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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 C Chalmers, Ms A Cross AM (via Zoom), Dr L Duffield, Professor C Franklin, Professor G Hainge, Mr P Hennessy AO, HHJ N Jarro (via Zoom), Mr R Jones, Mr R Lee, Professor K Lyons, Mr J Marsh, Ms C Wake and Dr D Willox.

**Apologies:** Dr M Naidoo, and Mr G Murdoch.

### 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; 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 Dr M Naidoo, and Mr G Murdoch.

**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 for April 2024 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 J Alroe was noted.

The Chancellor provided Members with an opportunity to declare any perceived, potential, or actual conflict with any of the meeting agenda items.

**5. Confirmation of minutes**

The minutes and confidential minutes of the meeting held on 22 February 2024, having been circulated, were **confirmed**.

**6. Matters arising from previous Senate meeting**

The matters arising report was **noted**.

**7. Update from the Chancellor**

The Chancellor provided an update to members, noting the below:

- The Federal Education Minister and State Education Ministers met on 26 April 2024 and issued a communique regarding university governance, which included ten priority areas for action, and indicated there may be increased regulation of university governing councils. Discussion in the sector had highlighted the need to have an appropriate skills mix on University boards, which included representation from members who had an understanding of corporate governance, in addition to representation from students and staff. The Chancellor noted that the size of UQ's Senate meant that different constituencies could be accommodated. In response to a question from a member, the Chancellor noted that UQ had one of the largest boards of any Australian university, with the highest representation from staff and students.
- The next Plenary meeting of the University Chancellors Council (UCC) would take place in Brisbane on 2 May 2024. At the request of members of the Jewish community, the agenda would include discussion on the issue of antisemitism in Australian universities. The UCC intended to provide a response that would reaffirm the principles of freedom of speech and academic freedom, uphold the right to protest within the limits of the law, and note that hate speech or conduct directed at any person or group of persons because of their nationality, religion or identity was unacceptable.
- Following the release of the Australian Universities Accord reports, the UCC would also discuss the establishment of the Expert Governance Council and indicate a willingness to continue working with the Department of Education to establish the Council.
- This year, the University Chancellors Council would commence a review of its Voluntary Code of Best Practice for the Governance of Australian Public Universities. Robert French, the Chancellor of UWA, and former-Chief Justice of the High Court, would lead this work.

- The Chancellor noted the additional report from the Senior Executive Remuneration and Performance Committee which had been circulated to members via Convene.
- The Chancellor thanked UQ's legal office for their work on the legal case brought by a former member of Senate against the University, the Chancellor and the former-Vice-Chancellor. The parties agreed to resolve the matter without any admission of liability, or any payment to the former Senate member. As part of the settlement, the University agreed to provide \$120,000 in funding to the UQ Leadership, Excellence and Diversity (LEAD) scholarship. This decision was based on the University's commitment to support students rather than incur further legal costs. It was a good outcome for UQ.

## 8. Vice-Chancellor and President's Report

The Vice-Chancellor's written report and dashboard reports were **noted**. Taking the reports as read, the Vice-Chancellor highlighted the following items:

- The Vice-Chancellor provided an update on Semester 1 student enrolments, noting that first preferences for domestic undergraduate students with ATAR >90 had increased.
- UQ had continued its success in the Australian Awards for University Teaching with Professor Ann Black in the TC Beirne School of Law receiving a prestigious award for Teaching Excellence. The Vice-Chancellor also noted the Citations for Outstanding Contribution to Student Learning awarded to UQ academics.
- The Snow Medical Research Foundation had awarded \$8m to support Associate Professor Loic Yengo as the first Snow Fellow to advance genomics to prevent chronic diseases.
- The Queensland Commitment Roadmap was launched on 17 April 2024. It outlined strategic actions to make UQ more accessible by 2032, which aligned to the outcomes of the Australian Universities Accord.
- An overview was provided of the Senior Executive Mission to China and Hong Kong that took place across 17 – 24 April 2024, which included three alumni events.
- Semester 1 2024 international student enrolments had been impacted by visa delays, which had been experienced by all Australian universities. An update was provided on the revised post-census student revenue projections.

The Vice-Chancellor also provided an update on the student protests, the two encampments on campus, and the University's response. Daily meetings had taken place with the two protest groups. Communications had also been sent to staff and students which emphasised UQ's commitment to freedom of speech within the boundaries of UQ's policy framework. The Vice-Chancellor commended the security staff for their response.

