Senate

Loughborough University

Minutes

SEN24-M2

Minutes of the meeting held on 13 March 2024.

Attendance

Nick Jennings

Siân Adiseshiah (ab)
Kerri Akiwowo
Karen Blay
Lot Burgstra
Ash Casey
Steve Christie
Paul Conway
Malcolm Cook
Jennifer Cooke
Georgina Cosma (ab)
Charlotte Croffie (ab)
Cees de Bont
Claudia Eberlein
Tony Edwards
Jan Godsell
Suzana Grubnic
Tarek Hassan
Simon Hogg
Michael Hoyler
Ella-Mae Hubbard (ab)
Kemafasu Ilfie
Will Johnson
Sophia Jowett
Nawaf Junaidi
Allyson King
Mark Lewis
Baihua Li (ab)
Chris Linton
Jo Maher
Miguel Martinez Garcia
Carolynne Mason
Andrew Morris (ab)
Thomas Otter
Molly Page
Sarah Parker
Dan Parsons
Liz Peel
Giulia Piccolino
Tanja Radu
Rahul Rahulamathavan
Catherine Rees
Chris Rielly (ab)
Duncan Robertson
Merve Sancak (ab)
Vadim Silberschmidt
Rachel Thomson
Cansu Unver-Erbas
Ashley van Bruygom
Emma Walton
Darren Watts
Eve Zhang
Diwei Zhou

In attendance:
Chris Dunbobbin, Jennifer Nutkins, Alex Owen, Richard Taylor.

Apologies received from:
Sian Adiseshiah, Georgina Cosma, Charlotte Croffie, Ella-Mae Hubbard, Baihua Li, Andrew Morris, Chris Rielly, Merve Sancak.

24/9 Minutes

Senate confirmed the minutes of the meeting held on 24 January 2024 (**SEN24-M1**).

24/10 University Strategy

10.1 Sport Core Plan

SEN24-P1

Senate considered a presentation on the development of the Sport Core Plan, including internal staff and external partner engagement and an overview of Loughborough's sporting ecosystem,

with reference to the financial impact of sport, key strengths and global opportunities; challenges, and prioritisation. The following points, arising from discussion, were noted:

i) Sustainability in sport was a high priority area, with global-level opportunities.
ii) The University was working with key external sporting organisations on the agenda around achieving financial and other support for the full range of women's sports.
iii) The APVCs for Sport, Health & Wellbeing were developing a strategy which would include a focus on staff health, wellbeing and inclusive access to sporting opportunities on campus. It was noted in this context that a specific pre-pandemic initiative around back health for staff would be revisited.
iv) Issues around the development of the sport-related UG and PGT programme offer were being reviewed by the PVC(E&SE). At PGR level, the Sport Core Plan would include a focus on funding for Doctoral Researchers, and on the positioning of the University to maximise success in relation to large-scale, strategic, sport-related research funding opportunities.
v) There was discussion of some specific challenges in the national sporting landscape including a dependency on volunteering, particularly at grass roots level; the reliance of UK sport governing bodies on government funding; and the ability of charitable and other organisations with limited means to fund research activities (it was suggested that it would be helpful for the University to have some funding set aside to facilitate work with such organisations).

10.2 Global Sport University Network

SEN24-P2

Senate considered a briefing on the launch, in March 2024, of the Global Sport University Network (GSUN), led by Loughborough University and the University of Oregon. The first GSUN Annual Summit was scheduled to take place in Oregon on 12-13 September 2024, with the theme: Inclusivity in Sport Performance: Adaptive athletes, Aging, Gender, Sexuality, Mental Health. It was emphasised that GSUN welcomed participation from all academic disciplines, and colleagues from all parts of the University were encouraged to engage.

10.3 EDI Core Plan Update

Senate received an update on the EDI Core Plan. It was now anticipated that the final version would be submitted to Senate and Council for approval in June 2024.

