Minutes of a Meeting of Senate held on 4 December 2018 at 5:30pm
in the River Room, Customs House, 399 Queen Street, Brisbane

Minutes confirmed by Senate on 25 February 2019

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Attendees
Present: Mr P N Varghese AO (Chancellor), Ms T Dwyer (Deputy Chancellor), Professor P Høj (Vice-Chancellor and President), Professor P Adams, Ms J Alroe, Associate Professor D Cavaye, Mr T Crommelin, Ms A Cross AM, Adjunct Associate Professor D Dornan AO, Professor G Hainge, Mr P Hennessy AO, Dr Z Hodge AM, Mr T Mackay, Mr G Murdoch, Dr S Pitkin, Associate Professor T Roberts, and Ms M Tredenick.

Apologies: Ms K Hirschfeld, Ms R Hurst, Mr J Merrick, and Ms C Wake.

In attendance: Provost, Professor A Byrne; Chief Operating Officer, Mr G Pringle; Deputy Vice-Chancellor (Academic), Professor J Wright; Deputy Vice-Chancellor (Research), Professor B Harch; Deputy Vice-Chancellor (External Engagement), Mr R Li; Pro-Vice-Chancellor, Professor T Dunne; Pro-Vice-Chancellor (Indigenous Engagement), Professor B Fredericks; Chief Financial Officer, Mr A Betts; General Counsel, Ms C Seeto; Chief Marketing and Communications Officer, Ms K Robinson; and Executive Officer to the Vice-Chancellor, Ms J Connah.

Secretary: Dr J Montgomery.

1. Welcome and apologies
The Chancellor welcomed Members and noted apologies from Ms Kathy Hirschfeld, Ms Rebecca Hurst, Mr Jamie Merrick, and Ms Cecile Wake.

2. Approval of items en bloc
Having provided Members with an opportunity to star any additional agenda items, it was resolved that Senate approve or note en bloc all items which were not starred.

3. Declaration of interests
Members’ interests as at December 2018 were circulated with the agenda. The Chancellor provided Members with an opportunity to advise of any changes to the interests circulated.

The following changes were noted –
- Mr Philip Hennessy has resigned as a Director on the Australia British Chamber of Commerce.
- Dr Sally Pitkin has resigned as a Member of the Principal Committee of the Brisbane Club.

The Chancellor also provided Members with an opportunity to declare any perceived, potential, or actual conflict with any of the meeting agenda items, and none were declared.

4. Confirmation of the minutes
The minutes of the meeting held on 18 October 2018, having been circulated, were confirmed.

A circulating resolution dated 20 November 2018 – Investment of $150m in QIC Growth Fund – was noted as agreed.
5. **Matters arising from the minutes**
The list of matters arising from previous minutes was **noted**.

6. **Update from the Chancellor**
The Chancellor congratulated Mr Rongyu Li on his appointment as the Deputy Vice-Chancellor (External Engagement).

On behalf of Senate, the Chancellor bade farewell to Mr Jeremy Lwin whose one year term as the UQ Union President is almost up. Mr Lwin made a valuable contribution to a number of important matters during the year.

The Chancellor thanked the President of the Academic Board for the invitation to Members to attend the recent Academic Board meeting. The invitation was taken up by several Senate members. An informative and lively discussion had taken place on freedom of speech on university campuses. This is a matter in which the Senate is taking a keen interest and the discussion by the Board will help inform Senate deliberations.

7. **Vice-Chancellor and President’s Report**
The Vice-Chancellor’s Report to Senate and the UQ Latest News, which had been circulated with the agenda, were taken as read. Members were invited to comment.

The Vice-Chancellor provided further details at the meeting on:

- **Ramsay Centre**
The initial feedback from the Ramsay Centre on the Expression of Interest that was submitted has been positive. Discussions are continuing and Members will be apprised at future meetings. The Chancellor expressed his support in exploring the opportunity.

- **Proposed redevelopment of the Schonell Theatre**
Some feedback from the public on the Draft St Lucia Campus Site Development Plan has focused on the proposed demolition of the Schonell Theatre, with the concern that there does not appear to be an appropriate live performance and cinema venue to replace the theatre should it be removed. Other feedback from the public suggested that the Schonell Theatre should be retained for its historical significance. Before a decision on the configuration of the proposed Student Hub is made in the second half of 2019, University Management will explore the options available for a modern performance space. A meeting between the Vice-Chancellor and key government representatives is also being arranged.

8. **Update from the Academic Board President**
The President thanked Members for attending the discussion on freedom of speech at the last Board meeting. By all accounts it was a helpful, informed and robust airing of the topic.

