

The University of Queensland
Minutes of a Meeting of Senate held on 23 February 2021 at 4:30pm
in the Senate Room, Level 5, Brian Wilson Chancellery, St Lucia

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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, Mr T Crommelin, Ms A Cross AM, Adjunct Professor D Dornan AO, Mr P Hennessy AO, Mr E Johnson, Professor B Lea, Mr R Lee, Mr J Merrick, Adjunct Professor Dr S Pitkin AO, Ms G Starr, Ms M Tredenick (AVT).

(AVT – audio visual technology)

Apologies: Ms R Hurst, Mr G Murdoch, and Ms C Wake.

In attendance: Provost, Professor A Byrne; Acting Chief Operating Officer, Mr R Moffatt AM; Deputy Vice-Chancellor (Academic), Professor J Wright; Deputy Vice-Chancellor (Research and Innovation), 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; Deputy Academic Board President, Professor C Franklin; 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.

Observer: President UQ Union, Ms E Scott.

Secretary: Dr J Montgomery.

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 in particular the new UQ Union President, Ms Emily Scott, was welcomed as an observer.

Apologies were noted from Ms Rebecca Hurst, Mr Grant Murdoch, and Ms Cecile Wake.

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 February 2021 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. Mr Jamie Merrick noted for the record that in relation to Item 11 – 'The UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy', the

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Department of Environment and Science is the administering authority for the Biodiscovery Act 2004.

The Chancellor noted that the papers showed that he has been appointed Chair of the Asialink Advisory Council. Although the Council is associated with the University of Melbourne, it has wide ranging interests.

5. Confirmation of minutes

The minutes (after an amendment was made at the meeting) of the meeting held on 1 December 2020, having been circulated, were **confirmed**.

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6. Matters arising from the minutes

There were no matters arising from previous minutes.

7. Update from the Chancellor

Australia Day 2021 Honours List

On behalf of the Senate, the Chancellor congratulated Dr Sally Pitkin who was awarded an Officer of the Order of Australia for service to business, corporate governance standards and performance, the arts, and to the advancement of women.

The Senate also noted that a former member of Senate, Mrs Judith Bell was awarded a Member of the Order of Australia for service to the administration of justice, the visual arts, and education.

UCC and UA

The Chancellor referred to an article in The Australian dated 12 February 2021: *University chancellors demand wholesale changes at universities' peak body*. The article suggested that there is a power struggle between the University Chancellors Council (UCC) and Universities Australia (UA). Mr Varghese said that both the UCC and UA share an objective to make UA as effective a lobby group as possible.

8. Vice-Chancellor and President's Report

The Vice-Chancellor took the Report as read and commented on the following items:

Parliamentary Joint Committee on Intelligence and Security

Submissions to the Parliamentary Committee on Intelligence and Security closed on 18 December 2020. The inquiry is into national security risks affecting the Australian higher education sector. The report is due by July 2021.

Return of International Students

The Queensland Student Arrival Plan (QSAP) Governance Committee continues to meet weekly to progress work on the plan for the safe arrival of international students in 2021. Consultations have taken place with members of the Industry Working Group, represented by the Deputy Vice-Chancellor (External Engagement) on UQ's behalf.

Human Capital Management System

The Human Capital Management Solution (HCMS) Program was approved by Senate on 6 December 2019. The program has four phases and is currently in Phase 2 which is the deployment of Workday (an HR system). PwC were engaged to provide external assurance for the HCMS Program Phase 2, as requested by the Senate in October 2019. The risks and issues identified in these reviews are being addressed. Technical issues mean that Phase 2 will now go-live on 12 July.

Cladding Replacement

On 1 October 2018, new regulations for Safer Buildings came into effect in Queensland. Safer Buildings was established to help identify buildings in Queensland that may potentially have combustible cladding. Under these regulations owners of buildings in Queensland that meet certain criteria must comply with a process to register their buildings; and complete a three-part combustible cladding checklist process in accordance with a time schedule.

The University established a project to comply with the Safer Buildings process in 2018. A total of 216 buildings formed the assessable building list to be registered with safer buildings. Of these, 64 buildings required further action. A report from the Fire Engineer identified 65 immediate actions in regard to 27 buildings on the list that were at highest risk; all actions have been completed. A program of works is underway, and buildings have been prioritised based on the Fire Engineer's risk assessment.

Andrew N. Liveris Building

A delay in construction of the Andrew N. Liveris Building has been caused by an issue with the gas supply capacity to the building. The delay to the project could be 3-6 months. Properties & Facilities is considering mitigations.

