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Attendance:

Present: Mr P N Varghese AO (Chancellor), Ms T Dwyer (Deputy Chancellor), Professor D Terry AC (Vice-Chancellor and President), Ms J Alroe, 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 J Marsh, Mr G Murdoch, Dr M Naidoo, Ms C Wake and Dr D Willox.

Apologies: Ms S Atkinson AO.

UQ In Attendance:

Present: Provost, Professor A Byrne; Deputy Vice-Chancellor (Research and Innovation), Professor M Blows; Deputy Vice-Chancellor (Indigenous Engagement), Professor B Fredericks; Vice-President (Advancement & Community Engagement), Ms J Karlson; Chief Financial Officer, Ms G Jukes; General Counsel, Ms C Seeto; Marketing and Communication Officer, Ms K Robinson; Director, Office of the Vice-Chancellor and President, Ms J Connah; and UQ Union President, Mr A McRae.

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 and noted the apology from Ms S Atkinson AO.

The Chancellor welcomed Mr Joshua Marsh, undergraduate student representative to Senate; and Mr Angus McRae, UQ Student Union President 2024, as an observer to Senate.

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. Members were provided with an opportunity to advise of any changes. Updates to interests were noted for Ms S Atkinson AO, Dr N Naidoo, and Mr R Lee.

The Chancellor provided Members with an opportunity to declare any perceived, potential, or actual conflict with any of the meeting agenda items. It was noted that Ms C Wake, Ms C Chalmers and Mr J Marsh would be absented from the discussion regarding Senate committee appointments (Item 15).

5. Confirmation of minutes

The minutes of the meeting held on 5 December 2023, having been circulated, were **confirmed**, subject to a minor amendment to Item 11 to state that Senate resolved to "adopt and approve" the 2024 final budget.

6. Matters arising from previous Senate meeting

There were no new matters arising from the previous Senate meeting.

7. Update from the Chancellor

The Chancellor congratulated Professor Deborah Terry, Vice-Chancellor, on receiving the Companion of the Order of Australia award ('AC') for eminent service to tertiary education and the community. The Chancellor also congratulated members of the UQ community who had received honours.

The Chancellor noted that the final report of the Universities Accord panel would be released on 25 February 2024, and the government would then consider the recommendations and budget implications. The report was not expected to address the funding model for universities. However, it was anticipated that the report would recommend the establishment of a Tertiary Education Commission and National Student Ombudsman, which may impact the compliance obligations for universities. Concerns were also raised about the potential impact of the levy on the sector. Universities would need to maintain focus on the distinctive nature and broader mission of universities as being Australian public institutions with more than a vocational purpose.

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 (HSW) dashboard were noted. The Vice-Chancellor referred to specific elements of the dashboard report and HSW dashboard report. Taking the reports as read, the Vice-Chancellor provided further updates to Senate.

The Vice-Chancellor acknowledged the passing of Margaret Valadian AO MBE prior to Christmas. Ms Valadian was the first Indigenous Australian to graduate from UQ and was a leader in her field of social work and social policy. Her significant legacy in UQ's School of Nursing, Midwifery and Social Work was acknowledged.

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

- The Federal Government had announced that it would contribute \$87M to the UQ-led Zero Emissions Agriculture Cooperative Research Centre (CRC) over the coming decade.
- UQ was awarded \$8.845M by the Department of Health and Aged Care under the Rural Health Multidisciplinary Training Program to support UQ's regional medical program in Wide Bay/Central Queensland.
- UQ was awarded \$14M to support the establishment of the Powering Australia Industry Growth Centre, designed to help Australian businesses manufacture renewable energy technologies locally. The centre would be led from Western Australia, with UQ hosting the Queensland node.
- Following the delays with the QTAC major offer round, UQ's Deputy Vice-Chancellor (Academic), Professor Kris Ryan, had been acting as interim Chair and had been leading a review of the issues experienced during the 2024 admissions period.
- TEQSA had renewed the University's registration until 29 November 2030, on the basis that UQ continued to meet the provisions of the Threshold Standards for registration in the Australian University category.