The Review of the Global Change Institute, which had been circulated with the agenda, was generally favourable and a number of useful recommendations were made. The DVC (Research) is working closely with the GCI Director with respect to the future direction of the Institute.
On 21 April 2016 the Senate requested that it receive a report by the end of 2018 from the Academic Board President on the effects of the implementation of recommendations made by the Panel of the Review of the Academic Board, and which were adopted by the Senate in April 2016.

While the Review had clarified and in some cases circumscribed some of the Board’s functions, the primary value of the Board as providing authoritative advice to the Senate and the Vice-Chancellor had been affirmed. The President was pleased to note that the Board’s advice is taken seriously and that it has informed the direction taken on a number of issues important to the University.

The Implementation Report on 2014 Review of Academic Board was then noted.

The Professorial Confirmation and Promotions Committee Report dated 4 December 2018 was noted.

11. Academic Board Report
The Academic Board Report for the meeting held on 15 October 2018 was noted.

Financial / Operational Matters
12. UQ 2019-2021 Preliminary Budget
The Chief Financial Officer spoke to the key points of the 2019-2021 Preliminary Budget.

The Chair of the Finance Committee advised that the Committee had considered the Budget and had recommended that the Senate approve the Budget, in the interim, prior to the final Budget being approved by Senate at its February 2019 meeting.

On the recommendation of the Finance Committee, Senate approved the UQ 2019-2021 Preliminary Budget.

A Member requested a discussion at a future meeting on the strategy around expenditure, particularly allowing expenditure growth to match revenue growth.

The Chair of the Senate Committee for Equity, Diversity and the Status of Women commended the Plan to Senate and acknowledged all the hard work which had gone into writing the Plan.


Senate noted the UQ Disability Action Plan 2018 Annual Report.
15. **Gender Pay Equity Summary Report 2018**

Senate noted the UQ 2018 Gender Pay Equity Summary Report.

The following points arose during discussion –

Referring to the gender pay comparison, characterised as ‘like-for-like’ in the Report, an explanation was sought as to why approximately one-third of participants categorised as ‘like-for-like’ showed gender pay gaps greater than 3%.

Senate asked for the further details on the nature and genesis of such gaps.

Referring to organisations in general, differences might be created by market-loadings and bonuses, and an explanation was sought about the processes in place at UQ when determining market-loadings and bonuses.

Management was requested to consider setting explicit targets, noting that a much more granular report had been provided to the Senate Committee for Equity, Diversity and the Status of Women.

The Vice-Chancellor undertook to provide responses to these points.

**Governance Matters**

16. **Filling of vacancy created by the resignation of the Undergraduate Senate Member**

At the Senate meeting on 18 October the Chancellor advised that Mr Zachary Thomas had resigned from the Senate with effect from 2 October 2018. He mentioned that a proposal to fill the vacancy will be discussed at the December Senate meeting.

External legal advice had been obtained to interpret the relevant sections of the University of Queensland Act.

A discussion took place and Senate resolved –

1. To determine a candidate to fill the vacancy created by the resignation of the undergraduate student by working down the names of candidates listed on the Poll Result Report dated 25 October 2017, under S20A of the University of Queensland Act.

2. To authorise the Chancellor to identify an eligible candidate, using the above method, for appointment by Senate at the meeting on 25 February 2019.

17. **Senate Reserved policies**

[Mr Suresh Chand and Mr Anthony Zgrajewski (Governance and Risk Unit) were in attendance for these items.]

17.1 **Revised Investment and Controlled Entities Policies**

On the recommendation of the Governance Committee, Senate resolved –

1. To rescind the policies PPL 9.20.03 Management Investment Portfolio; PPL 9.20.05 General Investments; PPL 9.20.04 Cash Management and PPL 9.75.1 Controlled Entities; and

2. To approve the Investment Policy and Controlled Entities Policy, as set out in the agenda papers.
17.2 Revised Philanthropy and Fundraising Policy
On the recommendation of the Governance Committee, Senate **resolved** –
1. To **rescind** the policy PPL 8.25.01 Philanthropy and Fundraising; and
2. To **approve** the Philanthropy and Fundraising Policy, as set out in the agenda papers.

17.3 Conflict of Interest and Related Party Transactions for Members of Senate Procedure
On the recommendation of the Governance Committee, Senate **resolved** –
   To **approve** the Conflict of Interest and Related Party Transactions for Members of Senate Procedure, as set out in the agenda papers.

