



Minutes

SEN26-M1

Minutes of the meeting held on 11 March 2026.

Attendance

Nick Jennings

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

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

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

In attendance:

Ffy Baker, Chris Dunbobbin, James Henry, Jennifer Nutkins, Richard Taylor.

Apologies received from:

Moataz Attallah, Ash Casey, Mahsa Derakhshani, Peter Hortor, Will Johnson, Gyuchan Thomas Jun, Miguel Martinez Garcia, Aidan McGarry, Sarah Parker, Emma Walton.

26/1 Minutes

Senate confirmed the minutes of the meeting held on 5 November 2025 (**SEN25-M3**).

26/2 University Strategy

SEN26-P1

2.1 Sector context

Senate considered an update on the financial position of the sector and the University's response. 2024/25 Financial results for most of the sector had been published in December/January, with 37% of institutions analysed reporting a deficit, and a significant proportion of the remainder reporting only a very small surplus. Against this backdrop

Loughborough maintained a stable but tight financial position. The University's 2025/26 budget and financial forecast had been approved by Council in November, and reflected two years of deficit (2025/26 and 2026/27), before recovering to small surpluses. New challenges continued to emerge, putting pressure on the forecasts, including a deterioration in PGR income and cost base, and increasing energy costs. However, plans to manage the situation remained on track and would continue to evolve in light of events.

SEN26-P2

2.2 Update on KPI Progress

Senate noted the updated KPI framework and recommended to Council for approval changes to two of the Commercial & Partnerships KPIs, and changes to the basket of measures which underpinned the Staff KPI.

SEN26-P3

2.3 People and Culture Strategy

Senate endorsed the People & Culture Strategy, noting that updates would be brought to Senate during implementation. The following points were highlighted in discussion:

- i) The Strategy would be implemented in partnership with Schools, and a People and Culture Schools Forum had been established.
- ii) It was suggested that it would be helpful to develop case-studies from early-adopter Schools to demonstrate the benefits associated with the introduction of GLOW and GLOW conversations.
- iii) Clarification was provided that the Strategy would include supporting and developing leaders and managers.
- iv) Clarification was provided that an Equality Impact Assessment process was ongoing alongside the rollout of the Strategy, particularly in relation to the wellbeing element of GLOW conversations. It was agreed in this context that the implementation of the Strategy would include activity to encourage positive staff engagement with the University's Occupational Health service.

26/3 UCL Covid Case Settlement

SEN26-P4

Senate considered a confidential & legally privileged briefing note reflecting legal advice received by the University relating to the implications of the UCL Case Settlement. Senate was supportive of the approach recommended in the paper – to seek to defend the claim and put the claimants to proof, noting that Loughborough was shortlisted for University of the Year on the strength of its Covid response. It was noted in discussion that certain programmes, such as engineering and design, could be subject to larger claims, but no details of individual claimants had as yet been provided.

26/4 Staff Experience Survey

SEN26-P5

Senate noted the results from the 2025 Staff Experience Survey. Loughborough continued to perform strongly on staff engagement and overall employee experience, reinforced by being ranked 26th in the Financial Times UK Best Employers 2026, fourth amongst HEIs, and the Number 1 Employer in the East Midlands.

It was noted in discussion that more detailed intersectional analysis relating to age, length of service, gender and ethnicity would be valuable. The University was working with People Insight with a view to enabling this type of analysis in the future.

26/5 Pay Gap Reporting

SEN26-P6

Senate noted the latest pay gap data based on the March 2025 census date and next steps. The gender pay gap continued to close slowly but remained above Council's stated aspiration to be at the sector median. The race pay-gap had grown compared to the 2024 data, an outcome which may have

been linked to the census day aligning with a University Open Day. However, when controls for age were applied, the mean race pay gap largely disappeared as the University's cohort of younger employees was much more ethnically diverse. The mean and median pay gap for staff with a known disability had also increased. The actions that were intended to reduce the pay gaps, contained within the EDI Core Plan and supporting Frameworks, would be reviewed in light of the data. It was agreed in discussion that a reference to "-8.75" on page 2 of the paper, in the content of a closing of the mean gender pay gap if 50% of grades 7-9 were female, should be corrected to "8.75".

26/6 Diversity of Senate Membership

SEN26-P7

Senate considered the annual report on the diversity of Senate membership. The proportion of black, Asian or other minority, and female Senate members was broadly in line with, or greater than the equivalent proportions within the overall academic staff population. Senate endorsed the recommended actions around ensuring the mechanisms for appointing and electing new members served to maintain and improve Senate's diversity. It was agreed that future reports would contain numbers of Senate members in relevant groups, as well as percentages.

