearby, but could have been completed in a safer way, so no nonconformity or other undesirable situations occurred.

*Examples – a lab manager notes the disposable gloves used for chemical handling are too large for some of the new lab workers so they order smaller sizes so there is no risk of grip slip; creating one-way traffic flow on a work site to prevent vehicles reversing.*

#### **Other lead indicators:**

- Engagement in training programmes and workplace inductions
- Percentage of managers with occupational health and safety training
- Percentage of workers with health and safety training (includes H&S Reps)
- Frequency of health and safety meetings
- Frequency of ergonomic assessments
- Frequency of safety audits



## Vice-Chancellor's Office

Version:

# Appointment of Council Member following the 2025 Student Election

Author/s: Nathaniel Heslop

SLT Authoriser: Damian Lodge

Date: 21/10/2025

## Purpose

This report is staff generated following the conclusion of 2026 executive elections for the Lincoln University Student Association.

Council is required to appoint the person elected as the President of the Lincoln University Students' Association as a member of Council for the calendar year immediately following his or her election.

## Recommendations

That Council:

1. **RECEIVE** the information in this report.
2. **NOTE:**
  - (a) elections for the 2026 Lincoln University Student Association executive were held between 19<sup>th</sup> September and 3<sup>rd</sup> October 2025 in accordance with the LUSA Constitution.
  - (b) Student voter turnout was 12.29%
  - (c) Two candidates contested the President of the Lincoln University Student Association position.
3. **APPOINT** Ms Zara Weissenstein as a member of Council for a twelve-month term, commencing on 1 December 2025 in accordance with clause 4.1 of the Council Appointments Statute.

## 4. Executive Summary

The Lincoln University Council Constitution requires twelve members of Council of whom one member shall be appointed following an election by the students at Lincoln University.

This member of Council is appointed under clause 4.1 of the Council Appointments Statute, which states:

#### 4. MEMBER APPOINTED FOLLOWING AN ELECTION BY THE STUDENTS

- 4.1 The Council is to resolve to appoint the person elected by the student body to be President of the Lincoln University Students' Association (LUSA) as a member of Council, provided that the election was conducted in accordance with the LUSA constitution and all students were eligible to be elected and to vote in the election. Additionally, such person elected must be enrolled at Lincoln University.
- 4.2 The elected President of the Lincoln University Students' Association is to be a member of Council for the calendar year immediately following his or her election.

### Student Election

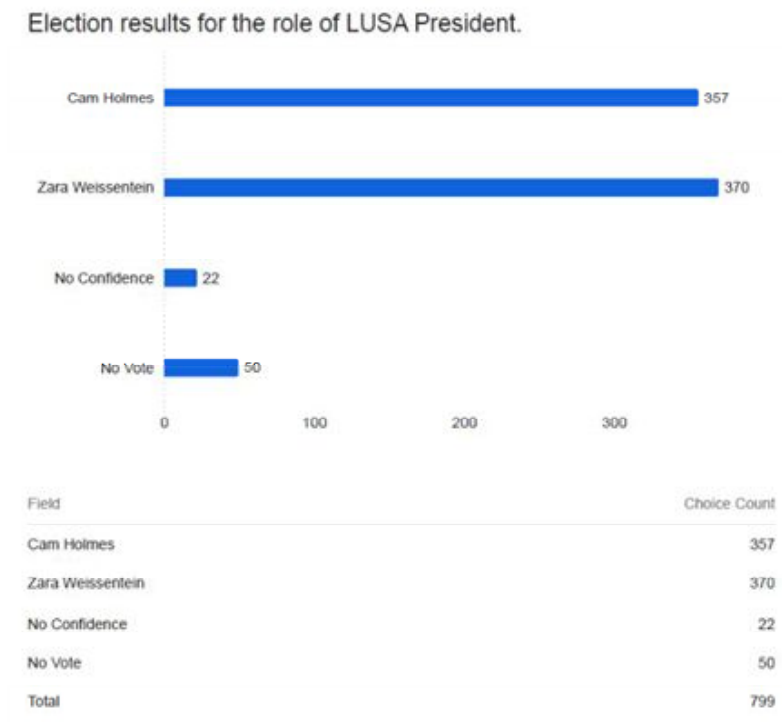
A call for nominations was made to all students on 11<sup>th</sup> September 2025 to fill vacancies in Lincoln University Student Association executive from 1 December 2025 to 30 November 2026.

