



LINCOLN
UNIVERSITY
TE WHARE WĀNAKA O AORAKI

LINCOLN UNIVERSITY COUNCIL

AGENDA & PAPERS

At 9:00am on Tuesday, 26 August 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>Vision </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>Purpose </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>Strategy 2019-2028</p> <ul style="list-style-type: none"> ● A distinctive, Aotearoa New Zealand, end-to-end student experience ● Improved assets and sustainable operating models ● A culture which stimulates and inspires all staff and students ● World-class research and teaching with impact ● An organisation focused on meaningful partnerships ● Facilitating student growth
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Values
Manaakitaka – Looking after people



STRATEGY GOALS

PRIORITY AREAS 2024-2028

GOAL	DESCRIPTION	PRIORITY AREAS 2024-2028
GOAL 1	A distinctive, Aotearoa New Zealand, end-to-end student experience	<ul style="list-style-type: none"> • Provide an enriching and successful experience for all students within an environment that empowers them to thrive and achieve their goals. • Ensure quality streamlined student services that are responsive and focused on supporting wellbeing and success. • Enhance student experiences for postgraduate students. • Develop research-rich graduates. • Grow graduates ready for New Zealand's future workforce
GOAL 2	Improved assets and sustainable operating models	<ul style="list-style-type: none"> • Establish a clear pathway to carbon neutrality by 2030. • Make our organisation an exemplar of sustainable practices. • Establish a flexible, agile, and effective University operational framework • Digitally enable our University
GOAL 3	A culture which stimulates and inspires all staff and students	<ul style="list-style-type: none"> • Support and nurture a culturally inclusive campus. • Embed and celebrate our Takata Whenua. • Develop a values-driven culture that fosters a sense of identity, shared purpose and commitment. • Grow our staff through early career development, professional development, and workforce planning. • Manage workloads consistent with a research-intensive, specialist university focused on the land-based sectors.
GOAL 4	World-class research and teaching with impact	<ul style="list-style-type: none"> • Accelerate research impact and relevance to the land-based sectors through sustained research excellence and collaboration. • Provide innovative academic programmes that anticipate the workforce needs of land-based sectors
GOAL 5	An organisation focused on meaningful partnerships	<ul style="list-style-type: none"> • Grow our impact through partnerships. • Develop, nurture, and promote a culture of collaboration. • Build coherence between research and education in all partnerships
GOAL 6	Facilitating student growth	<ul style="list-style-type: none"> • Meet land-based sector workforce needs and challenges • Expand our reach to a wider group of potential students. • Increase participation and engagement of Māori and Pasifika students

Council Meeting - 26 August 2025

CONFIDENTIAL



26 August 2025 09:00 AM - 01:00 PM

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9am on Tuesday 28 October 2025, in Memorial Hall, Lincoln Campus.

Karakia Timataka

Kimihia rapuhia

Whaia ki te Uru Tapu nui o Tane

Tane te waiora

Tane te wanaka

Tane te tokoraki

Putā ki te whaiao ki te ao marama

Tu te kana

Tu te maraka

Te tu hi te rarama

E noho te mataara nei

E roko whakairia ake ki ruka

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

Opening Prayer

Let us pursue and follow Tāne into the highest realms.

The sacred repository of knowledge.

Tāne, the waters of life and wellbeing.

Tāne, the repository of all knowledge and wisdom.

Tāne who propped up the heavens.

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

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

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

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

Join it, gather it. It is done!



LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

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

Bruce Gemmell

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

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

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

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

David Philip Jensen

Person and/or organization with interest	Nature of Interest
Puketiro Partnership Limited	Director and Shareholder
MyFarm Kiwifruit Fund	Chair
Eastpack Limited	Director
Merrijig 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

Person and/or organization with interest	Nature of Interest
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

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

Gabrielle Thompson

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

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

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

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

Janice Fredric

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

Professor Derrick Moot

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

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

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

Professor Grant Edwards

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

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

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

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

Puamiria Parata-Goodall

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

LINCOLN UNIVERSITY COUNCIL – REGISTER OF INTERESTS

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

Arts Council	Member, Co-Chair - Komiti Māori
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Zara Weissenstein

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

Register of interests – Senior Leadership Team – 2025

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

Updated July 2024

Council Meeting - 26 August 2025 - Disclosures of Interest

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



LINCOLN UNIVERSITY COUNCIL

Minutes of a meeting held on Tuesday 29 July 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, Dr Marjan van den Belt, Prof. Grant Edwards, Puamiria Parata-Goodall, Gabrielle Thompson, David Jensen, and Zara Weissenstein (each a Council Member).

Via MS Teams: James Parsons, Liz Hill-Taiaroa

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: None.

Meeting started at 8:58am.

1. Welcome/Karakia/Apologies

The Chancellor welcomed Councillors to the meeting and invited Puamiria Parata-Goodall to open the meeting with karakia.

2. Disclosures of interests

The Register of Interests was NOTED.

3. Confirmation of the Previous Meeting Minutes

Council RESOLVED:

To confirm the minutes from the Council meetings held on 24th 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 advised Council:

- **Bioeconomy Science Institute Headquarters:** The new Public Research Organisation will be co-located at Lincoln in the AgResearch building, enhancing collaboration and research opportunities.
- **International Engagement:** A delegation from ABRUEM (Brazilian universities) visited to explore partnerships in agriculture, commerce, and Indigenous climate research.
- **Decarbonisation Initiatives:** Ministers Simon Watts and Nicola Grigg toured Lincoln's sustainability projects, including the Energy Farm and solar infrastructure.
- **Student Success:** Lincoln achieved the highest course completion and retention rates nationally, with strong outcomes for Māori and Pasifika students.
- **Recruitment and Orientation:** Six regional information evenings and the largest-ever Hui Whakatuwhera Open Day were held, with high satisfaction rates.
- **Accommodation Expansion:** Hudson Hall renovations will add 78 beds by Semester 1, 2026.

