107/17-18 University Financial Plan 2018, including the 2018-19 Budget

CONSIDERED:

(a) The University Financial Plan 2018, including the 2018-19 Budget (S.66/17-18, {Restricted});

(b) An oral report from the Group Finance Director on the University Financial Plan, noting:

(i) That Warwick had grown to nearly double the size of its nearest ‘Plate-Glass University’ competitor, the University of York;

[Exempt information not included]

REPORTED:

[Exempt information not included]

(f) In response to a concern from L Jackson, that the University was seeking to future proof new buildings to cope with anticipated increases in student numbers, noting as an example that the new Sports Hub would be four times the size of the facility it would replace;

(g) In response to a query from Professor M Balasubramanian, that the Financial Plan assumed that the home/EU undergraduate tuition fee would remain capped at £9,250;

RECOMMENDED: (to the University Council)
(h) That the University’s Financial Plan 2018 and the 2018-19 Budget be approved as set out in S.66/17-18.

108/17-18 Minutes

RESOLVED:

That the minutes of the meeting of the Senate held on 13 June 2018 be approved, subject to the following amendments (additions underlined, deletions struck-through):

(a) Minute 91/17-18 (n)

That resolution (n) be amended as follows:

That the formation of the Academic Freedom Review Committee (AFRC) as a standing sub-group of Senate be approved, as set out in based on the report of the Senate sub-group (S.54/17-18) and the draft ordinance (S.55/17-18).

(b) Minute 93/17-18

That the Minute be amended to include the following:

REPORTED (by P Trimmer):

That the risk statements were inconsistent in structure and thus may not map clearly in terms of evaluating comparative risk at departmental level.

(c) Minute 94/17-18

That the Minute be amended to include the following:

REPORTED (by P Trimmer):

That consideration be given to the potential for the University to offer subsidised or free transport options to staff on the lowest grades as part of the Masterplan process.

109/17-18 Vice-Chancellor’s Business

RECEIVED:

An oral report from the Vice-Chancellor.

(a) LEO Success

REPORTED: (by the Vice-Chancellor)

That Warwick ranked in the top 10 institutions for earnings in 8 subjects for both men and women.

(b) Meeting of the Assembly on 29 June 2018

REPORTED: (by the Vice-Chancellor)

(i) That a meeting of the Assembly took place on 29 June 2018 to consider a motion relating to the Senate Sub-Group work on Statute 24 which Senate
had discussed at its 13 June 2018, noting that the Assembly meeting was adjourned to allow more time for consideration. The motion to adjourn was passed by: 52 votes for, 42: against, with 11 abstentions. 105 members of the Assembly were in attendance;

(ii) That the University was committed to further discussions with Trades Unions;

(iii) That there would be further meaningful communications with members of the Assembly about all of the work that has taken place, including the Senate sub-group report presented at the 13 June 2018 meeting of the Senate (minute 91/17-18 refers);

(iv) That further meaningful discussions with the Trades Unions would also take place over the summer;

(v) That a further meeting of the Assembly would take place early in the Autumn term of the 2018/2019 academic year, and before the 17 October 2018 meetings of the Senate and Council;

(vi) That Senate was being asked to approve material to be sent to the Council and then the Privy Council for informal review and comment so that when the Senate met on 17 October it would be able to incorporate Privy Council feedback with feedback received from the Council, Trades Unions and the Assembly, noting that there would be an opportunity for changes to be made to the Charter and Statutes at the 17 October 2018 meeting of the Senate.

