Present: The Vice-Chancellor and President (in the Chair), Professor Suzanne Cholerton, Professor Richard Davies, Professor Julie Sanders, Professor Brian Walker, Professor Nick Wright, Professor Phillip Wright, (Pro-Vice-Chancellors), Dr Phil Ansell, Professor Caroline Austin, Professor Paul Christensen, Miss Sarah Craggs (Welfare and Equality Officer, Students’ Union), Professor Nicola Curtin, Mr Mike Davison, Dr Emma Foster, Dr Stacy Gillis, Dr Ruth Graham, Professor Nigel Harkness, Dr Joan Harvey, Dr Helen Jarvis, Professor Peter Jorgensen, Dr Phillip Lord, Dr Nick Megoran, Professor Patrick Olivier, Dr Andrew Pike, Mr George (Ronnie) Reid (President, Students’ Union), Professor Klaus Schoefer, Professor Chris Seal and Professor Jackie Leach Scully.

In attendance: Mrs Lesley Braiden (Academic Registrar), Mr Richard Dale (Executive Director of Finance) Dr John Hogan (Registrar), Ms Abi Kelly (Executive Director of Corporate Affairs), Mrs Judith Whitaker (Executive Director of HR) and Miss Janice Trewick (Executive Officer, Governance).

Mr Simon Gerry, Chief Executive Students’ Union for item 24.

Apologies: Professor David Burn, Dr Lindsey Ferrie, Professor Jane Pollard and Mr Rowan South.

M I N U T E S

19. MINUTES

[Circulated with the agenda as Document A. Copy filed in the Minute Book.]

Noted that one member of Senate suggested that Minute 8 – Human Resources Progress Report – did not capture the spirit of the discussion and the following amendments were suggested:

4. The People Strategy should include language that is understandable and there should be appropriate for a university context and should not be dehumanising, with a focus on health and safety, and wellbeing.

5. The HR dashboard identified was intended to assist managers with online solutions for a range of management processes such as PDR, reporting of sickness and would provide a tool to provide data to assist managers. However, some Senators expressed concerns about adopting such a dashboard system suggesting that it could have negative unintended consequences. It was suggested that rebuilding trust between Executive Board and the University was important as was maintaining the principle of academic freedom.

Subject to the corrections and clarifications noted above, the Minutes of the meeting of Senate held on 3 October 2017 were approved as a correct record and signed.
20. VICE-CHANCELLOR AND PRESIDENT’S BUSINESS

Received the Vice-Chancellor and President’s report. Highlights of this report are discussed below.

[Circulated with the agenda as Document B. Copy filed in the Minute Book.]

Noted:

1. Deaths

Received a report on deaths recently announced by the University.

Senate was informed of the following additional death:

15 November 2017 Emeritus Professor Jimmy Steele CBE. Professor Steele joined the University in 1989 as a Clinical Lecturer and was promoted to Clinical Senior Lecturer in 1999 and Professor of Oral Health Services in 2003. He was Head of the School of Dental Sciences for 7 years until 2016 and he was a Consultant in Restorative Dentistry in Newcastle until 2016.

_resolved that Senate record its deep regret and sympathy for the relatives concerned._

2. Staff Headroom Fund

That there is a need for investment opportunities in some areas in order to develop the University strategy, however, there are budgetary challenges facing the University especially in the Faculties of Medical Sciences and Science, Agriculture and Engineering which are in part due to decline in international student recruitment and research income. In order to create some headroom for reinvestment, it is proposed that a Voluntary Severance Scheme is promoted. Council were advised at its meeting in October 2017 about the scheme and did not raise any concerns. A meeting with the trade unions has been scheduled to take place after this discussion.

The scheme would be available from 23 November 2017 until 9 February 2018. The scheme would focus on the Faculties of Medical Sciences and Science, Agriculture and Engineering.

The scheme will be voluntary and interested individuals would need to discuss options with their line manager and approval would be at the manager’s discretion. It was estimated that there would be take up of around 40-60 people. There would be controls to ensure ongoing teaching and other commitments would be met.

3. Newcastle Research & Innovation Institute (NewRIIS)

NewRIIS had received Private Education Institution status which meant that NewRIIS could now start to deliver Masters programmes in Singapore.

4. Pro-Vice-Chancellor Faculty of Humanities and Social Sciences

That the proposed joint selection committee for the appointment of the Pro-Vice-Chancellor of the Faculty of Humanities and Social Sciences are:

Vice-Chancellor and President to chair.
Members appointed by Council:
Ms Dianne Nelmes, lay member of Council
Professor Julie Sanders (Deputy-Vice-Chancellor Elect)
Dr Sara Maioli

Members appointed by Senate:
Professor Jackie Leach Scully
Dr James Annesley
Professor Judith Rankin

This proposed panel ensured that there were three members from the Faculty of Humanities and Social Sciences.

