

# OUSU

## reports to council

8<sup>th</sup> week trinity term 2010

**Stefan Baskerville**

**President**

### **Introduction**

Well, after more than thirty OUSU Councils during my time in Oxford, this is the final report of my year as President. Rather than tell you in detail what I've been up to for the past two weeks (which has been mostly to do with governance and our status, though also representation work on University committees, preparing for handover and doing some negotiation training and common room support around rent) I thought I would give you my thoughts on the year. I say a little bit about the start of the year before going through what I probably consider as the highlights - Urgent Challenges, HE Funding, NUS, and Common Rooms.

My experience of the job was inevitably coloured and shaped by the desperate position of OUSU when I took over as President. At that time, we had almost no institutional memory owing to a near complete changeover of permanent staff and sabbatical officers, acute reputational issues among students and in the University administration, and severe financial problems, with a looming second consecutive deficit of around £60k as well as net current liabilities.

It quickly became clear to me that the focus of my year was going to differ from how I had anticipated it. It also quickly became clear that OUSU's financial model did not match our activities, and that if we wanted to follow through on the plan dating from 2007 to incorporate and register as an independent charity, we would need to make significant change to our funding model. All this was clear by the time the Cherwell came to interview me in 1<sup>st</sup> week. Achieving a stable and sufficient funding model was the criterion for success that I established in that interview, back in October.

What then followed was an intensive effort to establish a strong set of relationships with both common room presidents and decision-makers in the University, to give us a basis for making change.

### **Urgent Challenges**

Most of you reading this will by at least have heard of, if not have read, the paper I called Urgent Challenges which described the urgency of the challenges we faced with regard to our funding and our premises, and proposed that we abolish affiliation fees by replacing them with a block grant. From start to finish, that paper was written, passed by OUSU Council and the major committees of University Council, and finally by University Council itself, between 4/1/2010 and 15/3/2010 – 10 weeks. Don't ever let anybody tell you that you can't make change quickly in this place!

I think the impact of the changes introduced will speak for themselves: a greater focus on work that directly affects students, a higher number of affiliated common rooms (warm welcome to Oriel and St Benet's JCRs), less time spent on internal issues, much better financial planning for the development of the organisation. We shall see over time.

### **Higher Education Funding**

Oxford and OUSU have had a comparatively high profile on the issue of HE funding this year, with Andrew Smith and Evan Harris two of the first MPs to sign the NUS pledge to vote against fees in Parliament in November 2009. OUSU has also had a fair bit of coverage in the national press and a central role in exposing the Russell Group's collusion with the Department for Business, Innovation and Skills to keep secret their evidence to phase one of the Browne review of fees. However, there is plenty more room to play an even higher profile role both in terms of campaigning and taking the fight to our representatives at Westminster, and in terms of the media. I sincerely hope that next year's team take that forwards with gusto – there should be a good base to work from and the fight will be intense, with a double whammy of severe cuts and proposals for higher fees looking likely.

## **NUS**

I had a very educative and enjoyable experience at NUS conference this year, and I think it is a very positive development that from next year the President-Elect will attend as part of the OUSU delegation. Going to Conference, and other NUS events, is useful for getting a sense of the rest of the student movement. There is a wide range of different student unions out there, doing good things in all sorts of different ways, and we will help ourselves a lot in planning and executing OUSU's development if we ensure that we stay abreast of developments and are in conversation with officers from elsewhere.

OUSU's problems in the past have no doubt stemmed partly from centre-college tensions in a collegiate system, and the financial model, but they have also come from a failure to properly engage with the world outside Oxford and the student movement in particular. One obvious example of this is that we only began using our NUS regional organiser last summer, and she has been a fantastic help. We now have an established programme of assistance from Mel for the sabbatical team, as well as three annual day-long sessions for incoming common room presidents.

Engagement with the Aldwych Group as well as the NUS have taught me a lot and have been a channel through which I have made new friends and acquaintances. Big thanks to Tom Chigbo at Cambridge with whom I have been in close touch throughout the year; it was very good to share all the ups and downs.

## **Common Rooms**

Supporting common rooms has been a fantastic part of this job. Whether assisting our NUS organiser in delivering training, or organising training from other external providers like London Citizens and McKinsey, or delivering training myself, I have hugely enjoyed playing a part in offering opportunities to common room presidents to develop their skills and improve how well they can do their jobs.

As soon as I took office last summer I embarked on a long programme of 1-to-1s, meeting common room presidents to ascertain their priorities and build strong working relationships. I think that the strength of those relationships and the talent of the presidents has been a core reason why we have had success together this year.

Thank you to the following people: Alice Heath, Jesse Harber, Tom Scott, Martha MacKenzie, Daniel Stone, Mark Jesnick, Santhosh Thomas, James Sago, Evelyn Ashton-Griffiths, Seb Baird, James Meredith, Katy Moe, Ross Evans, Ben Case, Genevieve Clark, Tom Meakin, James Kanimba, Andrew Campbell, James Nation, Ramya Arnold, James Fox, John McElroy, Chris O'Connor, Rahul Ahluwalia, Charlie Wilson, Liam O'Connor, Martha Mackenzie, Nathan Roberts, Lizzie Burrowes, Clumsy Teddy, Ayaaz Nawab, Graham Healey-Day, Ella Miller, David Townsend, Andrew Whitby, Paul Gladwell, Mak Bavcic, Ali Travis, and also to some of those who finished at Christmas: Katy Minshall, Jason Keen, Will Hartshorn, Preeti Dhillon, Laurence Mills. Apologies to those I have forgotten.

You are genuinely the best set of presidents I have known in Oxford – the most talented, the most enthusiastic, the most fun! I have appreciated having access to your good humour, your goals, your problems and achievements. So thank you to you all for a good time, and good luck in taking your student union forward. I'm sure I'll see many of you soon.

I had written a paragraph about some persistently uninformed critics, but I have since decided they aren't worth the words.

There are a lot of people I would like to thank. Firstly, the OUSU permanent staff: Karen, Malcolm, Imogen, Kershia, Sue, Barbara and Lisa. Without you, the place would fall apart. Thank you for all your hard work, your good humour and your patience. Secondly, to some key figures in the University: Keith Zimmerman (Director of Student Administration and Services), who is a great supporter of OUSU and of student representation, and Tim Softley (Chair of JCCSM) who has given countless hours over many years to OUSU and its interests. Thirdly, to everyone on the OUSU Executive, and particularly from my perspective Hannah Cusworth, Charlotte Carnegie, Jack Matthews and Ian Lyons – you have all in different ways assisted me and helped OUSU to achieve things for students. Fourthly, to the OUSU sabbatical team: Dani, Eorann, Sarah, Kat, and Jonny. It has been a fantastic experience working and learning with you all. Finally, I also want to recognize Anton, my brother, without whom my experience of Oxford would not have been the same.

It has been an honour to serve students as President for the past year. Doing this job has been an incredible experience in many different ways. It has been enjoyable, exciting, educative, challenging, frustrating, difficult, and full of new experiences. I am leaving content with what we have achieved, optimistic about OUSU's future, and treasuring the rich set of relationships I now have with a wide range of talented, warm and exciting people.

Stefan

**Kat Wall**

**V-P (Women)**

"It is a far, far better thing that I do, than I have ever done; it is a far, far better rest that I go to, than I have ever known."

For the last time, hello council.

The term has consisted primarily of constructing the gender equality report and tying up loose ends in order to ensure that my successor has everything in place ready to pick up the reigns and get going straight away.

### **Gender Equality Report:**

This report follows in from the Women's Report which was produced for the first time last year. It includes statistics on a variety of gender inequalities at Oxford and beyond from the finals gap to the disparity between male and female professors, the number of women in parliament to the statistics for rape in the UK. This report is available at council and has been distributed to all key members of the University with the hope that action will be taken.

### **Springboard:**

Senior Tutors Committee have considered the funding model for the continuation of this programme for undergraduates. They have decided that a working group to look into possible sources of funding will be established over the summer, hopefully ensuring that some funding will be found for next year's programme.

### **Welfare Training:**

Have run the final supporting students training session, which was observed by the VP WEO-elect so that he has an idea of how to continue these sessions next academic year. We also ran support for supporters which took a more informal form than usual and seemed to be a good space for students to discuss concerns and worries they may have about their friends/peers.

### **Enough!**

After extensive thought and consideration it has been decided that OUSU will no longer be running Enough. Instead, SRSH (Student Run Self Help) will be taking over the running of a similar group, supporting students with disordered eating. The reason we did this is because SRSH has a far better model for both training and supporting the volunteers than Enough could ever hope to provide and thus taking the welfare of the volunteers into account we considered this to be the best option.

### **Thanks:**

I just want to take this opportunity to say thank you to everyone for a really great year. You have been amazing! A particular thanks to the other sabs for making this year something incredibly worthwhile, to Portia and Yuan for being amazing women's officers, to exec for working so wonderfully hard, to Karen and Lisa for supporting us through it all and to the common room officers who made this year fun, exciting and productive! Good luck to you all!

Kat x

Hello Council,

I'm on 'holiday' this week (working in a school in East Oxford), so am quite drained. So, once more, I apologise for the brevity and encourage you to get in touch if you would like more detail or information.

Thank you for such a good year – it's a wonderful job, and I wish I could do it for longer (I only recently feel I know what I'm doing, or am capable of doing the job well!). I know Tom is going to be excellent – that 'WEO' will be under his care makes letting go a little easier 😊

Thank you to all of the sabs, exec, staff, common room officers and many others who've made this year so fun and such a success (if I may call it that). You're brilliant, and I'm sad to be leaving.

