

Minutes

Meeting title: Senate

Date: Wednesday 22 November 2017

Time: 2.15pm

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

Present: The President and Vice-Chancellor – Professor Sir Christopher Snowden (*Chair of Senate*)
 Vice President (International) – Professor C Grant
 Vice President (Education) – Professor A Neill
 Vice President (Research and Enterprise) - Professor M Spearing

Professor Bashir M Al-Hashimi, Mr Diego Altamirano, Professor James W Anderson, Dr Lindsay Armstrong, Ms Claire Atkins, Professor Anne Baileff, Dr Claire Bailey, Dr Diana Baralle, Professor Anna Barney, Ms Charlie Barton, Dr Jelili Bello, Professor Gilberto Brambilla, Professor Jon Bull, Dr Kim Bull, Professor Iain Cameron, Mr Richard Cartwright, Dr Benjamin Chan, Dr Mark Chapman, Dr Jordan Cheer, Professor Taufiq Choudhry, Dr Jane Cleal, Dr Shelley Cobb, Professor Sue Colley, Matthew Cowley, Dr Andy Cullis, Dr Alessia D’Amato, Dr Anne-Sophie Darlington, Dr Tessa Davies, Samuel Dedman, Professor Kevin Donnelly, Dr Maggie Donovan-Hall, Mr Jake Dovey, Mr Ian Dunn, Dr Jon Downes, Professor Robert W Eason, Professor Sarah Ennis, Dr Tom Ezard, Professor Jane Falkingham, Professor Jonathan Flynn, Professor Jon Forster, Professor Mark French, Professor Mary Gobbi, Professor Colin Grant, Dr Sally Hayward, Dr Anna Hickman, Dr Kelly Hislop-Lennie, Dr Johanna Hjalmarsson, Dr Christopher Holmes, Giles Howard, Professor Christopher Howls, Dr Chris W Jackson, Professor Keith Jones, Mrs Julia Kelly, Dr Kathleen Kendall, Professor Salim Khakoo, Professor Pavlos Lagoudakis, Dr Danielle Lambrick, Dr Anita Lavorgna, Professor Paul Lewin, Dr Bashir Lwaleed, Professor Clare Mar-Moliner, Dr Antonio Martinez, Ms Kerry Matthews, Dr Mark Mavrogordato, Professor Derek McGhee, Professor Rachel Mills, Dr Mary Morrison, Professor Karen Morrison, Mr Stephen Mortimer, Dr Soon Xin (Michael) Ng, Flora Noble, Dr Delphine Nourzad, Mr David Oakley, Ms Leonora Onaran, Mr Spiros Papadas, Dr Helen Paul, Dr Vesna Perisic, Dr James Pilgrim, Dr Eric Plum, Dr Alison Porter, Professor William Powrie, Dr Jonathan Price, Dr Regina Rauxloh, Professor Gill Reid, Professor Dave J Richards, Professor Tiina Roose, Dr Silke Roth, Jessica Sainsbury, Dr Ruben Sanchez-Garcia, Ms Jane Savidge, Dr Yasmin Sekhon, Dr Bram Sengers, Professor David Simpson, Dr Karl Staples, Ms Nicky Stecker-Doxat, Professor Maria Stokes, Dr Emily Swindle, Dr Lena Wahlgren-Smith, Professor Daniel Whiting, Professor Paul Whittaker, Paul White, Professor James S Wilkinson, Mr Andy Williams, Professor Theresa Wiseman and Professor Robert Wood

By invitation Mr P Greenish, Vice Chair of Council and Mr Graeme Hobbs, Chair of Audit Committee.

In attendance Mr L Abraham, Clerk to the University Council and Senate, Dr J Markey, Equality, Diversity & Inclusion Manager.

3 Minutes

RESOLVED that the minutes of the last meeting of Senate, held on 21 June 2017, be confirmed as a correct record and signed.

4 **Actions and Matters Arising**

Senate noted that the review of the Charter, Statutes and Ordinances, which also contained a review of Senate's own membership and terms of reference, was to be revisited due to the forthcoming faculty changes that had now been proposed.

5 **Senate Annual Review of Primary Responsibilities, Standing Orders and Membership**

Senate considered a report by the Clerk to the University Council and Senate, which set out Senate's primary responsibilities, standing orders and most up to date membership for review and comment.

RESOLVED that the primary responsibilities, standing orders and membership be noted.

6 **President & Vice-Chancellor's Report**

Senate received an update report from the President & Vice Chancellor.

The President & Vice Chancellor highlighted the following:

- Student fees;
- The Teaching Excellence Framework (TEF);
- REF 2021;
- Implications of the new Office for Students;
- Admissions and clearing;
- NSS; and
- PREVENT

RESOLVED that the report be noted.

