Minutes of Senate held on 21 February 2023
at 4:30pm in the Senate Room, Level 5
Brian Wilson Chancellery

Minutes Confirmed on 18 April 2023

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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), Ms J Alroe, Ms S Atkinson AO, Ms C Chalmers, Ms A Cross AM, Dr L Duffield, Professor C Franklin, Professor G Hainge, Mr P Hennessy AO, HHJ N Jarro, Mr R Jones, Mr R Lee, Professor K Lyons, Mr G Murdoch, Dr M Naidoo, Adjunct Professor Dr S Pitkin AO, and Dr D Willox.

Apologies: Ms E Scott, and Ms C Wake.

In attendance: Chief Operating Officer, Mr A Flannery; Deputy Vice-Chancellor (Academic), Professor Kris Ryan; Deputy Vice-Chancellor (Research and Innovation), Professor M Blows; Chief Financial Officer, Ms G Jukes; General Counsel, Ms C Seeto; Marketing and Communication Officer, Ms Kelly Robinson; Director, Office of the Vice-Chancellor and President, Ms Joanne Connah.

Secretary: Ms S Spencer.

1. \textbf{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 respects 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. Apologies were noted for Cecile Wake and Emily Scott.

The Chancellor welcomed the new Deputy Vice-Chancellor (Academic) Professor Kris Ryan to the meeting, who commenced at The University of Queensland (UQ) at the start of January 2023.

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 for February 2023 were circulated with the agenda and noted.

The Chancellor noted changes to interests that had been made since the November 2022 meeting and congratulated those members who had taken on new appointments.

Conflicts of interest were noted for the following items:
- For Item 18, Reappointment of Director and Chair of UQ Holdings: Mr Rob Jones
- For Item 19, Honorary Awards for Consideration, Mr Maha Sinnathamby AM: Mr Peter Varghese. The Deputy Chancellor chaired this discussion.

For Item 12, the President of the Academic Board, Professor Craig Franklin, was recused from the discussion regarding the extension to his term.

5. Confirmation of minutes
The minutes of the meeting held on 30 November 2022, having been circulated, were confirmed.

6. Matters arising from previous Senate meeting
The Chancellor noted that the report on the UQ Union Student Complex that was discussed at the 30 November 2022 meeting had been shared in the Senate document library.

7. Update from the Chancellor
The Chancellor discussed the following during his update:
- 2023 would be a year of reviews for the University sector, including the Australian Universities Accord Panel (O’Kane) and the Australian Research Council review. The University Chancellors Council will make a submission to the University Accord process.
- Noting that underpayment of staff had become a high-profile issue in the media, the Chancellor commended the work that had been done at UQ to determine where staff had been underpaid, as well as the current work led by the Provost to develop an approach for longer term casual staff under the Enterprise Agreement.
- The Queensland Universities, James Cook, QUT and Griffith University, all had new Chancellors appointed recently. The Queensland Chancellors met recently as a group, and would continue to do so, with a meeting to be scheduled with the Queensland Vice-Chancellors.
- The Chancellor met with the independent review panel for the Ramsay Centre for Western Civilisation earlier this month. The review highlighted the quality and diverse range of students who had enrolled in the courses. At the time of establishing this Centre, governance issues were debated. However, no signs of interference in the University’s autonomy had been identified during the review process.
The Chancellor reminded members of the Foundations of University Governance Course run by the Australian Institute of Company Directors in April 2023.

The Chancellor and Vice-Chancellor will speak at the Universities Australia Conference in Canberra on 22 - 23 February 2023.

8. Vice-Chancellor and President’s Report

The Vice-Chancellor also welcomed the new Deputy Vice-Chancellor (Academic), Professor Kris Ryan.

The Vice-Chancellor noted the passing of Ms Else Shepherd AM on 20 February 2023. Ms Shepherd was deeply embedded in UQ, as the first chair of the Advisory Board to UQ’s Women in Engineering strategy. Ms Shepherd graduated in Electrical Engineering BE(Hons) in 1965, and was as one of the first two women to graduate from electrical engineering at UQ. Ms Shepherd was also appointed as the first female chair of Powerlink Queensland.