Keep in touch,  
Dani x  
[danicquinn@gmail.com](mailto:danicquinn@gmail.com)

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This report is a mixture of 'overview of the year' and 'what I've been doing since the last report' – bear with me!

### **Student Advice Service:**

Most of my thoughts/analysis of this are contained in the Student Advice Service report, which was well-received by both JCCSM and the OIA. To give a headline summary (I encourage you to read it, as a few bullet points can't capture the 20-something pages...):

- We had 350 cases/information requests by the end of May 2010 (of which 154 were cases)
- 131 of the cases/requests were dealt with by the VP (WEO), 101 by the Student Advisor, 85 by the VP (AAA), 46 by the VP (Graduates) and 12 by the VP (Women)<sup>1</sup>.
- The greatest number was in May (29 new cases/requests)
- 17 of those lasted for more than 6 months, 163 lasted less than one month
- 58% of clients were female
- 62% of clients were undergraduate students
- 63% of clients were from the UK
- 76% spoke English as a Native Language
- There were 3 colleges from which we got no cases (where we knew the client's college); the greatest number of cases from an individual college was 12
- There was a weak negative correlation between a College's 'Norrington Score' and the likelihood of that College's students contacting the Service
- The breakdown of 'issue type' is as follows:

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<sup>1</sup> Many of these were in conjunction with other members of the Student Advice Service, hence the total exceeding 350.

<b>Issue</b>	<b>Number</b>	<b>Proportion of cases</b>
Supporting another student	29	13%
Legal	10	4%
Harassment/abuse	28	12%
Academic Discipline	39	17%
Plagiarism	5	2%
Academic Query	42	18%
Course change	6	3%
<b>Academic Complaint</b>	<b>62</b>	<b>27%</b>
Migration	5	2%
Supervisor Issues	20	9%
Non-academic Discipline	11	5%
Health/Disability Issue	37	16%
Mental Health-related	41	18%
Accommodation (College)	12	5%
Accommodation (University)	4	2%
Accommodation (Private)	16	7%
Fees	12	5%
Financial	25	11%
International/Visa	11	5%
Admissions Query	2	1%
Misc	36	16%

(It should be noted that 40% of those who contacted us about harassment/abuse were male.)

There have also been improvements to the Service, such as:

- Seeking feedback
- Producing and maintaining casenotes for all cases
- Regular debriefs
- Following up with clients
- More campaigning and representation prompted by cases we see
- Much more publicity
- Improved continuity
- Wrote a policy booklet, to improve consistency and quality in the Service
- ...Hopefully, a really good handover!

### **Student Support:**

*Support for Supporters:* Held another session in 7<sup>th</sup> Week. As with the one earlier this term, attendance was low, at two people (although the publicity levels were the same), which was disappointing in comparison to Hilary. That said, I think it was still a good session and hopefully it will do well next year, should the team decide to keep it up.

*Mental Health Handbook:* Wrote the handbook and have been distributing it. Thank you to Dawn Hollis for her advice on this.

*Peer Support:* On rare occasions, performed a peer support role in colleges, when requested.

### **Common Room Support:**

*Workshops and training:* The Freshers' Week Training has 35 people signed up for it – I'm quite nervous and am secretly hoping a few will be struck by the need to revise! Many people have also been in touch asking for it to be held again, later in the summer, as they can't attend then (either due to illness or exams). Tom and Ellie will both be 'co-trainers' on Thursday, so hopefully they'll be well-positioned to do so.

Other training and workshops I ran this year (alone or in conjunction with others) are:

- Student Support Training (for the committees of Trinity College JCR, Queen's College JCR, Magdalen College JCR, OU Islamic Society, St Antony's GCR and Balliol JCR, and an 'open' session, which was populated by committee members from Teddy Hall JCR...!).
- Advocacy Training (two sessions – very well-attended!)
- Chairing Meetings (two sessions – very good attendance)
- Responding to Tragedies (big mismatch between numbers signing up and numbers attending)
- Equality and Diversity in CRs (two sessions – one was well-attended, one was not)
- Freshers' Week Training (the one done before Freshers' Week 09) – well-attended, unexpectedly fun, given that that one was more safety-focused than the one I'm planning for this week!
- Student support for LGBTQ Officers
- Sexual Health training and info, for LGBTQ Officers

*Meeting with Common Room Officers:* Did lots of this – I've met many welfare officers, Presidents, Equal Opps Reps...! Building a relationship with presidents is a bit 'new' for my role, but I think it's been good.

*Handbooks:* Wrote the *Rough Guide to Welfare* and *Rough Guide to Equal Opportunities*. These were both well-received, and I hope they'll be continued (and that Tom will fix the typos I missed!).

*Supporting Common Room Candidates:* I met with/was in touch with about 20 candidates, and passed many on to other sabbs too. I thought it went well, and it was a good way to help them think about College/CR issues from another perspective. Hopefully they found it helpful...

### **Representation:**

I won't list the committees I'm on, but should mention that I attended the Committee for Student Health and Welfare. The Fitness to Study Consultation has now been delayed to Michaelmas, so that a more detailed consultation document can be developed.

### **Autonomous Campaigns:**

The autonomous campaigns are all in stronger positions, although we continue to be plagued by structural problems. That said, there have been big successes this year (e.g. CRAE's Race and (Imagi)nation conference), and there are big plans for Michaelmas.

### **Projects:**

*Well-Being Week* (and general campaigning on mental health) – wrote a report on this for Tom, hopefully it will continue.

*Chinese Nightline* – still very much a work-in-progress, as we debate some of the finer points of what the service should look like, and how we can get it to be that way. Watch this space!

*Sexual Health Provision:* Hopefully the improvements will have been borne out by next Michaelmas. Put pressure on your College if you don't see improvements – contact [welfare@ousu.org](mailto:welfare@ousu.org) if you need help or advice.

I've barely begun to cover the different things I got up to, but this report will never get published or printed if it isn't sent now – I hope you can forgive the abrupt ending!

<b>Sarah Hutchinson</b>	<b>V-P (Graduates)</b>
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This has been an incredible year, and despite the odd low, I have loved working for OUSU and have founding it rewarding, fascinating and exciting. I feel I have learnt a huge amount about myself as well as more than I wanted to know about the University, and while it is also tiring and stressful at times, I would strongly recommend a sabbatical position to anyone.

### **Graduate representation**

The majority of my time has been spent in committee meetings, or pre-meetings or preparing for meetings or meeting with Chairs of Committees. I think I've sat on around 24 different committees this year, aside from

OUSU committees. It's very difficult to quantify the impact that you have in committees, particularly if you don't submit many papers - I haven't felt in a position to do this often, as a main challenge has been to engage graduates sufficiently to find out what it is that they need.

That said, I believe that I have been effective in committees - I have been vocal throughout, emphasising the effect of certain policies on both the education and personal well-being of graduate students. Comments about problems with supervision and the effect that this can have in particular have been taken on board by people across the university, and this is being looked at in a variety of arenas at the moment. I think the next year's OUSU team will have something to build on and the potential to really push for big change in terms of the value of money that graduates receive.

The change in the OUSU funding structure has had an immediate effect on our ability to represent graduates effectively. In the past we were limited by our inability to access students. When we were having to try to justify the affiliation fee in terms of tangible services we spent all our time talking about OUSU and its finances rather than what graduate students wanted us to campaign on. It became impossible to communicate effectively with graduates. I am sorry to say that this situation was exacerbated by a small number of MCR Presidents who worked actively to undermine OUSU and meant that my attention (and Kaushal's last year) had to be focused on putting out fires rather than working as effectively for graduates as we would have liked. It is possible to actively scrutinise OUSU's finances and governance without preventing us from representing graduates effectively - the productive relationships we've had with disaffiliated JCRs this year for example have demonstrated this.

OUSU is essential to graduate representation and we need the cooperation of MCR President in order to do this. For graduates it is the University not colleges that provide the education many of us take on huge debt to obtain, and we need to have a strong voice within the University. We need to be able to come to speak to your students - in freshers' events, in MCR meetings - to explain who we are and what we do. We need MCR Presidents to refer students having problems to us, and to let us know when they become aware of a problem department for example. Criticisms that OUSU could not and should not represent graduates was frustrating because it was simply untrue. The University and to a lesser extent colleges are keen to hear from students across the University - they want to know how to make the graduate student experience better, they want to hear from graduates. We were hampered in speaking to graduates by MCR Presidents who insisted publicly that it was irrelevant and incompetent when it came to graduate representation and I think that this seriously let down our joint constituents. I hope that there is greater co-operation between OUSU and MCRs next year - MCR PresCom could be a really effective force for campaigning for students and individual students also need to hold their Presidents to account to ensure that it functions in this way rather than as an interest group for Presidents. I hope that next year MCR Presidents bring more issues that are directly affecting their students to discuss both at PresCom and OUSU Council.

A part of my manifesto was that we needed to work more with departments in order to represent graduates effectively, as many never use their college but instead focus their life around their department, faculty or lab. I have not been as effective at this as I could have been. I meant to advertise through departments more, but I felt the shift towards tailoring all-student notices towards graduates was more effective as department maillists can often feel like constant spam. Shifting away from having to focus solely on MCRs in order to reach out to students meant that we could make more effective use of this maillist, not just publicising events to graduate students but also asking directly for their input. I would strongly recommend this as a way forward. However, I have started - sadly belatedly - to communicate directly with Graduate Joint Consultative reps and I hope that OUSU will be able to build up stronger relationships with them next year as I believe this is essential if we are going to more accurately represent the interests of graduate students.