In response to the report Council:

- discussed the composition of the Bioeconomy Science Institute leadership and endorsed early engagement with its executive leadership
- acknowledged that Universities New Zealand is leading discussions with the goal of developing a collaborative framework between universities and public research entities.

Resolution

That Council:

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

Resolution

MOTION CARRIED

7. LUSA Report

The LUSA President informed Council:

- Orientation was successful and well attended
- Planning is underway for Te Huinga Taurira 2025
- LUSA is reviewing its strategic plan through student surveys and working groups, aiming to launch a new plan for 2026-2028.

Council discussed the planning and financial envelope for 2025 Garden Party, expressing support for this flagship student event, and strengthening community relations through continued development of the Community Mitigation Plan.

Resolution

That Council:

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

Resolution

MOTION CARRIED

8. Academic Board Report

Prof Grant Edwards informed Council of the business of Academic Board.

- Approval of new courses (ACEN 601 and AGRI 602).
- Policy updates and course health checks.
- Endorsement of the Master of Bioprotection programme.

The Vice Chancellor introduced Assoc. Prof James Ross to speak to the Master of Bioprotection:

- The program has been renamed for clarity and marketability
- A mid-year entry option has been added to attract international students
- Incorporate a pathway to PhD to retain students interested in research.
- Targeting 15-20 students annually.

Council acknowledged the programme's alignment with Lincoln's land-based specialisation and strategic goals.

Council expressed concern the proposal lacked sufficient financial detail and emphasised the need for clear financial interrogation of course proposals going forward.

The assumption was that SLT were assessing financial viability of courses. Changes to funding allocation mean it is appropriate for SLT to interrogate the financial viability of a proposed course against the Course Profitability Framework being developed.

Council expressed desire for assurances in future reports that profit margins have been assessed against the Course Profitability Framework and that a feedback loop, is incorporated into reporting to measure whether a course is delivering on its expected benefits (projected numbers and financials versus actual).

Resolution

That Council:

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

Resolution

MOTION CARRIED

9. People and Culture Committee Membership Election

The Chancellor acknowledged the three expressions of interest in membership of the People and Culture Committee and that Council had appointed David Jensen as a representative of the Appointment and Remuneration Committee (REM Committee) to the People and Culture Committee at its meeting in June.

The Chancellor proposed that James Parsons, who is also a member of the REM Committee, take the REM Committee's representative seat on the People and Culture Committee.

This arrangement would allow the remaining two nominees to fill the two available seats on the People and Culture Committee without requiring a formal election process.

Council members agreed unanimously, and the Chancellor thanked David for his flexibility and congratulated all nominees.

Resolution

That Council:

1. **REVOKE** the appointment of David Jensen to the People and Culture Committee.
2. **APPOINT** James Parsons, Michelle Ash, and Marjan van den Belt as members of the People and Culture Committee for a two-year term until 28 July 2027.

Resolution

MOTION CARRIED

10. 2026 Council Meeting Schedule

The Council Secretary presented the report to Council noting:

- People and Culture Committee (PNCC) will meet on the same day as Āhūmairaki to streamline governance and reporting cycles
- All committee meetings will be held online via MS Teams to reduce costs and improve accessibility, unless otherwise requested by the Chairperson.
- The schedule was developed in consultation with the Senior Leadership Team, Committee Chairs, and regular report authors to ensure alignment with operational and governance priorities.

Resolution

That Council:

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

Resolution

MOTION CARRIED

11. Human Ethics Committee Membership Appointment

The report was taken as read. Council noted:

- Dr Arbouw has served on Lincoln University Human Ethics Committee since 24 August 2022.
- She has confirmed her willingness to continue serving.
- This would be her second and final term, unless Council grants an exceptional third term.
- The Vice-Chancellor supports the renewal, citing Dr Arbouw's valuable contributions and alignment with the committee's needs.

Resolution

That Council:

1. **RECEIVES** the information in this report.
2. **APPOINT** Dr Paula Arbouw to LUHEC for a further three-year term from 25 August 2025.
3. **NOTE** this will be Dr Paula Arbouw's final term unless renewed by exception.

Resolution

MOTION CARRIED

12. Health and Safety Report

The Health and Safety manager advised Council:

- No serious harm events occurred in June.
- One lost time injury in May due to smoke exposure from a Plant & Food Research (PFR) burn-off near campus.
- Three medical treatment cases related to the same incident.
- Two property damage events due to flooding and leaks, notably George Forbes, during weather event.
- One trip hazard reported by a contractor
- Notifiable incident by external catering contractor, slipped on steps and broke their arm. Council endorsed action to look at surface and see what, if any, rectification to surface is possible.

A significant incident involving an edge trimmer striking a live unprotected electrical wiring occurred during the reporting period. The incident is under investigation by the relevant contractor and property services.

Council noted this is the third recurrence of a service strike, indicating a concerning trend, and requested the investigation report be brought back to Council.

Council members who participated in Observation Safety Visits verbally reported to Council. The Chancellor requested Council members to provide a written

*Action: Health
& Safety
Manager*

record of any observation visit they participate to the Executive Director of People, Culture, and Wellbeing and Health and Safety Manager who will incorporate comments, as appropriate, into the Health and Safety Report.

Waimarie Smoke Event (28 April 2025):

- PFR conducted a burn-off that inadvertently included 24 coach seats, releasing toxic smoke.
- Smoke infiltrated the Waimarie Building, affecting staff health.
- PFR acknowledged responsibility and committed to reimbursing medical costs.
- The filtration system in Waimarie was found inadequate and has since been upgraded.
- The incident prompted a review of burn-off protocols and inter-agency communication.

