Minutes confirmed by Senate on 12 September 2019

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Attendance
Present: Mr P N Varghese AO (Chancellor), Ms T Dwyer (Deputy Chancellor), Professor P Høj AC (Vice-Chancellor and President), Professor P Adams, Ms J Alroe, Associate Professor D Cavaye, Mr T Crommelin, Ms A Cross AM, Professor G Hainge, Ms K Hirschfeld AM, Dr Z Hodge AM, Ms R Hurst, Mr T Mackay, Mr G Murdoch, and Ms M Tredenick.
1. **Welcome and apologies**

The Chancellor welcomed everyone to the meeting and noted apologies from Adjunct Associate Professor Dimity Dornan, Mr Phil Hennessy, Mr Jamie Merrick, Associate Professor Tony Roberts, Dr Sally Pitkin, Mr Ziggy Turner, 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 June 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.

The following changes were **noted** –

**Ms Kathy Hirschfeld AM**
- UN Women National Committee Australia, Resigned as President on 21 May 2019 and as Board Member on 25 May 2019

4. **Confirmation of the minutes**

The general minutes and confidential minutes of the meeting held on 30 May 2019, having been circulated, were **confirmed**.

5. **Matters arising from the minutes**

Matters arising from previous minutes were **noted**.
6. Update from the Chancellor

Kathy Hirschfeld AM

The Chancellor once again congratulated Ms Kathy Hirschfeld on her appointment as a Member of the Order of Australia in the Queen’s Birthday Honours List. The award is in recognition of her significant service to engineering, to women, and to business.

Senate Retreat 24 August

The Chancellor outlined the draft program and invited Members to make suggestions about the content for the day.

World University Rankings

The Chancellor congratulated the Vice-Chancellor and his team on the excellent rankings in the National Taiwan University (NTU) Ranking, QS World University Rankings, and Nature Index.

7. Vice-Chancellor and President’s Report

The Vice-Chancellor updated Members on two Matters Arising: ICSSSC and the Confucius Institute.

Inner City South State Secondary College (ICSSSC)

The selection process for a principal is underway. The preferred name at this stage is still ‘Inner City South State Secondary College in association with The University of Queensland’.

Confucius Institute

The DVC (External Engagement) is working on the renewal of the Confucius Institute Agreement. The suggestions Members made at the May Senate meeting are being taken into account.

Smart State Vision meeting

In June the Vice-Chancellor attended a meeting with the State Premier, Deputy Premier, Innovation Minister, other members of the State government, and Mr Andrew Liveris among others. Professor Høj outlined his views on how the Smart State Vision could be delivered. In particular he emphasised the benefit of a Boggo Road Precinct and a Cross River Rail.

Ramsay Centre

Progress is being made towards a partnership with the Ramsay Centre to deliver a new Extended Major in Western Civilisation.

Extensive consultation on the curriculum took place in the HASS Faculty including at two Faculty Board of Studies meetings on 9 April and 20 May 2019. As a result of these discussions, changes were made to the content and the learning outcomes of the proposed curriculum. At the Board of Studies meetings, which is advisory to the Executive Dean, reservations were expressed and those were considered. The Executive Dean engaged fully in relation to all aspects of the feedback, took the view that the revised curriculum had addressed reasonable concerns and recommended it for consideration by the Committee for Academic Programs Policy (CAPP). It was endorsed by CAPP on 5 June 2019 and will now go to Academic Board on 1 July 2019 for advice and
recommendation to the Vice-Chancellor via the Deputy Vice-Chancellor (Academic).

Discussions between UQ and the Ramsay Centre CEO in relation to the proposed Memorandum of Understanding (MoU) are at an advanced stage and the Vice-Chancellor is very hopeful that the issues raised by Senate – in relation to UQ’s autonomy over governance and policy – will be properly safeguarded in the MoU.

The Chancellor thanked the Vice-Chancellor and all who were involved for all their hard work which he hoped will lead to an agreement which will protect the University’s position and which will provide an additional opportunity for students.

Farewell to Andrew Betts
The Vice-Chancellor noted that this was Andrew Betts’ last Senate meeting, having tendered his resignation at the start of the year. Professor Høj spoke of Andrew’s deep commitment to the position and the pivotal part that he had played as a member of Senior Management. Mr Hennessy, in his absence, sent a message expressing his gratitude to Andrew for all that he has done for UQ over a long period of time, and he also acknowledged Andrew’s commitment to the Finance Committee. On behalf of the Senate, the Chancellor endorsed these sentiments.

