## Minutes of a Meeting of Senate held on 24 October 2019 at 5:30pm in the Senate Room, Level 5 Brian Wilson Chancellery, St Lucia Campus

Minutes confirmed by Senate on 5 December 2019

### Index

1. Acknowledgement of Country
2. Welcome and apologies
3. Approval of items *en bloc*
4. Declaration of interests
5. Confirmation of minutes
6. Matters arising from the minutes
7. Update from the Chancellor
8. Vice-Chancellor and President’s Report
   - Strategic Matters
9. Business Cases
   - Student Residences Program
   - Health and Recreation Centre Program
   - Human Capital Management Solution Program
10. Performance Based Funding Proposal
11. Academic Matters
12. Recognition of long service
13. Academic Board Policy
14. The Women’s College Constitution
15. Union College Constitution
16. Senate Committee Reports
17. Advancement Update
18. Campus Infrastructure Committee
19. Governance Committee
20. Other Matters for Noting
21. Meeting Dates

### 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, Ms A Cross AM, Adjunct Associate Professor D Dornan AO, Professor G Hainge, Mr P Hennessy AO, Dr Z Hodge AM, Ms R Hurst, Mr T Mackay, Mr J Merrick, Mr G Murdoch, Dr S Pitkin, Associate Professor T Roberts, Ms M Tredenick (by AV technology), Mr Z Turner, and Ms C Wake.

Apologies: Mr T Crommelin, and Ms K Hirschfeld AM.

In attendance: 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 (Advancement), Ms J Karlson; Pro-Vice-Chancellor (Indigenous Engagement),
1. **Acknowledgement of Country**

On behalf of the Senate, the Chancellor acknowledged the Traditional Owners and their custodianship of the lands on which the meeting took place, and paid respect to their Ancestors and their descendants.

The Chancellor confirmed the Senate’s ongoing commitment to the University’s Reconciliation Action Plan.

2. **Welcome and apologies**

The Chancellor welcomed everyone to the meeting and noted apologies from Mr Tim Crommelin, and Ms Kathy Hirschfeld.

3. **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.

4. **Declaration of interests**

Members’ interests as at October 2019 were circulated with the agenda and **noted**.

The following declarations were **noted** at the meeting –

**Professor Peter Høj AC**
- Australia-Indonesia Centre, Appointed a Board Member (effective 15/08/2019)
- SUSTech International Advisory Council, Resigned as a Member (effective 19/08/2019)

**Dr Sally Pitkin**
- Australian Institute of Company Directors, Retired as a Non-Executive Director (effective 31/08/2019)
- Queensland Performing Arts Trust, Appointed a Member (effective 10/10/2019)

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 and none were made.

5. **Confirmation of minutes**

The general minutes and confidential minutes of the meeting held on 12 September 2019, having been circulated, were **confirmed**.
6. Matters arising from the minutes
Matters arising from previous minutes were noted.

7. Update from the Chancellor
UCC Meeting in Brisbane, 8-9 October 2019
The University hosted a successful meeting of the University Chancellors Council at Customs House. The Minister for Education, the Hon Dan Tehan MP, was the guest speaker at the dinner.

The levels and transparency of the remuneration paid to Vice-Chancellors in Australia continues to be examined by a UCC Working Group.

Model Code on Freedom of Speech
The UCC reaffirmed its commitment to the Model Code for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers, noting that the Code itself allows for universities to amend and adapt the Code as necessary.

At UQ a small Working Group will consider an approach which upholds the values of the Code and at the same time allows the University to administer its policies.

Outcome of Senate election for Students
Mr Richard Lee (postgraduate student) and Mr Drew Pavlou (undergraduate student) were elected on 11 October 2019 as members of the 34th Senate for 2020-2021.

8. 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:

ARC Centres of Excellence
The Vice-Chancellor said he was thrilled that UQ had successfully secured three Australian Research Council (ARC) Centres of Excellence for:
- Innovations in Peptide and Protein Science,
- Plant Success in Nature and Agriculture at UQ, and
- Children and Families over the Life Course.

These Centres will inject $102 million in funding UQ-led research. With three of the nine highly sought-after ARC Centres of Excellence awarded to UQ, the University has now secured more centres than any other university – not only in this round but since the scheme’s inception in 2003. This exemplifies UQ’s leadership in innovation and transformational research over the past 15 years.