Ventilation system installed correctly but failed to shut down or filter the smoke adequately. Council requested follow-up report from property group about Waimarie building.

Action:
Property
Director

Management confirmed there is ongoing support to staff affected by this incident.

Council emphasized the importance of shifting from a reactive to a preventative safety culture.

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:

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

I move also that: Prof Chad Hewitt (Provost), Prof Merata Kawharu (Deputy Vice Chancellor, Māori and Pasifika), Mrs E Rooney (Finance Director), Mrs S Roulston (Chief Operating Officer), Mr D Lodge (Deputy Vice-Chancellor, Student Life), Tumuaki-Takirua Te Awhioraki, 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

Puamiria Parata Goodall led the closing karakia.

The meeting closed at 12:06pm.

The next meeting is scheduled for Tuesday, 26th August 2025 at 9:00am and will be held in Memorial Hall, Ivey West at Lincoln Campus.

CONFIRMED THIS 26th DAY OF August 2025

BRUCE GEMMELL
CHANCELLOR

Council Meeting - 26 August 2025 - Matters Arising from the Minutes

Action Number	Action Summary	Action Type	Originating Meeting	Destination Meeting	Responsibility	Due Date	Notes
Completed Actions since 26 July 2025							
	Property Services Investigation into Ventilation Systems		Council	Council in Committee	Hunter, Steve	29/08/2025	Property Group relayed their finding to H&S Manager to address in the Investigation Report he will present to Council In-Committee in August 2025
In Progress							
	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



Vice-Chancellor's Report to Council

August 2025

Growing our impact through partnerships

One year after launching our transformative Joint Institute with Huazhong Agricultural University (HZAU) in Wuhan, our partnership is thriving. The Institute currently offers four joint degree programmes, including the Master of Environmental Policy and Management; Bachelor of Science (Conservation and Ecology); Bachelor of Commerce (Horticulture); and Bachelor of Viticulture and Oenology. The partnership provides a resilient model for international collaboration, ensuring long-term funding and offering stability against challenges such as border closures. With an enrolment capacity of 1,000 students, the Institute has significant potential to expand both the partnership and the variety of programmes offered.

In August, the University hosted a delegation from HZAU led by their Vice-President Professor Qing Ping. The group met with our faculty staff members involved in developing and monitoring the joint programmes, and toured the University's teaching facilities, research laboratories and student social spaces. Discussions focused on teaching, academic quality and quality assurance, while new research collaborations were also explored. The Chinese Consul Xu Li and Education Consul Mr Shen Jian also attended some of these sessions.

The Institute creates additional pathways for HZAU postgraduate students to study at Lincoln University and fosters a staff exchange programme. This component is crucial for encouraging global exchange of knowledge and innovation within land-based sectors. While students in the joint programmes complete their studies in China, they graduate with degrees from both universities. The inaugural cohort of 220 students began their studies in August 2024, and we welcomed 20 students to our campus for a visit in August. This visit provided them with a valuable firsthand experience of our facilities and academic environment.

Strengthening our reputation in the land-based sectors

To enhance our reputation and increase the impact of our work in the land-based sectors, we are focusing on showcasing our collaborations with key partners and demonstrating the tangible, real-world impact we are jointly creating. The aim is to increase stakeholder understanding of the challenges, opportunities and advancements in the land-based sectors, thereby highlighting the significance of our education and research at Lincoln University.

To showcase the university's collective expertise and impact, we launched the State of the Land project at the start of the year, led by the Vice-Chancellor. This new initiative is built around five core activities:

- **State of Land Reports:** A series of independent, evidence-based publications that analyse trends and challenges in the land-based sectors.

- **State of Nation** - Land Address: An annual event focused on the intersection of agriculture and the environment.
- **State of Land - Debate**: A forum where thought leaders can discuss pressing sector challenges.
- **State of Land** - Connecting and Community: A series of events fostering networking and discussion on topical issues.
- **State of Land - Excellence**: A platform showcasing the research outputs of our professorial staff

So far, the State of the Land initiative has hosted six Excellence events, six Vibe Events and one Innovation Series, drawing over 512 attendees. These attendees included industry professionals, students, academics, PROs and government representatives, and farmers, from over 20 different businesses. The high-level theme across all events has focused on the future of land use.

Ministerial visit

During a recent visit to Lincoln University, the Minister of Science, Innovation and Technology and Minister for Universities, Hon. Dr. Shane Reti, viewed the new commemorative plaque for the George Forbes Student and Visitor Centre, which he officially opened in March. Accompanied by Selwyn MP Nicola Grigg, the ministers met with the Vice-Chancellor for a general discussion about the future of the university sector and opportunities for research collaborations throughout New Zealand's science system. The visit concluded with a presentation from Professors Chad Hewitt, Amanda Black, and Distinguished Professor Philip Hulme on Bioprotection Aotearoa, which provided an overview of the critical work the Centre is doing to safeguard productive ecosystems in Aotearoa and the wider Pacific region from biological threats.

Providing an enriching and successful student experience

Lincoln University has launched a new Centre for Geospatial and Computing Technologies within the Faculty of Environment, Society and Design. The centre will increase the visibility of the University's geospatial and computing disciplines while fostering greater collaboration with other universities and industry, both in New Zealand and internationally. It will also serve as a hub for education programmes and research focused on cutting-edge technology directly related to the land-based sectors. In response to the growing demand for expertise in AI, a new Master of AI for Land Use will be available soon, pending approval by the Committee on University Academic Programmes. The new programme will examine generative AI and machine learning, exploring how their application can benefit the land-based sectors. Students will graduate with technical skills, as well as an understanding of the cultural and ethical issues associated with using AI.