#### **4th year fees**

This has been an issue that has been simmering throughout my entire year - whether DPhil Students who continue beyond the three years that they're currently liable to pay fees should be charged an additional year(s). I have spent a large chunk of the year following this around committees arguing that not only will an additional year of fees be bad for access - there will be some people who will see the total price and simply decide that there's no way, despite the promises of bursaries, but they are unjustified. Over Easter I sent out the consultation that was also being debated by the divisions to all graduate students. I received over 70 written responses, and one student responded by setting up a facebook group against fees which has 400 members in it. I submitted a response to the consultation that outlined students' concerns including the level

of dissatisfaction with supervision provision across the university. This has been taken to heart by individuals across the university and the colleges. DPhil provision is not being included in the teaching review, I am working with someone from the Education department to look at ways we can replicate the work done for the teaching review for DPhil students as well as taught graduates. I have been pushing for a review of supervision to take precedence over measures such as tightening transfer and I think this is being taken on board.

The decision will be made on Friday and it's still very up in the air. I have written an article for the Oxford Magazine on the topic, which I hope will ignite a wider debate about supervision as well as the 4th year fees - whatever the decision on Friday I hope that the student submission will continue to focus attention on making sure no graduate student is let down by their supervision or teaching.

### **Smith Review of Postgraduate Education**

An interesting piece of work I had the opportunity to do was to write the OUSU submission to the Smith Review of Postgraduate Representation. I set out the need to look properly at access to postgraduate education: I simply do not believe that we attract the best rather than the good and well-off on the whole. There is not enough information available about this and the University is looking at ways to collect information on the effect of financial concerns on the decision to take up an offer. This is positive but more needs to be done.

I was then invited to give evidence along with other representatives from the social sciences and humanities to Adrian Smith and his team in early January. It was slightly depressing as it was clear that social sciences and humanities are going to face an increasingly tough funding environment, but I also had the opportunity to discuss the impact of the high cost of postgraduate education on students and the difficulties students can face if they take out high interest loans.

### **Welfare**

One of my motivations for standing for this position was my experience as a college welfare officer and my strong belief that the inadequate supervision and teaching many students receive not only affects their ability to progress but also has a detrimental (and in a surprising number of cases a disastrous) effect on their mental health. My experience on the Student Advice Service has only strengthened this belief and I am concerned that there are still too many students who are unaware that this support exists. Being a member of the Student Advice Service has made me a better representative - it has not only given me a greater depth of understanding of the problem areas within the university but it also gave me the drive to keep fighting and keep working hard at times when it was tough to motivate myself. Dani's excellent Report on the Student Advice Service provides much more information on this, but I want to restate the need we have for a second student advisor. Lisa is essential and a wonderful support, but we need more support if we want to ensure that every student that needs help can access it.

### **Assertiveness Training**

Confronting problems with your supervisor, and ensuring you get the support and training you need to progress with your DPhil can be difficult, particularly when there are cultural or language differences that make it difficult to put your case across. I worked with the University's Race Equality Officer to run a pilot assertiveness training session to help graduate students develop the confidence they need to deal with problems with their supervisor. This was very successful, and was oversubscribed, and we are running a number of other sessions across the summer and into the start of next term, including a session for undergraduates. I hope that this will prove useful to students and is something OUSU will work to embed in the future. I have also worked with the University Skills Group to find ways to increase access to this type of support: students will be given information about assertiveness training and personal effectiveness training at the Divisional Pilots for DPhil students being piloted in Michaelmas.

### **Survey**

One promise in my manifesto was that I would survey graduates to find out what they want from OUSU, what they think about Oxford. I had planned to put this out in Michaelmas, so I could use the results to guide what I worked on, and so that students would get an idea early on of what OUSU could work on. Unfortunately I unexpectedly had to be away from Oxford for large portions of the summer and wasn't able to write it until early Hilary, and we postponed sending it out until the Easter vac because of the Strategic Review Survey. This means that I have not had a chance to analyse the huge amount of data that was collected, as 4th year fees took the

majority of my time this term. I very much regret this, but hope that Beth finds the information provided useful in deciding what to focus on next year.

### **Accommodation**

Another manifesto promise was to look at the problems graduates have at colleges that cannot offer all fresher graduates accommodation. At St Cross I'd seen a number of students really struggle to settle in, as sometimes they would still be house-hunting 4 weeks into term, which if you're on a PGT course which offers teaching for 16 weeks is utterly unacceptable.

I had been focusing on establishing an online forum for graduate students including those about to start to advertise single rooms in flats and ask for roommates, but quickly discovered that doing this through our website would be difficult. I discussed this with both the Graduate Accommodation Office and the chair of Domestic Bursars committee and they committed to providing something like this but it became clear that neither would have something that graduates could access in place for next year. Luckily a student at Green Templeton had the same idea but more IT skills than me and set up a website on Groupspaces - I am working with her to improve the site and I hope this is something that can be taken forward into next year as it develops.

I also argued strongly - backed up by the policy passed in OUSU Council in Hilary - for a better method of allocating University Graduate Accommodation at a meeting of University Council. This was agreed and I hope that prioritising incoming students, particularly those from overseas will help more students settle in quickly and find suitable accommodation.

### **Graduate Page on the University Website**

I am mandated by my manifesto to put a graduate section on the OUSU website, to provide information and advice to graduate students. Unfortunately I've been hampered by my utter inability to update websites. However, the page is in place, and the content has been written and it will be on the website before I leave. Do let Beth know if there's information that you think should be on there that isn't. I hope that in the future the OUSU website will be more user-friendly. There's an incredible amount of information on there but it's often difficult to access. Still a lot of students contact me through it and it's important that we have information tailored for graduates on there.

### **Postgraduate Assembly**

I was a member of the PGA working group in Trinity 2009 and I was frustrated that the focus of the report was on how it would interact with the committee structure that had been proposed, rather than on whether this was the best way to engage graduates. I have advertised this earlier and more widely than it has every been advertised, but the most people we managed to get was in Hilary when there were about 8 people there, all of whom I had recently met one to one. We had some useful discussions about how to improve engagement and I hope these discussions will continue next year. However I am of the belief that PGA is the wrong way to try to engage graduate students. I've been to enough MCR meetings to know that it's not an OUSU problem. Personally I believe that increasingly using emails, mini-surveys and focus groups on particular topics, along with a greater involvement with Divisional Board reps and Graduate Joint Consultative Committee reps would be a more effective way to engage graduate students and ensure that we are campaigning on the issues that matter most to them. Personally I believe that one way forward would be to split MCR votes between MCRs and GJCC reps so that graduates are represented in council on both college and on academic matters.

### **NUS Postgraduate Forum**

I have attended a number of Aldwych and NUS events on postgraduate issues. These have been incredibly useful for sharing ideas and finding out what problems we have in common at other universities - poor supervision and problems with students struggling with studying in English are two obvious ones - and I would highly recommend that Beth attends these next year. Debbie McVitty, the postgraduate researcher at the NUS, has been an incredible support and I will be giving a presentation on improving Doctoral Training at a UKGCE conference with Debbie in July. This will be attended by the Vice-Chancellor, Adrian Smith and the head of Universities UK as well as those involved directly in graduate teaching.

### **International Students**

The International Students Campaign has continued to be an exciting and effective campaign, involving hundreds of students from across the University. As well as regular social events, and raising issues with me and with the University directly when they arose, they are preparing the third International Students' Handbook. Last year's was incredibly well received and is a really important resource for new students. The Oxford International Festival was a highlight of the year - hundreds of students were involved in running it and hundreds more attending. There was an incredible range of foods available and some great entertainment. The Vice-Chancellor and other University officials were very impressed and I have to say all credit is due to Wen, Weige and their exec.

I have also continued to raise concerns about the problems international students face while in Oxford. I worked with Student Information on the Orientation for International Students last year.

I have been consistently raising concerns about students being accepted even though they struggle with conversational or academic English. Problems with English were a strikingly common trend in the cases I've seen through the Student Advice Service and I am deeply concerned about the effect that language waivers have on students' lives. Jonny and I worked with Heather Bell, head of International Strategy on this, and have consistently pushed for greater capacity at the Language Centre to accommodate those that need additional support.

### **Mature Students**

The mature students' campaign has been an absolute pleasure to be involved with - particularly when Rainbow took over organising events as she's a wonderful host! As well as ensuring that there are regular social events - this is always mentioned as the most important thing for mature students - I have worked with individual mature students to improve the service the University offers. We have rewritten the Mature Students' page on the Universities website and provided advice to colleges and Admissions about how to improve the information they provide for mature students. I have also raised the need to undergraduate mature students' access to the MCR before they arrive with MCR PresCom and I hope this is adopted in more common rooms. I am also working with Student Information and Advisory Services to introduce a Mature Students' Orientation which will be held termly and provide information as well as an opportunity to socialise.

### **Access**

While I have been raising access as an issue as part of the 4th year fees debate and the Smith Review, I have struggled to find a way to actively promote access to Postgraduate Education. I asked for examples of access work being done for PG education across the NUS but as yet there appears to be none. Excitingly Somerville and Kellogg are planning to pilot events next term to give students from Oxford and other universities the opportunity to find out about studying here. I think this could be really exciting and I wish them every success and hope that other colleges will be able to follow them.

### **Finally...**

There is a huge amount more that I could say, though I hope that what isn't mentioned here is mentioned in my previous reports.