The Chancellor acknowledged the Vice-Chancellor and his team for this excellent result.
Courting the Greats 2019
A function was held on 16 October 2019 at the Brisbane City Hall to honour and acknowledge the outstanding accomplishments of this year’s UQ alumni award recipients.

UQ Giving Day
The University’s first UQ Giving Day held on 23 October 2019 was a huge success with over $2.167 million raised. This is an excellent base on which to build. The Vice-Chancellor praised the Advancement team under the leadership of the Pro-Vice-Chancellor (Advancement), Ms Jen Karlson.

Bronze Institutional Award for SAGE Pilot of Athena SWAN
UQ has received the Bronze Institutional Award as part of the SAGE Pilot of Athena SWAN. To be awarded this level of accreditation, the University had to demonstrate meaningful reflection on our current work environment and culture, and implement an action plan over the next four years to address gender equity in STEMM disciplines.

The Vice-Chancellor acknowledged the work of the Senate Equity, Diversity and Inclusion Committee. In turn, the Chair of this Committee acknowledged all staff who had worked towards making this achievement possible.

Strategic Matters
9. Business Cases
The Business Cases for the Student Residences Program, Health and Recreation Centre Program, and Human Capital Management Solution Program were presented to the Senate for comment. Comments and suggestions made at the meeting will be incorporated into the final papers to seek the Senate’s approval at its meeting on 5 December 2019.

The Chair of the Campus Infrastructure Committee invited Members to attend its meeting on 7 November where the Programs will be discussed further.

The Chief Operating Officer introduced the Programs. The presentations were made available to Members.

9.1 Student Residences Program
Presenters: Mr Fabby Ernesta (Director, Accommodation) and Mr Glen Mallett (nettletontribe).

A Paper had been circulated with the agenda. At the meeting a video was shown of a fly through of the building. The architects then took Members through a site analysis, interior plans, and views of the exterior. The UQ Director of Accommodation covered the demand for on-campus student accommodation, which was benchmarked against other Go8 universities. A university-operated operating model was proposed. The presentation included a financial analysis, sensitivity analysis, the anticipated risks, and a timeline.
A discussion took place and the following points arose:

**Kitchen**: The ‘MasterChef’ design is in keeping with the design of other Go8 student residences, which have proved successful. The cleanliness, OHS, and general functioning of the kitchens have been built into the operating model.

**Construction**: Construction can begin in January 2020 should the Senate approve the program in December 2019. The builders have scheduled the build for minimal impact on neighbouring buildings.

**Procurement process**: An explanation of the procurement process will be included in the updated business case to go to the December Senate meeting.

**Height of building**: The height of the building was questioned, notwithstanding that the same height (13 levels) was approved by the Senate in the previous SRP proposal.

**Shortfall of beds in St Lucia**: Referring to the current shortage of student accommodation in St. Lucia of approximately 2,700 beds, it was noted that this number had not been split between domestic and international students.

**Demographics in the student residence**: The mix between domestic and international student will be monitored to achieve diversity. Scholarships from an endowment fund could assist lower SES (socioeconomic status) students in order to achieve SES diversity.

**Occupancy**: The model assumes an occupancy of 95% for 52 weeks at $300 per week.

**Sun studies**: The studies conducted by the architects show no greater shadow impact than the previous design and in some cases there is an improvement.

**Governance and accounting**: As the university-operated model has been chosen, the SRP will set up as a separate operating unit to accurately reflect the financial status of the student residence.

**Traffic plan**: A traffic plan is still under consideration and Management will take into account that it is a busy area.

**Financial information**: The Chair of the Finance Committee requested extra financial information. Management will ascertain what this is and will update the business case accordingly.

### 9.2 Health and Recreation Centre Program

Presenters: Dr Jacques Liebenberg (Director, Strategic Program Office), Mr Bryan Pryde (CEO UQ Sport), Professor Bruce Abernethy (Executive Dean, Faculty of Health and Behavioural Sciences), Mr Stephen Pratt (Hassell Brisbane), and Mr Ralph Whealer (Ralph Whealer & Associates).