The University hosted its fourth annual Food and Fibre Awards and Networking Dinner on 15 August. Twenty sponsors supported this year's event, with around 245 guests attending, including staff, representatives from major food and fibre businesses and top students from our food and fibre programmes. The Food and Fibre Awards is one of the key networking events on Lincoln University's calendar, providing students with the opportunity to meet and talk with food and fibre professionals and prospective employers, while celebrating some of the most outstanding achievements of the academic year.

This year marks the 20th anniversary of Lincoln University's Future Leader Scholarship programme. To commemorate the milestone, a reunion and networking event was recently hosted for Future Leader alumni and current scholars. The event was well attended and provided a valuable opportunity for students to connect and celebrate the programme's enduring legacy. Beyond offering financial support, the Future Leader programme is instrumental in cultivating student leadership potential. Future Leader scholars play a key role in supporting campus events, leading University initiatives and contributing to social and environmental sustainability projects in the wider campus community.

[Update on our Campus Development Programme](#)

Lincoln University announced that the construction of a new whare is set to begin this month on campus. The new whare is scheduled for completion in May/June 2026. This significant milestone follows two years of intensive work, including a design by Warren and Mahoney and quantity surveying by Rhodes and Associates. Throughout the planning process, in addition to contributions from mana whenua, community groups were also involved, including staff, students, LUSA and Te Awhioraki Māori Students' Association, held in 2024 to help shape the vision and design for the new whare.

While the Te Whare Wānaka project was developed as part of a broader campus master planning, it also represents a concerted effort to embed Te Tiriti o Waitangi on campus and to create a space that proudly shares Māori values with the University community. As a Whare Manaaki, the new facility will provide a space for teaching, learning, ceremony and welcome. It is designed to serve all students and staff as a place to build relationships and participate in campus life within a setting grounded in tikanga. The new whare will also become a vibrant hub for the wider community.

The chosen site for Whare Wānaka is to the east of the George Forbes Building, alongside the University's new [Student and Visitor Centre](#) entrance. It will replace the existing Whare Wakakotahi, a poorly insulated and outdated prefab that is no longer fit for purpose.



Kia ora koutou

Semester two is coming along well with elections for both LUSA and Te Awhioraki having been announced to the student body via emails, the RAM magazine, social media, and posters, as well as garden party having been announced and ticket sales started. LUSA is continuing to look into outside support for Garden Party such as sponsorships for the free food we hand out etc.

Te Awhioraki is in full swing preparing their kapa haka bracket for Te Huinga Taurira and Te Wiki o Te Reo Māori. Fifteen students will travel to Waikato University in September to participate in Huinga, returning to the event after not attending last year. Kapa haka practices have been held twice a week, with a full-day noho planned for the final week of term.

From 11–13 August, the Tumuaki Takirua accompanied Hirini Tane on a visit to four secondary schools in Northland, connecting with Māori students about tertiary pathways after graduation and what Lincoln can offer them. It was an important step in building relationships with these schools as there was little awareness of Lincoln as a tertiary option. We received a positive response from the students, majority of whom were year 11 and 12 more practical learners from rural backgrounds.

Preparations are also underway for our Taukaea Taurira haerenga, to be held with UC and Otago Māori Student Associations in Dunedin during the mid-term break. This event will allow our taurira to connect with students from other universities ahead of Huinga.

Discussions have continued around giving incoming Māori and Pasifika scholarship students the option of living in close quarters with each other in the new wing of Hudson Hall, which will be trialed in 2026. We have received encouraging testimonies from students of Victoria University who are currently in Māori student accommodation, which evidently corresponds with Ngāi Taurira's (Victoria's Māori Student Association) high engagement and positive Māori student experience.

With the unfortunate cancellation of Te Manutaki's Te Ahu Pātiki marae noho, it is important for Te Awhioraki to ensure there is still a number of exciting kaupapa and spaces for our taurira to continue to engage with and participate in during the last term.

The course rep feedback to the deans meetings were held recently, and saw great turnouts of reps coming to provide both good feedback and constrictive criticism. This was great to see with our additional staff member who started in her role (student communities coordinator) at the end of last year having a great effect on rep numbers. We and the deans have taken all the feedback and look forward to closing the feedback loop so the students know their feedback has made a difference.

LUSA's strategic plan process is also well underway with a survey having been sent out to all the students and pushed via a free food event. The data collected is currently being processed, after which we will take all of the information to our strategic plan working group.

On a very exciting note, LUSA has been very excited to have the service level agreement between us and the university signed recently. It has been an amazing process working with Tim Lester to get that sorted in a way that benefits both parties. Thanks for the incredible mahi.

We hope you are all staying warm and dry.

Ngā mihi
Grace, Halle, & Zara



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MEMORANDUM

To: Lincoln University Council

CC: Dr Hamish Cochran

From: Sonja Wilkinson

Date: 13 August 2025

Subject: Notes to Council Conferrals for 26 August 2025:

The Council Conferment of Degrees, Diplomas and Certificates Report includes one conferral with a recommended backdated award date:

Wayne Robin Tomlinson (1003377)

A backdated award date of 12 May 2000 is recommended for the award of the Bachelor of Applied Computing for Wayne Robin Tomlinson.

Wayne completed his degree in December 1999 but never completed the graduation process to have the qualification conferred at the time. He has recently been in contact to request his parchment and transcript.

The recommended award date of 12 May 2000 is the next annual graduation ceremony date following his academic completion in 1999 and better reflects the age of the degree completed (26 years ago).