However, I need to say a few thank you's, as one of the best things about being involved with OUSU - and I have always found this - is the talented and enthusiastic people you get to work with. First - Stefan, Jonny, Kat, Eorann and Dani, you have been wonderful to work with, and I am so grateful for your support, particularly last summer as I can't tell you how much it meant that you were there for me. Jonny in particular I don't think I could have got through last August and September without you, let alone the hundreds of hours of committees, and I owe you. Loser. Also Karen, Lisa, Imo, Malcolm, Kershia and Stuart - OUSU could not (and barely did) survive without your hard work, your energy, your wisdom, and I am so grateful for everything you have done for us and I am sorry for the chaos and mess you've had to put up with along the way!

The part-time exec have done amazing work this year - I've never known such a productive and hardworking exec in my 5 years in OUSU, and I'm really proud to have worked with you. James Sago also deserved special thanks for all his support and hard work, and for surviving so many tense dinners with me. Blackfriars are very lucky to have you as President for a second year and the last year would have been much tougher without you. Alice Heath, Jesse Harber, Hannah Cusworth, David Townsend, Dai Bowe, Ian Lyons, Jack Matthews, Deeksha Sharma, Rainbow Chang and many others also deserve particular thanks for support, friendship and inspiration.

There are so many more I could mention, I'm just running out of time. Richard Hughes, Anne Jacobs and the Graduate Admissions and Funding officers from the University have been a huge support. And while I'm thanking people I should include my parents for everything, my friends (Ale, Joel, Stuart, Dan, Nik and Cat) for still being my friends even though I never saw you this year, and to Jim for looking after me and accepting the Blackberry addiction and an antisocial level of OUSU chat.

Best of luck to the next sabbatical team - it's an incredible job and I hope that you enjoy it as much as I have.

**Jonny Medland**

**V-P (Access & Academic Affairs)**

So. 8th week of Trinity Term and the time to finally write my last Council Report. I'll try to outline what I've been up to this year as well as some general reflections on how we've done and some (hopefully) useful insights as to how OUSU can continue to develop in the future.

First off - working for OUSU this year has been a phenomenal experience. It's been rewarding, exciting, a lot of fun and has led to all sorts of interesting challenges (many of which were pretty urgent) which we have generally speaking met. I feel very confident in saying that we have left OUSU in a far stronger state than when we took office. Relationships with Common Rooms are stronger than they have been at any point in recent years, we secured a near-doubling of our funding from the University at a time when Oxford and higher education as a whole are facing cuts, and by all metrics including feedback from students, relationships with the university and professionalism of the organisation significant improvements have been made. Much of the credit for this needs to go to my colleagues at OUSU who have made a lot of this happen; we've achieved a lot of what we set out to do at the start of this year (and much more besides). But it also needs to go to everyone who has participated in OUSU's work this year; when people say that the student union doesn't do anything it ignores the hundreds of students who have come to OUSU run training this year, the 1,500 people who came to the OUSU International Student Festival in Hilary Term, the 400 students who spent 90 minutes discussing their teaching in Teaching Review focus groups earlier this term, the 300+ students who have used our Student Advice Service since July 2009 and many more besides. OUSU is a mass-membership organisation and everything which we have achieved this year would not have been possible without student participation. And contrary to persistent myths, literally thousands of students do interact one way or another with their student union every year.

In terms of what I've been doing this year (in no particular order but giving some major projects).

### **Teaching Review**

You knew it was coming and I feel it would be remiss than to put it anywhere other than near the top. It has its own hashtag on twitter and is one of the most exciting projects which OUSU has engaged in in recent years. When Oxford launched a review of its teaching model in Hilary Term I think it's probably fair to say that the university didn't know that 400 students would take 90 minutes each in the first two weeks of Trinity to talk about their teaching experience (or, frankly, that we'd be able to write their views up in weeks 3 and 4). But we did and in doing so have fundamentally altered the nature and scope of how Oxford is thinking about future teaching provision. Our response to the Review of Teaching has now been discussed with Heads of Division, 2 Pro Vice-Chancellors, the Academic Registrar and at least 8 different formal university committees. It says something about how seriously it's being taken that the Pro Vice-Chancellor (Education) is now encouraging his colleagues to start acting on our findings before the Review is scheduled to be completed, even while our work is being integrated into the broader review. In week 7 I got a phone call from the University asking me if it would be OK to send our report to Cambridge (they're interested, apparently) and the NUS are also working on publicising it beyond Oxford. When we said that the focus groups we ran had the potential to shape undergraduate teaching at Oxford we weren't kidding (even if I may have been more doubtful than I was prepared to admit at the time...) and the challenge now is to ensure that momentum on this project continues and that the University has to take student views seriously in the Review going forward. Based on their response so far I'm confident that won't be a problem.

### **Higher Education Funding**

Following on from the work done in 2008/09 where OUSU took a sensible, progressive position on HE funding, 2009/10 saw us flesh it out and start to be taken seriously in the national debate. Our submission to phase 1 of the Browne Review was one of four made by student unions, and our phase 2 submission

supporting a graduate contribution as a means of funding higher education ran to 21 pages and provided a comprehensive argument for our position and against the logic of variable fees. We've also used OUSU's position to gain national press coverage - we made the BBC in exposing the secrecy of the Russell Group over their position on HE funding and have been the most quoted players in this debate from the student side other than the NUS. With the policy-based work complete 2010/11 will be a year for action on this issue. Browne will report back with his conclusions over the summer with legislation likely starting to appear over the next academic year. The NUS have made this a priority campaign for next year and, put simply, there is no more important debate in which OUSU should engage. Oxford has called for a truly variable fee system which is based on faulty assumptions and short-term desperation for further funding. With the coalition government likely to split on this issue, and with both Oxford's MPs dependent on student votes to win re-election, this is a battle which can be won and Oxford students should have a large role to play in this debate. Having spoken to national journalists this year on this issue it never ceases to amaze me that a press release can drive media coverage and we should continue to take advantage of our position in this area. I would urge all incoming Common Room officers and people thinking of running for sabbatical positions to take time thinking about how to best engage students in this question - it is of fundamental importance for Britain's universities, and we are in a uniquely privileged position to shape the debate.

### **Complaints, Appeals, Harassment Procedures and Fitness to Study**

Those of you who read these reports avidly (and I know it's most of you) will have heard me talk before about these issues. This year I have been on 3 working groups looking at complaints and appeals and have also given evidence to a 4th group looking at University disciplinary procedures. The work we have done in these groups has been one of the most important workstreams of this year - these procedures affect hundreds of students every year and are often handled by untrained staff who seem to have little understanding of the procedures which they are meant to be overseeing. Achievements so far include a new set of guidelines and template which the Conference of Colleges is shortly to recommend to colleges with a view to them reviewing their procedures against it, ongoing work on inadequate harassment procedures (the university has finally recognised that having 300 untrained or barely trained harassment advisors may not be a good idea), and already agreed reforms which should make the university disciplinary system more navigable to students. Michaelmas will hopefully see the conclusion of work on a university-wide Fitness to Study policy. Dani and myself have been actively involved in the development of this and I hope that it should provide both greater consistency and a dramatic improvement on the myriad of ways which Oxford and its colleges currently find to treat our most vulnerable students.

### **Support for Common Rooms**

It's rather got lost this year amidst everything else, but Common Room Support has been a priority for this OUSU team in a way which often has not been the case. The move away from affiliation fees is positive for a host of reasons (I will go into them later and I imagine Stefan will as well!) but among the most important of these is the potential which it has for reconfiguring OUSU's relationship with Common Room representatives. In the past this relationship has been characterised by bad blood, animosity and distrust about OUSU somehow 'encroaching' onto Common Rooms' territory (albeit with a lack of any evidence being provided in support of these assertions). This year has been far more mutually useful, with OUSU providing more training and individual support than ever before, and Common Room Presidents by and large working with us more constructively than many of their predecessors. With the exception of a couple of bullying MCR Presidents whose behaviour has frequently crossed the line into outright harassment of members of the OUSU Executive this year has featured a strong set of student representatives at the Common Room level. Having been involved in student politics in Oxford since Michaelmas 2006 it's been striking that each year sees a stronger set of student representatives in Common Rooms than the one preceding it, and I hope that this trend continues into the future. For the most part students in colleges are lucky to have students representing them who are willing to put in vast amounts of work for no remuneration and I'm sure that the strong relationships which have been developed this year can continue into the future.

Major initiatives which I have taken in this area include the production of Academic Affairs and Access rep handbooks for new Common Room officers, attendance at meetings of JCR Presidents, MCR Presidents and OUSU reps and the running of meetings for JCR Academic Affairs and JCR Access reps. These meetings have looked at areas including improving mechanisms of feedback and study skills, running interviews and getting colleges to do more access work. From all the great initiatives happening in Common Rooms I know that this work has been useful and I'm delighted that so many of you have been proactively emailing asking questions! Over the course of this year I've had at least 100 individual meetings with Common Room officers and the

issues arising from these have been incredibly useful with all the representational stuff that happens university-wide. Meeting Common Room officers has been one of the best bits of this job - both in terms of getting to meet some amazing people but also because it's essential in order for OUSU to be an effective student union; with so much of Oxford involving colleges, strong Common Rooms are key in order for the student voice to be effectively used.

