

# Minutes (unrestricted)

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**Meeting title:** Senate

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**Date:** Wednesday 17 June 2015

**Time:** 2.15 pm

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**Location:** The Senate Room, George Thomas Building, Highfield campus

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**Present:** The Vice-Chancellor (*in the Chair*), Deputy Vice-Chancellor A Wheeler, Pro Vice-Chancellor A Neill, Pro Vice-Chancellor J Petts, Pro Vice-Chancellor M Spearing, Dr J W Anderson, Ms S d'Angelico\*, Dr P di Bari, Professor A Barney, Professor H Biggs, Professor G Brambilla, Dr M Carravetta, Professor P Charles, Professor Dame Jessica Corner, Professor S Cox, Dr K Deinhardt, Dr A M Drummond (*Academic Registrar*), Professor M French, Professor J Frey, Dr M Gobbi, Dr A M Gravell, Dr H M Haitchi, Professor S Hawkins, Ms J Hjalmarsson, Dr C Holmes, Mr G Howard\*, Professor S Keay, Dr G Kinchin, Mr M Luczak-Roesch, Dr B Lwaleed, Professor D P McGhee, Professor K Martinez, Mr D Mendoza-Wolfson\*, Dr C Metcalf, Professor R Mills, Professor G Moon, Dr E Morris, Professor G Niblo, Dr D Nicole, Ms N Passmore, Dr C Petley, Dr F Poletti, Professor C Pope, Ms L Richard, Professor V Sassone, Ms I Stark, Professor C Stephens, Dr J Teeling, Ms S Verma\*, Professor J A Vickers, Dr L Wahlgren-Smith, Dr P White, Professor P Whittaker and Dr K Zwolski

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**By invitation** Dr V Korzeniowska, Assistant Director (Quality and Standards), Student and Academic Administration, for item 8;  
Ms K Kerridge-Poonia for item 11;  
Mr G Costigan, Director of the Vice-Chancellor's Office and Ms B Halliday, Director of Corporate Services, for item 12;  
Professor H Davis, Director of the Institute for Learning Innovation and Development; and  
Ms J Donaldson, Director of Human Resources

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**In attendance** Mr S White, Chief Operating Officer, and Ms C J Gamble

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\* Members of Senate not present for the discussion of items on the restricted agenda.

## Welcome

The Vice-Chancellor welcomed everyone to the meeting. He reminded members of Senate of the change that had been made to the order of presentations from the Pro Vice-Chancellors: Professor Petts would give her presentation on Research and Enterprise under Agendum 9 and Professor Spearing's update on Internationalization, although usually discussed at this point in the academic year, was not part of the agenda for the meeting. It had been circulated on the SUSSED group site for information and would be considered at a later date.

## 58 Obituaries

The Vice-Chancellor announced with regret the deaths of:

- Alexander Ukwu, first-year MEng Electrical and Electronic Engineering student: 23 April 2015;
- James Leonard, Mechanical Engineering Team, Estates and Facilities: 27 May 2015; and
- Anna Phillips, second-year medical student: 1 June 2015.

He asked members of Senate to stand for a minute's silence as a mark of respect.

## 59 Minutes of meeting held on 11 March 2015

The members approved the unrestricted minutes of the meeting held on 11 March 2015 for signing by the Vice-Chancellor.

**Matters arising****60.1 Amendments to the University's Charter, Statutes and Ordinances (Minute 35.4)**

The Vice-Chancellor reported that it had been intended to bring back to this meeting the amendments required to Senate's Statement of Primary Responsibilities following the various changes made to the arrangements for the University Executive Group and a number of title changes at the start of the current academic session. However, it had been decided to present them at the usual point in the academic year – at the start of the session – when the new Vice-Chancellor would take up his post.

**60.2 Ensuring freedom of speech within the law (Minute 43)**

The Vice-Chancellor stated that the matter of the Code of Practice to Ensure Freedom of Speech within the Law and the Counterterrorism and Security Act 2015 was the subject of a separate agenda item (Agendum 12).

Referring to the conference 'International Law and the State of Israel', the Vice-Chancellor updated members on developments that had taken place since the information on the withdrawal of permission to hold the event had been circulated. The organizers had exercised their right to make a claim to the High Court. The University's web site gave the details of the outcome of the action: <http://www.southampton.ac.uk/news/statements.page>. The organizers had subsequently applied to the Court of Appeal for leave to appeal and, if successful, for permission to apply for judicial review of the University's decision.

