



SENATE

MINUTES AND ACTIONS- APPROVED ON 1 NOVEMBER 2023

21 JUNE 2023- 14:00-17:00 - MICROSOFT TEAMS

NB text in BLACK is for publication; text in BLUE will be redacted for publication.

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ATTENDEES *(listed according to the membership as detailed in [Ordinance 20](#))*

- a) **Chair: Professor Lisa Roberts, Vice-Chancellor**
- b) Professor Janice Kay, Provost
- c) Stuart Brocklehurst
Professor Richard Follett
Professor Tim Quine
Professor Martin Siegert
Professor Rich Smith
- d) Professor Rob Freathy
Professor Andrew McRae
- e) Professor Dan Charman (ESE)

- Professor Sallie Lamb (HLS)
- Professor Gareth Stansfield (HASS)
- f) Professor Jo Bowtell (HLS)
- Professor Anni Vanhatalo (HLS)
- Professor Li Li (HASS)
- Professor Adam Watt (HASS)
- Professor Nick Stone (ESE)
- g) James Hutchinson
- h) Professor Claire Hulme (HLS)
- Professor Joanne Smith (HLS)
- Professor Mark Wilson (HLS)
- Professor Rebecca Langlands (HASS)
- Professor Alex Gerbasi (ESE)
- Professor Enrico Onali (ESE)
- Professor Ion Sucala (ESE)
- Professor Nicola Thomas (ESE)
- i) Dr Safi Darden (HLS) Dr Samuel Pollard (HLS)
- Dr Ioanna Kapantai (HLS)
- Dr Maisha Reza (HLS)
- Dr Abby Russell (HLS)
- Professor Chrissie Thirlwell (HLS)
- Dr João Florêncio (HASS)
- Professor Daniel Fountain (HASS)
- Professor Linda Williams (HASS)
- Professor Anna Mountford-Zimdars (HASS)
- Professor Fabrizio Nevola (HASS)
- Professor Sue Prince (HASS)
- Professor Clare Saunders (HASS)
- Professor Adam Feldman (ESE)
- Dr Sharon Strawbridge (ESE)
- Professor Tim Naylor (ESE)
- j) Mike Shore-Nye
- l) Lily Margaroli
- Jack Liversedge
- m) Georgi Griškevičienė

IN ATTENDANCE:

Totty Brobyn	Committee Secretariat Administrator (minutes)
Jeremy Diaper	Assistant Director (Governance)
Imelda Rogers	Executive Divisional Director of Human Resources
Connie Chilcott	President Elect, Students Union, Falmouth and Exeter
Charlotte Juggins	Communications and Engagement Manager, Exeter Academic <i>(for item 8)</i>
Leanne Heath	WICC Business Manager <i>(for item 8)</i>
Brigid Howarth	Assistant Director, Sectors, Innovation, Impact and Business <i>(for item 10)</i>
Shades Chaudhary	Assistant Director, Culture and Inclusion <i>(for item 12)</i>

APOLOGIES:

Professor Jon Brown (HLS)
 Professor Barrie Cooper (ESE)
 Professor Fiona Cox (HASS)
 Emma de Saram
 Izzie Dyer
 Professor Isabelle Engeli (HASS) Professor
 Richard Everson (ESE)
 Professor Ruth Garside (HLS) Professor
 William Gaze (HLS)
 Professor Neil Gow
 Professor Dave Hodgson (ESE)
 Professor Ilke Inceoglu (ESE)
 Professor David Jones (HASS)
 Professor Jane Milling (HASS)
 Kira Orchard
 Professor Christine Parkin Hughes (ESE)
 Professor Naomi Sykes (HASS)
 Lauren Taylor
 Professor Geoff Vallis (ESE) Professor
 James Wakefield (HLS)
 Professor Ben Zissimos (ESE)