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Vice-Chancellor's Office

Version:

Conferral of Degrees, Diplomas and Certificates 26 August 2025

Author/s: Sonja Wilkinson / Hamish Cochrane

SLT Authoriser:

Date: 19/08/2025

1. Purpose

Submission of graduand names for conferment of degrees, diplomas, and certificates by Council on 26 August 2025.

2. Recommendation

That Council resolves to approves the following awards:

Doctor of Philosophy

Shachi **Bahl**, in Landscape Architecture
Siyu **Wang**, in Soil Science
Zhenzhen **Zhao**, in Finance

Master of Applied Computing

Alex Mungpang **Chang**, Distinction
Christopher Edward **Darby**, Distinction
Jianchang **Hong**, Distinction
Qinyun **Lan**, Distinction
Lim Fang Chi, Distinction
Naison **Muchena**, Distinction
Xuan Thanh **Nguyen**, Distinction
Danfeng **Peng**, Distinction
An **Wang**, Distinction
Yu Mengjun, Distinction
Minjuan **Zhang**, Distinction
Ying **Zheng**, Distinction
Huiyuan **Cao**, Merit
Dai Lin, Merit
Xiaojiao **Huang**, Merit
Hankun **Jiang**, Merit
Pei Ni **Lee**, Merit

Ye **Li**, Merit
Xinhao **Liu**, Merit
Mirra **Manikkam**, Merit
Chang **Mao**, Merit
Sedighe **Raisian Zadeh**, Merit
Jiahui **Tan**, Merit
Pengfei **Zhang**, Merit
Wenjie **Zhu**, Merit
Dingyang **Zuo**, Merit
Yuan **Lu**
Jiali **Yan**

Master of Business in Finance

Jitesh Kumar, Distinction
Hui Hui Lee, Distinction
Tang Yaxin, Distinction
Xinyi **Wang**, Distinction
Deyu **Zhang**, Distinction
Yuhong **Chen**, Merit
Xiaonan **Dong**, Merit

Master of Business in Global Management and Marketing

Elliott Harry **Binks**, Distinction
Ting **Chen**, Distinction
Jack Stewart **Engel**, Distinction
Kyle **Houston**, Distinction
Lijun **Hu**, Distinction
Caidi **Jiang**, Distinction
Yang **Liu**, Distinction
Olivia Jane **Livingstone**, Distinction
Jihwan **Moon**, Distinction
Roosa Sofia **Räsänen**, Distinction
Steven Edward **Veix**, Distinction
Xue **Yu**, Distinction
Ziyi **Yuan**, Distinction
Yu **Zhong**, Distinction
Zhixuan **Cao**, Merit
Chen Tianlin, Merit
Muchao **Cui**, Merit
Abdel Elgadir Abbas Mohamed **Elshiekh**, Merit

Weiyi **Gao**, Merit
Muyun **Sun**, Merit
Pik Lee Rachael **Wong**, Merit
Jiajia **Xu**, Merit
Peijie **Zhang**, Merit
Shan **Zhang**, Merit
Maico Luis **Lenhard**

Master of Environmental Policy and Management

Komal Sangita **Devi**, Merit
Anagha **Manoj**, Merit
Greg **Kinimete**

Master of Fintech and Investment Management

Dandan **Li**, Distinction
Shun **Lyu**, Distinction
Jia **Xu**, Distinction
Zhanpeng **Deng**, Merit
Cera Jayne **Dernhagen**, Merit
Haixia **Du**, Merit
Tingting **He**, Merit
Ping **Li**, Merit
Siqi **Liu**, Merit
Weixing **Mo**, Merit
Zhihao **Song**, Merit
Lu **Sun**, Merit
Zhuoyin **Teng**, Merit
Mingzhi **Xu**, Merit
Qianqian **Yu**, Merit
Lian **Zhang**, Merit
Mingyan **Chen**
Siyu **Qian**

Master of International Nature Conservation

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

Francesco **Bini**
Haaken Zhong **Bungum**

Master of Management in Agribusiness

Tessa Mary **Broad**, Merit
Juan Martin **Cisneros Masari**, Merit

Master of Precision Agriculture

Ayesha **Khan**

Master of Professional Accounting (CPA)

Malone **June**

Master of Science

Marion Lisa **Dumaine**, First Class Honours, in Soil and Environmental Science
Samantha Ann **Mills**, First Class Honours, in Soil Science

Master of Science in Food Innovation

Kexin **Yang**, Distinction
Jiadong **Gao**, Merit
Anju **Shinin**, Merit
Minghui **Wang**, Merit

Master of Sport and Recreation Management

Louis Maurice Mohio Morrell **Gunn**, Distinction

Postgraduate Diploma in Agricultural Science

Angus Grant **Gilbert**, Distinction

Postgraduate Diploma in Applied Science

Neeru **Kedia**, Distinction
Zhenkun **Chen**
Chih-Lin **Pai**

Postgraduate Diploma in Environmental Management

Cristiane **de Moraes Ramos**
Nicole Alexis **Peurifoy**
Monmoyuri **Sarma**
Haoran **Tao**
Li **Zhang**

Postgraduate Diploma in Land and Society

Georgia Mary **Allfrey**

Postgraduate Diploma in Parks, Recreation and Tourism

Min **Huan**

Postgraduate Certificate in Applied Science

Wathsala Kumari **Abeywickrama Dhanapala**, Distinction
Laura Amy **Beales**, Distinction
Owen James **Gibson**, Distinction
Eshwar Reddy **Cholleti**
Katherine Elizabeth **Marshall**
Connor James **Sawyer**
Sam **Zoweir**

