



Minutes

SEN24-M4

Minutes of the meeting held on 6 November 2024.

Attendance

Nick Jennings

Siân Adiseshiah
Kerri Akiwowo
Sura Al-Maiyah (ab)
Rachael Alvey
Julia Bahnmüller
Mia Baig
Lewis Bilby (ab)
Karen Blay
Roberta Bernabei (ab)
Rebecca Cain
Ash Casey
Jinju Vicky Chen
Steve Christie
Paul Conway (ab)
Malcolm Cook (ab)
Chris Cushion
Claudia Eberlein
Jan Godsell (ab)

Sam Grogan
Suzana Grubnic
Sarah Hagele
Tarek Hassan
Simon Hogg
Peter Hortor
Michael Hoyler
Ella-Mae Hubbard (ab)
Kemafasu Ilfie
Will Johnson
Gyuchan Thomas Jun
Allyson King
Baihua Li
Jo Maher
Oonagh Markey
Miguel Martinez Garcia
Aidan McGarry
Sarah Parker (ab)

Dan Parsons
Giulia Piccolino
Valerie Pinfield
Chetna Prajapati
Rahul Rahulamathavan (ab)
Duncan Robertson (ab)
Merve Sancak (ab)
Lauren Sherar
Vadim Silberschmidt
James Simpson
Rachel Thomson
Emma Walton
Justin Waring
Darren Watts
Eve Zhang
Diwei Zhou (ab)

In attendance:

Chris Dunbobbin, Jennifer Nutkins, Alex Owen, Richard Taylor.

Apologies received from:

Sura Al-Maiyah, Roberta Bernabei, Paul Conway, Malcolm Cook, Jan Godsell, Ella-Mae Hubbard, Sarah Parker, Rahul Rahulamathavan, Duncan Robertson, Merve Sancak, Diwei Zhou.

24/71 Minutes

Senate confirmed the minutes of the meeting held on 12 June 2024 (**SEN24-M3**).

24/72 Powers and Functions of Senate

SEN24-P83

Senate noted its powers and functions.

24/73 University Strategy

SEN24-P84

73.1 Follow Up to Senate Away Day on 25 September 2025

Senate noted the actions in train following the Senate Away Day. Members were thanked for their positive engagement with the discussions.

SEN24-P85

73.2 Update on Core Plans and Related KPIs

Senate considered an update on the Core Plans and related KPIs. Key risks highlighted were around international engagement and impact (student population and reputation), research and innovation (reputation), and underpinning support measures (sustainability / carbon emission reduction). It was noted in discussion that many of the KPIs across the Core Plans were interlinked, with explicit and implicit interdependencies overseen by University Executive Board.

SEN24-P86

73.3 University Strategic Portfolio Processes

Senate considered an update on the new University Strategic Project Portfolio Processes, being operationalised for the first time in 2024-25 following the approval of all six Core Plans. The processes provided visibility of, and support for all strategic projects across the University, and would help to ensure effective prioritisation and resource allocation in the context of all of the University's strategic priorities. The paper included a list of the projects in the strategic portfolio for 2024/25. The next phase of the roll out included a broader communications plan to raise awareness.

SEN24-P87

73.4 Opportunities for Loughborough University in Saudi Arabia

Senate considered an update. Senate had previously endorsed the development of a full detailed business case for a potential in-country educational offer in Saudi Arabia (KSA), to be scrutinised by appropriate formal University committees prior to consideration by Senate and Council in November 2024. A focused project to further scope the opportunity had subsequently been undertaken by members of the University Executive, working through Strategic and Operational groups. The outcome of this process was that in view of prevailing market conditions in KSA, the development of an in-country Loughborough University campus or branch was not presently considered to be a viable option. Instead, the future focus would be on further development of non-accredited activities such as short courses and training camps as well as expanded KSA government funding for students to study sport related degrees at the University. The tax risks associated with distance learning activity in some countries was noted. Thanks were offered to all colleagues across the University for their engagement with and contribution to the exploration of opportunities to date.

SEN24-P88

73.5 Renaming of Learning and Teaching Committee to Education and Student Experience Committee, and revisions to Terms of Reference

Senate approved the renaming of Learning and Teaching Committee to Education and Student Experience Committee, and revisions to the Terms of Reference.

24/74 Health, Safety and Environment Committee

SEN24-P89

74.1 Senate received minutes of the meeting of Health, Safety and Environment Committee on 2 October 2024. Updates had been received on health, safety and environmental issues relating to LSU and Marketing and Advancement, and good progress was being made in both those areas.