ACTIONS AND DECISIONS

MINUTE	ACTION	LEAD
6.21	Senate to hold a deep dive into Degree Outcomes.	DVC Education Secretariat
9.7	DVC (Business Engagement and Innovation), the Executive Divisional Director of HR, and the new DVC (People and Culture) to work in collaboration to ensure the Business Engagement and Innovation Strategy implementation continues to include wider input from relevant committees and groups.	DVC Global Engagement Director of HR DVC People and Culture
12.4	Rebecca Langlands to work with the Provost and Assistant Director (Culture and Inclusion) on how dissemination of results from culture conversations survey can be enhanced and to ensure the anonymity of individuals in small teams is maintained.	Provost, Shades Chaudhary, Rebecca Langlands
14.4	International Student Support and International Strategy to be added to the Senate Schedule of Business for 2023-24.	Secretariat

1. Chair's introduction and Declarations of Interest

1.1 The Chair welcomed Senators to the meeting.

2. Minutes from the meeting of 8 March 2023 (SEN/23/27) and Matters Arising.

- 2.1. The minutes of the meeting held on 8 March 2023 were **AGREED** and noted that outstanding actions from the March meeting were in progress.
- 2.2. The Vice-Chancellor endorsed, under Chair's action on behalf of the Senate, minor Amendments to University Prizes and University Calendar (Part 2) (SEN/23/23) to reflect the new Faculty Structures. These amendments were subsequently approved by Council at the meeting on 18 May 2023.
- 2.3. The Registrar and Secretary announced the successful candidate from the Senate Representative on Council election. Professor Karen Knapp will take up her position from 1st August 2023 until 31st July 2026.
- 2.4. There were still two vacant positions for Senate representatives to sit on the Postgraduate Research Board for a term of one year, commencing from the new academic year. The Registrar and Secretary warmly invited members to put themselves forward for one of the positions.
- 2.5. As of September 2023, Senate would have two vacancies within the elected members: one within HASS and one within ESE. The Registrar and Secretary asked Senators to make colleagues aware and encourage them to nominate themselves and contact the Secretariat should they have any questions. Further information about these vacancies would be emailed to the relevant faculties in due course.

3. President and Vice-Chancellor's Report (SEN/23/28)

3.1. The Chair presented the report from the President and Vice-chancellor, the Provost and the Deputy Vice-Chancellors and added further updates from the sector, and internally, since the previous report:

- University Rankings: The Vice-Chancellor extended congratulations to the whole University community on the rise of 24 places up to 18th in the THE rankings;
- Industrial Action: Following the earlier statement released in November 2022, an updated statement from the University and Exeter UCU colleagues was due to be released. UEB were encouraging UCU to resume talks to find an end to the current impasse. Further extensions to marking deadlines had been agreed for those taking part in the marking and assessment boycott.
- Admissions Update: the admissions outlook was mixed with an increase in UG Home in most areas but PGT Home recruitment was proving challenging across the sector UG and PGT International were both currently on track to exceed the 2022-23 target.
- Recruitment update:

- the Deputy Vice Chancellor (Research and Impact), Professor Krasi Tsaneva, was being recommended to the post and Senate and Council would be asked to formally ratify the appointment prior to a wider announcement.
- The recruitment process for a new position of Deputy Vice-Chancellor (People and Culture) was currently underway with interviews anticipated to be held in September;
- Adverts were live for the recruitment of the Pro-Vice-Chancellor for the Faculty of Engineering, Science and Economy.
- International trips – The President and Vice-Chancellor had led a delegation to Hong Kong and China, including engagement key donors, students and partners, the Chinese University of Hong Kong, Fudan University and Tsinghua University.
- University Management Titles – Changes to the titles of some UEB members were proposed to make them more internationally understood. President and Vice Chancellor, Senior Vice President and Provost, Senior Vice President and Registrar and Secretary, Deputy Vice Chancellor and Vice President. There would be no change to the jobs themselves.
- The President and Vice-Chancellor thanked all Senate members for their contributions over the past year. Particular thanks were extended to outgoing members stepping down from Senate, including: Professor Neil Gow, Professor João Florêncio and student representatives (Lily Margaroli, Jack Liversedge, Izzie Dyer, Emma de Saram, Georgi Griškevičienė, Lauren Taylor and Kira Orchard). The Vice-Chancellor also gave special thanks to Professor Janice Kay, for her many years of service to Senate.