Re-establishment of UQ's Medical School

The Faculty of Medicine initiated an organisational change process to guide the establishment of a single Medical School. The current structure was established in 2017, after an extended period when the Faculty had a 'School of Medicine' structure (from 1997 – 2016). The 2017 change was largely driven by the desire to improve the quality of the Doctor of Medicine (MD) program and research performance, and address practical challenges including the duplication of administrative services.

Many of the structural and operational challenges that motivated the disestablishment of the former School of Medicine have been resolved and it is now considered an appropriate time to re-establish a Medical School at UQ, particularly as UQ prepares for the introduction of a new medical program in 2023, which will be Australia's largest medical program. The drivers for this change include further refinement of medical student placements to strengthen the sense of belonging, an increased emphasis on the development of clinician researchers, and optimisation of administrative and other support arrangements.

A Steering Committee has been convened to oversee the change process. Based on early consultation activities, feedback indicates that the decision to re-establish a single Medical School at UQ is being viewed positively by major

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stakeholders both inside and outside of the Faculty of Medicine. It is expected that the organisational change process will be completed on or before 1 January 2022 in preparation for an Australian Medical Council accreditation visit scheduled for Quarter 2 2022.

A Member requested that the pro bono teacher cohort be especially brought along on the journey and engaged with. They provide an invaluable service to the Faculty.

The following points were raised during discussion –

Draft new Strategic Plan: The current value ‘Supporting our people’ may become an Enabler but the Plan is still in a consultation phase.

Australian University Mental Health Framework: On 4 December 2020, Universities Australia launched the Australian University Mental Health Framework developed with Orygen. All Australian universities have adopted the Framework.

Fee increased in humanities subjects: Senior management is monitoring the effects of the change in fees.

The following matters were also in the Vice-Chancellor and President’s Report –

Sector Update

- Additional Higher Education Places for 2021
- Appointment of new Education Minister
- ARC 2021 Linkage, Infrastructure, Equipment and Facilities (LIEF)
- Australian University Mental Health Framework
- Foreign Relations and Foreign Influence
 - Australia’s Foreign Relations (State and Territory Arrangements) Act 2020 (Cth)
 - National Defense Authorization Act for fiscal year 2021 (United States)
- Strategic University Reform Fund
- Walker Report on Freedom of Expression

Strategic Matters

- 2021 Plan on a Page
- Development of UQ Strategic Plan 2022 - 2025
- Not If, When Philanthropic Campaign Outcomes
- Proposed School of Agriculture and Food with Indian Institute of Technology Delhi
- Semester 1 2021 Enrolments
- Major Projects
- Enterprise Agreement
- Implementation of UQ Scholarship Strategy
- P3 Update
- Product Development Framework
- Review of Casual Academic Work and Pay

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- Review of Student Disciplinary Policy and Process
- Review of the COVID-19 Crisis Response
- Staff Performance and Development Program
- UQ Maps Update
- Organisational Change
- Marketing and Communications Review
- Pathways Review
- Research Partnerships Review
- School of Architecture
- Temporary Additional Recruitment Controls (TARC) process
- UQ Library
- Voluntary Separation Scheme

Capital Update

- Contractor Management
- Planning Phase – Major capital projects
 - 48 Walcott St Acquisition
 - Plant Growth Facility
 - Student Complex
- Warwick Solar Farm

Recent Activities

- Anniversary of 2011 Floods
- February Graduation Ceremonies
- Launch of Herston Biofabrication Institute: 17 February 2021
- UQ Awards for Excellence: 7 December 2020

Executive Appointments and Achievements

- Chief Operating Officer
- Director of Queensland Alliance for Agriculture and Food Innovation
- U21 Overall 2020 Champion in the Time of COVID-19

Rankings

- US News Global Universities Rankings 2021

Strategic Matters

9. Academic integrity Update

The Vice-Chancellor introduced the topic and then Professor Joanne Wright, Deputy Vice-Chancellor (Academic), spoke to a presentation.

A number of developments have made delivering and assessing student knowledge and competences more difficult; most recently the rise of contract cheating services, often based in countries outside Australian jurisdiction. The pandemic has accentuated many of these trends as well as created new opportunities for cheating. It was noted that other universities, both nationally and internationally, are reporting similar rises in academic integrity issues. The University is constantly seeking ways to uphold academic integrity.

