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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 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 R Lee, Professor K Lyons, Mr J Marsh (via zoom), Mr G Murdoch, Dr M Naidoo (via zoom), Ms C Wake, Dr D Willox (via zoom).

Apologies: Ms C Chalmers

UQ In Attendance:

Present: Provost, Professor A Byrne; Chief Operating Officer, Mr A Flannery; Deputy Vice-Chancellor (Research and Innovation), Professor M Blows; Vice-President (Advancement & Community Engagement), Ms J Karlson; General Counsel, Ms C Seeto; Marketing and Communication Officer, Ms K Robinson; Director, Office of the Vice-Chancellor and President, Ms J Connah; and Director Governance and Risk, Ms Joanna Spanjaard.

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.

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 were circulated with the agenda and noted. Updates since the last meeting were noted to the interests for Mr P Varghese, Professor D Terry, Ms J Alroe, Mr P Hennessy and Dr D Willox. The Chancellor also provided members with an opportunity to advise of any changes to their interests as circulated.

The Chancellor provided members with an opportunity to declare any perceived, potential, or actual conflict with any of the meeting agenda items. Business affiliations were noted for Ms C Wake and Ms J Alroe with respect to Item 14 (Energy Risk Management Framework). They were welcomed to take part in the discussions on the matter for this meeting as no decision was required at this time that would give rise to a conflict of interest.

5. Confirmation of minutes

The minutes of the meeting held on 30 April 2024, and confidential minutes of the meeting held on 16 May 2024 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 to members, noting the below:

- Two new Chancellor appointments had recently been made, which included Ms Megan Clark AC for Monash University, and Mr David Baxby for Bond University.
- The theme for the 7 September Senate Retreat would be 'UQ in a post-Accord World' with discussions regarding implementation of the Accord, the University's business model, the burden of compliance, and how the University was performance against strategic objectives. The Chancellor invited members to raise any further issues they would like to see covered at the retreat.
- The University Chancellors Council was undertaking a review of its Voluntary Code of Best Practice for the Governance of Australian Public Universities, led by Mr Robert French, Chancellor of UWA, and former Chief Justice of the High Court. The revised Code would have regard to the ten 'priority areas' for university governance agreed at the meeting of Commonwealth, State and Territory Ministers for Education held on 26 April 2024. It was anticipated that the universities would encounter increased regulation regarding the composition of their governing councils.
- The University would be entering a period of increased regulation more broadly. In this environment, the University would need to strategically consider whether there are areas where compliance was too "gold plated".
- The Chancellor and Vice-Chancellor planned to meet again with members of the Jewish community to discuss issues they had raised with the University regarding concerns about antisemitism.

- The University had received a response from TEQSA regarding concerns raised by the University in relation to the 2023 Assessment Report (as received at the time of UQ's registration renewal). The response from TEQSA indicated that an agreed position to the issues raised by the University had been reached. As the matter had now concluded, an update would be provided to the next Senate meeting.

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) was **noted**.

The Vice-Chancellor spoke to specific elements of the dashboard report, and strategic performance measures scorecard:

- The University remained focussed on initiatives underway to return the budget to an EBITDA of 10% by 2025. A major organisational change proposal for the Marketing and Communications function had been released for consultation.
- The scorecard report showed an increase in academic staff attracting Category 2 – 4 funding; and an improvement in the percentage of females to senior professional and Level D academic roles.

Taking the report as read, the Vice-Chancellor highlighted the following:

- Congratulations were noted to:
 - i. Members of the UQ community who had been named in the 2024 King's Birthday Honours List.
 - ii. Professor Barry Dickson, from the Queensland Brain Institute, who was elected a Fellow of the Royal Society, the world's oldest and most prestigious science academy, for his contributions to neuroscience over the past 30 years.
 - iii. Emeritus Professor Peter Andrews AO (who was a co-founder of IMB) who had been named a Queensland Great in recognition of his role in establishing the biotechnology sector in Queensland.
- UQ received two awards in the Pride in Diversity Australian LGBTQ+ Inclusion Awards for commitment to inclusion and support for the LGBTQ+ community. UQ was named as a Gold Employer for the third year, recognising efforts towards a national benchmark on LGBTQ+ workplace inclusion. The University also received the 2024 Trans and Gender Diverse Inclusion Award, which recognised UQ as one of the best employers for trans and gender diverse people in Australia.
- On 31 May 2024, UQ and Emory University agreed to establish the Queensland Emory Vaccine Centre (QEVC) at UQ to be located in the Liveris building. The centre would be a collaboration between UQ and Emory with support from the Queensland Government to accelerate the identification of vaccine candidates.

