



Minutes

SEN23-M5

Minutes of the meeting held on 8 November 2023.

Attendance

	Nick Jennings	
Siân Adiseshiah (ab)	Tarek Hassan	Dan Parsons
Kerri Akiwowo	Simon Hogg	Liz Peel
Karen Blay	Michael Hoyler	Giulia Piccolino
Lot Burgstra	Kemafasu Ilfie	Tanja Radu
Ash Casey (ab)	Will Johnson	Catherine Rees
Steve Christie (ab)	Sophia Jowett	Chris Rielly
Paul Conway	Allyson King	Duncan Robertson
Malcolm Cook	Mark Lewis	Merve Sancak
Jennifer Cooke	Baihua Li	Vadim Silberschmidt
Georgina Cosma	Chris Linton	Rachel Thomson
Charlotte Croffie	Jo Maher (ab)	Cansu Unver-Erbas
Cees de Bont	Miguel Martinez Garcia	Ashley van Bruygom
Claudia Eberlein	Carolynne Mason	Emma Walton
Tony Edwards	Andrew Morris (ab)	Darren Watts (ab)
Jan Godsell	Thomas Otter	Eve Zhang
Mey Goh	Molly Page	Diwei Zhou
Suzana Grubnic	Sarah Parker	

In attendance:

Chris Dunbobbin, Sam McGinty (for item 23/74) Jennifer Nutkins, Alex Owen, Richard Taylor.

Apologies received from:

Siân Adiseshiah, Ash Casey, Steve Christie, Jo Maher, Andrew Morris, Darren Watts.

23/71 Minutes

Senate confirmed the minutes of the meeting held on 21 September 2023 (**SEN23-M4**).

23/72 Powers and Functions of Senate

SEN23-P82

Senate noted the powers and functions of Senate.

23/73 University Strategy

SEN23-P83

73.1 Senate considered an update on the draft EDI Core Plan, prior to a final version being brought to Senate for approval in March 2024. The following points were noted in relation to issues raised in discussion:

- i) The Core Plan would include a focus on increasing staff and student trust to improve willingness to provide EDI data and EDI outcomes in relation to disability, ethnicity and gender in particular, and clear targets would be set in relation to each characteristic.
- ii) Work was being undertaken on the development of robust intersectional data to better understand the impact of social and demographic factors, beyond the characteristics protected by the Equality Act 2010.
- iii) Work was ongoing on the EDI Operational Framework, which would help translate local needs into EDI actions that aligned with the four objectives in the Core Plan.
- iv) Clarification was provided in relation to the wording of Objective 2 – A visible and diverse organisation. In order to build trust, the University would be as transparent as possible in relation to structures, processes and data, in balance with data protection obligations.
- v) It was suggested that a more ambitious target, to eliminate the gender pay gap by 2030 (rather than to reduce it to 12%) was appropriate. Reassurance was provided that elimination was the ultimate aim, albeit the University's policy of not outsourcing work such as cleaning and catering presented particular issues, and that year-on-year targets would be explored in this context.
- vi) The terminology relating to the University's vision to be an Anti-Discriminatory Organisation had a specific meaning in the EDI context, relating to the establishment of environments in which people could be their authentic selves and belong, contribute and thrive. It did not follow from its use that the University was currently operating in a discriminatory manner.

SEN23-P84

73.2 Senate considered an annual update on performance against University KPIs agreed through Core Plan development. The new format included a 5-point RAG scale (where 1 is ahead and 5 substantially behind of target) to enable more nuanced reporting. The following points were highlighted:

- i) Good progress had been made on the QS World ranking and Global Community KPIs which had been rated at RAG2. Health and Safety, and national league table position were also rated at RAG2.
- ii) Two RAG ratings had been impacted by performance against the international student recruitment target: A RAG4 rating had been assigned to the student population KPI, indicating that performance was behind target; and financial sustainability had been rated at RAG3, meaning performance was moderately behind target. In both cases there were plans to address the issues.

