

Minutes Confirmed on 29 October 2021

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Attendance

Present: Mr P N Varghese AO (Chair), Ms T Dwyer (Deputy Chancellor), Professor D Terry AO (Vice-Chancellor and President), Ms J Alroe, Associate Professor D Cavaye, Ms A Cross AM, Adjunct Professor D Dornan AO (AVT), Professor C Franklin, Professor G Hainge, Mr P Hennessy AO, Ms R Hurst, Mr E Johnson (AVT), 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: Mr G Murdoch, Mr T Crommelin, and Ms C Wake.

In attendance: Provost, Professor A Byrne; Chief Operating Officer, Mr A Flannery; Deputy Vice-Chancellor (Academic), Professor J Wright; Deputy Vice-Chancellor (Global Engagement), Mr R Li; Pro-Vice-Chancellor (Advancement), Ms J Karlson; Pro-Vice-Chancellor (Teaching & Learning), Professor D Macdonald; Acting Chief Financial Officer, Mr M Toomey; General Counsel, Ms C Seeto; Chief Marketing and Communications Officer, Ms K Robinson (AVT); and Director, Office of the Vice-Chancellor and President, Ms J Connah.

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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 Senate's ongoing commitment to the University's Reconciliation Action Plan.

2. Welcome and apologies

The Chair welcomed everyone to the meeting and welcomed Professor Craig Franklin to his first meeting of Senate as President of the Academic Board. Apologies were noted from Mr Grant Murdoch, Mr Tim Crommelin, and Ms Cecile Wake.

3. Requests for starring/ approval of items not starred

Following a request from a Member, the report from the Campus infrastructure Committee (item 22) was starred.

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 September 2021 were circulated with the agenda and **noted**. The Chair provided an update with respect to the interests that had been declared since 22 June 2021.

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

5. Confirmation of Senate Minutes

The general minutes of the meeting held on 22 June 2021, and the circulating resolution of 18 August 2021, having been circulated, were **confirmed**.

6. Matters arising from previous meetings

Members **noted** the matters arising from the previous meetings.

7. Update from the Chancellor

The Chair acknowledged the passing of Emeritus Professor Dr Mary Mahoney AO, who was known to many Members personally. Mary was a long-serving Senator of 24 years, who held two terms as the University's first female Deputy Chancellor. Mary had a long and committed association with the University, having chaired the Building and Grounds Committee (the predecessor of the Campus Infrastructure Committee) for a number of years.

The Chair commended the University leadership for the efforts that sat behind the latest rankings, with an improved position in all of the recently announced global rankings of universities. UQ was now widely seen in the world's top 50 universities, and among Australia's top 3 universities.

The nomination process for the 35th term of Senate had now closed. There had been an extraordinary level of interest for the eight elected positions, particularly in the Alumni category. The Chair acknowledged all current members who had nominated for re-election.

The Chair provided an update on border openings, noting that the University will need to consider arrangements for students who do not have an eligible vaccine to travel to Australia.

The Chair observed with concern that two Chancellors had recently stood down from Australian universities following opposition to their corporate links. This raised some serious issues about how the values of a university were decided.

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The Chair noted that at the Senate meeting on 22 June 2021, the proposed amendments to the Academic Administrative Appeals by Students Policy and Procedure were approved in-principle subject to no substantive changes at the Academic Board. Academic Board subsequently endorsed the policy and procedure without amendments. Following the approval of this policy, the Senate Student Academic Appeals Committee was disestablished on 1 September 2021, to become a management committee.

8. Vice-Chancellor and President's Report

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

- Following the resolution of Senate, the Student Residences Project was officially named Kev Carmody House. This announcement had been well-received. There had also been strong interest in the accommodation.
- Research and Innovation Week was held over 13 – 17 September 2021 with a program of events that focussed on engagement with research partners and external guests, which included the UQ Research Partnerships and Translation Awards. This coincided with announcements regarding a number of national research grants. UQ was placed first in Australia in the ARC Linkage Scheme for 2020 and achieved strong outcomes in NHMRC Investigator grants and Centres of Research Excellence.
- UQ was involved in two major bids (Biomanufacturing Alliance, and AgriFood Manufacturing Australia) that have been submitted for the Modern Manufacturing Initiative (MMI) Collaboration Stream.
- International student enrolment in Semester 2, 2021 had been stronger than predicted, which had resulted in a better than anticipated financial position this year. This had also been aided by the additional \$99.5m that UQ received from the Federal Government through the Research Support Package. However, a further decline in international commencements had been anticipated for 2022. This level of uncertainty of revenue levels was reflected in the proposed budget for 2022. Discussions were taking place with central areas, Faculties and Schools regarding budget measures.
- Work is continuing with the Queensland Government and Queensland Health Officer regarding the Queensland Student Arrivals Plan.
- The UQ Pulse Survey was rolled out across the University. It is intended to provide a 'temperature check' on staff perceptions across a range of organisational culture areas.
- The 2021 National Student Safety Survey commenced on 6 September 2021 with UQ students invited to participate. The survey had been profiled broadly at UQ with Australian of the Year, Grace Tame, participating in a keynote presentation and panel discussion on 8 September. The outcomes of the survey were expected in February 2022.
- Casual staff payment issues had been raised with the sector by Fair Work Australia and TEQSA. The Provost and Chief Operating Officer will chair a working group to look more closely into these issues.
- The sector had commenced discussions as to whether vaccinations should be mandatory. A number of areas across the UQ community had been required to be vaccinated, including students on clinical placements. A group will be brought together at UQ to look at this issue.