7 **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; feedback from pre-sessional programmes and Freshers week.

RESOLVED that the report be noted.

8 **Senate Question Time**

There were no questions.

9 **Shaping the University for the Future**

Senate considered a report by the President & Vice Chancellor which followed on from the Extraordinary meeting of Senate on 13 November in relation to the shape of the University from the academic year commencing 1 August 2018.

The report set out, for agreement, the proposed faculty titles and the academic subjects that had been suggested and since commented on by both staff and students. They were proposed as follows:

- **Faculty of Arts and Humanities**
(Archaeology, English, Film, History, Modern Languages, Music, Philosophy, Academic Centre for International Students; Winchester School of Art & The Parkes Institute).
- **Faculty of Engineering & Physical Sciences**
(Aeronautics, Astronautics and Computational Engineering; Chemistry; Chemical Engineering (new); Civil, Maritime and Environmental Engineering; Electronics and Computer Science; Institute of Sound and Vibration Research; Mechanical Engineering; Physics & Astronomy; Optoelectronics Research Centre; Southampton Marine and Maritime Institute (SMMI); Web Science Institute; Zepler Institute.
- **Faculty of Environmental and Life Sciences**
(Biological Sciences; Environmental Sciences; Geography and Environment; Ocean and Earth Sciences & National Oceanographic Centre Southampton; Nursing, Midwifery and Allied Health Professions; Psychology; Institute for Life Sciences; Institute of Environment and Sustainability (new).

- **Faculty of Medicine**

No change: Cancer Sciences; Clinical and Experimental Sciences; Human Development and Health; Medical Education; Primary Care and Population Sciences; Centre for Cancer Immunology; MRC Lifecourse Epidemiology Unit; Wessex Institute.

- **Faculty of Social Sciences**

Social Sciences; Southampton Business School; Southampton Education School Southampton Law School; Mathematical Sciences; Centre for Higher Education Practice; Public Engagement with Research (Unit); Public Policy@Southampton; Southampton Statistical Sciences Research Institute (S3RI).

The report also set out a proposed appointment process for new Deans.

Senate noted that in developing the new structure, subjects would “lift & shift” and there would be no changes to degree titles.

It was suggested that Statistics could be more explicitly recognised within Social Sciences which closely aligned with Mathematics. As such, it was further proposed that Mathematics be part of Social Sciences, following extensive consultation prior to the meeting.

The President & Vice Chancellor invited questions.

Q: Why are we implementing in August 2018 and not giving the university longer to consider implications?

A: The proposals have been considered and discussed at a senior level for some time. Much thought has already gone into the new structure. The whole approach is to minimise disruption and it is recognised that not everything will be in place by August 2018. We need the academic structure to be largely in place by then to help the university with preparation for REF, TEF and in promotion and marketing, which is particularly important in an international context. A simpler, more streamlined structure is easier to market and the new faculty titles are more aligned with international classifications

Q: How will the changes affect Professional Services?

A: There will be changes to the way Professional Services operates but those changes will be agreed once we have agreement on the faculty structure and begin implementation.

Senate then moved to a vote on the first two recommendations in the report. The President & Vice Chancellor asked for a show of hands in favour of the following:

That Senate recommend to Council the evolution of the Faculty structure from the current eight Faculties to five and, in particular, to recommend the proposed new faculty titles and the academic subjects for each Faculty as set out in these minutes.

It was carried and therefore resolved accordingly.

Discussion then focussed upon the process of the appointment of Deans. Senate noted that of the current eight Deans, three had terms ending on 31 July 2018. All of the Deans were appointed following proper processes and the change in composition of any Faculty would not affect their responsibilities or accountabilities as Dean. In order to maintain continuity of leadership through the change, it was suggested that the current Deans would be moved into roles within the reconfigured faculties and/or to leadership positions, with the exception of Medicine where a recruitment process was already in place which would consider internal and external candidates as Professor Cameron had signalled his intention to leave his position. This interim period would be followed by a competitive process as each Dean’s term of office came to an end.

Senate then moved to a vote on the final recommendation in the report. The President & Vice Chancellor asked for a show of hands in favour of the following:

That Senate recommend to Council the interim appointment of existing Deans to the new Faculties and the plan for the appointment of Deans going forward.

It was carried and therefore resolved accordingly.

The President & Vice Chancellor stated that he would draft proposals for the new faculty structures, with proposed interim Deans ready for Council final approval and welcomed colleagues to contact him via email with any input they wished to make. Senate was pleased to note that a Monitoring Group would be

established to report back to Senate of the progress of the reorganisation and that a fuller risk register would be produced that included red, amber and green (RAG) ratings for each of its entries. This register would be shared with the Monitoring Group and also brought to Senate in February

ACTION: COO

Q: Are we sure that the university's education provision is unaffected by these proposals? We do not wish to see programmes being lost.

