

**UNIVERSITY OF WARWICK  
SENATE**

**PUBLIC MINUTES OF THE FOCUSED AGENDA MEETING HELD 14:00, WEDNESDAY 20 SEPTEMBER 2023  
IN SPACES 5.01/02/03, 5<sup>th</sup> FLOOR, FACULTY OF ARTS BUILDING**

<b>Present</b>	Professor Stuart Croft	Vice-Chancellor (Chair)
	Professor Katherine Astbury	Representative of the Faculty Board (Arts)
	Dr Freeha Azmat	Assembly representative
	Dr Nikola Chmel	Representative of the Faculty Board (SEM)
	Professor Matthew Clayton	Representative of the Faculty Board (Social Sciences)
	Professor Gill Cooke	Representative of the Faculty Board (SEM)
	Professor David Fearn	Representative of the Faculty Board (Arts)
	Professor Emma Flynn	Provost
	Professor Rebecca Freeman	Dean of Students
	Professor Lorenzo Frigerio	Pro-Vice-Chancellor (Education)
	Professor Stuart Hampton-Reeves	Representative of the Faculty Board (Arts)
	Professor Charlotte Heath-Kelly	Assembly representative
	Professor Ruth Hewston	Representative of the Faculty Board (Social Sciences)
	Dr Bo Kelestyn	Assembly representative
	Professor David Lambert	Representative of the Faculty Board (Arts)
	Professor Nina-Anne Lawrence	Representative of the Faculty Board (Social Sciences)
	Dr Joanne Lee	Representative of the Faculty Board (Arts)
	Dr David Lees	Representative of the Faculty Board (Arts)
	Professor Tim Lockley	Representative of the Faculty Board (Arts)
	Professor Guy Longworth	Representative of the Faculty Board (Social Sciences)
	Professor Gabrielle Lynch	Assembly representative
	Professor Noortje Marres	Representative of the Faculty Board (Social Sciences)
	Professor Rachel Moseley	Vice-Provost and Chair of the Faculty Board (Arts)
	Professor John Murphy	Representative of the Faculty Board (SEM)
	Anna O'Neill	Librarian
	Professor Gavin Perkins	Dean of Warwick Medical School
	Vaishnavi Ravi	Students' Union Vice-President Postgraduate Students
	Holly Roffe	Students' Union Vice-President Education
	Professor James Robinson	Representative of the Faculty Board (SEM)
	Anna Taylor	President of the Students' Union
	Professor Yulia Timofeeva	Representative of the Faculty Board (SEM)
	Professor Nick Vaughan-Williams	Vice-Provost and Chair of the Board of the Faculty of Social Sciences
Professor Mike Ward	Vice-Provost and Chair of the Faculty Board (SEM)	
Professor Derrick Watson	Representative of the Faculty Board (SEM)	
Clare Watters	Representative of the Assembly	
<b>Attending</b>	Sophie Black	Secretary to Council's Office (Senate support)
	Adam Child	Academic Registrar
	Geraldine Connelly	Senior Project Manager, EPQ
	Lyudmyla Demchuk	Operations Administrator EPQ (Senate support)
	Dan Derricott	Director of Education Policy and Quality (Assistant Secretary to Senate)
	Rosie Drinkwater	Group Finance Director
	Hillary Gyebi-Ababio	External consultant, Advance HE
	Kim Robinson	Deputy Director and Head of Education Policy and Governance (EPQ)
	Lynn Robinson	External consultant, Advance HE
	Rachel Sandby-Thomas	Registrar (Secretary to Senate)

