



Minutes

SEN25-M1

Minutes of the meeting held on 12 March 2025.

Attendance

Nick Jennings

Siân Adiseshiah (ab)
Kerri Akiwowo
Sura Al-Maiyah
Rachael Alvey
Julia Bahnmüller
Mia Baig
Lewis Bilby
Karen Blay (ab)
Roberta Bernabei
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 (ab)
Tarek Hassan (ab)
Simon Hogg
Peter Hortor
Michael Hoyler (ab)
Ella-Mae Hubbard (ab)
Kemafasu Ifie
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
Duncan Robertson
Merve Sancak
Lauren Sherar
Vadim Silberschmidt
James Simpson
Rachel Thomson
Emma Walton
Justin Waring
Darren Watts
Eve Zhang
Diwei Zhou (ab)

In attendance:

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

Apologies received from:

Siân Adiseshiah, Karen Blay, Paul Conway, Malcolm Cook, Jan Godsell, Sarah Hagele, Tarek Hassan, Michael Hoyler, Ella-Mae Hubbard, Sarah Parker, Diwei Zhou.

25/1 Minutes

Senate confirmed the minutes of the meeting held on 6 November 2024 (**SEN24-M4**).

25/2 University Strategy

2.1 Update on EDI Leadership

Senate considered a verbal update on EDI Leadership, further to the email circulated to all staff on 4 March 2025 from the Vice-Chancellor and Veronica Moore (Executive Director of EDI). It had been decided to recommend to Council a new EDI leadership structure in which the Executive Director of

EDI role (which included membership of the University's Executive Board) would be made permanent, and in line with the EDI Core Plan, Associate Dean (EDI) and EDI Principal roles would be established across all Schools and Professional Services respectively. The PVC (EDI) role would be discontinued at this time.

There was some discussion around the timing of the decision on the PVC(EDI) role, and the context and impact of recent developments in the EDI space in the United States. It was emphasised that EDI remained a strategic priority for Loughborough, and that the University would continue to be committed to its desire to be an equitable, diverse and inclusive community for all colleagues, partners and students. Senate supported the new structure, which would help to effectively progress the next phase of the University's EDI work, with an emphasis on anti-discriminatory practice across all parts of the institution.

SEN25-P1

2.2 KPI Framework

Senate considered an update on the KPI framework and approved in principle a re-phasing of annual milestones for KPIs on 1) research awards; 2) research student population; and 3) international student population. The key risk highlighted in the paper related to international student recruitment, which was a sector-wide concern. Mitigating actions had been taken and strategic discussions would continue. Detailed proposals relating to a revised trajectory for research award growth from 2024-25, taking into account current market conditions and numbers of academic staff in Schools, would be brought to Senate in June.

SEN25-P2

2.3 Enabling Projects

Senate considered an update on the Enabling Programme in support of the University strategy, including the proposed closure of the programme, with the transition of key projects (Reputation, Enable and Compliance) to Business as Usual. Project Digital had closed pending funding decisions for future activity, having developed roadmaps for the University's Data Strategy, Digital Skills and Automation. Project Expectations and Project Workplace would align with the emerging People and Culture plan.

In discussion, reassurances were provided around minimising any potential disruption relating to the rollout of Windows 11, particularly in the R&I space, and in relation to support for academic colleagues from the Marketing team.

2.4 Commercial Strategy

Senate received a presentation of the planned approach and a broad outline of the commercial strategy, ahead of its consideration at Finance Committee and Council, noting it was positioned alongside the Core Plans. Key elements included the development of the Science and Enterprise Park (including infrastructure) and professional and executive education (as part of the Education and Student Experience Core Plan). There were also important links to the Partnerships Core Plan and work was underway in more detail in this context.

25/3 Establishment of Associate Pro Vice-Chancellor Roles

SEN25-P3

Senate approved the establishment of two Associate Pro Vice-Chancellor roles (R&I – Excellence and Focus, and R&I - Impact and Internationalisation) to support the Pro Vice-Chancellor (R&I) in leading the delivery of the R&I Core Plan. The roles would be for an initial 4-year appointment, in view of the timing of the next REF exercise.

