



## Minutes

### SEN25-M3

Minutes of the meeting held on 5 November 2025.

#### Attendance

Nick Jennings

Moataz Attallah  
Julia Bahnmüller  
Sarah Barnard  
Karen Blay  
Roberta Bernabei  
Rebecca Cain  
Ash Casey (ab)  
Vivien Chow  
Malcolm Cook  
Chris Cushion  
Mahsa Derakhshani  
Claudia Eberlein  
Rachael Farayola  
Jan Godsell  
Sam Grogan  
Simon Hogg  
Peter Hortor

Michael Hoyler  
Kemafasu Ifie  
Mia Jackson  
Will Johnson (ab)  
Gyuchan Thomas Jun (ab)  
Jamie Kenyon  
Taimaz Larimian  
Jo Maher  
Oonagh Markey (ab)  
Miguel Martinez Garcia  
Aidan McGarry  
Robert Mercas  
Criag Morton (ab)  
Sahar Mousavi  
Tasha Murwira  
Tanishka Nahar  
Sarah Parker (ab)

Dan Parsons (ab)  
Giulia Piccolino  
Valerie Pinfield  
Chetna Prajapati  
Rahul Rahulamathavan  
Aravind Reghunathan  
Rajkumar Roy  
Becca Schofield  
Jason Semeraro  
Lauren Sherar (ab)  
Vadim Silberschmidt  
Thomas Steffen  
Rachel Thomson  
Cheryl Travers  
Emma Walton  
Justin Waring (ab)  
Darren Watts

#### ***In attendance:***

Ffy Baker (for item 25/63), Karen Coopman (for item 25/67), Rachel Curtis, Chris Dunbobbin, James Henry, Veronica Moore (for item 25/65), Jennifer Nutkins, Sharon Platts (for item 25/63), Richard Taylor, Lizzy Watts.

#### ***Apologies received from:***

Ash Casey, Will Johnson, Gyuchan Thomas Jun, Oonagh Markey, Craig Morton, Sarah Parker, Dan Parsons, Lauren Sherar, J Waring.

#### 25/60 Minutes

Senate confirmed the minutes of the meeting held on 11 June 2025 (**SEN25-M2**).

#### 25/61 Senate

##### SEN25-P72

61.1 Senate noted its powers and functions.

##### SEN25-P73

## **25/62 University Strategy**

### **SEN25-P74**

#### **62.1 Update on Senate and Council Away Days**

Senate received reports on the Senate and Council Away Days. Reassurances were provided in discussion that any strategic growth in student numbers would be carefully managed to ensure that staffing and infrastructure resources kept pace. It was noted further that the University would continue to engage actively with the local community in relation to its impact on, and relationship with, the town.

### **SEN25-P75**

#### **62.2 Update on KPI Progress**

Senate noted the updated KPI framework; endorsed the formal closure of the International Engagement and Impact Core Plan and associated Core Plan Board; endorsed changes to Commercial & Partnerships KPIs; and noted potential future changes to the Research and Innovation KPIs. The following points were highlighted:

- i) The rating for the Global Reputation KPI had changed from 4 (cause for concern) to 3 (moderately behind target), to reflect that the University had risen 22 places in the QS Academic Reputation Survey but remained slightly behind target; the overall E&SE Core Plan KPIs had been rated as 3, reflecting that a small number of critical metrics had moved to amber, despite continued strong performance across the majority; and the Commercial Revenue KPI had moved to 1 (ahead of target).
- ii) All four International Engagement and Impact (IE&I) KPIs were changing, and as three of the four had been subsumed into business as usual, and the other (QS Ranking) had a separate project board, the IE&I Core Plan and associated Core Plan Board would be closed. It was emphasised in this context that the University remained committed to a detailed and realistic international student recruitment plan.
- iii) The Commercial and Partnership Core Plan KPI would be changed to replace the subjective Tier 1 partnership KPI, to a data-informed KPI based on HEBCIS Plus (Higher Education Business & Community Interaction Survey).
- iv) Potential proposed changes to the R&I Core Plan KPIs were being considered to provide additional information about the quality and reach of the University's research outputs, and preparedness for the next REF.

