

Index	
1. Acknowledgement of Country	1
2. Welcome and apologies	2
3. Approval of items <i>en bloc</i>	2
4. Declaration of interests	2
5. Confirmation of minutes	2
6. Matters arising from previous Senate meeting	2
7. Update from the Chancellor	2
8. Vice-Chancellor and President's Report	2
Strategic Matters	3
9. Boggo Road Innovation Junction (BRIJ)	3
10. Update on Expert Advisory Committee on Combatting Antisemitism (EACCA)	4
Academic Matters	4
11. Update from the Academic Board President	4
12. 2025 Unit Reviews: Thematic analysis	4
13. Academic Board Report	5
Governance Matters	5
14. 36th Senate Scholarship	5
15. Dutton Park Master Plan	5
Senate Committee Reports	5
16. Senate Campus Infrastructure Committee	5
17. Senate Advancement and Community Engagement Committee	5
18. Senate Risk and Audit Committee	5
19. Senate People and Culture Committee	6
Other Matters for Noting	6
20. 2026 Remaining Senate and Senate Committee Meeting Dates	6
21. Senate Annual Calendar 2026	6
21. Draft 2027 Senate Meeting Dates	6
23. UQ Significant Litigation Report	6
Any Other Business	6

Attendance:

Present: Professor Mary O'Kane AC (Chancellor), Ms T Dwyer AM (Deputy Chancellor), Professor D Terry AC (Vice-Chancellor and President), Ms J Alroe, Ms S Atkinson AO, Ms R Cronin, Emeritus Professor C Dickenson AM, Dr L Duffield, Dr R Haddrick, Professor G Hainge, HHJ N Jarro, Mr R Jones, Professor L Kavanagh, Mr R Liu, Professor K Lyons, The Hon A Palaszczuk AC, Mr J Titman, Mr I Walker, and Dr D Willox.

Apologies: Ms C Chalmers, Ms A Cross AM and Mr E Yun.

UQ In Attendance:

Present: Provost, Professor M Blows; Chief Operating Officer, Mr A Flannery; Chief Financial Officer, Ms G Jukes; Vice-President (Advancement & Community Engagement), Ms J Karlson; General Counsel, Mr Rory Kilpatrick; Chief Marketing and Communication Officer, Ms K Robinson; Director of Governance and Risk, Ms Joanna Spanjaard; Director, Office of the Vice-Chancellor and President, Ms J Connah; and UQ Union President, Ms A Roser.

Secretary: Ms J Saunders.

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.

2. Welcome and apologies

The Chancellor welcomed members to the fourth Senate meeting of 2026, noting that this was the first Senate meeting with her in the Chair following her appointment as Chancellor.

Apologies were noted from Ms Charmaine Chalmers, Ms Anne Cross and Mr Eric Yun. The Hon Annastacia Palaszczuk AC was noted as attending later in the meeting.

3. Approval of items *en bloc*

Having provided members with an opportunity to star additional agenda items, Senate resolved to approve or note *en bloc* all items not starred.

4. Declaration of interests

The declarations of interests circulated with the agenda were noted.

The Chancellor advised members of O'Kane Associates' role with the mid-term Natural Hazards Research Australia evaluation and noted arrangements were in place to manage any actual or perceived conflicts of interest.

5. Confirmation of minutes

The minutes of the meeting held on 9 June 2026, 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 opened with an acknowledgement of the significant contribution of former Chancellor Mr Peter Varghese AO to the University and the broader higher education sector. The Chancellor reflected on her first weeks in the role, and thanked members who had provided views regarding the Senate and its priorities.

The Chancellor also thanked members who had attended mid-year graduation ceremonies and especially thanked those who presided at the ceremonies on her behalf and highlighted the importance of the ceremonial and ambassadorial roles undertaken by Senate members.

Members noted the Chancellor's engagement with the wider higher education sector, including a recent address to New Zealand Chancellors on the Universities Accord, and reflected on the increasingly complex environment facing universities and their governing bodies, including issues of social licence, governance expectations, academic standards, geopolitical challenges, racism and antisemitism, and regulatory developments.

Members also noted the work underway across the University in response to the regulatory requirements under the amended Higher Education Standards Framework along with upcoming negotiations with the Australian Tertiary Education Commission regarding mission-based compacts and future growth opportunities under the Accord reforms.

The Chancellor outlined the focus of the forthcoming Senate Retreat, which would consider the enduring characteristics and capabilities required of the University in a changing external environment, including developments arising from the Accord, artificial intelligence and broader sector reforms. Members noted that the report of the external review of Senate would be circulated in advance of the retreat, where its findings will be discussed.

