



**Senate**

<b>Paper Title</b>	Minutes of the last meeting of Senate held on 05 December 2019
<b>Outcome requested</b>	Senate is asked to <b>approve</b> the minutes of the last meeting.
<b>Points for Senate members to note and further information</b>	n/a
<b>Questions for Senate to consider</b>	n/a
<b>Regulatory/statutory reference points</b>	n/a
<b>Strategy and risk</b>	n/a
<b>Reporting/consideration route for the paper</b>	Senate to approve.
<b>Authors</b>	Jane Pallant, Deputy Academic Registrar
<b>Sponsor</b>	Professor Colin Bailey, President and Principal

## Senate

### Minutes of 05 December 2019 (unconfirmed)

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#### Present:

Professor Colin Bailey (Chair)	Dr Talhah Atcha	Professor Ginestra Bianconi
Professor Warren Boutcher	Dr Madeleine Davis	Dr Debbie De Girolamo
Professor Danë Goodsmann	Professor Colin Grant	Professor Matthew Hilton
Professor Peter Hobson	Professor Henri Huijberts	Professor Kimberley Hutchings
Dr Jessica Jacobs	Dr Philippa Lloyd	Professor Anthony Michael
Professor Parvati Nair	Dr Fu Ng	Professor Alastair Owens
Professor Mauro Perretti	Christina Perry	Professor Thomas Prellberg
Annika Ramos	Dr Prakash Shah	Professor Adrian Smith
Professor John Stark	Professor Anwar Tappuni	Dr Christopher Tyson
Professor Wen Wang	Professor Tim Warner	

#### In attendance:

Jonathan Morgan	Jane Pallant	Kaya Wiles (minutes)
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#### Apologies:

Professor Amrita Ahluwalia	Professor Rob Allaker	Dr Mark Baxendale
Dr Jason Berry	Dr Adrian Bevan	Dr Victoria Bird
Dr Edo Boek	Dr Adrian Briggs	Antonio Brozicevic
Dr John Buchanan	Professor Paul Coulthard	Professor Jack Cuzick
Dr Sadhvi Dar	Professor Kavita Datta	Dr Sebastian del Bano Rollin
Professor Penny Green	Dr Richard Grose	Professor Yang Hao
Dr Robert Janes	Dr Judith Jones	Professor Boris Khoruzhenko
Professor David Lee	Professor Nicholas Lemoine	Professor Andrew Livingston
Professor Simon Lucas	Professor Stephanie Marshall	Professor Seán McConville
Dr Kamyar Mehran	Professor Sujoy Mukerji	Professor Sandra Nicholson
Dr Jason Niggi	Professor Mike Noon	Professor Phoebe Okowa
Dr Eranjan Padumadasa	Professor Richard Pickersgill	Dr Amitha Ranauta
Jane Reid	Dr Mark Roberts	Sidhant Singh
Professor Steve Thornton	Krista Tingbranda	Professor Dan Todman
Professor Ian Walden	Professor Anthony Warrens	

