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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 A Cross AM, Dr L Duffield, Professor C Franklin, Professor G Hainge, Mr P Hennessy AO, HHJ N Jarro, Mr R Jones, Mr G Murdoch, Dr M Naidoo, Ms E Scott, Ms C Wake and Dr D Willox.

Apologies: Ms C Chalmers, Mr R Lee, Professor K Lyons.

In attendance: Deputy Vice-Chancellor (Research and Innovation), Professor M Blows; Chief Operating Officer, Mr A Flannery; Deputy Vice-Chancellor (Indigenous Engagement) Professor B Fredericks; Vice-President (Advancement and Community Engagement), Ms J Karlson; Deputy Vice-Chancellor (External Engagement), Mr R Li; Deputy Vice-Chancellor (Academic), Professor K Ryan; General Counsel, Ms C Seeto; and Director, Office of the Vice-Chancellor and President, Ms J Connah.

Secretary: Ms S Spencer.

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 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 from Ms C Chalmers, Mr R Lee, Professor K Lyons.

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

The Chancellor noted the interests for members as circulated with the agenda. Updates to the interests for Professor D Terry and Ms T Dwyer were noted. Members were provided with an opportunity to advise of any changes.

The Chancellor provided Members with an opportunity to declare any perceived, potential, or actual conflict with any of the meeting agenda items. No conflicts were declared.

5. Confirmation of minutes

The minutes of the meeting held on 31 October 2023, having been circulated, were **confirmed**.

6. Matters arising from previous Senate meeting

Senate **noted** the matters arising report.

7. Update from the Chancellor

The Chancellor provided an update on the Board meeting of Universities Australia held on 29 November 2023, which included:

- Discussions regarding the anticipated outcomes arising from the Australian Universities Accord process.
- The anticipated outcomes arising from the Australian Migration Review conducted by Dr Martin Parkinson PSM, which included changes to English language requirements for students and graduates, and changes to the Temporary Graduate visa settings.
- Discussions regarding the financial impact on students of compulsory placements, and what could be done to alleviate "placement poverty".
- Implications for increasing compliance costs and the autonomy of universities.

The Chancellor and Vice-Chancellor met with an interest group regarding concerns about the rising level of antisemitism on university campuses and in the broader community. The University would continue to monitor these concerns.

8. Vice-Chancellor and President's Report

The Vice-Chancellor's report which included the Dashboard report, Strategic Performance Measures scorecard, and Health, Safety and Wellness dashboard were **noted**. Taking the reports as read, the Vice-Chancellor provided updates to Senate.

The Vice-Chancellor acknowledged the passing of Emeritus Professor Jill Wilson AO, who was a leader in her field of social work and social policy and had left a significant legacy in UQ's School of Nursing, Midwifery and Social Work.

The Vice-Chancellor highlighted the following recent achievements for the University:

- UQ was named Australia's top university in the inaugural Best Universities Ranking conducted by the Australian Financial Review. The ranking measured performance across five categories which included student satisfaction, research performance, global reputation, career impact, and equity and access. The results reflected UQ's strong performance in teaching as well as research.
- UQ received 40 Highly Cited Researcher (HCR) Awards in the 2023 Clarivate HCR List. This result placed UQ equal first among Australian universities on the global 'HiCi' list, along with the University of Melbourne.
- Congratulations were noted to UQ academics who had been elected to the Academy of the Social Sciences in Australia, and the Australian Academy of the Humanities.
- Congratulations were noted to the two UQ students who had received the award of the Queensland Rhodes Scholar for 2024, and the award of an Australia-at-Large Rhodes scholarship.

The Vice-Chancellor noted that UQ employees had voted in favour of the Enterprise Agreement with 94% voting in favour of the proposed new agreement. The Vice-Chancellor commended the Enterprise Bargaining team who had been engaged in these discussions, and the development of the agreement.

The Vice-Chancellor provided the following additional updates:

- The University of Queensland would receive 315 new fully funded places, over 2024 – 2027 from the Commonwealth Government to develop a pipeline of highly-skilled STEM graduates in Australia in support of the nuclear-powered submarine program and Australia's sovereign capabilities. The Commonwealth Government would also provide an additional \$9m to UQ to support additional places in the Doctor of Medicine program, as part of the Central Queensland Regional Medical Pathway. The additional places would help to support medical workforce shortages in Central Queensland, Rockhampton and Wide Bay.
- The UQ Lake and amphitheatre project was in the final stages of completion. The Pavilion works would commence shortly, with expected completion mid-next year.
- The University had been advised that TEQSA had renewed the University's registration for a period of seven years until 29 November 2030.

Members discussed the Vice-Chancellor's report. In response to a question with regard to the AFR Ranking, the Vice-Chancellor noted that the University would continue to focus on performance in areas of strategic priority. The University had strategies in place across the range of categories that were reviewed in the AFR ranking which included the Queensland Commitment, the development of the Learning and Student Experience Roadmap, and an ongoing focus on both research quality and impact.

