

**UNIVERSITY OF WARWICK  
SENATE**

**MINUTES OF THE SENATE MEETING HELD 14:00, WEDNESDAY 28 JANUARY 2026,  
IN THE CHANCELLORS SUITE, ROOTES BUILDING**

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| <b>Present</b>                | Professor Stuart Croft                      | Vice-Chancellor (Chair)   |
|                               | Dr Navdeep Bains                            | Director of Research and Impact Services                            |
|                               | Dr Elisabeth Blagrove                       | Assembly representative   |
|                               | Michael Cavaliere                           | Faculty Student Representatives from SEM                            |
|                               | 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 Fiona Copland                     | Head of SELCS   |
|                               | Professor Paulo De Sousa Aguiar de Medeiros | Head of English and Comparative Literary Studies                    |
|                               | Professor Rosie Dias                        | Co-Head of School of Creative Arts, Performance and Visual Cultures |
|                               | Professor Miriam Gifford                    | Head of Life Sciences (SEM)   |
|                               | Professor Jonathan Hickman-Heron            | Chair of the Senate Committee responsible for postgraduate research |
|                               | Dr Nicholas Hopcroft                        | Community Member  |
|                               | Dr Bo Kelestyn                              | Assembly representative   |
|                               | Professor Nina-Anne Lawrence                | Head of Warwick Foundation Studies (Social Sciences)                |
|                               | Professor David Leadley                     | Pro-Vice-Chancellor (Research)                                      |
|                               | Dr Joanne Lee                               | Head of School of Modern Languages and Cultures                     |
|                               | Dr David Lees                               | Dean of Students  |
|                               | Professor Ulf Liebe                         | Head of Sociology (Social Sciences)                                 |
|                               | Dr Jake Locke                               | Technical Support Specialist - Engineering                          |
|                               | 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                                 | Associate Professor GSD and Director of Research CFS                |
|                               | Professor Rachel Moseley                    | Vice-Provost and Chair of Faculty of Arts                           |
|                               | Professor Caroline Meyer                    | Provost   |
|                               | Professor Mark Newton                       | Head of Physics (SEM)   |
|                               | Debbie Nickerson                            | Community Member  |
|                               | Anna O'Neill                                | Librarian   |
|                               | Professor Gavin Perkins                     | Dean of Warwick Medical School                                      |
|                               | Maanya Raju                                 | SU Vice-President Postgraduate                                      |
|                               | Professor James Robinson                    | Head of Mathematics Department (SEM)                                |
|                               | Professor Clare Rowan                       | Assembly representative   |
|                               | Rachel Sandby-Thomas                        | Registrar   |
|                               | Hannah Sargeant                             | Community Member  |
|                               | Matteo Serafimovski                         | Faculty of Social Sciences Student Representative                   |
|                               | Dr Gavin Schwartz-Leeper                    | Chair of Academic Freedom Review Committee (AFRC)                   |
|                               | Professor Michael Scott                     | Pro-Vice-Chancellor (International)                                 |
|                               | 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)                              |
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|                  | 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 |
|                  | Dr Jane Webb   | Head of Cross-Faculty Studies (Arts)                                   |
|                  | Nuo Xu   | Assembly representative  |
| <b>Attending</b> | Adele Brown  | Director of Student Experience (observer)                              |
|                  | Rachel Craven  | Liaison Manager (item 046 only)  |
|                  | Professor Beccy Freeman  | Deputy Pro-Vice-Chancellor (Education) (observer)                      |
|                  | Lyudmyla Demchuk   | Operations Administrator, EPQ (meeting support)                        |
|                  | Dan Derricott  | Director of Education Policy & Quality (Secretary to Senate)           |
|                  | Rosie Drinkwater   | Group Finance Director   |
|                  | Nia Fortune  | Chief People Officer   |
|                  | Katharine Gray   | Head of Governance   |
|                  | Clare Hudson   | Associate Director, Marketing (Strategic) (observer)                   |
|                  | Emma Jeavons   | Governance Manager (Assistant Secretary to Senate)                     |
|                  | Helen Knee   | Director of Conduct and Resolution (observer)                          |
|                  | Alexander Malin  | Senior Assistant Registrar - Conduct and Resolution (item 046 only)    |
|                  | Kim Mattock-Barylo   | Head of Misconduct Governance (item 046 only)                          |
|                  | Andrew McAinsh   | Deputy Dean and Pro Dean Research, WMS (item 048 only)                 |
|                  | Dr Chris Twine   | University Secretary (until item 045)                                  |
|                  | Andy Smith   | Director of Wellbeing and Safeguarding (observer)                      |
| Phil Smith       | SU CEO (until item 045) (observer)   |  |
| Sara Wysocka     | Student Engagement Officer (EPQ) (observer)  |  |
| Ref              | Item   |  |
| 039              | <p><b>Welcome and apologies for absence</b></p> <p>The Chair welcomed all, including those filling that final two community posts, appointed by the Senate Nominations Panel:</p> <ul style="list-style-type: none"> <li>• Dr Jake Locke (Technical Support Specialist, Engineering), and</li> <li>• Dr Feng Mao (Associate Professor, Cross-faculty Studies).</li> </ul> <p>And new Faculty Student Representatives, also appointed by the Senate Nominations Panel:</p> <ul style="list-style-type: none"> <li>• Faculty Student Representative from Arts - Smiti Mota</li> <li>• Faculty Student Representatives from SEM - Michael Cavaliere</li> <li>• Faculty Student Representative from Social Sciences - Matteo Serafimovski</li> </ul> <p>The Chair also welcomed attendees:</p> <ul style="list-style-type: none"> <li>• Andy Smith, Director of Wellbeing and Safeguarding, observing,</li> <li>• Clare Hudson, Associate Director, Marketing (Strategic), observing,</li> <li>• Sara Wysocka, Student Engagement Officer, EPQ, observing, and</li> <li>• Adele Brown, Professor Beccy Freeman, Phil Smith and Helen Knee.</li> </ul> <p>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.</p> <p>Apologies were received from: Professor David Fearn, Professor Lorenzo Frigerio, Professor Teresa Grant, Professor James Hayton, Professor Kerry Kirwan, Professor Andy Lockett, Smiti Mota, Professor Martyn Plummer, Professor Cagatay Turkey, Professor Chris Warhurst and Professor Andrew Williams.</p> |  |

