

UNIVERSITY OF WARWICK

SENATE

Minutes of the meeting held on Wednesday, 10 June 2015

- Present: Vice-Chancellor (in the Chair), Professor R Ball, Professor D Branch, Dr C Constable, Professor S Croft, Professor J Davey, Professor M Freely, Mr R Green, Professor L Green, Professor S Hand, Mrs K Hughes, Professor S Jacka, Professor C Jenainati, Miss M Khan, Dr S Lamb, Professor G Lindsay, Miss M Mirza, Professor A Muthoo, Professor A Norrie, Professor L Roberts, Professor A Rodger, Professor C Sparrow, Professor N Stocks, Professor S Swain, , Professor P Thomas, Mr A Thompson, Miss C Turhan, Professor L Young,.
- Apologies: Professor A Clarke, Mr R Green, Professor Christina Hughes, Professor Christopher Hughes, Professor S Jarvis, Professor T Jones, Professor S Kumar, Professor A Menezes, Dr M Nudds, Professor J Palmowski, Professor A Reeve, Professor S Shapiro, Professor M Taylor, Professor P Winstanley, Professor V Zammit, Group Finance Director.
- In attendance: Administrative Officer (Academic Registrar's Office), Academic Registrar, Deputy Registrar, Registrar, Deputy Academic Registrar, Mr Andrew Smith, Ms K Fisher (items 94 & 95/14-15 only), Ms G McGrattan (items 94 & 95/14-15 only).

94/14-15 Gender, Diversity and Values: Race Equality Charter Mark

CONSIDERED:

- (a) The annual report from the Equality and Diversity Committee, (S.45/14-15).
- (b) A paper from the Pro-Vice-Chancellor (People and Public Engagement) briefing members of the Senate on a number of initiatives in train or in prospect, notably preparation for the institutional submission for the Race Equality Charter Mark and changes to the Disabled Students' Allowance, (S.46/14-15).

REPORTED: (by Professor Thomas)

- (c) That the update was intended to capture a significant amount of activity currently underway within the scope of Goal 4 of the University Strategy, but which should underpin all University activity;
- (d) That it had been determined that a survey of finalists be conducted in support of Warwick's institutional submission for the Race Equality Charter Mark by the end of June in order to give this group of students an opportunity to express their views prior to graduation;
- (e) In a response to Professor Jacka, that whilst the survey was directed towards BME students, all students would be able to complete the survey and in response to a question from Professor Constable, that notwithstanding issues of timing, it was the view of the Self-Assessment Team that affected students would be likely to want to participate and that in subsequent years, surveys would be held in the autumn term;

- (f) That an institutional launch of work relating to the Race Equality Charter Mark would be planned jointly with the Students' Union, drawing on examples of good practice arising from the pilot, notably at UCL;

REPORTED: (by Miss Mirza)

- (g) That significant work had been done in the area of race equality by the Students' Union in recent years and that the Students' Union would like to be able to present its recent research and recommendations arising to the Self-Assessment Team preparing for the Race Equality Charter Mark submission.
- (h) That in view of the utility of the E&D annual report for staff, consideration be given to the institution of an annual E&D report for students, in which attention might usefully be focussed on differentiated attainment of BME students;
- (i) That thanks be extended to the University for colleagues' support for Black History Month which formed one component of the Students' Union's activities in this area which have also extended to *Inspire+*, a widening participation scheme for local schoolchildren from disadvantaged backgrounds and the Open Education Series including the '*Why is My Curriculum White?*' campaign from UCL.

REPORTED: (by Miss Turhan)

- (j) That the Students' Union had undertaken work in the areas of race, gender and sexuality recently which had led to it being shortlisted for an NUS 2015 Diversity Award.

REPORTED: (by the Deputy Registrar)

- (k) That it was important to note that the University also recruits regionally from a very diverse population and that consideration be given to this aspect of the University's student community.

95/14-15 Gender, Diversity and Values: Disabled Students' Allowance

REPORTED: (by Professor Thomas)

- (a) That the University's statutory obligations under the Equality Act remained unchanged, but that planning was now in hand to adjust to a significant decrease in Government funding in support of related initiatives;
- (b) That the changes represented an opportunity to move to a more inclusive environment for all students, which, through improved planning and the widest possible consideration of issues affecting disabled students at a much earlier stage, should benefit the entire community;

REPORTED: (by the Registrar)

- (c) That provision had been made within the University's Financial Plan to help moderate the impact of the changes.

