

Minutes Confirmed on 23 September 2021

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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, Professor G Hainge, Mr P Hennessy AO (AVT), Ms R Hurst, Professor B Lea, Mr J Merrick, Adjunct Professor Dr S Pitkin AO (AVT), Ms G Starr, and Ms M Tredenick (AVT).  
(AVT – audio visual technology)

Apologies: Mr E Johnson, Mr R Lee, Mr G Murdoch, and Ms C Wake.

In attendance: Provost, Professor A Byrne; Acting Chief Operating Officer,

## The University of Queensland Senate Minutes: 22 June 2021

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; Deputy Provost, 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: Ms Sarah Spencer

### 1. Acknowledgement of Country

On behalf of the Senate, the Chair 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 Chair confirmed the Senate's ongoing commitment to the University's Reconciliation Action Plan.

### 2. Welcome and apologies

The Chair welcomed everyone to the meeting. Apologies were noted from Mr E Johnson, Mr R Lee, Mr G Murdoch, and Ms C Wake.

### 3. Requests for starring/ approval of items not starred

Following requests from Members, two additional items were starred: Finance Committee Report (Item 22); and Advancement Committee Report (Item 26).

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 from June 2021 were circulated with the agenda and **noted**.

The Chair noted the following updates with respect to the declared interests of the Vice-Chancellor:

- Term as Chair of Universities Australia ended 25 May 2021;
- Appointed Deputy Chair to the University Foreign Interference Taskforce (UFIT) Steering Group as of 28 May 2021; and
- Membership to the Westpac Scholars Board as of 1 June 2021.

The Chair also noted that Mr Douglas Cavaye ceased his role on the Queensland Medical Assessment Tribunal effective April 2021.

The Deputy Chancellor advised that she has resigned as Queensland Chair of Chief Executive Women effective 30 June 2021.

The Chair provided Members with an opportunity to declare any perceived, potential, or actual conflict with any of the meeting agenda items. The following was declared:

- Ms Tredenick declared a potential conflict of interest regarding the purchase of 48 Walcott St (Item 13) with respect to the reports from Urbis.

### 5. Confirmation of Senate minutes 20 May 2021

The general minutes of the meeting held on 20 May 2021 were **confirmed**.

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## 6. Matters arising from previous meetings

There were no matters arising from the previous meeting.

## 7. Update from the Chancellor

The Chair noted that the Governance Committee discussed changes that have been proposed to the *Queensland University of Technology Act* regarding the size and composition of the QUT Council, which had been signalled by the Queensland Education Minister. The requested changes included a reduction in the size of the QUT Council from 22 members to 15 members. The Education Minister indicated that UQ would need to proceed quickly, if similar changes to the UQ Act were to be made. The view of the Governance Committee was that, as the issue was not urgent, UQ would not pursue changes at this time. It was noted that any changes to Senate size and composition would require careful consideration, with particular reference to the substantial contribution of members to the work of Senate committees.

Members were encouraged to advise of interest in attending the upcoming Australian Institute of Company Directors courses on governance in the university sector, as circulated to members by the Senate Secretary. The course has been useful in the past for those who have attended.

The University Chancellors' Council National Conference on University Governance would be held 20 – 22 October 2021. Members were encouraged to advise the Senate Secretary if they would like to attend.

The Chair raised concerns regarding the risk of declining international enrolments due to ongoing border closures. In particular, Australia may be adversely impacted by the decisions of other countries opening borders, such as Canada, United Kingdom and the United States.

The Queensland Premier has announced that the Chief Health Officer, Dr Jeannette Young, will be the next Governor of Queensland commencing 1 November 2021. Consideration will be given to inviting the Governor as an Official Visitor to the university at a future meeting.

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## 8. Vice-Chancellor and President's Report

The Vice-Chancellor referred members to the report circulated in the papers and provided a verbal update on key strategic matters.

### ***Vale Sir Llew Edwards AC***

The University had paid tribute to Sir Llew Edwards AC who was Chancellor of UQ for 16 years, during a period of significant growth for the University. The Chancellor and Vice-Chancellor attended his State Funeral.