26/7 Health, Safety and Environment Committee

SEN26-P8

7.1 Senate received minutes of the meeting of Health, Safety and Environment Committee on 28 January 2026.

SEN26-P9

7.2 Senate considered Health and Safety Bulletins for October 2025 to February 2026. The following points were highlighted:

- i) Health, Safety and Environment Committee was enhancing its processes to ensure Schools and Services to provide more frequent updates. The Committee had also reviewed risks relating to increased construction and contractor activity associated with the Central Accommodation Project; and received an update on the implementation of the SafeZone app in the context of compliance with the Terrorism (Protection of Premises) Act 2025.
- ii) Work was ongoing in the School of Science to support hydrogen research activities.
- iii) Developments to biological safety practice including ensuring ongoing compliance with the Human Tissue Act.

26/8 Equity, Diversity and Inclusion Update

SEN26-P10

Senate considered an update on progress with the EDI Core Plan KPI's and priority actions. It was noted that the RAG rating for Inclusion on the first page of the paper should have been green for November 2025 and February 2026. It was agreed that future iterations of the EDI update for Senate would contain more detail on progress against the priority actions.

26/9 Matters for Report by the Pro Vice-Chancellor (Education and Student Experience)

SEN26-P11

Senate considered a report, including: NSS (thanks were offered to all colleagues for their work in encouraging students to participate); Gen AI (two developments, the constitution of a new Centre for AI in Education (CAIED), and localised pilots of two Gen AI products designed to enhance student learning (StudyStash and Studiosity), were highlighted); Futures Festival (100% of students found the session(s) they attended were relevant to their course or career interests); and the development of the future ESE project and initiative portfolio. The implications of GenAI for education were a live topic of debate both externally and within the University and the need for related action was acknowledged as part of ongoing planning.

It was noted in relation to the NSS that survey fatigue / low engagement was a national issue, and was of concern. It was agreed in this context that LSU would support upcoming messaging to students. The PTES survey was also open, until 5 May 2026, and plans were in place for analysis of the results.

26/10 Matters for Report by the Pro Vice-Chancellor (Research and Innovation)

SEN26-P12

Senate considered a report, including: Research performance and income growth; REF 2029 preparations, including Annual Output Review activity across Units of Assessment; Development of Flagship Institutes; Progress in strengthening the University's commercialisation and innovation ecosystem; the progression of the Research Academy initiative into the implementation phase; and refreshment of the University's QS rankings strategy. It was noted that the University's REF Code of Practice would need Senate approval and timescales might mean this needed to be undertaken by circulation.

26/11 Matters for Report by the Pro Vice-Chancellor (Sport)

SEN26-P13

Senate considered a report, including: BUCS Nationals and BUCS Big Wednesday (on 24 and 25 March); EDI in action across the sport portfolio, including Loughborough Lightning's Inclusive kit launch; Engagement with Stephanie Peacock, Minister for Sport, Media, Civil Society and Youth in relation to the University's Women in Sport Research and Innovation Hub; an update on Sport Committee including all KPIs at RAG rating 2, Green; the agreement of a landmark partnership with Team England ahead of the 2026 Commonwealth Games; and Queen Elizabeth Prize for Education in recognition of Loughborough's pioneering contributions to para and disability sport. Ensuring that all students had to opportunity to engage with the sport ecosystem in a way which worked for them remained a key priority.

26/12 Matters for Report by the Provost and Deputy Vice-Chancellor

SEN26-P14

Senate considered a report, including: Issues discussed by UEB, ULG and SPaRC; an update on the Financial Sustainability Project Management Board; work with the academy including Deans Strategy Group, and the quarterly meetings between Schools, the Provost, and the Director of Strategic Planning and Chief of Staff; the academic recruitment campaign; QS200 Project Management Board; academic infrastructure / refurbishment projects; and Student Recruitment for Autumn 2026 entry.

26/13 Honorary Degrees and University Medals

SEN26-P15

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.

26/14 Matters for report by the Vice-Chancellor

Senate received a verbal report on the following matters:

- i) The Vice-Chancellor had attended St James's Palace with Professor Vicky Tolfrey and other colleagues from SSEHS, Loughborough Sport and external partners to collect the University's eighth Queen Elizabeth Prize for Education, recognising Loughborough's contributions to disability and para sport.
- ii) The Vice-Chancellor, with other senior colleagues and staff from SSEHS and Loughborough Sport, had attended Loughborough Lightning's most recent Netball Super League match against London Pulse at the Motorpoint Arena.

