

Confirmed 19 August 2025

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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 (via zoom), Dr L Duffield, Professor G Hainge, Mr P Hennessy AO, HHJ N Jarro (via zoom), Mr R Jones, Mr Professor L Kavanagh, Mr R Lee, Professor K Lyons, Mr J Marsh, Dr M Naidoo, Mr J Titman, Ms C Wake and Dr D Willox.

Apologies: Ms C Chalmers and Mr G Murdoch.

UQ In Attendance:

Present: Provost, Professor M Blows; Deputy Vice-Chancellor (Academic), Professor K Ryan; Deputy Vice-Chancellor (Research and Innovation), Professor S Harrison; Vice-President (Advancement & Community Engagement), Ms J Karlson; General Counsel, Ms C Seeto; Marketing and Communication Officer, Ms K Robinson; UQ Union President, Mr J Jabur; 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 Stretch Reconciliation Action Plan.

2. Welcome and apologies

The Chancellor welcomed everyone to the meeting. Apologies were noted from Ms C Chalmers and Mr G Murdoch.

The Chancellor welcomed Professor Sue Harrison who had commenced as Deputy Vice-Chancellor (Research and Innovation).

3. Approval of items *en bloc*

Members were provided with the opportunity to star any additional items. Items 15 (Report of the Advancement and Community Engagement Committee) and 19 (Report of the Senate Risk and Audit Committee) were 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 were circulated with the agenda and noted. The Chancellor provided members with an opportunity to advise of any changes to the interests circulated. An update to the interests for Ms S Atkinson AO was noted.

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 29 April 2025, and confidential minutes of 29 April 2025, having been circulated, were **confirmed**.

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 provided an update to members on the sector. It was noted that the Expert Council on University Governance had held a number of stakeholder round table sessions. The Expert Council advised that they were developing a set of governance principles, to replace the existing University Chancellors Council (UCC) *Code of Governance Principles and Practice for Australia's Public Universities*. Universities would be required to implement and report against the principles on an 'if not, why not' basis. The Chancellor highlighted the need for close alignment between the UCC and Universities Australia (UA) in this area. In response to questions from members the Chancellor observed that the relationship between governance and management had evolved differently in universities than in the corporate sector. The trend in the corporate sector is for boards to be increasingly involved in management prerogatives. University councils may need to take on broader responsibilities, in particular, in response to the issues that have been cited for failures of governance in the university sector.

There had been a growing consensus around the referral of Vice-Chancellor salaries to the Commonwealth Remuneration Tribunal, with further consultation being undertaken by the Tribunal chair.

The working group of university chancellors and vice-chancellors responsible for considering how to strengthen social licence for the sector was finalising its interim report. This report would canvas the potential structure of a strategy for the sector. Agreement from the UA and UCC would be sought for the strategy.

The Australian Institute of Company Directors was working to shift the university governance course online, to make it more accessible. A course for council members in their second and third terms was also under development.

8. Vice-Chancellor and President's Report

The Vice-Chancellor's written report and dashboard reports were **noted**.

Taking her reports as read, the Vice-Chancellor provided the following highlights:

- The Vice-Chancellor noted congratulations to:
 - i. Members of the UQ community, which included researchers, academics, alumni and philanthropists, who were recognised in the King's Birthday 2025 Honours List. In particular, Emeritus Professor Ove Hoegh-Guldberg was one of just 14 awarded the Companion of the Order of Australia (AC), the nation's highest honour. A globally renowned marine scientist, Professor Hoegh-Guldberg was the founding Director of UQ's Global Change Institute and one of the most highly cited researchers in the field of climate change.
 - ii. Professor Hugh Possingham who was awarded one of the global scientific community's highest honours with his election as a Fellow of the Royal Society.
 - iii. Professor Gabrielle Belz, Professor Tamara Davis, Professor Trevor Ireland, and Professor Jürgen Götz on being elected as Fellows of the Australian Academy of Science.
- UQ's Soundshell and Dr Mary Mahoney AO Amphitheatre had received a commendation in the Australian Institute of Architecture Queensland Arts Architecture prize.
- UQ's Plant Futures facility officially opened on 6 June 2025, after commencing research operations in February 2025.
- The University had received \$19.4m in MRFF funding, and \$1.54m NHMRC funding, in the recent round.
- UQ had been ranked 42 in the QS World Ranking 2026, remaining in the top 50 universities worldwide.