8. Vice-Chancellor and President's Report

The Vice-Chancellor highlighted a number of significant developments across the University, including the successful celebration of NAIDOC Week at UQ, and the keynote address delivered by Dr (Aunty) Pat Anderson AO, the opening of the UQ Biosustainability Hub, the renaming of the Susan Tett Building, improved international rankings performance and success in securing Medical Research Future Fund grants.

Members were advised of the recent passing of a student residing at Women's College and acknowledged the considerable support provided by the College and the University's Student Services team to students affected by the incident. The Vice-Chancellor also acknowledged the recent passing of Dr Paul Rogers and Dr Janet Lanyon, recognising their significant contributions to research, teaching and the broader University community.

The Vice-Chancellor drew members' attention to the update in UQ's key performance indicators, noting improvement in Indigenous employment and the representation of women in senior academic positions, together with positive staff engagement measures and progress towards the objectives of The Queensland Commitment.

Members noted a psychosocial matter that had been referred directly to the Regulator and discussed the implementation of the University's psychosocial risk management procedure to provide a systematic approach for managing psychosocial hazards and risks across UQ.

The Vice-Chancellor updated members on research security and foreign interference. Members noted the current refresh of the Universities Foreign Interference Taskforce (UFIT).

Members also noted that:

- notification had been received in relation to some industrial action associated with enterprise bargaining;
- Dr Clare Hourigan, Director of Planning and Business Intelligence, would be leaving UQ after 15 years of significant contribution to take up a senior leadership role with the Australian Tertiary Education Commission (ATEC);
- Open Day activities at both the St Lucia and Gatton campuses, attracted very strong attendance with St Lucia reaching its highest level in a decade;
- the continued success of the UQ-IIT Delhi Research Academy, including the graduation of 29 PhD candidates - its largest cohort to date.

In response to a query from a member regarding the Student Services and Amenities Fee (SSAF) allocation arrangements with the UQ Union, the Vice-Chancellor confirmed that the University was not cutting its UQ Union SSAF allocation. Members noted that all SSAF expenditure including the allocation to the UQ Union, which was above the statutory minimum requirement, is subject to annual reporting and transparency requirements under the Higher Education Support Act (HESA) 2003, and that UQ would continue to ensure expenditure of the funding remained aligned with approved student activities.

Strategic Matters

9. Boggo Road Innovation Junction (BRIJ)

The Vice-Chancellor introduced Professor Trent Munro, General Manager of the Boggo Road Innovation Junction (BRIJ) Precinct and UQ Director of Innovation in Biotechnology, who provided an overview of the precinct and the opportunities it presents for UQ and Queensland. Members were informed that BRIJ is emerging as one of Australia's most significant innovation precincts, bringing together major health, research, education and industry partners across a 39-hectare development area centred on the Princess Alexandra Hospital, Translational Research Institute, Ecosciences Precinct, UQ's Dutton Park campus and associated industry facilities.

Professor Munro drew on examples of internationally recognised innovation precincts, including Boston's Kendall Square and the Texas Medical Center, to demonstrate how sustained investment, industry collaboration, co-location and strong governance arrangements can create globally competitive research and innovation ecosystems.

Members noted the precinct's strategic focus on human health, planetary health and the enabling technologies that connect these fields, and that BRIJ has already reached significant scale, supporting extensive clinical, biomedical, environmental and translation-

focused research. Almost \$5 million had recently been secured through the Federal Government's Urban Precincts and Partnerships Program to support activation and public realm improvements, including initiatives associated with the Boggo Road Gaol precinct, improved pedestrian connectivity and broader precinct engagement activities.

The impact of the Cross River Rail project was highlighted as an enabling factor for the precinct with the Boggo Road Station to become Queensland's second busiest transport interchange, substantially improving connectivity across Brisbane's Knowledge Corridor.

Discussion focused on governance arrangements, long-term investment and the role of UQ within the precinct. In response to questions from members, Professor Munro outlined the role of the Precinct Council in maintaining strategic focus under agreed priorities, while ensuring future partnerships align with the precinct's vision.

10. Update on Expert Advisory Committee on Combatting Antisemitism (EACCA)

The Vice-Chancellor led a discussion on the recently released report and recommendations of the Expert Advisory Committee on Combatting Antisemitism (EACCA) within the context of broader sector activity relating to racism and social cohesion.

Members noted that these developments, including the Royal Commission on Antisemitism and Social Cohesion, the Racism@Uni survey, and amendments to the Higher Education Standards Framework (HESF), were driving significant change across the higher education sector that would require universities to implement strengthened policies, reporting mechanisms and educational initiatives from 1 January 2027.

Members noted the University's response to the 2024 encampments and subsequent actions, including its development of the Anti-Racism Commitment, sensitive research disclosures and strengthened arrangements for campus activities. It was further noted that UQ's results in the Racism@Uni survey compared favourably with sector averages, acknowledged that there was still considerable work to be done particularly to address issues raised by cohorts reporting higher experiences of racism than others.