**60.3 Student Discipline: annual report (Minute 45)**

Pro Vice-Chancellor Spearing reported that a working group had been set up to look into the matter of CCTV use at University Halls of Residence.

**61 Vice-Chancellor's report and summary of University Senior Management Team and University Academic Executive discussions**

**Received** A report, drawn up on behalf of the Vice-Chancellor, dated 17 June 2015, on current strategic and operational issues, recent news and events, international visits, and an outline of the discussions and decisions of the University Senior Management Team and the University Academic Executive, among other matters.

The Vice-Chancellor drew attention to:

- Two of the areas of potential concern for universities following the recent election: immigration and the expectation that students would remain part of the net migration figures, together with further changes to the student visa system; and the possible introduction of a new teaching quality framework. Since the report had been compiled it had been confirmed that the Government was seeking to introduce a Teaching Excellence Framework by 2016/17.
- The University of Southampton Malaysia Campus (USMC) and the details provided in paragraphs ten to 18 on the actual and expected student numbers, the calibre of the students recruited, the Council's view of the development of the initiative, and the planning work to be undertaken during 2015/16.
- The draft Access Agreement which had been submitted to the Office for Fair Access (OFFA) in April. The University was responding to minor queries from OFFA about the document and it was expected that it would be published in July 2015.
- The section on appointments to which the Vice-Chancellor was delighted to add the announcement in the Queen's Birthday Honours that Professor Falkingham had been awarded an OBE for services to the Social Sciences.

**Noted** The information contained in the Vice-Chancellor's report and the summary of the discussions of University Senior Management Team and University Academic Executive.

## 62 President of the Students' Union's report

**Received** A report from the President of the Students' Union, dated May 2015, which provided a summary of the work and initiatives completed during the year, together with an outline of the plans for the Union's organization and branding.

In presenting his last report during his presidency, Mr Mendoza-Wolfson underlined the importance of the strong working relationship between the Union and the University, its executive and the academic community. He thanked everyone for their involvement with the Union's activities during 2014/15 and for contributing to their success, in particular the Academic Registrar.

On behalf of Senate, the Vice-Chancellor thanked Mr Mendoza-Wolfson for all his work during the year as President, and previously as Vice-President (Education); he had taken on two important sabbatical roles in the Union over the last two years. The Vice-Chancellor endorsed the comments made by the President about the relationship between the Union and the University, stating that a solid foundation had been established between the two partners. He thanked Ms d'Angelico for her work as Vice-President (Education), especially in respect of the Higher Education Review and asked for Senate's thanks to be passed on to the other sabbatical officers who were standing down at the end of the year.

**Noted** The report from the President of the Students' Union.

## 63 Senate question time

The Vice-Chancellor invited questions and comments about his report.

Regarding the detailed information provided in the report on the University of Southampton Malaysia Campus (USMC), Dr Nicole commented that the operations there continued to involve Faculty staff based in Southampton and asked whether in the forecasts for the years ahead it was anticipated that the activities at USMC would run independently.

Pro Vice-Chancellor Spearing stated that the information in the report had been drawn from a report that had been compiled for Council. The financial details had been removed as these would not normally be presented to Senate. He commented that, in terms of student numbers and reaching a break-even point, the original plans had been revised downwards and the data in the report was, in his view, realistic. Currently, the academic programmes were delivered by equal numbers of staff based locally and at Southampton. Looking ahead, Professor Spearing stated that it should be possible to deliver a greater fraction of the programmes with the academic staff based in Malaysia, thus reducing the level of support required from Southampton.

**Noted** The question and response during Senate question time.

## 64 Quality Assurance Agency's (QAA) Higher Education Review: summary of follow-up actions

**Received** A summary of the key findings set out in the QAA's report of the Higher Education Review conducted in February 2015 and an overview of the work that was under way to address the recommendations in the report, prepared and presented by Dr Korzeniowska, Assistant Director (Quality and Standards), Student and Academic Administration and Head of Quality, Standards and Accreditation.

Dr Korzeniowska presented a summary of the key findings of the Quality Assurance Agency's (QAA) judgements about the higher education provision at the University, following a review in early February 2015. The QAA review team had identified seven features of good practice at the University and had put forward six recommendations.