In addition to the circulated report, the Vice-Chancellor advised members of the following:

- A summary regarding a critical incident at UQ College was provided, and the immediate actions taken in response.
- Professor Don Markwell AM had been appointed as the new Head of College and CEO of King's College. Professor Markwell would succeed Mr Greg Eddy who led the college community for the past 21 years. After 11 years of service Mr Stephen Foley has resigned as the Head of College and CEO of St Leo's College.

The Vice-Chancellor acknowledged the passing of Dr Chris Muir, who became part of the UQ community in the 1970s when he studied dental science, and who was a committed philanthropist, and served on a number of boards including the Alumni Friends Leadership Board. Dr Muir's generosity to the University had helped countless students through a range of transformative scholarships, and would continue to do so into the future.

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

- The process for developing the next Strategic Plan (2026 – 2029) had commenced. To support the process, a background paper had been released, which provided context and outlined priorities for UQ's future direction towards 2032. A strategy forum would be held with the UQ community, followed by targeted consultation with staff and students on specific topics. Consultation with Senate would also take place at the Senate Retreat.
- An update was provided on the senior executive mission to the United States.

- An update was provided regarding changes to US research funding, noting that there had been no major impacts for UQ at this time. The pause in NIH funding was being monitored for potential impacts.

Strategic Matters

9. Indigenisation of the Curriculum

Professor Tracey Bunda, Professor of Indigenous Education, attended for this item.

The Chancellor welcomed Professor Tracey Bunda, Professor of Indigenous Education, to the meeting. It was noted that Senate Governance Committee had recommended that Indigenisation of the Curriculum be included on the Senate agenda. It was proposed for the discussion to clarify the concept; to outline what it entails, and what it does not; and to provide context to Senate regarding the scope of work undertaken by UQ and the rationale behind this work.

Professor Bunda presented to Senate on the work undertaken on Indigenising the curriculum at UQ. It was noted that:

- The work to Indigenise the curriculum commenced at UQ to give effect to international and national standards. This included: The UN Declaration of the Rights of Indigenous People at the international level; the Higher Education Standards Framework (Threshold Standards) 2021 (section 6.2(g)); and the Universities Australia Indigenous Strategy. The UQ Reconciliation Action Plan (Innovate), adopted by Senate, required the University to develop an approach to embedding Aboriginal and Torres Strait Islander curriculum and teaching practices into relevant programs.
- 'Indigenising Curriculum' was defined as a way to enrich the educational experience for students by fostering deeper understanding, cultural awareness, and respectful engagement with Aboriginal and Torres Strait Islander peoples. This approach aimed to foster cultural sensitivity and equip students with the skills to contribute effectively in diverse social and professional contexts.
- The University had taken a pedagogical approach to determine how this work was delivered in different discipline areas. Examples of approaches to Indigenising the curriculum at UQ were provided, including Indigenous competencies, perspectives and knowledges across areas such as Native Title, anthropology, art history, languages, pharmacopeia, and health.

Members discussed the presentation. In response to questions from members, Professor Bunda noted the below:

- Students and staff at UQ had been respectful and supportive in their responses to Indigenisation of the curriculum, and to Indigenous competencies being incorporated into existing course materials.
- This work related closely with the objectives of The Queensland Commitment, particularly in relation to increasing the representation of Aboriginal and Torres Strait Islander people in higher education, including those from regional and remote communities.
- In relation to the governance processes and assurance of academic integrity, it was noted that the University had established mechanisms in place to maintain academic standards. Specifically, the Indigenisation of the Curriculum Sub-Committee reported to the Committee for Academic Programs Policy of Academic Board. The University also had standards regarding learning objectives and assessment, which incorporated multiple layers of review of the curriculum and content being taught. These processes ensured that Indigenisation of the curriculum was subject to oversight and met the University's academic standards.

The Chancellor noted the importance of understanding the work surrounding Indigenisation of the curriculum. Senate **noted** the work undertaken to Indigenise the curriculum at UQ.

Academic Matters

10. Update from the Academic Board President

The President of the Academic Board provided an update to Senate, which included an update from the 2 May 2025 meeting regarding key amendments to the Assessment Procedure relating to the extensions for assessment items. Members discussed the details of the amendments to the Assessment Procedure.

The President also provided updates regarding:

- Examination sittings for semester 2, and alternative arrangements for students.
- The EDUtech Australia conference held in June 2025, which included a focus on the use of Artificial Intelligence in teaching and education.
- Support through the Future Fund towards the 'Lead through Learning – UQ's AI in Education Action Plan (2025 – 2027)' to address the rise of AI in teaching and learning.

11. Academic Board Report

The Academic Board Report was **noted**.