Postgraduate Certificate in Commerce

Amanda Kate **Hamilton-White**, Distinction
Hamish Michael **Smith**, Distinction
Yi **Zhang**, Distinction
Christopher Benjamin Hugh **Adamson**
Karalee Jessie **Connell**
Pavithra Nirmani Kumari **Herath**
Raj Deepak **Karekar**
Kate Elizabeth **Kellick**
Haifeng **Lin**
Yihua **Lin**
Napat **Pawapootanon Na Mahasarakham**
Matthew David William **Shea**
Willow Eve **Trolove**
Penelope Gabriella Mary **Young**

Postgraduate Certificate in Environmental Management

Katherine Eleanor **Constance**, Distinction
Tzer-Yang **Yu**, Distinction
Gayan Chaturanga **Hettige**
Sophie Amelia **Overdevest**
Larisa Ann **Taylor**

Postgraduate Certificate in Parks, Recreation and Tourism

Michael Barera **Sihombing**, Distinction

Graduate Diploma in Commerce

Hanyu **Jin**, Distinction

Graduate Diploma in Tourism Management

Shiyao **Du**

Bachelor of Applied Computing

Wayne Robin **Tomlinson**

(Conferral date of 12 May 2000)

Bachelor of Commerce

William Jon **Doecke**, Marketing Major
Dong Junhao, Food and Resource Economics Major
Kecheng **Hu**, Food and Resource Economics Major
Ruoxi **Li**, Food and Resource Economics Major
Meng Zixun, Food and Resource Economics Major
Xumeng **Wu**, Food and Resource Economics Major
Yang Zhuoheng, Food and Resource Economics Major
Yiwei **Zhu**, Marketing Major
Yue **Zhu**, Food and Resource Economics Major

Bachelor of Commerce (Agriculture)

Finn Joseph Wards **McCabe**

Bachelor of Environmental Management

Benjamin Harry **Blackwell**

Bachelor of Land and Property Management

Madison-Anne **Davis-Donnelly**, Urban Valuation and Property Management Major,
Economics Major

Bachelor of Science

Ziwei **Guo**, Food Science Major
Hongshi **Li**, Food Science Major
Wentao **Liu**, Food Science Major

Diploma in Agriculture

Angus George **Jemmett**
William Jack **Matthews**
Mikayla Mary **Wycliffe**

Diploma in Applied Science

Austin Joy **Augustine**
Montana Rose Elizabeth **Hewson**

Diploma in Natural Resources

Austin Joy **Augustine**
Jone Masirewa **Rova**

Diploma in University Studies

Hayley Emma **Reid**
Neil **Van den Berg**
Bella Rozina **Van Miltenburg**

Motion Carried / Motion Not Carried

Dr Hamish Cochrane
Director, Student Administration and Student Health
13 August 2025



Vice-Chancellor's Office

Version: 2

Health and Safety Report

Author/s: Health and Safety

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

Date: 19/08/2025

1. Purpose

This report for the month of July 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 - Incident Case Report

3. Recommendations

That the following are noted:

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

4. Executive Summary

Contractor to Food and Beverage Incident:

- July produced one Medical Treatment Injury involving a worker from a LU Food and Beverage Employment Agency following a slip on a wet drainage strip located in the Grounded area entrance, resulting in a lower arm break. This incident was Notified to WorkSafe by the employment agency. The worker received care and first aid at the scene by LU HSW Manager before being conveyed to hospital by LU catering staff member. The worker is recovering well and undertaking light work duties.

The following fire safety events occurred in July:

- 9 July: George Forbes Building, staff member task lamp with an ill-fitting shade smoldered causing the building fire alarm to activate, FENZ attendance and the building evacuated. Investigation is completed. Safety Alert from HSW Manager pertaining to task lamps and heater safety communicated through LU Hub page and Safety Committee meetings.
- 21 July: Monday morning, a staff member arrived at work to find a wall mounted electric heater had fallen from its securing mounts causing heat damage to a lino floor covering and the room full of smoke. Upon inspection, it appears that the wall mounting bracket failed causing the heater to fall to ground. Fire detection alarms did not activate. Immediate actions included turning off the power source to the heater, ventilating the room and ensuring other areas were not affected by the smoke. PS removed the affected heater, inspected all other heaters for security and replaced the floor covering. An investigation is nearing completion as to why fire alarms did not activate.
- PS were reminded on 19 August to provide the investigation close out report.

Note: HSW team are focussing on fire safety and will communicate appropriate information via the Hub, Safety Committee Meetings, Student Services and Property Services.

Investigation Update:

Cable Strike:

- 21 May: LU Grounds Team worker using weed whip device strikes electricity service. No injury sustained.
- Bus shelter cable fitted by a Leigh's Construction electrical sub-contractor not adequately protected from external impact.
- Event Failings: Incident not reported for two days, documents not approved prior to commencement of works, works not signed off after installation.
- Corrective actions: ensure all completed electrical works are inspected and signed off to a compliant standard, engage competent electricians and carry out correct procedures prior to commencement of electrical.
- Status: Closed