The Vice-Chancellor’s written report was noted. Taking her report as read, the Vice-Chancellor highlighted the following items:

- Recent achievements and awards were highlighted, including:
  - A UQ academic is to receive the Australian University Teacher of the Year Award 2022. The announcement would be made at the Universities Australia conference dinner on 22 February 2023.
  - UQ topped the nation for this round of ARC Linkage Project grants.
  - Major philanthropic funding had been received to support the mRNA vaccine against Group A Streptococcus (Strep A).
  - Professor Jürgen Götz was appointed as the Foundation Lesleigh Green – Bill and Nancy Green Endowed Chair in Dementia Research.
  - UQ maintained its global ranking of 42 in the 2022 Aggregate Ranking of Top Universities.
- The Department of Education released the discussion paper for the Australian Universities Accord (O’Kane). In addition to the sector submissions from Universities Australia and the Go8, UQ would be making a submission that would seek to highlight priority issues for the University.
- An update on semester 1 enrolment for 2023 was provided noting that 14,699 new students had commenced. Approximately 79% of international students were onshore. Generally, there had been a downturn in domestic undergraduate applications across the country. UQ had the largest market share of preferences for students with ATAR >90 in Queensland, as well as the highest ATAR >70.
- Two key events would be taking place at UQ shortly: The U21 2023 Presidential Symposium and AGM (April 2023); and the Times Higher Ed Campus Live ANZ Conference (June 2023).
- An update was also provided on the capital works program.

The Vice Chancellor noted that her report to Senate comprised a number of appendices, which included the Senate dashboard report; the report against the 2022 – 2025 strategic performance measures; and the new Health, Safety and Wellness summary dashboard. In addition, key health and safety documents for Senate members had been added to the Senate document library.

In response to questions from members, the Vice-Chancellor noted:

- This year, a number of forums will be scheduled at UQ to discuss The Voice to Parliament which is under consideration nationally.
The Chancellor noted that Senate had affirmed its support for the Uluru Statement from the Heart, noting that the details of the proposed Voice to Parliament were the subject of continuing consultation among First Nations representatives, Federal and State Governments, and the broader Australian community.

- A wide-ranging discussion was recently held with Queensland Health regarding the health workforce, including regional workforce needs outside metro areas and clinical placements. UQ will continue to meet with Queensland Health.

9. Draft UQ Plan on a Page 2023

The Vice-Chancellor referred to the overarching strategy for UQ over the next 10 years, noting that planning for 2032 was supported by the UQ Strategic Plan every four years, and an annual ‘Plan on a Page’.

The Vice-Chancellor provided an update on progress towards the 2022 Plan on a Page, including ongoing projects, and key achievements.

The Vice-Chancellor also presented on the plan for 2023 under the pillars of learning and student experience, research and innovation, enriching our communities, global profile, our people, and securing our future. The finalised plan will be communicated broadly to the UQ community.

Members of Senate made suggestions for the 2023 Plan on a Page based on UQ’s current priorities relating to cyber security, contributions to national priorities, academic integrity, psychosocial wellbeing, and student satisfaction.

10. Cyber Security Briefing

Mr Rowan Salt, Chief Information Officer was in attendance for this item.

The Chief Information Officer provided a cybersecurity briefing to Senate following the recent QUT cyber incident, which included an overview of UQ’s response.

Members raised questions regarding UQ’s mitigations of cyber security risks, and capital investment in cyber security.

The Chancellor thanked Mr Salt for his informative presentation.


The Chair of the Senate Equity, Diversity and Inclusion Committee provided an update on the Disability Action Plan 2023 – 2025 (DAP) that had been put to Senate for approval. The DAP had also been reviewed by the University Senior Executive Team with consideration given to the responsible officer for each of the actions. The DAP was aligned to the Access and Inclusion Index of the Australian Network on Disability, which is recognised by a number of large organisations for benchmarking.

Senate approved the UQ Disability Action Plan 2023 – 2025.

Academic Matters

12. Update from the Academic Board President

The President of the Academic Board referred to his written report which covered the notable items from the November 2022 Academic Board meeting, and the 2023 priorities.
It was noted that a flipped delivery mode would be implemented by the board this year to facilitate open discussions and utilise feedback from the members. This would include a discussion with the Deputy Vice-Chancellor (Academic) at the first meeting, on generative artificial intelligence.

Under section 2.7(d) of the Academic Board Policy, the President provided notice of his intention to seek an extension to his 2-year term for a further year.

The President left the room for Senate to consider the extension to his term. Members were supportive of Professor Franklin continuing in the role for an additional year. Senate approved the extension of the President’s term by one year for the purpose of section 2.7(e)(ii)(A) of the Academic Board policy.

13. Academic Board Report
The Academic Board Report was noted.

The Chancellor noted that Academic Board had put forward a proposal for Senate to approve the use of a dual-badged and co-conferred testamur with the Indian Institute of Technology Delhi (IITD).

Members raised no issues in relation to this proposal. Senate approved the use of a dual-badged and co-conferred testamur under the joint PhD agreement with IITD.

