

**UNIVERSITY OF WARWICK  
SENATE**

**MINUTES OF THE SENATE MEETING HELD 14:00, WEDNESDAY 24 SEPTEMBER 2025,  
FACULTY OF ARTS, SPACES FAB5.01/02/03**

<b>Present</b>	Professor Stuart Croft	Vice-Chancellor (Chair)
	Dr Navdeep Bains	Director of Research and Impact Services
	Dr Elisabeth Blagrove	Assembly representative
	Adam Child	Academic Registrar
	Professor Nikola Chmel	Head of Chemistry Department (SEM)
	Professor Matthew Clayton	Head of PAIS (Social Sciences)
	Professor Fiona Copland	Head of SELCS
	Professor Rosie Dias	Co-Head of School of Creative Arts, Performance and Visual Cultures
	Professor David Fearn	Classics and Ancient History (Arts)
	Professor Lorenzo Frigerio	Pro-Vice-Chancellor (Education)
	Professor Miriam Gifford	Head of Life Sciences (SEM)
	Professor Teresa Grant	Centre for the Study of the Renaissance
	Professor James Hayton	Vice-Provost and Chair of the Faculty Board (Social Sciences)
	Professor Elisabeth Herrman	Co-Head of School of Modern Languages and Cultures
	Professor Kerry Kirwan	Dean of Warwick Manufacturing Group (SEM)
	Professor Nina-Anne Lawrence	Head of Warwick Foundation Studies (Social Sciences) (left during 010 after PVC(R) update)
	Professor David Leadley	Pro-Vice-Chancellor (Research)
	Dr Joanne Lee	Co-Head of School of Modern Languages and Cultures
	Dr David Lees	Dean of Students
	Professor Guy Longworth	Head of Philosophy (Social Sciences)
	Professor Fiona MacCallum	Head of Psychology (SEM)
	Professor Caroline Meyer	Provost
	Professor John Murphy	Head of Engineering Department (SEM)
	Professor Mark Newton	Head of Physics (SEM)
	Anna O'Neill	Librarian
	Professor Gavin Perkins	Dean of Warwick Medical School
	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
	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)
	Professor Cagatay Turkay	Head of Centre for Interdisciplinary Methodologies (Social Sciences)
	Professor Mike Ward	Vice-Provost and Chair of the Faculty Board (SEM)
Professor Chris Warhurst	Head of Institute for Employment Research (Social Sciences)	
Nuo Xu	Assembly representative	
<b>Attending</b>	Sioned Cash	Director of Staff and Student Accommodation (item 010 only)
	Lyudmyla Demchuk	Operations Administrator, EPQ (meeting support)
	Dan Derricott	Director of Education Policy & Quality (Secretary to Senate)

	Rosie Drinkwater	Group Finance Director
	Katharine Gray	Head of Governance
	Emma Jeavons	Governance Manager (Assistant Secretary to Senate)
	Dr Chris Twine	University Secretary
Ref	Item	
001	<p><b>Welcome and apologies for absence</b></p> <p>Apologies were received from Ali Collins, Professor Paulo De Sousa Aguiar de Medeiros, Dr Bo Kelestyn, Professor Ulf Liebe, Professor Andy Lockett, Professor Tim Lockley, Professor Rachel Moseley, Dr Jane Webb, Professor Andrew Williams.</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 Nikola Chmel – Chemistry</li> <li>• Professor Rosie Dias – School of Creative Arts, Performance and Visual Cultures</li> <li>• Professor Kerry Kirwan – WMG</li> <li>• Professor Fiona McCallum – Psychology</li> <li>• Professor Martyn Plummer – Statistics</li> <li>• Professor Clare Rowan – Elected Assembly Representative</li> <li>• Professor Olanrewaju (Lanre) Sorinola – Elected Assembly Representative</li> <li>• Professor Jeremy Smith – Economics</li> </ul> <p>The Chair welcomed the Students’ Union members:</p> <ul style="list-style-type: none"> <li>• President: Alijah Taha</li> <li>• Vice-President Education: Ananya Sreekumar</li> <li>• Vice-President Postgraduate: Maanya Raju</li> </ul> <p>The Chair reported that Dan Derricott (Director of Education Policy and Quality) remained the Secretary to Senate and was joined by a new Assistant Secretary, Emma Jeavons (Governance Manager). Thanks were extended to the previous Assistant Secretary, Emma Tew (Governance Manager) for all their hard work in supporting Senate during 2024-25.</p> <p>The Chair thanked Professor John Murphy, Head of Engineering, whose last meeting it was as member of the Senate before he stepped down and left Warwick. Professor David Towers would join Senate from 1 October 2025.</p>	
003	<p><b>Declarations of Interest</b></p> <p>No new declarations were made.</p>	
004	<p><b>Minutes of meeting held on 25 June 2025</b></p> <p>The minutes of the meeting held on 25 June 2025 (004-S240925, Confidential) were approved.</p>	
005	<p><b>Matters arising from meeting held on 25 June 2025</b></p> <p><b>a) 9 April 2025 minutes amendment</b></p> <p>As advised in the 25 June minutes (as above, 004-S240925, Confidential), the requested amendment to the 9 April 2025 minute 077 had been made and approved via Chair’s Action. The new 077 minute could be seen in the Chair's Action report (below, 009a-S240925, Confidential).</p>	

