Minutes confirmed by Senate on 27 June 2019

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Attendance

Present: Mr P N Varghese AO (Chancellor), Ms T Dwyer (Deputy Chancellor) [by audio-visual], Professor P Høj AC (Vice-Chancellor and President), Professor P Adams, Ms J Alroe, Mr T Crommelin, Ms A Cross AM, Adjunct Associate Professor D Dornan AO, Professor G Hainge, Mr P Hennessy AO, Ms K Hirschfeld, Dr Z Hodge AM, Ms R Hurst, Mr J Merrick, Mr G Murdoch, Dr S Pitkin, Associate Professor T Roberts, Mr Z Turner, and Ms C Wake.

Apologies: Associate Professor D Cavaye, Mr T Mackay, and Ms M Tredenick.

In attendance: Provost, Professor A Byrne; Chief Operating Officer, Mr G Pringle; Pro-Vice-Chancellor (Advancement), Ms J Karlson; Pro-Vice-Chancellor (Indigenous Engagement), Professor B Fredericks; Pro-Vice-Chancellor (Research), Professor M Blows; Pro-Vice-Chancellor (Teaching & Learning), Professor D Macdonald; Chief Financial Officer, Mr A Betts; General Counsel, Ms C Seeto; Chief Marketing and Communications Officer, Ms K Robinson; and Director, Office of the Vice-Chancellor and President, Ms J Connah.

Secretary: Dr J Montgomery.

Observer: Ms G Millroy, UQ Union President.

1. Welcome and Apologies

The Chancellor welcomed everyone to the meeting and apologies were noted from Associate Professor Doug Cavaye, Mr Thomas Mackay, and Ms Michelle Tredenick.
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 May 2019 were circulated with the agenda. The Chancellor provided Members with an opportunity to advise of any changes to the interests circulated and none were made.

The Chancellor also provided Members with an opportunity to declare any perceived, potential, or actual conflict with any of the meeting agenda items.

4. **Confirmation of the minutes**

The minutes of the meeting held on 16 April 2019, having been circulated, were **confirmed**.

5. **Matters arising from the minutes**

Matters arising from previous minutes were **noted**.

6. **Update from the Chancellor**

**University Chancellors Council (UCC) meeting in May 2019**

The Chancellor provided Members with an update on several topics covered at the UCC meeting—

The Chancellor is a member of the Working Group on Vice-Chancellor remuneration benchmarking. An overview of the scope of the Group was provided. The sense of the UCC was that this was an issue which needed to be addressed, was gaining a higher public profile and needed to be considered in the context of new Vice-Chancellor appointments.

The Hon Robert French AC (Chancellor, University of Western Australia) spoke to the recommendations made in the French Review into Freedom of Speech at Higher Education Providers. The Chancellor is part of a Working Group which will consider unresolved issues and possible recommended changes. Universities also await further advice from the Minister for Education.

The relationship between Universities Australia (UA) and the UCC, and between UA and the Government was discussed. A more constructive relationship was desirable.

**Senate Governance meeting held in May 2019**

The Chancellor updated Members on several items discussed at the meeting: the possibility of an external Senate evaluation, an outline of the agenda for the Senate Retreat in August, and that a recommendation to amend the Senate Charter will be made at the June Senate meeting. Further information would be available in the minutes of the meeting.
7. **Vice-Chancellor and President’s Report**

The Vice-Chancellor provided a verbal update on the following items –

**Proposed Ramsay Centre**

The Vice-Chancellor provided Members with an update of activities since the April Senate meeting.

An explanation was provided on his understanding of the relationship between the Ramsay Foundation and the Ramsay Centre and the funding arrangements for the Centre.

**Union Complex**

A UQ staff member has lodged an application to list the University’s Union Complex on the Queensland Heritage register. Progress on the proposed Student Hub has been halted pending a decision on the outcome.

The UQ Union President advised that the UQ Union does not support the heritage listing application, but did want control over whatever performance space replaced the Schonell Theatre.

Mr Jamie Merrick confirmed for the record that he is Director-General for the Department of Environment and Science, the department responsible for administering the Heritage Act 1992. As with all matters relating to the University of Queensland, Mr Merrick will absent himself from any departmental consideration or decision in relation to the matter.

8. **Update from the Academic Board President**

Professor Adams noted that the UQ (Student) Union had called a meeting the night before, and that the meeting participants had endorsed two main points. The first was that the Schonell Theatre (or any replacement in the event of the complex being demolished) should remain within student control. The second was that the University should not form any association with the Ramsay Centre.

At the Academic Board meeting held on 13 May the Board endorsed Program Design Principles in respect of Program Architecture 2.

**Strategic Matters**

9. **Inner City South State Secondary College (ICSSSC)**

[Mr Brian Donovan (BVN Architecture), Ms Helen Kenworthy (Regional Director, Metropolitan Region, Queensland Department of Education), and Mr Jeff Hunt (Deputy Director-General, Corporate Services, Queensland Department of Education) were present for the presentation by BVN and left before the Senate discussion took place.]

The Chancellor acknowledged those who joined the meeting for this item. Ms Kenworthy and Mr Hunt were available if Members had questions in relation to the role of the Queensland Department of Education.

Mr Donovan provided a presentation on the proposed ICSSSC building.