REPORTED: (by Ms Fisher):

- (d) That a Working Group had been constituted to review the challenges posed by the changes in approach and that expertise was being harnessed from across the University.

REPORTED: (by the Deputy Registrar)

- (e) That the number of registered students at Warwick disclosing a disability had grown substantially, from 900 in 2008-09 to a current position of 2,300, noting that there would be additional students having elected not to share information about personal disability and that even accounting for institutional growth, this represented a very significant increase in the proportion of the student population in support of whom more generalised measures should now be taken;

REPORTED: (by the Registrar)

- (f) In response to a question from Professor Ball, that the University would need to maintain its attention to levelling provision upwards to develop inclusive teaching and ensure the continuing development of appropriate skills across the student population, but that in view of the data now demonstrating that c. 10% of the student population could be directly affected by forthcoming changes, it was incumbent upon all to engage early, plan ahead and make adjustments for the benefit of all;
- (g) In response to a question from Professor Jenainati, that communications about changes to policies and practice should be clear in terms of the impact upon, and benefits to other students.

REPORTED: (by the Vice-Chancellor)

- (h) In response to a question from Miss Turhan, that in addition to putting in hand measures to adapt to the changing funding landscape, the Russell Group had made a submission opposing the cut in Government funding in this area, noting that the Students' Union Trustees would also need to consider the matter.

96/14-15 Gender, Diversity and Values: Academic Returners Fellowship

REPORTED: (by Professor Thomas)

- (a) That staff awareness of the scheme launched in January 2015 was increasing and that two members of staff were currently benefitting from it;
- (b) In response to a question from Professor Green, that the University was aware of the position of postdocs in a similar position and the potential for a career break to have an impact upon research grant and contract applications and publications.

REPORTED: (by the Director of Human Resources)

- (c) That the scheme was one example of activity intended to address the gender imbalance in the Academy, noting that there was an issue relating to the attractiveness of academic careers, whilst noting that the gender pay gap, raised recently by the UCU, was rather less pronounced at Warwick than elsewhere and that there were some departments where it had been successfully eradicated.

- (d) That training on unconscious bias was now being integrated in to the Warwick Leadership Programme; that mentoring was increasingly being used, and a review being undertaken of how this activity played into workload models.
- (e) In response to a question from Professor Stocks noting the significant gender imbalance in the School of Engineering, that in terms of benchmarking against other institutions, this was only useful in terms of comparator institutions and that in respect of the proportion of female staff now in professorial posts, Warwick compared favourably to the Russell Group.

REPORTED: (by Professor Ball)

- (f) That in disciplines such as Engineering and Physics, research suggested that how students chose their A-levels was the most crucial factor affecting the gender composition of individual academic disciplines;

REPORTED: (by the Registrar)

- (g) In response to a question from Miss Khan, where she noted the lack of gender and ethnic diversity in the Senior Management Team, the Senior Officer Group and the Heads of Department, true diversity could only be achieved through attracting candidates from a wider pool of applicants and understanding how candidates accessed institutions;
- (h) That the process of election to the role of Head of Department was predominantly a democratic, not selective, one with staff often being encouraged to take this progression step with support; and that deliberate efforts were often made with senior appointments to widen the diversity of the pool of applicants.

97/14-15 Minutes

RESOLVED:

That the minutes of the meeting of the Senate held on 10 March 2015 be approved.

98/14-15 Matters Arising on the Minutes

- (a) Progress of Senate Recommendations

REPORTED:

That the Council, at its meeting on 20 May 2015, noted the report from the meeting of the Senate on 10 March 2015 and approved the recommendations of the Senate recorded under the following items:

- (i) Proposed amendments to Ordinance 13 on Degrees and Diplomas to introduce the Doctor of Business Administration (DBA) as a new award of the University for the first time (minute 90/14-15 referred).
- (ii) Proposed amendments to Regulation 8, Regulations for First Degrees pertaining to pass degree status to remove references to Pass degree status from Regulation 8 in relation to first-year and intermediate-year Boards of Examiners being able to place a student on a Pass degree programme, as set out in paper BUGS.8/14-15 (minute 90/14-15 referred).

