

The University of Queensland
Minutes of a Meeting of Senate held on 25 June 2020 at 5:30pm
By Audio-Visual Technology

Minutes confirmed on 24 September 2020

Index

1. Acknowledgement of Country	2
2. Welcome and apologies, and protocol for holding the meeting online	2
3. Approval of items <i>en bloc</i>	2
4. Declaration of interests	2
5. Confirmation of minutes	2
6. Matters arising from the minutes	2
7. Update from the Chancellor	3
8. Vice-Chancellor and President's Report	3
Governance matters	4
9. Senate Evaluation	4
10. UQ's Innovate Reconciliation Action Plan Implementation Report	4
Strategic Matters	6
11. COVID-19 Impact	6
11.1 Update from CFO	6
11.2 Update from DVC(Academic)	6
11.3 Update from Director of HR: Update at the meeting	7
12. Program Architecture 2	7
Academic Matters	8
13. Appointment of Academic Board President	8
14. Amendment to Academic Board Policy	8
15. Academic Board Report	8
16. 2019 Academic Annual Report	8
Financial / Operational matters	8
17. UQ Future Fund Charter	8
18. Senate Delegation for Legal Proceedings	8
19. Finance Report Quarter ended 31 March 2020	8
20. Risk and Audit Committee Annual Report 2019	8
Senate Committee Reports	9
21. Advancement Update	9
22. Equity, Diversity and Inclusion Committee	9
23. Finance Committee	9
24. Risk and Audit Committee Annual Report 2019	9
Other Matters for Noting	9
25. UQ Significant Litigation Report	9
26. Senate Annual Calendar	9
27. Meeting Dates 2020-2021	9

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, Adjunct Associate Professor D Dornan AO, Professor G Hainge, Mr P Hennessy AO, Ms R Hurst, Mr E Johnson, Mr R Lee, Mr J Merrick, Mr D Pavlou, Associate Professor T Roberts, Ms M Tredenick, and Ms C Wake.

Apologies: Mr G Murdoch and Dr S Pitkin.

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 (Advancement), Ms J Karlson; Pro-Vice-Chancellor (Indigenous Engagement), Professor B Fredericks; Pro-Vice-Chancellor (Teaching & Learning), Professor D Macdonald; Chief Financial Officer, Mr A Flannery; General Counsel, Ms C Seeto; and Director, Office of the Vice-Chancellor and President, Ms J Connah.

Secretary: Dr J Montgomery.

Observer: President UQ Union, Mr E Van Roo Douglas.

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, and protocol for holding the meeting online

The Chancellor welcomed members to the meeting and noted apologies from Mr Grant Murdoch and Dr Sally Pitkin.

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 June 2020 were circulated with the agenda and **noted**.

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 of the meeting held on 13 May 2020 and the confidential minutes of the meeting held on 5 June 2020, having been circulated, were **confirmed**.

6. Matters arising from the minutes

There were no matters arising from previous minutes.

7. Update from the Chancellor

Last meetings

The Chancellor acknowledged that this was the last meeting for Associate Professor Tony Roberts, who was elected to the Senate in 2014 as the academic staff member, and who was also a member of the Finance Committee and the Senate Student Appeals Committee. The Chancellor thanked him for his contribution and wished him well for the future.

The Chancellor also acknowledged that this was the last Senate meeting for the Vice-Chancellor. Although there would be other opportunities to farewell Professor Høj, the Chancellor took this opportunity to particularly thank him for his contribution to the Senate since October 2012. He cited a number of metrics, for example how the University had risen in the global university rankings from the mid-90s to the mid-50s during Professor Høj's tenure. Professor Høj has left the University in a far stronger position than when he joined.

Breach of confidentiality

The Chancellor referred to two Senate meetings held on 25 February 2020 and 13 May 2020 where he had emphasised each Member's duty to maintain confidentiality, and had referred to the corrosive effect which a breach of confidentiality caused. He reminded Members that they had each signed a Letter of Appointment by which they had agreed to maintain strict confidentiality of the contents of meeting papers and discussions of the Senate and its Committees.

