CUSU Council Lent I 

7pm, Monday 21st January 2019

Room 1, Mill Lane Lecture Theatres

AGENDA

1. Objections to the order of items on the agenda
2. Corrections to the minutes of the last Council Meeting
3. Matters arising from the minutes of the last Council Meeting
4. Date, time and venue of upcoming Council meetings:
   1. To be confirmed via email and the CUSU Council Facebook page.
5. Announcements by Committees, Campaign Teams and the Executive
   1. Update from Trustees
6. Questions to Committees, Campaign Teams and the Executive
7. Announcements by the Council
8. Discussions
9. Ordinary Policy Motions from Previous Council
   1. Motion to edit C(9) in the DSC Constitution
10. Proposed Ordinary Action Motions
    1. MOTION TO SUPPORT ST. EDMUND’S COLLEGE CR ON THE MATTER OF THE TOBY JACKMAN NEWTON TRUST JRF
    2. FAIR PAY& EQUAL PAY FOR STAFF: MOTION TO SUPPORT UPCOMING INDUSTRIAL ACTION
    3. MOTION TO FUND A PORTION OF CUSU ETHICAL AFFAIRS’ UNIVERSITY GREEN WEEK
11. Proposed Ordinary Policy Motions
    1. MOTION TO CHANGE STANDING ORDERS FOR ELECTIONS
    2. MOTION TO SUPPORT STUDENT CAMPAIGNS AND MOVEMENTS WORKING TOWARDS THE DEMILITARISATION OF THE UNIVERSITY [DEFERRED]
12. Any other business

SUPPORTING INFORMATION

# OBJECTIONS TO THE ORDER OF ITEMS ON THE AGENDA

# CORRECTIONS TO THE MINUTES OF THE LAST COUNCIL MEETING

# MATTERS ARISING FROM THE MINUTES OF THE LAST COUNCIL MEETING

# DATE, TIME AND VENUE OF UPCOMING COUNCIL MEETINGS

4th February 2019, 7PM in Room 1, Mill Lane Lecture Theatres

# ANNOUNCEMENTS BY COMMITTEES, CAMPAIGN TEAMS AND THE EXECUTIVE

For updates from Sabbatical officers, please see accountability documents

Liberation Campaigns and Ethical Affairs will update at Council.

**Elections Committee:**

Elections to the CUSU- GU Elections Committee

Looking for 2 members, who will be in office until M1 (as per standing orders), when the next Elections Committee is elected.

# QUESTIONS FOR THE COMMITTEES, CAMPAIGN TEAMS, AND THE EXECUTIVE

# ANNOUNCEMENTS BY THE COUNCIL

**Update from Trustees- presented by CUSU President**

The CUSU Trustee Board has had one full board meeting since agreeing to provide a termly report to Council, two meetings of the Finance sub committee and multiple meetings of the recruitment working group. In the full board meeting it received updates from the Students’ Union Advice Service (which will come to CUSU Council on the 4th February) and approved the CUSU funding bid for 2019/20 which asks for a 1% inflationary increase in budgets and 2% extra for staffing costs, in line with the salary increase given to University Staff. The meeting also addressed the difficulties CUSU faced with its electoral roll in the Michaelmas elections. Whilst we remain constrained by the University’s system regarding the electoral roll we have reached an agreement which will ensure the electoral roll is received in plenty of time and will be checked thoroughly before the Lent Elections. The main item of business for the full board meeting and the reason for subsequent recruitment working group meetings though was to respond to the resignation of CUSU’s Chief Executive. Mark McCormack tendered his resignation towards the end of Michaelmas and the Trustees would like to express their gratitude for his hard work over the last seven years. The recruitment process was completed in late December and a successful candidate appointed. He will take up post on the 1st March. The outgoing CEO officially left the organisation on the 7th January leaving a short interim period without a Chief Executive. The interim period is being managed through putting some non-urgent projects on hold, managers stepping up, Evie Aspinall and Matt Kite taking on line management and additional organisational responsibilities and Trustees providing additional support at this time. We are confident that the organisation will get safely though the next two months and are looking forward to the new Chief Executive taking up his position.

# DISCUSSIONS

# 9. ORDINARY POLICY MOTIONS FROM PREVIOUS COUNCIL

Policy requires approval at two consecutive Councils. The approval of the ‘starred’ motion at the second Council will be deemed to be automatic unless this ‘star’ is removed by a single member at the second Council wanting to revisit the motion for further discussion.

