

**UNIVERSITY OF WARWICK
SENATE**

**MINUTES OF THE SENATE MEETING HELD 14:00, WEDNESDAY, 24 JUNE 2026,
VIA MICROSOFT TEAMS**

Present	Professor Stuart Croft	Vice-Chancellor (Chair)
	Dr Navdeep Bains	Director of Research and Impact Services
	Dr Elisabeth Blagrove	Assembly representative
	Michael Cavaliere	Faculty of SEM Student Representative & Student Co-Chair of Postgraduate Research Subcommittee (PRS)
	Adam Child	Academic Registrar
	Professor Nikola Chmel	Head of Chemistry Department (SEM)
	Professor Matthew Clayton	Head of PAIS (Social Sciences)
	Ali Collins	Assembly representative
	Professor Paulo De Sousa Aguiar de Medeiros	Head of English and Comparative Literary Studies (Arts)
	Professor Rosie Dias	Co-Head of School of Creative Arts, Performance and Visual Cultures
	Professor David Fearn	Head of Classics and Ancient History (Arts)
	Professor Lorenzo Frigerio	Pro-Vice-Chancellor (Education)
	Professor Teresa Grant	Head of the Centre for the Study of the Renaissance (Arts)
	Professor James Hayton	Vice-Provost and Chair of Faculty of Social Sciences
	Professor Jonathan Hickman-Heron	Chair of the Senate Committee responsible for postgraduate research
	Dr Nicholas Hopcroft	Community Member
	Dr Bo Kelestyn	Assembly Representative
	Professor Kerry Kirwan	Dean of Warwick Manufacturing Group (SEM)
	Professor Nina-Anne Lawrence	Head of Warwick Foundation Studies (Social Sciences)
	Professor David Leadley	Pro-Vice-Chancellor (Research)
	Dr Joanne Lee	Co-Head of School of Modern Languages and Cultures (Arts)
	Dr David Lees	Dean of Students
	Professor Ulf Liebe	Head of Sociology (Social Sciences)
	Dr Jake Locke	Community Member
	Professor Andrew Lockett	Dean, Warwick Business School (WBS)
	Professor Tim Lockley	Head of History (Arts)
	Professor Guy Longworth	Head of Philosophy (Social Sciences)
	Professor Fiona MacCallum	Head of Psychology (SEM)
	Dr Feng Mao	Community Member
	Professor Caroline Meyer	Provost
	Professor Rachel Moseley	Vice-Provost and Chair of Faculty of Arts
	Smiti Mota	Faculty of Arts Student Representative
	Professor Mark Newton	Head of Physics (SEM)
	Debbie Nickerson	Community Member
	Anna O'Neill	Librarian
	Professor Gavin Perkins	Dean, Warwick Medical School (WMS)
	Professor Martyn Plummer	Head of Statistics (SEM)
	Maanya Raju	SU Vice-President Postgraduate
	Professor James Robinson	Head of Mathematics Department (SEM)
	Professor Clare Rowan	Assembly representative
	Rachel Sandby-Thomas	Registrar
	Professor Cagatay Turkey	Head of Centre for Interdisciplinary Methodologies (Social Sciences)
	Hannah Sargeant	Community Member