<b>Governance</b>	
006	<p><b>Membership of the Senate 2025-26</b></p> <p>The Director of EPQ/ Senate Secretary presented the membership of the Senate for 2025-26 (006-S240925, Public) for information. They advised:</p> <ul style="list-style-type: none"> <li>• Four of the six University Community members were expected to be in place by the next Senate meeting in November, with a further call through the year to fill the remaining two places.</li> <li>• Similarly, the three current student members were also expected to be in place by the next Senate meeting in November.</li> <li>• Nia Fortune, Chief People Officer, had sent apologies to this meeting, but would be present as an attendee from the November meeting.</li> </ul>
007	<p><b>Standing Orders of the Senate 2025-26</b></p> <p>The Director of EPQ/ Senate Secretary presented the Standing Orders (007-S240925, Public) that were reviewed and presented annually to the Senate. The proposed amendments were minor, including updates to terminology to match the current Information Classification Policy.</p> <p><b>DECISION:</b> The Senate <b>approved</b> its Standing Orders for 2025-26.</p>
008	<p><b>Senate Schedule of Business 2025-26</b></p> <p>The Director of EPQ/ Senate Secretary presented the Senate Schedule of Business 2025-26 (008-S240925, Internal), which was an addition to the regular Governance items considered at the first meeting of the Senate for the academic year. Members were reminded that they were welcome to submit ideas for Senate items to the Secretariat.</p> <p>A member queried whether the new Faculty Steering Groups, which recently replaced Faculty Boards, would report to the Senate – the Secretary advised that they would not, but that there would be an update on progress with the Academic Governance Review and Faculty governance at an upcoming meeting of the Senate.</p>
<b>Chair's Update</b>	
009	<p><b>Chair's Business</b></p> <p><b>a) Chair's Actions Report</b></p> <p>The Chair's Action Report (009a-S240925, Confidential) was received for information.</p> <p><b>b) 5 November 2025 meeting</b></p> <p>The Chair advised that the November meeting of the Senate had been moved to take place online as several Senate members were required to be in London for the launch of Warwick's 60th anniversary philanthropy campaign.</p> <p><b>c) Freedom of Speech Seminar</b></p> <p>The Chair of AFRC explained that the seminar, which had been arranged for Senate members on 30 October 2025 was an opportunity to hear about and discuss building resilience around academic freedom and freedom of speech.</p>
<b>Strategic Item</b>	
010	<p><b>The Year Ahead</b></p> <p>The Chair introduced the item, that included verbal updates and presentations from several members of the University Executive Board (UEB). The Chair began by outlining key risks for the year ahead, as follows:</p> <ul style="list-style-type: none"> <li>• The government's proposed levy on international student fee income.</li> </ul>

The Senate discussed the levy and Warwick's planning and potential responses it, including the need to ensure engagement with SUs, local MPs, and facilitating the sharing of any analysis on the impact the levy would have.

- The importance of the working relationship relationships between employers and Trade Unions.

The Senate acknowledged the upcoming industrial action ballot and agreed that it was important colleagues continued to remain professional and uphold the University values around respect and valuing difference, when navigating tricky situations.

