

## ***Some Restricted and Confidential content***

### **Senate – Minutes**

**21 February 2024**

**PRESENT:** Professor Andy J. Schofield, Vice-Chancellor (in the Chair); Professor Marina Anderson; Srota Bhowmik; Professor Gordon Blower; Professor Steve Bradley; Martin Colclough; Professor Bogdan Costea; Dr Casey Cross; Professor Jonathan Culpeper; Professor Lola Dada; Professor Nigel A. J. Davies; Professor Catherine Easton; Dr Nicholas Evans; Rachel Fligelstone; Sarah Fox; Professor Robert Geyer; Professor Alisdair A. Gillespie; Professor Sarah Green; Professor Chris Grover; Huseyn Guliyev; Professor Simon C. Guy; Professor Crispin Halsall; Sam Hedges; Dr Derek Hird; Dr Allison Hui; Professor Hilary Ingham; Professor Roger W. L. Jones; Professor Sarah Kemp; Professor Mark Knight; Professor Claire Leitch; Dr Mark Limmer; Professor Alan Marsden; Dr James Mawdesley; Dr Tom Mills; Jessica Morris; Dr Sandra Nolte; Professor Jackie Parry (*for Professor Paul McKean*); Professor Nicholas Race; Professor Wendy Robinson; Professor Jo Rycroft-Malone; Dr Yakubu Salifu; Professor Ed Simpson; Professor Alexandros Skandalis; Leanne Taher-Bates; Dr Sayjda Talib (*for Dr James McDowell*); Dr Nadia Von Benzon; Professor Gert Westermann; Dr Karen Wright; Professor Steve Young.

**IN ATTENDANCE:** Misbah Ashraf; Andrew Barker; Andrea Chalk; John S. W. Dickinson; Ben Gill (*for item 8*); Simon J. Jennings; Ben Mathews (*for item 9*); Alison M. Mullan; Nicola C. Owen; Sarah J. Randall-Paley; Catherine Walsh (*for items 10-12*).

**APOLOGIES FOR ABSENCE:** Professor Sarah Brearley; Sherry Currington; Phill Dixon; Cerys Evans; Stuart Franklin; Dr Bingbing Ge; Professor A. Louise Heathwaite; David Hounslea; Dr Jan McArthur; Dr James McDowell; Professor Paul McKean.

#### **INTRODUCTION**

##### **1. WELCOME AND APOLOGIES**

1.1 Senate noted the apologies.

##### **2. DECLARATIONS OF INTEREST**

2.1 No declarations of interest were made.

##### **3. QUESTIONS ON NOTICE TO THE VICE-CHANCELLOR**

3.1 No questions were received for this meeting.

##### **4. MINUTES OF THE LAST MEETING: 1 NOVEMBER 2023**

**PAPER A**

4.1 Senate approved the minutes of the meeting held on 1 November 2023.

##### **5. MATTERS ARISING**

5.1 There were no matters arising.

## 6. REPORT OF THE VICE-CHANCELLOR

ORAL UPDATE

6.1 The Vice-Chancellor provided an oral report, including the following.

- (i) An independent review of the higher education regulator, OfS, was ongoing, led by David Behan. Lancaster had provided material to the review.
- (ii) The UKRI had visited Lancaster University, noting that it had been impressed by the clustering of research activity ongoing in the North-West and reconfirmed its commitment to a region-based strategic approach. It particularly highlighted the recent investment MARS: Mathematics for AI in Real World Systems.
- (iii) The complete national TEF outcomes had been published which allowed Lancaster University to undertake comparative analysis. The initial work in this area suggested that the narrative had played a significant role in the University's success.
- (iv) The Ministry of Education in Indonesia had approved the development of an international branch campus in Bandung, West Java in collaboration with Deakin University.
- (v) ***Restricted and Commercial in Confidence***
- (vi) Lancaster University had been ranked number 1 in the world for sustainability governance.
- (vii) ***Restricted and Commercial in Confidence***

6.2 Senate noted the report.

## 7. SUMMARY OF UNIVERSITY EXECUTIVE BOARD (UEB) BUSINESS RELEVANT TO SENATE: 31 OCTOBER 2023 TO 6 FEBRUARY 2024

PAPER B

7.1 Senate received a summary of UEB business relevant to Senate and noted that UEB had seen an increase in national-level reviews of regulatory frameworks, particularly in relation to international research.

7.2 Senate noted the report.

### ITEMS FOR DISCUSSION

## 8. CURRICULUM TRANSFORMATION PROGRAMME: EDUCATION FRAMEWORK BOUNDARIES

PAPER C

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**9. 'CAMPUS IN THE CLOUD' (CITC) UPDATE** **PAPER D**  
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**10. EQUALITY, DIVERSITY, AND INCLUSION (EDI) ANNUAL REPORT 2022/23** **PAPER E**

10.1 Senate received the Equality, Diversity, and Inclusion (EDI) Annual Report 2022/23 noting that the University must produce, in line with the Public Sector Equality Duty, an EDI Annual Report which included information relating to people who share a protected characteristic who are its employees, or who are affected by its policies and practices. It was noted that this year's report had been revamped and was a more succinct and accessible report which presented the positive EDI work taking place across the University with relevant, supporting examples and data.