The following points arose during the discussion regarding the Vice-Chancellor and President's report:

A member of Senate raised the importance of consistent communications around the University's budget for 2021-2022, given the better than anticipated financial outcome for 2021, and constrained cost environment for 2022. In particular, they noted concerns about mixed messages emerging from communications, on the one hand, and budget planning processes, on the other.

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The member noted concerns about this misalignment and its effects, as well as the impacts on the current budget targets, suggesting a need for Senate to understand these and carefully balance the risks of the current approach. The Vice-Chancellor acknowledged these comments and noted that a prudent approach and maintaining a sharp focus on cost containment is needed to navigate the uncertainty in the years ahead. Meetings with budget holders were scheduled over the coming weeks. An update on the budget position will be provided to Senate.

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

Focal Points

- Recent Research Grant Performance
- Queensland Women in STEM 2021 – Judges' Award
- UQ Finalists in the 2021 Australian Museum Eureka Prizes
- STEM Education Partnership Award
- UQ NAIDOC Festival

Sector Update

- Foreign Relations and Foreign Influence
- Guidelines to Counter Foreign Interference in the Australian University Sector
- Higher Education Standards Framework
- TEQSA Injunction on Commercial Academic Cheating Service

Strategic Matters

- UQ Strategic Plan 2022 - 2025
- UQ Holdings – Strategic Review of UniQuest
- Enrolment Update
- Pulse Survey
- Olympics and Paralympics Strategy

Major Projects

- Human Capital Management System
- Enterprise Agreement and Bargaining

Organisational Matters

- Workplace Health and Safety Matters
- Student Discipline Review
- Establishment of Expanded UQ College
- Casual Employment Reforms
- Christmas Leave

Key Staffing Updates

- Chief Operating Officer
- Dean of the Graduate School
- Pro-Vice-Chancellor, Global Engagement and Entrepreneurship
- President of Academic Board

Capital Update

- Health and Recreation Precinct
- Cladding Replacement
- Warwick Solar Farm
- Liveris Building
- Schonell Theatre

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Recent Achievements and Activities

- COVID-19 Vaccination Roll Out for UQ Students and Staff
- UQ 2021 Student Barometer
- Updated 2021 Graduation Schedule
- UQ Open Days
- 2021 Celebration of Giving and Giving Day
- UQ Regional Roadshows
- UQ-Queensland Government Roundtable

University Rankings Update September 2021

- National Taiwan University (NTU) Ranking 2021
- Times Higher Education (THE) World University Rankings
- Shanghai Ranking's Academic Ranking of World Universities (ARWU) 2021

Appendix 1

- NHMRC Outcomes
- ARC Discovery Early Career Researcher Award (DECRA) 2022 Outcomes
- ARC Linkage Grants
- ARC Australian Laureate Fellows
- ARC Industrial Transformation Training Centre in Bioplastics and Biocomposites
- ARC Future Fellowships

Appendix 2

- Workplace Health and Safety Matters

Additional Update

- Vale Emeritus Professor Dr Mary Mahoney AO
- Kev Carmody House
- Modern Manufacturing Initiative (MMI) – Collaboration Stream – Additional Detail

Strategic Matters

9. Establishment of a Medical School at The University of Queensland

Professor Geoff McColl (Executive Dean, Faculty of Medicine); Professor Stuart Carney (Medical Dean), and Ms Marni Jacoby (Faculty Executive Manager, Faculty of Medicine) attended for this item.

Professor McColl presented to Senate on the rationale for the establishment of the UQ Medical School including the organisational structure and geography of the proposed school. This included two regional medical pathways that were under development in order to improve the workforce delivery in areas of regional Queensland. The proposed medical school structure would assist in attaining the strategic aims of UQ; and would be a key element in growing UQ's impact in health and medicine education, and research partnerships.