Strategic Matters

9. Update on Proposed Enterprise Agreement 2021 - 2026

Mr Phil Vaughan, Chief Human Resources Officer, joined the meeting for this item. The Vice-Chancellor thanked the University's Enterprise Bargaining team, noting the significant level of detail and discussion that was involved in developing the draft agreement. The Vice-Chancellor noted the positive support from UQ staff for the proposed agreement.

The Chief Human Resources Officer presented to Senate on the proposed new UQ Enterprise Agreement 2021 – 2026, which included an overview of the key features of the agreement and next steps in the process.

Members discussed the new agreement, noting the below:

- In response to a question from a member, the Chief Human Resources Officer noted discussions were underway across the sector with regard to 'para-academic' staff (who have both professional and academic components in their roles).
- In response to a question regarding the budgetary implications for casual conversion provisions, the Chief Human Resources Officer noted that a working group had been established to work through the provisions for implementation in accordance with the agreement.

Academic Matters

10. Update from the Academic Board President

The President of the Academic Board discussed his written report, which covered the notable items from the 17 November 2023 Academic Board meeting. The following points were highlighted:

- The President thanked the members of Academic Board and its sub-committees for a productive year, which included the delivery of key priorities.
- The University had acquired an institutional licence for Bing Chat Enterprise, with staff training to be rolled out through the University's IT Services.
- At the November meeting, the Academic Board approved the establishment of a Teaching, Learning and Student Experience Committee, which would combine the work of previous Teaching and Learning Committee, and Student Experience Committee. This reduced the number of Academic Board committees from six to five. Academic Board sub-committees and working groups would be reviewed for effectiveness and strategic alignment.
- Following an amendment to the *Higher Education Support Amendment Act 2023*, in response to the Australian Universities Accord Interim Report, the Teaching and Learning Committee and Academic Board Standing Committee had reviewed the proposed Support for Students Policy. In line with the legislative amendment, the policy would be in place for 1 January 2024.

Financial and Operational Matters

11. UQ 2024 Budget

Mr Matthew Toomey, Director of Corporate Finance, joined the meeting for this item.

The Chair of the Finance Committee noted that the proposed 2024 budget had been developed to return to a normalised EBITDA of 10% over the next three years. To deliver the budget, the University would need to prioritise activities including operational and capital expenditure and an ongoing focus on the Project 2025 initiatives. Finance Committee recommended the adoption of this budget by Senate.

The Vice-Chancellor presented a budget summary to Senate which included the rationale for 10% EBITDA, 2024 revenue and expenditure assumptions, and cash forecast. The Vice-Chancellor also outlined the key budget repair commitments for 2024.

The Chief Operating Officer noted the assumptions underpinning the budget, which had been discussed in detail with Senate Finance Committee.

Senate discussed the proposed 2024 budget noting the below:

- In response to a question from a member, the Vice-Chancellor noted that student load projections were agreed with the Faculties, and each area would manage its budget within those envelopes.
- A member noted the impact of budget constraints on the University's ability to meet its strategic priorities. The Vice-Chancellor noted a range of mechanisms in place to meet budget targets, including the Project 2025 initiatives. The performance and productivity of the University would continue to be closely monitored.
- A member noted that budget challenges were being experienced across the economy. The member commended the senior leadership for setting clear principles and targets that reflected the economic environment the University was facing, with the ability for local operating areas to implement decisions within their specific contexts.

Senate resolved to **adopt** and **approve** the 2024 final budget.

Governance Matters**12. Draft Freedom of Speech and Academic Freedom Attestation Statement**

The Chancellor noted that in September 2021, Senate approved the template Freedom of Speech and Academic Freedom Attestation Statement for inclusion in the UQ Annual Report. The draft Freedom of Speech Attestation Statement circulated in the agenda followed this template structure.

Senate resolved to **approve** the 2023 Freedom of Speech and Academic Freedom Attestation Statement, for inclusion in UQ's Annual Report.

13. Gift Repurposing (Amendments to Terms of Trust)

The Chancellor noted that the University had undertaken a review of gifts to the University held in trust. Senate had been asked to consider three proposals to amend the terms of trust for endowment funds, on the basis that it was no longer possible to administer the funds in accordance with the donor's original intent.

With regard to the Jester Research Scholarship in Veterinary Science, it was agreed not to seek an exemption to the Anti-Discrimination Act to limit this scholarship to males, and on balance it had been recommended to vary the designated purpose to award the scholarship to meritorious students in Veterinary Science.

Members supported the decision to amend the schemes to allow the funds to be applied to help UQ students enrolled in these programs.

Senate resolved to **approve** the amendment of the terms of trust for the following gifts held as property and detailed in the submission to Senate, being.

- i. Jester Research Scholarship in Veterinary Science Fund;
- ii. Florence Davey Pianoforte Scholarship Endowment; and
- iii. John and Alexandra Gratcheff Scholarship Fund.

14. Proposed New Grace College Constitution

The Chancellor noted that Grace College had put forward a proposed new Constitution for Senate approval, following a collaborative consultation process. The constitution included a modernised board structure and restructured council composition.

Senate **approved** the proposed new Grace College Constitution.