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The presentation outlined some of these ongoing measures. A table showing Semester 1 Academic misconduct cases 2018-2020 reflected a significant increase in 2020. It appears that only a small number of courses account for most of these identified cases. Understanding the reasons for this is ongoing. The presentation ended with an overview of the current work being undertaken by the Academic Integrity Working Party, the Assessment @ UQ Working Party, and the Review of Student Integrity and Misconduct Implementation Group. Professor Craig Franklin was especially commended for the work being undertaken by the Academic Integrity Working Party, which he chairs.

The following arose during discussion –

The penalties for cheating were outlined. Penalties are escalated according to year of study and the nature of the offence.

Bespoke software is being introduced for specific courses.

Students are required to complete an online Academic Integrity module.

The cost and prevalence of the cheating services was discussed.

The Chancellor noted that academic integrity was a first order issue and that the Senate should be kept apprised of the issues. The University must have a high level of confidence that its graduates had genuinely fulfilled the requirements of the studies.

10. UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy, 2021-2025

Professor Bronwyn Harch, Deputy Vice-Chancellor (Research and Innovation), and Professor Bronwyn Fredericks, Pro-Vice-Chancellor (Indigenous Engagement) co-presented.

The UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy, 2021-2025 had been circulated with the papers.

In noting the tabling of the Strategy at this Senate meeting, on behalf of the University, Professor Harch acknowledged the Traditional Owners and their custodianship of the lands on which we meet. The Research and Innovation community (who co-developed the strategy) also wished to pay their respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. Their valuable contributions to Australian and global society, particularly their contribution to research and innovation, was recognised.

The presentation covered the drivers underpinning the Strategy, recent developments, and 2020 successes. The significant increases over the last five years in Indigenous academic employment and Indigenous HDR numbers, and the successes in the award of Indigenous-led research grants/fellowships in 2020 were particularly pleasing. Of special note is that UQ was awarded half (5) of the national ARC Indigenous Discovery grants for 2020. However, the University still has work to do in this area. The strategy development phases were outlined, and the next steps set out. A Member strongly encouraged other Members to

complete the Core Aboriginal and Torres Strait Islander Cultural Learning modules which they had been given access to. A Member also noted that it is encouraging to see the forward focus on benefits sharing with the Traditional Owners.

Academic Matters

11. Update from the Academic Board President

Professor Adams noted the attendance of the Deputy Chancellor at the last Board meeting to discuss space and facilities. He reminded Members that they have an open invitation to Board meeting if they wished to.

12. Academic Board Reports

The Academic Board Reports for the meetings held on 30 November 2020 and 1 February 2021 were **noted**.

13. UQ Higher Education Standards Framework compliance

The UQ Higher Education Standards Framework compliance document mapping UQ's compliance with each of the standards in Part A (Standards for Higher Education) of the Higher Education Standards Framework 2015 was **noted**.

14. Senate Discipline Appeals Committee Report 2020

A summary of the Senate Discipline Appeals Committee hearings in 2020 was **noted**.

Financial / Operational matters

15. UQ 2021 Final Budget

In early December 2020, Management presented the Finance Committee with a Preliminary Budget of \$182.2m EBITDA. Acknowledging that the initial budget was prepared in a dynamic environment, the Committee requested that Management revisit the budget in early 2021. Uncertainty had surrounded the preparation of the Preliminary Budget, for example, uncertain international travel, government funding changes, geopolitical tensions, and UQ's ongoing Voluntary Separation Scheme. After revising the operating environment, UQ's revised EBIDTA is \$279.7m, and the Finance Committee's recommended this Budget to the Senate.

The Senate **approved** the UQ 2021 Final Budget, and in so doing:

1. accepted \$279.7m as UQ's target EBIDTA (before investment returns); and
2. recognised that up to \$379m may be utilised for capital projects during the year. However, this does not approve the spend. Each capital project continues to be approved through the normal authorisation process, noting that Senate must approve any project greater than \$30m.

16. UQ 2020 Annual Report and Financial Statements

Mr Hennessy spoke to the Annual Financial Statements in the absence of the Chair of the Risk and Audit Committee. The Committee met on 16 February, with the external Auditors present, to consider and discuss:

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- the Financial Statements for the year ended 31 December 2020;
- management representations in respect to the veracity of the Financial Statements; and
- the Auditors closing report.

A page turn of the Financial Statements was undertaken by the Committee. In doing so, the Committee considered that the disclosures for major accounting estimates, going concern, capital commitments, and contingent liabilities were consistent with Committee members' knowledge of the financial position, the results and cash flows of the University of Queensland, and that there were no other matters to their knowledge requiring disclosure by inclusion in the financial statements.