	Matteo Serafimovski	Faculty of Social Sciences Student Representative
	Dr Gavin Schwartz-Leeper	Chair of Academic Freedom Review Committee (AFRC)
	Professor Jeremy Smith	Head of Economics (Social Sciences)
	Professor Olanrewaju Sorinola	Assembly Representative
	Ananya Sreekumar	SU Vice-President Education
	Alijah Taha	President of the Students' Union
	Professor Yulia Timofeeva	Head of Computer Science Department (SEM)
	Professor David Towers	Head of Engineering (SEM)
	Fiona Wallace	Community Member
	Professor Mike Ward	Vice-Provost and Chair of Faculty of Science, Engineering and Medicine
	Professor Chris Warhurst	Head of Institute for Employment Research (Social Sciences)
	Dr Jane Webb	Head of Cross-Faculty Studies (Arts)
	Professor Andrew Williams	Head of Law (Social Sciences)
	Nuo Xu	Assembly representative
Attending	Dr James Burford	Associate Professor – Reader, Education Studies (to item 092)
	Ollie Chapman	Students' Union President Elect (observer)
	Dan Derricott	Director of Education Operations (Secretary to Senate)
	Rosie Drinkwater	Group Finance Director
	Nia Fortune	Chief People Officer
	Katharine Gray	Head of Governance Services
	Phil Griffiths	Governance Officer (Senate Support)
	Raj Hacker	Students' Union Vice-President for Education Elect (observer)
	Sara Hattersley	Associate Professor (Teaching Focussed) (to item 092)
	Emma Jeavons	Governance Manager (Assistant Secretary to Senate)
	Jamie King	Senior Policy and Engagement Adviser (observer)
	Rhiannon Martyn	Head of Doctoral College (to item 092)
	Kulbir Shergill	Director of Social Inclusion (observer)
	Dr Chris Twine	Chief Operating Officer & University Secretary
	Dr Rebecca Vipond	Deputy Head of the Doctoral College (to item 092)
	Ronny Whetton	Students' Union Vice-President PG Elect
Ref	Item	
087	Welcome and apologies for absence The Chair welcomed all, including attendees: - Jamie King (Senior Policy and Engagement Adviser) joining as observer. - Kulbir Shergill (Director of Social Inclusion) joining for the meeting ahead of their item 093. - Incoming Students' Union (SU) President: Ollie Chapman. - Incoming SU Vice-President Education: Raj Hacker. - Incoming SU Vice-President Postgraduate: Ronny Whetton. The Chair noted their thanks, on behalf of the Senate, to the following Senate members at the end of their periods of office: - SU officers Alijah Taha, Ananya Sreekumar, and Maanya Raju. - Student members Smiti Mota and Matteo Serafimovski. - Assembly representatives Ali Collins and Dr Bo Kelestyn. - Heads of academic departments: Professor Matthew Clayton; Professor Paulo De Sousa Aguiar de Medeiros; Professor Miriam Gifford (<i>absent</i>); Professor Tim Lockley; Professor Guy Longworth; Professor Mark Newton; Professor Yulia Timofeeva, and Professor David Towers. The Chair encouraged everyone to actively engage in the conversation, noting that hearing a wide range of voices was essential to the Senate effectively fulfilling its function. Senators were reminded that, if	

	they wished to discuss any changing needs that would support their access and participation in meetings, to speak with the either themselves or the Senate Secretariat. Apologies were noted from Professor Fiona Copland, Professor Miriam Gifford, and Professor Michael Scott.
088	Declarations of Interest No new declarations were made.
089	Minutes of Senate meeting held on 28 January 2026 and Joint Senate and Council meeting on 15 April 2026 The minutes of the Senate meeting held on 15 April 2026 (089-S240626, Confidential) were approved.
090	Matters arising from meetings held on 15 April 2026 There were no matters arising.
Chair's Update	
091	Chair's Business The Chair presented their report (091-S240626, Public) which was received and noted, without further discussion. The Chair additionally reported on the following. a) Outcome of Election for Senate on Council and Financial Plan Committee Professor Rachel Moseley, Professor Andy Lockett, and Professor Jonathan Hickman-Heron had been elected as Senate members on the Council. Professor Rosie Dias has been elected as Senate member on Financial Plan Committee. The Chair thanked all the nominees, proposers, and seconders and congratulated the new post holders. b) Outcome of Assembly on Senate Election Dr Rebecca Johnson (academic – Warwick Medical School (WMS)) and Claire Algar (professional services – Social Inclusion) had been elected as Assembly Representatives on the Senate from 1 August 2026 to 31 July 2029. c) Committee Effectiveness Review The Review survey had been included in the circulation email last week. Last year, we had 19 responses, and the Chair noted that it would be great to get more this time so the team could get an accurate picture of Senators' thoughts. They advised members to contact them or the secretariat, if anyone had any questions or issues with completion. d) Letter to the Office for Students (OfS) – Degree Algorithms The Chair drew members' attention to the Chair's Action item report (098-S240626 refers) and the appended letter to the Office for Students (OfS) on degree classification algorithms. The OfS had been looking closely at whether any providers were using features within their algorithms that could artificially improve degree outcomes, particularly where classifications might be raised by taking the best result from multiple methods or by discounting lower marks. Following a detailed review, the University's conclusion was that its arrangements did not reflect the systemic or inflationary practices highlighted by the OfS. There was, however, a small and well-defined aspect of Warwick's current approach – relating to students taking more than the normal credit load ('overcatting') – which we were reporting for transparency and completeness, not because it was considered to present a material regulatory risk. The Chair, as Vice-Chancellor and Accountable Officer, had therefore approved the submission of the letter, and the Senate was asked to note the position and take assurance from the work undertaken. Senators were invited to contact the Secretary should they have any queries.