### Part 1: Preliminary items

#### Minutes of the previous meeting (SE2019.19)

2019.051 Senate **confirmed** the minutes of the meeting held on 17 October 2019.

#### President and Principal's report (SE2019.20)

2019.052 Senate **received** a report from the President and Principal.

- 2019.053 Members **noted** that strike action relating to pay, working conditions and pensions had recently concluded. Action Short of a Strike (ASOS) had begun on 25 November 2019 and could continue until 29 April 2020 unless agreement was reached on the dispute. Sector-wide negotiations were ongoing with the Universities and Colleges Employer Association (UCEA) on issues relating to pay and working conditions; the ethnicity pay gap, the number of staff on 'insecure' contracts, workloads and pay compression. Sector-wide negotiations regarding pensions were ongoing with Universities UK (UUK). Queen Mary had undertaken a significant amount of work in these areas and would continue to work with colleagues across the University to respond to these concerns.
- 2019.054 Members **noted** that Queen Mary had published institutional data on the ethnicity pay gap and had dedicated a Key Performance Indicator (KPI) to closing the pay gap. The ethnicity pay gap was the result of an imbalance at the upper end of the salary scale. The career progression pipeline for Black, Asian and Minority Ethnic (BAME) staff, and potential barriers to higher paid roles, were under review.
- 2019.055 Members **noted** that fewer than 10% of academic staff at Queen Mary were employed on insecure contracts. University and College Union (UCU) analysis of Higher Education Statistics Agency (HESA) data defined 'insecure' as fixed-term and atypical contracts. UCU data for staff employed on insecure contracts included doctoral students who would undertake teaching, student ambassadors and staff employed to cover maternity leave. Each school and institute had different needs for employing staff on fixed-term contracts. Therefore, the appropriateness of insecure contracts being issued would be discussed with schools and institutes on an individual basis.
- 2019.056 Members **noted** that workload models varied by school/institute, reflecting the discipline-specific nature of the issue. Discussions would be held with each school/institute to identify the next steps to be taken.
- 2019.057 Members **noted** that the average pay for Queen Mary staff had increased by 3.5% between 30 September 2018 and 30 September 2019. UCEA had stated that it would not re-open negotiations on the 2019 national pay award.
- 2019.058 Members **noted** that the second Joint Expert Panel report (JEP2) regarding the Universities Superannuation Scheme (USS) pension scheme had been delayed and would not be published by Christmas 2019, as had previously been expected. UCU had called for an 8% cap on member contribution rates but the Pension Regulator and USS remained concerned about the long-term viability of the scheme. Negotiations were ongoing between UCU, UUK and USS.
- 2019.059 Members **noted** that Sheila Gupta MBE would join Queen Mary in January 2020 as the Vice Principal for People, Culture and Inclusion. Joanne Jones, Director of Finance and Resources, would be leaving Queen Mary at the end of 2019. Louise Parr-Morley had joined Queen Mary as Interim Finance Director. The substantive roles of Chief Finance Officer and Chief Operations Officer role would be advertised in the new year.

#### **Vice-Principals' Reports (SE2019.21a – SE2019.21f)**

- 2019.060 Senate **received** a report from the Vice-Principal (Health), (SE2019.21a).
- 2019.061 Senate **received** a report from the Vice-Principal and Executive Dean (Humanities and Social Sciences), (SE2019.21b).

- 2019.062 Senate **received** a report from the Vice-Principal and Executive Dean (Science and Engineering), (SE2019.21c).
- 2019.063 Members **noted** that the Faculty of Science and Engineering had held their Faculty Industrial Research Engagement day on 06 November 2019. Colleagues from each faculty had participated in the event.
- 2019.064 Senate **received** a report from the Vice-Principal (Education) (SE2019.21d).
- 2019.065 Senate **received** a report from the Vice-Principal (International), (SE2019.21e).
- 2019.066 Senate **received** a report from the Vice-Principal (Policy and Strategic Partnerships), (SE2019.21f).

### **Students' Union President's report (SE2019.22)**

- 2019.067 Senate **received** a report from the Students' Union President.
- 2019.068 Members **noted** that the Queen Mary Students' Union (QMSU) was in the process of conducting a democracy review. Student Council had agreed to implement a revised governance structure that would see the addition of a Vice-President (Communities), Vice-President (Humanities and Social Sciences) and a Vice-President (Science and Engineering). Duties previously undertaken by the Vice-President (Education) would fall within the remit of each of the faculty Vice Presidents. QMSU were working with heads of schools/institutes to identify the meetings each executive officer should attend. The revised governance structure would include the addition of school representatives.
- 2019.069 Members **noted** that Student Council had passed a motion to support UCU and the industrial action.
- 2019.070 Members **noted** that elections for course representatives had been successful, and the majority of roles had been filled.
- 2019.071 Members **noted** that QMSU held a Student Partnership Conference on 26 October 2019 with over 150 course representatives having attended the conference. Feedback from the conference had been positive with course representatives reporting that they had been empowered by the training provided.
- 2019.072 Members **noted** that the Study Well campaign had been extended to semester A following the introduction of semester-based examinations. A number of well-attended events had already taken place, with more to be announced in January 2020.
- 2019.073 The Students' Union had conducted its annual student experience survey on diversity. The Education Quality and Standards Board had discussed the survey findings in detail. The Students' Union would work with Sheila Gupta and Professor Stephanie Marshal to address the issues raised in the survey findings.