10.4 Financial Sustainability

SEN24-P3

Senate considered an update on Financial Sustainability. In view of the shortfall in international student recruitment for 2023-24 and forecast student intake numbers for 2024-25, UEB had agreed to establish a Financial Sustainability PMB tasked with creating a savings plan to reduce annual recurrent costs. Simultaneously, a plan was in place to grow international student numbers, with the expectation that this would begin to bring dividends by 2025-26. It was noted in discussion that a benchmarking activity relating to international student tuition fees, scholarships and bursaries had recently been undertaken and had led to some adjustments. This activity would be repeated, and input from Senate members was welcomed.

10.5 Opportunities for Loughborough University in Saudi Arabia

SEN24-P4

Senate considered an update on opportunities for Loughborough University in Saudi Arabia. Further information from internal conversations and external sources; extensive legal and tax advice; and comments from the LGBT+ and Maia networks and from the Trades Unions had been received, and there had been a discussion at General Assembly. It was likely that a further visit to KSA would be arranged for late April or early May 2024. It was now anticipated that a

draft proposal would be presented to Senate and Council in June 2024, with a view to decisions being reached in Autumn 2024. The following points were noted in discussion:

i) Considerations around issues including EDI, academic freedom and student experience were of critical importance and would be central to decision-making on any proposed initiative.
ii) Much of the feedback received from staff networks, Trades Unions and individuals had expressed concern around EDI issues. A number of staff were also supportive of considering the opportunity. Dialogue with staff would continue as the nature of the opportunities became clearer.
iii) Confirmation was provided that the University would welcome feedback from student groups on what was known of the opportunities so far, and that there would be a more structured programme of engagement with the student body once a tangible proposal existed.

10.6 Enabling Programme Update

SEN24-P5

Senate considered an update on the Enabling Programme in support of the University Strategy. The following points were highlighted:

i) Phase 1 of Project Workplace had concluded, having delivered substantial saving/repurposing of Professional Services space to support other strategic priorities. Phase 2 would focus on the principles for space usage in Schools to enhance the sense of community.
ii) Project Reputation had closed and transitioned to business as usual, with Marketing and Advancement and the Academy collaborating to deliver an agile framework for projecting Research and Innovation strengths to create a distinctive and enduring reputation.

24/11 Diversity of Senate Membership

SEN24-P6

Senate considered the annual report on the diversity of Senate membership. The position in relation to gender was very good, with the proportion of female members exceeding the proportion of females in the overall academic staff community. The position in relation to ethnicity had worsened slightly from the previous year, and the proportion of members of BAME ethnicity was lower than the proportion of BAME staff in the overall academic staff community. However, there would be an opportunity to effect the small improvement needed to achieve the targeted proportion of BAME membership when new members for 2024-25 were elected / appointed by Deans.

24/12 Creation of a Single Academic Job Family and Extension of Merit-based Progression for Staff in the SSA Job Family

SEN24-P7

Senate considered draft proposals to create a single academic job family and extend merit-based promotion for all staff in the SSA job family. A working group had drafted a set of implementation documents, and members were invited to provide feedback on these by 19 April 2024. It was expected that a final version would be brought to Senate for approval in June 2024. The following comments, made in discussion, were noted:

i) There was support for the proposals and thanks were offered to Anne Lamb and the other members of the working group.
ii) Under the proposed principles, the title of Senior Lecturer would be retained, but the role of Reader would become known as Associate Professor.
iii) The new structure was intended to be applicable to all new and existing staff, and there would be flexibility in determining the applicable criteria and evidence requirements, particularly in

relation to SSAT staff who may not previously have been pursuing activities with a view to satisfying the criteria.

iv) Clarification was provided in relation to the E&SE specialisms that 14/15 specialisms could be reached by allowing for multiple bullet points in a box. Consideration would be given to articulating this more clearly.

v) Individuals would be able to choose a title which reflected their specialism and those on E&SE routes would not be restricted to a title of Professor of Teaching Practice.

vi) There was support for the notion that beyond an agreed minimum, scholarship allowances within workload models were a matter for Deans.