23/74 Freedom of Expression

SEN23-P85

Senate recommended to Council for approval the University Code of Practice on Freedom of Expression, and noted that Council would be asked to delegate authority to the Chief Operating Officer in consultation with the Chair of Council for any minor amendments required pursuant to (a) anticipated guidance issued by the Office for Students and (b) as required to comply with any future Condition of Registration.

The Code of Practice arose from the University's duties under the Higher Education (Freedom of Speech) Act 2023 (which included new duties on the OfS, universities and student unions in relation to the promotion and protection of freedom of speech within the law, including academic freedom), and would be accompanied with guidance and training for staff and students, to ensure a balance between the University's duties under the new law with its aspirations to provide a welcoming and inclusive community as well as compliance with the Equalities Act.

The following points were noted in discussion:

- i) There was a risk that the new Act would be in tension with the University's EDI objectives and its aspirations to be an anti-discriminatory organisation. It was likely in particular that there would be instances where the University was required to uphold an individual's right to

express lawful views which some groups (including marginalised or minoritized groups) might find offensive. The specific context of statements would be critical.

- ii) The University would work collaboratively with the Students' Union to support it in discharging its duties under the Act.
- iii) Training for staff and students might, where possible, include educational content on potentially contentious, sensitive and difficult issues, where this fell within the scope of the University's competence.
- iv) The law relating to academic freedom, applicable to academic colleagues exercising freedom of expression within their area of expertise, remained largely unchanged.
- v) It was anticipated that some students might seek to test the boundaries of the new legal landscape, and it was emphasised in this context that the University would continue to distinguish between lawful freedom of expression, and harassment, bullying and hate speech, and enforce disciplinary action in relation to the latter.

23/75 Appointment of Provost and Deputy Vice-Chancellor

SEN23-P86

Senate:

- 75.1 Noted the process for the appointment of the Provost and Deputy Vice-Chancellor.
- 75.2 Approved the recommendation of the Vice-Chancellor to appoint Professor Dan Parsons and Dr Diwei Zhou as members of Senate on the Appointment Committee.
- 75.3 Noted that a process was underway to elect an elected member of Senate to the Appointment Committee.

23/76 Health, Safety and Environment Committee

SEN23-P87

- 76.1 Senate received minutes of the meeting of Health, Safety and Environment Committee on 4 October 2023.

SEN23-P88

- 76.2 Senate considered Health and Safety Bulletins for June - September 2023. Data from Occupational Health referrals and the Employee Assistance Programme had indicated a rise in the incidence of poor mental health over the previous 2 months, and it had been decided in this context to improve the staff counselling offer.

23/77 Matters for Report by the Pro-Vice-Chancellor (Education and Student Experience)

SEN23-P89

Senate considered a report. The following points were highlighted:

- i) 2023 Entry Student Recruitment: There had been success in meeting UK and International undergraduate student recruitment targets, but conversion of UK and particularly international PGT students had been unexpectedly low with targets not met. There was significant volatility and increasing competition in the international PGT student market. There would be significant work on international student recruitment for 2024 entry.
- ii) Student Surveys: NSS 2023 results were very positive; of particular note was a 16% increase for questions relating to Assessment and Feedback. Colleagues across the campus were thanked for their part in this excellent outcome.
- iii) TEF: The University had secured a 'Triple Gold' outcome (an overall TEF award of Gold, and additional Gold awards for Student Experience and Student Outcomes). This was an excellent result, with only 6 high tariff universities achieving this rating to date.
- iv) Welcoming New Students: An updated Personal Best 'Ready, Set, Loughborough' badge had been launched 6 weeks before the start of term and completed by 80% of new students.
- v) Access and Participation: The new plan would be brought to Senate in March 2024, with a view to submitting to OfS in April 2024.

- vi) Institute of Technology: Planning permission and final financial sign-offs for the Loughborough College build had been obtained in October 2023 and building works were expected to commence during November 2023.
- vii) DIGILabs: Significant work had been carried out by the DIGILabs PMB on plans for the procurement of equipment, and refurbishment prior to installation.