Please find the starred policy motions that were passed at the last Council listed below:

Motion to edit C(9) in the DSC Constitution \*

"Quoracy for Open Meetings shall be 1/15 of the total number of votes cast in the most recent election of the Disabled Students Officer, or 1.5 times the current number of members on the executive committee, whichever is the greater, with a minimum of five and a maximum of twenty five." Replace with:

"Quoracy for Open Meetings shall be 2/3 of the total number of voting members present at the previous Open Meeting (judged by attendance as registered in the live minutes, i.e. minuted according to physically present members and self-reported remotely present members), or 1.5 times the current number of members on the executive committee, whichever is the greater, with a minimum of five and a maximum of twenty."

# PROPOSED ORDINARY ACTION MOTIONS

**10A. MOTION TO SUPPORT ST. EDMUND’S COLLEGE CR ON THE MATTER OF THE TOBY JACKMAN NEWTON TRUST JRF**

Proposed by: Benjamin Schoenfuss

Seconded by: Aastha Dahal

**CUSU Notes:**

1. That in a hiring process with over 1000 applicants, St. Edmund’s College selected Dr. Noah Carl for the Toby Jackman Newton Trust JRF;
2. That Dr. Carl has published articles in the discredited race sciences, linking genetics and intelligence (exemplary https://link.springer.com/article/10.1007%2Fs40806-018-0152-x);
3. That the works of Dr. Carl are publicly accessible by all members of the university on his research gate (https://www.researchgate.net/scientific-contributions/2047758092\_Noah\_Carl);
4. That Dr. Carl participated in the London Conference of Eugenics, hosted at UCL;
5. That Dr. Carl published a major part of his work in the non peer-reviewed journal “open psych”;
6. That there was an open letter initiated and signed by hundreds of senior academics, that supports the view that Dr. Carl’s research is unethical and flawed, and that calls for an investigation into the matter by the college (https://medium.com/@racescienceopenletter/open-letter-no-to-racist-pseudoscience-at-cambridge-472e1a7c6dca)
7. That St. Edmund’s College has initiated an HR process to investigate into the works of Dr. Carl
8. That the college has only done so after repeated requests from a major part of the college’s student body;
9. That the panel chosen to conduct the investigation is not representative (no person of colour, no social scientist on the panel), and that there is no evidence provided to show that the panel is credible to conduct the investigation in a fair and balanced way.

**CUSU Believes:**

1. That the open letter signed by hundreds of senior academics is a reliable evaluation of the works of Dr. Carl;That research in the discredited race sciences, that can be used as foundational arguments for racist policy making should not be supported by a Cambridge College;
2. That students of all Cambridge colleges should support the students of St. Edmund’s College in their endeavour to prevent this University from becoming a safe haven for race sciences.

**CUSU Resolves:**

1. To support the students of St. Edmund’s College in any way necessary to achieve a fair and balanced investigation into the current holder of the JRF, as well as into the processes that lead to this selection;
2. To lobby the University to take a clear stance on the matter;
3. To raise public awareness about the perceived comeback of race sciences in Cambridge.

**10B. FAIR PAY& EQUAL PAY FOR STAFF: MOTION TO SUPPORT UPCOMING INDUSTRIAL ACTION**

Proposed by: Matt Kite

Seconded by: Evie Aspinall

**CUSU Notes:**

1. The University and College Union (UCU) is conducting a ballot of its members on industrial action, which opened on 15th January and will close on 22nd February 2019;
2. The ballot relates to a claim jointly lodged by the five higher education trade unions (Unison, Unite, GMB, EIS and UCU) in March 2018 on the issues of pay, equality, workload and precarious contracts;
3. Staff across the UK HE sector have suffered a cumulative real terms pay cut of over 17% since 2009;
4. There are large and persistent gender pay gaps across UK universities, with disparities in excess of 15% across Russell Group institutions;
5. A 2016 survey of UCU members found that academic staff work an average of 50.9 hours FTE per week;
6. Early career academics and postgraduate research students are often employed on hourly-paid contracts which limit their rights as workers and provide little security of employment;
7. UCU members engaged in industrial action over a dispute on the USS pension scheme during Lent Term 2018 with strong student support, including from CUSU;
8. Many staff are also students and CUSU members;
9. At the Michaelmas I 2018 Council, CUSU Council resolved to adopt a Memorandum of Understanding with the Graduate Union and Cambridge UCU, which said:

*The unions' interests are aligned: staff working conditions are the conditions in which students learn. They also represent the current and future working conditions of many students: postgraduate students in particular are often both staff and students. A university education is a collaborative relationship between staff and students and each benefits from the advancement of the other's interest.*

**CUSU believes:**

1. Staff have a right to fair pay and fair treatment;
2. Many of the issues at stake in the dispute, including precarious contracts, disproportionately affect postgraduate research students who are CUSU members;
3. Students benefit from working with and being taught by staff who are fairly paid, have job security, and are not forced to take on an excessive workload;
4. Student support for the 2018 UCU industrial action on pensions had a significant

Impact on both the success and impact of those strike, and the increased collaboration between CUSU, the GU and Cambridge UCU that followed it has benefitted all three unions;

1. The decline in staff pay and conditions is directly linked to the marketisation of higher education, as the current funding system dis-incentivises universities from adequately funding their staff.