24/13 Devolvement of Line Management in Schools

SEN24-P8

Senate considered and recommended to Council for approval amendments to Ordinance XXXV (Staff Disciplinary Policy and Procedure) in the context of the devolvement of line management in Schools. It was emphasised that individual School structures would remain a matter to be determined locally, informed by best-practice across the institution, and all members were encouraged to engage with ongoing discussions in their Schools around establishing the new structures.

24/14 Pay Gaps

SEN24-P9

Senate considered the latest Pay Gaps data, based on the March 2023 census date. The following points were noted:

i) The mean and median gender pay gaps were smaller than in 2022, and continued a downward trend, driven by an increase in the number of men employed at lower grades, an increase in the number of women employed at higher grades, and the equitable payment of women on higher grades. A comprehensive action plan had been developed to support progress towards entirely eliminating the gender pay gap.

ii) The mean average race pay gap was 8% and further work was needed to understand the gap for different ethnicities and to identify appropriate actions towards the elimination of the gap.

iii) There was no disability pay gap as staff who had disclosed a disability were paid a higher hourly rate than those who had not.

24/15 Staff Experience Survey

SEN24-P10

Senate considered a report on the results of the most recent Staff Experience Survey, conducted in November 2023. It had been decided to run the survey every year in order to benefit from regular and frequent data, albeit that the relatively short period between surveys meant that the impact of follow-up actions would not necessarily be evident by the time of the next iteration. The scores across all nine themes in the survey were broadly positive and higher than for the previous year. For six of the themes the scores were above the sector benchmark. Schools and Professional Services were reviewing their existing Action Plans, and adapting them as appropriate in view of the 2023 results.

It was noted in relation to the values theme that there were mechanisms such as the online reporting tool, and whistleblowing policy, to report behaviours which were inconsistent with the University's values; and processes to highlight and celebrate colleagues who successfully demonstrated and upheld the University's values.

24/16 Appointment of Provost and Deputy Vice-Chancellor and Deans of School

Senate received a verbal update on the appointment of Provost and Deputy Vice-Chancellor, and three Dean of School positions.

Longlisting and shortlisting for the Provost and Deputy Vice-Chancellor role would take place during March and April 2024, with final interviews scheduled for 30 April 2024. The assessment of candidates would include psychometric testing and a business simulation exercise.

The advert for the Dean posts would close on 8 April 2024. The assessment of candidates would involve longlist calls, shortlisting, psychometrics and presentations, with final interviews scheduled for week commencing 17 June 2024. Members were encouraged to engage with the search processes.

24/17 Health, Safety and Environment Committee

SEN24-P11

17.1 Senate received minutes of the meeting of Health, Safety and Environment Committee on 6 February 2024.

SEN24-P12

17.2 Senate considered Health and Safety Bulletins for October 2023 – February 2024. The following points were highlighted:

i) The number of referrals to occupational health had continued to increase.
ii) Elizabeth York had joined the University in January 2024 as Lead Chaplain.

24/18 Matters for Report by the Pro-Vice-Chancellor (Education and Student Experience)

SEN24-P13

Senate considered a report, including updates on student recruitment; access and participation; DIGILabs; and Progress against the Education and Student Experience Core Plan.

Senate was also provided with an update on consultations to date and direction of travel regarding the structure of the academic calendar year. A wide range of stakeholders had been consulted including senior student representatives, who were offered particular thanks for their contribution. Reassurances were provided in discussion that:

i) Once the new structure of the academic calendar year was finalised, work would be undertaken with HR to ensure a flexible approach to Annual Leave during the transition to the new structure to ensure no staff were disadvantaged.
ii) The work was focussed on PG as well as UG students, and would also take into account the impact of any changes on Hall Wardens and colleagues on term-time only contracts.

24/19 Matters for Report by the Pro-Vice-Chancellor (Equity, Diversity and Inclusion)

The PVC(EDI) was unable to attend the meeting to provide a report.