The University was required to publish its action plan, detailing how it would respond to the recommendations as well as articulating how it proposed to capitalize on the features of good practice. The action plan had to be approved by the Vice-Chancellor prior to publication on 9 July 2015 and had to be updated annually.

Action was under way to address all of the recommendations by the deadlines specified by the QAA. The Higher Education Steering Group, chaired by the Head of Quality, Standards and Accreditation, would continue to meet to oversee the responses to the QAA's report until all the work had been completed to address the recommendations.

The Vice-Chancellor thanked Dr Korzeniowska for her update.

**Noted** The deadline for publishing the action plan; the summary of the work under way to address all the recommendations issued by the QAA by the dates specified; and the proposed publication of the action plan in the Quality Handbook.

## 65 Research and Enterprise Strategy: presentation

**Received** A presentation, given by Pro Vice-Chancellor Petts, on the Research and Enterprise Strategy which focused on the major activities in 2014-15.

[The detailed strategic plan is available on the SUSSED group site.]

Pro Vice-Chancellor Petts gave her presentation under the following headings:

- *Growing and diversifying research income.* The successes listed in the overview included the forecast level of research income for 2014/15 of £114.9 m and forecast that the 2017/18 the target in the University's Strategy would be exceeded. The challenges ahead had been identified, in particular, the additional and new efforts that would have to be made to diversify the sources of research income. Changes to the national research funding 'landscape' were expected following the review of Research Councils, led by Sir Paul Nurse, and the Comprehensive Spending Review for 2015-2016.
- *Sustaining peaks of excellence.* A table listed the results of the Research Excellence Framework (REF) for each of the Units of Assessment submitted by the University. In terms of ranking among UK higher education institutions, the University had moved to ninth position in respect of the amount of research funding (QR) it received from the Higher Education Funding Council for England (HEFCE) at £45.4 m. The planning for the next REF in 2020 had commenced. Externally, the policy and regulatory environment was becoming increasingly complex. Within the institution the demand for space and facilities to accommodate research activities continued to grow.
- *Enhancing interdisciplinary impact.* Among the notable achievements were the Lloyd's Register Global Research Centre on the Boldrewood Innovation Campus and the Photonics Institute with Nanyang TU. Three new strategic research groups (USRGs) had been established: clean energy; autonomous systems; and anti-microbial resistance and infection prevention. Linking interdisciplinary research with international strategic partnerships and using the research to nurture developments in education at undergraduate and postgraduate level were two of the areas of activity to focus on in the years ahead.
- *Ensuring continued availability of world-leading facilities.* The Science and Engineering South consortium's work to explore cost-effective options to share e-infrastructure, knowledge and training materials was an example of how networks and processes could be developed to support the use of shared facilities and training.
- *Sustaining the Enterprise Ecosystem.* The University's portfolio of industrial secondments had grown to over 50. Significant new contracts had been secured through the consultancy and enterprise units and there had been further investment in spin-outs. The University of Southampton Science Park's strategy was aligned with the University's Research and Enterprise Strategy. In 2014 SETsquared had been ranked first in Europe for university business incubation. Regarding HEFCE funding, the continuation of the Higher Education Innovation Funding (HEIF) after 2015/16 was uncertain.
- *Enhancing communication and engagement for social and economic impact.* The University had recently received an award of £65 k for public engagement activities. The PublicPolicy@Southampton team worked to bring together the expertise of world-leading researchers with key policy-makers to address a wide range of issues.

Members of Senate raised a number of points about the presentation which included:

- The presentation had given many examples of activities in STEM areas. Would it be appropriate for a separate Strategy to be drawn up for the arts, humanities and social sciences? Pro Vice-Chancellor Petts stated that the presentation included only a limited selection of areas. Regarding the Strategy, Pro Vice-Chancellor Petts highlighted the USRGs and pump-priming initiatives in the arts and humanities. She was aware of the issues in respect of the funding for

postgraduate studentships and the University had responded to the Government's consultation on the matter. She invited members of Senate to inform her of any issues they felt should be raised or addressed.