The Chancellor then expressed deep concern about two social media posts Mr Drew Pavlou posted on 25 May 2020 which divulged deliberations which took place at the Senate meeting on 13 May 2020, including a screenshot of Mr Pavlou's hand written notes on the meeting. The Chancellor asked Mr Pavlou whether he considered himself exempt from the obligation he had taken to maintain confidentiality. Mr Pavlou replied that he considered the contents of the posts in the interests of his constituency and that he did not regard his posts as a breach of confidentiality. The Chancellor said that it was hard to see the posts as anything other than a breach of confidentiality. He also asked Mr Pavlou whether he had shared any Senate documents with anyone outside the Senate. Mr Pavlou denied sharing Senate documents and resented the insinuation. The Chancellor noted it was a question, not an accusation. The Chancellor concluded the discussion by noting that the Senate will return to this matter at an appropriate time.

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.

Acknowledgment of thanks

Professor Høj thanked the Chancellor and Senate members for their acknowledgment of his contribution to the University. In turn, he thanked the Chancellor and Members for the time and effort which they put in to make UQ one of the top 50 universities in the world.

Covid-19 vaccine

The University of Queensland Senate Minutes: 25 June 2020

The Vice-Chancellor updated the Senate on progress to date in UQ's contribution to developing a vaccine for Covid-19.

Government announcement on Commonwealth Supported Places

On 19 June 2020, the Federal Education Minister announced the first phase of the Australian Government's post-Covid higher education reforms. These reforms represent a major and complex shift in government policy and universities look forward to receiving detailed information on what it will entail for students and their universities. Further analysis to fully understand how these measures will impact on UQ's operations next year is needed, and work will continue with the Government, the Group of Eight, and Universities Australia on this. Professor Høj then outlined what the University's early analysis indicated but emphasised that the reforms had only recently been announced and needed much more consideration.

Governance matters

9. Senate Evaluation

[Mr James Beck, Chair of Effective Governance, joined the meeting for this item.]

Mr Beck spoke to a UQ Senate and Committee Governance Review Timeline. The review was in line with the milestones. A draft report will be reviewed by the Governance Committee in July and then discussed by the full Senate at the retreat in August.

10. UQ's Innovate Reconciliation Action Plan Implementation Report

[Ms Lynnell (Nell) Angus, Project Manager (Indigenous Engagement Initiatives), joined the meeting for this item.]

Professor Bronwyn Fredericks began with an Acknowledgment of Country.

The Senate endorsed UQ's Innovate Reconciliation Action Plan (RAP) 2019-2022 at its 18 October 2018 meeting. On achieving dual endorsement from Reconciliation Australia and UQ Senate, the University launched its inaugural RAP in December 2018. The RAP contains 17 actions across a broad range of initiatives including Aboriginal and Torres Strait Islander employment and increasing student representation, Indigenising curriculum, research, procurement, organisational cultural competency, cultural protocols, community engagement, governance and reporting.

The Office of the Pro-Vice-Chancellor (Indigenous Engagement) has collaboratively led UQ-wide implementation, monitoring and reporting from January 2019. An update on UQ's RAP implementation progress and priorities was circulated with the agenda and the Pro-Vice-Chancellor (Indigenous Engagement), Professor Bronwyn Fredericks, gave a presentation at the meeting.

Aboriginal and Torres Strait Islander students – enrolments

The University of Queensland Senate Minutes: 25 June 2020

An Aboriginal and Torres Strait Islander student's journey from recruitment to studying at UQ to industry engagement, career progression and further study are contained within Action 12 of the RAP. The 5-year trend graph indicated that student enrolment numbers have steadily increased from 2014 to 2019. Of the 455 of students enrolled in 2019, just over a quarter were in the Faculty of HASS programs, followed by Faculties of Science and HaBS, respectively. Preliminary 2020 data indicate that approximately 420 Aboriginal and Torres Strait Islander students are enrolled in coursework or higher degree research programs in Summer Semester or Semester 1.

Aboriginal and Torres Strait Islander students – retention

Aboriginal and Torres Strait Islander retention rates have been relatively stable. This reflects a similar trend for non-Indigenous students, though the non-Indigenous student rates are higher around 80% with less variation across most years.