### ***Australian Foreign Relations (State and Territory Relations) Act 2020 (Cth).***

On 10 June 2021 UQ lodged its submission to the Minister for Foreign Affairs under the *Australian Foreign Relations Act* with 658 arrangements being notified. The Vice-Chancellor commended the work of the Pro-Vice Chancellor (Global Engagement and Entrepreneurship) and the Pro-Vice-Chancellor (Research) for leading the submission. Approximately 7,000 submissions from across Australia have been made to the Foreign Arrangements Scheme.

### ***Minister's Speech to the Universities Australia Conference.***

The Federal Minister for Education and Youth, the Honourable Alan Tudge MP, recently delivered a speech to the Universities Australia Conference, where he outlined his priorities for the sector. The key messages from the speech included: 1) Research commercialisation and industry collaboration; 2) Development of the international education strategy; 3) Domestic student experience on campuses; and 4) Freedom of speech. Specialisation of Australian universities was also briefly raised.

**Quality Initial Teacher Education Review**

The Discussion Paper for the Quality Initial Teacher Education Review for graduate teachers was released yesterday (21 June 2021). UQ would submit a response.

**Return of International Students.**

Federal Government approval had been provided for schemes for the return international students in New South Wales and South Australia. Queensland Vice-Chancellors have been working collaboratively on a plan for the safe return of international students and will continue to discuss the details of the plan with the Queensland government.

**Translational Manufacturing Institute**

TRI2 (now called Translational Manufacturing Institute) has received support from the Queensland Government under the Industry Partnership Program. A decision on the Modern Manufacturing Initiative for the remainder of the funding is expected in late June.

**Strategic University Reform Fund (SURF)**

UQ's application to SURF for support of the UQ Agri-Food Innovation Centre project has been approved by the Federal Minister for Education, with a funding allocation of \$2,457,150. The centre will pilot new approaches for UQ's research translation, education, training, and facility networks along the Southeast Queensland Agri-Food Innovation Corridor and will be scaled at Agri-Food Connect (an industry led collaborative research translation and innovation hub in Toowoomba).

**Appointment of the Chief Operating Officer, Mr Andrew Flannery.**

Mr Andrew Flannery has been appointed as the Chief Operating Officer and will commence on 5 July 2021.

Mr Rob Moffatt AM was thanked for his role as interim Chief Operating Officer. He will continue to lead major projects including the Human Capital Management System, Health and Recreation Precinct, and CX.

Coinciding with these changes, the Deputy Vice-Chancellor (External Engagement) portfolio will be renamed and refocused to become the Global Engagement portfolio. The new portfolio will be focussed on broadening UQ's global reach and impact by enhancing engagement with a diverse range of overseas partners and prospective students.

Other changes include the movement of the Marketing and Communications unit (led by Kelly Robinson) into the Chief Operating Officer's portfolio; and the shift of the Indigenous Engagement portfolio (led by Professor Bronwyn Fredericks) and the Advancement portfolio (led by Jen Karlson) to report to the Vice-Chancellor.

The following arose during discussion regarding the Vice-Chancellor's report -

The Vice-Chancellor noted that UQ has been recognised with a CASE Grand Gold Award for the *Not If, When* Campaign. In addition, UQ received awards for the ChangeMakers initiative, and for the donor stewardship project. The Pro-Vice-Chancellor (Advancement) and her team were commended for this work.

In response to a question from a member, the Vice-Chancellor provided an update on the timing and budget for the Human Capital Management System. It was noted that the additional time is needed to fully test payroll and build the final system. PwC have endorsed the new plan and it is within budget. A review of the project management will be conducted when the project is completed. Members recommended that, prior to commencement of the next stage of delivery, consideration be given to the intended timeline for the delivery of multiple stages.

In response to a query from a member, the Vice-Chancellor noted that a project is currently underway to review casual staff pay led by the Deputy Provost.