SEN24-P90

- 74.2 Senate considered Health and Safety Bulletins for June - September 2024. It was noted that an Incident Review Panel would be convened to investigate a potentially serious issue involving the erection of a marquee by contractors on the Hazelgrave cricket pitch.

24/75 Matters for Report by the Pro-Vice-Chancellor (Education and Student Experience)

SEN24-P91

Senate considered a report including updates on 2024 entry student recruitment; student surveys; key items from Learning and Teaching Committee including the Inclusive Assessment Project; the retention of the University's Outstanding rating from Ofsted for its Initial Teacher Training provision (thanks were offered to Professors Lorraine Cale and Ash Casey, and all other colleagues involved in Teacher Education); Access and Participation; Institute of Technology; and DIGILabs.

It was noted in discussion that a first meeting of the working group to co-ordinate activities and communications across Schools and Professional Services in relation to the 2025 NSS would be taking place on 8 November 2024. It was emphasised in discussion that it was crucial for the University to closely consider the wording of each specific NSS question, particularly around feedback, and ensure delivery was appropriately targeted as well as being both effectively and explicitly communicated to students.

24/76 Academic Calendar Year Project

SEN24-P92

- 76.1 Senate noted an update on the Academic Calendar Year Project and the changes required to curriculum to support delivery of the new academic year structure.

- 76.2 Senate approved the revised term and semester dates for 2025/26 and 2026/27.

It was emphasised that the changes were intended to ensure the academic year was as effective as possible for both staff and students. The planned reduction in exams and increased focus on assessment support and other enrichment activities was expected to improve the student experience, while creating headroom for academic staff to undertake research and marking. It would be important for communications around the changes to focus on these positive impacts.

24/77 Matters for Report by the Chief Operating Officer acting in lieu of the Pro-Vice-Chancellor (Equity, Diversity and Inclusion)

SEN24-P93

Senate considered a report including the following:

- i) SPaRC had approved three initial priority projects identified through the EDI Core Plan: EDI Data (increasing the range of EDI related data and improving processes to enable more effective collection, access and analysis, providing a robust evidence base. A key principle of this work would be ensuring colleagues had access to EDI data appropriate to their role); EDI Leadership Structures and Selection (including the creation of common EDI leadership roles across Schools and Services, with consistent, transparent and equitable selection processes and leadership responsibilities that were fully aligned with the University's strategic objectives); and an EDI Development Programme for University Leaders (delivering a scaffolded, competency-based EDI development programme, in a modular format, to increased self-awareness and reflective practice).
- ii) Equality Impact Assessment guidance and processes had been reviewed, and updated information was available online.

It was noted in discussion that EDI considerations would underpin the Inclusive Assessment Project referred to in SEN24-P91, which would promote and enable anticipatory changes to module assessment, thereby reducing the need for reasonable adjustments.

Thanks were offered to Veronica Moore and her team for progressing this work.

24/78 Matters for Report by the Pro-Vice-Chancellor (Research and Innovation)

SEN24-P94

Senate considered a report on ongoing activities and plans in respect of the R&I Core Plan implementation and additional activities across the R&I and broader sustainability portfolio. The following points were highlighted:

- i) A set of project mandates delivering on the R&I Core Plan had been welcomed by SPaRC and a number of approvals were in train and activities moving into delivery, including preparation for REF29; development of a Research Academy; and the roll out of the Worktribe System, which aimed to change the culture and interface of the academy with the RIO team.
- ii) Additional work was underway to better co-ordinate the University's reputation-related nominations for the QS World Rankings process, including PVC-led engagement with individual well-connected academics.
- iii) An academic staff recruitment campaign was planned for the new year seeking to attract high performing research groups to Loughborough.
- iv) A final version of a University Level Sustainability Strategy was available.

It was noted in discussion that the University's REF Working Group would be developing more detailed planning and timescales in relation to the REF 2029 over the course of the remainder of the 2024-25 academic year.

24/79 Matters for Report by the Pro-Vice-Chancellor (Sport)

SEN24-P95

Senate considered a report including examples of EDI in action across the sport portfolio; engagement with the Department for Culture, Media and Sport including a campus tour by the Director of Sport and Gambling; the Institute of Advanced Studies Africa Summit; engagement with the NFL in relation to research into sports turf; work undertaken by Loughborough Sport and the Director of Student Services to ensure all staff were safeguarding trained; events and successes including the Olympics and Paralympics; and progress against the Sporting Excellence and Opportunity Core Plan KPIs.