Professor Fredericks noted that in terms of student success, UQ ranked 10th in 2018 among Australian universities. Professor Fredericks also noted that Aboriginal and Torres Strait Islander students are at parity or doing better (in terms of academic performance and retention) than non-Indigenous students in some programs, for example, medicine and health.

Some critical elements for retention of Aboriginal and Torres Strait Islander students include:

- Increasing representation of Aboriginal and Torres Strait Islander professional and academic staff at UQ.
- Improving Aboriginal and Torres Strait Islander cultural competency at UQ. Arrangements are being made to offer the online program to Senate members once it becomes available.
- Continuing with scholarships and philanthropy to grow opportunities for Aboriginal and Torres Strait Islander students. It was pleasing to note that from 1 September 2019 to 31 March 2020 UQ raised approximately \$589,000 through donations for scholarship funds, endowments, pathway programs and prizes.
- Building meaningful relationships with Aboriginal and Torres Strait Islander communities and UQ alumni.
- Participating in reconciliation educational events such as the annual UQ NAIDOC and Bloom festivals.
- Encouraging faculty-based initiatives. To date there are four faculty-based RAP-related positions – two in HASS, and one each in Medicine and HaBS - and two committees – one each in HaBS and Medicine.

Aboriginal and Torres Strait Islander employment

One of the critical elements for student retention is Aboriginal and Torres Strait Islander employment at UQ. At 31 March 2020, UQ employed Aboriginal and Torres Strait Islander people in 47 academic positions and 169 professional positions. The positions are a combination of continuous, fixed-term or casual employment.

The University of Queensland Senate Minutes: 25 June 2020

Whilst UQ currently falls short of the 3% Aboriginal and Torres Strait Islander employment target, there is a slow but steady increase, noting that 2020 data are preliminary and that 2021 reflects the employment target of 3%.

UQ also has targets for academic and profession positions by full-time equivalent hours. By 2021, UQ aims to employ 25 full-time equivalent Aboriginal and Torres Strait Islander academics and 100 full-time equivalent professional staff. From the data we can see that a greater commitment by UQ to Aboriginal and Torres Strait Islander employment is required to meet UQ's targets by June 2021.

The presentation concluded with a snapshot of RAP achievements in 2019, and an indication of 2020 priorities.

Members were invited to ask questions.

Professor Fredericks was asked to name her top three priorities going forward. These are: 1) ongoing development of curriculum, particularly regarding the history of Australia; 2) an increase in scholarships with a view to establishing an endowment fund; and 3) growing Indigenous research and researchers and providing opportunities for Indigenous and non-Indigenous researchers to collaborate.

The Chair of the Senate Equity, Diversity and Inclusion Committee invited Senate members to participate in opportunities provided, for example the cultural competency training and participating in NADOC events. The Committee has also requested a paper on the Uluru Statement from the Heart which will then come Senate for consideration. At the recent RAP Oversight Committee meeting, Senate considering UQ endorsement of the Uluru Statement was strongly supported by student, staff and executive Committee members. The Chair added that the Equity, Diversity and Inclusion Committee would also support this initiative.

The Chancellor thanked Professor Fredericks and Ms Angus for their presentation.

Strategic Matters

11. COVID-19 Impact

11.1 Update from CFO

[Mr Andrew Flannery, Chief Financial Officer, presented this item.]

The Chief Financial Officer took Members through the 2020 Financial Update. The presentation covered:

- the forecast 2020 cash position,
- June YTD results – headcount trends, and
- key points.

11.2 Update from DVC(Academic)

[Professor Joanne Wright, Deputy Vice-Chancellor (Academic), and Professor Doune Macdonald, Pro-Vice-Chancellor (Teaching & Learning), presented this item.]

The presentation – Online Student Experience Update – circulated with the agenda was taken as read. The presentation mainly covered the key themes arising from the mid-semester survey.

The results of the Student Evaluation of Course and Teacher (SECaT) will complement the mid-semester survey.

