



Minutes

SEN21-M3

Minutes of the Ordinary meeting held on 16 June 2021.

Attendance

	Robert Allison	
Hemaka Bandulasena	Ashleigh Filtness	Valerie Pinfield
Ana-Maria Bilciu	Mey Goh	Shahin Rahimifard
Ksenia Chmutina	Richard Hodgkins	Chris Rielly
Marcus Collins	Eef Hogervorst	Stewart Robinson
James Colwill	Caroline Kennedy-Pipe	Steve Rothberg
Paul Conway (ab)	Mark King	Tzameret Rubin
Malcolm Cook	Mark Lewis	Darren Smith
Jennifer Cooke	Chris Linton	Robby Soetanto
Andrew Dainty	Niels Lohse	Christopher Spray
Abigail Davis	Mariateresa Lombardo	Rachel Thomson
Cees de Bont	Callie Merrick	Emily Turnbull
Varuna de Silva	Andrew Morris	Duncan Walker
Phil Eames	Kelly Morrison	Emma Walton
Claudia Eberlein	Fehmidah Munir	Sian Williams
Tony Edwards	Maria Nieswand	Brian Winn
Fiona Ellis-Chadwick	Joao Oliveira	Amie Woodyatt
Carolina Escobar-Tello (ab)	Elizabeth Peel (ab)	Matt Youngs

In attendance:

Nick Clifford (for item 21/37), Chris Dunbobbin, Freya Mason, Jennifer Nutkins, John Rushforth (Advance HE), Andy Stephens, Richard Taylor, Thomas Young.

Apologies received from:

Paul Conway, Carolina Escobar-Tello, Elizabeth Peel.

The Vice-Chancellor welcomed Professor Lianne Gibson, attending her first meeting as Dean of the School of Social Sciences and Humanities, and those in attendance.

21/33 Minutes

Senate confirmed the Minutes of the Ordinary meeting held on 10 March 2021 (**SEN21-M1**).

21/34 University Strategy

SEN21-P37

34.1 Update on Higher Education Environment

Senate received an update on the external HE environment. A number of issues were highlighted, including:

- i) Considerable financial uncertainty, which made future planning very difficult. Decisions on the recommendations of the Augar review of post-18 education funding were expected in Autumn 2021 and could have a very significant impact.
- ii) The substantial effect of the pandemic on the international student market. There were particular concerns around when and if the Chinese market would recover to pre-covid levels.
- iii) The focus in the recent government White Paper on FE, technical skills and more flexible study. If funding followed these priorities, there could be an increased risk to UG student revenue.
- iv) The REF landscape and increasing pressure on research funding.
- v) New obligations and ways of working across the sector as the Office for Students continued to assert its regulatory role.

Notwithstanding the above, Loughborough was well-placed to respond positively to the challenges that lay ahead.

The following points were noted in discussion:

- vi) Reassurance was provided that the University was very supportive of its foundation programmes, and confidence was expressed that any challenges arising from decisions on the Augar review in this area would be met.
- vii) It was emphasised that Loughborough was committed to maintaining a plural academic environment, and to delivering high quality programmes of study across a wide range of disciplines to a diverse student body.

SEN21-P38

34.2 Developing the University Strategy

Senate noted an update on progress. Since the last meeting of Senate a range of further activities had been undertaken including the creation of a dedicated internal webpage; three internal and two external online briefing sessions; a meeting between the Provost and Deputy Vice-Chancellor and the LSU Executive; further work on the proposed strategic themes led by Professors Phil Eames and Lorraine Cale; and the identification of strategic leads. Thanks were offered to all who had contributed.

Following conversations with the incoming Vice-Chancellor, it had been decided to extend the previously agreed timescales to allow him to input appropriately into the new strategy. Formal approval from Council was now expected to be sought in March 2022.