17.4 Revised Public Interest Disclosure Policy
Suggestions were made at the meeting and noted by the Governance and Risk Unit.

On the recommendation of the Governance Committee, Senate **resolved** –
1. To rescind the policy PPL 1.60.03 Public Interest Disclosure; and
2. To **approve** the Public Interest Disclosure Policy, as set out in the agenda papers and as amended at the meeting..

17.5 Rescission of the Committees of Senate Policy
On the recommendation of the Governance Committee, Senate **resolved** that –
   To **rescind** the policy PPL 1.30.02 Committees of Senate, subject to Senate approving an amendment to the Terms of Reference for the Senate Committee for Equity, Diversity and the Status of Women.

[The Terms of Reference for the Senate Committee for Equity, Diversity and the Status of Women were approved under Item 19 below.]

17.6 Honorary Awards Policy and Procedure
Noting that the Honorary Awards Committee is in favour of the proposed changes, and on the recommendation of the Governance Committee, Senate **resolved** –

1. To **approve** changes to the Honorary Awards Policy as circulated with the agenda papers, and

2. To **note** the Honorary Awards Procedure.

18. UQ Standing Orders
On the recommendation of the Governance Committee, Senate **resolved** to replace the current UQ Senate Standing Orders with the version circulated with the agenda papers.

19. Equity, Diversity and the Status of Women Committee: Terms of Reference and Change of Name
On the recommendation of the Senate Committee for Equity, Diversity and the Status of Women, and having been considered by the Governance Committee
Senate resolved –
1. To **approve** a change of name of the Committee
   From: “Senate Committee for Equity, Diversity and the Status of Women”
   To: “Senate Committee for Equity, Diversity and Inclusion”.
2. To **approve** the revised Terms of Reference for the Senate Committee for Equity, Diversity and Inclusion, as circulated with the agenda papers.

It was **noted** that the Governance Committee considered the Terms of Reference and proposed name change and had made suggestions which were forwarded to the Chair of EDSW for consideration before submitting to the Senate.

20. **International House Constitution**
Senate **approved** the amendments to the International House Constitution as circulated with the agenda papers.

21. **Residential Colleges – Senate Representatives**
On the recommendation of the Governance Committee, Senate **resolved** –
To **appoint** as Senate representatives for up to a year with effect from 1 January 2019:
   • Cromwell College: Mr Andrew Betts
   • International House: Mr Rob Moffatt AM
   • King’s College: Mr Don Barrett
   • St Leo’s College: Emeritus Professor Mary Mahoney AO
   • Union College: Professor Kaye Basford.

It was **noted** that the abovementioned have indicated their willingness to stand and that the appointments met with the approval of the relevant Chairs of the College Councils.

22. **Senate Student Appeals Committee – Membership**
Senate **resolved** to appoint the following to the Senate Student Appeals Committee for 2019 –

   **Members of Senate**
   • Professor Greg Hainge
   • Assoc. Professor Tony Roberts

   **Student representative**
The appointment of the student representative will be made by a circulating resolution which will provide relevant details from the student’s record.

In future, all student appointments will contain this information in the submission.

23. **UQ Gift Lifecycle Report**
The University has undertaken a comprehensive review of the current management of donations and endowments through the services of a US-based consultancy firm. Their Gift Lifecycle Review Report (27 September 2018) was **noted**.
The Deputy Chancellor, on behalf of the Chair of the Advancement Committee who was unable to attend the meeting, commended the Report to Senate. Progress was being made in adopting the recommendations and work has commenced on the implementation plan. This process will do much to bring the University into best practice in this area.

Senate Committee Reports / Minutes

24. Advancement Committee
An Advancement update for December 2018 was noted.

The Deputy Chancellor took Members through the highlights of the Advancement Report.

As of the end of October approximately two-thirds of Members were donating to UQ. While pleasing, it was noted that the last Senate had achieved full participation and Members were encouraged to try and match this. Donations could be of any amount and may be allocated in range of different causes within the University.

25. Campus Infrastructure Committee
The Campus Infrastructure Committee minutes of the meeting held on 6 November 2018 were noted.

26. Finance Committee
The Finance Committee report of the meeting held on 30 November 2018 were noted.

27. Governance Committee
The Governance Committee minutes of the meeting held on 6 November 2018 were noted.

Noting

28. Senate report on litigation
The Senate report on litigation was noted.

29. Senate annual calendar
The Senate annual calendar was noted.

30. Next meeting date
The next meeting will be held on 25 February 2019 at 5:30pm, Senate Room, Level 5 Brian Wilson Chancellery, St Lucia Campus.