The following matters were also in the Vice-Chancellor and President's report:

**Focal Points**

- Queen's Birthday Honours

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### Sector Update

- Foreign Relations and Foreign Influence
- Research Support Package

### Strategic Matters

- Development of UQ Strategic Plan 2022 - 2025
- UQ Holdings – Strategic Review of UniQuest
- Enrolment Update
- Herston Precinct Scoping Study
- UQ Pulse Survey Pilot
- COVID-19 Vaccination Roll Out for UQ Students and Staff

### Major Projects

- Human Capital Management System
- Enterprise Agreement and Bargaining
- Schonell Theatre

### Organisational Matters

- Workplace Health and Safety Matters
- Establishment of the Expanded UQ College
- Research Partnerships Review
- Casual Academic Work and Pay Review

### Capital Update

- Cladding Replacement Update
- Warwick Solar Farm
- Liveris Building

### Recent Achievements and Activities

- National Investment to Produce Revolutionary mRNA Therapies at UQ
- CASE Awards
- Fellow of the Royal Society
- Global Leadership Events
- Launch of the Queensland Defence Science Alliance (QDSA)
- Launch of the Global Development Plan
- Needle-free COVID-19 Vaccine – Vaxxas delivery of Hexapro

### World University Rankings Update June 2021

- QS World University Ranking
- CWTS Leiden Ranking
- Nature Index
- Shanghai Ranking's Global Ranking of Academic Subjects

## **Strategic Matters**

### **9. UniQuest Strategic Review**

Mr Rob Jones (Chair, UQ Holdings) and Mr Jonathon Peacock (Partner, KPMG) joined the meeting for this item.

The Vice-Chancellor introduced this item, noting that in 2020, KPMG conducted a review of the governance of the UQ Holdings entities, which recommended a broader review of UniQuest. Professor Edwina Cornish AO and Mr Larry Lopez assisted with the KPMG review of UniQuest. The Nous Group are also conducting a complementary review of UQ's research partnerships function which is nearing completion.

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Mr Jones provided an update on the review process, noting that the draft report would be finalised shortly. It is proposed to develop a Memorandum of Understanding between UQ and UniQuest to assist with implementing the recommendations in the report.

Mr Peacock presented on the objectives of the review, the scope and approach, stakeholder consultation, and key themes. Twelve recommendations have been identified, as well as a number of UQ-specific considerations. Mr Peacock also presented the draft roadmap outlining the action plan for sequencing and timing to implement the recommendations over the next 18 – 24 months.

The Chair thanked Mr Jones and Mr Peacock for their presentation. A copy of the review report would be circulated, once finalised. While implementation of the report will fall primarily to UQ Holdings, Senate requested updates from the Vice-Chancellor.

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### 10. Plant Growth Facility

Ms Cordelia Jackson (Associate Director, Strategic Program Office) and Ms Holly Petersen (Associate Director, Strategic Program Office) joined the meeting for this item.

The Provost presented on the business case for the Plant Growth Facility, noting that the building is one element of plant science at UQ, across a full landscape of activity from the molecular level through to farming. Plant science has been a key area of investment for ARC Centres of Excellence (CoE), which reflects where the locus of research sits in Australia. UQ investment in this area in 2002 underpinned the successful bid for a CoE led by Professor Christine Beveridge. The proposal to build the facility will keep UQ at the forefront of plant science research in Australia.

The Provost provided an overview of the design and location, noting that the plant growth facility was proposed as a standalone facility, separate to the previously considered science precinct. Approval from Senate was sought for the budget and procurement process. It was noted that the project will return to Campus Infrastructure Committee in October to review the final design, and an update will be provided to Finance Committee in November.

Senate **resolved** to -

1. **Approve** \$42,352,000 being the cost to procure and construct the Plant Growth Facility and associated spaces as outlined in the agenda papers.
2. **Delegate** to the Vice-Chancellor and the Chief Operating Officer the Senate's power to sign contracts and associated documentation between the University and successful tenderers for the construction of the proposed Plant Growth Facility and associated spaces; administer the contracts, subject to the limitation that the delegates may only make and approve payments for amounts up to a total of \$42,352,000.
3. **Authorise** the Chancellor to sign an appropriate instrument of delegation on behalf of Senate on these terms.
4. **Note** that the Campus Infrastructure Committee will consider the final design of the facility; and an update will also be provided to Senate Finance Committee.
5. **Note** that any substantive increase to the total cost and/or to the scope of the project, will be referred to Senate for a final decision.

It was also recommended that the impact on International House be assessed.

### Academic Matters

#### 11. Update from the Academic Board President

The President of the Academic Board noted no substantial updates.