In relation to the response to the EACC report, the Vice-Chancellor advised that an oversight working group had been established to coordinate UQ's response to the recommendations as well as the amended HESF Threshold Standards. Members noted that dedicated work streams, led by relevant specialist areas, would be established to develop and implement the required actions.

Discussion focused on consultation processes, freedom of speech, Academic Board involvement and the distinction between mandatory legislative requirements and those matters where the University retained discretion in implementation.

Whilst acknowledging that the work underway was in early stages, one member requested that the Terms of Reference of the oversight working group be shared and sought assurances that broad stakeholder consultation including with the NTEU and students would inform the work being led by each of the workstream groups.

Academic Matters

11. Update from the Academic Board President

The President of the Academic Board referred members to her written report and noted progress on a number of academic governance matters, including revisions to the graduate research policy suite, amendments to assessment procedures, and consideration of the implications of the amended Higher Education Standards Framework.

Senate **noted** the Update from the Academic Board President.

12. 2025 Unit Reviews: Thematic analysis

The President of the Academic Board highlighted the thematic analysis arising from the 2025 academic unit reviews and noted that, while the reviews had confirmed strong leadership, culture and performance across the six units reviewed, a number of recurring

themes had emerged. These included workforce and career development, governance and operating models, curriculum design, research strategy, external engagement, and the impact of systems and administrative burden on academic staff.

Members noted the thematic analysis and its identification of institution-wide priorities, many of which extended beyond the control or expertise of individual academic units. It was noted that consideration by the University Senior Executive Team helped support implementation of the recommendations.

Members commended the thematic approach, noting that it provided valuable visibility of common challenges and opportunities across the University and would assist Senate in monitoring institutional improvement over time.

Senate **noted** the report of the 2025 Unit Reviews: Thematic analysis

13. Academic Board Report

Senate **noted** the report of the Academic Board.

Governance Matters

14. 36th Senate Scholarship

The Chair of the Senate Advancement and Community Engagement Committee and the Vice-President Advancement & Community Engagement introduced the proposal for the establishment of the 36th Senate Scholarship.

Members noted that the scholarship would support residential scholarships aligned with the aspirations of The Queensland Commitment and assist students experiencing barriers to participation in higher education.

Members also noted the importance of Senate leadership in philanthropy and, consistent with previous Senate cohorts, the aspiration of achieving 100% Senate participation in giving to either the 36th Senate Scholarship Fund or another UQ cause of preference.

Senate **approved** the establishment and aspiration of the 36th Senate Scholarship Fund.

15. Dutton Park Master Plan

Senate considered the Dutton Park Master Plan. Members were informed that the Plan establishes a long-term strategic framework for development of UQ's Dutton Park campus as an integrated health, research and innovation precinct.

It was noted that the Plan had been endorsed by the Campus Infrastructure Committee following consideration of extensive consultation and planning work. Key priorities included connectivity, campus activation, future development opportunities and integration with surrounding precinct partners.

Senate **approved** the Dutton Park Master Plan.

Senate Committee Reports

16. Senate Campus Infrastructure Committee

The report of the Campus Infrastructure Committee was noted.

17. Senate Advancement and Community Engagement Committee

The report of the Advancement and Community Engagement Committee was noted.

18. Senate Risk and Audit Committee

The Chair of the Risk and Audit Committee highlighted matters arising from the Committee's recent meeting, including the proposed Enforceable Undertaking with the Fair Work Ombudsman relating to historical wage underpayments.

The Chief Operating Officer advised that remediation activities were substantially complete, with the majority of affected staff having received payments. Members were

informed of the measures implemented to prevent recurrence, including new systems, enhanced controls, governance arrangements and audit activities.

Members emphasised the seriousness of the matter and the importance of acknowledging its impact on affected staff.

On another matter arising from the report of the Senate Risk and Audit Committee, one member raised concerns over the charging of indirect research costs, which was making collaborations unaffordable to establish and maintain. The Chair agreed that the Committee would consider the issue.

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

19. Senate People and Culture Committee

The report of the Senate People and Culture Committee was noted.

Other Matters for Noting

The following items were noted:

20. 2026 Remaining Senate and Senate Committee Meeting Dates

The 2026 Remaining Senate and Senate Committee Meeting Dates were **noted**.

21. Senate Annual Calendar 2026

The Senate Annual Calendar 2026 was **noted**.

21. Draft 2027 Senate Meeting Dates

The Draft 2027 Senate Meeting Dates were **noted**.

23. UQ Significant Litigation Report

There were no matters to report.

Any Other Business

The next Senate meeting will be held on Tuesday, 13 October 2026.

The meeting closed at 7.15pm.