### **Student Advice Service**

This has been a very big part of my job this year and while a long way from being the most enjoyable has been one of the most important. This year has seen great progress for the Student Advice Service, partially as a result of us having Lisa Stokes-King, our Student Advisor, in place for a second year, but also because of Dani's amazing work in leading and running the Service. We have supported well over 300 students this year with problems ranging from the comparatively simple (how to appeal against exam results) to the exceptionally complex (intersection of college and university procedures as well as UK law). The Student Advice Service fulfils a vital, necessary and growing function within the University. We are the only truly independent source of free advice for students which has anything like the capacity to cope with the growing number of queries which are coming in. My work on the Student Advice Service this year has primarily focused on academic queries, although these are frequently more complex than they appear; Oxford's exceptionally complicated governance structure can render processes next to impossible to navigate, and the work of the Student Advice Service this year has greatly benefited OUSU's representational role in proposing and lobbying for improved policies which work in students' interests.

Developments this year have included OUSU playing an increasing role in assisting students before hearings (in colleges, before the Proctors and to a range of other bodies) and holding the University to account through their complaints processes. With our successors we recently had a very exciting meeting with the Office of the Independent Adjudicator (OIA) where we made clear where the problems with university provision were and how they could be improved. The OIA is the highest body hearing student complaints in the UK and continuing to developing these sort of external relationships is crucially important if we are to effectively pressure the university and its colleges to keep improving the way that they treat students.

### **Access/Admissions Work**

Although access is a far smaller part of the VP (Access & Academic Affairs') job than people imagine it has still been important this year. Target Schools ran the largest shadowing program in Oxford for the second year in a row, with the 2010 program doubling in size over that which ran in Hilary 2009 - approximately 200 students attended over the course of two weeks. Well over 250 Oxford students volunteered to be shadowed for a day, with those who were not successful in their application often agreeing to help organise the Shadowing program. Target Schools also continued to develop in other ways over the course of this year as we worked to integrate its activities more closely with those run by the collegiate university. An online reporting tool was developed in Hilary Term 2010 which means that we are now increasingly able to track which school visits are taking place under the aegis of Target Schools. As of May 25, 29 individual school visits have taken place over the course of the 2009/10 academic year, with this figure likely being significantly underreported. Even if 'only' 29 visits have taken place such a figure would place us ahead of all but one University Department and at least 22 undergraduate colleges for the year so far in terms of outreach activity. This fact is both an astonishing testament to the work and dedication of Oxford students and the Target Schools committee and a devastating indictment of the true commitment of many of Oxford's colleges to access and outreach work. A handful of people working for the Student Recruitment Team undertake hundreds of bits of outreach work each year, including school visits, running Teacher Conferences and running Regional Conferences which over 10,000 prospective applicants attend over two weeks. Their work represents a great deal of all undergraduate outreach work undertaken by Oxford and its colleges each year - as with so many other areas there is a real need for colleges to step up their work in this area if they are to be regarded as taking their responsibilities seriously. The other big project which has taken place in this heading this year has been the Alternative Prospectus - this has finally been delivered to OUSU and will shortly be circulated to every school in the UK after being largely written over the course of the 2009 Long Vacation. It looks excellent and should continue to play its key role in telling prospective applicants what Oxford is really like.

### **General OUSU Stuff**

A large part of any sabbatical officers' role relates to the general running of the Student Union. This year I have sat on a range of bodies including Standing Committee, Elections Committee, Steering Committee, the Strategic Review Group, Budget Committee and Internal Affairs Committee as well as attending weekly

meetings of our Exec and Sabbatical Teams. Working in OUSU can at times be challenging - the organisation is ultimately run by 6 sabbaticals with an average age of about 23 (by the end of the year) and there's always a certain element of 'finding your feet'. I do, however, think that we've broadly worked very well together this year. Within the sabbatical team this year I have taken a particular responsibility for governance, with Michaelmas Term featuring the Stanley/Medland governance changes which introduced a new policy-making structure for OUSU while also providing new bodies for scrutiny of OUSU's Budget, changes to our Constitution & Standing Orders and the OUSU Executive. All of these bodies are valuable and should help prevent the constant failures in OUSU's governance which have taken place repeatedly over a period of years prior to this one. While Council plays a vital role in the running of OUSU it is clear that a body with upwards of 190 voting members and frequent turnout of over 50 cannot effectively scrutinise detailed aspects of OUSU's work. The new committee system has led to improved scrutiny of important areas of OUSU's work - as I have said at many points this year, however, it is dependent on people doing this. Having fora for detailed scrutiny leads to better decisions being made but these fora can only function if people attend and take responsibility for aspects of the work of the Student Union.

We have greatly benefited this year from having a set of talented and dedicated permanent staff. Prior to 2009/10 OUSU did not have permanent staff (they went on leave for large swathes of the summer )and we were fortunate in that 2009 introduced a large-scale staffing restructuring which meant that we now have a General Manager, Student Advisor, Accounts Staff, permanent Business Manager, Publications Co-Ordinator, and Democratic Office Assistant. Although we have just over 5 full-time equivalent members of staff they go far and above the call of duty in making this place work and in freeing up sabbatical officers to do their jobs. With the improved staffing provision, however, comes responsibilities to our employees and I am pleased that the 2010/11 Budget includes, for the first time, provision for staff development. Retaining high-quality staff means that we need to treat them well and this should be a priority in future years.

While governance and the general running of OUSU is important, it only is in that it facilitates and enables other core aspects of activity to take place. The long and complex motions rewriting OUSU's internal structures this year aren't actually a great deal of fun to put together but they have led to improved outcomes for the Student Union. This is true both of the Michaelmas reforms which overhauled our policy-making process after a trainwreck of a referendum in Michaelmas 2008 but also applies to the changes which have been considered by Council over various points this term. OUSU has been undergoing a process of governance reform since 2006 and it is my hope that by the end of July the process of reform will have ended and David's team can go about implementing the structure of OUSU as a registered charity. The introduction of Trustees will add clarity as to who is ultimately responsible for the administration of OUSU as it becomes an increasingly important institution within Oxford and while other provisions of the Articles are deeply bewildering (good luck to the first person who tries to use proxies in passing a special resolution on an issue where the University has speaking rights), they are overall a positive change for OUSU which should pay dividends in the years ahead.

It wouldn't be possible to write this report without mentioning the great deal of work which has taken place on finances over the course of this year. When we took office we had reached a stage where OUSU literally had more liabilities than it had assets - in other words if everyone had called in the debts then there would no longer have been a Student Union. Over the Long Vacation we took the position that the level of secrecy around areas of OUSU's finances needed to end - there never was anything to hide and the confidentiality restrictions around sections of our financial reporting were breeding distrust where none needed to exist. It is ironic that full reporting of the dire state of our financial situation ended up helping OUSU's long-term interests; the scale of the problem was such that cutting multiple sabbatical officers, ending all campaigning activity, the Safety Bus and publicity would not have cut the recurrent deficit which was both structural and placed OUSU in an absurd position where Common Rooms could decide whether to pay for services which they got anyway. Having stabilised the situation in Michaelmas, Hilary Term saw a dramatic turnaround in our situation culminating in University Council agreeing to write off hundreds of thousands of pounds worth of accrued debts, abolish affiliation fees and place OUSU on a stable financial footing for future years. This achievement is one of the most significant (arguably the most significant) in the recent history of student representation in Oxford and demonstrates what students can get from the University when we make a convincing case. It will allow OUSU to spend more time in future years campaigning on student interests rather than lurching from crisis to crisis - it also gives us nowhere to hide; we are now represented on virtually all key university decision-making bodies and are a stable organisation. The future focus must be on achieving for students rather than outlining what OUSU could do in different circumstances.

The final point which I will make in this section is to emphasise the circumstances in which the process of internal financial reform took place. From before Michaelmas to the end of Hilary, we were forced to work in an environment where misrepresentations of OUSU's work and financial state were casually thrown about by people who were quite simply on a mission to undermine the work we were doing at every point. Detailed financial scrutiny is important and improves decision-making. Accusations of hiding financial detail and failing to represent students interests are not and frequently undermined the work which we were seeking to do. Having been a Common Room President it was particularly shocking to find that some Graduate Common Room Presidents were quite prepared to spend more time harassing members of the OUSU Executive, sabbatical team and staff over non-existent failures within their jobs than actually representing their students. If these MCR Presidents had spent anything like the time they spent trying to undermine the student union on working in the interests of their constituents then we all would have got a lot more done. Although I have little hope that these (very small minority of) individuals might take time to reflect on their behaviour I do hope that they do and consider what they were trying to achieve and whether their behaviour actually resulted in any positive consequences for anyone involved.