Financial and Operational Matters

12. Due Diligence Action Plan for Senate Members

The Chancellor noted that the Due Diligence Action Plan for Senate members had been reviewed by the Health, Safety and Wellness Division with some minor technical changes recommended. The proposed changes had been endorsed by the Senate Risk and Audit Committee. Given the low change velocity of the document, it was recommended for this document to remain current for two years.

Senate **approved** the due diligence action plan for Senators – Model for 2025 – 2027.

Governance Matters

13. Modern Slavery Statement 2024

The Chancellor noted that the draft Modern Slavery Statement 2024 had been circulated in the agenda. The statement set out the risks of modern slavery practices in the operations and supply chains of UQ and its controlled entities; and the actions being undertaken to assess and address those risks. Senate Governance Committee had endorsed the draft Modern Slavery Statement, noting that the graphic on category risks would be updated for clarity.

In response to a question, it was noted that the Senate Investment Sub-Committee considered ESG and Modern Slavery Statements when interviewing new fund managers.

Senate **resolved** to:

- **Approve** the UQ draft Modern Slavery Statement for the year ending 31 December 2024, prepared in accordance with the *Modern Slavery Act (2018) Cth*, noting the proposed amendment.
- **Authorise** the Vice-Chancellor to sign the Modern Slavery Statement on behalf of UQ.

14. Senate and Academic Board Elections Policy

The Chancellor noted that proposed amendments to the *Senate and Academic Board Elections Policy*, and its *Electoral Code*, had been circulated for approval, together with an update on the 2025 Senate elections. The proposed changes to the policies had been endorsed by Senate Governance Committee.

In response to a question from a member, it was noted that the Senate Electoral Committee, which had responsibilities for hearing alleged breaches of the Electoral Code referred to it by the Returning Officer, would be established on an *ad hoc* basis, with membership to be determined by the Chancellor. It was noted that delays in a decision of the Senate Electoral Committee could result in the withholding of the election result.

Further, consideration should be given to the availability of members and to the identification of any potential conflicts of interest to be on the committee. It was agreed that, should the committee be convened, Senate would be advised of its membership.

Senate **resolved** to:

- **Approve** the proposed amendments to the Senate and Academic Board Elections Policy and Electoral Code;
- **Delegate** to the Chancellor, to determine the membership of the ad hoc Senate Electoral Committee from time-to-time;
- **Delegate** to the Senate Electoral Committee to hear and determine allegations of Electoral Code breaches referred by the Returning Officer, and to make such decisions and take such actions as provided in the Senate and Academic Board Election Policy;
- **Authorise** the Deputy Chancellor to sign the instrument on behalf of Senate; and
- **Note** the update on the preparations for the Senate election 2025.

Senate Committee Reports

15. Advancement and Community Engagement

The Advancement and Community Engagement Committee update was **noted**.

The Deputy Chancellor noted the total value of the 35th Senate Scholarship was \$831,144, ahead of the close of the financial year.

16. Campus Infrastructure

The report of the Campus Infrastructure Committee was **noted**.

17. Finance Committee

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

18. Governance Committee

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

19. Risk and Audit

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

In response to a question from a member, the Vice-Chancellor noted that the recommendations in relation to animal management compliance were monitored through the Animal Ethics Committee.

In response to a question from a member, the Provost provided an update on progress towards the new Research Data Manager software system.

19.1 Draft 2024 Financial statements under the US GAAP

The Chair of the Finance Committee, on behalf of the Chair of the Risk and Audit Committee noted that the financial statement prepared in accordance with the US Generally Accepted Accounting Principles had been reviewed by the Risk and Audit Committee and discussed with the auditors. Risk and Audit Committee had endorsed the draft financial statements and recommended to Senate that the Chief Financial Officer be authorised to lodge them with the United States Department of Education.

Senate **resolved** to:

- **Note** the draft 2024 financial statements under US Generally Accepted Accounting Principles; and
- **Authorise** the Chief Financial Officer to lodge the financial statements and supporting documentation with the US Department of Education.

Other Matters for Noting

20. 2025 Student Services Amenities Fees (SSAF) Expenditure Plan

The 2025 SSAF Expenditure Plan was **noted**.

21. 2025 Senate and Committees Meeting Dates

The 2025 Senate and Committees meeting dates were **noted**.

21. Senate Annual Calendar 2025

The Senate Annual Calendar 2025 was **noted**.

23. UQ Significant Litigation Report – no matters

There were no significant litigation matters.

24. Any Other Business

No other business was raised.

The meeting closed at 7.15pm.