	Professor Jon Scott	External Consultant
	Dr Chris Twine	Secretary to Council
Ref	Item	
001	<p><b>Welcome and Apologies for absence</b></p> <p>Apologies were received from Professor Gary Bending, Professor Daniel Branch, Professor Robin Clark, Professor Fiona Copland, Professor David Davies, Professor Jon Forster, Professor Ulf Liebe, Professor Andy Lockett, Professor Caroline Meyer, Professor Mark Newton, Professor Michael Scott, Professor Simon Swain and Professor Pam Thomas.</p>	
002	<p><b>Introductions</b></p> <p>The Chair welcomed all, and the following newly appointed/elected members to their first meeting:</p> <ul style="list-style-type: none"> <li>• Professor Emma Flynn, Provost</li> <li>• Professor Gavin Perkins, Dean of Warwick Medical School</li> <li>• Dr Nikola Chmel, Chemistry</li> <li>• Professor David Fearn, Classics and Ancient History</li> <li>• Dr Bo Kelestyn, Warwick Business School, Assembly representative</li> <li>• Dr Joanne Lee, School of Modern Languages and Cultures</li> <li>• Dr David Lees, School of Modern Languages and Cultures</li> <li>• Professor John Murphy, Engineering</li> </ul> <p>The Chair welcomed the new Students' Union members:</p> <ul style="list-style-type: none"> <li>• Anna Taylor, President of the Students' Union</li> <li>• Vaishnavi Ravi, SU Vice-President Postgraduate Students</li> <li>• Holly Roffe, SU Vice-President Education</li> </ul> <p>The Senate noted that, in this its second year of operation of a revised schedule of Senate meetings starting with a face-to-face focussed agenda followed by four online meetings with standard agendas to consider items of Senate business, this first meeting would focus on the Academic Governance Review from a Senate perspective.</p> <p>The Chair also welcomed the following attendees, part of the team delivering the Academic Governance Review:</p> <ul style="list-style-type: none"> <li>• Lynn Robinson and Hillary Gyebi-Ababio from Advance HE.</li> <li>• Professor Jon Scott, known to some colleagues from WIHEA reviews and the University's draft TEF submissions.</li> <li>• Kim Robinson (Deputy Director, EPQ) and Geraldine Connelly (Senior Project Manager, EPQ).</li> </ul>	
003	<p><b>Declarations of Interest</b></p> <p>No new declarations were made.</p>	
004	<p><b>Minutes of meeting held on 28 June 2023</b></p> <p>The minutes of the meeting held on 28 June 2023 (004-S200923, Protected) were <b>approved</b>.</p>	
005	<p><b>Matters arising from meetings held on 28 June 2023</b></p> <p><b>a) Update on the Marking and Assessment Boycott/Industrial Action</b></p> <p>The Senate noted that since its last meeting the University had reached a local agreement with the University and College Union (UCU) to pause the Marking and Assessment Boycott at Warwick. Key points were:</p> <ul style="list-style-type: none"> <li>• Staff who marked outstanding student assessment by 30 September 2023 would have their deductions reduced.</li> </ul>	