### **Miscellaneous Other Issues**

There are a great many issues on which I've worked over this year (this isn't really that surprising - access & education are pretty big). In terms of the biggest ones which I think should be noted at this stage of the year:

- National Student Survey. I worked closely with the Conference of Colleges, JCR Presidents and the central university in promoting this survey following Oxford's failure to reach a 50% response rate in 2009. With renewed publicity and a more co-ordinated approach Oxford reached a 53% response rate for this year, meaning that our statistics will be published along with those of every other university to prospective applicants, and that the feedback received will be taken more seriously. This was quite time-consuming but important, both in terms of working constructively with the university and also in ensuring that student feedback is integrated into the university decision-making process.
- Reach Oxford scholarship program. As many of you will know this is one of the few university scholarship programs available for international students from developing countries - this year over 20 students who had already been accepted by Oxford applied, and after a great deal of work from us and the Student Financial Support Office 3 scholarships were awarded after Balliol, Univ and St. John's JCRs chose to levy students to help fund deserving applicants to come to Oxford. Many thanks to these Common Rooms for participating and I would urge all other Common Rooms to do so - the students taking up the scholarships are exceptional and would greatly enrich the lives of your colleges.
- Student Representation. Over the course of Hilary Term 2010 OUSU followed up work done 2 years ago in surveying the current state of student representation in colleges. The report we put together illustrated the variability of practice across colleges and also showed that approximately 30% of Common Rooms don't have representation on their College Academic Committees (something which can only be described as ridiculous), and fully 50% have no representation whatsoever on their College Finance Committee or equivalent. Many Common Rooms are now continuing to campaign for improved levels of representation, drawing on the findings of our survey.
- Study Buddies/Peer Marking/Student Understanding of Marking Criteria. A project undertaken in Hilary Term related to study skills and student understanding of marking criteria. As every survey ever undertaken in Oxford shows (well, the NSS since 2005, anyway...) Oxford students don't really understand how they're being assessed. This is a bad thing. As a result of lobbying on the issue the University has now instructed every department to review its marking criteria and how these are communicated to students. We have also worked with the Oxford Learning Institute in promoting 'peer marking' within colleges and Common Rooms to try and improve how students understanding marking criteria - work will continue on this into 2010/11. Over Michaelmas and Hilary Term the University consulted departments on what sort of study skills & finals forums provision should be best done in Departments & Faculties. While some were positive and are now taking on more responsibility in this area many others were not. We are continuing to lobby on this but are also working with incoming JCR Presidents on 'study buddies' (as used at Univ and St. John's) as a means of embedding study skills within colleges. A major finding of the Teaching Review also related to this area, meaning that it will continue to be progressed over the course of this year.

- Reform of Degree Ceremonies. Michaelmas Term saw the University consult on how degree ceremonies could be improved in light of negative feedback from a great many students. After consulting the student body we produced a response to this consultation - all the points we made were taken on board by the University and have now been agreed by Education Committee, Conference of Colleges and Council. This means that from later this year there should be more degree ceremonies concentrated immediately after the end of degree courses, giving students more opportunities to graduate with their peers. Again, this is a good thing and should mean that far fewer students have to wait 18 months after doing finals to graduate, in common with virtually all other universities.
- Support for International Students. This has been a project which has been embedded into a lot of what OUSU has done this year, mainly in conjunction with Heather Bell (the Director of International Strategy). International students are frequently badly served by Oxford and we ran a very successful focus group in the 1st week of this term to begin to unpick how international undergraduates experience this place. We're now at the stage where the University is acknowledging that it has a problem with the next step now being to begin implementing ways of addressing it - this will partially be done through improved induction processes but will also involve Common Rooms and student societies playing more of a role in thinking about involving international students in their work. Oxford at the undergraduate level is still very Britain-facing at times and while this will change in the long term there is a need for OUSU to fully integrate international students into all areas of our work.
- Back Yourself 2010. When we decided to rerun finals forums this year we thought that we would do it in rather more style than previously - as with so many other events this meant a Twitter hashtag, a ridiculous title and high levels of student participation. We organised 12 mixed-gender finals forums with an average turnout of about 40 and overwhelmingly positive feedback. While ideally the university would run these (and hopefully will do in the future), to be honest it's quite a good thing for OUSU to run - they're high visibility and provide a clear example to students of something which OUSU does for them.
- Home Fees charged to asylum seekers. Following a Council mandate in week 3 of Hilary we are now actively lobbying for Home Fees and student support arrangements to be charged/provided to students seeking asylum. This is very much in keeping with the idea of fair and equitable access to Oxford - the University is very interested in this idea and I'm hopeful that it can be implemented over the course of the next academic year for students starting in 2011/12.

There's a great deal of other work which has happened this year which I haven't included here (unbelievably for reasons of space) - we're increasingly broadening our work within the University with students now being represented on more decision-making bodies including in the Academic Divisions. This is giving us a great deal of oversight over what is happening in all areas of the University with clear benefits for our ability to effectively represent student interests. Our work on committees, while time-consuming (I've been on 28 this year) has been crucial with wins including colleges now providing more information to undergraduate applications, cuts in library budgets not falling on opening hours or materials available to students and students being fully integrated into the university's development of a regional co-ordination of outreach strategy.

### **Thanks/Conclusions**

This is one of the hardest sections to write - in part because of how many amazing people I've had the privilege to work with over the course of this year, and in part also because I know that I'm going to forget people which is going to be really embarrassing. Working for OUSU this year has been an incredible experience and I can't quite believe that it's coming to an end given how many projects will be ongoing into the next year. I do hope that the work that we've done this year continues to develop - it's surprising in many ways that one of the most important years in OUSU's recent history has been so 'low-drama' on the whole and I think that this should persist. The student union plays a valuable role in Oxford - in terms of supporting individual students, working with student representatives and in influencing the direction of the University. It shouldn't be about internal dramas played out in the student press (as has been the case in previous years) but should continue to focus on working in students' interests. And with that final thought I move onto the thanks...

First - all of our permanent staff. Malcolm, Imogen, Karen, Stuart, Kershia, Sue, Barbara and Lisa. We started this year with only the unflappable accounts team having worked in OUSU for longer than 12 months making this year a learning curve for everyone! Our staff are the backbone of OUSU and do an unbelievable job making everything happen. None of the sabbs would have been able to achieve half as much as we have done without

their support and work and I can't thank you enough for going so far beyond the call of duty every time. Having a team which we can rely on to do their jobs is invaluable and I'm particularly grateful to Karen, Imogen and Lisa for respectfully keeping the organisation running, producing such high quality publications (seriously...they're amazing and people should recognise that more) and for helping the Student Advice Service cope with all the cases that we get. Thanks also to Jackie Cartwright - being OSSL Company Accountant isn't exactly the most sought-after job in Oxford but she's managed the unique achievement of explaining OSSL to the university in a way which has finally drawn a line under what really was always quite an uncontroversial issue.

Secondly - our Exec. Although I still don't think I've ever worked out what Exec meetings should be used for I don't think there's any denying that we have an unusually talented group of people on this year's Exec and I'm glad that both slates last year spent so much time recruiting people! OUSU needs students to be involved in the key areas of our work and I hope that everything you've achieved gets more people running for things in future. Having been a JCR President I think that roles on our Exec should be seen as being at least as desirable as senior roles in Common Rooms; you guys do an amazing job which we end up getting credited for. Thank you for everything that you do. To give a particular shout-out to Hannah and Nathan; it's been amazing working with you both over the last 6 months. You've both taken a lot of work off me when I physically haven't had time to do it and OUSU's been able to do a lot more because of both of you. Alex is lucky to have both of you in post for Michaelmas.

Thirdly - this year's JCR representatives (and some MCR reps...mainly David Townsend, Andrew Whitby and some OUSU reps). This year has been far and away the best year for JCR Presidents while I've been in Oxford. Doing everything that you do in colleges while simultaneously working with us is an amazing feat given that you also all do degrees (allegedly). It's been great working with you all and I'm really pleased to have got to know you over the course of the year. Particular thanks to Team Teaching Review (Seb, Ayaaz, Jesse, Nathan, Daniel, Alice, Tom Meakin, Tom Scott, Martha, Santhosh). Prescoms, 'banter' about OUSU and Common Rooms (never gets old) and your hard work will live long in the memory.

Fourthly - all the other people with whom I've worked this year. I can't really even tot it up but between other Common Room representatives, those who've turned up to training I've run or responded to my endless stream of emails asking for things we're well into three figures. It's been a real experience working with you and I've learned a lot along the way. I should particularly mention Madeline here - you've given so much to OUSU over the last 2 years and I've really enjoyed working with you (it's more fun working with you than trying to get other people to agree with me instead of you). I hope I haven't messed up the new governance structure too badly. I take consolation from the fact that if I have no-one except you will ever notice. To give a shout-out to sabb teams past; thanks to Martin and the 07/08 team - you made me think OUSU was somewhere that I'd want to work and I'm so pleased that you did that. I hope we've done the same for other people this year.

Fifthly - all my various friends (and family) who've put up with me this year but (if I'm being frank) for a long time before then. Sorry that I'm never around, that when I am I'm talking about student representation and thanks for being there for me anyway.

Finally to the sabbatical team. It's been amazing working with you this year and getting so much done. I could go on for yet more pages here but will restrain myself. Suffice it to say that I think it's been an amazing year and I can only hope that I get to work with a group of people like you again in the future.

Best of luck to next year's sabbs - it's an amazing job and I hope that you enjoy it as much as I have.

Jonny

<b>Eorann Lean Community)</b>	<b>V-P</b>	<b>(Charities</b>	<b>&amp;</b>
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So here we are at my very last OUSU council, and what better way to celebrate it than with a termly council report! So dear council please see below for what I have been doing this term...

**10:10**

The University signed up to 10:10 (only 6 months since I took a paper to environmental panel) and so a 10:10 campaign plan is now being put together. The plans so far are to have an event as part of 10:10 global event day on the 10<sup>th</sup> October possibly a fresher gatherer with a publicity event to happen later on (as the global event day is Sunday of 1<sup>st</sup> week). This will be followed by a weekly email that has tasks to be done that will save energy and a link to click to say you've done it through which we will be able to calculate and share how much energy has been saved. We've had a meeting with Jenny Ekelund and Kate Aydin on what the university are doing and I know that Daniel, Ben, Alistair and they will do a great job on the campaign and will get us a 10% saving!!

### **Sweatshop stash**

The E and E campaign this term has been on ethical procurement, what the Oxford Limited policy is and how to get societies using fairtrade stash. The pledge to use fairtrade stash has now been taken up by a great number of societies and we nearly have a full calendar! Its all going to continue next term so you haven't missed the chance to get naked for the Environment and charity (which is obviously the best type of naked). I talked to the proctors about getting the ethical policy that Oxford limited has as a requirement for clubs and societies who want to register. They were interested and I am writing a paper to send them (oh yeah I'm governing to last hour!) for rules committee.