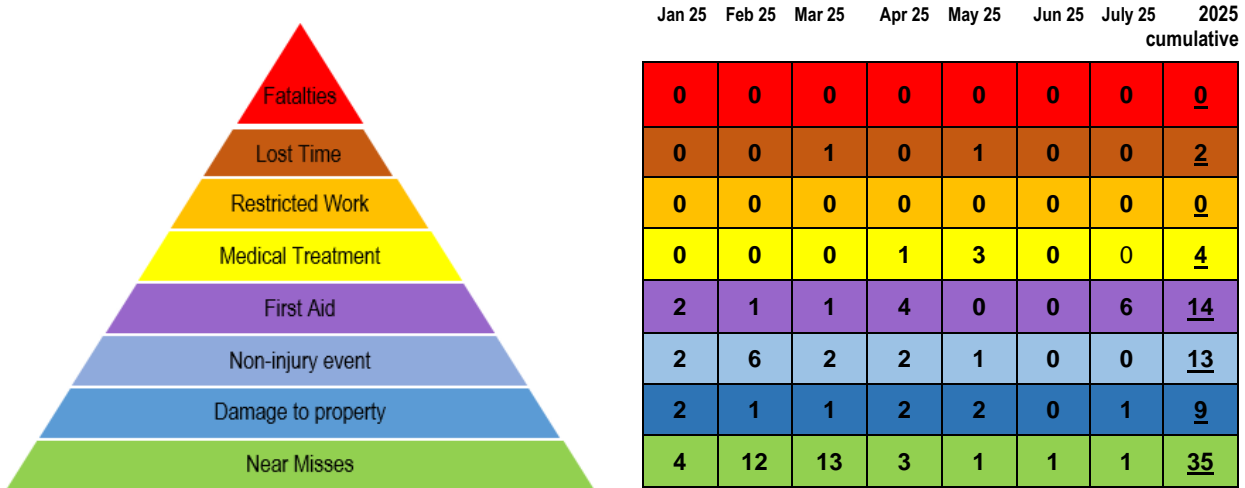
Waimarie Smoke Update:

- Health and Safety Investigation completed with causation analysis and corrective action details. (Please refer to appendix 1)

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.



First Aid treatments: x 6

- 1 x strained thumb.
- 1 x student altercation – minor injuries.
- 1 x eye discomfort dust particle.
- 1 x sport injury.
- 1 x cut from broken window.
- 1 x back strain.

Damage to property: x 1

- 1 x Lino scorch from fallen heater.

Near misses: x 1

- Slip.

Health and Safety Committees

Committee	Next meeting
University H&S committee <i>(Representation from Faculties, Service Areas, Business Units)</i>	19 August
AGLS sub-committee	27 August
Property Services sub-committee	TBC
Catering sub-committee	TBC

Health and Safety Critical Risk Elements

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

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

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

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

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

Lincoln University Campus Development Programme Dashboard



July 2025

Programme Sponsor: Susie Roulston

Programme Lead:

Alistair Pearson

PROGRAMME HEALTH & SAFETY DASHBOARD

	Classhouses CW0035	Forbes Stage 3 CW0037	Heating Upgrade CW0052	Lincoln Agritech CW0095	EJR Prefabs CW0108	Hudson Conversion CW0110
Activity Levels	Low Activity	No Activity	Active	Active	Active	Active
Inspections Conducted	-	-	5 (LU)	5 (LU)	5 (LU)	5 (LU)
Lead Contractor Reports: Observations (Safety, Hazardous & Opportunity for Improvement)	-	-	1	4	-	-
Near Miss Events	-	-	-	-	-	-
No Treatment Injury	-	-	-	-	-	-
First Aid Injuries	-	-	-	-	-	-
Medical Treatment Injuries	-	-	-	-	-	-
Restricted Work Injury	-	-	-	-	-	-
Lost Time Injuries	-	-	-	1	-	-
Other Events e.g. Property Damage	-	-	-	-	-	-
Activity Summaries	Project in close out. Systems commissioning completed.	Project in close out. Code of Compliance documentation submitted, awaiting issue from Selwyn District Council.	Construction in NRE Offices and NRE Soil & Water.	External windows installed. Roof replacement near completion. Wall linings installed, plastering in progress.	Exterior painting, stopping, drainage risers and trim all progressing.	All wall and ceiling framing, insulation, structural steel and first fix services are completed throughout all floors.
Event Information:	-	-	1 x OFI reported of workers using inappropriate language in the external Forbes plant room.	1 x LTI when a subcontractor was cut by roofing iron when person assisting with the handling of sheet stopped moving and edge of sheet cut the calf.	-	-
Investigations / Corrective Actions	-	-	It was advised that the lead PCBU PM spoke to the team of subcontractors reminding them to improve their tone and language.	The LU H&S Advisor discussed with site manager about requesting the subcontractor team use a different handling process.	-	-

1

Section 1 - Audits completed in last reporting period July 2025

July 2025		Audits/inspections				
		Internal Audits	External Audits	Client-led Inspections	H&S Safety Visits	PM Safety Visits
Project name	Contractor					
HV Upgrade – various sites	Air Tech				5	
Agritech Refurbishment	HRS				5	
The Lodge	City Care				2	
Accommodation: EJR Refabs x 3	HP Build				5	
Accommodation: Hudson conversion	City Care				5	
Building 12 Refurbishment	City Care				1	

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

- 5 x informal visits past site

Agritech Refurbishment - HRS

- 5 x informal visits past site

The Lodge – City Care

- 2 x informal visits past site

Accommodation: EJR Prefab x 3 – HP Build

- 5 x informal visits past site

Accommodation: Hudson conversion – City Care

- 5 x informal visits past site

Building 112 Refurbishment – City Care

- 1 x informal visit past site

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	0	0	0	0	0	1
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	0	0	0	0	0	15
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	0	0	0	0	0	13

Section 2 – Summary of events reported July 2025

July 2025		Lead Indicators					Lag Indicators											
Project Name	Contractor	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 illness/ injuries	Notifiable events	
HV Upgrade – varied sites	Air Tech				1													
Agritech Refurbishment	HRS	1	1		2							1						

Section 3 – Commentary for July 2025

Campus Development Contractors working on campus

Agritech refurbishment, HRS Site

Five events reported connected to this project as follows:

1. One lost time injury occurred on 14 July 25, when a sub-contractor worker received a cut requiring stitches to his lower leg caused by handling roofing iron resulting in one day LTI.