The Vice-Chancellor provided the following updates:

- An update was provided on domestic and international student intake for semester 1, 2024.
- An update was provided on student completions of the Respect module for semester 1, 2024. Work was underway to develop a specific module for PhD students.
- Members noted the upcoming departures from senior positions at UQ this year, which included Professor Aidan Byrne (Provost) who would be retiring; Professor Doune Macdonald who will step down as Pro-Vice-Chancellor, Teaching and Learning; and Professor Geoff McColl (Executive Dean, Faculty of Medicine) who will depart UQ. The extensive contributions of each of these highly valued colleagues would be acknowledged by the University during the year.

The Vice-Chancellor responded to questions from members, noting the below:

- Following advocacy from the Go8 universities, the government had confirmed that the age limit for the subclass 485 temporary graduate visa would be lifted to 35 years, which was expected to have a positive impact for prospective PhD students.

Strategic Matters

9. 2023 Strategic KPI Report and Draft 2024 UQ Plan on a Page

The Vice-Chancellor referred to the 2023 Strategic KPI Report as circulated in the agenda, which provided a summary of progress against the 31 key performance indicators aligned to the UQ Strategic Plan 2022 – 2025. It was noted that the University developed an annual 'Plan on a Page' each year to give effect to the four-year Strategic Plan, and the broader 2032 vision, to provide clarity about key priorities across the University.

The Vice-Chancellor presented to Senate on the draft 2024 UQ Plan on a Page, which had been developed in collaboration with the University Senior Executive Team. It was noted that:

- UQ's priorities for 2024 aligned to the three strategic domains of the Strategic Plan which included 'Learning and Student Experience', 'Research and Innovation' and 'Enriching our Communities; as well as the three critical enablers of 'Our global profile', 'Our people', and 'Securing our future'.

- Key priorities across the three strategic domains for 2024 included, amongst other things, the delivery of UQ's Learning and Student Experience Roadmap, engagement with development of the Innovation Precinct at Boggo Road, finalising the Stretch Reconciliation Action Plan, advancing the Queensland Commitment, and implementing of the Olympics and Paralympics strategic plan.

Members discussed the priorities set out in the 2024 plan for each of the strategic domains and enablers and were supportive of the draft annual plan for 2024. Members requested for the final 2024 plan be uploaded to the Senate Convene document library.

Academic Matters

10. Update from the Academic Board President

The President of the Academic Board discussed his written report, which covered the 2024 Academic Board Workplan and key strategic priorities, which included:

- Reviewing the implementation of the recommendations from the 2021 review of the Academic Board.
- Conducting four organisational unit reviews, and the review of two major programs including the Bachelor of Science.
- Assisting with the review of the Aboriginal and Torres Strait Islander Unit within the portfolio of the Deputy Vice-Chancellor (Indigenous Education).
- Monitoring academic integrity and assessment practices in response to developments in generative artificial intelligence.
- Monitoring the implementation of the English Language Proficiency Action Plan.
- Succession planning for the incoming Academic Board President for 2025.

11. Academic Board Report

The Academic Board Report was **noted**.

12. New Faculty Project

The Chancellor noted that Senate had been asked to approve the merging of the Faculty of Health and Behavioural Sciences with the Faculty of Medicine to take effect in 2025.

The Vice-Chancellor noted that consultation regarding the future of the health faculties had been undertaken over July – August 2023. Following the consultation period, it was recommended that UQ should move towards a combined new faculty to support collaboration in education and research, and the delivery of broad interprofessional programs in health. A Steering Committee was established to oversee the process and to develop an implementation plan to address the range of feedback that had been received during the consultation.

Following feedback and support from Governance Committee and the University Senior Executive Team, the proposal to establish the combined faculty had been submitted to Senate to allow the University to proceed with time sensitive matters prior to the 1 January 2025 establishment date. An additional update would be provided to the next Senate meeting, which would include further detail regarding the internal faculty structure and key performance indicators for the new faculty.

Senate discussed the proposal, and in response to questions from members, the Vice-Chancellor noted that a change management strategy for the proposed new faculty would form part of the work of the Steering Committee.

Senate **resolved to approve**:

- The establishment of the 'Faculty of Health, Medicine and Behavioural Sciences' to commence operation from 1 January 2025; and
- The disestablishment of the Faculty of Health and Behavioural Sciences (HABS) and the Faculty of Medicine from 1 January 2025.

Financial and Operational Matters

13. UQ 2023 Annual Report and Financial Statements

13.1 UQ 2023 Annual Report

The Vice-Chancellor noted the Annual Report had been compiled through contributions across the University, with particular thanks to the Marketing and Communications team. It was noted that the final review for minor corrections would be undertaken following Senate. The Vice-Chancellor commended the draft Annual Report to Senate.