Members discussed the Vice-Chancellor's statement, noting the below:

- In response to a question from a member, the Vice-Chancellor noted that the Health, Safety and Wellness dashboard report would be updated to include details of relevant legislative developments.
- In response to a question from a member, it was noted that a briefing to Senate was being planned regarding the University's management of psychosocial risks and duties under the Sex Discrimination Act.
- In response to a question from a member, it was noted that in accordance with the Enterprise Bargaining Agreement, a detailed piece of work was being undertaken to look at academic workload models across the University, which would include consultation at the School level.

## Strategic Matters

### 9. Australian Universities Accord Final Report

The Vice-Chancellor presented to Senate on the recommendations arising from Australian Universities Accord following the release of the Final Report on 25 February 2024, and the Interim Report on 19 July 2023. The Final Report made 47 recommendations, and the government response was expected to be reflected in the 14 May 2024 budget.

The Vice-Chancellor noted that to meet Australia's future skills needs and to drive improvement in national workforce participation and productivity, the Australian government had set an attainment target of 80% of the Australian workforce having a tertiary qualification (VET and university graduates) by 2050 (compared to 60% in 2023), with a target of 55% of 25-34 year olds having a bachelor degree qualification or higher by 2050. Growth through equity would be required to meet the latter goal, including increases in students from a First Nations, low SES, or regional/remote background. The Vice-Chancellor highlighted recommendations in the report relating to this ambition.

With regard to research, the Accord report recommended a strategic re-examination of Australia's R&D and innovation system, to strengthen alignment with priorities, innovation and R&D outcomes.

Other recommendations in the report included the establishment of the Australian Tertiary Education Commission, the First Nations Council, the National Student Ombudsman and *National Code to Prevent and Respond to Gender-Based Violence*; and the Expert Governance Council to develop new 'University Governance Principles and Recommendations'.

Senate discussed the recommendations arising from the Australian Universities Accord. In response to questions from members, the Vice-Chancellor noted:

- The Australian Tertiary Education Commission would seek to ensure the sector's evolution and reform independent of political cycles.
- Partnerships with regional universities would be considered to implement the Queensland Commitment and recommendations arising from the Accord.
- Key priorities for UQ would include structured support for students from equity backgrounds and to further develop UQ's offerings in micro-credentials.

### 10. UQ 2024 Pulse Survey

*Mr Declan Hughes, Director, Workplace Culture and Capability, attended for this item.*

The Vice-Chancellor noted that the Pulse Survey was held over 4 – 22 March 2024 and achieved a completion rate of 77% including casual staff. The Vice-Chancellor provided a high-level summary of the outcomes of the survey, including the areas of strength and areas of lower agreement. The results from the 2024 survey for the whole of university were also compared to the results from the previous survey, with more than 70% showing improvement from 2022. It was noted that each area of the University could access detailed results for their unit, to enable appropriate actions to be taken to support staff at the local level.

Senate members discussed the 2024 Pulse survey outcomes, noting that the results at an aggregate level had been positive, as well as the importance of understanding the views of staff across the whole organisation.

## Academic Matters

### 11. Health, Medicine and Behavioural Sciences Faculty Update

The Vice-Chancellor noted that at the Senate meeting on 22 February 2024 approval was given for the establishment of the Faculty of Health, Medicine and Behavioural Sciences on 1 January 2025. It had been noted that an additional update would be provided to Senate to provide details regarding the internal structure and key performance indicators for the new faculty.

The Vice-Chancellor presented an overview of the proposed executive structure for the new Faculty, which had been designed to address the size and complexity of the Faculty and to align with the University's policies including the Relationships Management Framework and Governance and Management policy.

Members discussed the update on the establishment of the Faculty of Health, Medicine and Behavioural Sciences:

- In response to a question from a member, the Deputy Vice-Chancellor (Indigenous Engagement) provided support for the Poche Centre to be located within the Faculty, noting the importance of having the centre in health as a focal point towards closing the gap in Indigenous health.
- A member encouraged senior leadership to develop an additional set of 3 – 5 Key Performance Indicators to monitor the success of the merger.

Senate were supportive of the executive structure, and **noted** the update on the establishment of the Health, Medicine and Behavioural Sciences Faculty.