99/14-15 Vice-Chancellor's Business: Awards & Distinctions

REPORTED:

A number of awards and distinctions conferred upon the University or individuals within in it, viz;

- (a) The Guardian had ranked Warwick 6th overall in the UK, up three places from last year;
- (b) The Times Higher Education 100 Under 50 league table had ranked Warwick in the top 10 of the world's young universities and as the leading such university in the UK;
- (c) Ten subjects at Warwick had been declared to be in the world's top 50 in *The QS World University Rankings by Subject*, with a total of 15 subjects at Warwick in the top 100;
- (d) Warwick had been named 7th in the UK in the Complete University Guide 2016;
- (e) Professor Christopher Hughes had been named a Fellow of the Academy of Social Sciences;
- (f) Professor Mark Achtman in Warwick Medical School had been made a Fellow of the Royal Society;
- (g) Warwick had been nominated for three THE Leadership and Management Award nominations: Outstanding Administrative Services Team, Outstanding Finance Team and Outstanding Student Admissions Team.

100/14-15 Vice-Chancellor's Business: Access to Campus

REPORTED:

That the Stoneleigh, Coventry, Kenilworth and Gibbet Hill roundabout had reopened and was managing a significantly higher throughput of traffic than the junction as previously configured and that virtually all other areas of work would be completed by the time of Degree Congregation.

101/14-15 Vice-Chancellor's Business: GRP Events

REPORTED:

- (a) That the University's first international GRP events had taken place in Singapore, Hong Kong and China: the first in Singapore focussing on Twenty-First Century Technologies for Health; the second event in Hong Kong and Beijing focussing on innovative manufacturing and the next, due to take place in Brussels, focussing on Big Data.
- (b) That these activities were intended to promote long term engagement between Warwick and key locations overseas, through which Warwick would strengthen its research links across international boundaries and facilitate new and ongoing collaborations and that thanks be extended to all the academic staff having travelled overseas to engage with these events.

102/14-15 Vice-Chancellor's Business: Cheltenham Festivals

REPORTED:

That as part of Warwick's partnership with Cheltenham Festivals, the University engaged with the Cheltenham Science Festival; that the University's presence there was a real success in showcasing excellent staff and research and that thanks be extended to the very many staff who had worked hard to make our participation in the event such a success.

103/14-15 Vice-Chancellor's Business: Governmental Cuts

REPORTED:

That the Government had launched its next programme of austerity by announcing £3 billion of cuts to non-protected Whitehall departments; that universities were likely to be adversely affected since BIS was tasked with finding £450M of in-year funding cuts and as the recipient of 80% of the BIS budget, Higher Education accounted for a significant portion of BIS spending.

104/14-15 Registrar's Business: Appointment of the next Vice-Chancellor

RECEIVED:

An oral report from the Registrar indicating that he would shortly release a notice on behalf of the Pro-Chancellor announcing that a joint meeting of the Senate and Council would be held at 12 noon on Monday 29th June 2015 at which the name of the candidate recommended for appointment to the role of Vice-Chancellor would be announced; noting that this meeting would be followed by the meeting of the University Council at 1pm, followed by the scheduled meeting of the Senate at 2pm.

105/14-15 California

RECEIVED:

An oral report from the Provost on developments in the California initiative, noting:

- (a) That plans were now in train to devise a plan for consultation during summer 2016;
- (b) That eight thematic academic working groups were now taking forward projects, notably Professor Thomas' group in working with UC Davis;
- (c) That Professor Jacka was taking forward work to frame how research activity should be organised;
- (d) That with the Admin Ops Group, Bob Hogg was making good progress with the regulator, WASC;
- (e) That consultations were now underway examining how to develop partnerships in research and teaching;
- (f) That a high level visit would take place at the end of September to start sharing and testing ideas alongside market research which would also commence that month;

- (g) That the expectation was that a contract was likely to be signed in the second week of July.

106/14-15 Report from the Steering Committee

RECEIVED:

A report from the Steering Committee, (S.47/14-15 {Part 1} {Restricted}), and its resolutions recorded under the following items:

- (a) HEFCE Recurrent Grant 2015-16
- (b) HEFCE Recurrent Grant 2015-16 Analysis
- (c) HEFCE Annual Assessment of Institutional Risk
- (d) Festival of Social Sciences
- (e) Professor Sébastien Perrier
- (f) Reconfigured Role of the Steering Committee
- (g) Report from the Financial Plan Sub-Committee
- (h) Admissions, Recruitment and International- Spring Term Update
- (i) Warwick Summit on Protest
- (j) Update on the Wellesbourne Campus
- (k) Capital Projects Update
- (l) Capital Programme Boards
- (m) Report from the Capital Space and Amenities Group
- (n) Conference Centres
- (o) BIS Consultation on Support for Postgraduate Loans
- (p) HEFCE Postgraduate Student Support Scheme and Warwick Taught Masters Scholarship Scheme
- (q) Times Higher Education 2015 World Reputation
- (r) THE Student Experience
- (s) University Rankings: Warwick Third in '100 under 50'
- (t) Times Higher Education 100 under 50
- (u) QS World University Rankings by Subject
- (v) In Memorandum: Professor Alec Ford
- (w) In Memorandum: Andrew Sprowson
- (x) New Anglican Chaplain
- (y) Appointment of New Anglican Chaplain
- (z) Chair of the Faculty of Science
- (aa) Chair of the Faculty of Arts Vacancy
- (bb) Chair of the Faculty of Arts
- (cc) Professor Mark Achtman

