

The University of Queensland
Minutes of a Meeting of Senate held on 24 September 2020 at 4:30pm
in the Senate Room, Level 5, Brian Wilson Chancellery, St Lucia

Minutes confirmed on 26 October 2020

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Attendance

Present: Mr P N Varghese AO (Chancellor), Ms T Dwyer (Deputy Chancellor), Professor D Terry AO (Vice-Chancellor and President), Professor P Adams, Ms J Alroe, Associate Professor D Cavaye, Ms A Cross AM, Adjunct Associate Professor D Dornan AO (AVT), Professor G Hainge, Mr P Hennessy AO (AVT), Ms R Hurst, Mr E Johnson (AVT), Professor B Lea, Mr R Lee (AVT), Mr G Murdoch, Dr S Pitkin (AVT), Ms G Starr, Ms M Tredenick (AVT), and Ms C Wake (AVT).

(AVT – audio visual technology)

Apologies: Mr T Crommelin and Mr J Merrick.

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; 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: 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 Tim Crommelin and Mr Jamie Merrick.

The Chancellor welcomed Professor Debbie Terry, Professor Bronwyn Lea, and Ms Gabii Starr to their first Senate meeting, noting that they had attended the Senate retreat in August.

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 September 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 a change of interest was declared at the meeting

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 minutes of the meeting held on 25 June 2020, having been circulated, were **confirmed**.

The following circulating resolutions were **noted as agreed**:

Academic Staff Member Vacancy dated 10 July 2020,
UQ as guarantor to King's College loan facility dated 15 July 2020, and
Filling of Vacancy of Undergraduate Student Member dated 4 August 2020.

6. Matters arising from the minutes

There were no matters arising from previous minutes.

7. Update from the ChancellorEarlier starting time of meetings

The Chancellor noted that the earlier start time of Senate meetings of 4:30pm is an outcome of the Senate retreat where Members indicated the desire for more time to discuss strategic issues.

External Senate Review

The Chancellor provided an update on the external review of the Senate which took place in August 2020. Progress on the top ten priorities identified at the Senate retreat is underway. Of the other recommendations, those which will add value will be implemented under the oversight of the Governance Committee. The Chancellor noted that he was not inclined to proceed with a peer review of each Senate member.

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.

Job Ready Graduates Package

Legislation to enact the Government's Job Ready Graduates package was introduced to Parliament on 26 August 2020. The legislation has been referred to the Senate Committee on Education and Employment. A submission was made to the Committee by Universities Australia recommending further legislative protections. The Committee reports back on 25 September 2020 and the Bill is expected to be before the Senate in early October.

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Research Sustainability Working Group and National Priorities and Industry Linkage Fund

The Minister for Education has established two working groups of Vice-Chancellors to advise the Government on research funding and improved industry collaboration.

The Research Sustainability Working Group, chaired by Professor Terry, will provide advice to the Minister for Education on sustainable approaches to research funding for universities during COVID-19 and beyond. The National Priorities and Industry Linkage Fund Working Group will provide advice to Government on the development of performance metrics for the National Priorities and Industry Linkage Fund.

Australia's Foreign Relations (State and Territory Arrangements) Bill 2020

The Government is seeking legislative power to review existing and prospective arrangements between states, territories, councils and universities and foreign governments. Arrangements that are considered contrary to or inconsistent with Australia's foreign policy could be prevented from proceeding or terminated.

The sector is in early discussions with the Department of Foreign Affairs and Trade on the implications of the Government's proposed legislation, including the scale of what the laws are intended to capture. The proposed Bill has the potential to capture many thousands of research and education relationships across our institutions, which could adversely impact the nation's research capability and output. Concerns have also been expressed that the Bill appears not to be aligned with the activities of the University Foreign Interference Taskforce (UFIT). Universities Australia has written to the Minister to set out concerns regarding the Bill, including the impact on the autonomy of universities, the future of research collaboration, and the additional layer of regulation the Bill would require.

The Chancellor expressed concern about the serious implications the draft Bill would have on the autonomy of universities. Universities should not be seen as an arm of foreign policy.

Joint Committee on Intelligence and Security

The Government has announced that the Joint Committee on Intelligence and Security will examine, "the matter of potential interference conducted by, or on behalf of, foreign actors in Australian universities, publicly funded research agencies and competitive research grants agencies". The Minister for Home Affairs has written to the Chair of the Joint Committee about the potential scope of the Committee.