3.2. Following mention of the statement by UCU, a Senate member noted the opportunity to build on this to enhance Research Culture and staff retention going into the next Research Excellence Framework (REF 2028).

4. Education and PGR Board Reports (SEN/23/29) and (SEN/23/30)

4.1. Senate noted the reports from both the Dean for Taught Students and the Dean for Postgraduate Research.

4.2. Professor Andrew McRae highlighted the following points from the PGR Board Report:

- New supervisor training had been launched;
- the impact of the marketing and assessment boycott on PGRs had been relatively low, but it was recognized that it had been a stressful experience for students affected.

4.3. Professor Rob Freathy highlighted the following points from the PGR Board Report:

- The move from ELE to ELE2 would be implemented in the next few weeks. It was recognized that this was a very complicated piece of work and would take time to complete, Senators were asked to notify the team as soon as possible if they encountered any errors;

4.4. A Senate member queried a recent change to ELE where staff and students could now only see the modules they were registered to. Professor Freathy stated that this change was made due to intellectual property policy and ensuring modules with sensitive information were restricted to those who required access. It was reaffirmed that staff would be provided with access to the necessary modules in due course;

4.5. Professor Freathy encouraged colleagues to get in touch with any specific training needs or to contact the academic development team to be made aware of training available.

5. Student President Reports (SEN/23/31) and (SEN/23/32)

- 5.1. The Exeter President of the Falmouth and Exeter Students' Union presented her report and Connie Chilcott (the SU President for the academic year 23-24) introduced herself to Senate
- 5.2. The President and Vice-Chancellor extended sincere thanks to Georgi Griškevičienė for all her work over the past academic year.
- 5.3. The President of the Students' Guild drew attention to the following points in her report:
- Following the Students' Guild rebrand, there would be five full time officers next year with new titles;
 - Academic Representation: work was being undertaken in consultation with the University, student community and the Guild to review academic representation and develop plans to enhance the current model in light of changing cohort structures and new forms of educational delivery;
 - The Welcome period: the academic year 2023-24 would be reimagined to improve the student experience, which was recognized as particularly important for the international student community, neurodivergent students and those from non-typical backgrounds, who often found it challenging to adapt to the University environment within the traditional timeframe of 'fresher's week'.
 - As part of the revised approach to the Welcome Period, the Guild and Student's Union, would distribute welcome and induction activities out over a longer period of six weeks, including campus tours and helpdesk information. It was also noted that there were no plans to increase the frequency of Freshers' social events over the full six weeks.
 - The Guild indicated that the new approach will be an improved approach to embedding students into the community.
 - The Provost suggested that the welcome period was linked to the end of year events that currently take place, for example: Grand Challenges and EdExe Festival. The Guild President indicated that the Guild would reflect on this further.
 - The Guild rebrand and Devonshire House refurbishment was scheduled to be completed by the start of the Welcome Period, with improved facilities and social study spaces, and moving the student advice team into the building to create a student's hub.
- 5.4. Thanks were also given to the Guild President and the officer's team for their work over the past academic year.
- 5.5. The DVC for Education stated that the welcome period shift was aligned with the Curriculum for Change programme and the beginning of their University career was an important factor in the life of a student. He added that more work could go in to linking the work of the Guild and Union to the curriculum.

6. Degree Outcomes

- 6.1. The DVC (Education and Student Experience) presented the three related papers on Degree Outcomes to Senate and gave particular thanks to Catherine Taylor, Professor Rob Freathy and the Degree Outcomes Steering Group and the external examiner Billy Wong for their work in this area.

6.2. Degree Outcomes Statement (SEN/23/33, 33A, 33B)

6.3. In line with best practice in the sector, this was the fourth Degree Outcomes Statement from the University which went beyond minimum requirements in the sector of providing a transparent statement of academic standards, but also included the work ongoing on eliminating awarding gaps.

6.4. The External Examiners commentary on the statement noted that “the Exeter Degree Outcomes Statement continues to be one of the most comprehensive and polished reports in the sector”. It commended the reduction in length and the shift in focus to the good honours awarding gap to the first-class awarding gap and the production of data.