23/78 Matters for Report by the Pro-Vice-Chancellor (Equity, Diversity and Inclusion)

SEN23-P90

Senate considered a report, including:

- i) Athena Swan Institutional Award: The renewal of the University's bronze award had been successful, and a plan developed to work towards a silver award.
- ii) University Mental Health Charter: The University had signed up to the University Mental Health Charter Framework, endorsed by the OfS, which sought to bring together student mental health structures and systems and provided guidance to support universities to adopt a whole-university approach to mental health and wellbeing.
- iii) University EDI Calendar: A variety of Black History Month events had taken place across the University and very positive feedback had been received. Further awareness-raising on social media in respect of the EDI events calendar would be undertaken. Members were encouraged to check the calendar and engage with the activities.

23/79 Matters for Report by the Pro-Vice-Chancellor (Research and Innovation)

SEN23-P91

Senate considered a report. The following points were noted:

- i) The R&I Core Plan had been approved by Council in October 2023.
- ii) There was a continued focus on a "reimagination" change programme in the R&I Office, and on the advancement of new R&I processes including procurement of an R&I Information System. Phase 2 of a large strategic investment in staff in the R&I Office, as part of the change programme, was almost complete and included the appointment of Jennifer Johnson as service director. Work was also ongoing on identifying opportunities for investment and growth that would significantly enhance R&I performance and productivity particularly in relation to larger strategic bids.
- iii) Other specific highlights included: Four of six of the University's submissions to the prestigious EPSRC CDT programme competition being picked for the final stage of the selection process; two Loughborough researchers being awarded UKRI Future Leader Fellowships; the launch of Midlands Mindforge which would be a significant vehicle for investment in the University's innovation ecosystem; the establishment of the R&I Culture Working Group; and the launch of a University Public Engagement Strategy.

23/80 Matters for Report by the Pro-Vice-Chancellor (Sport)

SEN23-P92

Senate considered a report, including updates on the Sport Core Plan and the role of Sport Committee.

23/81 Matters for Report by the Provost and Deputy Vice-Chancellor

SEN23-P93

Senate considered a report on key issues discussed at Executive Board, University Leadership Group and Operations Committee. The following points were highlighted:

- i) A revised capital framework would be produced by Operations Committee, based on discussions at UEB, noting that new builds for SSEHS and SDCA, together with necessary enabling projects would use up the bulk of the capital funding available over the next forecast period. There was strong support for investment in research infrastructure, particularly around hydrogen, and a need for a new multi-use sports hall.

- ii) UEB had agreed: (a) the creation of a single academic job family (merging RTE and SSA), with a plan to introduce merit-based promotion for all staff in that job family; and (b) the implementation of a change to the delegation of authority within Schools such that all academic staff would not be formally line-managed by the Dean. Individual School structures would remain a matter to be determined locally, but some form of structure which allowed devolved line-management would be essential.
- iii) Disappointing international PGT student recruitment in October would cause significant in-year financial pressures. In response, Operations Committee had raised the risk level around student recruitment and revised the University-level recruitment targets for 2024 entry.

23/82 Honorary Degrees

SEN23-P94

Pursuant Statute XVIII and with the advice of the University Honours Committee, Senate made a recommendation to Council regarding persons to be invited to receive Honorary Degrees and University Medals at future Degree Congregations.

23/83 Matters for report by the Vice-Chancellor

The Vice-Chancellor reported on the following matters:

- i) Thanks were offered to all staff and students who had contributed to the University's success in securing a 'Triple Gold' TEF outcome.
- ii) The University's partnership with adidas had been announced as joint winner of the 2023 Royal Academy of Engineering Bhattacharyya Award, which recognised sustained, strategic industrial partnerships that benefitted society and deserved national recognition. Several academic Schools within the University were involved. The award served as an excellent example of the potential outcomes of increased ambition in relation to applications for national awards and reputation-raising activity more generally.
- iii) The University's new Inaugural lecture series had been launched at the start of November 2023, and all members were encouraged to attend with future events.
- iv) At the end of October 2023, the Vice-Chancellor had led a delegation of senior staff to mainland China and Hong Kong, including three very well-attended alumni events, and a range of engagements with existing and prospective partners. Thanks were offered to all involved.