RESOLVED:

That at the request of Professor Sparrow, consideration be given to amending the itemisation of business on coversheets from letters to numerals.

107/14-15 Joint report from the Boards of the Faculties of Arts, Medicine, Sciences and Social Sciences

CONSIDERED:

A joint report from the Boards of the Faculties of Arts, Medicine, Sciences and Social Sciences (S.48/14-15) and its resolutions recorded under the following items:

(a) Board of the Faculty of Arts

- (i) Proposed membership of the First Year Board of Examiners for 2015 as set out in BFA.21(d)/14-15 (revised).

RESOLVED:

That the membership of the First Year Board of Examiners for 2015 be approved as set out in BFA.21(d)/14-15 (revised).

- (ii) Appointment of the Chair of the Board of the Faculty of Arts
(iii) Constitution of the Board of the Faculty of Arts
(iv) Election of Board members to the Senate
(v) Membership of the Board and its Sub-Committees
(vi) New Humanities Building
(vii) Faculty of Arts REF 2014 Impact Workshop
(viii) Warwick in California
(ix) Faculty of Arts Festival of Postgraduate Research

(b) Board of the Faculty of Medicine

- (i) Membership 2015/16
(ii) Election of Board Members to the Senate

(c) Board of the Faculty of Science

- (i) Proposed membership of the First Year Board of Examiners for 2015 as set out in BFS.14(d)/14-15 (revised 3).

RESOLVED:

That the membership of the First Year Board of Examiners for 2015 be approved as set out in BFS.14(d)/14-15 (revised 3)

- (ii) Election of Board Members to the Senate
(iii) Membership of the Board and its Sub-Committees for 2015/16

(d) Board of the Faculty of Social Science

- (i) Proposed membership of the Faculty of Science First Year Board of Examiners for 2015/16 as set out in BFSS.28/14-15 (revised).

RESOLVED:

That the membership of the First Year Board of Examiners for 2015 be approved as set out in BFSS.28/14-15 (revised).

- (ii) Festival of Social Sciences
(iii) Athena SWAN Charter Mark
(iv) Constitution of the Board of the Faculty of Social Sciences
(v) Election of Board Members to the Senate
(vi) Membership of the Board and its Sub-Committees
(vii) Warwick in California
(viii) ESRC Doctoral Training Centre

108/14-15 Report from the Research Committee

CONSIDERED:

A report from the Research Committee, (S.49/14-15), and its resolutions recorded under the following items:

(a) Recommendations for continuation of Research Centres 2015-2018

(i) Faculty of Arts:

Eighteenth Century Centre;
Centre for the History of Medicine.

(ii) Faculty of Science:

Centre for Discrete Mathematics and its Applications (DIMAP);
Centre for Research in Statistical Methodology (CRiSM);
Fluid Dynamics Research Centre;
Millburn House Magnetic Resonance Laboratory (Previously Centre for
Magnetic Resonance);
Warwick Analytical Science Centre;
Centre for Fusion, Space and Astrophysics.

(iii) Faculty of Social Sciences:

Centre for Human Rights in Practice (CHRP);
Consciousness and Self-Consciousness Research Centre;
Industrial Relations Research Unit (IRRU);
Centre the Study of Safety and Well Being (SWELL).

RESOLVED:

That the Research Centres listed above be approved for continuation for the next triennium as set out in S.49/14-15.

(b) Proposed changes to the membership of the University Research Committee as set out in S.49/14-15.

RESOLVED:

That changes proposed to the membership of the University Research Committee be approved as set out in S.49/14-15.

109/14-15 Report from the Information Policy and Strategy Committee

RECEIVED:

A report from the Information Policy and Strategy Committee, (S.50/14-15), and its resolutions recorded under the following items:

(a) Taming Our Information Landscape.