6.5. The report laid bare some issues that needed addressing, particularly awarding gaps and the work that was being undertaken in relation to ethnicity, domicile and the Student Life Cycle by Professor Barrie Cooper and Professor Nicky King, respectively.

6.6. The pattern of firsts and 2:1s increased during the pandemic but had decreased again to prepandemic levels which was welcomed by the Office for Students and was in line with the UUK commitment.

6.7. Degree Outcome Sector Benchmarking Report (SEN/23/34)

6.8. The University had invested in accessing sector-wide data and added it to the MI Hub for scrutiny, in a way that allows interrogation in some detail about awarding patterns.

6.9. The report was received for information and to encourage colleagues to act on the facility to benchmark at UG level.

6.10. PGT Degree Classifications Summary Report (SEN/23/35)

6.11. The report highlights some similar trends to the UG report, including patterns through the pandemic and the most significant awarding gaps (Home/International, and some gaps by ethnicity).

6.12. Areas where the focus had been concentrated at undergraduate level needed to be translated into the same focus for postgraduate level.

6.13. There appeared to be a one-year time difference between the two, however, this was because the date related to the date at which the award was made, therefore the complete data for 2021-22, was for students who started 2020-21.

6.14. The following was noted in discussion:

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6.17. It was added that an important addition would be to interrogate the data on progression and outcomes which are often biased by inclusion, particularly for students from Black, Asian and minority ethnic backgrounds.

6.18. The DVC Education noted the work in the Curriculum for Change project which was looking at awarding gaps.

- 6.19. An analysis of performance in multiple choice questions against essay-based questions between home and international students showed that whilst the gap was negligible in multiple choice, in essay based, the awarding gap grew as the students progressed. It was suggested that Departments look at where the gap had been driven from, particularly if it highlights the need for increased support for international students in development of essay writing and academic skills.
- 6.20. Compilation of the data was from the Degree Outcomes Steering Group, which was in discussion to be renamed 'Student Outcome Steering Group' to widen the remit of data analysis. Discipline level discussions were important going forward to determine next steps. In that vein, Vrinda Nayak and colleagues were setting up a roadshow to talk with colleagues from Faculties about what can be done to facilitate discussions.
- 6.21. **ACTION: Senate to hold a deep dive into Degree Outcomes in the Academic Year 2023-24**
- 6.22. **AGREED: Senate considered and endorsed the Degree Outcomes Statement to Council.**

7. Academic Assurance

- 7.1. The DVC Education presented the papers to Senate giving particular thanks to Roscoe Hastings and Jeremy Diaper for their work in enhancing the level of reporting surrounding academic assurance
- 7.2. Academic Assurance Annual Report (SEN/23/36)
- 7.3. As recommended at the Joint Senate and Council Away Day in May 2023, it had been agreed that Academic Assurance reporting would move from long descriptive reports to analytical reports to provide a greater focus on outcomes.
- 7.4. This report reflected the 21/22 academic year, but following further feedback on the enhanced reporting format from Council, the subsequent report would reflect the 2022/23 academic year and scheduled for the November meeting of Senate.
- 7.5. Student engagement was at the heart of assurance, to ensure student representation was reflected in assurance reports, however, challenges had arisen around SSLCs meeting in a timely manner.
- 7.6. Education Governance Review (SEN/23/37)
- 7.7. The Education Governance Review had been undertaken to review the current approach to executive and academic governance for Education and Student Experience, with the view to identifying issues and opportunities for enhancement;
- 7.8. The recommendations within the paper aimed to enhance the approach to education governance by reducing duplication of business, the length and frequency of meetings and clarity approach to decision-making and approval routes;
- 7.9. **AGREED: Senate endorsed the recommendations within the report to Council for final approval.**

8. Exeter Academic Recommendations (SEN/23/38, 38A)

- 8.1. The DVC (Strategy Integration and Resources presented the paper to Senate and highlighted the following points:
- Thanks were given to Senate, particularly those who joined the deep dive and had otherwise been engaged in the review process.
 - The review produced a set of 16 recommendations, 12 of which were being taken forward for further consideration.
 - Implementation in three phases over the academic year 2023/24 would follow Senate approval.
- 8.2. Thanks were extended to the Review Group and particularly Charlotte Juggins for their support in the programme of activity over the last year.
- 8.3. **Senate APPROVED the Exeter Academic recommendations.**