A: We would see this as the opportunity to develop further programmes and joint programmes.

Q: There is concern over the loss of Health Sciences and how programmes such as Midwifery could be lost within the new structure.

A: The alignment of Health Sciences with Life Sciences will give more opportunity for inter-disciplinary programmes and stronger research collaborations. Health Sciences will still retain a distinctive position in the new Faculty.

Q: Chemical Engineering is listed (as a new subject). Does it have staff?

A: Any new academic areas will be developed in the usual way.

Q: When will external agencies be able to view the structure?

A: We are establishing the structure now and we have permissions from Council to obtain. We then need to have discussions with some of our partners such as the NHS and other bodies. The Monitoring Group will provide updates when appropriate.

Q: When will staff outside of Senate be given the opportunity to input?

A: Faculty meetings with staff and students, involving the Deans and Vice Presidents are being arranged.

Q: Will this impact upon students?

A: We have planned these changes to ensure minimum disruption to "business as usual". Good communications will also be key, making sure everyone is fully updated on progress.

Senate noted that the benefits of the reorganisation would be set out against the risks so an understanding of the advantages was clear.

(Further questions that were asked at the close of the meeting:-

Q: Why have those six particular subjects been chosen for voluntary severance?

A: This will be a voluntary scheme and areas had been identified based on a review. There was criticism at the last reorganisation that Voluntary Severance was not done quickly or well enough so the number expected to come forward should be manageable to minimise disruption.

Q: What if staff cuts result in lower NSS results?

A: Government funding has declined and student applications have declined nationally, yet staff costs have risen. This must be addressed. All requests received for voluntary severance would be considered and assessed thoroughly, as the University had to ensure that it was able to meet the demands of providing the core activities in education, research and enterprise.

The President & Vice Chancellor thanked Senate for its support with the proposals and reminded colleagues that any input they had could be emailed to him personally.

10 **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.

11 **Chair's Actions**

Senate noted a report from the Clerk to the University Council & Senate which set out the various Chair's actions that had been taken since the last meeting.

Due to the unusually large number of Chair's Actions that had been taken, they had been presented in the form of a report. The President & Vice Chancellor reminded Senate that nominations for recipients of honorary degrees were welcomed.

RESOLVED that the actions be noted.

12 Equality, Diversity and Inclusion Progress and Objectives for 2017/18

Senate noted a report by the Equality, Diversity and Inclusion Manager which provided an update on EDI activities including progress against the 2016-17 objectives which had been presented to the University Council.

Senate noted that the recommendations had been approved by Council and were presented to Senate for information.

RESOLVED that Senate note:

- (i) that the University continue to embed the new EDI Governance structure to ensure progress against ongoing objectives;
- (ii) that the University apply for a Gold Athena SWAN award when its Silver Award is due for renewal in 2019;
- (iii) that the University attain an Athena SWAN Gold award for at least one department, Silver for another 2 and a first AHSSBL (Art Humanities Social Sciences Business and Law) Bronze award by 2019; and
- (iv) that the University become a member of the ECU's Race Equality Charter and apply for accreditation within the next three years.

In addition, Council endorsed the following aspirational equality objectives, which ensured that there were comparable benchmarking frameworks in place to allow systematic progress on other protected characteristic groups:

- Attain Disability Confident Leader status in December 2017 and consider the business case for signing up to the Disability Standard with the aim of attaining a Bronze, Silver or Gold Award.
- Consider the business case to attain a place amongst the Top 100 Employers on the Stonewall Workplace Equality Index.

13 Term Dates

Senate considered a report by the Academic Registrar which sought agreement for the University of Southampton Term Dates to 2027/28, and the principles upon which Term Dates are currently set.

RESOLVED that

- (i) the proposed Term Dates be approved; and
- (ii) the principles upon which Term Dates are set be approved.

14 Nominating Committee 2017/18

Senate noted that those wishing to be appointed to the Nominating Committee for 2017/18 should express their interest to the Clerk to the University Council and Senate by 1 December 2017. The President and Vice Chancellor then sought agreement from Senate on the following points:

- agree that the President and Vice Chancellor take Chair's action to approve the composition of the Committee once nominations were closed.
- Agree that the President and Vice Chancellor invite all of those who volunteered, to form the Committee and to circulate a call for expressions of interest to Senate members to serve on Council.

The Nominating Committee would meet around Feb/March and recommend to Senate in June.

RESOLVED accordingly.

15 Date of the next Meeting

RESOLVED that the next meeting of Senate be held on 14 February 2018.

The meeting concluded at 3.24pm