**CUSU resolves:**

1. In the event that the ballot is successful, to fully and publicly support staff in their upcoming strike action and action short of a strike;
2. To lobby the university to provide fair pay and conditions to its employees;
3. To educate and inform students about the ballot, any subsequent industrial action, and CUSU's stance;
4. To support the ongoing ballot by sharing materials relating to UCU's Get Out the Vote effort on CUSU's social media and the CUSU bulletin;
5. To mandate the CUSU executive to engage with Cambridge UCU and other trade unions during the period of the ballot and potential future industrial action on this dispute, and to support those trades unions as the executive see fit;
6. To allocate £250 of the Council Free Budget to actions in support of the ballot and industrial action, including but not limited to flyers and posters providing information about the strike;
7. And, should the ballot result in industrial action:
   1. To make provisions to mitigate the negative impact of disruption on CUSU members while not undermining industrial action;
   2. To encourage students to show solidarity by where possible not attending lectures, seminars or other university-organised activity still in operation on strike days.

**10C. MOTION TO FUND A PORTION OF CUSU ETHICAL AFFAIRS’ UNIVERSITY GREEN WEEK**

Proposer: Alice Gilderdale

Seconder: Jake Simms

CUSU Notes

1. That climate change is one of the biggest issues facing our generation. According to the 2018 IPCC report, we only have 12 years to mitigate devastating global warming;
2. That climate change disproportionately affects those already living precarious lives, and vulnerable populations;
3. That the CUSU Ethical Affairs team are organising the University’s first Green Week, in light of the climate crisis. The week is planned to run for 8 days including 7 Ethical Affairs-led events, and multiple others run by College green officers. In total, there are over 15 events planned, with a diverse range of speakers, activists and social influencers attending;
4. The Green Week has already had a huge amount of interest, with over 750 people going or interested in one event (‘Women and Climate Justice: Climate Change as a Gendered Issue’), and the green week itself reaching over 3.5 thousand people;

CUSU Believes

1. That Cambridge needs to act on this issue, and prove that it stands with all global populations facing the disastrous effects of global warming;
2. That Green Week is an important set of events to encourage student involvement in environmental campaigns both through the Ethical Affairs campaign, but also within their own colleges;
3. That the huge amount of interest in the Green Week events proves that students are already engaged with these issues, and believe that the University must also consider its own actions;
4. That the Green Week will be an important week of awareness raising around the current actions of the University towards achieving its carbon neutrality target;
5. That the events of Green Week are organised by groups both affiliated to and independent of CUSU’s structures, but all are working towards CUSU’s broad objective of progressive change-making.
6. That speaker fees, printing and extra costs around the Week are estimated at around £675. Whilst the Ethical Affairs campaign and Green Officers are able to cover around £300, the overstretched budgets of these societies means we will be unable to cover a proportion of speaker reimbursements (see attached budget document).

CUSU Resolves

1. To use a proportion of the Council Free Budget amounting to £375 to cover the rest of the speaker fees for the Green Week.

# 11. Proposed Ordinary Policy Motions

**11A. MOTION TO CHANGE STANDING ORDERS FOR ELECTIONS**

**Proposed by: The CUSU-GU Elections Committee.**

**CUSU Notes:**

1. That Lent 2019 elections for the 2019/20 Sabbatical Officers and other roles are coming up, with nominations opening on the 20th February.
2. That the CUSU-GU Elections Committee is the body responsible for ensuring these elections are ran fairly and that the election rules are upheld.
3. That the final election rules for these elections will be sent to council for approval by L3 and that the current intention of CUSU-GU Elections Committee is to not change the Michaelmas 2018 election rules and incorporate the removed standing orders below into these rules.

