

Terms of Reference - People and Culture Committee

The People and Culture Committee is established by the University Council as a committee of Council pursuant to Schedule 1, clause 4 of the [Southern Cross University Act 1993](#) (NSW).

Responsibilities

People and Culture

(1) Monitor and advise the Southern Cross University Council on:

- a. Leadership capability and development.
- b. Succession plans for key University senior leadership roles.
- c. The University's strategies and initiatives relating to:
 - i. Staff and student health, safety and wellbeing
 - ii. Staff and student engagement
 - iii. Community culture
 - iv. Workforce diversity and inclusion
 - v. Employee relations

Nominations

(2) In accordance with Division 3 of the [Southern Cross University By-law 2005](#) (NSW), identify eligible candidates for appointment as a member of Council and make recommendations to Council on:

- a. Persons to be recommended for appointment by the Minister
- b. Persons to be appointed by Council, including graduate members
- c. The length of appointment for each such person

(3) Provide advice to Council on:

- a. Council member succession planning
- b. the composition of Council and its committees

Employment and Remuneration

(4) In relation to the Vice-Chancellor:

- a. Determine the Vice-Chancellor's remuneration.
- b. In consultation with the Vice-Chancellor, determine the priorities or performance indicators against which the Vice-Chancellor's performance will be reviewed annually.
- c. Conduct an annual review of the Vice-Chancellor's performance.
- d. Approve the terms of any employment termination settlements.

(5) Approve the annual maximum percentage increments for members of the Executive and other senior staff.

(6) Review the remuneration strategy and remuneration outcomes, including any bonus outcomes, for the University's Senior Staff on an annual basis.

Composition

(7) The membership of the Committee is:

- a. Chancellor
- b. Deputy Chancellor
- c. Vice-Chancellor
- d. At least two external members of Council.

(8) The Vice President (People and Culture) will be a standing attendee at all Committee meetings.

(9) The Chancellor invites the external Council members to the Committee and the appointment is endorsed by Council.

(10) The Vice-Chancellor shall not be present when matters relating to his employment and remuneration are considered.

(11) Where a member of the Committee is eligible to be appointed as a graduate member of the Council, they shall not be present when matters relating to the recommendation of a candidate to Council for appointment as the graduate member of Council are being considered. If necessary, the Committee may coopt an additional external Council member for the purpose of exercising its functions relating to the graduate member of Council to ensure that its membership meets the requirements of the [Southern Cross University By-law 2005](#) (NSW).

Quorum

(12) At least three Committee members, including the Chancellor, must be present to constitute a quorum.

Meetings

(13) The Committee shall meet at least four times per year, with authority to convene additional meetings as circumstances require.

Current Membership

Geoff Stalley, Deputy Chancellor, external Member of Council (Chair)

Professor Tyrone Carlin, Vice-Chancellor

Linda Smith, external Member of Council

Peter Lewis, external Member of Council

Sandra McPhee AM, Chancellor

Status and Details

Status	Current
Effective Date	18th May 2026
Review Date	8th May 2028
Approval Authority	University Council
Approval Date	18th May 2026
Expiry Date	Not Applicable
Responsible Executive	Mark Dixon Council Secretary
Head of Work Unit	Mark Dixon Director, Governance Services
Enquiries Contact	Mark Dixon Council Secretary <hr/> Governance Services