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

- LU was not advised of this injury until a week later. Poor communication resulted in this event not entered to RM in a timely manner. The topic of reporting all events to LU on day of occurrence was covered during inductions.
 - Post event, the LU H&S Advisor discussed with the site manager about improving process. The lead PCBU concurred and spoke to the team.
2. Three events (two Opportunity For Improvement and one Safety Observation) regarding working at height on a scaffold: (i) without a safety harness; (ii) without a hard hat chin strap and (iii) no head protection (hard hat or bump cap) whilst working on scaffold. All three observations are considered medium to low risk with potential for harm from falling from height.

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

- Working at height unsafe behaviours resulted in stoppage of works to allow safety advice by H&S Advisor. Details of the event were forwarded to relevant site manager and PMs. No further observations of similar behaviour have been reported. Ongoing monitoring continues until working at height activities are completed. This topic will be included in all contractor inductions.
3. One hazard was reported when a tar-like substance was discovered on the former Engineering Workshop floor resulting in stopping work until appropriate testing was completed. Results were negative and work resumed.

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

- Regarding the tar substance, no additional controls were required to be put in place following its discovery

HV Upgrade, Airtech – Forbes site

One opportunity for improvement event reported where workers using inappropriate language (including swearing) in the external Forbes plant room. This was heard by the LUSA team working in their office. This is the third time a similar event has been reported by the same lead PCBU and their sub-contractors in the same work area.

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

- The lead PCBU, Airtech, Project Manager and the LU-engaged external PM were informed immediately of this repeated unacceptable behaviour who contacted the workers informing them that this behaviour is not acceptable whilst operating on a LU project and must stop immediately.

Property Services Contractors working on campus

Seven events were reported as occurring to non-CDP contractors as follows:

1. One opportunity for improvement reported when a contractor's worker (HPAC) suggested the implementation of a barrier when descending stairs on the Forbes level 1 roof.

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

- This positive safety observation was passed onto the engineering team to fabricate and install a suitable stairway barrier.
2. Two safety observations were reported: (i) FENZ Reported a wooden door wedge in the Waimarie plant room propping the door open; and (ii) about 11pm, Allied Security reported a wall mounted heater had been left on in The Lodge during renovations.

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

- (i) The wooden wedge propping a fire door open was discovered by FENZ during a training session in Waimarie, it was immediately removed. Painting sub-contractors working on the roof of Waimarie were the likely suspects in propping the door open. The lead PCBU (Leighs Construction) were asked to remind the sub-contractor (Dermott's Painters) to not prop open fire doors. A reminder not to prop open fire doors be included in all contractor inductions going forward.
 - (ii) It is likely the heaters were left on to help dry paint. The contractor, City Care, was reminded (by email) to ensure all heaters and other electrical appliances are turned off before leaving any work area at the end of the workday.
3. Two hazards were reported involving Pro-wash (cleaning contractor): (i) working unsafely at height (too close to edge of roof without a harness or barrier in place; and (ii) a hose was left lying across a doorway, presenting a potential tripping hazard.

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

- (i) The Health, Safety & Wellbeing Manager contacted PS Trades Coordinator who engaged Prowash, reporting the observed unacceptable unsafe behaviour.
- (ii) The H&S Advisor spoke to the PS Trades Coordinator advising they keep all areas clear of trip hazards.

Note: Despite months of ongoing pre-start talks and providing guidance about work activity by the Trades Coordinator and the H&S Advisor, Pro-wash continues to display unsafe practices when working on campus which pose a risk of harm to

students and staff. In 2026, the department will look to the market for a contractor who applies safe practices whilst operating at the University.

4. Two incidents were reported: (i) Crusader Electrical had their vehicle broken into when parked on the south side of Building 18; and (ii) an observation reported when a ceiling panel fell to floor in the main entry, Forbes.

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

- (i) Crusader Electrical advised they report the incident to NZ Police.
- (ii) Regarding the fallen ceiling tile in Forbes' main entry. The area was isolated from all staff and students. Leighs project manager contacted their sub-contractor who were responsible for applying the tiles was returned to campus to secure and fit the tile. All other ceiling panels were inspected for security.

Other Contractors working on campus

4 July: Event reported involving a worker from a Food and Beverage employment agency. The worker tripped/slipped on a metal grating when entering the Grounded area, near the LUSA office. The fall resulted in a broken forearm.

A call to St John was made and the caller was advised that the ambulance was unable able to attend for two hours, and the advanced paramedic would be approx. 45 mins to an hour away.

In light of this information and after initial first aid, the injured worker was conveyed to A&E by the Head Chef, Food and Beverage.

This was reported to WorkSafe NZ by the employment agency and entered into Risk Manager. Follow up with the injured worked has occurred.

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

- The Trades team inspected the grating determined that any controls would create a hazard. Since the Forbes Stage 2 Refurbishment in 2019, no reports of anyone slipping or tripping on this grate have been received (either formally via Risk Manager or informally by hallway conversations).

5. Strategic and Policy Framework Implications

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

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

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

General Subject Matter	Reason for passing this resolution in relation to each matter	Grounds under section
Health & Safety Incident Management Report	To protect the privacy of natural persons	7(2)(a)
Vice Chancellor's Report (verbal)	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
Audit, Risk & Assurance Committee 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)
Sustainability Plan 2025-2028	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
Farms HoD Portfolio Report	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
Q2 2025 HR Dashboard and Wellbeing Reports	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
Cycle 6 Academic Audit – One Year Follow Up Report	To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(j)
Recruitment Report	To avoid prejudice or disadvantage to the commercial activities of the University	7(2)(h)
Finance Report	To avoid prejudice or disadvantage to the commercial activities of the University To prevent the disclosure or use of official information for improper gain or improper advantage	7(2)(h) 7(2)(j)

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.