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| 040                    | <p><b>Declarations of Interest</b></p> <p>No new declarations were made.</p>  |
| 041                    | <p><b>Minutes of meeting held on 5 November 2025</b></p> <p>The minutes of the meeting held on 5 November 2025 (041-S280126, Confidential) were approved.</p>   |
| 042                    | <p><b>Matters arising from meeting held on 5 November 2025</b></p> <p>There were no matters arising.</p>  |
| <b>Chair's Update</b>  |   |
| 043                    | <p><b>Chair's Business</b></p> <p>The Chair presented their report (043-S280126, Public) which was received and noted, without further discussion. They also reminded the Senate that there would be a joint workshop of Council and Senate members on 10 February 2026 and encouraged all to attend if they were able.</p> <p>They introduced updates from:</p> <ul style="list-style-type: none"> <li>• The Pro-Vice-Chancellor (International), who advised that the University had achieved 17<sup>th</sup> place in the recently released QS Europe rankings, and</li> <li>• The Director of Warwick Foundation Studies, who invited colleagues to the Warwick Global Academy (WGA) Name Launch event on 11 February.</li> </ul>   |
| <b>Strategic Items</b> |   |
| 044                    | <p><b>Progress Towards Strategy Implementation: Student Experience</b></p> <p>The Deputy Pro-Vice-Chancellor (Education), the Director of Student Experience, and the Dean of Students presented a report (044-S280126, General). The report highlighted that, alongside the Deputy Pro-Vice-Chancellor (Education), the Dean of Students focused on academic student experience, and the Director of Student Experience on non-academic elements, working closely together to ensure a joined-up approach to understanding student expectations and satisfaction. Other key points included:</p> <ul style="list-style-type: none"> <li>• Working in collaboration with the Students' Union (SU) and pilot academic departments, the Student Experience Division had introduced Unitu, that provided a student voice platform which enabled real-time student feedback and responses from academic departments.</li> <li>• A University-wide consultative review of Welcome Week which had launched in term 1 of 2025-26 and would implement recommendations in time for the new cohort intake in 2026-27.</li> <li>• A hugely positive reaction from students to The Nook, which was a new space next to the Rootes building that provided a calm, homely environment for students to take a break during their days on campus.</li> <li>• The establishment of the first cross-institutional, off-campus Student Experience Strategy Group, created to better understand and enhance the experiences of students living off-campus and identify where Warwick needed to adapt its provision, including ensuring access to all University services, resources and support.</li> </ul> <p>The Senate discussed the report, breaking into table discussions initially, with the following key points fed back:</p> <ul style="list-style-type: none"> <li>• Provision for Postgraduate students, both Taught and Research, beyond direct academic support, still required focus.</li> </ul> <p>The Senate was assured that this was a known area for development. The Academic Director for Postgraduate Research confirmed that a Postgraduate Research Strategy, including a student success and experience focus, was due to be presented to the Senate later in the academic year.</p> <ul style="list-style-type: none"> <li>• Some Senators had found that space for students and staff to informally mix, in addition to spaces like The Nook where students could take a break, had been valuable in their departments, and encouraged others to consider such spaces.</li> </ul> |