Vale Fiona Kennedy
The Vice-Chancellor noted with great sadness the passing in June of Fiona Kennedy, UQ’s Executive Communications Advisor. Fiona’s memorial service was in Sydney on 21 June where Professor Høj had been asked by Fiona’s family to participate in the service. Her colleagues in the Queensland government, in conjunction with UQ and Fiona’s family, are coordinating a memorial service to take place in July at Queensland Parliament House. The Chancellor endorsed his sincere condolences and paid tribute to Fiona’s consistently excellent contribution.

Strategic Matters

8. Freedom of speech
The Model Code for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers, as amended by the UCC Working Group formed to consider amendments to the Code, had been distributed to Members ahead of the meeting and was noted. This is the proposed final version of the Code which will be considered for endorsement at the October 2019 meeting of the University Chancellors Council.

A discussion took place and it was agreed that the points listed below will form a paper to support UQ’s adoption of the Code at the September Senate meeting.

1. The Code will be referred to the Academic Board for discussion and deliberation, after which Senate will be provided with a summary.

2. General Counsel was requested to identify the relevant UQ policies and procedures, and state and federal legislation that would be impacted by the Code as required under the section ‘Operation’.
3. A preamble to frame and contextualise the Code will be drafted.

It was agreed that it would be helpful to know how other Australian universities have responded to the Code.

As a longer term project, it would be useful to articulate the range of events and activities already in place at UQ that reflect the ideals of the Code. Consideration could be given to introducing events in the future to raise the profile of the importance of freedom of speech.

9. **HEalth Research Accelerator (HERA) Initiative**

[Professor Geoff McColl, Executive Dean, Faculty of Medicine attended for this item.]

The Vice-Chancellor referred to a question that Senate had posed to Management about what Management would propose if there was funding of $100m available. Management proposed the HERA Initiative because health is one of UQ’s strengths and there are a number of funding opportunities, for example, the Medical Research Future Fund.

Professor McColl began his presentation with a video from Professor Ian Frazer AC in support of the HERA Initiative. The presentation set out why an initiative similar to HERA would be beneficial, what the initiative envisages, and how it might work. The presentation ended with four examples of potential HERA investments.

A discussion then took place and the following points were made –

There were a number of comments from Members that the governance of a collaborative endeavour could pose a challenge and could lead to the failure of the initiative if not thought through. It was acknowledged that UQ has been collaborating in health research projects over the past years and collaboration can yield benefits provided it is done thoughtfully and that each partner benefits.

Regarding the governance of a collaboration, advisory boards by their nature are not decision-making bodies. It would therefore be undesirable to have them as the peak governing body. Advisory boards also require support from professional staff and it was not clear where staff would be drawn from.

The Vice-Chancellor, through the DVC (Research), might be made the final decision-maker. This arrangement, however, might not work if the initiative comprised a number of independent entities who might not view UQ as the final decision-maker. Professor McColl undertook to look at similar models.

A request was made to set objectives and apply KPIs to these objectives.

The Chancellor mentioned a comment made by Mr Merrick (who was an apology) that there could be more focus on State health outcomes.

Although the recruitment targets are fairly ambitious they should be achievable because the aim is to recruit Level Cs who are generally at a stage in their careers where they are fairly mobile.
When Senate set the “$100m challenge” the expectation was that a number of ideas would be put to Senate and not just one. The Vice-Chancellor advised that requests for ideas had been called for and that the HREA Initiative was presented as the best and most viable idea.

Senate –
1. **Endorsed** the pursuit of the HEalth Research Accelerator initiative (HERA) as outlined in the HERA document circulated with the agenda, noting that the cash flow modelling presented to Finance Committee demonstrated that the HERA investment as proposed could be made and that the University would still meet its targeted 10% EBITDA, and

2. **Requested** that it be kept informed on the matters discussed, namely the governance arrangements of a collaborative endeavour, and setting objectives and related KPIs.

The Chancellor thanked Professor McColl for his presentation.

10. **Voice survey**

[Dr Al Jury (Chief Human Resources Officer) and Mr Declan Hughes (Acting Associate Director, Organisational & Leadership Development) attended for this item.]

The Vice-Chancellor provided a brief introduction to this item after which Dr Jury provided an overview of the results of the survey.

A UQ-wide staff engagement survey was conducted between 29 April and 17 May 2019. Voice Project was selected for the relevance of their benchmarking data with all of the Group of Eight Universities and many other Australian and New Zealand universities. Voice Project had also conducted surveys for UQ in 2015, 2011 and 2008.

The response rate from continuing and fixed-term staff was 72% which was a 7% increase on the 2015 response rate.

Management was encouraged to conduct staff surveys more regularly, possibly with smaller surveys being conducted in the years between the comprehensive surveys.

Management will introduce actions for key areas where performance is low.

Senate **noted** the results of the Voice Survey as well as the plans for responding to the survey outcomes.

The Chancellor thanked Dr Jury and Mr Hughes for their attendance.
Academic Matters

11. Appointment Academic Board President 2020

[Professor Peter Adams left the meeting for this item.]