Resolved that Senate approved the Senate appointed members of the panel.

5. Reports from Senate Committees

University Research Committee (URC) – Professor Brian Walker

Professor Walker had taken over chairing URC and that the committee had been looking at and working on the new Research Strategy.

University Engagement Committee (UEC) – Professor Richard Davies

Professor Davies had recently attended the congregation ceremonies in Singapore, Malaysia and London.

Professor Davies reported that following the Freedom City 2017 events and the successful Honorary Degrees ceremonies, work would continue to ensure the momentum is not lost. It was noted that Executive Board had been considering how to move forward with embedding social justice and consideration had been given to creating a Dean’s role.

Resolved that Senate congratulated all involved with the events around Freedom City 2017.

Professor Davies reported that work continues in the area of international student recruitment and the eight key tactical areas noting that it is a challenging environment.

University Learning, Teaching and Student Experience Committee (ULTSEC) – Professor Suzanne Cholerton

Resolved that Senate approved the amendment to ULTSEC Terms of Reference which included:

i) The updated name of the Employability and Enterprise Strategy;
ii) Inclusion of HEFCE in the list of external bodies from whom reports are received;
iii) Addition of the Newcastle University Students’ Union Representation and Democracy Manager to the names of those staff in attendance.

6. Late News

That the University was one of four universities which would be joining the Alan Turing Institute. The business case would be considered for approval by Council.
21. SUMMARY REPORT FROM COUNCIL, 16 OCTOBER 2017

Received a summary report from the meeting of Council that took place on 16 October 2017.

[Circulated with the agenda as Document C. Copy filed in the Minute Book.]

22. INSTITUTIONAL KPI SUMMARY REPORT

Received the summary KPI report from Dr John Hogan, Registrar, on behalf of Executive Board.

[Circulated with the agenda as Document D. Copy filed in the Minute Book.]

Noted that:

1. The Chair of Council had agreed that the KPIs would be refreshed following the launch of the new Vision and Strategy. There was a request from Senators that the future KPIs included Athena Swan, diversity and staff satisfaction.

2. It was noted that the scores within the KPI summary report were based on a management judgement.

3. One Senator raised concern over a recent fire alarm and evacuation of the Bedson Building. During the incident the alarm had not sounded in all areas, there had been a lack of officials directing staff and students during the evacuation of the building, people did not move away from the building and there had been a delay in calling the fire service. Mrs Whitaker reported that the building had been evacuated as expected and that Health & Safety and Estates had carried out a de-briefing and would be providing a report for Council.

23. UNIVERSITY STRATEGIC VISION

Received a draft of the Strategic Vision.

[Circulated as Document E. Copy filed in the Minute Book.]

Noted that:

1. Following a request from Senators to delay this item due to the late circulation, the Vice-Chancellor and President noted that the process to produce the draft Strategic Vision was coming to the end of a year-long consultation process. The delay in circulating the document had been due to a revision of the document following input from the Head of Units Forum on 17 November 2017. Concerns were expressed at the late circulation of the document. The version circulated was not the final version and, following input from Senators, the document would be updated and submitted to the Council meeting on 11 December 2017. It would be considered again by Senate early in the New Year.

2. Following a discussion, Senators agreed to discuss the Draft Vision and Strategy if the wording of Document E was changed to remove the final paragraphs ‘Subject to Senate’s endorsement, ….. Council for approval.’ and ‘Senate is asked to endorse … 6 March 2018’. It was also agreed that a further meeting would be held with Professor Julie Sanders, in the Vice-Chancellor and President’s absence, to provide a further opportunity for Senators to comment and feedback on the document ahead of the Council meeting on 11 December 2017.
3. It was felt that the document should be more aspirational and that more emphasis should be given to equality and include social justice. For example the University could aim for Athena Swan gold.

4. It was considered that the document was too wordy and this made the aspirational content harder to find. The Vice-Chancellor and President noted that the next stage of the process in revising the document would involve ensuring the values run throughout the document.

5. The purpose of the University should be included within the document and that the definition in the Statutes was useful and could be added.

6. There was not enough mention of students within the document and the distinctiveness of the offer to students.

7. The document was both an internal and external facing publication and needed to be an easy read. It would not include all the evidence to back up the claims made but such evidence is readily available.

8. There could be more emphasis on equality and social justice and the practical demonstration of leadership, for example carbon reduction and the green campus.

9. Greater emphasis could be placed on words like ‘critical’, ‘diversity’ in their broadest sense and on academic freedom.

10. Graduate attributes might be different for different disciplines although core attributes might include the concept of critical citizens or maybe critical global citizens.