24/20 Matters for Report by the Pro-Vice-Chancellor (Research and Innovation)

SEN24-P14

Senate considered a report including updates on the R&I Core Plan roll out; the reimagination change programme in the R&I Office including the procurement of a new R&I Information System; recent successes in relation to Centres for Doctoral Training; Midlands Mindforge; and the work of the APVCs for Climate Change and Net Zero on beginning to shape a comprehensive University Level Sustainability Strategy.

24/21 Matters for Report by the Pro-Vice-Chancellor (Sport)

SEN24-P15
Senate considered a report including updates on EDI considerations (the University had co-sponsored a conference on racism in football with Harvard University and others); national and policy matters; research (a project supported by Knowledge Transfer Partnership work was being progressed to bring together the University's AI expertise and better understand its core strengths); and events (BUCS Big Wednesday was being held on the East Midlands campus on 20 March 2024).

24/22 Matters for Report by the Provost and Deputy Vice-Chancellor

SEN24-P16
Senate considered a report. One item was highlighted: Approval had been given to a plan to decarbonise the swimming pool, which would reduce the University's CO2 emissions by 2%.

24/23 Honorary Degrees and University Medals

SEN24-P17
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. Senate was reminded that all members of staff could nominate individuals for consideration to the Committee.

24/24 Matters for report by the Vice-Chancellor

The Vice-Chancellor reported on the following matters:

i) Later in March 2024 the University would begin to roll out a major brand campaign, across a range of media, that would aim to raise the University's global profile with a range of audiences, including academics, employers, policymakers and prospective postgraduate students, and encourage their engagement.
ii) There had been a number of recent high profile visitors to the University including the Bank of England Governor, Andrew Bailey, who had given an overview of the state of the banking sector as part of LB's Distinguished Speaker series. Thanks were offered to all involved in arranging these visits.
iii) The latest instalment of the University's successful Inaugural Lecture series was taking place on the LU London campus after the meeting, and members were encouraged to attend.

24/25 Change of Name of Subject Areas from Division to Department in the School of Social Sciences and Humanities

SEN24-P18
Senate approved a name-change from 'Division' to 'Department' for all School of Social Sciences and Humanities subject areas.

24/26 Amendment to Ordinance VIII (The Council)

SEN24-P19
Senate recommended to Council for approval amendments to Ordinance XVIII (The Council), to allow the appointment of an additional co-opted lay member of Council.

24/27 Appointment of Joint Committees of Senate and Council for the Appointment of Deans

SEN24-P20
Senate approved Joint Committees of Senate and Council for the Appointment of three Deans of School (for Aeronautical, Automotive, Chemical and Materials Engineering; LU London; and Social Sciences and Humanities); and noted that Council would be asked to delegate authority to Chair of Council to make the Dean appointments on behalf of Council, on the recommendation of the Joint Committee.

24/28 Amendments to Terms of Reference and Composition of Joint Committees

SEN24-P21
Senate recommended to Council for approval amendments to the Terms of Reference and Composition of Joint Committees of Council and Senate.

24/29 Arts Committee

SEN24-P22
29.1 Senate received minutes of the meetings of Arts Committee on 31 October 2023 and 30 January 2024.

SEN24-P23
29.2 On the recommendation of Arts Committee, Senate approved amendments to the Terms of Reference for Arts Committee.

24/30 Finance Committee

SEN24-P24
30.1 Senate received minutes of the meetings of Finance Committee on 1 November 2023 and 12 January 2024.

SEN24-P25
30.2 On the recommendation of Finance Committee, Senate approved amendments to the Composition of and Terms of Reference for Finance Committee.

24/31 Learning and Teaching Committee

SEN24-P26
31.1 Senate received minutes of the meetings of Learning and Committee on 14 September, 2 November, and 7 December 2023.

SEN24-P27
31.2 Senate approved a recommendation for the School of Design and Creative Arts to deliver a Human Factors Specialist Level 7 Degree Apprenticeship from October 2024 onwards, and noted that as this was an integrated apprenticeship, the University would need to establish arrangements to become an apprenticeship End Point Assessment Organisation.