24/80 Matters for Report by the Provost and Deputy Vice-Chancellor

SEN24-P96

Senate considered a report. The following points were highlighted:

- i) UEB business had included an update on the successes and future plans of the University's Policy Unit (including the introduction of a Policy Academy to support staff); and principles for significant capital expenditure on large infrastructure projects (primarily estates and IT) in view of the current financial situation. (High cost, new build projects for SSEHS and DCA would remain paused, and there would be a shift from substantial spending on a small number of large projects, to an increased spend on smaller projects with widespread impact and Long-Term Maintenance (LTM), including focussed LTM activity to support the ageing buildings for Creative Arts and LSU).
- ii) SPaRC business had included the strategy to generate additional commercial income, including the possible future development of LUSEP (likely to be funded through third parties); plans to build new student accommodation to replace existing halls and to provide new capacity to support a modest increase in student numbers; and the introduction of Law programmes.
- iii) The Financial Sustainability PMB was close to achieving the cost savings identified upon its establishment. Thanks were offered to all colleagues for their contribution to this important activity.
- iv) A Deans Strategy Group had been established and would meet twice each month to discuss matters of strategic and operational importance and provide a forum for the sharing of best practice and cross-disciplinary working. This was a parallel activity to the established monthly meetings of the Professional Services Leadership Team led by the COO.

The following points were noted in discussion:

- v) The government's recently announced increase in tuition fees and maintenance loan provision was welcomed as an indication of an intention to address the broader issue of the financial sustainability of the HE sector, albeit that the fees increase would be counterbalanced by an increase in employer's National Insurance announced in the budget. It was confirmed that there would be a communication from the University to students in relation to the changes.
- vi) An Equality Impact Assessment (the EIA) had been conducted in relation to the Voluntary Exit Scheme undertaken as part of the work of the Financial Sustainability PMB. Of all the protected characteristics considered, only age was highlighted, which was understandable given the nature of the scheme. The University was now very close to meeting its savings target for 2024/25 and colleagues across the University were thanked for the hard work which had gone into achieving this.
- vii) It was noted that future academic staff recruitment campaigns would be focussed primarily on complementing and strengthening existing activities, and that careful consideration would be given to balancing support packages for new and existing colleagues.

24/81 Honorary Degrees and University Medals

SEN24-P97

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.

24/82 Matters for report by the Vice-Chancellor

The Vice-Chancellor reported on a number of matters including a recent visit to Malaysia and Singapore as part of a Midlands Innovation delegation; a well-attended Olympic and Paralympic event at the Oval cricket ground related to the University's success at the 2024 Games which had helped to raise its international profile; and engagement with the East Midlands Combined County Authority.

24/83 Higher Education (Freedom of Speech) Act

SEN24-P98

- 83.1 Senate noted the action of Council, regarding the University's planned response to the Government's decision to pause implementation of the Higher Education (Freedom of Speech) Act 2023, in:
- 83.2 Approving changes to the Freedom of Expression Code of Practice in light of the decision to pause implementation of the Higher Education (Freedom of Speech) Act 2023.
- 83.3 Approving further amendments to Ordinances, policies and Codes of Practice except where these related to HR matters, which were subject to consultation and negotiation with the campus trades unions and approving in principle, subject to these discussions. (Details of any substantive changes would be brought back to Senate and Council).

24/84 Academic Freedom Guidance

SEN24-P99

Senate noted the action of the Vice-Chancellor, on behalf of Senate, in approving minor amendments to the Academic Freedom Guidance.

24/85 Annual Statement on Research Integrity 2024

SEN24-P100

On the recommendation of Ethics Committee, Senate approved the Annual Statement on Research Integrity 2024.

24/86 Aegrotat Degree

SEN24-P101

Senate noted the action of the Vice-Chancellor in approving, on behalf of Senate, and on the recommendation of the External Programme Assessor and LU London, the award of a posthumous aegrotat degree.