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|     | <ul style="list-style-type: none"> <li>Anecdotal feedback to Sabbatical Officers had suggested that Warwick's approach to mitigating circumstances processes could benefit from further development, including making clearer where students could access information and a consideration of the timeliness of outcomes.</li> </ul> <p><b>DECISION:</b> The Senate <b>approved</b> that assurance be provided from the Senate to the Council on sufficient progress being made towards the University's strategic goals for the student experience.</p>   |
| 045 | <p><b>Warwick Students' Union: 2025-30 Strategy</b></p> <p>The Students' Union (SU) CEO presented a report (045-S280126, General) and provided a brief presentation which highlighted the SUs development over recent years and plans going into the future, including the establishment of a 2025-30 Strategy that mirrored the University's, and the following priority themes:</p> <ol style="list-style-type: none"> <li>1) Student Voice,</li> <li>2) Building Community,</li> <li>3) Student Spaces, and</li> <li>4) Future-Ready.</li> </ol> <p>The Senate discussed the report and presentation, breaking into table discussions initially, with the following key points fed back:</p> <ul style="list-style-type: none"> <li>The importance of Student Course Reps and Student-Staff Liaison Committees (SSLC), and their being properly supported, should be kept in focus; some had found handover and assistance while new in these roles somewhat lacking.</li> </ul> <p>The SU CEO confirmed that this was a known area for development and that work was underway to ensure robust handover and support was provided going forward.</p> <ul style="list-style-type: none"> <li>Warwick's student body was hugely diverse, and that this diversity was a strength that should be valued and utilised.</li> <li>SU Sabbatical Officers had recently been getting out and about across campus, seeking feedback from across the student body.</li> <li>That bringing the fun back into the University experience was integral for both students and staff.</li> </ul> <p>The Deputy Pro-Vice-Chancellor (Education) was keen to work with the SU on the feedback from the Senate and more widely. The Senate welcomed the SUs Strategy and agreed on the importance of collaborative working between the SU and the University, for the betterment of students, staff, and the Warwick community as a whole.</p> |
| 046 | <p><b>Sexual misconduct and harassment: Condition E6</b></p> <p>The Director of Conduct and Resolution presented a report (046-S2801265, General) and provided a brief presentation. The Liaison Manager, the Senior Assistant Registrar - Conduct and Resolution, and the Head of Misconduct Governance were also in attendance. The presentation highlighted the work to date in the Conduct and Resolution team and how the Office for Students' (OfS') Condition E6 had prompted further developments.</p> <p>The Senate was asked to consider a number of questions related to:</p> <ul style="list-style-type: none"> <li>Whether it was felt there were any risks around raising awareness and expectations in relation to these processes and if so, how could the risks be mitigated,</li> <li>The Office of the Independent Adjudicator's (OIAs) consultation on the implementation of OfS Condition E6, including consideration of a provider-wide Student Code of Conduct, and</li> <li>How the University could further support staff who were approached by students in relation to these matters.</li> </ul> <p>The Senate discussed the report, presentation, and questions posed, breaking into table discussions initially, and the following key points were fed back:</p>   |