- Regarding TRAC (the Transparent Approach to Costing) which had been developed to help the sector cost its activities in teaching and research, what could the University learn from how other universities applied the TRAC methodology? Pro Vice-Chancellor Petts replied that it was a subject that was discussed regularly by the Russell Group members. It was essential that costings for research proposals drawn up by the University included all expenditure, from equipment and studentships to administrative support. On average, the University recovered only 76 per cent of the cost of research. That percentage dropped for awards received from charities.

The Vice-Chancellor thanked Pro Vice-Chancellor Petts for the presentation.

**Noted** The update on the Research and Enterprise Strategy.

## 66 **Establishing a Doctoral College: proposals**

**Received** A report entitled, 'University of Southampton Doctoral College', drawn up by Professor Vickers and Professor Petts, Pro Vice-Chancellor (Research and Enterprise), dated 8 June 2015, which set out the background, scope, and the governance and management structures proposed for establishing a Doctoral College, together with an executive summary outlining a series of recommendations for Senate to consider.

Professor Vickers presented a set of proposals for establishing a Doctoral College, the framework for which had been approved in principle by Senate at its meeting on 5 November 2014. The Doctoral College would act as a unifying and coordinating body to develop and manage doctoral research provision across the University and partner organizations, working with the Faculty Graduate Schools and other groups. It would raise the profile of doctoral research at the University, internally and externally, and would provide a focal point for doctoral training, champion researcher development and nurture a more collaborative research community. Furthermore, it would strengthen the University's capacity to respond to changes to the funding of postgraduate research training and help the institution to attract doctoral researchers from around the world. In the current committee structure it would report to Senate and the Academic Quality and Standards Committee (AQSC).

Responding to a question about maintaining relationships with postgraduates after their studies, Professor Vickers stated that that was an area that would fall to the Doctoral College, in collaboration with Student Services, supporting individuals' careers either in or outside academia.

The Vice-Chancellor thanked Professor Vickers and all those who had contributed to the formulation of the proposals and to the discussions about the Doctoral College.

- Resolved**
- (i) That the University establish a Doctoral College from 1 September 2015 with the responsibilities and scope as described in the report's executive summary (points (1) to (8)).
  - (ii) That a Doctoral College Board be established with the terms of reference and membership set out in the Appendix to the report.
  - (iii) That the Doctoral College Board should set up a Doctoral College Training and Professional Development Subcommittee with the terms of reference and membership detailed in the Appendix.
  - (iv) That AQSC establish a Postgraduate Research Quality Monitoring and Enhancement Subcommittee with the terms of reference and membership described in the Appendix and that the terms of reference of AQSC be adjusted, where necessary, to reflect this.
  - (v) That the functioning of the Doctoral College and the terms of reference of the various committees be reviewed in a year's time.
- Noted**
- (vi) The report prepared by Professor Vickers and Pro Vice-Chancellor Petts.

## 67 Enhancing diversity in academic promotions

**Received** A report entitled, 'Enhancing gender diversity', prepared and presented by Professor Pope, dated 2 June 2015, together with a covering note which summarized the activities introduced to improve gender equality, suggested, further steps to be taken and observations about the wider equality agenda.

An information sheet on the 30% Club, a group of organizations which were committed to achieving better gender representation at all levels through voluntary actions which was tabled. [The information is available on the group site under Agendum 11.]

Professor Pope invited members of Senate to consider the issues raised in the report and suggest which actions should be prioritized in the year ahead. She underlined the statement in the opening paragraphs of the document that, although the report focused only on gender diversity issues, some of the initiatives proposed would help Black and Ethnic Minority (BME) staff and disabled staff, groups which were known to be disadvantaged in employment.

The Vice-Chancellor invited Professor Dame Jessica Corner, as the University's Equality and Diversity Champion, and Ms Kerridge-Poonia, the Head of Equality and Diversity to comment on the report.

Professor Dame Jessica Corner stated that one of the first steps she planned to take as the Equality and Diversity Champion would be to examine the current Equality and Diversity Strategy. Gender matters represented one strand of a larger piece of work. Professor Pope's report listed the concerted action taken in a number of areas which had made a considerable difference and the intention was to continue to focus on those areas where further improvements could be made. The new pathways introduced as part of the Reward and Recognition Project were expected to help reduce the gender pay gap which would be reviewed in the late summer, with the annual monitoring report presented to Senate for consideration in November 2015. The Springboard programme had been successful in supporting women progress their careers. Ms Kerridge-Poonia added that the Athena Swan programme had developed a better understanding of the issues and provided a strong platform from which to take forward the work on equality and diversity.