11.3 Update from Director of HR: Update at the meeting

[Dr Al Jury, Chief Human Resources Officer, presented this item.]

The Chief Human Resources Officer covered the following items:

- headcount and FTE trend for continuing and fixed-term employees,
- employee initiated separation rate (continuing staff only), and
- excess recreation leave and long service leave.

12. Program Architecture 2

[Professor Joanne Wright, Professor Greg Hainge, and Ms Sue Chapple presented this item.]

The presentation explained what Program Architecture 2 (PA2) is and the main reasons for undertaking it.

PA2 is divided into the following Projects –

Project 1: Portfolio Sustainability and Program Design Principles

Deliver a program, major and course dashboard to assess performance and sustainability of UQ's portfolio. Implement consistent program design principles.

Project 2: Program Management (Curriculum End-to-End Project)

Deliver an IT solution to support the design, governance, publication and review processes for UQ's courses and programs as well as the codification of course and program requirements and the automation of related student and administrative processes.

Project 3: Program Rules, Policies and Procedures Simplification

Consolidate program rules into policies and procedures, streamline processes, reduce duplication and improve transparency for students.

The following comments were made during discussion –

UQ is among the leading group of universities undertaking a review of the programs on offer.

Operational processes are being built into PA2 which will allow for an ongoing review of programs.

When courses, plans and programs are flagged for review, Faculties are responsible for determining the appropriate action, which may include discontinuation, following consultation with the relevant academic staff. A curriculum management tool has been purchased which will assist in improving governance processes and provide efficiencies through automation.

Academic Matters**13. Appointment of Academic Board President**

[Professor Adams left the meeting for this item.]

The Senate **appointed** Professor Peter Adams as President of the Academic Board for 2021-2022.

Sec.

The Chancellor congratulated Professor Adams on his appointment.

14. Amendment to Academic Board Policy

The Senate **approved** the amendments to the Academic Board Policy, as set out in the agenda papers.

Sec.

15. Academic Board Report

The Academic Board Report of 11 May 2020 was **noted**.

16. 2019 Academic Annual Report

The Academic Board Annual Report 2019 was **noted**.

Financial / Operational matters**17. UQ Future Fund Charter**

The Senate **approved** –

1. the UQ Future Fund Charter, as circulated,
2. the deferral of the \$19 million 2019 annual transfer into the UQ Future Fund until such time as the University's cash flows support such a transfer,
3. the deferral of the additional \$50 million initial balance into the UQ Future Fund until such time as the University's cash flows support such a transfer.

CFO

18. Senate Delegation for Legal Proceedings

A discussion took place where it was decided that the Vice-Chancellor's delegated amount should be the same as the Provost and Chief Operating Officer.

The Senate **resolved** to –

1. Delegate its power to conduct legal proceedings to the Vice-Chancellor, Provost and Chief Operating Officer.
2. Authorise the Chancellor to sign the instrument of delegation, as amended at the meeting.

General Counsel

19. Finance Report Quarter ended 31 March 2020

The Finance Report Quarter for the ended 31 March 2020 was **noted**.

20. Risk and Audit Committee Annual Report 2019

The Risk and Audit Committee Report 2019 was **noted**.

Senate Committee Reports**21. Advancement Update**

The Advancement Committee Update for June 2020 was **noted**.

22. Equity, Diversity and Inclusion Committee

The Equity, Diversity and Inclusion Committee minutes dated 27 May 2020 were **noted**.

The Chair of the Committee referred to correspondence with the Ally Action Committee, which was included in the papers. Members were encouraged to support LGBTQIA+ activities such as the UQ Ally Network Wear It Purple Day.

23. Finance Committee

The Finance Committee Report of June 2020 was **noted**.

24. Risk and Audit Committee Annual Report 2019

The Risk and Audit Committee Report of June 2020 was **noted**.

Other Matters for Noting**25. UQ Significant Litigation Report**

The Significant Litigation Report dated 15 June 2020 was **noted**.

26. Senate Annual Calendar

The Senate Annual Calendar was **noted**.

27. Meeting Dates 2020-2021

The UQ Senate dates 2020-2021 were **noted**.