There being no questions for the attendees, the Chancellor thanked them for their attendance and they left the meeting.
A discussion then took place and the following points were raised to be reflected in an agreement –

There was general consensus that the Senate prefers the term “in association with”, for example: Inner City South State Secondary College in association with The University of Queensland. However, the Vice-Chancellor should have a measure of flexibility when negotiating the final name.

Members discussed the percentage of students identified for the selective entry cohort and the ambition to specify a proportion of places for disadvantaged students to align with UQ's strategic priorities. Senate supported the articulation of a preferred target of 50% selective entry, with a lower limit of 30%. The University would also seek advice from the Department to determine whether there were other mechanisms through which the objectives regarding student composition could be met, separately to the selective entry option. It was noted that scholarship schemes such as Young Achievers could be available to students.

There had been no request for capital funding or a financial contribution, however, some in kind support such as access to UQ sports facilities was discussed. Decisions regarding access to sporting facilities would be considered in the context of usage patterns.

It would be important to understand the extent to which the governance arrangements for the school might be set by government requirements for all state schools. There is a need to fully understand the proposed school governance to ensure that there is alignment with UQ's values. In particular, it will be important to understand the extent to which the University will have the ability to contribute to the governance of the school.

A rolling review mechanism should be integrated to ensure oversight and delivery of the core components of the agreement. An exit clause should be included in the event that agreed conditions are not met or issues arise.

There being no further discussion, Senate endorsed in principle the assurances sought from the Department of Education (DoE), subject to the suggestions made at the meeting being followed through by the Vice-Chancellor, and subject further to any other negotiations the Vice-Chancellor has with the DoE.

10. Renewal of Confucius Institute Agreement

The Director of the Confucius Institute presented to Senate at the April 2019 meeting on the activities of the Institute. Following the briefing, Senate expressed interest in further discussion about the Confucius Institute, particularly in the context of the pending renewal; which the Vice-Chancellor and Deputy Vice-Chancellor (External Engagement) contend would be in UQ's favour. The Chancellor noted that under the Delegations Policy, the responsibility for the renewal of the agreement for the Institute rests with the Vice-Chancellor, but that the Vice-Chancellor had brought the issue to the Senate because of its high profile.

A briefing note was circulated with the agenda papers for noting and discussion.
The following points were raised during the discussion –

- As it is important that the University has the ability to make the agreement available publicly, any references in the agreement relating to confidentiality should be removed.
- UQ needs to be comfortable with the Board composition.
- The language relating to the scope of activities should be refined so that it reflects current and future activities.
- Legal advice should be obtained so that there is certainty that there is compliance with applicable laws.
- A mechanism to revoke the agreement should be included.

11. **Further Information regarding the Gender Pay Equity Summary Report 2018**

[Dr Dee Gibbon (Associate Director of Workplace Diversity and Inclusion) and Dr Al Jury (Chief Human Resources Officer Human Resources) were present for this item.]

A report – Further Information regarding the Gender Pay Equity Summary Report 2018 – was circulated with the agenda papers under restricted access. This was in case some of the data in the papers could be used to identify individuals.

Dr Gibbon advised that the Workplace Diversity and Inclusion section of HR had conducted further analysis regarding the like-for-like gender pay gaps of greater than 3% identified in the 2018 UQ Gender Pay Equity Report. This additional analysis was conducted in response to a request from the Senate in December 2018 for an explanation as to why approximately one-third of gender pay gaps were greater than 3%. The Senate had asked for further detail on the nature and genesis of such gaps.

Dr Gibbon explained the methodology used to arrive at the like-for-like figures in the report and took questions, after which the Report was noted.

The Vice-Chancellor thanked Dr Gibbon and Dr Jury for compiling the Report.

12. **2018 Strategic Key Performance Indicators: Annual Progress Report**

Questions or comments were invited on the Annual Progress Report.

The graph on the Aboriginal and/or Torres Strait Islander Participation ratio (pg 42 of the Report) indicated that Melbourne University’s ratio was consistently higher than other Go8s and that it was on an upward trajectory. Professor Fredericks provided an explanation for this.

It was confirmed that 'employment' meant any type of employment.

There being no further questions, the Senate approved the 2018 Strategic Key Performance Indicators Annual Progress Report as circulated with the agenda.

**Governance Matters**

13. **CCC Audit of Research Integrity**

Senate noted that the Crime and Corruption Commission’s Corruption Audit Plan 2019-2012 includes UQ as one of three Queensland Universities which will undergo an audit for Research Fraud between July and December 2019.
In response to a question, Professor Blows indicated that it is possible that the research project on Universal Medicine, which had already been the subject of a detailed University investigation, might be audited as the audit may apply to any past case.

14. Any Other Business

14.1 Create Change Scholarship Match
The Chair of the Senate Advancement Committee, Ms Kathy Hirschfeld, encouraged Members to consider participating in the Create Change Scholarship Match and to invite others to participate, details of which were available at the meeting. UQ has made $15M available to match donations over $50,000 which are directed towards the creation of an endowed scholarship.

Other Matters for Noting

15. Senate Annual Calendar
The Senate annual calendar was noted.

16. Meeting dates 2019 and 2020
The Senate meeting dates for 2019 and 2020 were provided and noted.