(c) Approval of Pass Lists

REPORTED: (by Professor C Hughes)

(i) That at its meeting on 8 March 2016, the Senate approved a proposal that the Senate Sub-Group established to review External Examiner nominations also meet in late June/early July annually to consider undergraduate awards arising from the work of Boards of Examiners in June (minute 69/15-16 refers);

(ii) That the Sub-Group comprised Professor Chris Hughes (Chair); the Chairs of the Boards of Faculties and the Academic Registrar;

(iii) That the Sub-Group had met on 2 July 2018 with the Deputy Academic Registrar, Director of the Academic Office, Senior Assistant Registrar (Examinations) and Assistant Registrar (Assessment) in attendance and received Pass Lists for all undergraduate programmes of study returning students in Summer 2018 which were approved;

(iv) That in light of the experience of Industrial Action earlier in the Spring, academic departments had been asked to bring forward an analysis of Finalists’ awards; that this had been received from approximately 30% of departments and that the Sub-Group found it particularly helpful to review the proportions of students awarded each degree classification, benchmarked against time series data and to read departmental explanations for any significant fluctuations in proportions, notably First Class degrees alongside information relating to cases for mitigating circumstances brought on the ground of industrial action;
(v) In light of the incomplete returns, the Sub-Group determined that the July review should be considered an interim review, with a more comprehensive review being held in the early Autumn term 2018; this was felt to be a necessary precursor to a likely external audit by QAA/OfS;

(vi) That the role of the Sub-Group would be made considerably easier by innovations anticipated to arise from the Review of Assessment which should in due course lead to the timely entering of all marks into SITS and automated reporting on specified fields and that in future years, a report template and guidance would be issued to departments for that purpose;

(vii) That it would only be once the 10-day appeal window from notification of Board outcomes had expired for all years of study, that the total number of appeals would be known;

(by the Deputy Academic Registrar)

(viii) In response to a query from H Worsdale, that although a number of departments, including some affected by industrial action, had confirmed that no cases of mitigating circumstances had been brought on the ground of industrial action, some cases had been forthcoming and departments had been particularly painstaking over consideration of mitigating circumstances to ensure each student was treated consistently.

(d) **Representation of the Senate on the Council**

**REPORTED:** (by the Vice-Chancellor)

That following an invitation to members of the Senate to serve as representatives of the Senate on the Council, Professor Andy Lockett had been appointed for the academic year 2018/19.

110/17-18 **Registrar’s Business**

**REPORTED:** (by the Registrar)

(a) **Recent Appointments**

That the following appointments had been made recently, noting that interviews were planned for the posts of Director of Innovation and Director of the Warwick Arts Centre;

(i) Commercial Director – Rupert Lawrie
(ii) Director of Wellbeing and Safeguarding – Hannah Friend
(iii) Director of Policy – Rachel Hayward
(iv) Director of Social Inclusion – Kulbir Shergill
(v) Director of Conferences, Food and Retail – Tony Howard

(b) [Exempt information not included]

(c) **Tier IV Students**

That in order to provide adequate assurance to the Home Office that students were not working more than 20 hours a week, the number of payroll systems used to employ Tier IV students would be reduced from four to two systems with STP being used for teaching roles, Unitemps for other roles and that it would no longer be possible to engage Tier IV students through VAM, with those students
currently engaged on the salaried payroll continuing until the end of their existing contract.

111/17-18 Research Strategy

CONSIDERED:

(a) A paper and oral report from the Pro-Vice-Chancellor (Research), on the Research Strategy (S.67/17-18 (Restricted));

REPORTED: (by Professor Pam Thomas)

(b) That the Research Strategy would dovetail with the size and shape work and overarching ambitions of the University expressed through institutional strategy over its lifetime, providing a basis from which future research directions might be developed;

(c) That Work-strands 1-5 were currently more mature than Work-strands 6 and 7;

(d) In response to a query from Professor Kate Seers, that a public engagement strategy was currently in development, and that it would be possible to dovetail that with the Research Strategy;

(e) In response to comments from Professor A Lockett in support of developing a research strategy reflecting global standards of research based on outcome measures rather than activity measures and emphasising quality over volume, that they would be happy to work with WBS to incorporate feedback into the Research Strategy;

(f) In response to a query from Dr R Freeman regarding the role of student research in the Research Strategy, that both the Education and Research Strategies should be joined up on this matter;

(g) In response to a query from Professor D Leadley regarding the lifetime of the Research Strategy, that the Research Strategy would need to be a dynamic document over its lifetime, able to respond to external and internal factors.