SEN24-P28
31.3 Senate noted the Annual Report on Major Teaching Partnerships.

SEN24-P29
31.4 On the recommendation of Learning and Teaching Committee, Senate recommended to Council for approval and publication a Loughborough University Degree Outcomes Statement for 2022/23.

24/32 Human Resources Committee

SEN24-P30
32.1 Senate received minutes of the meeting of Human Resources Committee on 31 January 2024.

SEN24-P31
32.2 On the recommendation of Human Resource Committee, Senate approved amendments to Ordinance XXV (Title of Emeritus Professor), to make the conferral of the title Emeritus Professor normally automatic.

24/33 Research and Innovation Committee

SEN24-P32

33.1 Senate received minutes of the meetings of Research and Innovation Committee on 21 November 2023 and 13 February 2024.

33.2 On the recommendation of Research and Innovation Committee, Senate approved the renaming of one of the positions within the composition of Research and Innovation Committee, from: "A postdoctoral researcher" to: "A member of the Research Staff".

SEN24-P33

33.3 On the recommendation of Research and Innovation Committee, Senate approved a minor revision to the University's Responsible Research and Innovation Policy that brought it into line with the Annual Output Review Framework.

SEN24-P34

33.4 On the recommendation of Research and Innovation Committee, Senate approved a proposed Dual PhD Award with Indian Institute of Technology Roorkee.

SECTION C – Starred Items for Information

24/34 Appointment of Associate Deans

Senate noted the following appointments/reappointments:

*28.1 John Harrison as Associate Dean (R&I) for the School of SSH from 1 February 2024 to 31 July 2027.

24/35 Appointments to the Academic Staff

SEN24-P35

Senate noted appointments to the Academic Staff.

24/36 Programme Proposals

Senate noted the action of the Pro-Vice-Chancellor (Education and Student Experience), on behalf of Senate, in approving the following:

(i) New programmes
MSc Cyber Resilience (from Oct 2025)
BSc Design (Product Design and Technology) (Non-accredited exit award for BSc Product Design and Technology from Sept 2024 entry)
MSc Design (Integrated Industrial Design) (Non-accredited exit award for MSc Integrated Industrial Design from Sept 2024 entry)
Taught component of EngD Innovative and Collaborative Engineering programme (from Jan 2024)
MSc Social Science Research (from Sept 2024)

(ii) Title changes
MA Global Communication and Social Change (title changed to MA Communication, Media and Development from Sept 2024 intake)

(iii) Termination of programmes
MSc Automotive Engineering (part-time version only) (Last intake: Oct 2016)
MSc Digital Media and Advertising (No previous intakes)
MSc Physics of Materials (Last intake: Oct 2023)
MSc Social Science Research (Business and Man Studies) (Last intake: Oct 2023)
MSc Social Science Research (Communication) (Last intake: Oct 2023)
MSc Social Science Research (Education) (No previous intakes)

MSc Social Science Research (Social Policy) (Last intake: Oct 2023)
MSc Social Science Research (Sport & Exercise Science) (Last intake: Oct 2023)

24/37 Prizes Committee

SEN24-P36
Senate received the Prizes Committee Annual Report for 2022-23.

24/38 Reports from Committees

Senate received reports from the following Committees:

38.1 **SEN24-P37** EDI Committee on 26 October 2023.

38.2 **SEN24-P38** International Strategy Management Group on 3 October 2023 and 9 January 2024.

38.3 **SEN24-P39** Operations Committee on 6 November and 4 December 2023 and 15 January and 12 February 2024.

38.4 **SEN24-P40** Sport Committee of 9 October 2023 and 1 February 2024.

38.5 **SEN24-P41** Student Discipline Committee of 23 January 2024.

24/39 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*).

24/40 Date of Remaining Meeting in 2023-24

Wednesday 12 June 2024, 10am

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