	<ul style="list-style-type: none"> <li>• The University was working together with Warwick UCU to make further progress on four important issues: Casualisation; Pay Gaps; Workload; Pay Framework &amp; Pensions. Additionally, work was ongoing to make further progress on the terms for Graduate Teaching Assistants.</li> <li>• This agreement meant that work was progressing towards the processing and quality assurance of marks and results to be complete by Christmas.</li> <li>• The University was confident that students due to graduate in January 2023 would do so on time, with classifications and with a full mark profile.</li> <li>• UCU had nationally announced five days of strike action commencing on 25 September 2023, with the option for branches to elect not to take part. Warwick UCU had resolved to “Not organise, prepare or promote the September strike action called for 25th-29th September, in recognition of the movement of Warwick management in regards to ReWire and Transformation”.</li> <li>• A ballot for a further round of industrial action had opened on 19 September running to Friday 03 November 2023. This could see a six-month mandate enacted from mid-November onwards.</li> </ul>
<b>Governance</b>	
006	<p><b>Membership of the Senate 2023-24</b></p> <p>The Senate noted its membership for 2023-24 (006-S200923, Public).</p> <p>The Director of Education Policy and Quality and Senate Assistant Secretary reported that a call for nominations for a professional services staff Assembly representative would follow shortly to fill the current vacancy, in line with Regulation 2 (that any casual vacancy should “be filled by by-election within four weeks, or in the first four weeks of the following term should the vacancy occur less than four weeks before the end of a term or during a vacation”).</p>
007	<p><b>Standing Orders of the Senate 2023-24</b></p> <p>The Director of Education Policy and Quality and Senate Assistant Secretary presented the Standing Orders of the Senate for 2023-24 (007-S200923, Public). No updates were proposed for 2023-24 pending the outcomes of the Academic Governance Review.</p> <p><b>DECISION:</b> The Senate <b>approved</b> its Standing Orders for 2023-24.</p>
<b>Chair’s Update</b>	
008	<p><b>Chair’s Business</b></p> <p><b>a) Call for Nominations: Financial Plan Committee</b></p> <p>The Chair reported that nominations were being invited for an academic member of Senate to sit on the Financial Plan Committee for a three-year term. The FPC was a new sub-committee of the University Executive Board with a purpose to develop, with delegated authority from UEB, the University’s Financial Plan, including the Capital Plan.</p> <p>Expressions of interest and/or nominations should be sent to the Senate Assistant Secretary via the Senate email account. If more than one nomination was received then an election would be held.</p> <p><b>b) Chair of the Academic Freedom Review Committee 2023-24</b></p> <p>The Chair reported that Professor David Davies had been confirmed as the Chair of the Academic Freedom Review Committee for the 2023-24 academic year.</p> <p><b>c) Regulation 41</b></p> <p>The Chair reported that Regulation 41: Governing the Management of the Impact upon the University’s Academic Business of Force Majeure remained in operation, following approval by the University Executive Board (by correspondence on 7 August) that the implementation of Regulation 41 provisions be extended through until the end of December 2024.</p>

	<p><b>d) University Teaching Excellence Framework (TEF) Outcome</b></p> <p>The Chair reported that the University had been awarded TEF Gold for student experience, student outcomes and overall. The ratings would be made public on 28 September 2023. Thanks were extended to all colleagues for their work and contributions towards achieving this outstanding result.</p>
<b>Strategic Items</b>	
009	<p><b>Launching the 2023/24 Academic Governance Review</b></p> <p>The Director of Education Policy and Quality and Senate Assistant Secretary presented the report (009-S200923, Public) and presentation introducing the context and rationale for the Academic Governance Review from a Senate perspective. As part of the presentation, members noted a working definition of good academic governance; the outline shape of the review; a set of shared expectations for the review.</p> <p>The approach being taken included in-house analysis and evidence gathering alongside independent benchmarking, analysis and advice from Advance HE. Members of the Senate would be invited to contribute to the review directly and through structured channels.</p> <p>Proposals would be consulted on and refined through the Senate Working Group, chaired by Professor Rachel Moseley, before seeking approval from Senate and Council, as required.</p> <p>It was intended that principles would be presented to Senate in January 2024, with further detail to come in April 2024 for approval as required, prior to implementation in September 2024.</p>
010	<p><b>Academic Governance Review: Senate Workshop on Future Directions</b></p> <p>Senate members participated in a workshop facilitated by Advance HE.</p> <p>Following an introduction covering the AHE aims and process of the review; current issues and drivers in academic governance; and evolving sector themes and good practice, members noted the early headline results from the e-survey of Senate members and attendees.</p> <p>Members then workshopped in groups “What is working well and less well?” and “How does Senate ensure that it embodies and encourages inclusion and diversity?”.</p> <p>The following points were highlighted as part of feedback discussion:</p> <ul style="list-style-type: none"> <li>• The quality of discussion and debate at Senate meetings; meeting organisation and upward flow of information were noted as working well.</li> <li>• Meeting packs could be more succinct, and agenda items more strategic and data driven.</li> <li>• Given the breadth of the Senate terms of reference, there was a challenge in focussing Senate attention and energy. An agenda imbalance between education and research was highlighted.</li> <li>• It would be helpful to consider which strategic items should be brought to Senate at the “green” stage, and which items could be more fully delegated to sub committees, with final approval of a “white” paper at Senate level. Greater use of Senate members could also be made at the options stage. Better signposting of points of consultation would also be useful.</li> <li>• The double nature of debate within some meetings was noted, with a disconnect in constituency member group awareness of certain items, for example Assembly representatives and senior management colleagues.</li> <li>• The role of members as representatives of certain groups wasn’t always clear, particularly in terms of policy suggestions and onward information dissemination from Senate meeting.</li> <li>• In terms of inclusion and diversity, there was still work to do to ensure Senate membership reflected the University demographic.</li> <li>• Consideration should be given to improving representation of international students, early career researchers and a wider range of faculties.</li> </ul>