The Committee had resolved to recommend the Financial Statements for endorsement by the Senate. However, subsequent decisions regarding 2020 performance payment, and the repayment of JobKeeper support received by several UQ controlled entities have resulted in slight amendments to the Financial Statements circulated to the Senate. Consequently, a memorandum dated 23 February 2021 was tabled from the Chief Financial Officer: Amendments to the 2020 Financial Statements. The 2020 Financial Statements were updated to reflect the repayment of JobKeeper support received by UQ controlled entities in 2020, and an updated remuneration note for key management personnel.

A Member encouraged Management to begin the pay back of the JobKeeper program as soon as possible as the process could be lengthy.

The Senate –

1. **adopted** the Financial Statements for 2020, subject to final clearance from the Auditor-General; and
2. **authorised** the Chancellor, Vice-Chancellor, and Chief Financial Officer to sign the Audited Statutory Financial Statements for 2020.

CFO

17. UQ Finance Report – December 2020

The UQ Finance Report for the quarter ended 31 December 2020 was **noted**.

Governance matters

18. Eligibility of Members to stand for Senate having already served 12 years

Mr Hennessy left the meeting for this item.

Mr Philip Hennessy AO and Mr Grant Murdoch are both Governor-in-Council appointments on the Senate. Both joined the Senate on 1 January 2010 and they will end their third term (of four years each) on 31 December 2021. Both Members have indicated a willingness to serve for a further four-year term commencing on 1 January 2022. This would take them beyond 12 years on the Senate. A person is not eligible to be appointed as a member if the person's appointment as the member would result in the person being a member for more than 12 years. However, the University of Queensland Act states that this provision does not apply to a person if a majority of members agree that the person may be appointed as a member.

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The Senate **agreed** that, in accordance with Section 23(3) of the University of Queensland Act 1998, the following Members are eligible for re-appointment to the 35th Senate (2022-2025): Mr Philip Hennessy AO and Mr Grant Murdoch.

Mr Hennessy returned and was congratulated.

The Chancellor noted that during the term of the next Senate successors will need to be identified for the Chairs of the Finance Committee, and the Risk and Audit Committee, which are currently filled by Mr Hennessy and Mr Murdoch respectively.

19. Health, Safety and Wellness Policy

A number of suggestions were made at the meeting and these will be incorporated into the Policy. The reporting of HSW matters was also discussed.

The Senate –

1. **approved** the revised Health, Safety and Wellness Policy, as set out in the agenda papers and subject to further revisions discussed at the meeting;
2. **requested** that the Health, Safety and Wellness Policy be included in the list of Senate reserved policies; and
3. **requested** that Senate be provided with reports on HSW matters on a regular basis, and notified immediately about significant health and safety issues.

20. Naming request: Minderoo Centre – Plastics & Human Health

The Senate **named** Room 6042 in Building 870 (PACE Building) 'The Minderoo Centre – Plastics & Human Health', for the lifetime of the Centre.

21. UQH Board appointments

The Senate –

1. **re-appointed** Mr Grant Murdoch a Director of UQ Holdings Pty Ltd for a period of one year with effect from 1 January 2021; and
2. **appointed** Mr Rob Moffatt AM a Director of UQ Holdings Pty Ltd with effect from 23 February 2021.

22. Emmanuel College Constitution

Senate **approved** the amendments to the Emmanuel College Constitution, as submitted.

23. SSAC Student Appointment

The Senate **appointed** Ms Yujie (Shirley) Mo the student representative on the Senate Student Appeals Committee for 2021, with effect from 2 January 2021.

24. Timetable for Senate elections for 35th Senate

The timetable for Senate elections for the 35th Senate (2022-2025) was **noted**.

Senate Committee Reports

25. Advancement Committee

The Advancement Committee Report for February 2021 was **noted**.

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26. Finance Committee

The Finance Committee Report for the meeting held on 16 February 2021 was **noted**.

27. Risk and Audit Committee

The Risk and Audit Committee Report for the meeting held on 16 February 2021 was **noted**.

28. Any Other Business**Senate Secretary**

As referred to at the last Senate meeting, this was John Montgomery's last meeting as the Senate Secretary. On behalf of the Senate and Management, the Chancellor expressed his sincere thanks for John's outstanding service and dedication over many years. He was wished well for the future.

Other Matters for Noting**29. UQ Significant Litigation Report**

The Significant Litigation Report dated 11 February 2021 was **noted**.

30. Senate Annual Calendar

The Senate Annual Calendar was **noted**.

31. Meeting Dates 2021-2022

The UQ Senate meetings 2021-2022 were **noted**.