The Committee has been asked to report no later than 1 July 2021 and has been asked to conduct its inquiry in public as far as possible.

University Foreign Interference Taskforce

Universities continue to work collaboratively with the Government, Department and agencies on the University Foreign Interference Taskforce. The sector is providing examples of best practice in countering foreign interference in

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universities to assist the Taskforce and to demonstrate the significant work that is being undertaken in this critically important area.

Independent Review of Adoption of the Model Code on Freedom of Speech and Academic Freedom

In August, the Minister for Education announced that an independent review into the adoption of the Model Code on Freedom of Speech and Academic Freedom will be undertaken by Emeritus Professor Sally Walker AM. The Review will consider institutional responses to adopting or adapting the principles of the French Model Code in the broad suite of policies that cover academic freedom and freedom of speech. All universities have agreed to implement the principles in the Code by the end of 2020. Professor Walker is expected to report to the Minister by November 2020 with advice regarding the overall alignment of relevant policies across the university sector with the principles of the Model Code.

Measures addressing financial impact of COVID-19

Staff were recently provided with an update on the University's financial position and the measures in place for managing the ongoing impact of COVID-19. In recognition of better-than-expected enrolments and prudent financial management, staff have been advised that UQ will proceed with the next salary increase in UQ's Enterprise Agreement, meaning that all eligible staff will receive a 2 per cent pay rise from 1 January 2021.

As we are forecasting a further fall in new international student enrolments in Semester 1, 2021 and noting that some of the costs savings made this year would not be sustainable in the longer term, staff have been advised of two further measures that will be undertaken:

1. Christmas holiday leave: UQ has changed the practice from past years of gifting staff an additional three days of recreation leave between Christmas and New Year. Instead, there will be an expectation that staff who are not required to be at work during the Christmas shut-down period will use their accrued leave during this period.
2. Voluntary separation scheme: A voluntary separation scheme will be undertaken this year, with further information on the EOI process for the scheme to be provided to staff.

Review of Misconduct Policies

A broad review of the student and sexual misconduct policies at UQ has been commissioned and will be undertaken by external experts (Professor Carol Dickenson, retired Provost, QUT and John McKenna QC). Full consultation with stakeholders, including members of Senate, will form part of this review. The outcomes of this review will be referred to Governance Committee and Senate for consideration.

The Vice-Chancellor referred to correspondence dated 18 September 2020 from End Rape on Campus Australia, which had been circulated to Members on 18 September 2020. The correspondence referred to an incident at a residential college in 2017.

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Professor Terry had been provided with a comprehensive briefing and had personally contacted TEQSA to ascertain the final finding of a review they undertook. She provided the Senate with the details and a timeline of events.

After a comprehensive review of the case, TEQSA has found no evidence of non-compliance with the Threshold Standards. A letter from TEQSA to this effect is awaited, after which Professor Terry will invite the student to meet with her. TEQSA acknowledged that the University is reviewing the Student Integrity and Misconduct Policy, and requested a copy of the review.

An extensive discussion took place at the meeting and the following points arose:

There was concern over the length of time taken in this case. The Vice-Chancellor provided the context as to the reasons this particular case had taken so long, and acknowledged that the length of time taken was unacceptable.

The remit of the current external review needs to take into account all aspects of sexual misconduct; not only the policy itself, but also case management, support, training, and co-ordination.

There needs to be clarity and certainty in the way the policy is fulfilled.

The Chancellor acknowledged the content of the discussion. He noted that it was not the Senate's role to re-prosecute the case raised by ERCA but to look at systems and governance. There is clearly an appetite to fix what needs to be fixed in order to provide the Senate with the assurance that the University is meeting its duty of care to students.

Confucius Institute Update

On 31 July 2020, the University received correspondence from the Confucius Institute Headquarters (referred to as Hanban) informing that Hanban was to be dissolved and replaced by a new Foundation (the Chinese International Education Foundation). The University was invited to consent to the new arrangement.

UQ has advised the President of the new Foundation that UQ cannot agree to the proposed arrangement without re-negotiating new Agreements. Following the Senate Review of UQ's Confucius Institute in mid-2019, UQ signed two, five-year Agreements in December 2019 – one with Hanban and the other with bilateral partner, Tianjin University. UQ will consent to the transition only if the University's autonomy over all relevant governance arrangements is agreed to by all parties. The Senate will be kept updated as further information becomes available.