Professor McColl also provided an update on the Faculty of Medicine more broadly, including the structure of the proposed Medical Doctorate (MD) program and research activities under the Health Research Accelerator (HERA) 2.0 program.

In response to questions from members, Professor McColl noted that:

- The Faculty of Medicine has a large network of academic title holders who would play a key role in the implementation of the proposed new structure, including the strengthening of clinical research, and engagement around the development of the proposed MD program.
- A multidisciplinary approach to data governance is being implemented, led by Associate Professor Clair Sullivan. This work would examine digital literacy skills of health professionals, analysis of health data, and privacy and other legislative requirements.

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- With regard to costs, a new position of School Manager had been proposed, as part of the new structure.

The President of the Academic Board noted that the proposal to establish the medical school had been endorsed by Academic Board.

The Chair noted that Senate had previously delegated the *Senate Rules – Schools* to the Vice-Chancellor, and an instrument of delegation had been signed. Accordingly, Senate **noted** the intention to establish The University of Queensland Medical School, in accordance with the UQ Senate Rules.

The Chair acknowledged and thanked Professor McColl, Professor Carney and Ms Jacoby.

10. Cyber Security Briefing

Mr Rowan Salt (Chief Information Officer) attended for this item.

Following a recent presentation to the Senate Risk and Audit Committee, Mr Salt provided a cyber security briefing to Senate on the national and sector threat landscape, and the ongoing University response. It was noted that the *Cyber Security Strategy 2021 – 2023* sets out the key objectives for the University, with activities embedded through the Cyber Security Program.

In response to questions from members, Mr Salt noted that UQ had made a significant investment in this area, aligned to the Risk Appetite Statement. However, it is a continually evolving area. UQ is sector leading and seen as an example of good practice.

The Chair noted the importance of security culture, training, and staff literacy in cyber security, and thanked Mr Rowan for his presentation. Following this presentation, a link will be provided to Members for UQ's current cyber security awareness training.

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Academic Matters

11. Update from the Academic Board President

Professor Franklin provided an update to Senate, having commenced in the role of President of the Academic Board on 11 September 2021.

Professor Franklin acknowledged Professor Peter Adams (former President of the Academic Board) for his leadership, encouragement and mentoring. Professor Franklin also acknowledged that Professor Lydia Kavanagh had been elected as Deputy President of the Academic Board.

Professor Franklin noted that his focus would be to ensure the quality and integrity of the academic endeavour and enterprise at UQ, with a focus on staff, and with a student-centred approach.

12. Academic Board Report

Professor Franklin referred to the Academic Board Report, as circulated in the agenda, noting in particular the Academic Board Annual Report 2020. Professor Franklin acknowledged the work of the Teaching and Learning Committee, Deputy Vice-Chancellor (Academic), and Pro-Vice-Chancellor (Teaching and Learning) last year to update the academic policies and procedures in response to the pandemic.

Financial/Operational Matters

There were no financial/operational matters for this agenda.

Governance Matters

13. The Australian Universities Vice-Chancellor and Senior Staff Remuneration Code

The Chair noted that the University Chancellor's Council (UCC) had recently approved two initiatives, given the public profile they had received. The Australian Universities Vice-Chancellor and Senior Staff Remuneration Code (the Code) is a voluntary set of principles and processes designed to ensure that the setting of remuneration is competitive, fair and transparent. The Code does not impact the ability of governing councils to make decisions on remuneration. The key principle is transparency, and if adopted, would require the university to report on remuneration paid to the Vice-Chancellor and senior staff in the Annual Report. The Chair commended the Code to Senate for consideration.

Senate **approved** the Australian Universities Vice-Chancellor and Senior Staff Remuneration Code for adoption at The University of Queensland.

14. Freedom of Speech and Academic Freedom Attestation Statement

The Chair noted that the attestation statement, as circulated in the agenda, was developed and approved by the UCC as a common approach to freedom of speech and academic freedom across Australian universities. The Chair recommended proceeding with this measure, noting the importance of freedom of speech and academic freedom as foundational values for the University.

Senate **approved** the template Freedom of Speech and Academic Freedom Attestation Statement for adoption at The University of Queensland.

15. Recommendation for Senate Remuneration for 35th Term

The Chair noted that Governance Committee had put forward a recommendation for the remuneration of the 35th term of Senate, on the principle that the outgoing Senate should endorse the remuneration being applied to the next Senate. The Governance Committee undertook a benchmarking exercise that compared remuneration practices across a range of governing bodies for Australian universities, which concluded that remuneration levels had not changed significantly since Senate previously considered an external benchmarking report in 2017. There was also support for the principle that each member of Senate should be remunerated equally. Governance Committee had proposed the continuation of remuneration for Senate members, and the Chairs of the major committees of Senate.