In discussion, a number of points were raised and comments made, including:

- More work needed to be done to encourage women members of staff to put themselves forward for promotion (section 2 of the report).
- Consideration needed to be given to the range of individuals invited to various events. The aim should be to represent diverse role models.
- Professor Dame Jessica Corner reported that the Chair of Council, on behalf of the University, had made a commitment to the aims of the 30% Club, an organization which supported and encouraged 30 per cent representation on Boards.
- A similar programme to the Springboard women's development programme was planned for men ('Navigator'). A taster session was planned for July 2015.
- The unconscious bias training was highlighted as an example of training that would help individuals in both areas of equality and diversity. The proposal in the report (5.1) that the training should be compulsory for line managers, senior leaders and all promotions panel members was supported.
- Administrative support was needed too for the work undertaken by Equality and Diversity committees in Faculties.

The Vice-Chancellor thanked Professor Pope for her report and for her strong contribution to, and active participation in, equality and diversity matters.

**Noted** The report, in particular, the initiatives listed to develop the diversity agenda, and the support expressed for unconscious bias training and help with the running of the Equality and Diversity Committees in Faculties.

68 **Report from the Working Group set up to revise the Code of Practice for Ensuring Freedom of Speech within the Law**

**Received** A report, prepared by the Director of the Vice-Chancellor's Office, entitled 'Revising the Code of Practice for Ensuring Freedom of Speech within the Law', together with a covering note dated 10 June 2015, inviting discussion and guidance.

The Deputy Vice-Chancellor, Professor Wheeler, presented the report. The Working Group, supported by a Senate Reference Panel, had been set up to consider the University's Code of Practice for Ensuring Freedom of Speech within the Law in the light of the Counterterrorism and Security Act 2015 and the recent use of the Code in respect of a planned conference at the University, 'International Law and the State of Israel', permission for which had been withdrawn.

He outlined the matters that had been identified by the Working Group which were set out under points 8 to 17, drawing particular attention to paragraph 9 which discussed the legal position in respect of the views expressed at an event, as distinct from the need to balance various legal and statutory responsibilities placed on higher education institutions.

In response to a question about the role of the Responsible Officer and whether he/she should be supported by a small group, possibly a committee – a matter raised at the previous Senate meeting – the Deputy Vice-Chancellor stated that the Working Group had considered the point and concluded that the Responsible Officer took appropriate steps to consult as widely as necessary, depending on the type of event. For example, he had consulted with a wide range of individuals about the holding of the conference on international law. Moreover, setting up a committee would add to the bureaucracy without improving the process.

Dr Nicole suggested that the Working Group might like to consider whether the statement in section 202 of the Education Reform Act 1988 about freedom of academic staff within the law to question and test received wisdom, etc had been correctly interpreted in the wording of Statute 7 (Part 1), section 2, paragraph (1) (i), specifically '... and promote the best interests of the University ...' This might be better expressed as '... the intellectual standing of the University ...', for example.

Regarding the list of 'trigger questions' (Annex B), Professor Niblo queried whether some of the questions were pitched at the right level and commented that the wording of them could be improved. The Vice-Chancellor reminded members of Senate that the trigger questions should be answered by the individual who was identified as the Principal Organiser of the event under the Code who should be in a position to respond appropriately.

The Vice-Chancellor thanked those members of Senate who had volunteered to serve on the Working Group and the Senate Reference Panel. The Working Group would present for consideration a revised Code of Practice for Ensuring Freedom of Speech within the Law to the first meeting of Senate during the next academic session which would subsequently be presented to Council for approval.

**Noted** The points raised in the discussion of the report from the Working Group and the undertaking of the Group to present a revised Code of Practice for Ensuring Freedom of Speech within the Law to the meeting of Senate which was scheduled to take place on 11 November 2015.

69 **Amendments to Ordinances**

69.1 **Names of Faculties**

**Received** A report from the University Academic Executive on proposed changes to the names of two Faculties: the Faculty of Business and Law and the Faculty of Social and Human Sciences, presented by the Academic Registrar.

