

Minutes

Meeting title: Senate

Date: Wednesday 20 June 2018

Time: 2.15pm

Location: The Senate Room, George Thomas Building, Highfield Campus

Present: Vice President (Education) – Professor A Neill
Vice President (Research and Enterprise) - Professor M Spearing

Mr Diego Altamirano, Ms Claire Atkins, Dr Lindsay Armstrong, Dr Diana Barelle, Professor Anna Barney, Ms Charlie Barton, Dr Jelili Bello, Dr L Brown, Dr Kim Bull, Dr Iain Cameron, Mr Richard Cartwright, Dr Benjamin Chan, Dr Mark Chapman, Dr Jordan Cheer, Dr Shelley Cobb, Professor Sue Colley, Dr Andy Cullis, Dr Maggie Donovan-Hall, Mr Jake Dovey, Mr Ian Dunn, Dr Jon Downes, Professor Carol Evans, Dr N Gibbins, Dr Johanna Hjalmarsson, Dr V Hollis, Professor John Holloway, Professor Christopher Howls, Dr Danielle Lambrick, Dr Bashir Lwaleed, Dr Antonio Martinez, Ms Kerry Matthews, Professor Lucy Mazdon, Professor Rachel Mills Dr Mary Morrison, Dr Soon Xin (Michael) Ng, Flora Noble, Mr David Oakley, Ms Leonora Onaran, Mr Spiros Papadas, Dr Helen Paul, Dr Vesna Perisic, Dr Eric Plum, Dr Alison Porter, Dr Jonathan Price, Dr Regina Rauxloh, Professor P Reed, Professor G Reid, Professor Tiina Roose, Dr Silke Roth, Jessica Sainsbury, Dr Ruben Sanchez-Garcia, Ms Jane Savidge, Dr Yasmin Sekhon, Dr Bram Sengers, Dr Radan Slavik, Professor Mark Spearing, Dr Karl Staples, Dr F Sturt, Dr Emily Swindle, Dr Lena Wahlgren-Smith, Professor Daniel Whiting, Mr Andy Williams and Professor Theresa Wiseman

In attendance Mr L Abraham - Clerk to the University Council and Senate, Ms Jennifer Arkell

33 Meeting Chair

In the absence of the President and Vice Chancellor, Professor Mark Spearing - Vice President (Research and Enterprise) took the chair.

Senate wished Sir Christopher a speedy recovery as he was currently absent from campus due to pneumonia.

34 Minutes

RESOLVED that the minutes of the Senate meeting held on 14 February 2018 be confirmed as a correct record and signed.

35 Actions and Matters Arising

None.

36 President & Vice-Chancellor's Report

Senate received the report from the President & Vice Chancellor which was presented by the Vice President.

The Vice President highlighted the following:

- New Government Ministers;
- HESA Data;
- Office for Students – Students Perception of Value for Money
- Freedom of Speech – Report by Parliamentary Select Committee;
- UUK Policy Priorities post Brexit;
- Excellent results from recent published ranking rises; and
- The recent award of Silver TEF.

RESOLVED that the report be noted.

37 **President of the Students' Union's report**

Senate received an update report from the Students' Union.

Senate noted the key issues that were highlighted in the report; new academic representative structure, OARA Street Party, Graduation Ball, Student response to recent strike action and recognition for sporting excellence.

The departing Union President was thanked for all of her work throughout the past year.

RESOLVED that the report be noted.

38 **Senate Question Time**

The Senate Chair received the following question from Dr Fraser Sturt:

Is data being gathered on moderated scores/the moderation process within the new appraisal system? Is consideration being given as to what this means with regard to reaching the goal of improved gender balance at different levels across the University and will this be reported to Senate alongside other promotion/reward information?

The following answer was given:

The new appraisal system and processes introduced since 2015 allow for more comprehensive monitoring and reporting of appraisal outcomes than was possible under the previous paper-based system. Anonymised data has routinely been gathered on completion rates and appraisal outcomes by gender, ethnicity, disability and faculty/department since launch. This data has been reported at faculty, professional service and University Executive Board level as part of the oversight and ratification stages of the appraisal process. From this year, the gender split of appraisal outcomes has also been available 'live' during moderation panels. Where relevant (i.e. where pay outcomes at Level 7 are linked to appraisal outcomes), pay and appraisal data is also reported to Remuneration Committee. This data has not been reported to Senate because (unlike academic promotions and the conferment of honorary titles, for instance) appraisal is not included within Senate's Primary Responsibilities.

It is important that the appraisal process is supportive of other measures to improve our gender balance across the University, particularly in senior roles. We know from our monitoring that moderated appraisal outcomes are equitable between male and female employees. We also know that there is a strong correlation between appraisal outcomes and re-banding outcomes (81% of those who were successfully re-banding in 2017 had received Box Four or Box Five moderated appraisal outcomes in the previous year) and a good correlation with promotion outcomes (60% of those promoted to Level 5, 6 or 7 in 2017 had received Box Four or Box Five moderated appraisal ratings for the previous year). Year-on-year, this continues to drive promotion, re-banding and Level 7 pay outcomes that improve our gender pay gap and our gender balance."

39 **Reshaping our University – Progress Report**

Senate considered a report by the Pro Vice Chancellor (Internal Partnerships) which provided an update on the programme of work that was underway to deliver the five-faculty structure.