Senate **approved** the continuation of the current Senate remuneration levels and arrangements for the 35th term of Senate commencing in January 2022.

16. Honorary Awards for Consideration

The Chair noted that the Honorary Awards Committee had put forward six recommendations for Honorary Awards to Senate following the process set out in the Honorary Awards policy. Details of the nominations had been circulated.

Members expressed their support for the nominees. Senate **resolved** that -

1. Mr Chuck be invited to accept an Honorary Doctorate of the University;
2. Mrs Helga Feeney be invited to accept an Honorary Doctorate of the University;
3. Dr Paul Eliadis AM be invited to accept an Honorary Doctorate of Letters;
4. Dr Fiona Foley be invited to accept an Honorary Doctorate of Letters;
5. Dr Elizabeth Woods OAM be invited to accept an Honorary Doctorate of Science; and
6. The Honourable Justice Andrew Greenwood be invited to accept an Honorary Doctorate of Laws.

17. Review of Academic Board - Terms of Reference

The Chair noted that the last review of UQ's Academic Board took place in 2014. TEQSA also requires the University to undertake periodic reviews of its academic governance processes.

The Vice-Chancellor referred to the proposed terms of reference for the review of Academic Board as circulated in the agenda. The proposed membership of the review panel was advised, noting the intention to include members with a detailed understanding of the role of an Academic Board. It is intended for the review to commence in late-2021 pending the availability of the review panel.

Members recommended that one of the terms of reference to be expanded to reflect the relationship of Academic Board to support Senate in the strategic management of the academic enterprise.

Senate **resolved** to endorse the proposed terms of reference, as amended, for the review of the Academic Board.

18. Queensland Governor as Official Visitor of The University of Queensland

The Chair noted that the University had a tradition of inviting the Governor-Designate to the position of the Official Visitor of the University. A number of Australian universities had provisions in their Acts that set out the position of the Official Visitor, however, the position at UQ was honorary in nature.

Senate **resolved** to -

1. Invite the Governor-Designate, the current Chief Health Officer, Dr Jeannette Young PSM, to be the University's Official Visitor from the commencement of her term (1 November 2021); and
2. Acknowledge with sincere appreciation the Vice-Regal support given by the 26th Governor of Queensland, His Excellency, the Honourable Paul de Jersey AC CVO QC, in his capacity as the University's Official Visitor from 1 September 2014.

Senate Committee Reports

19. Finance Committee

The Finance Committee report was **noted**.

20. Risk and Audit Committee

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

21. Governance Committee

The Governance Committee report was **noted**.

22. Campus Infrastructure Committee

In response to questions from a Member, the Chair of Campus Infrastructure Committee (CIC) noted:

- Planning for the St Lucia Campus was put in place to ensure that the number of significant projects that are underway would be completed in a consolidated manner with a common design framework. This planning falls within the guidelines and principles of the St Lucia Campus Mater Plan.
- The Indigenous Design Principles were shared in the CIC report. Operational guidelines are being developed to assist with the implementation of the principles.

In response to a query from a member, the Vice-Chancellor noted that feedback had recently been received around the naming of the Student Complex, and that discussion had been referred to the project steering committee.

23. Advancement Committee

The Advancement Committee report was **noted**.

24. Equity, Diversity and Inclusion Committee

The Chair of the Equity, Diversity and Inclusion Committee provided an update on recent meetings. It was noted that several diversity groups across the University had been invited to join the meetings as observers, in order to provide insights into the various matters for discussion, which included a recent focus on intersectionality. The committee welcomed the proposal for 'Inclusion' to be incorporated in the updated UQ Values. The work of Student Services was also acknowledged for their outreach to students who had been required to quarantine and to support Afghani students.

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

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

26. Senate Annual Calendar

The Senate Annual Calendar was **noted**.

Closing**27. Any Other Business**Board of UQ Endowment Foundation.

The Chair noted that the composition of the UQ Endowment Foundation (UQef) board of directors included one Senate appointed member. UQef is a separate and independent foundation that is not governed by UQ. It funds a range of scholarships including the Young Achievers Program. The Chair noted that Mr Tim Crommelin was appointed by Senate as a director in 2010, but would be stepping down from Senate at the end of the year. Mr Crommelin had expressed an interest to continue as the UQef Senate appointee, which had also received support from the UQef board.

The Chair provided Members with an opportunity to raise any comments with regard to this appointment, with no objections being raised. Accordingly, Senate **noted** the Mr Tim Crommelin would continue as the Senate appointment to the board of directors of UQef.

28. UQ Senate Meetings 2021-2022

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

Meeting Closed at 7.10pm.