### **SEN25-P76**

#### **62.3 Update on the Higher Education External Environment**

Senate considered an update on the Higher Education external environment. A number of developments since the last Senate meeting in June were highlighted including: the publication of the Post-16 Education and Skills White Paper; the Greenwich and Kent merger; discussions at the UUK Autumn Conference around specialisation, differentiation and collaboration as strategic responses to sector-wide challenges; and reflections on rebuilding public trust in universities and articulating value.

### **SEN25-P77**

#### **62.4 Financial Update**

Senate noted an update on the University's Financial position for 2024/25, 2025/26 and the outer years of the forecast. Forecasting had been revised to include the potential international student levy and to increase the contingency on target PGT intakes. The position was challenging, but allowed for some optimism, albeit not complacency. It was noted in discussion that the cost management plan would be applicable across the institution.

## **25/63 GLOW (Growth, Learning, Opportunities & Wellbeing) Update**

### **SEN25-P78**

Senate noted the decisions taken by the People & Culture Board and welcomed the implementation plan for the phasing out of PDR, and the transition to Growth, Learning, Opportunities & Wellbeing (GLOW) conversations, the first deliverable of the GLOW framework. It was emphasised in discussion that academic colleagues with relevant expertise had been involved and that the People & Culture Board was working closely with the EDI team to ensure that the principles underpinning the University's approach to EDI were built into GLOW.

#### **25/64 Health, Safety and Environment Committee**

##### **SEN25-P79**

64.1 Senate received minutes of the meeting of Health, Safety and Environment Committee on 8 October 2025.

##### **SEN25-P80**

64.2 Senate approved a minor amendment to the Terms of Reference for Health, Safety and Environment Committee

##### **SEN25-P81**

64.3 Senate considered Health and Safety Bulletins for June, July, August and September 2025. The following points were highlighted:

- i) There had been three serious incidents during the Summer. Incident review panels had been promptly held, and lessons learned where appropriate.
- ii) Health, Safety and Environment Committee had changed its processes to allow Schools and Services to provide more frequent updates.

#### **25/65 Equity, Diversity and Inclusion Update**

##### **SEN25-P82**

Senate considered an update on progress with the EDI Core Plan KPI's and priority actions. Key points highlighted included the appointment of all Associate Deans for EDI and most Professional Services EDI Principals; and ongoing activities to address student award gaps – targeted initiatives, including anti-racism learning modules and belonging interventions at an early stage in the student journey, were underway to reduce the gap by 2028–29.

#### **25/66 Matters for Report by the Pro Vice-Chancellor (Education and Student Experience)**

##### **SEN25-P83**

66.1 Senate considered a report, including: Preparations for NSS and PTES with thanks offered to all involved to date; ESE portfolio development; Generative Artificial Intelligence and assessment; and Post-16 education and skills and the external regulatory and funding environment. The following points were noted in discussion of NSS:

- i) The University was working closely with LSU on NSS preparations, and LSU would be reviewing its processes relating to the appointment of student representatives.
- ii) Work would be undertaken with Schools to determine specific NSS start dates for each programme.
- iii) Examples of good practice were described, including positive communications with students returning from placements, and with final year students at the end of their Semester 1 modules as well as the importance of consistency to the student experience.

##### **SEN25-P84**

66.2 Senate approved the Annual Academic Assurance Report for submission to Council.

## **25/67 Matters for Report by the Pro Vice-Chancellor (Research and Innovation)**

### **SEN25-P85**

Senate considered a report, including: Trusted Research (members were reminded of the requirement to work within the University's Safer Partnerships and Trusted Research framework and in compliance with legislation); Contracts (significant progress had been made in processes, governance, and delivery, such that Research and Innovation Committee no longer considered it necessary to receive reports at each meeting, noting that appropriate oversight would remain in place with any issues escalated through established reporting channels as for other performance metrics across the Research and Innovation Office); Research Performance and Income Growth (the position was very positive, and thanks were offered to all colleagues).

## **25/68 Matters for Report by the Pro Vice-Chancellor (Sport)**

### **SEN25-P86**

Senate considered a report, including: The completion of the swimming pool and Gateway to Sport capital projects; Ministerial engagement at the Labour Party Conference and elsewhere; UNESCO Chairs (in June the University had been awarded its third UNESCO Chair, and Loughborough therefore held more than any other UK university); the Women's Rugby World Cup, including social media coverage of the US team's 10 day training camp on campus; the hosting of the England Men's Cricket Spin Bowling camp led by Kumar Sangkarra; and a record crowd of 2,145 for the men's BUCS Super Rugby season opener.