Senate noted that work was continuing to re-shape the membership of Senate to fit the new five faculty structure. It was further noted that with regard to the size and shape of schools, this would be

addressed in a future phase. The important work at the current time was to confirm the faculties and to appoint the senior leadership teams.

RESOLVED that the report and the progress be noted.

40 **Educational Governance and Responsibilities**

Senate considered a report by the Vice President (Education). An Education Governance working group was established as part of the Wellington Project to consider issues related to Academic Governance in the University's new structure. The working group drafted a paper setting out proposals for how educational governance and quality assurance procedures would be managed in a five-Faculty, multi-School University, and had produced a revised 'Delegated Powers of Senate' document articulating where responsibility for the delivery of Senate's responsibilities for quality and standards lies within the restructured University. The working group's paper on Educational Governance and Responsibilities had been discussed in detail at the AQSC meetings of 30 May and 13 June 2018, and modified in light of those discussions.

Senate noted two new features of the proposed document:

- A new Education Committee, reporting directly to Senate; and
- The proposal for Periodic Reviews for taught activity. In a changing external landscape, periodic reviews which look at the quality of the student experience will be a key component in our approach to maintaining and enhancing standards.

It was further noted that should the proposals be accepted, additional work would be required:

- Updating the University Regulations to reflect these new structures;
- Making arrangements for transition, including :
 - (i) Establishing School Programme Committees and Faculty Education Committees for the beginning of the new academic year, using existing structures where possible to deliver pragmatic solutions;
 - (ii) Detailed planning for the handling of academic governance processes (for example, Programme Validations and academic appeals) during the transition period; and
 - (iii) Working through the policies in the University's Quality, Monitoring and Enhancement framework to ensure that they align with the new governance structure.

One Senate member raised the issue that Senate had not been given sufficient time or options to make an informed decision. It was pointed out that the report had been circulated late and contained a set of recommendations rather than a series of options. The Senate member suggested that consideration of the recommendations be delayed to allow Senate Members time to assess the options and understand the implications of the changes.

Senate was reminded that AQSC had the responsibility for academic governance in terms of standards and quality and had effectively carried out the work for Senate. It was noted that the new proposals, if implemented, could be reviewed at a future point and amended.

Senate noted that the proposals would produce a more streamlined and agile reporting structure for faculties to report to the new Education Committee. Senate would set the strategic mission for the Education Committee and would also it to account.

A vote was then held and the recommendation to approve the proposals was carried by a majority vote.

RESOLVED that the proposals presented in the report be approved.

Professors P Reed and J Holloway together with Mr R Cartwright then left the meeting.

41 **Senate Nominating Committee – Appointment to the University Council**

Senate considered a report by the Senate Nominating Committee which set out for approval the Committee's preferred candidates for appointment to Council.

Senate noted that a number of candidates had applied for the vacant Council positions and that the committee took into consideration the following when assessing the applications:

- Mix of faculties
- Gender balance
- Continuity of the experience of previous Council members

- Mix of teaching and research experience

The Committee highlighted that in reaching its conclusions an equal gender balance had been achieved, a good cross section of faculties would be represented and a balance of those involved in teaching, research and university management had been identified.

RESOLVED That

- (i) the members of the Senate Nominating Committee be thanked for their work;
- (ii) Professors John Holloway and Philippa Reed be appointed to Council from 1 August 2018 until 31 July 2021;
- (iii) Mr Richard Cartwright be appointed to Council from 1 August 2018 until 31 July 2021; and
- (iv) All applicants be thanked for their interest and applications.

All appointments to Council stand as long as the appointee remains a member of Senate.

Professors P Reed and J Holloway together with Mr R Cartwright then returned to the meeting.

42 **Doctoral College Board**

Senate considered a report by the Director of the Doctoral College, which provided an update on the work of the Doctoral College.

RESOLVED that the report be noted.

43 **Report from AQSC**

Senate considered a report by the Secretary of AQSC which presented an overview of the proposed changes to the University Regulations Section IV: General Information and Regulations and Section V : Higher Degree Regulations which had been discussed and endorsed by the Academic Quality and Standards Committee (AQSC) at its meeting which took place on 30 May 2018.

RESOLVED that the recommendations from AQSC be approved.

44 **Military Education Committee – Annual Report**

Senate received a report from the Chair of the Military Education Committee.

RESOLVED that the report be noted.

45 **Chair's Actions**

Senate noted the Chair's Actions that had been taken regarding the following matters:

- (i) The title and status of Professor of Economics, University of Southampton be conferred upon Professor Rebecca Taylor backdated to 8 January 2018, when she took up the post of Pro Vice-Chancellor Malaysia.
- (ii) Proposed change from School of Geography and Environment to School of Geography and Environmental Science.
- (iii) Proposed change of the Optoelectronics Research Centre and the Zepler Institute to one school titled Zepler Institute for Photonics and Nanoelectronics.

46 **University of Chichester Award**

RESOLVED that the award of Ph.D. to the student named via the University of Chichester be approved.

47 **Date of the next Meeting**

RESOLVED that the dates of future Senate meetings be noted:

24 October 2018
13 February 2019
19 June 2019

RESTRICTED ITEMS

Senate then moved to the restricted items on the agenda and the Student representatives left the meeting.

48 **Recommendation for Academic Promotion**

One Senate member asked for the gender and BAME data for out of rounds promotions to be provided in future reports.

RESOLVED that the report be approved.

49 **Recommendations for the Conferment of the Title of Emeritus Professor**

RESOLVED that the report be approved.

The meeting concluded at 4.01pm