112/17-18 Equality & Diversity

RECEIVED:

(a) The Annual Report on Equality and Diversity together with an oral report from the Provost (S.68/17-18);

REPORTED: (by the Provost)

(b) In response to a query from Dr R Freeman relating to the priority action points on gender pay, that work was at an early stage with a report submitted for consideration by the Equality and Diversity Committee (EDC) at the end of April whilst work on the promotions framework had been undertaken to ensure that more women entered higher pay grades;

(by the Provost and Vice-Chancellor)

(c) In response to a query from H Worsdale on their desire to see the EDC take a more strategic approach, that EDC set equality objectives which were reviewed
on a regular basis, and that the format of the report on activity to the Senate may need to be reviewed;

(d) That consideration was being given to changing representation on the EDC to improve the student voice within the membership, and that the Terms of Reference of the EDC may also need to be reviewed.

113/17-18 University’s Access and Participation Plan 2019/20

RECEIVED:

(a) A paper and oral report from the Pro-Vice-Chancellor (Education) on updates to the University’s Access and Participation Plan (2019/20) (S.69/17-18);

REPORTED: (by Professor C Hughes)

(b) In response to a query from Professor C Jenainati, that the IntoUniversity centre in Coventry which the University was co-sponsoring, would have charitable status and draw on student volunteers from the University;

(c) In response to a query from Dr R Freeman, that the Widening Participation Committee (WPC) would be approaching departments for more information regarding their Widening Participation activities and plans so that their activities could be joined up with those of the WPC;

(d) In response to a query from Professor P Roberts, that the Widening Participation Faculty Co-ordinator posts would be advertised with a view to enabling postholders to be appointed by the Autumn term 2018.

114/17-18 Risk Update

CONSIDERED:

(a) A report and oral report from the Acting Secretary to Council, outlining the Summer Term Risk Update, (S.70/17-18 (Restricted));

REPORTED: (by Professor A Lockett)

(b) That financial risk was underrepresented in the report and needed to be more prominently described in order to remind colleagues of the difficulties so as to shape attitudes and behaviours;

(by L Kennedy)

(c) That reporting systems on grounds of race were not providing a true picture of the risk that students faced and that they welcomed the Registrar’s offer to meet to take forward further work in this area;

(by the Secretary to Council, Registrar and Vice-Chancellor)

(d) That the comments by both Professor Lockett and L Kennedy would be considered further.

115/17-18 Draft Revised Charter and Statutes

CONSIDERED:
(a) The draft revised Charter and Statutes for the University, (S.71/17-18) and an oral report from the Secretary to Council;

REPORTED: (by the Secretary to Council)

(b) That submission of the draft Charter and Statutes to the Privy Council at this time would be solely in order to obtain informal feedback and, if required, amendments could be made to the Statutes at the Autumn term meetings of the Senate and Council;

(c) That revision to the Ordinances will take place over the Summer and will be submitted to Senate and Council for consideration at their Autumn term meetings, noting that there would be a period of stasis on Ordinances to ensure consistency throughout the process;

(by Dr T van Rens, on behalf of Assembly representatives)

(d) That a letter had been signed by a number of Assembly members expressing concerns relating to the process to approve the revised Statute and Ordinance which would replace the current Statute 24. The letter recommended that the Assembly be reconvened early in the next academic year and that the intervening period be used to carry out meaningful consultation on Statute 24 reform with Trade Unions and other Assembly representatives;

(e) That the six members of the Senate appointed by the Assembly shared the concerns expressed in the letter;

(f) That the Vice-Chancellor had assured the Senate that the approval process for the revised Statute would be in line with the requests made in the letter, noting that planning to undertake meaningful consultation with Trades Unions and other Assembly members was underway;

(g) That as a result of those assurances, the request in the letter that the Senate should not approve any Statute or Ordinance did not require any action at this point in time because the current meeting of the Senate was solely concerned with recommending the draft Statutes to the Council for informal review by the Privy Council;