	<ul style="list-style-type: none"> <li>• In doing this however, challenges were noted around handling of diversity information; not inadvertently selecting for certain characteristics; and pressures on smaller groups of colleagues at certain management levels to provide representation in multiple fora.</li> <li>• Potential barriers to student involvement and engagement, such as financial implications, were also noted.</li> </ul> <p>In conclusion, it was noted that the University should be proud of its reputation and standing, with the review aiming to ensure the operational and governance elements kept pace with Warwick's success. Key elements would include the review of EDI aspects, increasing confidence in the academic governance scheme of delegation to enhance workflows and ensure the breadth of experience within Senate membership could usefully engage in strategy development.</p> <p>Members were thanked for their participation in the workshop. All feedback from the session would go forward as part of the wider review with updates at future meetings.</p>
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**Other**

011	<p><b>Any other business</b></p> <p>There was no other business.</p>
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**Next meeting: 14:00, Wednesday 1 November 2023, Online Via MS Teams**

DECISIONS AND ACTIONS			
ITEM	DECISION/ACTION	LEAD AND DUE DATE	STATUS
<b>2019-20</b>			
<b>106b - Revisions to Reg 27 On-Campus Residential Accommodation and Reg 23 Student Disciplinary Offences</b>	<b>ACTION 2:</b> A review to be undertaken of University policy and process relating to student drug use and possession.	Helen Knee, Jane Bryan, asap	Ongoing
<b>2020-21</b>			
<b>116b - Senate Inclusivity, Membership and Elections</b>	<b>ACTION:</b> Report on inclusivity and diversity of membership of academic governance committees to be brought to a future meeting of the Senate.	Director of Education Policy and Quality	Ongoing (as part of Academic Governance Review)
<b>2021-22</b>			
<b>127 - Report from the Assembly meeting on 17 June 2022</b>	<b>ACTION 2:</b> Termly review of the new RLT system (first review point in October 2022) to be aligned with concerns raised by parts of the University community.	Registrar	Ongoing
<b>2022-23</b>			
<b>02-11-2022</b>			
<b>022 - Report from the Research Committee</b>	<b>ACTION:</b> Research Impact Strategy to be shared with departments.	Research Committee Secretariat	Ongoing
<b>28-06-2023</b>			
<b>095a - Hardship Fund for international students with disabilities (see item 060a)</b>	<b>ACTION:</b> Update on action taken with regards to the proposed introduction of a Hardship Fund for International Students with Disabilities and/or Chronic Health Conditions to be brought back to a future meeting.	UEB, via Senate Secretariat	To be scheduled

<b>095b - Residential Community System Review Update</b>	<b>ACTION 1:</b> Share Residential Community Team Review Update report to Council with Senate for information as part of the next formal meeting pack.	Nick Vaughan-Williams, via Senate Secretariat	Scheduled
	<b>ACTION 2:</b> Residential Community Team update report to be brought to Senate in June 2024.	Residential Community Team/ Wellbeing & Safeguarding Team	To be scheduled
<b>097 - Student Cost of Living</b>	<b>ACTION 1:</b> Student cost of living concerns and recommendations to be reported on to Council, requesting further consideration by the relevant Council committees, as appropriate.	Vice-Chancellor/ Senate Secretariat (report to Council), Secretary to Council (governance route)	Complete
	<b>ACTION 2:</b> Suitable governance route for regular student cost of living update reporting to be considered.	University Executive	Ongoing
<b>2023-24</b>			
<b>20-09-2023</b>			
<b>007 - Standing Orders of the Senate 2023-24</b>	<b>DECISION:</b> The Senate <b>approved</b> its Standing Orders for 2023-24.		