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|                          | <ul style="list-style-type: none"> <li>• A route to feedback after going through misconduct processes would be helpful for students involved and for the relevant teams to take forward.</li> <li>• The support available, once someone had reported into Report + Support, could helpfully be more widely promoted.</li> <li>• While similar and related, the processes surrounding Fitness to Practice were, correctly, separate and involved different standards.</li> </ul> <p>The Senate was assured by the update and thanked teams involved in these challenging processes.</p>  |
| <b>Substantive Items</b> |   |
| 047                      | <p><b>Academic Assurance Items:</b></p> <p>The Director of Education Policy and Quality presented the reports (047-S280126, General) and highlighted the following key points.</p> <p><b>a) Annual Assurance Report (AAR)</b></p> <p>The AARs mapping to the OfS' B Conditions of Registration sought to provide assurance that the University remained compliant with the external requirements on quality.</p> <p><b>b) Degree Outcomes Statement (DOS)</b></p> <p>The Director advised that the publication of a DOS formed part of a sector-wide commitment to protecting the value and credibility of undergraduate Higher Education Qualifications.</p> <p>It was highlighted that the course approval processes remained an area of focus and that an upcoming review would include measures to mitigate against an identified risk related to indefinite approval of courses of study, rather than for a fixed period, and the possibility of course duplication. The Senate welcomed the review and the increased, strategic oversight of the process.</p> <p>It was also noted that, following recommendations from an internal audit of External Examiners, work was underway to draft and consult around a revised approach. Several Senators commented on the effectiveness of External Examiners in providing the second line checks.</p> <p>Finally, the Senate was assured that work had continued around addressing awarding gaps.</p> <p>The Senate was assured by the reports and reflected on their content and the high standards Warwick set for itself. The Senate welcomed that the reports would also be presented to the Council's Audit and Risk Committee, as well as ultimately the Council itself, to provide assurance related to academic quality at Warwick. It was confirmed that the DOS was also published and publicly available, once the Senate had approved it.</p> <p><b>DECISION:</b> The Senate <b>approved</b> the Annual Assurance Report and Degree Outcomes Statement for 2024-25.</p> |
| 048                      | <p><b>Translational Health Research at Warwick – Strategy, Success, and Potential</b></p> <p>The Warwick Medical School (WMS) Dean and Deputy Dean presented a report (048-S280126, Confidential) and provided a brief presentation that highlighted the research activity within WMS, particularly the establishment of the Central England Health Partners (CEHP) and Institute of Translational Medicine (ITM), Warwick's part in these and beyond, and the related opportunities to scale-up and align with government policy.</p> <p>The Senate discussed the report and presentation, breaking into table discussions initially, with the following key points fed back:</p> <ul style="list-style-type: none"> <li>• Senators were keen to get involved with the various new entities and engagement from across Warwick was encouraged to activate and progress projects.</li> </ul> <p>WMS colleagues advised that there would also be a launch or celebration event during 2026 and details would be shared across the Warwick community.</p>   |