(h) That Dr van Rens would wish to see a paper circulated for the 17 October 2018 meeting of the Senate detailing the consultation having taken place in advance of that meeting;

(by the Provost)

(i) That the Provost wished to reassure that two significant phases of consultation on the draft changes had taken place via Insite; that communication would go out on Tuesday 10 July via Insite to initiate a third consultation on the current draft proposals, noting that the consultation would stay open through the summer until September, closing before October meetings of the Assembly, the Senate and the Council;

(j) That a significant number meetings with the UCU had taken place previously, and that further meetings with the UCU would be arranged over the summer to run in parallel with the staff/Assembly consultation, noting that the decision on the final draft would be made in the Autumn;
(k) That while the Privy Council would advise on the Statute in the interim, more extensive internal discussions would also take place on the Ordinance and associated policy;

RECOMMENDED: (to the University Council)

(l) That the draft Charter and Statutes be approved for submission to the Privy Council to commence the informal approval process, as set out in S.71/17-18.

116/17-18 Report from the Steering Committee

RECEIVED:

A report from the Steering Committee (S.73/17-18, {Restricted}), and its resolutions under the following headings:

(a) Report from the Academic Resourcing Committee;
(b) Graduate School Update;
(c) Annual Chaplaincy Report;
(d) Institutional Risk Register – Summer Update 2017-18;
(e) Report from Budget Steering Group – Q3 2017-18;
(f) Membership of Senate Committees 2017/2018.

117/17-18 Report from the Education Committee

RECEIVED:

(a) Reports from the Education Committee, (S.74/17-18 (Part 1)) and (S.74/17-18 (Part 2));

[Exempt information not included]

(by Professor C Hughes)

(e) In response to a query from Professor C Jenainati, that departments would be contacted to nominate staff/teams to commence work on their department’s subject-level TEF;

(by L Jackson)

(f) That there could be ethical concerns regarding some organisations by which the University might be approached to partner with a view to delivering Degree Apprenticeships, noting that something equivalent to the oversight provided by the Research Governance and Ethics Committee might be required.

118/17-18 Report from the Academic Quality and Standards Committee

CONSIDERED:

(a) Reports from the Academic Quality and Standards Committee (S.75/17-18 {Part 1} and S.75/17-18 {Part 2});

REPORTED: (by Professor D Lamburn)

(b) That AQSC had commissioned a Review of Assessment in June 2017, which had commenced in the Autumn term;
(c) That the review was intended to address a number of issues, including recommendations from the ITLR, disparate and difficult to navigate Regulations, and adverse feedback from External Examiners;

(d) That the review was intended to future-proof the University's processes, noting that Warwick was behind the sector in terms of progression both for first- and intermediate-year students;

[Exempt information not included]

(h) That there had been a 37% increase in the number of exams held over the past 10 years;

(i) That key to implementing the recommendations was the introduction of a University-wide IT system, which would need to be mandated across the institution;

(j) That the AQSC recommended new policies for self-certification and mitigating circumstances, and new guidelines for departments and for students, noting that there were also new definitions for mitigating circumstances and reasonable adjustments;

(k) That the introduction of a standard IT system would enable students to submit mitigating circumstances and ensure the necessary linkages between key service providers. Notably disability mental health, the Students' Union Advice Centre, and Faculty Senior Tutors;

(l) That there was an over-reliance on a few methods of traditional assessment and a need for a longer term change to expose students to a wider variety of assessment methods, specifically designed to enable students to demonstrate that they had achieved the required learning outcomes;

(by Professor L Roberts)

(m) That for there was a need to track mitigating circumstances recorded from a student's earlier modules to ensure they were retained for later modules during the course of their programme of study;

(by Professor C Jenainati)

(n) That given there was an increasing number of exams being scheduled on Saturdays, there was a need for medical support to be made available to students since the Health Centre was closed at weekends, so that students who found themselves at very short notice too ill to sit an exam on that day could see a doctor;