Strategic Items	
092	Postgraduate Research (PGR) Strategy The Academic Director for Postgraduate Research, the Head of Doctoral College, and the Student Co-Chair of Postgraduate Research Subcommittee presented the report (092-S240626, General) and provided a brief presentation. The Associate Professor – Reader, Education Studies, the Associate Professor (Teaching Focussed), and the Deputy Head of Doctoral College were also in attendance for this item. The presentation highlighted the below key points: • Reasons why a PGR Strategy was needed, and its vision ‘to identify and develop the agency, talent and commitment of PGRs to create new knowledge in the world’. • Five strands: recruitment and resources; PGR training and development; supervision and training; quality and student success, and Doctoral research culture. • Cross-cutting themes around equality, diversity, and inclusion, and Graduate Teaching Assistants. The Senate utilised breakout rooms for small group discussions and feedback was as follows: • Whether to consider delivery of PhDs by distance, as well as other level 8 qualifications. • Increased supervisory training and support was welcomed, while mandating training for Examiners caused some concern for a number of Senators, who noted it could lead to further difficulties in recruiting to the posts. • Consideration of doctorate and other level 8 qualifications, as well as PhDs, were key. • That equality impact assessments for the various working strands and associated documents should take place. • Utilising benchmarking, where available, could be helpful. • The diversity of PGR demographics and looking into the pipeline and why this was limited, would be integral to further development. • Building community within the PGR cohort was seen as fundamental. The Senate welcomed the Strategy and the related discussion, recognising that it was important to identify and understand PGR students’ needs as distinct from the rest of the student cohort, and ensure they could and did access support when and where they needed to. DECISION: The Senate approved the Postgraduate Research Strategy.
Substantive items I	
093	Advancing Social Inclusion (SI) The Director of Social Inclusion and the Head of Social Inclusion presented the report (093-S240626, General) and provided a brief presentation, which highlighted the below key points. • Why social inclusion mattered, as well as continued progress against key performance indicators. • The core challenges faced and what was driving the position. • What Warwick was doing, including more inclusive recruitment practices, talent development, and Faculty dashboards, towards building an inclusive culture and responding to emerging priorities. The Senate utilised breakout rooms for small group discussions and feedback was as follows: • It must be ensured that Early Career Researchers (ECRs) and those employed through Unitemps were considered and included in all social inclusion work.