The Group Finance Director (GFD) provided a presentation on the 2024-25 financial outturn, highlighting:

- [Exempt information not included]

The Senate reflected on what had allowed Warwick's financial performance to continue to be comparatively positive and agreed that open governance and communication across the institution played a significant part, and efforts should be made to continue this.

The Chair provided an update on the upcoming, November launch of Warwick's Philanthropic Campaign, set to run to 2030. [Exempt information not included]. Over 1,200 alumni had signed up to attend the launch event in London. Some Senate members reflected on the need to ensure that Development and Alumni Engagement, who led philanthropic campaigns, spent time with departments to co-create fundraising needs.

The Provost provided a presentation on student numbers for 2025-26, [Exempt information not included].

The Director of Staff and Student Accommodation presented on Warwick's accommodation partner providers, and the Senate was assured that all providers, with the exception of one that had very recently opened and was awaiting confirmation, were ANUK Accredited, part of the National Code of standards for student accommodation. It was also noted that locations had been specifically selected with student wellbeing in mind. The Senate was assured that the University continued to guarantee accommodation for first-year students, this being University-allocated either on or off-campus.

The Pro-Vice-Chancellor (Research) (PVC(R)) provided a verbal update on the Research Excellence Framework (REF), noting that, while nationally this had been paused to the end of 2025 for government to reflect on the method for the next REF, Warwick had continued to pilot and practice with a focus on Research Impact. They also noted that 17 colleagues from across the University were members of REF panels, with around half of all panels including someone from Warwick, and they thanked those involved for volunteering their time and expertise.

The Pro-Vice-Chancellor (Education) (PVC(E)) provided a presentation on the Teaching Excellence Framework (TEF), highlighting:

- The Office for Students (OfS) had recently launched a TEF consultation.
- The next TEF would run over three years and was expected to launch in 2027, with Warwick anticipating assessment any time from 2027 to 2030.
- A change in process, whereby the overall rating a provider received was determined by the lowest aspect rating, rather than a rounded peer judgement.

Warwick's focus ahead of TEF would include National Student Survey (NSS) results on assessment and feedback and learning opportunities. Several Senate members reflected on the need to ensure interpretation of the NSS questions was consistent across staff and the PVC(E) provided assurance that guidance on this would be shared. The Senate acknowledged that the sector as a whole would be looking to maintain or improve their previous ratings, and that Warwick would work hard to do the same.

The Pro-Vice-Chancellor (International) (PVC(I)) provided a brief verbal update on rankings across the sector, highlighting that, while Warwick had done well in UK rankings, it had fallen in the global QS

	<p>ranking, which had significant sway with prospective students in areas such as Asia. They assured the Senate that work was ongoing to address the decline in QS rankings, including presenting an optimal data return.</p> <p>Finally, the GFD presented a summary of the 2025 Five-Year Financial Plan (as of September 2025), [Exempt information not included]. The Senate was assured that the upcoming demographic decline in 18-year-olds in the UK had been considered in the Plan, [Exempt information not included]. While the difficulties across the Plan, and indeed the sector, were acknowledged, Warwick’s performance remained positive. The GFD confirmed that the final Plan would be presented to the Council in late November.</p>
011	<p><b>Ways of Working in Senate: Actions from our Annual Effectiveness Review</b></p> <p>This item was deferred to a future meeting.</p>
<b>Other</b>	
012	<p><b>Any other business</b></p> <p>There was no other business.</p>
<b>Next meeting: 14:00, Wednesday, 5 November 2025, online via MS Teams</b>	

<b>DECISIONS AND ACTIONS</b>			
<b>ITEM</b>	<b>DECISION/ACTION</b>	<b>LEAD AND DUE DATE</b>	<b>STATUS</b>
<b>2022-23</b>			
<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	Closed - Wellbeing and Disability Services are currently reviewing financial commitments
<b>2023-24</b>			
<b>095 - Academic Freedom and Freedom of Speech</b>	<b>ACTION:</b> Proposals to include Whistleblowing in the remit of AFRC to be aligned to existing policy and process.	Gabrielle Lynch, Registrar	Ongoing – scheduled for Nov 2025 Senate.
<b>2025-26</b>			
<b>24-09-25</b>			
<b>Standing Orders of the Senate 2025-26</b>	<b>DECISION:</b> The Senate <b>approved</b> its Standing Orders for 2025-26.		