On 13 May 2019 the Academic Board ratified, for Senate’s consideration, an extension of the term of the President of the Academic Board, Professor Peter Adams, for 2020.

Senate resolved –

That, in terms of S35A(2) of The University of Queensland Act, the appointment for 2020 of Professor Peter Adams as President of the Academic Board be approved.

On behalf of the Senate, the Chancellor congratulated Professor Adams on his re-appointment.

12. Update from the Academic Board President

Professor Adams referred to the reviews conducted in 2018, the reports of which formed part of the Academic Board report, and noted that while there were recommendations for each review, no serious issues were identified. The review reports in the agenda papers were for: the School of Civil Engineering, the School of Historical and Philosophical Inquiry, the School of Nursing, Midwifery and Social Work, and the Institute for Molecular Bioscience.

13. Academic Board Report

Academic Board Reports for the meetings held on 8 March 2019 and 13 May 2019 were noted.

Financial / Operational matters

14. Finance Report quarter ended 31 March 2019

The UQ Finance Report for the quarter ended 31 March 2019 was noted.

In response to a question from a Member, the Vice-Chancellor provided an update on the status of the Student Residences Projects.

15. 2018 Risk and Audit Committee Report to Senate

The 2018 Risk and Audit Committee Report to Senate was noted.

Governance Matters


Senate resolved to –
1. Rescind the Equity and Diversity Policy (PPL 1.70.01);
2. Approve the Diversity, Equity and Inclusive Behaviours Policy, as circulated with the agenda; and
3. Authorise the Vice-Chancellor to determine the commencement date.

17. Review of Senate Charter

Senate approved the amended Senate Charter as circulated with the agenda.
18. **Review of Governance Committee Terms of Reference**

Senate approved the amended Governance Committee Terms of Reference as circulated with the agenda.

It was noted that, as a consequence of the Membership section of the Membership and Remuneration Committee terms of reference being transferred to the Governance Committee, the remaining section relating to Remuneration in the Membership and Remuneration Committee terms of reference will be reviewed, and that a change of name of the Committee will be recommended at the same time.

19. **King’s College Constitution**

The proposed amendments to the King’s College Constitution had been reviewed by Legal Services.

Senate approved the amendments to the King’s College Constitution as submitted.

20. **Naming requests**

Senate approved naming the following –

1. The Haymans Electrical Fellowship for Skin Cancer Research, from 1 July 2018 to 30 June 2023.

2. The MM Electrical Merchandising Fellowship for Alzheimer’s Disease Research, from 1 July 2018 to 30 June 2024, noting that in order to enable early activation UQ has provided the first year of funding but that all five subsequent years are funded by the donor.

3. The Susan Blake Lectureship in Ancient History, in perpetuity.

4. The Tritium Visiting Fellowship in e-Mobility, in perpetuity.

5. The Professor Frank White Memorial Garden, for the lifetime of the garden.

21. **Posthumous conferral of an award**

Senate approved the posthumous conferral of a Diploma in Arts on Peter Dunne (30402441).

**Senate committee Reports / Minutes**

22. **Advancement update**

The Advancement Update for Senate for June 2019 was noted.

The Chair of the Advancement Committee provided the following verbal report –

As at the end of May 2019 over $400m (81%) has been raised towards the $500m campaign goal.
Close to $2m towards the Create Change Scholarship Match has been confirmed; $1m of which had been received since the announcement on 22 May 2019.

Needs-based endowment funds have been added to Women in STEMM.

A position has been established in Advancement to fundraise for indigenous initiatives.

All UQ alumni founders have been invited to pledge.

A 24 hour campaign UQ Giving Day will be held on 23 October 2019 to coincide with the 25th anniversary of Customs House.

23. **Campus Infrastructure Committee**
The Campus Infrastructure Committee Minutes dated 28 May 2019 were noted.

24. **Equity, Diversity and Inclusion Committee**
The Equity, Diversity & Inclusion Committee Minutes dated 11 June 2019 were noted.

25. **Finance Committee**
The Report of the Finance Committee to Senate dated 5 June 2019 was noted.

26. **Governance Committee**
The Governance Committee Minutes dated 28 May 2019 were noted.

27. **Risk and Audit Committee**
The Risk and Audit Committee Report to Senate dated 5 June 2019 was noted.

**Other Matters for Noting**

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

29. **Retention of private annotations in Convene**
A Memorandum from UQ Legal dated 15 May 2019 re: Convene private annotations was noted.

30. **Senate annual calendar**
The Senate annual calendar was noted.

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

**Closed session**

32. **Selection of new Vice-Chancellor**
[Professor Høj and all attendees left the meeting for this item.]

The Chancellor provided Members with an update of progress to date.