	• Faculty dashboards required continued work as some were not accurate. It was noted that work continued on these. • Socio-economic status was pointed out as a key indicator that was currently missing from reporting. It was confirmed that this was a key area of work for the SI team. There was some discussion related to a previous presentation to the Senate of the Social Inclusion Strategy and related governance structures. A small number of Senators requested further assurance with regards to the operational detail of the engagement of those who would be the “target” for SI intervention, and how the new governance structures ensured this, including analysis of Social Inclusion Staff Forum attendance. The new structures were intended to facilitate a direct mechanism for escalation, from the Forum to Social Inclusion Collaboration Group, Social Inclusion Strategy Committee (SISC), and ultimately, if required, to University Executive Board, Senate, and Council. The Senate agreed that it wished to remain cited on social inclusion work across the University and was assured that SISC would report to it at least annually. DECISION: The Senate approved the disestablishment of Social Inclusion Committee, noting that the proposal would also need to be approved by the Council. ACTION: Present to Senate earlier than the next planned, annual report, with regards to the following: • Inclusion of socio-economic status in the Strategy implementation and associated work, • Engagement with those who would be the “target” for SI intervention, and • Analysis of Social Inclusion Staff Forum attendance.
094	Establishment of the Warwick Education Academy The Pro-Vice-Chancellor (Education) and the Deputy Pro-Vice-Chancellor (Learning and Teaching) presented the report (094-S240626, Confidential) and provided a brief presentation which highlighted the below key points. • Establishing the Warwick Education Academy was a strategic step to scale Warwick’s educational excellence, with a vision ‘to position Warwick as a global leader in education, delivering transformative, research-led, and future-facing learning experiences that enable all students to thrive, while empowering staff to innovate, collaborate and shape the future of education’. • The move would bring together Academic Development Centre (ADC), Institute for Advanced Teaching and Learning (IATL), and Warwick International Higher Education Academy (WIHEA), into a unified, strategic ecosystem. • Five clusters (educational development and practice, educational research and scholarship, student research and co-creation, educational leadership and recognition, and AI & digital education futures) and three cross-cutting enablers (connected educator community (WIHEA), innovation catalyst, and sector engagement). • Various drivers for doing so now, including from the sector and Warwick. The Senate discussed and fed back as follows: • Senators, including Students’ Union and student representative members, were supportive of the plan. Many cited the fantastic work of the separate departments, which would be enhanced with more collaborative working, both to the benefit of the teams and the students and staff accessing their expertise. • Assurance was sought that there would be no redundancies related to the merger, which it was confirmed there would not be. • The Senate was also assured that funding that some received from WIHEA would also continue to be available, through the usual processes.

	It was noted that there was a risk the WEA would be referred to as “the Academy”, where the Warwick Global Academy was already in existence and utilised this moniker. Care would be taken to avoid any confusion. <i>Approval of this item was taken to a vote, using MS Teams Polls. 48 members voted, with 47 voting “yes” and 1 “no”. The item was therefore approved.</i> DECISION: The Senate recommended to the Council for approval, the establishment of the Warwick Education Academy.
Committee Reports I	
095	Academic Freedom Review Committee (AFRC) – Chair’s Report for 2025-26 The Chair of AFRC presented the report (095-S240626, Confidential) and highlighting the setting up of the Academic Freedom (AF) Champions network during the academic year. They asked the Senate’s view on proceeding with the joint Senate Council Academic Freedom working group, as previously mentioned (022-S051125b refers), or whether the AF Champions network might now be the right place for this more holistic review; the Senate agreed with the latter.
Substantive items II	
096	Update from Senate Representatives on the Council The Senate representatives on Council provided a verbal update on topics discussed at the recent Council meeting on 29 April 2026, including a briefing from the Head of Education at Shakespeare Martineau, reports from the various Council Committees, presentation of the Wellbeing Strategy which had previously been presented to the Senate (070-S150426 refers), and an update on the STEM Connect Programme. The Chair thanked Professor Nina-Anne Lawrence, Professor Tim Lockley, and Professor Mark Newton, for their work in the representative roles, as they would, for various reasons, be stepping down at the end of this academic year. Professor Rachel Moseley, Professor Andy Lockett, and Professor Jonathan Hickman-Heron had been elected as new Senate members on the Council, joining Dr Gavin Schwartz-Leeper.
Items below this line were for receipt and/or approval without discussion.	
Governance	
097	Chair’s Action Report The report (074-S150426, General) was received and noted, without discussion.
098	Precautionary Actions Update The report (075-S150426, Highly Confidential) was received and noted, without discussion. <i>Sabbatical Officers and observers were unable to view this report.</i>
099	Updates to Regulation 6 The report (099-S240626, General) was received and noted, without discussion. DECISION: The Senate approved the updates to Regulation 6.
100	Updates to Senate Standing Orders The report (100-S240626, Public) was received without discussion. DECISION: The Senate approved the updates to Senate Standing Orders.
101	Reg. 29 Code of Practice relating to Freedom of Speech, Academic Freedom The Regulation (101-S240626, Public) was received and noted without discussion.
102	Heads of Department for 2026-27 The report (102-S240626, Public) was received and noted, without discussion.