## **Part 2: Matters for Discussion**

### **Presentation from the Vice-Principal (International)**

- 2019.074 Senate **received** a presentation from the Vice-Principal (International) on Queen Mary's global engagement.
- 2019.075 Members **noted** the impact of the global context on Queen Mary's global engagement, including the rapid development of Domestic Chinese Higher Education. Queen Mary had 4,600 students in China and this number was expected to continue to grow. The falling value of the British pound had also had an impact on Queen Mary's global engagement. Whilst the weak pound had increased the cost of operating overseas, it had also increased the appeal of studying in the United Kingdom to international students.
- 2019.076 Members **noted** priorities for 2019-20, which included a planned partnership with Kaplan International Pathways, enhancing Queen Mary's reputation, improving engagement with global alumni, developing Queen Mary's distance learning strategy and continuing to grow strategic partnerships within Northeast Asia, South Asia, Southeast Asia, Latin America, Africa, North America and the European Union.
- 2019.077 Members **noted** that 2019-20 overseas student recruitment was strong. Recruitment of overseas students to postgraduate (taught) programmes had shown a 16% year on year growth with more than 300 students enrolling surplus to target.
- 2019.078 Members **noted** that recruitment of Associate Students for 2019 had increased 10% from 2018 and Associate Student applications for 2020 had increased by 34% compared with December 2018. Queen Mary had been successful in attracting Associate Students from top North American universities, including Yale University and Brown University.
- 2019.079 Members **noted** that in 2018-19 Queen Mary generated £16.5m in revenue from Transnational education (TNE).
- 2019.080 Members **noted** that discussions with Sichuan University (SCU) were advancing. If successful, SCU would become Queen Mary's fourth large-scale joint partner.
- 2019.081 Members **noted** that new partnerships were strategically aligned to ensure that they were complementary to, and would not be in competition with, Queen Mary's existing offer.

### **Teaching Excellence and Student Outcomes Framework (TEF)**

- 2019.082 Senate **received** an update from the Deputy Vice-Principal for Education (Strategic Projects) on preparations for the Teaching Excellence and Student Outcomes Framework Year 5 (TEF 5).
- 2019.083 Senate **noted** that preparations for TEF5 were progressing well. The quality of narratives had significantly improved between the two internal review rounds.
- 2019.084 Members **noted** that institutions were awaiting confirmation of the TEF5 submission deadline date. In the meantime, preparations would continue to follow existing internal deadlines.

### **Suspensions of Regulations report (SE2019.23)**

- 2019.085 Senate **received** the Suspensions of Regulations report.

- 2019.086 Members **noted** that requests to suspend the Academic Regulations should normally be rare. The process for suspending the academic regulations exists to cover circumstances where the normal application of the Academic Regulations would be manifestly unfair to one or more students or where a situation had arisen that had not been foreseen by the Academic Regulations.
- 2019.087 Members **noted** that a significant number of suspension of regulations were requested to mitigate the effects of avoidable errors. The high number of avoidable errors were indicative of a negative impact on the student experience.
- 2019.088 Senate **agreed** that Academic Registry and Council Secretariat (ARCS) would discuss the number of suspension of regulations with individual schools and institutes.

### **Honorary Degrees and Fellowships (SE2019.24) *confidential***

- 2019.089 Senate **considered** the nominations for Honorary Degrees and Fellowships of Queen Mary and the Queen Mary Medal recommended by the Honorary Degrees and Fellowships Committee (HDFC). The conferment of approved honorary degrees and fellowships would take place at the graduation ceremonies in July 2020.
- 2019.090 Senate **approved** for recommendation to Council the nominations for Honorary Degrees of Queen Mary.
- 2019.091 Senate **approved** for recommendation to Council the nominations for Fellow of Queen Mary.
- 2019.092 Senate **approved** for recommendation to Council the nominations for the Queen Mary Medal.

## **Part 3: Matters for Report**

### **Education Quality and Standards Board (SE2019.25)**

- 2019.093 Senate **noted** the executive summary of the Education Quality and Standards Board meeting held on 13 November 2019.

### **Research Degrees Examination and Progression Board (SE2019.26)**

- 2019.094 Senate **noted** the executive summary of business considered by the Research Degrees Examination and Progression Board in October 2019.

### **Partnerships Board (SE2019.27)**

- 2019.095 Senate **noted** the executive summary of business considered by the Partnerships Board between 01 June 2019 and 22 November 2019.

## **Part 4: Other matters**

### **Dates of future meetings**

- 2019.096 Senate **noted** that the next meetings of Senate would be held as follows:

- Thursday 5th March 2020, 3pm-5pm in the Colette Bowe Room, Queens' Building, Mile End
- Thursday 4th June 2020, 3pm-5pm in the Colette Bowe Room, Queens' Building, Mile End