## **25/69 Matters for Report by the Provost and Deputy Vice-Chancellor**

### **SEN25-P87**

Senate considered a report including: The development and provision of new student accommodation (primarily to replace existing accommodation, but also to provide a small amount of additional capacity on the main campus); Externally leveraged investment in sporting facilities on campus; the academic recruitment campaign (thanks were offered to all colleagues who had supported with interviews); the refurbishment of part of the Stewart Mason building to provide a new home for Loughborough Law; the 'Long Term Maintenance Plus' project to upgrade facilities in the School of DCA; the commencement of the conversion of the old EHB squash courts and G block to DigiLabs Central; and an update on student recruitment.

## **25/70 Honorary Degrees and University Medals**

### **SEN25-P88**

70.1 Pursuant Statute XVIII and with the advice of the University Honours Committee, Senate made a recommendation to Council regarding persons to be invited to receive Honorary Degrees and University Medals at future Degree Congregations.

### **SEN25-P89**

70.2 Senate noted confirmed recipients of Honorary Degrees and University Medals at December 2025 Graduation Ceremonies.

## **25/71 Matters for report by the Vice-Chancellor**

Senate received a report including: Events to mark the 10<sup>th</sup> anniversary of the opening of LU London, and the launch of the Masters in law programme on the London campus; the recognition of Loughborough as a University of Sanctuary in view of its efforts to go 'above and beyond' in providing a welcoming environment for refugees and those seeking asylum; the upcoming Open Day on 15 November; and Winter Graduation Ceremonies on 11 and 12 December.

## **25/72 Appointment of APVC Doctoral College**

Senate noted the appointment of Professor Valerie Pinfield as APVC for the Doctoral College from 1 August 2025 to 31 July 2028.

## **25/73 Human Resources Committee**

### **SEN25-P90**

73.1 Senate received minutes of the meeting of Human Resources Committee on 30 September 2025.

### **SEN25-P91**

73.2 Senate recommended to Council for approval amendments to Ordinance XXXVI (Staff Disciplinary, Capability and Dismissal Appeal Procedure)

### **SEN25-P92**

73.3 Senate recommended to Council for approval amendments to Ordinance XLIII (Use of Fixed Term Contracts)

## **25/74 Information Technology and Governance Committee**

### **SEN25-P93**

74.1 Senate receive minutes of the meeting of Information Technology and Governance Committee on 7 October 2025.

### **SEN25-P94**

74.2 Senate note the action of the Vice-Chancellor in approving, on behalf of Senate, further minor amendments to the composition of Information Technology and Governance Committee, approved by Senate in June 2025 (SEN25-P44).

## **25/75 Research and Innovation Committee**

### **SEN25-P95**

75.1 Senate received minutes of the meeting of Research and Innovation Committee on 3 June and 16 September 2025.

### **SEN25-P96**

75.2 Senate approved revisions to the composition and membership of Research and Innovation Committee.

## **25/76 Annual Statement on Research Integrity 2025**

### **SEN25-P97**

On the recommendation of Ethics Committee, Senate approved the Annual Statement on Research Integrity 2025.

## **25/77 Appointment of Deans**

77.1 Senate noted the appointment of Professor Rebecca Cain as Dean of DCA from 1 August 2025 to 31 July 2030.

77.2 Senate noted the appointment of Professor Moataz Attallah as Dean of AACME, from 1 September 2025 to 1 September 2030.

77.3 Senate noted the appointment of Professor Rajkumar Roy as Dean of the Wolfson School from 1 August 2025 to 31 July 2030.

77.4 Senate noted the appointment of Professor Lauren Sherar as Dean of the School of SEHS from 5 August 2025 to 5 August 2030.