13.2 2023 Financial Statements

The Chair of Senate Risk and Audit Committee noted that the committee met on 16 February 2024 and recommended for Senate to approve the 2023 Financial Statements and authorise signatures to the Management Certificate. At that meeting, the committee reviewed the financial statement checklist and draft closing report and conducted a page-turn of the financial statements.

The Chair of the Finance Committee noted that Senate approval of the financial statements had been sought, subject to final clearance from the Auditor-General.

The Vice-Chancellor presented on the financial results and EBITDA for 2023.

The Chancellor thanked the Chairs of Finance and Audit and Risk Committees, as well as the Chief Financial Officer and the Finance management team for delivering these accounts.

Senate **resolved** to:

- **Note** the 2023 Annual Report
- **Approve** the 2023 Financial Statements; and
- **Authorise** the Chancellor, Vice-Chancellor, and Chief Financial Officer to sign the Management Certificate of the audited statutory Financial Statements for 2023.

Governance Matters

14. 2023 HSW Annual Report and HSW Goals Report

Jim Carmichael, Director HSW Division) attended for this item.

The Vice-Chancellor referred to the Health, Safety Wellness report which provided a summary of the work of the Division for 2023. It was noted that UQ's Workers' Compensation Self-Insurance Licence was renewed for a 4-year period to 31 March 2027 (the maximum period for a licence), and that the regulator continued to assess UQ as 'low risk' across all 11 assessed criteria necessary to maintain UQ's self-insurance license for workers' compensation. The HSW Goals report had also been circulated, which provided summary of UQ's performance against key priorities.

In response to a question from a member, the Vice-Chancellor noted that each of the faculties had a different operating environments, and that the leadership teams and local HSW teams managed the complexities associated with specific areas.

Senate **resolved** to **note** the 2023 HSW Annual Report and HSW Goals reports.

15. Appointments to Senate Committees

Ms C Wake, Ms C Chalmers and Mr J Marsh left the meeting for this item.

The Chancellor noted that following discussions at Governance Committee, and with the support of the committee chairs, proposed changes to the membership of Senate committees had been circulated in the agenda. The recommended changes were the result of the vacancies in committee membership that had arisen due to the departure of a Governor in Council member, and the appointment of a new undergraduate student representative.

Senate **resolved** to **approve** changes to the memberships of the Senate Committees as follows:

1. Ms Cecile Wake:
 - a. be appointed to the Senior Executive Remuneration and Performance Committee until the first meeting of the 36th Senate; and
 - b. stand down from the Campus Infrastructure Committee effective 22 February 2024;
2. Ms Charmaine Chalmers be appointed to the Campus Infrastructure Committee until the first meeting of the 36th Senate; and
3. Mr Joshua Marsh be appointed to the Advancement and Community Engagement Committee and the Equity and Diversity Committee until 31 December 2025.

16. Senate Committee for Equity, Diversity and Inclusion – Terms of Reference

The Chancellor noted that proposed amendments to the Terms of Reference for the Senate Committee for Equity, Diversity and Inclusion had been circulated in the agenda. The proposed changes had followed the establishment of a management-level Equity, Diversity and Inclusion Committee in September 2023.

Senate **resolved** to **approve** the amendments to the Terms of Reference for the Senate Committee for Equity, Diversity and Inclusion.

Senate Committee Reports

17. Governance Committee

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

18. Risk and Audit

The Chair of the Senate Risk and Audit Committee noted that the Committee received a presentation on cybersecurity risk and discussed a cyber desktop exercise undertaken in Q1 2024. The Committee had also received an update on student safety on campus and had recommended that Senate should undertake the Appropriate Workplace Behaviour online training module and be provided with access to the UQ Respect module for students.

The report of the Risk and Audit Committee, and Risk and Audit Committee Annual Report, were **noted**.

Other Matters for Noting

19. Senate Annual Calendar 2024

The Senate Annual Calendar 2024 was **noted**.

20. UQ Significant Litigation Report

The Significant Litigation Report for January 2024 was **noted**.

21. 2024 Meeting Dates

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

24. Any Other Business

No other business was raised. The next meeting of Senate will be on Tuesday 30 April 2024.

The meeting closed at 7.00pm.