The Vice-Chancellor provided further updates to Senate:

- UQ was first in Australia in the overall Academic Institutions table of the Nature Index 2024 Research Leaders results for 2023. UQ was also first nationally in the Earth and Environmental Sciences academic subject table, and the Biological Sciences subject table.
- UQ placed first in the Group of Eight for Linkage projects in the ARC Linkage Grants outcomes for 2023 (round 2) for both the number of awards and total funding awarded.
- UQ received \$526m in audited HERDC Research Income in 2023, which was the highest amount the University had ever received. This included a higher proportion of industry income.
- An update was provided on domestic and international student enrolments for semester 2, 2024. It was noted that domestic student enrolments had increased for Semester 2 (off a smaller base) with enrolments expected to exceed the forecast 2%

growth. This indicated that domestic demand had been recovering after the decline post-COVID.

Members discussed the Vice-Chancellor's statement. The Vice-Chancellor responded to questions from members noting the below:

- The University Senior Executive Team held its strategic meeting in June 2024 and considered progress towards the 2024 Plan on a Page, and alignment of the key priorities to the University's strategic plan (*Towards 2032*).
- With regard to the THE Impact Rankings 2024, the University performed well in three areas related to Good Health and Wellbeing, Responsible Consumption and Production, and Industry, Innovation and Infrastructure. To receive an overall score, the University would be required to report on *SDG17 Partnerships for the Goals*. Given UQ's commitment to core elements of this ranking, consideration would be given to the requirements for reporting in this category in the future.
- The Australian Universities Accord had focussed on increasing access to tertiary education for students from low-SES and regional backgrounds. In alignment with its recommendations, UQ's Queensland Commitment remained a strategic focus to increase enrolments from these cohorts. This included increasing support through the Inspire U and Young Achievers programs, both of which had been successful.

The Vice-Chancellor noted that the University had received correspondence regarding the licensed animal adoption centre program for re-homing racing greyhounds. Under this program, a qualified behaviourist at the centre works with greyhounds with the primary goal of re-homing them. Regrettably, many racing greyhounds were not suitable to be re-homed. The University would undertake a review of the practice of accepting greyhounds from the racing industry.

The Vice-Chancellor noted that the University would be submitting responses to consultation papers released by the Department of Education for implementation of the Accord recommendations regarding the Australian Tertiary Education Commission and the Managed Growth Funding System. The University had been modelling various scenarios for 2025 under the potential international student cap. The Chancellor noted that the international education markets and labour markets were interrelated, and a decision to cap international students would have a broader economic impact.

The Vice-Chancellor provided an update to Senate on the agreed outcomes following the recent student activism on campus and progress towards the Statement of Commitment, highlighting the importance of the anti-racism statement that was being developed. Communications would be sent ahead of semester 2 to the UQ community regarding UQ's policies in relation to freedom of speech, protests, and encampments. The University was currently focussed on ensuring the smooth operation of the graduations as a key event for students.

- A member highlighted concerns raised by members of the Jewish community regarding growing antisemitic sentiment in the current environment, and the need for the University to remain cognisant of these concerns. This concern was acknowledged and would be a key focus for the University's Anti-racism Statement, which will include antisemitism.
- In response to a question from a member, the Vice-Chancellor noted that the scholarships in the refugee and humanitarian area were often impacted by visa issues. The University was looking to expand partnerships with community organisations to advise on the availability of these scholarships. Tailored student support would also be provided for these students.