SEN21-P39

34.3 Key Performance Indicators

Senate noted updates to KPIs for reporting to Council. Only a very small number of KPIs had been updated as the publication of most sector data sets had been delayed due to deadline extensions granted in response to covid-19 pressures in the sector.

21/35 Update on University Response to Coronavirus

SEN21-P40

Senate received an update on the University's response to the coronavirus pandemic. The following points were highlighted:

- i) Staff return to campus: Staff who had not yet returned were being asked to spend some time over the summer working from campus in preparation for 2021/22. It was emphasised that this process was distinct from the ongoing activity to explore a future framework for dynamic working.
- ii) Cases: The number of cases was currently very low, and most were identified early by the University's asymptomatic testing centre, preventing spread.
- iii) Graduation: The ceremonies planned for July 2021 were not dependent on the changes to restrictions that had been planned for 21 June 2021 and would go ahead, albeit that there might be some alterations to the post-ceremony reception events, depending on whether there were any further delays to the easing of restrictions beyond 19 July 2021.

- iv) Learning and Teaching: The plan for 2021-22 was broadly similar to that delivered in the autumn term 2020, building on and enhancing the flexible module delivery introduced in response to the pandemic, while keeping in-person on campus delivery at the heart of the University's offer. Current planning was to timetable in-person practical sessions with social distancing in place, with flexibility to revert to pre-covid arrangements if government guidance allowed.
- v) LSU: Planning for graduation balls to take place on an in-person basis were ongoing, with appropriate contingencies should restrictions remain in place after 19 July 2021.

The Vice-Chancellor thanked all members of the University community for their hard work and constructive response to the pandemic, noting that there were many colleagues who had contributed positively and significantly to activity at national level.

21/36 RTE Academic Promotion

SEN21-P41

Senate discussed proposals relating to the principles underpinning arrangements for RTE academic promotion, prior to a more detailed review being undertaken. It was some time since the criteria and processes had last been reviewed, and it was important that they were appropriate in the context of the University's new strategy and did not result in bias against staff with protected characteristics. It was emphasised that this would be a carefully considered piece of work, with the outcomes not expected to be submitted to Council for approval until Summer 2022. Senate was specifically asked to consider: whether, and to what extent, excellent performance in internal leadership roles should play a greater part in promotions than in the past; and whether there should be an expectation on all RTE7 staff that they work towards promotion to RTE8 (noting that there would be no equivalent expectation that RTE8 staff should seek promotion to RTE9, albeit that it was hoped that most staff would wish to do so).

A number of members spoke in support of a greater recognition of internal leadership roles in explicit promotion criteria, noting that clear information about the link between excellent performance in such roles and career advancement would be likely to increase interest in/engagement with them, and result in improved institutional performance. Some concerns were expressed, however, in relation to the openness of selection processes; the relatively limited number and availability of such roles; and whether such an approach was consistent with the outward-facing nature of the new University strategy.

The following additional points were noted:

- i) If excellent performance in internal leadership roles was to play a greater part in promotions, roles must be allocated fairly, for example through PDR processes and/or transparent selection processes.
- ii) It was not suggested that all colleagues should seek promotion by demonstrating excellent internal leadership, or that all colleagues should be required to demonstrate excellence in this area in order to qualify for promotion, but rather that there should be a mechanism to recognise that some colleagues did undertake significant internal leadership roles, and to value this contribution in career progression.
- iii) Promotion criteria should recognise the significant diversity that existed in career pathways, with women in particular more likely to have followed non-traditional routes and have caring responsibilities. Mechanisms should be developed to ensure that women and other groups with protected characteristics who might be affected by such issues were not disadvantaged in relation to career progression, and these processes should be developed with input from representatives of those affected groups.
- iv) Care should be taken to ensure that evidential requirements relating to promotion on the basis of excellent performance in internal leadership roles should not be more onerous than those for other career progression routes.