9. Update on Business Engagement and Innovation Strategy (SEN/23/39)

- 9.1. The DVC (Business Engagement and Innovation) provided an overview of the Business Engagement and Innovation Strategy and the activity that has taken place since he took up his role in March 2023.
- 9.2. Every department had been appointed a Director of Business Engagement and Innovation (DoBEI) representative, all of whom had taken part in workshops and who were represented on the Business Engagement and Innovation Committee.
- 9.3. The overall aim of the Strategy was to generate further income growth, enhance the contribution to the REF process, improve league table rankings and increase levels of external engagement;
- 9.4. The Director of HR clarified that the action under Culture referring to the revisions on academic promotions policy was linked to the work undertaken by the DVC (Strategy integration and Resources) and the Exeter Academic Recommendations.
- 9.5. Clarification was sought over how the strategy related to impact and knowledge exchange and to avoid the potential risk that efforts were duplicated across different areas. It was clarified that Knowledge Exchange encompassed the wider activities of Business Engagement and Innovation.
- 9.6. Further work was being undertaken to determine how the University can measure impact in the broadest sense, rather than simply through the REF.
- 9.7. **ACTION: DVC (Business Engagement and Innovation), the Executive Divisional Director of HR, and the new DVC (People and Culture) to work in collaboration to ensure the implementation of Business Engagement and Innovation Strategy continues to include wider input from relevant committees and groups.**

AGREED: Senate endorsed the Business Engagement and Innovation Strategy to Senate for approval.

10. KEF Concordat Update (SEN/23/40)

- 10.1. The DVC (Business Engagement and Innovation) was joined by Brigid Howarth to present the paper on the KEF Concordat.
- 10.2. Research UK proposed that universities sign up to the KEF Concordat, and 136 had signed up at the time of the meeting.
- 10.3. Exeter had had some success, but had highlighted a number of additional activities that the University would need to work on, including culture, so increased involvement with WICC would be beneficial.

11. Honorary Graduand Nominations 2024 (SEN/23/41)

- 11.1. The President and Vice-Chancellor noted the process for nominating Honorary Graduates each year, adding that Senate were asked to consider and recommend the list to Council.
- 11.2. Once acceptances had been received from invited graduates, they would then be assigned to a Faculty for graduation ceremonies
- 11.3. Senate **endorsed** the nominations to Council for approval.

12. Wellbeing, Inclusion, Culture Committee Report (SEN/23/42)

- 12.1. The Provost introduced the report to Senate and was joined by the Director of HR and Shades Chaudhary, Assistant Director Culture and Inclusion. The following points were highlighted from the report:
 - The launch of the Culture Conversation, a deep dive for Senate will take place in order to look in more depth at the data.
 - Gender pay gap and improved gender diversity in professoriate
 - Athena Swan Silver Application
 - Gold in Stonewall Workplace Equality Index
 - 100 Black Women Professors Programme and subsequent initiatives: Black PhD Studentships and 10000+ Black Internships
 - Race Equality Charter Mark implementation
- 12.2. A Senate member highlighted the experience of HoDs and managers of small teams following the culture conversation which had meant that in certain instances individuals felt that they had been identifiable and responses had not been anonymized to the degree that was anticipated. It was recognized that this had had a distressing impact on HoDs and that the wellbeing of HoD and managers also needed to be taken into account within the next iteration of the survey.
- 12.3. It was noted that the suppression of some comments could also be perceived to lead to the suppression of minority voices, so there was an important balance to be struck between

provided a mechanism for all members of the University community to provide honest feedback on their experiences of working at the University and minimizing detrimental impact on line managers.