## 12. Update from the Academic Board President

The President of the Academic Board discussed his written report, which covered the 23 February 2024 and 12 April 2024 meetings of Academic Board. It was noted that:

- The survey of members regarding the 2021 Academic Board review outcomes would be taking place in late May.
- The Board had continued its focus on monitoring academic integrity and assessment practices in response to developments in generative artificial intelligence, which included support for UQ's response to the request for information from TEQSA to 'Address the risk of artificial intelligence'.
- The Chancellor's address to the April meeting of the Academic Board was well received by the members.
- Succession planning for the President of the Academic Board in 2024 continued, with the election of the next President to take place in July – August 2024.

## 13. Academic Board Report

The Academic Board Report was **noted**.

## Financial/ Operational Matters

### 14. Warwick Solar Farm

The Vice-Chancellor noted that endorsement from Senate had been sought to explore the option to sell the Warwick Solar Farm as a non-core asset, in order to reinvest in the University's core capital requirements. The University would explore alternative options for renewable energy supply.

Members discussed the proposal to consider divestment options for the facility. Members suggested that consideration be given to the Sustainable Development Goals, and alternative green energy options for the University's energy portfolio when considering the sale of the solar farm.

Senate **resolved** to:

- **Endorse** the recommendation to conduct a detailed assessment for the divestment of the Warwick Solar Farm; and
- **Note** that any implementation plans for the divestment would be presented to Senate.

### 15. Update on UQ Union Funding and the Union Complex Redevelopment

*Ms Marni Jacoby, Deputy Chief Operating Officer, attended for this item.*

The Vice-Chancellor noted that Senate had been provided with an update regarding the UQ Union funding framework and the redevelopment plans for the Union Complex. With regard to funding, it was noted that following the 2021 external review regarding the allocation of the Student Services Amenities Fee (SSAF), a staged increase in the allocation of funding to the UQ Union had been recommended.

It was noted that the redevelopment of the Student Union Complex had been a collaborative project guided by an executive steering group, which included the UQ Union President as a member, and with a member of the UQ Union in attendance. Planning for the site included refurbishing and maintaining the village life structure, with priority being given to student-facing areas. Issues relating to the decant were being worked through, including responding to concerns about the impact to revenue for the Union. In response, the University had committed to a more staged approach to ensure it was manageable, with the relocation of the Pizza Caffè and pharmacy now completed.

Members discussed the update and noted the below:

- In response to a question from a member, the Deputy Chief Operating Officer noted that options for cost-effective decanting were being considered, to ensure the project remained within budget. This had included consideration of a wholesale or staged decant. With greater clarity about the scope of the decant requirements, a staged approach had been recommended to ensure business continuity for the Union, with a priority for the student facilities.
- In response to a question from a member, the Vice-Chancellor discussed the funding arrangements with the UQ Union that arose from the external review of the UQU's funding undertaken in 2021. The Vice-Chancellor noted that the Deputy Vice-Chancellor (Academic) had reviewed the range of activities that SSAF revenue could be spent on in adherence to the Higher Education Support SSAF Guidelines and had worked in collaboration with the UQ Union to clarify these services.

Senate **noted** the update on the development on the UQ Union.

Updates would continue to be provided through Senate's Campus Infrastructure Committee.

## Governance Matters

### 16. Honorary Awards for Consideration

Senate's Honorary Awards Committee met on 12 April 2024 and considered nominations for honorary awards. As circulated in the agenda, five awards had been proposed for Senate approval on the recommendation of the Honorary Awards Committee:

1. Aunty Ivy Trevallion, Honorary Doctorate in Social Work (submitted with the support of the DVCIE).
2. Sir Peter James Donnelly FRS, Honorary Doctorate in Science.
3. Sir Ian Harper AO, Honorary Doctorate in Economics.
4. Mr Matthew McLennan, Honorary Doctorate in Business.
5. Ms Melissa Lucashenko, Honorary Doctorate of Letters.

Senate **approved** the conferral of the proposed Honorary Doctorates as set out in the agenda.

## Senate Committee Reports

### 17. Advancement and Community Engagement

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

### 18. Campus Infrastructure

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

### 19. Equity, Diversity and Inclusion

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

### 20. Finance Committee

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

**Other Matters for Noting****21. Senate Annual Calendar 2024**

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

**22. UQ Significant Litigation Report**

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

**23. Senate Meeting Dates 2024**

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

**24. Any Other Business**

No other business was raised.

The meeting closed at 7:30pm. The next meeting of Senate will be held on Tuesday, 25 June 2024.