23/84 Aegrotat Degrees

The Vice-Chancellor unstarred this item to emphasise the confidential nature of the papers.

SEN23-P95

84.1 Senate noted the action of the Vice-Chancellor, in approving, on behalf of Senate and on the recommendation of the External Programme Assessor and the Loughborough Business School, the award of a posthumous aegrotat degree.

SEN23-P96

84.2 On the recommendation of the External Programme Assessor and the School of Science, Senate approved the award of an aegrotat degree.

SEN23-P97

84.3 On the recommendation of the External Programme Assessor and the School of AACME, Senate approved the award of an aegrotat degree.

23/85 Learning and Teaching Committee

SEN23-P98

85.1 Senate received minutes of the meeting of Learning and Teaching Committee on 6 June 2023.

SEN23-P99

- 85.2 On the recommendation of Learning and Teaching Committee, Senate recommended to Council for approval the Annual Assurance of Learning and Teaching for the 2023-24 Academic Year.

23/86 Research and Innovation Committee

SEN23-P100

- 86.1 Senate received minutes of the meeting of Research and Innovation Committee on 6 June and 14 September 2023.

SEN23-P101

- 86.2 Senate approved amendments to the Terms of Reference, Composition and Membership of Research and Innovation Committee for 2023-24

SEN23-P102

- 86.3 On the recommendation of Research and Innovation Committee, Senate approved an institutional IP Commercialisation Policy.

SEN23-P103

- 86.4 On the recommendation of Research and Innovation Committee, Senate approved an institutional Rights Retention Policy.

SEN23-P104

- 86.5 Senate noted the establishment of an International Centre of Informatics for Disaster Risk Reduction.

23/87 Student Discipline Committee

SEN23-P105

- 87.1 Senate received minutes of the meeting of Student Discipline Committee on 27 September 2023.

SEN23-P106

- 87.2 On the recommendation of Student Discipline Committee and Infrastructure Committee, Senate recommended to Council for approval amendments to Ordinance XXIII (Traffic and Parking on Campus).

23/88 Membership of Senate 2023-24

SEN23-P107

- 88.1 Senate noted the membership of Senate for the 2023-24 academic year.
- 88.2 Senate noted the action of the Vice-Chancellor in co-opting Ash Casey as a member of Senate, in the capacity of a member of the academic staff concerned with the Residential Halls.

23/89 Appointment/Reappointment of Deans

Senate noted the following appointment:

Professor Liz Peel as Acting Dean of SSH from 1 August 2023.

23/90 Appointment of Associate Deans

Senate noted the following appointments/reappointments:

- 90.1 Vicky Story as Associate Dean (E&SE) for the Loughborough Business School – extension of end-date to 31 July 2024.
- 90.2 Criag Richardson as Associate Dean (R&I) for the School of Design and Creative Arts until 31 July 2024.

23/91 Appointments to the Academic Staff

SEN23-P108

Senate noted appointments to the Academic Staff.

23/92 Programme Proposals

Senate noted the action of the Pro-Vice-Chancellor (Education and Student Experience), on behalf of Senate, in approving the following:

- (i) New programmes
 MSc Diplomacy and Sport (from January 2024)
 BEng/MEng Energy Engineering (from Sept 2024)
 MA Media and Communications (from Sept 2024)
 MSc Net Zero Building Services Engineering with Internship (from Sept 2024) *
 MSc Psychology of Exercise Rehabilitation (from Sept 2024)
 New Foundation Programme Routes (from Sept 2024): *
 Business, Social Sciences and Humanities Foundation Programme
 Engineering, Mathematics and Physical Science Foundation Programme
 Life Sciences Foundation Programme
 Sport Sciences Foundation Programme
 * Subject to resolution of outstanding issues
- (ii) Major changes
 BEng/MEng Electronic and Electrical Engineering (from October 2021 entry)
 BEng/MEng Electronic and Computer Systems Engineering (from October 2021 entry)
 MSc Finance (from Sept 2024 intake)
 MSc Finance and Management (from Sept 2024 intake)
 MSc Finance and Investment (including title change to MSc Finance and Global Trading) (from Sept 2024 intake)
 MA Graphic Design and Visualisation (from Sept 2024 intake)
 PGCE in Mathematics/ MSc Mathematics (from Sept 2024 intake)
 PGCE in Physical Education / MSc Physical Education (from Sept 2024 intake)
 BEng/MEng Robotics, Mechatronics and Control Engineering (from October 2021 entry)
- (iii) Title changes
 MSc Low Energy Building Services Engineering
 (title changed to MSc Net Zero Building Services Engineering from Sept 2024 entry)
 MA Media and Creative Industries
 (title changed to MA Digital Media and Creative Industries from Jan 24 intake)
 MSc Sustainable Design and Construction
 (title changed to MSc Construction Project Management with Sustainability from Sept 2024 intake)
- (iv) Suspension of programmes
 MA Graphic Design and Visualisation (p/t version) (No recent intakes: proposed next intake: Oct 2025)
 MSc Sustainable Management (No previous intakes; proposed first intake: Jan 2024)
- (v) Termination of programmes
 MSci Biological Sciences (Last intake: Oct 2023)
 School Direct Route of Postgraduate Certificate in Education/ MSc in Mathematics (Last intake: Oct 2023)

School Direct Route of Postgraduate Certificate in Education/ MSc Physical Education (Last intake: Oct 2023)

MSc Telecommunications Engineering (Last intake: Oct 2022)

University's existing international foundation programmes with a last intake in October 2022. This follows the launch of OnCampus provision of international foundation programmes from October 2023. The existing programmes are:

Aeronautical Engineering with an International Foundation Year
Automotive Engineering with an International Foundation Year
Bioengineering with an International Foundation Year
Biological Sciences with an International Foundation Year
Business with an International Foundation Year
Chemical Engineering with an International Foundation Year
Chemistry with an International Foundation Year
Civil Engineering and Architectural Engineering with an International Foundation Year
Computer Science with an International Foundation Year
Economics with an International Foundation Year
Electronic and Electrical Engineering with an International Foundation Year
Engineering Management with an International Foundation Year
Geography with an International Foundation Year
Human Biology with an International Foundation Year
Manufacturing Engineering with an International Foundation Year
Materials with an International Foundation Year
Mathematics with an International Foundation Year
Mechanical Engineering with an International Foundation Year
Natural Sciences with an International Foundation Year
Physics with an International Foundation Year
Product Design and Technology with an International Foundation Year
Product Design Engineering with an International Foundation Year
Psychology with an International Foundation Year
Social Sciences with an International Foundation Year
Sport with an International Foundation Year
Sports Technology with an International Foundation Year

23/93 Student Discipline

Senate noted the action of the Vice-Chancellor, on behalf of Senate, in terminating the registration of two students following Student Disciplinary Panels constituted under Ordinance XVII on 12 June and 7 September 2023.

23/94 Reports from Committees

Senate received reports from the following committees:

- 94.1 **SEN23-P109** EDI Committee on 10 July 2023.
- 94.2 **SEN23-P110** Finance Committee on 16 June 2023.
- 94.3 **SEN23-P111** Human Resources Committee on 24 May and 4 October 2023.
- 94.4 **SEN23-P112** Infrastructure Committee of 22 June and 26 September 2023.
- 94.5 **SEN23-P113** International Strategy Management Group on 25 July 2023.
- 94.6 **SEN23-P114** Operations Committee on 5 June, 3 July, 18 September and 9 October 2023.
- 94.7 **SEN23-P115** Sport Committee of 22 June 2023.

23/95 Waiver of Regulations

Senate noted that the Academic Registrar had approved waivers to Regulations in relation to individual students. (Further details are available from the Secretary).

23/96 Dates of Remaining Meetings in 2023-24

Wednesday 24 January 2024, 10am

Wednesday 13 March 2024, timings to be confirmed, *LU London*

Wednesday 12 June 2024, 10am

Author – Chris Dunbobbin
Date – December 2023
Copyright © Loughborough University. All rights reserved.