21/37 Climate & Environment Task Group

SEN21-P42

Senate received an update from the Climate and Environment Task group and endorsed the broad direction of travel. Senate agreed that arrangements should be made for Professor Nick Clifford, as

Chair of the group, to meet with the new Vice-Chancellor in the autumn, to discuss the detailed recommendations in the context of the new University Strategy.

The following points were noted in discussion:

- i) It would be important, in the context of dynamic working, to consider the displacement of emissions (related, for example to the heating of the houses of those working remotely rather than in the office).
- ii) Many prospective students had a keen interest the University's environmental profile, and there was scope for more focus on this in outreach and recruitment activities.
- iii) The wellbeing and productivity of staff should be a key consideration in the development of environmental initiatives.

Thanks were offered to Professor Clifford, Jo Shields and all other members of the working group.

21/38 Race Equality Charter Submission and Strategic Affirmations

SEN21-P43

Senate received an update on ongoing work to prepare the University's Race Equality Charter submission, and accepted the strategic affirmations underpinning it. Members were invited to send any comments on the draft submission to Emma Dresser. Thanks were offered to Dr James Esson and to all other colleagues and doctoral researchers who were contributing to this important initiative.

21/39 Health, Safety and Environment Committee

SEN21-P44

39.1 Senate received minutes of the meeting of Health, Safety and Environment Committee on 26 May 2021.

SEN21-P45

39.2 Senate considered the Health and Safety Bulletins for February – May 2021. The following issues were highlighted:

- i) Extensive engineering work undertaken to improve the water distribution system within Towers was complete and the system had been given a clean bill of health.
- ii) Significant fire safety work had been undertaken, including a large number of Fire Risk Assessments, and work to ensure the inspection and maintenance of fire doors and extinguishers.

21/40 Matters for Report by the Pro-Vice-Chancellor (Research)

SEN21-P46

Senate considered a report, including:

- i) Items considered at Research Committee meetings in April and May 2021 noting in particular work underway on a simplified successor to the CALIBRE strategy, open research issues and the exploitation of the sector by major publishers; the establishment of a REF Review Group and that the University was involved with 4 submissions to the OfS funding call for projects to encourage BAME students to take up doctoral research.
- ii) Research Grant and Contract performance at the 3/4 year point of 2020/21 which was on target.
- iii) A breakdown of the University's REF submission. Thanks were offered to the PVC(R) and to all other colleagues who had been involved in the REF submission.

21/41 Matters for Report by the Pro-Vice-Chancellor (Teaching)

SEN21-P47

Senate considered an update on activities relating to Learning and Teaching, including the ongoing response to Covid; student recruitment; quality assurance and policy; new programme development; and external sector policy. The following points were highlighted:

- i) The Semester 2 examination period was underway, and additional communications to students about the importance of submitting the correct file on time appeared to have been effective, with significantly fewer late submissions.
- ii) Consideration was being given to extended induction periods for new UG and PGT students in 2021-22, in part to address disruption to learning in schools during the pandemic. An updated version of the Ready, Set, Lboro digital badge, which included content on diversity, was also being prepared to support new undergraduate students and developments were also planned for PGT students and Doctoral Researchers .
- iii) Learning and Teaching Committee had continued to receive updates from Dr James Esson on the University's submission to the Race Equality Charter (REC).
- iv) The Task and Finish group established to consider processes around the establishment and delivery of short courses and professional education had progressed well and a business case to allow informed future decision-making was in preparation.
- v) The position for 2021 student recruitment was positive, albeit with considerable uncertainty around the impact of the pandemic on international student recruitment. An additional start date of February 2022 had again been introduced on specific postgraduate programmes.
- vi) A successful validation event had taken place with Loughborough College to approve the validation of its new undergraduate degree programme in Sustainable Engineering.
- vii) A bid was currently in preparation for stage 2 of the Department for Education Institute of Technology competition, to set up additional Institutes of Technology in collaboration with Loughborough College, the University of Derby and Derby College.
- viii) NSS 2021 results would be published on July 15 2021.
- ix) It had been a very successful year for student enterprise activities, and end of year awards had been held.
- x) Steps would be taken to ensure information on centre assessed grades was available for prospective students on the Admissions section of the University webpages and elsewhere as appropriate.