(by Professor D Lamburn)

(o) That the campus Medical Centre had made substantial changes to the medical certificate and that representatives of the Medical Centre were joining the Review of Assessments' mitigating circumstances working group to help address the issues identified by Professor Jenainati;

(p) That in response to a query from Professor R Goodwin, that the University was intending to professionalise invigilation;
(q) That slides presented for consideration under this item of business could be viewed at:
https://warwick.ac.uk/committees/senate/minutes/aqsc_rag_-_senate_4_july_2018.pdf

(by the Vice-Chancellor)

(r) That the work being undertaken by the AQSC and other colleagues on these matters was exceptionally important.

RESOLVED:

(s) That the revised University’s Undergraduate Degree Classification Conventions for introduction from the academic year 2018/19 be approved as set out in S.75/17-18 (Part 1);

(t) That the revised Mitigating Circumstances Policy from the academic year 2018/19 be approved as set out in S.75/17-18 (Part 1);

(u) That the revised University Regulations 6, 11, 23, 34, 36 and 42 and new Regulation 43 for undergraduate apprenticeships and Regulation 44 for postgraduate taught degree apprenticeships from the academic year 2018/19 be approved as set out in S.75/17-18 (Part 1);

(v) That the revised University Requirements for Taught Postgraduate Awards from the academic year 2018/19 be approved as set out in S.75/17-18 (Part 1);

(w) That the revisions to the Policy Statement for the Accreditation of the Placement Year in Industry and the Year Abroad from the academic year 2018/19 be approved as set out in S.75/17-18 (Part 1);

(x) That the revised Regulation 8.10 for the MBChB programme to be introduced from the academic year 2018/19 for all students registered be approved as set out in S.75/17-18 (Part 2);

(y) That an authorised period of absence of up to three weeks for Tier 4 students to undertake a period of internship in the summer term be approved as set out in S.75/17-18 (Part 2);

(z) That the revised Terms of Reference of the Academic Quality and Standards Committee be approved as set out in S.75/17-18 (Part 2);

(aa) That the Degree Apprenticeship Course Approval Form and guidance be approved as set out in S.75/17-18 (Part 2);

(bb) That the revised date of implementation of the standard specification for the Graduate Diploma for 2019/20 rather than 2018/19 as originally approved by Senate on 24 January 2018 be approved as set out in S.75/17-18 (Part 2).

119/17-18 Report from the Research Committee

CONSIDERED:

A Report from the Research Committee (S.76/17-18).

RESOLVED:
That the continuation of the following University Research Centres, where the figure in brackets denotes the category of the Research Centre, be approved as set out in S.76/17-18:

(a) Warwick Institute for the Science of Cities (WISC) (Professor Jon Coaffee, PAIS) (Category II);

(b) Warwick Centre for Integrative Synthetic Biology (WISB) (Professor John McCarthy, SLS) (Category II);

(c) Warwick Environmental Systems Interdisciplinary Centre (WESIC) (Professor Liz Wellington, SLS) (Category II);

(d) Mathematics Research Centre (MRC) (Professor Keith Ball, Mathematics Institute) (Category III);

(e) Warwick Anti-Microbial Interdisciplinary Research Centre (WAMIC) (Professor Chris Dowson, SLS) (Category II);

(f) Centre for Studies in Democratisation (CSD) (Dr Renske Doorenspleet, PAIS) (Category III);

(g) Innovation, Knowledge & Organisational Networks Research Unit (IKON) (Professor Davide Nicolini, WBS) (Category III).

120/17-18 Report from the Academic Staff Committee

RECEIVED:

A report from the Academic Staff Committee (S.77/17-18).

RESOLVED:

That the membership of the Academic Staff Committee and the Probation Review Group for 2018-19 be approved as set out in paper S.77/17-18.

121/17-18 Report from the Committee on the Appointment of Heads of Department

RECEIVED:

A Report from the Committee on the Appointment of Heads of Department (S.78/17-18).