Committee Reports	
103	Report from the Education and Student Experience Committee (ESEC) The ESEC report (103-S240626, Public) was received and noted, without discussion. a) Updates to Regulation 2 (103a-S240626, Public) DECISION: The Senate recommended to the Council for approval: 1) Retiring Regulation 2, and 2) Minor amendments to Ordinances 3 and 5 b) Library Collections Policy (103b-S240626, General) DECISION: The Senate approved the Library Collections Policy. c) Senate Awarding Panel (103c-S240626, General) DECISION: The Senate approved: 1) The establishment, Terms of Reference, and Membership of Senate Awarding Panel (SAP) from 12 October 2026, 2) The disestablishment of Aegrotat and Posthumous Award Committee, Special Cases Committee, and Senate Sub-Group, from 12 October 2026, and 3) Amendments to: a. Regulation 12 (to take effect from 12 October 2026), and b. Regulation 39 (to take effect from 5 October 2026)
104	Report from Research Committee (RC) The report (104-S240626, Confidential) was received and noted, without discussion.
105	Report from the Academic Resourcing Committee (ARC) The ARC report (105-S240626, Confidential) was received and noted, without discussion.
106	Report from the Research Governance and Ethics Committee (RGAEC) The RGAEC report (106-S240626, Confidential) was received and noted, without discussion.
107	Report from the University Executive Board (UEB) The report (107-S240626, Confidential) was received and noted, without discussion.
Other	
108	Student Deaths The report (108-S240626, Public) was received and noted, without discussion.
109	Any other business There was no other business.
Next meeting: Briefing for members of the Senate and Senate Committees, 14:00, 21 September 2026, Teams Next Senate meeting: 14:00, 23 September 2026, on-campus venue TBC (light lunch from 13:30)	

DECISIONS AND ACTIONS			
ITEM	DECISION/ACTION	LEAD AND DUE DATE	STATUS
2025-26			
05-11-25			
022 – Initial Proposals Regarding Academic Freedom at Warwick	ACTION 1: Ensure the necessary policy and/or process changes are discussed with the Chief People Officer, People team, and are presented to People Committee.	Chair of AFRC, CPO, ASAP	Ongoing.
24-06-26			
092 – PGR Strategy	DECISION: The Senate approved the Postgraduate Research Strategy.		
093 – Advancing SI	DECISIONS: The Senate approved the disestablishment of Social Inclusion Committee.		
	ACTION: Present to Senate earlier than the next planned, annual report, with regards to the following: - Inclusion of socio-economic status in the Strategy implementation and associated work, - Engagement with those who would be the “target” for SI intervention, and - Analysis of Social Inclusion Staff Forum attendance.	Director of SI, November 2026 Senate meeting	Scheduled.
094 – Warwick Education Academy	DECISION: The Senate recommend to the Council for approval , the establishment of the Warwick Education Academy.		
099 – Regulation 6	DECISION: The Senate approved the updates to Regulation 6.		
100 – Senate Standing Orders	DECISION: The Senate approved the updates to Senate Standing Orders.		
103a ESEC: Regulation 2	DECISION: The Senate recommended to the Council for approval: - Retiring Regulation 2, and - Minor amendments to Ordinances 3 and 5		
103b ESEC: Library Collections Policy	DECISION: The Senate approved the Library Collections Policy.		
103c – ESEC: Senate Awarding Panel	DECISION: The Senate approved: - The establishment, Terms of Reference, and Membership of Senate Awarding Panel (SAP) from 12 October 2026, - The disestablishment of Aegrotat and Posthumous Award Committee, Special Cases Committee, and Senate Sub-Group, from 12 October 2026, and - Amendments to: - Regulation 12 (to take effect from 12 October 2026), and - Regulation 39 (to take effect from 5 October 2026)		