Strategic Matters

9. Risk Appetite Statement

The Vice-Chancellor noted the University's Risk Appetite Statement (RAS) was periodically reviewed to ensure it remained fit-for-purpose to inform risk-based decision-

making. A detailed consultation process had been undertaken, which included input from the Senate Risk and Audit Committee (SRAC), Senate members, and the University's Senior Executive Team (USET). The draft statement had received endorsement from SRAC and USET.

The Chair of SRAC noted that the updated RAS represented a strengthening of risk maturity. The RAS provided a framework to guide decision-making and indicated where the organisation was more willing to take risks, and where a more balanced or cautious approach was required.

Ms Joanna Spaanlard, Director of the Governance and Risk Management Division, presented to Senate on the updated RAS, noting that the statement sets the tone for the University in terms of where there is an appetite to take or avoid risk, where the organisation would be more willing to explore opportunities, and when to escalate matters when operating outside the established risk appetite. The RAS would be made available through the University's Policies and Procedures Library, with communication and guidance to be provided regarding its application to risk assessments and business cases.

In response to questions from Senate members, Ms Spaanlard noted that there was a high degree of alignment between Senate members and management regarding risk appetite level. It was also confirmed that the RAS would be mapped against UQ's top risks as part of the implementation process.

The Chancellor thanked Ms Spaanlard and the Governance and Risk Management team, for their work in developing this statement.

Senate **approved** the draft Risk Appetite Statement.

Academic Matters

10. Update from the Academic Board President

The President of the Academic Board discussed his written report as circulated in the agenda, which covered the notable items from the 12 April and 7 June 2024 Academic Board meetings.

The President highlighted the scale of the end-of semester examination period, which covered 649 examinations for 35,000 students, across 84,000 sittings. The President acknowledged the work of the examinations staff, and the academic staff, for their management of this process. Senate **noted** the report from the President of the Academic Board.

In response to a question from a member, the President noted that there had been a robust discussion at Academic Board about phasing out the Museum Studies program. The Vice-Chancellor noted that due to low enrolments in the program, consideration was being given to how museum studies could be incorporated into other academic programs. The Faculty of Humanities, Arts and Social Sciences had been responding to feedback from the community and would be consulting with industry representatives to determine the type of teaching and research that would be relevant to industry professionals moving forward.

11. Academic Board Report

The Academic Board Report was **noted**.

12. Learning and Student Experience Roadmap

The Vice-Chancellor noted that the Learning and Student Roadmap had been circulated in the agenda for noting by Senate. The Roadmap had been developed to guide the University's approach to teaching and learning across five strategic priorities, to ensure excellence in graduate outcomes, student satisfaction, sense of belonging, and high quality education over the next 10 years. It was noted that Senate discussed an early version of the Roadmap at the meeting in October 2023. Broad consultation had

subsequently taken place with the UQ community, which had included consultation workshops with staff and students. The Roadmap was in alignment with University's Strategic Plan (*Towards 2032*), The Queensland Commitment and the draft Stretch Reconciliation Action Plan.

The Deputy Vice-Chancellor (Academic) added that key considerations for the Roadmap included assessment and generative AI and improvements to the student and staff experience (including an upgrade to the learning management system).

Members **noted** the Learning and Student Experience Roadmap.

Financial/ Operational Matters

13. Due Diligence Action Plan for Senate Members

In attendance via Zoom: Jim Carmichael, Director, Health, Safety & Wellness

The Vice-Chancellor noted that the due diligence action plan (DDAP) outlined measures for Senate members to ensure the due diligence requirements under the Work Health and Safety Act had been met. The Vice-Chancellor confirmed the additional measures in place that had been added to the updated DDAP.

Senate **approved** the updated work, health and safety due diligence action plan for Senate members.

14. Energy Risk Management Framework

The Chancellor referred to the proposal for UQ to move to progressive purchasing of electricity. Senate approval had been sought due to the expected value of the contract. The Chief Operating Officer noted that in 2023, a review of UQ's energy purchasing was undertaken, which recommended a transition from the spot market to a progressive purchasing approach. The University was in the process of negotiating a market site contract and sought approval from Senate to proceed.