(b) Universities UK Cyber Security Benchmarking Report.

110/14-15 Report from the Academic Staff Committee

CONSIDERED:

A proposal for the use of Honorary Titles for Honorary Appointments to teaching roles of non-staff members as set out in paper S.51/14-15.

RESOLVED:

That proposed amendments to honorary titles used for honorary appointments to teaching roles of non-staff members be approved as set out in paper S.51/14-15, noting that these would also be used in the context of the Warwick-Monash Alliance.

111/14-15 Meeting of the Assembly

RECEIVED:

Minutes of the meeting of the Assembly held on 20 April 2015, (S.59/14-15).

112/14-15 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 10 March 2015, (S.52/14-15).

113/14-15 Wellesbourne Campus

RECEIVED:

An oral report from Professor Green in relation to available space on the Wellesbourne campus.

114/14-15 Revisions to University Ordinances

CONSIDERED:

- (a) Proposed amendments to Ordinance 7, Constitution of the Faculties, (paper S.53/14-15).

RESOLVED:

That amendments proposed to Ordinance 7, Constitution of the Faculties, be noted as set out in S.53/14-15.

- (b) An oral report from the Vice-Chancellor noting that he had taken Chair's Action on behalf of the Senate to note a recommendation from the Academic Quality and Standards Committee to approve an amendment to Ordinance 13 to include a new award title of Bachelor of Arts & Science – BASc – for use in connection with the new fully interdisciplinary degree courses in Global Sustainable Development.

115/14-15 Report from the Steering Committee

RECEIVED:

A report from the Steering Committee, (S.54/14-15 {Part 2}) and its resolutions, recorded under the following items:

- (a) Alternative Providers of Higher Education: Improving Quality and Value for Money- Notice of Public Consultation
- (b) Students' Union Societies Federation Newsletter- Term 2
- (c) Students' Union Sports Newsletter- Term 2

116/14-15 Report from the Academic Quality and Standards Committee

RECEIVED:

A collaborative course proposal from the Centre for Professional Education to introduce a new MA in Professional Education, with a collaborative route to be delivered in conjunction with Bilton School, as set out in S.58/14-15 {Part2}.

RESOLVED:

That the proposal from the Centre for Professional Education to introduce a new MA in Professional Education, with a collaborative route to be delivered in conjunction with Bilton School, be approved as set out in S.58/14-15 {Part2}.

117/14-15 Vice-Chancellor's Action

REPORTED:

- (a) That since the meeting of the Senate on 10 March 2015, the Vice-Chancellor had taken action on the behalf of the Senate to approve proposals submitted for Chair's Action (S.55/14-15).
- (b) That the Vice-Chancellor, on behalf of the Senate had approved the conferral of the title of Emeritus Professor on the following colleagues with effect from their retirement (given in brackets below):

Emeritus Professor

Professor Mick Carpenter, Department of Sociology, (31st May 2015)

Professor Roger Green, School of Engineering, (31st August 2015)

Professor Gillian Hundt, Warwick Medical School, (15 March 2015)

Professor Simon Murch, Warwick Medical School, (31st March 2015)

118/14-15 Student and alumni deaths

REPORTED:

That the University has been informed of the deaths of the following colleagues associated with the University, students and alumni since the last meeting of the Senate held on 10 March 2015:

Staff:

Mr Andrew Sprowson, Warwick Medical School and UHCW (2012-2014)

Students:

Miss Katharina Rupp, Law

Alumni:

Mary Legge, MA History, 2008

Anita Joy Pavlovic, PhD Law, 1995

Malcolm Charles Peet, MA English Literature, 1973

Mrs Julie Robinson, PGCE Secondary, 2014

Paul Andrew Waldron, BSc Computer Science, 1990

119/14-15 Date of the next meeting

REPORTED:

- (a) That an extraordinary meeting of the Senate would be held at 12 noon on Monday 29th June 2015 as set out in Minute 104/14-15 above, venue to be confirmed.
- (b) That the next scheduled meeting of the Senate at would be held at 2.00pm on the same date; this latter meeting commencing in the Helen Martin Studio, Warwick Arts Centre, for the first item of business, the University's Financial Plan. That Members of the Senate would be joined by current and incoming Heads of Academic Departments for this item of business and that upon conclusion of this item of business, members of the Senate would continue the meeting in the Council Chamber, Senate House.

KS\RWS\JB\Shared\SENATE\2014-15\Agendas\2015 10 June FINAL CONFIRMED Minutes