Inflazome Acquisition

A startup company developing treatments for inflammatory diseases based on a research partnership between The University of Queensland and Trinity College Dublin (TCD) has been acquired in a landmark deal, which is one of the largest in Australian and Irish biotech history. Inflazome has been acquired by Roche for an upfront cash payment of approximately AU\$617 million, plus additional payments based on the achievement of certain milestones. The company was

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founded in 2016 following a research collaboration between UQ and TCD, with UQ's technology transfer company UniQuest leading the commercialisation of the resulting intellectual property.

TRI2

TRI (the Translational Research Institute) is engaging in discussions with Government regarding a proposal for a TRI2 to provide scale-up facilities for MedTech start-ups and initiatives. The proposed development would deliver significant benefits to Queensland by helping establish niche MedTech manufacturing in Queensland. A key feature of TRI2 would be to house Vaxxas, a delivery platform technology (nanopatch) that has the potential to be used with any vaccine.

Funding for TRI2 is being sought from the Queensland and Federal Governments, through a mix of loan facilities and additional funding, along with a contribution from TRI.

The facility would be co-located within the Princess Alexandra Hospital and Boggo Road precincts and be developed on UQ land adjacent to TRI and just in front of PACE. The proposal is for a lease until 2043 with a further 20-year option (which aligns with the existing TRI ground lease).

Other items in the Vice-Chancellor's Report

Other items in the Vice-Chancellor's Report were:

- 2020 Queensland Young Tall Poppy Awards
- Appointment of Queensland Chief Scientist
- ARC Future Fellows
- Australia Financial Review Shortlist for Higher Education Awards
- Investigation by ICAC into Misconduct by the former Vice-Chancellor of the University of Adelaide
- Online Open Day – Sunday 2 August 2020
- People, Planning and Performance (P3) Project
- Post Study Work Rights: Visa changes
- Rankings: Times Higher Education World University Rankings 2021 and Shanghai Ranking's Academic Ranking of World Universities 2020
- Secure Corridors
- Semester 2 2020 Enrolment Update
- Student Services Amenities Fee Review
- Students on Campus in Semester 2 2020
- UA and Headspace: Suicide Response Initiative
- UQ Disclosure Tools: Conflict of Interest, Secondary Employment and Sensitive Research
- UQ Vaccine Update
- Virtual Graduation Ceremony – 30 July 2020

Strategic matters

9. Universities, Research Integrity and Foreign Interference

Professor Mark Blows, PVC (Research), explained that there is a new public focus on conflicts of interests and commitments that academics may have which could erode public trust, in the areas of:

- secondary employment,
- financial interests related to commercialisation, and
- national interest and international research collaborations.

The University's response to these conflicts is the introduction of four on-line registers:

- Disclosure of Interests Register,
- Secondary Employment Register,
- Sensitive Research Register, and
- Foreign Influence Register.

UQ staff are proactively asked to disclose interests and activities on an annual basis. Different cohorts of staff are targeted by each register, including staff who may not be involved in research but who may nonetheless need to disclose conflicts. An escalation process is in place to ensure compliance. The Chancellor noted that a signal needs to be sent that non-compliance will be taken very seriously.

The Chancellor thanked Professor Blows for his presentation.

Academic Matters

10. Update from the Academic Board President

Professor Adams advised that all school reviews are currently on hold. A decision will be taken about whether to resume reviews next year.

The Principles of Freedom of Speech adopted by UQ have been incorporated into the UQ Governance and Management Framework Policy. Drafting of new or revised policies must have regard to the Principles for the Protection of Freedom of Speech and Academic Freedom. A small Working Group is considering all policies to ensure that these Principles are being taken into account.

11. Academic Board Reports

The Academic Board Reports for 29 June 2020 and 24 August 2020 were **noted**.

Financial / Operational matters

12. Finance Report

The Finance Report for the quarter ended 30 June 2020 was **noted**.

Governance matters

13. UQ accommodation company establishment

Mr Fabby Ernesta, Director of the Property & Facilities Division, joined the meeting for this item.

A discussion took place and the following points were noted –
Changes to the Board composition and the constitution were accepted and incorporated in the resolution below.