The Academic Registrar set out the three amendments to the Ordinances which were explained in the report from the University Academic Executive on discussions at its meetings held on 5 May 2015 and 2 June 2015:

- Changes to the names of the Faculties of Business and Law and Social and Human Sciences to, respectively, the Faculty of Business, Law and Art, and the Faculty of Social, Human and Mathematical Sciences (Ordinances 2.1, 2.2 and 2.9).

- Following these name changes an amendment to the section on the elections to the membership of Senate (Ordinance 2.12.6, paragraph 3) was necessary.

The amendments were presented to Senate for endorsement in accordance with the requirements of Article 19 of the University's Charter which stipulated that all changes to the Ordinances must be approved by Council on the recommendation of, or after consultation with, the Senate.

**Resolved** That the proposed changes to Ordinances 2.1, 2.2, 2.9 and 2.12.6 be endorsed and presented to Council for approval at its meeting on 8 July 2015 and introduced for the start of the 2015/16 academic session.

## 69.2 Definitions of staff for the purposes of Senate elections

**Received** A report from the Academic Registrar on an amendment to Ordinance 2.12.6 which covered the definitions of staff for the purposes of Senate elections.

The Academic Registrar presented a further amendment to Ordinance 2.12.6 on the definitions of staff for the purposes of Senate elections. This minor revision was brought forward to bring the Ordinances up to date to reflect the new pathways and titles within the ERE (Education, Research and Enterprise) job family which had been introduced as part of the Academic Reward and Recognition Project. Specifically, the current definition of 'Academic Staff' did not include Enterprise Fellows while professorial fellows were not listed in the definition of 'Research Staff'.

Professor Cox proposed that the definitions of those groups of staff should be reconsidered in the light of the introduction of the new pathways. The Academic Registrar stated that she would look into the terms used and arrange for a report to be brought back to Senate during the next academic session.

**Resolved** That the proposed changes to Ordinance 2.12.6 be endorsed and presented to Council for approval at its meeting on 8 July 2015 and introduced for the start of the 2015/16 academic session.

**Noted** The undertaking of the Academic Registrar to arrange for a report to be presented on the definitions used in Ordinance 2.12.6.

## 70 Use of honorary titles and introduction of new titles

**Received** A report entitled, 'Use of honorary titles in the University of Southampton', prepared for the Vice-Chancellor by Mr Gameson, Human Resources.

The Vice-Chancellor invited members of Senate to consider the two main proposals in the report:

- (a) That the policy for awarding Emeritus titles should be altered to require a continuing *positive* association with the University.

A number of observations were offered:

- The Emeritus title was given in recognition of past academic performance. Linking the conferral of the title to a requirement for a continuing association would change the criteria for its award.
- It was implicit in this requirement that there was an immediate relevance of an academic field which would form the basis of the continuing association and as such it excluded possible future developments which might change earlier views taken about the nature of the work undertaken. For example, an academic might retire having reached the professorial level but the area of education and/or research did not provide the *raison d'être* for continuing an association with the institution. However, the full significance and importance of the academic work might be revealed after some years and the individual(s) who had retired without the emeritus award would not have been appropriately recognized. Imposing a continuing association was short-sighted.
- The Vice-Chancellor clarified that the word 'positive' in the statement was intended to introduce grounds for withdrawing the award should the individual concerned act in a way which discredited the University. It was not intended to convey that the retired member of staff would continue to teach or be involved in research activities.



It was agreed that the wording should be amended to read, '... to encourage a continuing positive association with the University'. This would allow the statement to be interpreted in such a way that discreditable behaviour by an individual would provide grounds for the University to withdraw an award while leaving unaltered the custom of conferring emeritus titles to recognize lifetime contributions.

- (b) That the University should introduce 'Adjunct' titles to be conferred upon eminent leaders in business and industry who collaborate with Southampton, as distinct from eminent academic collaborators who would continue to be awarded 'Visiting' titles.
- The members of Senate acknowledged that introducing different titles for different groups of collaborators was commendable. However, the title 'Adjunct' did have some negative connotations in the United States of America where it was used to describe temporary Faculty. It was pointed out that in Commonwealth countries it was widely used for the purpose of awarding professional collaborators honorary positions.
- Regarding the paperwork which was issued to those who held visitor status, Professor Pope asked whether the tone of the letters could be made more welcoming. Ms Donaldson, the Director of Human Resources, agreed that she would take up this matter in her department.
- Those who worked at Research Institutes should be included in the group of academic collaborators.