### **E&E pledge**

E and E and I surveyed students and wrote up a pledge for the general elections.

Andrew Smith Signed up to all of the pledges which were:

- Push for an annual 10% cut in UK carbon emission in line with the 10:10 campaign.
- Encourage the secretary of state for Transport to introduce half-price rail and bus fares for students.
- Work with Oxford city council to guarantee all employees and contractors a fair wage that reflects the cost of living.
- Support the proposed wind turbines in Horspath and Cuttleslowe Park
- Introduce a 'Good Samaritan law' reducing the liability risk for companies donating leftover food to charity groups.

We'll be pushing especially for the Oxford related ones to be seen through

### **E and E exec**

Alastair Marsh is the new E and E chair. He'll be great and I look forward to an even bigger and better E and E lead by him, Ben and Daniel. However it's very sad that the fabulous Mae Penner is leaving us for France ☹  
Sound Impact masters class

### **Sound impact awards**

I went to this NUS training day – which was in some ways very frustrating as OUSU is very different from other student unions but in other useful. Some of the stuff was relevant to CRs so if your interested in ethical procurement in your bars etc. Then do get in touch and if I can't help I can get you in contact with someone from NUS who can. I discussed inter college competitions for energy saving with Student Switch off who run inter halls competitions – they felt it was hard to do here but that it could be possible if we could get colleges to buy into it – so that will be something for Daniel to try and fathom out I think! I also got some info about work that can be done with departments so I'll be feeding that into Environmental panel. Finally something we can all do is take part in snap it off – which is an NUS campaign where students take photos of lights that have been left on by the university/college and upload or text them to a website where the university will be named and shamed – and there is a mp3 player for the best photo every month. For more info go to [www.nus.org/snapitoff](http://www.nus.org/snapitoff).

### **Safety Bus**

I have become a slight Safety Bus evangelist over the year ( I wear my safety bus stash with pride I don't care what anyone says) and have been working with Lucie and Lukas (Lucie's successor) on how to improve the bus for Oxford students and in general. We talked about feedback - putting laminated signs in the bus with OUSU and OBSU emails so there is an easier way for people to contact than have to message safety bus on facebook or look up contact details – it'll also mean OUSU is more in control of feedback as at the moment it all goes to OBSU! We talked about better communication about when the bus will be on – they are hoping to get a smart phone for next year so that they can tweet and update facebook when the bus is on and when

something goes wrong (like a bus breaks down) they can update people. We've planned training for next year and to get every sab to have done training and a shift on the bus so that they can talk about it properly to common rooms and the university. Finally we've set a plan for better publicity to Oxford students – including more informative posters, volunteers going to common rooms and freshers' publicity.

Its really important that we get more Oxford volunteers as at the moment the bus finishes when the Brookes term finishes (which is May!) this is crap because after balls, exams etc is when OU students actually need to be taken home. I believe that we need to get more students using and plug it to colleges most likely to use it such as Hughs, Anne's etc. who would use the service (not only for welfare but Zodiac to Hughs for a £1 is awesome!) as once using it, they're more likely to volunteer for it.

So look forward to lots of safety bus pushing next term (especially if I get the activities coordinator job at Brookes!!)

## **SRI**

If you haven't seen the proposal yet read it here: <http://www.admin.ox.ac.uk/councilsec/srirc/>

## **Night Safety**

Kat and I had a really good meeting with the city council about night safety and how we can work with them. We talked about ding a lighting audit and getting better bulbs on streets that students feel unsafe on, about street pastors and were they should go and how to connect them up with the bus. We also talked about a campaign to change the culture of leaving people behind – at the moment there seems to be a big problem with people leaving there drunken friends behind or letting them leave clubs on their own. We have written the a Night Safety report that has gone around to presidents, welfare reps, has been received by the city centre NAG, city councillors, the police. The report suggests a regular meeting of the group that met last month and this has been agreed to. Handover meeting is all set up so hopefully Kat and Daniel will hit the ground running on this one.

## **Community relations**

I have set up regular meetings with Brookes for community/student issues (e.g. housing, studentisation claims). The city centre NAG also now has an agenda space for student issues so that there is a specific space for any student issues that week. I am also looking into getting space on other relevant NAGS.

## **RAG**

A new exec were elected this term - they have done a fantastic job this term and have a great plan for next year all set up. The charity election timetable has been changed this term so that the charities run alongside the exec and we know what charities we are raising for in the summer. There were loads of great events this term – RAG and SSK ceilidh, our first Megaraid which was a huge success raising £2000 etc. All of this and last years exec and the ball committee' work mean that RAG has raised over £50,000 this year! This is absolutely amazing. Its been great to watch RAG grow into such an awesome group and I thank last years team and this one for all their hard work that made this happen.

## **Big Brother Big Sister**

Amanda and Mirelle went to talk to the access office as at the moment the scheme doesn't seem to be filling a niche that isn't already covered. So we are now in the process of changing the scheme so that it is more relevant. The idea at the moment is to have a 3 day activity around easter – something along lines of an animation workshop that will lead to something being created at the end of the time which will then be shown at a end of year get together. I've talked to Debbie and she is going to work over the summer with carer and social workers to help us come up with the best scheme possible. There is money there to support the scheme but we need to try and make it more relevant. If anyone has any ideas or interested please do get in touch.

## **Beyond Profit careers fair**

I've been in conversation with the Careers service and the Beyond profit careers fair has been discontinued ☹ However this is actually good news – because now charities are going to have a higher profile and other "beyond profit" careers are also going to have space at the Oxford Careers Fair in Michaelmas ☺

## **Student representation**

There once was a student union,

Whose point had caused confusion,  
Its more than condoms we preached,  
Its welfare, a voice, a review of what's taught! (shut up its poetic licence)  
So its greatness was the only conclusion.

## **PART TIME OFFICERS**

**Nathan Jones**

**Access & Admissions Officer**

Hi Council,

I'm sorry that I won't be with you, particularly given we're welcoming you to Catz tonight! I am currently on an outreach day at a school in Essex so should be with you later.

More work on the Fred Walker Memorial Prize- am meeting with the JCR Presidents of Magdalen and Pembroke later this week to discuss the establishment of an annual essay prize designed to both commemorate the inspiring story of Fred Walker, and to promote further links with the North-West of England. Have met with the Admissions and Access Officer at Pembroke to gauge SCR opinion. I'll be going up to Bolton on 9 July to discuss this with the school, as well as representing OUSU at a ceremony to mark Fred's achievements.

I will be representing OUSU at the University Admissions Centre on Little Clarendon Street during the University Open Days on 30 June and 1 July, and will be responding to questions about student-life, applications etc.

I am working with Jonny and Alex Bulfin to prepare for the hand-over. We will all be meeting later this week to get ready for the start of Alex's term. I will be carrying forward current projects over to next term, and am looking forward to see Alex take up his post.

This is my last Council Report of the Academic Year, and I'd like to use the opportunity to thank all outgoing JCR officers for their support and engagement throughout 2009/10. JCR Access Reps have consistently demonstrated the enthusiasm and passion for which they are quite rightly famed, and this has made my job much more enjoyable and productive. I'd also like to thank Jonny Medland for his support and advice in projects I have taken forward on your behalf. Jonny has been extremely helpful and reliable, and has worked incredibly hard in addressing both access and academic-affairs-related issues. I'm sure I echo Council in wishing him, and the entire sab team, all the very best for the future.

Happy summers!

Nathan

**Hannah Cusworth**

**Academic Affairs Campaign Officer**

Hello Council,

Since we last spoke, which I think was quite a while ago now, I have mostly been doing Teaching Review. But since this is a termly report I should probably say what else I've been doing all term before going on about the joy that is Teaching Review

### **General OUSU**

Aside from doing Academic Affairs stuff I've also been going to exec, JCCSM and sitting on Budget Committee. At the beginning of term exec had a few meetings to discuss how the meetings could work more effectively. Some of these changes have already come into place (like reshaping the structure of the agenda) and others will hopefully come into place next term or at least be trialled with the new sabb team because I think they would make things work better.

## **Common Room Support**

Part of this is connected to Teaching Review (the training that Jonny and I ran for CR reps on how to run the focus groups) and the rest consists of meetings with incoming CR reps working with them on what Ac Aff stuff they want to do in their term. Second wave of Academic Feedback sessions will be coming to Common Rooms near you this year (training in Michaelmas- exact details tbc) And Peer Marking, Study Buddies and Higher Education funding also made an appearance in the meetings.

## **Student Understanding of Marking Criteria**

Council mandated Jonny and I to increase students understanding of marking criteria after a spate of surveys said that majority of students didn't know what they were doing. Quite a few course handbook marking schemes have been revised since that motion but this isn't enough. We need to get the collegiate university to realise that they need to explain to students what a 'original and well thought out answer' actually is in an Oxford context. Part of the reason they don't seems to be because most of them don't know themselves and the ones that do either seem unwilling to share.

Peer marking has been harder than I first presumed to get off the ground and is something that might need a more concerted effort next term. A lot of people in the university know about it as the paper has gone to various committees but there seems to be a problem of implementation. If there is one thing I have learnt this term it is that the hardest thing is not to convince the university that you're right, it's to get them to act in any meaningful way. The student response to the Teaching Review, I think/hope, will be a catalyst.