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|   | <ul style="list-style-type: none"> <li>• Consideration of how and when to involve Warwick's global strategic partners could further enhance development.</li> </ul> <p>The Senate welcomed the update and noted there would be a related launch event in 2026.</p>   |
| 049   | <p><b>Update from Senate Representatives on the Council</b></p> <p>The Senate representatives on Council provided verbal update on topics discussed at the November Council meeting and highlighted the following key points:</p> <ul style="list-style-type: none"> <li>• Audit and Risk Committee and Internal Audit report,</li> <li>• The Financial Plan,</li> <li>• Figures related to the pay gap and the rollout of the People Data app,</li> <li>• A report from Research Governance and Ethics Committee,</li> <li>• A refreshed Environmental Sustainability Strategy,</li> <li>• Report and Support Annual Report, and</li> <li>• A strategic session with an update on the government's post-16 education and skills white paper and a presentation from Warwick Institute of Engagement (WIE).</li> </ul> |
| <b>Items below this line were for receipt and/or approval without discussion.</b> |  |
| <b>Governance</b>   |  |
| 050   | <p><b>Chair's Action Report</b></p> <p>The report (050-S280126, General) was received and noted, without discussion.</p>   |
| 051   | <p><b>Academic Governance Review</b></p> <p>The report (051-S280126, General) was received and noted, without discussion.</p>  |
| 052   | <p><b>Senate Membership Update</b></p> <p>The report (052-S280126, Public) was received and noted.</p>   |
| 053   | <p><b>Senate Nominations Panel – Appointments overview 2025-26</b></p> <p>The report (053-S280126, General) was received and noted.</p>  |
| 054   | <p><b>Precautionary Actions Update</b></p> <p>The report (054-S280126, <b>Highly Confidential</b>) was received and noted, without discussion.</p> <p><i>Sabbatical Officers and observers were unable to view this report.</i></p>  |
| 055   | <p><b>Recommendations for Postgraduate Research Awards</b></p> <p>The report (055-S280126, <b>Highly Confidential</b>) was received and noted.</p> <p><b>DECISION:</b> The Senate <b>approved</b> the award of the University qualifications, as set out in the report.</p> <p><i>Sabbatical Officers and observers were unable to view this report.</i></p>   |
| <b>Committee Reports</b>  |  |
| 056   | <p><b>Report from the Education and Student Experience Committee (ESEC)</b></p> <p>The report (056-S280126, General) was received and noted.</p> <p><b>a) Amendments to Regulation 34</b></p> <p><b>DECISION:</b> The Senate <b>approved</b> the proposed amendments to Regulation 34.</p> <p><b>b) ESEC Membership</b></p> <p><b>DECISION:</b> The Senate <b>approved</b> the ESEC membership.</p>  |

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| 057   | <b>Report from Research Committee</b><br>The report (057-S280126, Confidential) was received and noted, without discussion.             |
| 058   | <b>Report from Academic Resourcing Committee</b><br>The report (058-S280126, Confidential) was received and noted, without discussion.  |
| 059   | <b>Report from the University Executive Board</b><br>The report (059-S280126, Confidential) was received and noted, without discussion. |
| <b>Other</b>  |   |
| 060   | <b>Student Deaths</b><br>The report (060-S280126, Public) was received and noted, without discussion.                                   |
| 061   | <b>Any other business</b><br>There was no other business.   |
| <b>Next meeting: Joint Senate/ Council session, 10:00, Tuesday 10 February, Chancellor’s Suite, Rootes Building</b> |   |
| <b>Next Senate meeting: 14:00, Wednesday 15 April, Faculty of Arts, Spaces FAB5.01/02/03</b>                        |   |

| <b>DECISIONS AND ACTIONS</b>  |  |                          |               |
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| <b>ITEM</b>   | <b>DECISION/ACTION</b>   | <b>LEAD AND DUE DATE</b> | <b>STATUS</b> |
| <b>2025-26</b>  |  |                          |               |
| <b>05-11-25</b>   |  |                          |               |
| <b>022 – Initial Proposals Regarding Academic Freedom at Warwick</b>      | <b>ACTION 1:</b> 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.      |
|   | <b>ACTION 3:</b> Add a central member of Professional Services staff to the Working Group, possibly the Director of Research and Impact Services.  | Chair of AFRC, ASAP      | Noted.        |
| <b>28-01-26</b>   |  |                          |               |
| <b>044 – Progress Towards Strategy Implementation: Student Experience</b> | <b>DECISION:</b> The Senate <b>approved</b> that assurance be provided from the Senate to the Council on sufficient progress being made towards the University’s strategic goals for the student experience. |                          |               |
| <b>047 – Academic Assurance items</b>                                     | <b>DECISION:</b> The Senate <b>approved</b> the Annual Assurance Report and Degree Outcomes Statement for 2024-25.   |                          |               |
| <b>055 – Recommendations for Postgraduate Research Awards</b>             | <b>DECISION:</b> The Senate <b>approved</b> the award of the University qualifications, as set out in the report.  |                          |               |
| <b>056a – ESEC: Amendments to Regulation 34</b>                           | <b>DECISION:</b> The Senate <b>approved</b> the proposed amendments to Regulation 34.  |                          |               |
| <b>056b – ESEC membership</b>   | <b>DECISION:</b> The Senate <b>approved</b> the ESEC membership in the report.   |                          |               |