12.4. **ACTION: Rebecca Langlands to work with the Provost and Assistant Director (Culture and Inclusion) on how dissemination of results from culture conversations survey can be enhanced and to ensure the anonymity of individuals in small teams is maintained.**

12.5. There had been a slight hiatus on the Workload Allocation Principles, but they were to be shared imminently. The results from the Workload Allocation and Equity Review had been very welcome, and dissemination of the results would allow time to implement changes.

12.6. A Senate member requested a HoD Engage on how different departments use data and increased access to the data. Issues with the transparency of how the University engages colleagues whilst maintaining anonymity was highlighted., It was agreed that data should be segmented to HoD level, rather than into line managers as the anonymity could be compromised at such a granular level.

12.7. The importance of ensuring colleagues were mindful of the tone of language used when providing feedback was also raised.

12.8. The VC thanked The Director of HR, Shades Chaudhary, and the Provost for all the continuing work under the WICC umbrella.

13. Senate Review Implementation Group Update (SEN/23/43)

13.1. The Registrar introduced Senate to the implementation update. Of the five priority actions, three had been completed and two were ongoing.

13.2. The recognized areas for improvement included:

- enhancing the induction training;
- developing more in-depth EDI training for Senators;
- increasing the focus on how Senate has more robust oversight on research activity
- introducing a Senate buddying system to improve onboarding of new members;
- developing more effective mechanisms for providing academic assurance to Council;
- enhancing the effectiveness of the annual Joint Council and Senate meeting.

13.3. The aim going forward was to establish a small group of Senators to look at embedding enhancements on an ongoing basis from 2024;

13.4. The Registrar thanked Senate members for their involvement and engagement in the process.

14. Senate Schedule of Business for 2023-24 (SEN/23/44)

- 14.1. The Registrar introduced the Schedule of Business for the 23/24 academic year and welcomed suggestions and feedback from Senate members.
- 14.2. The DVC (Global Engagement) had created a new Global Strategy and therefore a standing item should be added to the Senate schedule of business. International Student Support was another topic that could be scheduled for Senate consideration.
- 14.3. Senate members were encouraged to email the Senate team if they had any further suggestions for any future items of Business, including any topics for deep dives.
- 14.4. **ACTION: Items on International Student Support and Global Strategy to be added to the Senate Schedule of Business for 2023-24.**

15. Items Brought Forward from Part II

- 15.1. The VC noted that the request to extend the DVC (Research and Impact) term of office was no longer required as an announcement surrounding the formal appointment of Professor Krasi Tsaneva was now just awaiting formal ratification from Senate and Council via email.
- 15.2. The Extension to the Associate Dean Terms of Office was **APPROVED**.

16. Chair's Closing Remarks

- 16.1. The President and Vice-Chancellor thanked all the student sabbatical officers for their work over the past academic year and to retiring members of Senate. She particularly thanked Professor Neil Gow for his work as DVC (Research and Impact), including the REF2021 submission and leading on the implementation of the recommendations from the external review of Senate.

Part II - For Decision

Temporary Extension to Contract: DVC Research and Innovation (**SEN/23/45**)

Extension to Associate Dean Terms of Office (**SEN/23/46**)

Part II - Papers to Note

Council Minutes: October 2022 (**SEN/23/47**), February 2023 (**SEN/23/48, 48A**) and April 2023 (**SEN/23/49**)

Education Board Minutes: March to June 2023 (**SEN/23/50**)

Postgraduate Research Board Minutes: June 2023 (**SEN/23/51**)

Health and Safety Committee Minutes (**SEN/23/52**)

Senate Appeals Report (**STRICTLY CONFIDENTIAL**) (**SEN/23/53**)

Amendments to Statutes, Ordinances and Regulations (that are not in part I)

- Fitness to Practice (Regulation E) (**SEN/23/54**)
- Appeals Procedure (**SEN/23/55**)
- Student Complaints (**SEN/23/56**)

Awards of Degrees, Diplomas and Certificates and Conferment of Degrees in Absentia: The award lists, approved by the Vice-Chancellor on behalf of Senate, since the last meeting may be inspected by contacting Student Records.

Dates of meetings for 2023/24

1 November 2023

13 March 2024

22 May 2024 – Joint Meeting of Council and Senate

19 June 2024