11. More emphasis could be placed on our global perspectives, maybe using the concept of the global academy.

24. STUDENTS’ UNION IMPACT REPORT

Received the Students’ Union Impact Report from Mr Ronnie Reid, President, Students’ Union and Mr Simon Gerry, Chief Executive, Students’ Union.

Noted that:

1. It had been a positive but challenging year with an increase demand on activities and services. Links with the campuses in Singapore, Malaysia and London have been strengthened throughout the year.

2. The Newcastle University Students’ Union had received an endorsement for their new Leadership programme from the Institute of Leadership and Management and also gained Investors in Volunteering accreditation as part of the ‘Go Volunteer’ programme.

Resolved that Mr Ronnie Reid and Mr Simon Gerry be thanked for their succinct, clear and informative presentation.

25. OFFICE FOR STUDENTS REGULATORY FRAMEWORK

Received a report on the Office for Students regulatory framework consultations from Dr John Hogan, Registrar, on behalf of Executive Board.

[Circulated with the agenda as Document F. Copy filed in the Minute Book.]

Noted that:
1. The Office for Students would come into effect in January 2018 and would begin to regulate in April 2018. The draft regulatory framework had been published and a consultation process was underway and would end on 22 December 2017.

2. There is widespread consultation across the sector and the University would be making a response.

26. FINANCE STRATEGIC PROGRESS REPORT

Received the Financial Sustainability report from Mr Richard Dale, Executive Director of Finance on behalf of Executive Board.

[Circulated with the agenda as Documents G. Copies filed in the Minute Book.]

Noted that:

1. There are three areas whereby performance had not been as expected. Firstly, delivering value for money. Whilst internally there is evidence of initiatives delivering and improving value for money this view is not shared by the Department for Education.

2. Secondly the decline in market share which had continued to decline over the previous three years. The downward trend is a concern to Council.

3. Thirdly the USS Pension where there is a significant deficit which needs addressing. Council will be discussing this matter at its next meeting. There would be communications circulated in the coming weeks regarding the position.

27. UNIVERSITY RESEARCH CENTRES

Received a report on the Renewal of University Research Centres from Professor Brian Walker, Pro-Vice-Chancellor Research Strategy and Resources, on behalf of Executive Board.

[Circulated with the agenda as Document H. Copy filed in the Minute Book.]

Resolved that Senate approved:

i) The renewal of the University Research Centre status for a further three years for:
   - Centre for Latin American and Caribbean Studies (CLACS)
   - Newcastle Centre for Self-Organised Learning Environments (SOLE Central)

ii) The delay of formal review and the extension of University Research Centres for one year for:
   - John Walton Centre for Muscular Dystrophy (JWMD)
   - Human Nutrition Research Centre (HNRC)

iii) The appointment of the following Directorships:
   - Professor Elizabeth Todd, Directorship of SOLE Central with effect from 1 July 2017.
   - Dr Jill Clark to the Directorship of the Centre for Learning & Teaching (CfLAT) with effect from 2 May 2017.
   - Prof Sinéad Morrissey to the Directorship of Newcastle Centre for Literary Arts with effect from 1st July 2017.
• Prof Nick Proukakis to the Directorship of the Joint Quantum Centre (Durham – Newcastle) with effect from 1st July 2017 and that Dr Nick Parker (Durham University) is appointed as Associate Director.

28. SENATE MEMBERSHIP

Received a report from Dr John Hogan, Registrar, on behalf of Executive Board.
[Circulated with the agenda as Document J. Copy filed in the Minute Book.]

Noted that:

1. The resolutions concerning the election process of staff to serve on Senate were somewhat dated. Senate are asked to consider and review the rules which govern the election process.

2. Given the late hour it would not be sensible to proceed to discuss this proposal.

Resolved that members of Senate who wished to discuss the proposal would be invited to a meeting with the Registrar prior to report on these matters by the Registrar coming back to Senate early in 2018.

29. MINUTES FROM COMMITTEES OF SENATE

The following meetings of Senate committees have taken place and the minutes from each committee were provided for information:

a) University Research Committee: 18 September, 9 October 2017
b) University Internationalisation Committee: 14 September and 19 October 2017
c) University Learning, Teaching and Student Experience Committee: 20 September, 18 October 2017

[Circulated with the agenda as Document K-M. Copies filed in the Minute Book.]

30. NU WOMEN REPORT 2017

Receive the NU Women review of 2016-17 report.
[Circulated with the agenda as Document N. Copy filed in the Minute Book.]

31. REPORTED BUSINESS

Received a report of action taken in accordance with agreed procedures, approved where necessary by the Vice-Chancellor on behalf of Senate and/or the Chair of Council on behalf of Council, and by other University bodies and Chairs.
[Circulated with the agenda as Document O. Copy filed in the Minute Book.]