**CUSU Believes:**

1. That the current CUSU Standing Orders have several rules found within them, these would be better placed within the ‘Election Rules’ section of the Elections Pack, which are reviewed termly by the CUSU-GU Election Committee, and are subject to approval by CUSU Council.
2. That some of the Standing Orders mentioned within CUSU Resolves, particularly those relating to social media are out of date and do not reflect the diversity that is now seem within CUSU elections campaigning on social media.

**CUSU Resolves:**

1. To remove Standing Order G.2.iii and replace with:  
    *“Elections Committee may review the rules for elections from time to time. Proposals for changes to the election rules and regulations are made at the Election Committee’s discretion, subject to approval by CUSU Council, and shall normally be communicated by the Returning Officer.”*
2. To remove Standing Order G.6.iv:  
   *“Candidates may not run as teams or slates.”*
3. To remove Standing Order G.8.iv:  
   “*Campaigners may not campaigns for multiple candidates at the same time*.”
4. To remove Standing Order G.8.v:  
   “*Candidates may not endorse each other or share resources*.”
5. To remove Standing Order G.9.i:  
   *“No pre-existing pages, groups or other social media accounts other than personal accounts may be used for campaigning.”*
6. To remove Standing Order G.9.ii:  
   *“No candidates may use pre-existing mailing lists to campaign.”*

**11B. MOTION TO SUPPORT STUDENT CAMPAIGNS AND MOVEMENTS WORKING TOWARDS THE DEMILITARISATION OF THE UNIVERSITY [DEFERRED AT LAST COUNCIL]**

Proposer: Michael Davin, Education PTE

Seconder: Jake Simms and Alice Gilderale, Ethical Affairs

CUSU Notes:

1. Over the past several months, a number of Varsity articles have been released detailing various financial links between the University and its constituent and affiliate bodies, and various arms manufacturing companies.

2. Specifically, that according to college responses to Freedom of Information requests as of November 9th2018, the 20 colleges who had responded hold between them over £6.5 million in investments in the arms industry (reported in Varsity 9/11/18).

3. That there is a lack of clarity at present around the precise nature of links of other forms, particularly in the realm of knowledge production broadly speaking, that may exist between the University of Cambridge and its constituent and affiliate bodies and the arms industry.[1]

4. That the University’s mission statement is “to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence,” and that among its core values are stated “freedom of thought and expression,” “freedom from discrimination,” “the contribution which the University can make to society through the pursuit, dissemination, and application of knowledge,” “the place of the University within the broader academic and local community,” and “concern for sustainability and the relationship with the environment.”

5. That CUSU’s mission statement is “to cultivate a university community where students can motivate progressive changes to the educational experience that students have at Cambridge and to level the opportunities available to all wanting to study and achieve in their time here.”

6. That significant student group mobilisation around this issue, among others, has occurred over the past month in the wake of Notes 1 and 2.

7. That CUSU has existing policy to support campaigns working towards, and to itself contribute to campaigning for, the divestment of the endowments of the University and its constituent and affiliate bodies from the fossil fuel industry.

CUSU Believes:

1. That it is antithetical to the University’s stated “core values” of contribution to society, freedom of thought and expression and freedom from discrimination, among others, for the University and its constituent and affiliate bodies to be involved in resource provision of any kind (financial or otherwise) which contributes to the global arms trade and to industries whose primary goal is to supply, sustain, and profit directly from war(s) worldwide.

2. That the University and its constituent and affiliate bodies urgently owe to the members of the University a greater transparency regarding links, financial and otherwise, that may exist between the University and the arms trade.

3. That it is not only relevant to every student to be provided with information about, and to have a say in, the University’s financial and other links with the arms trade, and is therefore within CUSU’s remit in terms of representing the student voice; but also that various CU student groups are already working to “motivate progressive changes” in this area, and that CUSU in its representative role should therefore be actively supportive of such groups, campaigns, and/or movements among the student body.

**CUSU Resolves:**

1.       To publicly support existing and future student groups, campaigns, and movements which work towards the demilitarisation (i.e. severing all ties, whether commercial or academic, with the global arms trade and defence industry) of the University.

2.       To mandate CUSU representatives to question, investigate and make public information about the University’s relationships with the arms industry, and to advocate for demilitarisation in their representative capacities.

[1] Specific attention might be drawn here to the University’s claim reported in Varsity 9/11/18 that “BAE Systems is not a member of Cambridge Service Alliance”, which contrasts at the very least with the sidebar text at<https://cambridgeservicealliance.eng.cam.ac.uk/> which as of 13/11/2018 read “Members of the Cambridge Service Alliance include BAE Systems, Caterpillar, CEMEX, IBM and the University of Cambridge.”

# 12. ANY OTHER BUSINESS