Thanks were offered to all colleagues who had helped to support Learning and Teaching during 2020-21.

21/42 Matters for Report by the Pro-Vice-Chancellor (Enterprise)

SEN21-P48

Senate considered a report on issues discussed at Enterprise Committee; the management of LUSEP; progress of the Zero-Carbon working group of EMDC; and a summary of enterprise applications and awards for Q3 2020/21. Members were encouraged to investigate the new KEF dashboard, and an update was provided on the Loughborough Town Deal.

Thanks were offered to Professor Claudia Eberlein, Professor Andy Dainty, Professor Malcolm Cook, Professor Chris Rielly, and others who had taken on responsibilities in relation to Enterprise since Professor Tracy Bhamra had left the University.

21/43 Matters for Report by the Provost and Deputy Vice-Chancellor

SEN21-P49

Senate considered a report. The following items were highlighted:

- i) ALT: The establishment of a Policy and Governance Unit at the London campus had been agreed to further extend the University's profile and influence with Government and other policy partners. The Policy Unit, led by a small team from LUL headed by Professor Andrew Chitty, would form part of a University-wide strategy for policy development and engagement.

- ii) Operations Committee:
 - a. A budget for 2021/22 had been recommended to Finance Committee. Based on prudent assumptions about international student recruitment, a small deficit was forecast, with small surpluses in the following few years.
 - b. The vacancy freeze which had been in place throughout the pandemic would be lifted from 1 August 2021. There would be some phasing of staff recruitment to ensure the maintenance of appropriate HR capacity to manage the volume of recruitment activity.
 - c. A submission to the government's new Turing Scheme, which would replace the ERASMUS+ programme, had been endorsed.

21/44 Matters for Report by the Vice-Chancellor

The Vice-Chancellor reported on the following matters:

- i) The Vice-Chancellor congratulated Professor Nick Jennings who had been appointed by Council as his successor. The Vice-Chancellor had met Professor Jennings on a number of occasions to ensure a smooth and effective transition. Council would be asked to confirm that the Provost and Deputy Vice-Chancellor would exercise and perform all the academic functions of the Vice-Chancellor and Accountable Officer, in accordance with Statute VI(2), in the interregnum between Professor Allison's last day on 31 July 2021, and Professor Jennings' first day on 4 October 2021.
- ii) The Vice-Chancellor offered Senate's best wishes to Loughborough athletes heading to the Olympics and Paralympics, and to Nick Diaper, the University's Head of Parasport, who would be the Deputy Chef de Mission for Paralympics GB in Tokyo.
- iii) Congratulations were offered John Steele, Executive Director of Sport at Loughborough, who had been appointed OBE in the Queen's Birthday Honours for services to sport.
- iv) Congratulations were offered to Professor Eran Edirisinghe from the School of Science, who had been appointed Pro Vice-Chancellor (Research) at Keele University, and Professor Andy Dainty who had been appointed Pro Vice-Chancellor (Education) at Manchester Metropolitan University.
- v) Thanks were offered to all retiring members of Senate, and in particular to Ana-Maria Bilciu and Matt Youngs for their dedication and hard work over a particularly challenging 12 months for LSU.
- vi) The Vice-Chancellor thanked all members of Senate, past and present, for their commitment and support over the last nine years, noting that collegiality remained one of the University's great strengths.
- vii) The Provost and Deputy Vice-Chancellor congratulated the Vice-Chancellor on being awarded a CBE in the Queen's Birthday Honours for services to education and to supporting young people's talent, equality and achievement. Senate also marked the Vice-Chancellor's last meeting of Senate by thanking him for his outstanding leadership of the University over nine extremely successful years.