#### 12. Academic Board Report

The Academic Board Report was **noted**.

## Financial/Operational Matters

### 13. 48 Walcott Street Purchase

Mr Fabby Ernesta (Director, P&F) joined the meeting for this item.

Mr Rob Moffatt (Acting Chief Operating Officer) noted that between July – November 2020 Campus Infrastructure Committee and Senate Finance Committee endorsed entering into a contract for the purchase of Tower A at 48 Walcott St. Negotiations are underway for the purchase of the individually owned apartments in Tower B. Approval of the acquisition of the student accommodation at 48 Walcott St is being sought, as well as endorsement of the business case and its recommendations including the projected total value of the acquisition up to \$35 million.

In response to a query, the Acting Chief Operating Officer confirmed that due diligence would conclude on 5 July 2021.

The Vice-Chancellor noted that the next Strategic Plan will include a focus on supporting students from disadvantaged backgrounds. As part of this, consideration will be given to scholarships in residential colleges. UQ Advancement is working with donors to develop scholarships for students from low-socio economic backgrounds, including residential support.

Senate **resolved** to -

1. **Approve** the acquisition of student accommodation at 48 Walcott Street across two accommodation towers on the St Lucia Campus; and
2. **Approve** the Business Case and its recommendations, including the projected total value of the acquisition of up to \$35 million.

### 14. Risk Appetite Statement and Enterprise Risk Management Framework

Ms Daphne Drews (Director, Governance and Risk) attended for this item.

The Chair noted that the proposed changes to the Enterprise Risk Management Framework have been discussed with the Senate Risk and Audit Committee, UQ Senior Executive Team, and the Vice-Chancellor's Risk and Compliance Committee.

The Provost provided an overview of the proposed changes to the Enterprise Risk Appetite Statement and Enterprise Risk Management Framework. It was noted that the 'Consequence Rating Table' outlines the critical risks. In circumstances where there are risks that cannot be eliminated, those risks must be managed as low as reasonably practicable.

The following points were raised during discussion –

A member queried the inclusion of Health and Safety (psychosocial) as a 'Major' incident. The Provost noted that psychosocial impairment to staff would give rise to mitigating measures, in the same way as an action that led to physical impairment. It would be considered a major event if there were recurring or systematic incidents that were not addressed. The Vice-Chancellor would seek further details about the scenario that was raised.

Senate **approved** the revised Risk Appetite Statement and the Revised Enterprise Risk Management Framework, as circulated.

### 15. JK Tech Pty Ltd- Loan Write-Off

Members considered the recommendation from Finance Committee to formally write off the loan for \$2,195,843 currently provided to JKTech Pty Ltd.

Senate **resolved** that -

1. The existing loan between UQ and JK Tech for \$2,195,843 be forgiven;
2. JK Tech reflect this loan forgiveness in its accounts;
3. The loan facility will be terminated and no longer available for further draw down; and
4. The Chief Financial Officer be authorised to give effect to this resolution.

## Governance Matters

### 16. Diversity, Equity and Inclusive Behaviours Policy

The Chair noted that the proposed *Diversity, Equity and Inclusive Behaviours* policy had been endorsed by the Governance Committee and had also be considered by the UQ Senior Executive Team, and the Freedom of Speech Implementation Working Group.

In response to a query from a member, the Vice-Chancellor noted that changes were made to this policy to ensure there is alignment to the UQ Model Code for Freedom of Speech. It was noted that this policy forms part of a suite of policies, which also includes a revised Code of Conduct, which will also progress to Senate for consideration.

Senate **resolved** to –

1. **Approve** the revised Diversity, Equity and Inclusive Behaviours Policy, as circulated; and
2. **Approve** the rescission of the Equity and Diversity Policy.

### 17. Proposed amendments to the Senate and Academic Board Elections Policy

The Chair noted that the proposed amendments to the Senate and Academic Board Elections Policy sought to clarify that the eligibility of undergraduate students to nominate and vote in elections is limited to those students enrolled in a course or program leading to the award of an undergraduate certificate, degree or diploma of the University. A similar clarification had been recommended for postgraduate students and graduates of the University.

Senate **approved** the amendments to the Senate and Academic Board Elections Policy.