- iii) Loughborough would be submitting an expression of interest for the Town of Culture scheme, and the University would take a leading role, in conjunction with Charnwood Borough Council.
- iv) The REF Code of Practice was open for consultation, and colleagues were encouraged to engage in the feedback survey and the available information sessions.

26/15 Arts Committee

SEN26-P16

15.1 Senate received minutes of the meeting of Arts Committee on 28 October 2025 and 27 January 2026.

SEN26-P17

15.2 Senate approved an amendment to the composition of Arts Committee.

26/16 Education and Student Experience Committee

SEN26-P18

16.1 Senate received minutes of the meeting of Education and Student Experience Committee on 30 October and 10 December 2025.

SEN26-P19

16.2 Academic Year Changes: Assessment Periods and Semester Dates: 2026/27 and 2027/28

On the recommendation of Education and Student Experience Committee, Senate approved:

- i) Retaining the current lengths of the assessment periods from 2026/27 and 2027/28.
- ii) Semester and term dates for 2026/27 and 2027/28.

26/17 EDI Governance Committee

SEN26-P20

17.2 Senate approved amendments to the Terms of Reference and Composition of EDI Governance Committee.

26/18 Human Resources Committee

SEN26-P21

18.1 Senate received minutes of the meeting of Human Resources Committee on 28 January 2026.

SEN26-P22

18.2 Senate approved promotion criteria for Specialist and Supporting Academic (SSA) staff.

26/19 Elections to Senate

SEN26-P23

Senate approved an amendment to Ordinance IX (The Senate) and to approve single transferable vote as the voting system for staff elections to Senate.

26/20 Senate Effectiveness Review

SEN26-P24

Senate noted an update.

26/21 Appointment of Associate Deans

Senate noted the following appointments:

21.1 Dr Sharon Prendeville and Dr Jessica Noske-Turner (job-share) as Associate Dean (R&I) for LU London from 1 February 2026 to 31 August 2026.

21.2 Professor Varuna de Silva as Associate Dean (R&I) for LU London from 1 September 2026 to 31 August 2029.

26/22 Prizes Committee

SEN26-P25

Senate noted the Prizes Committee report for 2024-25.

26/23 Appointments to the Academic Staff

SEN26-P26

Senate noted appointments to the Academic Staff.

26/24 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 September 2025

MSc Design and Artificial Intelligence (p/t) (from Sept 2025)

MSc Management and Artificial Intelligence (p/t) (from Sept 2025)

MSc Sport and Artificial Intelligence (p/t) (from Sept 2025)

From September 2026

MSc Climate, Energy and Humanitarian Action (from Sept 2026)

PG Certificate/ PG Diploma Climate, Energy and Humanitarian Action (from Sept 2026)*

PG Certificate/ PG Diploma Strategic Leadership (from Sept 2026)

* Subject to approval by UNITAR.

From January/September 2027

MArch Architecture Integrated Master's programme (from Sept 2027)

MSc Sport Business and Innovation (Jan intake version) (from Jan 2027)

MSc Sport Business and Leadership (Jan intake version) (from Jan 2027)

MSc Sport Management (from Sept 2027) – *LU London version*

(ii) Major changes

September 2026 (all cohorts)

MSc Analytical Chemistry

MSc Analytical and Pharmaceutical Science

MChem Chemistry

MChem Chemistry with Computing

BA Design

BA Fashion Design and Technology

BA Fine Art

BA Graphic Design

BA Industrial Design

MChem Medicinal and Pharmaceutical Chemistry

MSci Natural Sciences

MSc Pharmaceutical Science and Medicinal Chemistry

BSc Product Design and Technology

BSc Sport Management

BA Textile Design (current and new students Sept 2026 onwards)

Sept 2026 entrants onwards

MA Communication, Media and Development (title changed to MA Media and Communication)

MSc Construction Project Management with Building Information Modelling (title changed to MSc Digital Construction Project Management)

MSc Design and User Experience (title changed to MSc User Experience and Service Design) – *LU London programme*
MSc Diplomacy and International Relations (title changed to MSc International Relations)
BA English with Creative Writing (title changed to BA English and Creative Writing)
MSc Entrepreneurship, Finance and Innovation (title changed to MSc Finance and Management)
MSc International Human Resource Management (title changed to MSc Human Resource Management)
MSc Sport Analytics and Technologies (title changed to MSc Sport Analytics and Artificial Intelligence)
MSc Strategic Leadership (including introduction of PG Cert & PG Dip entry routes)