The Vice-Chancellor concluded the discussion on the proposal, summing up the views expressed: there was support for using separate titles to distinguish between those who were academic collaborators from outside the University and those who were based in industry or business, and that the title 'Adjunct', although possibly not the best of titles, be accepted because of its use in other UK higher education institutions and in the sector in other countries in the world.

- Resolved**
- (i) That the criteria in the policy for awarding Emeritus titles be amended to state that a continuing positive association between the individual(s) concerned and the University would be encouraged.
  - (ii) That the proposed, new honorary titles which were prefixed with 'Adjunct' be introduced and be awarded to those leaders in business and industry who worked with the University and whose eminence the University wished to recognize, and that 'Visiting' titles be reserved for individuals based in academia.

## 71 **Senate Nominating Committee: recommendations regarding the Senate members on Council**

**Received** A report from the Senate Nominating Committee on the appointment of Senate members on Council, dated 21 May 2015, presented by Professor Frey on behalf of the Committee.

Professor Frey summarized the main points of the report which discussed the nomination process and conclusions arrived at by the Committee, in particular the points raised about equality and diversity which continued to be a matter of concern, not only in respect of Senate appointments to Council but with regard to the composition of the governing body itself.

The Vice-Chancellor thanked the members of the Nominating Committee for their work.

Senate approved by acclamation the Nominating Committee's recommendations.

- Resolved**
- (i) That Dr Gravell and Dr Lwaleed be appointed to serve on Council, subject to their continuing membership of Senate, for a period of three years, commencing on 1 August 2015.
  - (ii) That Professor Vickers be reappointed to serve on Council for a further three years from 1 August 2015.
  - (iii) That the Nominating Committee which would be established to bring forward the next set of recommendations to Senate should be asked to take account of the matters discussed in the report.

## 72 Academic Quality and Standards Committee

**Received** A covering note which summarized the key matters discussed by the Academic Quality and Standards Committee (AQSC) during the period February to June 2015 and listed the Committee's recommendations to Senate.

Pro Vice-Chancellor Neill, as Chair of AQSC, presented all of the reports.

### 72.1 Report from the meeting held on 25 February 2015

**Received** A report from the meeting of AQSC, held on 25 February 2015.

### 72.2 Report from the meeting held on 13 May 2015

**Received** A report from the meeting of AQSC, held on 13 May 2015.

Pro Vice-Chancellor Neill summarized the work being undertaken in respect of the 'Year in Employment' initiative (item 7). The working group set up to draft proposals in respect of the management of quality assurance and standards would report to AQSC in July 2015.

### 72.3 Report from the meeting held on 3 June 2015

**Received** A report from the meeting of AQSC, held on 3 June 2015.

Pro Vice-Chancellor Neill drew attention to item 3.1 in the report on the subject of dual PhDs. He reiterated that the option of entering into dual PhD arrangements would only be considered if the collaborating institution was not able to make joint awards, and provided certain criteria were satisfied. Any proposed dual PhD arrangement must be in line with the requirements of the University's Collaborative Provision Policy.

Turning to item 3.2 on the yearly overview of collaborative provision annual reports, Pro Vice-Chancellor Neill highlighted the point that had been made about the recent UK Visas and Immigration requirements and the completeness of the details held on the Collaborative Provision Register.

- Resolved**
- (i) That the new Regulations Governing Academic Integrity which would replace the existing Academic Integrity Regulations from 2015/16 be approved.
  - (ii) That the minor amendments to the Student Discipline Regulations, to be introduced from 2015/16, be approved.
  - (iii) That the proposal presented on dual doctoral arrangements, including the criteria to be satisfied by the proposed partner institution(s), be approved.

- Noted**
- (iv) The Collaborative Provision Register and the list of Enhanced Progression Agreements.
  - (v) The discussions, and decisions, recorded in the reports from the meetings of the Academic Quality and Standards Committee held on 25 February 2015, 13 May 2015 and 3 June 2015.

## 73 Military Education Committee: annual report of meeting held on 26 May 2015

**Received** The annual report of the work of the Military Education Committee (MEC) and the University Service Units, together with a copy of the minutes of the 2014 annual meeting of Committee and the agenda for the meeting held on 26 May 2015.