21/45 Renaming of Subject Areas in School of Social Sciences and Humanities

SEN21-P50

45.1 Senate approved the renaming of the following:

- i) Social and Policy Studies (SPS) to Criminology, Sociology and Social Policy (CSSP).
- ii) Politics and International Studies (POLIS) to International Relations, Politics and History (IRPH).

- 45.2 Senate approved the establishment of the naming of subject areas within the School as “Divisions”.

21/46 Arts Committee

SEN21-P51

- 46.1 Senate received minutes of the meeting of Arts Committee on 18 May 2021.

SEN21-P52

- 46.2 on the recommendation of Arts Committee, Senate approved revisions to the composition of Arts Committee.

21/47 Learning and Teaching Committee

SEN21-P53

- 47.1 Senate received minutes of the meeting of Learning and Teaching Committee on 4 March and 22 April 2021.

SEN21-P54

- 47.2 Senate approved amendments to Regulation XVIII (Academic Misconduct).

SEN21-P55

- 47.3 Senate noted the University’s signing of the QAA Academic Integrity Charter.

SEN21-P56

- 47.4 Degree classification boundaries: Senate approved amendments to Regulations XX (Undergraduate Awards) and XXI (Postgraduate Awards).

SEN21-P57

- 47.5 Engineering Council Compensation and Condonement rules: Senate confirmed the University’s approach, and approved associated amendments to Regulations XX (Undergraduate Awards) and XXI (Postgraduate Awards).

21/48 Research Committee

SEN21-P58

- 48.1 Senate received minutes of the meeting of Research Committee on 24 November 2020, and 2 February and 20 April 2021.

SEN21-P59

- 48.2 On the recommendation of Research Committee, Senate approved amendments to Regulations XXVI (Research Degree Programmes) and XVI (Tuition Fees and Payments for Other University Services) regarding tuition fee payments for Doctoral Researchers.

SEN21-P60

- 48.3 On the recommendation of Research Committee, Senate approved amendments to Regulation XXVI (Research Degree Programmes) to bring staff PhD fee information into line with published TFSC rates.

SEN21-P61

- 48.4 Senate noted the approval by Research Committee of an alternative doctoral thesis format.

21/49 Student Discipline Committee

SEN21-P62

- 49.1 Senate received minutes of the meeting of Student Discipline Committee on 18 May 2021.

SEN21-P63

- 49.2 On the recommendation of Student Discipline Committee, Senate recommended to Council for approval amendments to Ordinance XVII (Conduct and Discipline of Students).

21/50 Ethics Committee

SEN21-P64

- 50.1 Senate received minutes of the meeting of Ethics Committee on 25 May 2021.

SEN21-P65

- 50.2 On the recommendation of Ethics Committee, Senate recommended to Council for approval the Ethical Policy Framework 2021.

21/51 Programme Proposals

Senate noted the action of the Pro-Vice-Chancellor (Teaching), on behalf of Senate, in approving the following:

- (i) New programmes (from Oct 2021):
MSc Applied Sport Performance Analysis
MSc Biomedical Engineering
MSc Biotechnology
MSc Water Engineering for Development programme (1 Yr, DL version)
- (ii) Additional Intake in January 2022:
School of Architecture, Building and Civil Engineering
Low Energy Building Services Engineering

School of Social Sciences and Humanities

Digital Media and Society
Global Media and Cultural Industries
Strategic Communication
Environmental Monitoring, Research & Management
International Financial and Political Relations
Climate Change Politics and Policy
Climate Change Science and Management
Security

Loughborough University London

Design Innovation
Digital Finance
Digital Marketing
Diplomacy and International Governance
Diplomacy, Business and Trade
International Management
Managing Innovation in Creative Organisations
Media and Creative Industries
Security, Peace-building and Diplomacy
Sport Marketing
Entrepreneurship and Innovation Management
Entrepreneurship, Finance and Innovation
Diplomacy, Politics and Trade
Global Communication and Social Change