## **Higher Education Funding**

Reading Jonny's submission, making some comments on the draft, reading the University's submission, getting annoyed, going to a seminar by Neil Shephard (Director of the Oxford Mann Institute of Quantitative Finance who made a submission to the Review), asking him questions about social mobility, talking with JCR presidents about warning their Common Rooms at some point in their term there may have to be an occupation.

## **Teaching Review**

This consisted of researching how to run focus groups, finalising the questions, planning the report, developing the training, writing the guidance for CR reps, going to about 25 of the 40 sessions, eating Dominos pizza for dinner every night, feeling quite tired and sick, collecting in all the data, trawling through it, writing the report, coffee, sending the report out to everyone we could think of, going to about half a dozen different university meetings and presenting it, feeling quite nervous about being interrogated by Education Committee.

After all of that these are the things that I was most struck by:

## **Willingness of the collegiate University to listen**

I think it's safe to say that Jonny and I have been quite overwhelmed at the University's response; neither of us imagined it would be this positive. In the last committee someone said the only criticism they had was that our names weren't more prominent on the report. Amusingly we've had lots of comments on how well it is written; half of the sections were written by me, half by Jonny, all were written when we were sleep deprived. Shows that an Oxford education does teach you how to write a huge amount with a lot of pressure and little sleep I suppose. Whether it's because it's how the University works or they just had such low expectations of us, presenting reports seems to win you a lot of favour.

## **Gap between discussion and results**

All that said there is still much more that needs to be done. There seems to be a significant difficulty in turning a committee's support for what you have proposed into a tangible result. This seems in part to be because there is a gap between those at the top who are taking the decisions and the rest of the collegiate University implementing the decision. This may stem from the difficulty in disseminating things down or from the fact that once a committee has made a decision there isn't really a mechanism to get that decision effective. I think this means we have to keep up the pressure and booking ourselves into their diaries.

## **Revaluation of assessment and examination**

This has come out of a few meetings and seems to be fuelled by the fact that a lot of University decision makers appear to have A-Level age children who are showing them how different the system is since they went through it. While they are unimpressed at how much teaching to exams is done now there seems to be

a growing consensus that Oxford's mode of assessment, especially in Humanities and Social Sciences needs looking at again. I think OUSU may have been asked to run focus groups on the finals gap by Gender Panel and to begin the process of reevaluating whether the way what we are examined is the logical way to assess the education we've received. I get a sense it will quickly become apparent that it is not.

### **Tutor Training**

This comes partly from a meeting we had with the Director of the Oxford Learning Institute Stephen Goss and Kathleen Quinlan. What may have come out of that conversation is an invitation for OUSU to work more closely with the OLI, which runs tutor training, on delivering and developing that training. We will hopefully also be working with them in the future to look into diversifying teaching modes. All this is pretty provisional but also pretty exciting.

I've got another term as Academic Affairs Campaigns Officer and look forward to working with Alex and the new sabb team on pushing all of this on. I would like to say the biggest thank you to this year's team for all the help and support they've given me.

<b>Jack Matthews</b>	<b>Common Room Support Officer</b>
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Hi Council

Before a look at the past term, lets look to the future!

Next term bring Freshers, and Freshers mean Freshers Week, and that means....OUSU VISITS TO COMMON ROOMS!!!! I am sure I speak for all the new Sabs in saying that we would love to come to your Common Room in freshers week, or another suitable time, to speak to the freshers about what OUSU is and what it does. If you have an appropriate time, please do let me know so I can add it to the calendar.

Now to the past; here's what I have been up to;

Mi-voice

More colleges have been using the mi-voice election system this term. I have been training Common Room officers in how to use the system and responding to any queries they may have. If you are thinking of using the system in your Common Room, I would be happy to talk to you about, and come to explain the system to your CR.

Clubs and Societies

This term I have taken the different approach of running one to one meetings with those wishing to set up new societies. This had the benefits of getting to understand the society better, and being able to tailor my assistance to the needs to the committee. Work on the society bank account continues....

Hopefully, if Council agrees, we will have a Clubs and Societies Support Officer being elected in MT. This is a new and exciting role, and if anyone wants to know more about it, please dont hesitate to get in touch.

CRiS

The Common Room Information Service is expanding! It now contains extra databases, but there are still more to come. I have also got Google to give OUSU some more logins, so after the success of JCR using CRiS, I will be working to expand the service to MCRs as well. All your CRiS needs can be found at [www.ousu.org/resources/cris](http://www.ousu.org/resources/cris) <<http://www.ousu.org/resources/cris>>

I have also been working with Eorann to create an E+E version of CRiS called CREED, the Common Room Environment and Ethics Database.

MPLS Divisional Board

I have attended Divisional Board, Education Committtee and UJCF this term. There were a range of dicussions which i took part in, including 4th yr fee liability, Graduate Application Fees as well as creating a best practice on mark schemes and model answers.

General OUSU

Just some other things Ive been working on in the OUSU offices this term;

Appointments Board - Stood on appointments board to appoints the new Editors and Deputy Editors of the Oxford Student, as well as the Freshers Fair Organiser.

Oxide - Worked with Oxide to arrange their moving of room, and the set up of the new Part Time Exec Work Room (which still needs to be finished).

Oxford Handbook - Ive been working with Imogen to sort out the food and drink section of the new Oxford Handbook.

Finally, I want to say a big thank you to all the Sabbatical Team. This time last year I was a very depressed member of OUSU, but your hard work and enthusiasm has turned OUSU around, and your many achievements make for a better and more enjoyable future for OUSU, and all those involved. You have certainly set the bar very high for future sabs, and have shown us all what it is to represent your fellow students. To the new sabs, I am very much looking forward to working with you and helping you achieve your goals. One piece of advice - Dont forget to email your press quotes around the exec!

Till MT10,

Jack Matthews

Common Room Support Officer

[commonrooms@ousu.org](mailto:commonrooms@ousu.org)

### **Genevieve Laurier**

### **Community Outreach & Charities Officer**

- Had conversations with RAG and Oxford Hub to evaluate how they could be best supported by the role. General feedback was that RAG would like to continue to act independently with occasional support in the form of coordinating joint training sessions in areas where there is overlap with other projects. Oxford Hub would like for the COC officer to promote community volunteering to colleges and to facilitate joint projects with RAG and other groups for the purpose of increasing student engagement in the third sector. Both RAG and the Oxford Hub would like for the COC officer to make themselves available occasionally at meetings and to survey the progress of and offer support to both in that setting.
- Met with Eorran to discuss her vision for the COC officer. She felt that it would be beneficial for the COC officer to focus on community outreach as that area gets less attention. She suggested as a first project that I look into facilitating community access to conference rooms and other facilities in colleges.
- Currently seeking out people who would be interested in facilitating community access to colleges. If interested, please e-mail [communityandcharity@ousu.org](mailto:communityandcharity@ousu.org)
- As a long term objective, looking to further develop the Eglantyne Jebb table of community volunteering and to help RAG create a table ranking colleges by amount of fundraising. The idea being that they would eventually offer a comprehensive guide to student involvement across colleges and could be published simultaneously at regular intervals.

### **Danielle Fraser Solomon**

### **SWD Officer**

Hi council,

The last couple of weeks have seen a lot of SWD related activity - we now have another poster campaign promoting the national concessionary bus pass scheme, and I am also working on a poster explaining Disabled Students Allowance. After an incredibly positive response at council to the motion regarding representation for students with disabilities at the common room level (thank you!), various members of the campaign have been putting forward motions in their common rooms to create the position of SWD rep, something which will continue in Michaelmas term. I am organising the distribution of flyers with the OUSU Freshers Guide which will allow freshers to request the Guide for Students with Disabilities to be pigged to them on their arrival in Oxford, and am also currently planning Disability Awareness Week, to be held in Michaelmas 2010.

### **Jasper Minton-Taylor**

### **LGBTQ Officer**

5<sup>th</sup> Week was very busy. Dani and I held a meeting for LGBT(Q) Reps/Officers followed by a sexual health training session run by a trained employee of Terrence Higgins Trust on Tuesday, but sadly only five attended, despite considerable advertising. Low attendance at the last few reps meetings is concerning and I want to research as to why more reps don't attend.

On Wednesday night LGBTQ Campaign held Sshh after dark, which was fun and successful. Thursday saw some of us gathered outside the blood donation session at the Oxford Deaf and Hard of Hearing Centre to picket against the ban on gay and bisexual men giving blood. We had posters reading 'Give Blood - Because We Can't' and 'Donation - Not - Discrimination' and we congratulated those going to give blood and gave them leaflets explaining the ban. We hope to do both events again soon - Sshh after dark at another nightclub and picketing in the colleges which will be holding blood donation sessions next term (these have been coordinated by Dani).

Motivated by the successful NUS LGBT Conference, for which Same-Sex Hand-Holding (Sshh) round the Rad Cam last term was shortlisted LGBT Event of the Year, I am aiming to find a way of incorporating the different LGBTQ societies into LGBTsoc, thereby increasing numbers at all meetings and ensuring strong and effective activism. I am persistently emailing the NUS LGBT Officers to help us with this.

I am also working with Imogen, OUSU's publicity officer, on a poster and leaflet of all the LGBTQ societies as they now stand and am keen to put in place information resources for freshers before the end of term, both of which will be visible on LGBTQ noticeboards in colleges across Oxford.

**David Bowe**

**Grad Welfare Officer**

I'm looking forward to working on the Graduate element of the teaching review and to getting to know next year's sab team. It's been a very interesting and productive year working with the current team and it will be sad to see them go.

Feel free to contact me on [gradwelfare@ousu.org](mailto:gradwelfare@ousu.org) with any concerns or questions.

David