### 18. Updated instrument of Senate Delegation for the Conferral of Awards

The Chair noted that Governance Committee had considered the proposed updated instrument of Senate Delegation for the Conferral of Awards, to clearly enable the conferral of awards outside graduation ceremonies.

Senate **resolved** to –

1. **Delegate** to the Chancellor, Deputy-Chancellor, appointed members of Senate (under section 14 of the University of Queensland Act 1998), additional members of Senate (under section 16 of the University of Queensland Act 1998), Vice Chancellor and President, and Provost and Senior Vice-President, the Senate's power to confer awards; and
2. **Authorise** the Chancellor to sign the instrument of delegation to confer awards on behalf of Senate.

### 19. Academic Appeals to Senate by Students Policy

The Chair noted that the Academic appeals to Senate by Students Policy would give effect to the recommendation for the Academic Appeals Committee to become a committee of management, and as a consequence, for the Senate Student Academic Appeals Committee to be disestablished.



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The Chair noted that the new policy and process are intended to be in place for Semester 2 2021, which commences 26 July 2021. Governance Committee endorsed the draft policy, however, agreed that it should also be discussed at Academic Board on Monday 28 June.

The President of the Academic Board suggested that Senate provide in-principle approval of the draft policy, subject to there being no substantial changes at Academic Board.

Senate **resolved** to –

1. **Approve** the amendments to the Academic Appeals to Senate by Students Policy subject to confirmation of no substantive changes from the Academic Board; and
2. **Note** that in approving the amendments to the Academic Appeals to Senate by Students Policy, the Senate Student Academic Appeals Committee would be disestablished.

### 20. UQ Holdings Board Appointments

Mr Andrew Flannery (Chief Financial Officer) left the room for this discussion.

The Chair noted that the Chief Operating Officer is part of the composition of UQ Holdings Pty Ltd. Following the appointment of Mr Andrew Flannery as COO from 5 July 2021, it was recommended that Senate approve his appointment to the board of UQ Holdings.

A member noted that the board of UQ Holdings previously consisted of four directors, and it may be appropriate to consider this as an option for gender balance. The Vice-Chancellor would discuss the proposal with the Chair.

Senate **resolved** to –

1. **Approve** the appointment of Mr Andrew Flannery as a Director of UQ Holdings Pty Ltd, upon his commencement as the Chief Operating Officer of UQ on 5 July 2021, for the term of his appointment, or as varied by the Senate;
2. **Note** that the term of appointment for Mr Rob Moffatt as Director of UQH Holdings, in his capacity as Acting Chief Operating Officer, will end on 5 July 2021; and
3. **Note** that the Vice-Chancellor will return to Senate with proposals for the expansion of the UQ Holdings board.

### 21. Senate Disciplinary Review Implementation Plan

The implementation plan for the Senate Disciplinary Review was **noted**.

### Senate Committee Reports

#### 22. Finance Committee

In response to a query from a member regarding the response to the student group UQCAN!, the Vice-Chancellor noted that the Investment Sub-Committee is meeting with the student group, and further updates will be provided to Senate as needed.

#### 23. Risk and Audit Committee

The Risk and Audit Committee report was **noted**.

#### 24. Governance Committee

The Governance Committee report was **noted**.

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**25. Campus Infrastructure Committee**

The Campus Infrastructure Committee report was **noted**.

**26. Advancement Committee**

Further to the Advancement Committee report, members were encouraged to provide their support towards the 34<sup>th</sup> Senate scholarship fund. The Pro-Vice-Chancellor (Advancement) will be in touch with members.

**27. UQ Significant Litigation Report**

The UQ Significant Litigation Report was **noted**.

**Other Matters for Noting****28. Senate Annual Calendar**

The Senate Annual Calendar was **noted**.

**Closing****29. Any Other Business**

It was noted that the Senate Equity, Diversity, and Inclusion Committee continues to meet, and will report to the next meeting. Members of Senate were also encouraged to complete the Core Cultural Aboriginal and Torres Strait Islander Cultural Learning, which is one of the targets under the Reconciliation Action Plan. The Senate Secretary will redistribute the link to the training.

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**30. UQ Senate Meetings 2021-2022**

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

Meeting closed at 7.10pm.