10.2 In discussion it was noted that persons with disability represented a significant portion of the University, albeit some do not appear to have declared. This, it was noted, raised the question of why they would not declare and whether there was more the University could do to encourage and support this. It was noted that recruitment and selection processes were aiming to engage with this, and that work was continuing with colleagues in EDI in relation to enhancing all aspects of widening participation to enhance the University as an attractive place to work and study with those with disabilities.

10.3 Senate agreed to recommend the EDI Annual Report 2022/23 to Council for approval prior to publication.

**11. GENDER PAY GAP REPORT 2023** **PAPER F**

11.1 Senate received the Gender Pay Gap Report 2023, noting that the University must produce, in line with the Public Sector Equality Duty, an annual report which includes gender pay information, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report had been produced using the census date of 31 March 2023 and showed that for 2023 the University's median and mean gender pay gaps had reduced further compared to last year. Over the last five years mean and median hourly rate of pay has reduced by 5 and 8.5 percentage points respectively in favour of women. The report, it was noted, detailed actions being taken which aimed to mitigate, including those relating to Athena Swan and Race Equality.

11.2 Senate noted the positive direction of travel but also the need for continued diligence. Senate agreed to recommend the Gender Pay Gap Report 2023 to Council for approval prior to publication.

**12. ANNUAL PROMOTIONS REPORT** **PAPER G**

12.1 Senate received the Annual Promotions Report, noting that this summarised the outcomes of the Centralised Academic Promotions cycle for 2022/2023 in relation to promotions from Lecturer to Senior Lecturer (SL), Reader or Personal Chair as well as for professorial promotions for current professorial staff moving either within or

between professorial bandings. It was noted that the report provided increasingly detailed statistics which gave better understanding of issues and how to address these.

12.2 In discussion it was noted that the Covid-impact statement was still included in the process and that Covid remained a standing item at each committee meeting. The process by which Covid impact was considered involved applicability against established criteria and this involved consideration of the impact of Covid on all promotional criteria. Consistency in this was ensured, in part, by common membership across committees. It was further noted that the impact for research-only staff had not been specifically considered in the report. This was because the numbers were small so statistics would potentially reveal personal data, however, consideration of how this group could be more effectively represented in the report would be considered.

12.3 Senate noted the report.

**13. DEGREE OUTCOMES ANALYSIS 2022/23** **PAPER H**  
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**14. POSTGRADUATE EXPERIENCE SURVEYS 2023:  
AN INSTITUTIONAL SUMMARY** **PAPER I**  
*Restricted and Confidential*

**15. PROPOSAL: SCHOOL OF MATHEMATICAL SCIENCES** **PAPER J**

15.1 Senate received a paper proposing a change of name of Department of Mathematics and Statistics. It was noted that from 2024 onwards, alongside the Pure Mathematics and Statistics sections, there would be a new section in the department, MARS: Mathematics for AI in Real-World Systems, initially supported by a substantial funding allocation from Research England. The successful application to Research England had proposed the name School of Mathematical Sciences and Senate was now asked to approve the change of name.

15.2 Senate recognised the funding achievement and the significant positive impact this would have on the work in this area. The new name reflected this and Senate concurred with the logic of the name change.

15.3 Senate approved the change of name of the Department of Mathematics and Statistics to the School of Mathematical Sciences.

**16. THE UNIVERSITY OF LANCASTER: DATES OF TERMS,  
EXAMINATIONS AND DEGREE CONGREGATIONS, 2025/2026** **PAPER K**

16.1 Senate received a paper proposing dates for terms and degree congregations for the academic year 2025/2026, noting that graduation dates were still provisional. It was noted that the proposal contained no significant changes on previous years.

16.2 Senate approved the dates for 2025/2026.

**17. APPOINTMENT OF INTERIM PRO-VICE-CHANCELLOR (RESEARCH AND ENTERPRISE) PAPER N**

- 17.1 Senate noted that the current Pro-Vice-Chancellor (Research and Enterprise), Professor Louise Heathwaite, had been appointed to be Executive Chair of the Natural Environment Research Council, with effect from March 2024. Under the circumstances of the tight timescale it had been decided that there should be an interim appointment made to this position, lasting one year to 28 February 2025, in the first instance, while a full-time appointment was made following established procedures.
- 17.2 Senate noted that Professor Malcolm Joyce had been identified as the most suitable interim appointment and endorsed him as having the appropriate prestige, status, experience, and qualifications to hold the position.
- 17.3 Senate noted that alongside Professor Joyce, that Professor Rycroft-Malone would be providing additional support for the University's preparations for REF2029.
- 17.4 Senate agreed that its positive endorsement of Professor Joyce as the interim Pro-Vice-Chancellor would be passed to Council for consideration.

**ITEMS FOR INFORMATION**

**17. FACULTY DEPUTY EXECUTIVE DEANS, ASSOCIATE DEANS AND HEADSHIPS OF DEPARTMENTS: APPOINTMENTS PAPER L**

- 17.1 Senate noted the report.
- 17.2 College Principal appointments.

**18. WRITTEN REPORTS OF MEETINGS PAPER M**

- 18.1 Senate noted the following written reports of meetings:
- Council, meeting of 26 January 2024
  - Education Committee, extraordinary meeting of 22 January 2024
  - Equality, Diversity and Inclusion Committee, meeting of 2 February 2024

**19. ANY OTHER BUSINESS**

- 19.1 There was no other business.

**20. DATE OF NEXT MEETING**

- 20.1 The next Senate meeting will be held on Wednesday 24 April 2024 13:00-16:00 in Management School Lecture Theatre 3.