The Vice-Chancellor drew attention to the Council of Military Education Committees (COMEC) 2014 prize which had been awarded to Ms Morgan, a University of Southampton Medicine graduate, as the most outstanding university Officer Cadet nationally. He thanked also the Chair of MEC, Dr Richardson, for the role he played in the work of the Committee.

**Noted** The annual report and accompanying documents from the Military Education Committee.

#### 74 Vice-Chancellor's actions as Chair of Senate

**Received** A report from the Vice-Chancellor on actions he had taken as Chair of Senate since Senate's meeting on 11 March 2015, together with copies of extracts from the Regulations.

The Vice-Chancellor reported that he had taken action to terminate the contracts of four external examiners at the request of the Faculty concerned:

Fiona Dickenson, BSc (Hons) Podiatry, Faculty of Health Sciences: November 2014;  
Peter Mark Lewis, BSc (Hons) Healthcare Sciences, Faculty of Health Sciences: March 2014;  
Dr Nasir Warfa, MSc Foundations in Clinical Psychology, Faculty of Social and Human Sciences: April 2015; and  
Dr Cavalcanti, BSc/MSc Economics: Macroeconomics, Faculty of Social and Human Sciences: February 2014.

**Noted** The report from the Vice-Chancellor listing the action he had taken on behalf of Senate and his oral report on terminating the contracts of four external examiners.

#### 75 Staff Engagement Plans and institution-wide initiatives

**Received** A report from Pro Vice-Chancellor Spearing and the Chief Operating Officer entitled, 'Staff engagement update', dated 4 June 2015.

Pro Vice-Chancellor Spearing outlined the areas of activity that had been the focus of attention since the University Executive Group had completed its initial analysis of the results of the 2014 Staff Survey. Section 3 of the report presented a diagram which illustrated the range of engagement activities across the University at different levels, from the executive to the Faculties and Professional Services. A report on the findings of the 'pulse' survey, conducted over the summer, would be publicized. Additionally, the plans for staff engagement during 2015/16 and the 2016 Staff Survey would be developed.

Responding to the Vice-Chancellor's request for questions about the report, Dr Nicole asked whether more could be done to enliven the Highfield campus during the evenings, in particular the staff social club, where one might entertain visitors, was closed.

**Noted** The update on staff engagement activities from Pro Vice-Chancellor Spearing and the Chief Operating Officer and the points made during discussion.

#### 76 Hearing and Appeal Panel members

**Received** A report, dated 8 June 2015, prepared on behalf of the Vice-Chancellor, entitled 'Approval of nominees for Hearing and Appeal Panels', which sought approval of the list of individuals whose names were set out in Appendix 1.

**Resolved** That the list of nominees who were eligible to serve on hearing and appeal panels to consider cases of discipline, dismissal, grievance and other matters be approved, subject to the required training having been completed.

#### 77 Honorary degrees and Fellows of the University

The Vice-Chancellor reminded members of Senate of the timetable for the nomination of candidates for the award of honorary degrees or Fellow of the University. An invitation to Senators would be posted on the SUSSED group site in due course to submit nominations to the secretary of the Honorary Degree Advisory Group. He stated that last year the Group had been disappointed to have received so few nominations for female candidates and he hoped that this year the number would increase.

#### 78 Valedictions

On behalf of Senate, Professor Vickers led a valediction to the Vice-Chancellor who was leaving the University in September 2015. Professor Vickers highlighted the Vice-Chancellor's achievements since taking up the post in 2009 and thanked him for his many contributions to the success of the institution. Senators wished him well with his plans for the future.

The Vice-Chancellor thanked Senate. He announced that this was also the last meeting that the Academic Registrar would attend because she would be retiring at the end of July 2015. On behalf of Senate, he thanked her for all that she had undertaken in her role and her contributions to the life of the University, and expressed his great appreciation of the work she had taken on more recently as secretary to Senate. The Vice-Chancellor wished Dr Drummond the very best for the future.

**79 Date of meetings during 2015-2016**

The Vice-Chancellor confirmed that the Senate meetings next year were scheduled to take place on: 11 November 2015; 24 February 2016 and 22 June 2016.

The Vice-Chancellor thanked those members of Senate, staff and students, who were coming to the end of their term on Senate for their valued contribution over the past year(s) to the discussions at Senate.

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