## **25/78 Reappointment of Dean**

Senate noted the reappointment of Professor Jan Godsell as Dean of Loughborough Business School from 1 August 2026 to 31 July 2031. (The first term of office of Professor Godsell was due to complete on 31 July 2026. Following the procedure for the reappointment of Deans, the Provost & Deputy Vice-Chancellor had formally consulted with members of the School's Senior Management Team. On the basis of this consultation, the Provost & Deputy Vice-Chancellor had made a recommendation to the Vice-Chancellor for the reappointment of Professor Godsell. The Vice-Chancellor had made a determination to recommend the reappointment of Professor Godsell for a second 5 year term without recourse to the appointment process for new appointments).

## **25/79 Appointment of Associate Deans**

Senate noted the following appointments/reappointments:

- 79.1 Professor Richard Buswell as Associate Dean (R&I) for the School of ABCE from 1 August 2025 to 31 July 2029.
- 79.2 Professor Wael Bahsoun as Associate Dean (R&I) for the School of Science from 1 August 2025 to 31 July 2029.
- 79.3 Professor Fehmidah Munir and Professor Paula Griffiths (job share) as Associate Dean (R&I) for the School of SEHS from 1 August 2025 to 31 July 2029.
- 79.4 Professor Anish Roy as Associate Dean (R&I) for the Wolfson School from 1 August 2025 to 31 July 2029.
- 79.5 Professor Steven Kenny as Associate Dean (R&I) for the School of AACME from 1 August 2025 to 31 July 2029.

## **25/80 Arts Committee Report 2024-25**

### **SEN25-P98**

Senate received the Arts Committee Report for 2024-25.

## **25/81 Student Discipline**

Senate noted the action of the Vice-Chancellor, on behalf of Senate, in terminating the registration of a student following a Student Disciplinary Panel constituted under Ordinance XVII on 11 August 2025.

## **25/82 Appointments to the Academic Staff**

### **SEN25-P99**

Senate noted appointments to the Academic Staff.

## **25/83 Programme Proposals**

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

### **(i) New programmes**

#### ***From Sept 2026***

MSc Physical Activity and Nutrition for Public Health  
MSc Public Health  
MSc Public Policy

### **(ii) Major changes**

#### ***September 2025 entrants onwards***

MSc Engineering Management  
MA Storytelling (in-person and online versions) (title changed to Applied Storytelling)

#### ***September 2026 entrants onwards***

BEng/MEng Bioengineering (title changed to BEng/MEng Biomedical Engineering)

Bioengineering with a Foundation Year (title changed to Biomedical Engineering with a Foundation Year)  
 BSc Financial Mathematics  
 MSc Information Systems and Digital Innovation (title changed to MSc Digital Business Management)  
 BSc/ MMath Mathematics  
 BSc Mathematics and Accounting and Financial Management (title changed to BSc Mathematics and Accounting and Finance)  
 BSc Mathematics and Sport Science  
 BSc Mathematics with Economics  
 BSc Mathematics with Statistics  
 BSc Sport and Exercise Psychology (title changed to BSc Psychology of Sport and Exercise)

(iii) Suspension of programmes

MSc Informatics and Disaster Risk Management  
 MSc Sustainable Water and Climate Resilience  
 (No previous intakes; Proposed first intakes: Sept 2026)

## **25/84 Membership of Senate 2025-26**

### **SEN25-P100**

Senate noted the membership of Senate for the 2025-26 academic year.

## **25/85 Reports from Committees**

Senate received reports from the following Committees:

- 85.1 **SEN25-P101** EDI Committee on 30 June 2025.
- 85.2 **SEN25-P102** Education and Student Experience Committee on 23 May and 29 September 2025.
- 85.3 **SEN25-P103** Finance Committee on 13 June 2025.
- 85.4 **SEN25-P104** Infrastructure Committee on 25 June 2025.
- 85.5 **SEN25-P105** SPaRC Part B: Resources on 10 June, 7 July, and 15 September 2025.
- 85.6 **SEN25-P106** Sport Committee on 7 March and 19 June 2025.

## **25/86 Waiver of Regulations**

Senate noted that the Academic Registrar had approved waivers to Regulations in relation to individual students. (Further details are available from the Secretary).

## **25/87 Dates of Remaining Meetings in 2025-26**

Wednesday, 21 January 2026 - 10:00am, University Stadium, Loughborough Campus (if required)  
 Wednesday, 11 March 2026 - 10:30am AM – LDN1.04, Loughborough University London  
 Wednesday, 10 June 2026 - 10:00am, University Stadium, Loughborough Campus