School of Business and Economics

Information Management and Business Technology
International Business
Management
Marketing

Wolfson School of Mechanical and Manufacturing Engineering

Advanced Manufacturing Engineering and Management (part-time only)
Engineering Design (part-time only)
Mechanical Engineering (part-time only)
Renewable Energy Systems Technology (distance learning)
Systems Engineering (degree apprenticeship route)
Systems Engineering (part-time)

- (iii) Award, title or major programme changes:
MSc Exercise as Medicine (from Oct 2021)
- (iv) Suspension of programmes:
MA Media, Communications and Cultural Management (Last intake: Oct 2018; proposed next intake: Oct 2022)
- (v) Termination of programmes:
MSc Digital Design Innovation (no previous intakes)
- (vi) Validated provision at Loughborough College
Validation of the following new programme from Sept 2021:
BEng Sustainable Engineering

21/52 Semester and Term Dates for 2026-27

SEN21-P66

Senate approved Semester and Term Dates for the 2026-27 academic year.

21/53 Membership of Senate 2021-22 (thus far determined)

SEN21-P67

Senate noted the membership of Senate for the 2020-21 academic year, thus far determined.

21/54 Appointment of Deans of School

- 54.1 Senate noted the appointment of Professor Jan Godsell as Dean of the School of Business and Economics for an initial term of 5 years commencing on 1 September 2021.
- 54.2 Senate noted the appointment of Professor Malcolm Cook as Acting Dean of the School of Architectural, Building and Civil Engineering from 1 September 2021.

21/55 Appointment of Associate Deans

Senate noted the following appointments/reappointments:

- 55.1 Dr Louise Holt as Associate Dean (Teaching) for the School of Social Sciences and Humanities from 1 August 2021 to 31 July 2024.
- 55.2 Dr Simon Martin as Associate Dean (Teaching) for the School of Aeronautical, Automotive, Chemical and Materials Engineering from 1 August 2021 to 31 July 2024.
- 55.3 Professor Stephen Rice as Associate Dean (Research) for the School of Social Sciences and Humanities from 1 August 2021 to 31 July 2024.
- 55.4 Professor Lauren Sherar as Associate Dean (Teaching) for the School of Sport, Exercise and Health Sciences from 1 August 2021 to 31 July 2024.
- 55.5 Dr Paul Kelly as Associate Dean (Research) for the School of Science from 16 June 2021 to 31 July 2024.

- 55.6 Professor Sara Lombardo as Associate Dean (Teaching) for the School of Science from 1 August 2021 to 31 July 2024.
- 55.7 Professor Jo Tacchi as Associate Dean (Teaching) for LU London from 1 August 2021 to 31 July 2024.

21/56 Associate Pro Vice-Chancellor for the Doctoral College

Senate noted an extension of the appointment of Professor Liz Peel as Associate Pro Vice-Chancellor for the Doctoral College until 31 March 2022.

21/57 Sustainability Annual Report 2019-20

SEN21-P68

Senate received a report.

21/58 Reports from Committees

Senate received reports from the following Committees:

- 58.1 **SEN21-P69** Enterprise Committee on 24 March and 11 May 2021.
- 58.2 **SEN21-P70** Estates Management Committee of 12 February 2021.
- 58.3 **SEN21-P71** Finance Committee of 19 March 2021.
- 58.4 **SEN21-P72** Human Resources Committee on 26 May 2021.
- 58.5 **SEN21-P73** IT and Governance Committee on 28 January 2021.
- 58.6 **SEN21-P74** Sport Committee of 11 February 2021.

21/59 Dates of Meetings in 2021-22

Wednesday 29 September 2021 – from 12.30pm, Senate Strategic Away Afternoon

Wednesday 10 November 2021, 10am

Wednesday 19 January 2022, 10am (if required)

Wednesday 16 March 2022, 10am

Wednesday 15 June 2022, 10am

Author – Chris Dunbobbin

Date – June 2021

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