September 2027 entrants onwards

BSc/MChem Medicinal and Pharmaceutical Chemistry (title changed to BSc/MChem Medicinal Chemistry)

(iii) Suspension of programmes

MSc Advanced Chemical Engineering with IT and Management (Last intake: Sept 2025; Proposed next intake: Sept 2028)
MA Applied Storytelling (campus-based) (Last intake: Sept 2024; Proposed next intake: Sept 2026)
MSc Biotechnology (Last intake: Sept 2025; Proposed next intake: Sept 2028)
MBA Business Administration (Apprenticeship) (Last intakes: Oct 2023; proposed next intakes: Sept 2027)
MBA Business Administration (Executive version) (Last intakes: Oct 2023; proposed next intakes: Sept 2027)
MSc Construction Management (Last intake: Sept 2025; Proposed next intake: Sept 2028)
MSc Diplomacy, International Business and Trade (Last intake: Jan 2026; Proposed next intake: Sept 2027)
MSc Entrepreneurship and Innovation Management (p/t only) (Last intake: Sept 2024; Proposed next intake: Sept 2027)
MSc Entrepreneurship, Finance and Innovation (p/t only) (Last intake: Sept 2024; Proposed next intake: Sept 2027)
MSc Infrastructure Asset Management (Apprenticeship) (Last intake: 2025/26; Proposed next intake: Sept 2027)
MSc Infrastructure Asset Management (Non-Apprenticeship Open) (No recent intakes; Proposed next intake: Sept 2027)
MSc International Business Management (p/t only) (Last intake: Sept 2024; Proposed next intake: Sept 2027)
MSc International Development (f/t January intake only) (Last intake: Jan 2025; Proposed next intake: Jan 2028)
MSc International Human Resource Management (p/t only) (Last intake: Sept 2024; Proposed next intake: Sept 2027)
MSc International Management and Emerging Economies (Last intake: Sept 2024; Proposed next intake: Sept 2027)
MSc Polymer Science and Engineering (Last intake: Sept 2025; Proposed next intake: Sept 2028)
MSc Risk, Governance and International Management (p/t only) (Last intake: Sept 2024; Proposed next intake: Sept 2027)
MBA Sport Management (No previous intakes; proposed first intakes: Sept 2027)
MBA Sport Management Level 7 Apprenticeship Standard (No previous intakes; proposed first intakes: Sept 2027)
Strategic Leadership (Apprenticeship) – BSA (Last intake: 2025/26; Proposed next intake: Sept 2027)
Strategic Leadership (Apprenticeship) – Open (Last intake: 2025/26; Proposed next intake: Sept 2027)
MSc Sustainable Management (p/t only) (Last intake: Sept 2024; Proposed next intake: Sept 2027)

(iii) Termination of programmes

MSc Design Innovation Management (Last intake: Sept 2025)
MSc Digital Entrepreneurship (Last intake: Sept 2024)
MSc Digital Innovation Management (Last intake: Sept 2025)
MSc Diplomacy, International Politics and Trade (Last intake: Jan 2026)
MSc Entrepreneurship and Innovation (Last intake: Sept 2024)
MSc Informatics and Disaster Risk Management (No previous intakes)
MA International Development (Last intake: Sept 2025)

MSc Risk, Governance and International Management (Last intake: Jan 2026)
MSc Security, Peace-building and Diplomacy (Last intake: Jan 2026)
MSc Service Design Innovation (Last intake: Sept 2025)
MSc Sport and Artificial Intelligence (Last intake: Sept 2025)
MSc Sustainable Management (Last intake: Jan 2026)

26/25 Reports from Committees

Senate received reports from the following Committees:

- 25.1 **SEN26-P27** Estates Management and Sustainability Committee on 15 and 21 October 2025.
- 25.2 **SEN26-P28** Finance Committee on 29 October 2025 and 23 January 2026.
- 25.3 **SEN26-P29** Research and Innovation Committee on 18 November 2025 and 10 February 2026.
- 25.4 **SEN26-P30** SPaRC Part B: Resources on 6 October, 3 November and 1 December 2025, and 12 January 2026.
- 25.5 **SEN26-P31** Sport Committee on 23 October 2026.

26/26 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).

26/27 Date of Remaining Meeting in 2025-26

Wednesday, 10 June 2026 - 10:00am, University Stadium, Loughborough Campus