Two nominations for the presidents' position were received by the nomination deadline on 18<sup>th</sup> September 2025.

Following a campaigning period between 19<sup>th</sup> September and 28<sup>th</sup> September 2025 a voting period between 29<sup>th</sup> September and 2<sup>nd</sup> October was held.

3676 voting forms were distributed to the student body. At the conclusion of the voting period 799 votes were received. This accounts for a 21.73% voter turnout, an improvement of 76% over the 2024 voter turnout (12.29% voter turnout).

The election result for the role of LUSA President was:



## 5. Resource Implications

Fees for Council members are included in the Council approved budget

## 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 checked="" 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 type="checkbox"/>
	Goal 5	An organisation focussed on meaningful partnerships	<input type="checkbox"/>
	Goal 6	Facilitating Growth	<input type="checkbox"/>

### Strategic Alignment

This report supports the Lincoln University Strategy 2019-2028 by ensuring that students are at Lincoln's core and represented at a governance level.

### Policy Consistency

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

## 7. Next Steps

The Council Secretary will inform TEC that Ms Weissenstein has been reappointed and arrange for particulars of Council to be updated on the Lincoln University website.

## Appendix A – LUSA President candidate statement

**Zara Weissenstein**



Hi everyone,

I'm Zara and I am running for LUSA president for 2025. Currently I'm studying a Bachelor of Agriculture, and have been on the LUSA exec already this year as your rainbow, EDI, and wellbeing rep. You may also know me from various other parts of campus as I am president of the LU branch of Thursdays in Black, current co-president of LUNA, and general rep for SPACE. I am also in my second year of RA in LU accommodation.

Something that is important to me is ensuring the student voice is heard. I want to push for increased student involvement in the decision-making process, including everyone's opinions in larger decisions affecting all students. Additionally, I want to work on making sure all students are aware of the decisions being made on their behalf. This will be achieved through increasing LUSA's transparency and by ensuring students are aware they can find these documents online.

Another thing I am advocating for, is a safe, inclusive, and accessible campus for all Lincoln students. I believe in a no tolerance policy for harassment and think it is imperative that LUSA works towards this goal.

Students should have somewhere to go when they are dealing with difficulties or adversities in the university. An aim of mine is to have an open door policy to be approachable and present, and to raise awareness of where help is available.

Finally, helping to deliver high-quality but financially sustainable events for students will be a focus. Now that we have managed to get 'Garden Party' reinstated for 2024, I would love that to continue for 2025. Furthermore, I want to support the work of LUSA's current clubs and to help reinstate those that have closed down over the years due to lack of exec. I would like to encourage students to adopt these clubs to bring them back to life.

Transitioning the old to new exec each year can be a difficult process. Since I am already on the LUSA exec this year I can help next year's new exec to settle into their roles easily ensuring no time is lost at the beginning of the year. This will give me the ability to center attention on plans for the future and on larger student issues that we face today and will face next year.

Thank you all for taking the time to vote for next year's student exec!

---

Zara

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:*

<b>General Subject Matter</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Grounds under section</b>
<b>EFTS Prioritisation (Course Profitability) Report</b>	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Audit, Risk &amp; Assurance Committee</b> 1. Report – business of Committee 2. Minutes from meeting on 19 August 2025 3. Internal Audit Charter 4. 6+6 Reforecast 5. 6+6 CAPEX Reforecast 6. 10 Year Financial Forecast 7. Ivey Hall Single Stage Business Case 8. NCH Funding Plan	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Ahumairaki Committee</b>		
<b>LAL Q3 Dashboard Report</b>	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
<b>Farms HoD Portfolio Report</b>	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Q3 2025 Wellbeing Report</b>	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
<b>Recruitment Report</b>	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
<b>Finance Report</b>	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)

*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), Mrs K McEwan (Executive Director People, Culture & Wellbeing), Mr D Lodge (Deputy Vice-Chancellor, Student Life), Prof. Alison Bailey (Farms HoD), Mr Travis Glare (CEO, Lincoln Agritech Limited), Tumuaki-Takirua Te Awhioraki, 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.