122/17-18 Committee Timetable 2018-19, Dates for Meetings of the Senate and Term Dates 2028-29

CONSIDERED:

The dates proposed for meetings of the Senate during the academic year 2018-19 and University term dates to 2028-29, (S.79/17-18).

RESOLVED:

That the proposed dates for Senate meetings in 2017/18 and term dates 2027/28 be approved, as set out in paper S.79/17-18.
123/17-18 **Awards and Distinctions**

**RECEIVED:**

A paper setting out Awards and Distinctions conferred upon members of the University since the last meeting of the Senate held on 13 June 2018, (S.80/17-18).

124/17-18 **Membership of the Senate**

**RECEIVED:**

The membership of the Senate for the academic year 2018-19, (S.81/17-18).

**REPORTED:**

(a) That Dr Thijs van Rens would step down from his role as a representative of the Assembly on the Senate with effect from 30 September 2018 due to study leave commitments during the 2018/19 academic year;

(b) That an election to identify a replacement would take place early in the Autumn term of the 2018/19 academic year.

**RESOLVED:**

(c) That the thanks of the Senate be extended to the following colleagues as their period of office expired on 31 July 2018 and this would be their last meeting:

- President of the Students’ Union: Hope Worsdale
- Postgraduate Sabbatical Officer: Emily Dunford

**Academic representatives:**
- Professor Mohan Balasubramanian
- Professor Aileen Clarke
- Professor Catherine Constable
- Professor Maureen Freely
- Professor Geraldine Hartshorne
- Professor David Leadley
- Professor Kate Seers
- Professor John Solomos
- Professor Helen Spencer-Oatey

**Assembly representative:**
- Dr Thijs van Rens

125/17-18 **Vice-Chancellor’s Action**

**REPORTED:**

That since the meeting of the Senate on 13 June 2018, the Vice-Chancellor had taken action on the behalf of the Senate to approve a minor amendment to the First Year Board of Examiners’ Conventions, to allow Exam Boards the regulatory flexibility to respond to PSRB requirements.

126/17-18 **Updates to Regulations and Ordinances**

**CONSIDERED:**
A paper detailing updates and corrections to Ordinances and Regulations, including those required to implement the merger of the Faculty of Science and the Faculty of Medicine, with effect from the start of the 2018/2019 academic year, (S.83/17-18).

RESOLVED:

(a) That the proposed amendments to Ordinances 7 and 9 be noted as set out in paper S.83/17-18;

(b) That the proposed amendments to Regulations 6, 8, 9, 11, 20, 23 and 36 be approved as set out in paper S.83/17-18, with effect from the start of the 2018/19 academic year.

127/17-18 Student and Alumni deaths

REPORTED:

That the University has been informed of the deaths of the following student and alumni since the last meeting of the Senate held on 13 June 2018:

**Student:**
Haoyu Wu, BSc Mathematics and Statistics, Start date October 2016

**Alumni:**
Paul Bates, Postgraduate Award Strategic Leadership, 2009–2010
Mary Fairhurst, BA in Mathematics and Philosophy, 1968-1970
Raymond Goult, MSc Mathematics, 1965-1968
Nigel David Jordan, BA in Economics 3 Year Variants, 1972–1975
Olivia Rankin Menzies, BA in History, 1971–1974
David Noakes, BA in Economics 3 Year Variant, 1965–1968
Maureen Oddy, BA in English and European Literature, 1971–1974
Fiona Peat, BA in Social Studies [2 + 2], 1993-1997
Christopher Pugh, BSC in Biological Sciences, 1975–1978
Kenneth Stark, MEd in Education, 1977-1979
Dr Helen Clare Underhill, PGCERT in Leadership for Healthcare, 2014-2015

128/17-18 Date of the next meeting

REPORTED:

That the next meeting of the Senate would be held at 2.00pm on Wednesday 17 October 2018 in the Council Chamber, Senate House.

RST/HRWS/PG/Governance/SENATE/2017-18/Minutes/Senate 5 Minutes 04.07.18 (Open)