Governance Matters

15. UQ 2022 Annual Report and Financial Statements
The Vice-Chancellor noted that the Annual Report highlighted UQ’s performance in 2022. Amendments to the report had been received from Senate members and would be incorporated into the final version of the report prior to submission.

With regard to the 2022 financial statements, the Vice-Chancellor noted there had been a significant shift in the 2022 financial outcomes in comparison to 2021. This was largely due to unrealised investment revenue and one-off research support funding. Ms Gail Jukes, Chief Financial Officer, presented to Senate on the 2022 statutory result and normalised reconciliation.

The Chair of Senate Risk and Audit Committee (SRAC) noted that Senate had been asked to adopt the financial statements and authorise signatures to the Management Certificate. It was noted that SRAC had conducted a page-turn of the financial statements and members were referred to the key elements. It was confirmed that the signed financial statement checklist and completion report had been received from the Queensland Audit Office. It was recommended that Senate adopt the financial statements and authorise signatures to the Management Certificate.

Senate resolved to:
- Note the 2022 Annual Report;
- Adopt the 2022 Financial Statements; and
- Authorise the Chancellor, Vice-Chancellor, and Chief Financial Officer to sign the Management Certificate of the audited statutory Financial Statements for 2022.
_Mr Jim Carmichael, Director, Health, Safety and Wellness Division attended for this item._

The Vice-Chancellor referred to the 2022 Health Safety and Wellness Annual report that was circulated in the agenda. As detailed in the report, UQ received favourable results from two external audits conducted in 2022. One of the priorities for 2023 included awareness around psychosocial health. Members _noted_ the 2022 Health, Safety and Wellness Annual Report and HSW Goals Report.

17. **Reappointment of Director and Chair of UQ Holdings Pty Ltd**  
_Mr Robert Jones left the room for this discussion._

The Vice-Chancellor put forward the reappointment of Mr Robert Jones, as Director and Chair of UQ Holdings Pty Ltd for a period of three years. Mr Jones had been Chair of UQ Holdings since April 2020, and in that time had made improvements to the governance frameworks of UQ Holdings and the controlled entities, its reporting to Senate Finance committee, and had overseen the reviews of UniQuest and UQ Health Care. On this basis, the Vice-Chancellor commended Mr Jones to Senate under the Controlled Entities policy to be reappointed as Chair and Director.

Members were supportive of this re-appointment. Senate _approved_ the appointment of Mr Robert Jones as Director and Chair of UQ Holdings, effective 5 May 2023, for a period of three years, or as varied by Senate.

18. **NewHonorary Awards for Consideration**  
The Chancellor referred to the Honorary Award nominations that had been circulated. It was noted that documents were pending for the nomination of Adjunct Associate Professor Colin Limpus AO, and as a result these discussions were deferred.

Members discussed the nomination of Mr Graham (Skroo) Turner and Mrs Judith (Jude) Turner, including potential conflict of interest issues. Members also provided feedback that the nomination could be strengthened with respect to Mrs Judith Turner’s leadership of the environmental conservation work. Senate _approved_ the conferral of an Honorary Doctorate to Mr Graham (Skroo) Turner and Mrs Judith (Jude) Turner.

The Chancellor left the room for the discussion regarding Mr Maha Sinnathamby AM, and the Deputy Chancellor chaired this discussion. The Deputy Chancellor noted that the Honorary Awards Committee had supported this nomination on the basis of Mr Sinnathamby’s leadership and vision in creating Springfield, and for his contributions to UQ. Senate _approved_ the conferral of an Honorary Doctorate to Mr Maha Sinnathamby AM.

With respect to the nomination process, a member provided feedback that this could be strengthened to ensure cultural sensitivity. The Vice-Chancellor noted that input from the Pro-Vice-Chancellor (Indigenous Engagement) was usually sought for honorary award nominations relating to Indigenous Australians and Indigenous Australian initiatives.

**Senate Committee Reports**

19. **Advancement and Community Engagement**  
The Advancement and Community Engagement Committee update was _noted_.

20. **Equity, Diversity and Inclusion**  
The report of the Senate Equity Diversity and Inclusion Committee was _noted_.
21. Risk and Audit Committee  
The report of the Risk and Audit Committee was noted.

Other Matters for Noting

22. UQ Significant Litigation Report  
The Significant Litigation Report for February 2023 was noted.

23. Senate Annual Calendar 2023  
The Senate Annual Calendar 2023 was noted.

24. Any Other Business  
No other business was raised.

The meeting closed at 7.05pm.