Senate **resolved**:

- i. to **endorse** the transition to the progressive purchasing of electricity (in lieu of spot market) through the endorsement of a new Energy Procurement Policy;
- ii. that subject to the limitations and restrictions in iii below, to **delegate** to the Vice-Chancellor and President and the Chief Operating Officer its power to sign and administer the proposed progressive purchasing electricity retail contract (the Contract);
- iii. that the delegation in ii was subject to the limitation that the delegates may only approve purchases and payments under the Contract, in accordance with its terms, for amounts up to an aggregated and specified total for all delegates for the entire contract; and
- iv. to **authorise** the Chancellor to sign an instrument of delegation on the terms set out above.

Governance Matters

15. Modern Slavery Statement

The Chancellor noted that Senate had been asked to approve the draft Modern Slavery Statement for 2023 and authorise the Vice-Chancellor to sign the statement.

The Vice-Chancellor noted that this would be UQ's fourth Modern Slavery Statement. The statement had been reviewed by the University Senior Executive Team and Senate Governance Committee. Feedback from Governance Committee had been incorporated to include a reference to the review of UQ's policies for compliance with the Human Rights Act (Qld). The Vice-Chancellor commended the statement to Senate for approval.

Senate **resolved** to:

- i. **Approve** UQ's draft Modern Slavery Statement for 2023; and
- ii. **Authorise** the Vice-Chancellor to sign the Modern Slavery Statement on behalf of UQ.

16. Naming Requests

16.1 Mary Wing Ming Lee Fellowships

The Chancellor referred to the proposal to put forward two naming requests arising from the bequest of Dr Mary Wing Mee Lee. The request had undergone due diligence and had been endorsed by the Senate Governance Committee.

Senate **approved** the naming of:

- i. The Mary Lee Human Rights Fellowship; and
- ii. The Mary Lee Family Dynamics Fellowship.

16.2 Professor Peter Doherty Lecture Series

The Chancellor referred to the naming request to establish a biennial Nobel Lecture Series at UQ to honour Professor Peter Doherty. The lecture would be a flagship event during UQ's Research Week. Governance Committee had reviewed the proposal with support for this to be a university-level lecture series with eminent speakers across disciplines.

Senate **approved** the naming of the Professor Peter Doherty Nobel Lecture Series.

17. Instrument of Delegation for the Conferral of Awards

The Chancellor referred to the proposal to extend the Senate delegation to confer awards to the elected alumni members of Senate. This would expand the number of members who could preside at graduations.

Senate **resolved** to:

- i. **Approve** the amendments to the Instrument of Delegation to allow elected alumni members of Senate to confer awards; and
- ii. **Authorise** the Chancellor to sign the replacement Instrument of Delegation on behalf of the Senate.

18. Updates to Senate Committee Terms of Reference

18.1 Advancement and Community Engagement Committee

The Chancellor noted that minor amendments to the terms of reference had been proposed for the Senate Advancement and Community Engagement Committee, to provide consistency with the principles for Senate appointments with the other committees. The proposed changes had been reviewed by Governance Committee and noted at Senate Advancement and Community Engagement Committee.

Senate **approved** the proposed changes to the terms of reference for the Senate Advancement and Community Engagement Committee.

18.1 Equity, Diversity and Inclusion Committee

The Chancellor noted that a minor amendment had been proposed to the terms of reference for the Senate Committee for Equity, Diversity and Inclusion that had been discussed by the committee and reviewed by the Senate Governance Committee. The proposed change recognised the role of the committee with respect to institutional commitments to equity, diversity and inclusion, beyond what the University was legislatively required to do.

Senate **approved** the proposed changes to the terms of reference for the Senate Committee on Equity, Diversity and Inclusion.

Senate Committee Reports**19. Finance Committee**

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

20. Governance Committee

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

21. Risk and Audit

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

Other Matters for Noting**22. 2024 Student Services Amenities Fees Expenditure Plan**

The Student Services Amenities Fees Expenditure Plan was **noted**.

23. Senate Annual Calendar 2024

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

24. UQ Significant Litigation Report

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

25. Senate Meeting Dates 2024

The Senate Meeting Dates for 2024 was **noted**.

26. Any Other Business

No other business was raised.

The meeting closed at 7.00pm. The next meeting of Senate will be held on Tuesday, 20 August 2024.