A Paper had been circulated with the agenda. At the meeting a video was shown of a fly through of the building. The architects then placed the site in the context of the Campus Masterplan, and explained the site planning strategy. The
different functional arrangements of the building were shown, and visualisations of the exterior of the building were shown.

The Director of the UQ Strategic Program Office presented on the rationale, value proposition and operating model for a new Centre, compared to the current health and wellness offerings of the University. The presentation included a financial analysis, the anticipated risks, and a timeline.

A discussion took place and the following points arose:

Disability access: The key stakeholders have confirmed that the building will have full disability access. No consultation took place directly with students.

Flood level: The University considers the risk of flood damage an acceptable risk.

Parking: Only drop-off parking will be available outside the building as there are carparks in the vicinity. A request was made to consider installing a bike box, noting the demand on campus for these facilities. The extent of the need for car parking should take into consideration the University’s efforts to offer more public transport options.

Activities offered: The design of the building is flexible enough to adjust to the changing needs of the demand for different activities. A request was made to update the business case for the December meeting to address what activities will be included in the building, along with highlighting the details of the flexibility of the building.

Ventilation: The majority of the building will be naturally ventilated and will not require air-conditioning.

Wording in document: There was a request to avoid hyperbole, and to substantiate any academic claims in what is essentially a building for non-academic activities.

Security: Security, particularly at night, has been addressed as a top priority.

9.3 Human Capital Management Solution Program
Presenter: Dr Al Jury (Chief HR Officer).

A Paper had been circulated with the agenda. The Chief HR Officer explained the need for a new human capital management solution, as there is dissatisfaction with the current system and transactional costs are high. The proposed solutions and approximate delivery dates were explained, together with an estimate of the total cost.

A discussion took place and the following points arose:

Dashboards: It is possible to create specific dashboards. These will assist academics monitor their performance progress.

Software: It is the intention to use as much of the software “off the shelf” and to keep modifications to a minimum.
Change management: The business case will be updated for the December meeting to provide a detailed explanation of how change management will be rolled out.

Reviews: It was highly recommended that independent, external reviews are conducted regularly to assess assurance and quality. The reviews should also cover cyber security.

10. Performance Based Funding Proposal
The Performance-Based Funding Proposal for the Commonwealth Grant Scheme was noted. The University is yet to receive details on its funding allocation for 2020 under this new methodology.

Academic Matters
11. Academic Board Report
Academic Board Report for the meeting held on 26 August 2019 was noted.

Financial / Operational matters
12. Recognition of long service
Senate recorded its appreciation in recognition of long service to members of professional and research staff.

Governance Matters
13. Academic Board Policy
At the meeting, an amendment was accepted to substitute “or if not” in 2.6 (a)(i) and 2.6(b)(i) with “or if there is no candidate who meets these criteria”.

The Academic Registrar, as custodian of this Policy, was requested to confirm that Section 2.7(c) of the Policy (“The President must not hold office for a term longer than 3 years.”) is consistent with Section 35A(3) of the University of Queensland Act (“The president holds office for the term, not longer than 3 years, decided by the senate.”), and that if the Policy is not in line with the Act then the Policy will be amended to achieve consistency.

Senate resolved to –

1. Rescind the Academic Board Policy (PPL 1.30.03) with effect from 31 December 2019;

2. Approve the Academic Board Policy, as set out in agenda papers and as amended at the meeting, and subject to Section 2.7(c) of the Policy being consistent with the University of Queensland Act, to commence on 1 January 2020;

3. Approve the Senate and Academic Board Elections Policy, as set out in agenda papers, to commence on 1 January 2020.

14. The Women’s College Constitution
Senate approved the amendments to The Women’s College Constitution, as submitted.
15. **Union College Constitution**  
Senate approved the amendments to the Union College Constitution, as submitted.

**Senate Committee Reports**

16. **Advancement Update**  
The Advancement Update for Senate October 2019 was noted.

17. **Campus Infrastructure Committee**  
A Campus Infrastructure Committee Report from the meeting held on 17 September 2019 was noted.

18. **Governance Committee**  
A Governance Committee Report from the meeting held on 3 October 2019 was noted.

**Other Matters for Noting**

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

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

21. **Meeting Dates**  
The Senate meeting dates for 2019-2021 were provided and noted.