24/87 EDI Committee

SEN24-P102

87.1 Senate received minutes of the meeting of EDI Committee on 30 May 2024.

SEN24-P103

87.2 Senate approved amendments to the naming and Terms of Reference of EDI Committee (to EDI Governance Committee).

24/88 Research and Innovation Committee

SEN24-P104

88.1 Senate received minutes of the meeting of Research and Innovation Committee on 4 June and 17 September 2024.

SEN24-P105

88.2 Senate approved amendments to the Composition and Terms of Reference of Research and Innovation Committee.

24/89 Infrastructure Committee

SEN24-P106

89.1 Senate received minutes of the meeting of Infrastructure Committee on 19 June and 24 September 2024.

SEN24-P107

89.2 Senate approved a minor amendment to the Terms of Reference of Infrastructure Committee.

SECTION C – Starred Items for Information

24/90 Appointment of Pro Vice-Chancellor for Education and Student Experience

Senate noted the appointment of Professor Sam Grogan as Pro Vice-Chancellor for Education and Student Experience from 1 November 2024 until 31 July 2029.

24/91 Appointment of Deans

91.1 Senate noted the appointment of Professor Justin Waring as Dean of SSH from 1 November 2024 until 31 July 2029.

91.2 Senate noted the appointment of Professor Aidan McGarry as Acting Dean of LU London, from 1 September 2024, until a full selection process is completed during the 2024-25 academic year.

91.3 Senate noted the appointment of Professor Valerie Pinfield as Acting Dean of AACME from 1 September 2024, until a full selection process is completed during the 2024-25 academic year.

24/92 Appointment of Associate Deans

Senate noted the following appointments/reappointments:

92.1 Claire Warden as Associate Dean (R&I) for the School of DCA from 1 August 2024 to 31 July 2027.

- 92.2 Professor Russ Marshall as Associate Dean (E&SE) for the School of DCA for a further 3 years until 31 July 2027.
- 92.3 Dr Justine Wood as Associate Dean (E&SE) for Loughborough Business from 1 August 2024 to 31 July 2027.
- 92.4 Dr Simon Martin as Associate Dean (E&SE) for AACME for a further 3 years until 31 July 2027.
- 92.5 Professor Dermot Hodson as Associate Dean (E&SE) for LU London from 1 August 2024 to 31 July 2027.
- 92.6 Professor Thomas Tufte as Associate Dean (R&I) for LU London from 20 September 2024 to 31 July 2027.
- 92.7 Prof Emma Haycraft and Dr Sam Winter as Associate Dean (E&SE) for SSEHS from 18 September 2024 to 31 July 2027.

24/93 Appointments to the Academic Staff

SEN24-P108

Senate noted appointments to the Academic Staff.

24/94 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 Informatics and Disaster Risk Management*
 MSc Supply Chain Management - *12-month variant* (from October 25)
 MSc Sustainable Water and Climate Resilience*

- (ii) Major changes
From September 2024
 PGCE and MSc Education programmes
 MSc Sport Management
 MSc Sport Management, Politics and International Development

From September 2025
 MSc Digital Finance (title change to MSc Digital Finance and Artificial Intelligence)
 MA User Experience and Service Design (including introduction of MA and MSc awards)
 MSc User Experience Design (including introduction of MA and MSc awards)

- (iii) Suspension of programmes
 MSc Data Driven Design (No previous intakes; Proposed next intake: Oct 2025)
 MA Graphic Design and Visualisation (p/t only) (Last intake Oct 2018: Proposed next intake Oct 2026)
 MSc Information Systems and Digital Innovation (p/t only) (Last intake: Oct 2022; Proposed next intake: Sept 2025)
 Sport Management/Sport Management Level 7 Apprenticeship Standard (No previous intakes: Proposed next intake: Oct 2025)
 MA User Experience and Service Design (p/t only) (No previous intake; Proposed first intake: Oct 2026)
 MSc User Experience Design (p/t only) (No recent intakes; Proposed next intake: Oct 2026)

*Subject to resolution of outstanding issues

24/95 Library Annual Reports 2022-23 and 2023-24

SEN24-P109

Senate received the Library Annual Reports for 2022-23 and 2023-24.

24/96 Membership of Senate 2024-25

SEN24-P110

Senate noted the membership of Senate for the 2024-25 academic year.

24/97 Reports from Committees

Senate received reports from the following Committees:

97.1	SEN24-P111	Finance Committee on 14 June 2024.
97.2	SEN24-P112	Learning and Committee on 6 June and 16 September 2024.
97.3	SEN24-P113	SPaRC Part B: Resources on 4 June, 8 July and 11 September 2024.
97.4	SEN24-P114	Student Discipline Committee on 9 October 2024.

24/98 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).

24/99 Dates of Remaining Meetings in 2024-25

Wednesday 12 March 2025, 10.30am, LDN104 (London campus)
Wednesday 11 June 2025, 10am, Convention Room, Burleigh Court

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