15. Updates to Name and Terms of Reference for Memberships and Remuneration Committee

The Chancellor noted that updated terms of reference had been proposed for the current Memberships and Remuneration Committee, which included a proposed change of title to the Senior Executive Remuneration and Performance Committee.

The revised terms of reference included: 1) Referral of membership matters to the Governance Committee; 2) Expanded focus of the committee on performance and succession planning to the extent possible; and 3) Consideration of the salary levels, loadings and bonuses for the relevant Senior Executives.

The Chancellor noted that amendments to the Senate delegation would be made to give effect to the proposed terms of reference. This would include a delegation to the Chancellor for the approval of senior appointments (on the recommendation of the Vice-Chancellor). Amendments to the instrument of delegation would be made to reflect this proposal.

In response to a question from a member, the Chancellor noted that a significant component of the work of the committee related to recommendations from the Vice-Chancellor regarding performance, remuneration, and succession planning for senior executives.

In response to a comment from a member, it was noted that the terms of reference would be amended to clarify that 'Senior Executive' were defined 'for the purposes of the committee' (not in relation to the management of the University more broadly, which had a different definition).

Senate resolved to:

1. **Approve** the Terms of Reference, as amended; and the change to the title of the committee from the Senate Memberships and Remuneration Committee to the Senior Executive Remuneration and Performance Committee.
2. **Approve** the grant of a delegation to the Chancellor for the appointment of Senior Executives reporting directly to the Vice-Chancellor with the instrument to be signed by the Deputy Chancellor.
3. **Authorise** any amendments to the Senate delegation to the Vice-Chancellor to give effect to these changes, with the instrument to be signed by the Chancellor.

16. Naming Request – Tom O’Regan Memorial Fellowship

The Vice-Chancellor noted that the Tom O’Regan Memorial Fellowship was established in 2021 through a combination of philanthropic funds and internal contributions at that time. The proposed naming met the criteria for philanthropic naming; and has been endorsed by Senate Governance Committee.

Senate resolved to **approve** the naming of the Tom O’Regan Memorial Fellowship.

17. Proposed Campus Designation Clause

The Chancellor noted that approval was given at the Senate meeting of 22 August 2023 for the campus designation at Dutton Park. During these discussions, Senate also recommended that criteria be incorporated into UQ’s policy framework regarding the designation of campus status to a UQ site. Broad principles for campus designation had now been developed as part of the *Use and Management of UQ Land, Buildings and Facilities policy*, and provided for Senate endorsement.

Senate resolved to **approve** the proposed campus designation clause for inclusion in the *Use and Management of UQ Land, Buildings and Facilities Policy*.

18. UQ Naming Policy and Procedure

The Chancellor noted that amendments to the Naming Policy and Procedure had been circulated for noting to Senate. The amendments incorporated outcomes from the discussions at Senate on 22 August 2023 relating to: Namings for sponsored research; and for the review of naming requests (that require Senate approval) by Governance Committee.

Senate **noted** the amendments to the UQ Naming Policy and Procedure.

Senate Committee Reports

19. Campus Infrastructure

The Chair of the Campus Infrastructure Committee noted the King’s College Masterplan, which had been presented to the committee. The report of the Campus Infrastructure Committee was **noted**.

20. Equity, Diversity and Inclusion

The Chair of the Equity, Diversity and Inclusion Committee noted that the Vice-Chancellor had established a management-level Equity, Diversity and Inclusion Committee to support reporting through to the Senate committee. The management committee would also ensure the work of these areas across the University would be brought to the attention of the University’s senior executive for appropriate action. The terms of reference for the Senate Committee for Equity, Diversity and Inclusion would be updated to reflect these changes.

The Chair of the committee also highlighted the work of the Deputy Vice-Chancellor (Indigenous Engagement) and her team on the core cultural competency training for staff, which would be extended to students in the new year. Details regarding this training would also be circulated to Senate members again next year.

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In response to a question from a member regarding the revised SCEDI scorecard data, and its relationship to the national data, the Vice-Chancellor noted that in some circumstances, the collection of equity data was not available at a national level. The scorecard was intended to highlight areas for SCEDI to consider and to develop plans for specific equity groups. The collection of data will also be reviewed in alignment with the Accord outcomes once known.

The report of the Senate Committee for Equity, Diversity and Inclusion was **noted**.

21. Finance

The report of the Finance Committee was **noted**.

22. Governance

The report of the Governance Committee was **noted**.

Other Matters for Noting

23. Professorial Promotions Report

The Professorial Promotions Report was **noted**.

24. 25 Years of Service

The 2023 25 Years of Service awards were **noted**.

25. Senate Annual Calendar

The Senate Annual Calendar was **noted**.

26. 2024 Meeting Dates

The 2024 Senate meeting dates were **noted**.

27. UQ Significant Litigation Report

The Significant Litigation Report for November 2023 was **noted**.

28. Any Other Business

The Chancellor recorded formal appreciation to Ms Emily Scott for her contribution to Senate over the past two years as the elected undergraduate student representative.

The Chancellor thanked Senate members for their contributions during 2023.

The meeting closed at 6.05pm.