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The proposal is not clear on student welfare issues. It was noted that student advisers will work with Management in order to ensure that there is clarity as to how such issues will be managed.

Any references to acquisitions overseas should not be included in the mandate as this is not anticipated.

The gender balance on the Board should be taken into account.

The Senate –

1. **Approved** the establishment of a controlled entity of UQ Holdings Pty Ltd as per the Student Residences Program business case approved by the Senate on 5 December 2019.

2. **Approved** the proposed company structure, board composition and draft constitution, **subject to** the changes made at the meeting, namely:

- Amending the Board composition to include the DVC (Academic) or nominee,
- Noting that the company will be formed as a company limited by guarantee, and that the consequences which flow from this will be taken into account,
- Amending the remuneration clause in the draft constitution to reflect that UQ staff will not be remunerated; only external Directors may be remunerated.
- Amending the Objects clause 2(b) to remove reference to accommodation “outside Australia”.

14. Amendments to Student Integrity and Misconduct Policy

The Chancellor noted that the proposed changes were separate and in advance of the outcomes of the broader review of the Student Integrity and Misconduct Policy, the outcomes of which will be discussed at the Governance Committee in November.

The Senate **approved** the amendments to the Student Integrity and Misconduct Policy, as circulated.

15. Honorary Awards Invitations

15.1 Mr Hugh Lunn

The Senate **resolved** that Mr Hugh Lunn be invited to accept an Honorary Doctorate of Letters.

15.2 Mr Trevor St Baker AO

The Senate **resolved** that Mr Trevor St Baker AO be invited to accept an Honorary Doctorate of Engineering.

15.3 Ms Alexis Wright

The Senate **resolved** that Ms Alexis Wright be invited to accept an Honorary Doctorate of Letters.

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15.4 Associate Professor Yvonne Burns AO

The Senate **resolved** that Associate Professor Yvonne Burns AO be invited to accept a UQ Fellowship.

15.5 Mr John Pollock

The Senate **resolved** that Mr John Pollock be invited to accept a Gatton Gold Medal.

16. UQ Future Fund - additional investment

The Senate –

1. **Approved** the transfer of the \$19 million from the 2019 annual EBITDA into the UQ Future Fund.
2. **Approved** the transfer of the additional \$50 million initial balance into the UQ Future Fund.

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17. Appointment to Senate Committees

The Senate **resolved** that –

1. Professor Bronwyn Lea be appointed members of the Senate Student Appeals Committee and the Finance Committee with effect from 1 July 2020.

The appointment of Professor Bronwyn Lea by the Finance Committee to the Investments Sub-Committee with effect from 1 July 2020 was **noted**.

2. Ms Gabii Starr be appointed a member of the Equity, Diversity and Inclusion Committee with effect from 4 August 2020.

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Senate Committee Reports**18. Advancement Update**

The Advancement Update for September 2020 was **noted**.

19. Campus Infrastructure Committee

The Campus Infrastructure Committee Report for the meeting held on 21 July 2020 was **noted**.

20. Equity, Diversity and Inclusion Committee

The Equity, Diversity and Inclusion Committee Report for the meeting held on 27 August 2020 was **noted**.

21. Finance Committee

The Finance Committee Report for the meeting held on 1 September 2020 was **noted**.

22. Governance Committee

The Governance Committee Report for the meeting held on 16 July 2020 was **noted**.

23. Honorary Awards Committee

The Honorary Awards Committee Report for the meeting held on 4 September 2020 was **noted**.

24. Risk and Audit Committee

The Risk and Audit Committee Report for the meeting held on 1 September 2020 was **noted**.

In reply to a request from a Member, the Chief Operating Officer provided an update on the timing and budget of the Human Capital Management System.

25. Senate Disciplinary Appeals Committee Hearings in 2019

A Summary of the Senate Disciplinary Appeals Committee Hearings held in 2019 was **noted**.

Other Matters for Noting**26. UQ Significant Litigation Report**

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

27. UQ Animal Ethics Committee Annual Report - 2019

The 2019 UQ Animal Ethics Committee Annual Report was **noted**.

28. Senate Annual Calendar

The Senate Annual Calendar was **noted**.

29. Meeting Dates 2020-2022

The UQ Senate meetings 2020-2022 were **noted**.