25/4 Diversity of Senate Membership

SEN25-P4

Senate considered the annual report on the diversity of Senate membership. The position in relation to gender was good (the proportion of female members of Senate exceeded the proportion of female members of the overall academic staff community). The ethnic diversity of Senate was a little below that in the overall academic staff community, but the position was improving. Senate endorsed the

recommended actions around ensuring the mechanisms for appointing and electing new members served to maintain and improve Senate's diversity.

It was noted in discussion that substantial work was being undertaken as part of the EDI data project to enhance the richness of diversity data. As part of this, there would be guidance on moving away from the use of the BAME acronym.

25/5 Pay Gap Reporting

SEN25-P5

Senate noted the latest pay gap data based on the March 2024 census date and next steps.

Although some of the data relating to the gender pay gap had worsened in the preceding 12 months, the longer-term year-on-year trend showed improvement. A comprehensive action plan had been developed to support progression towards the ultimate elimination of the gender pay gap, and was focussed on three key areas: the University's strong STEM subject presence (in which there were typically fewer female than male academics); the tendency for there to be a higher concentration of women in lower graded roles such as cleaning and catering; and unequal numbers of men and women at Grades 7-9.

The EDI Core Plan specifically referenced reducing inequitable gaps within the organisation, and work would commence to develop KPIs for the reduction of pay gaps as part of the wider People and Culture development work.

The following points were noted in discussion:

- i) It was agreed that future iterations of the report would seek to show more of the underlying longer-term trends, and to benchmark the University's position within the sector.
- ii) It was important, when addressing the impact of STEM subject presence on the gender pay gap, to emphasise the University's commitment to increasing the number of female staff in this area.

25/6 Staff Experience Survey

SEN25-P6

Senate noted the results from the 2024 Staff Experience Survey. Despite on-going challenges in the HE sector and broader external environment, the results were largely positive and the University had maintained or improved on its position across all themes. Amongst the improved scores, Reward and Recognition and Wellbeing had seen improvements of +3% and +4% respectively when compared to the 2023 data, but they remained the two lowest scoring themes, showing that more work was needed in these areas in particular. More broadly, next steps would include Schools and Professional Services reviewing and updating their action plans in view of the results, and working with HR Partnering and OD colleagues to progress them. Institutional themes, meanwhile, would be absorbed into the Developing People and Culture agenda.

25/7 Policy on Public Statements by the University

SEN25-P7

Senate recommended to Council for approval a policy on public statements by the University. The policy sought to create a framework to guide the University's responses and public positions on world, national and local events, and to assist in balancing its responsibilities in relation to academic freedom and freedom of expression; its equalities duties; and its pastoral responsibilities for the well-being of staff and students. In particular, the policy reflected a consciousness of the need not to chill debate on contested issues, by corporately taking sides on public matters that may not be settled in terms of academic and/or public debate.

The following points were noted in discussion:

- i) The policy provided a framework within which judgements would still need to be made in relation to specific events and issues, applying the tests and considerations it contained.

- ii) Clarification was provided that “our community” under bullet 4 of section 1 referred to the University’s staff, students and partners.
- iii) It was emphasised that the policy was concerned with statements by the corporate University and did not restrict the freedom of expression and, where applicable, academic freedom of individual members of the University community beyond the normal, existing parameters of lawful speech. It was agreed in this context to review the use of the word “should” in the following sentence under section 4: “Anyone considering issuing comments should call on appropriate sections of the University for advice and guidance...” It was also agreed that further consideration would be given to the application of the policy at local EDI Committee level.

25/8 Health, Safety and Environment Committee

SEN25-P8

Senate considered Health and Safety Bulletins for October 2024 – February 2025. There had been two Serious Incident Reviews since the last meeting of Senate, and it would be important for lessons to be learned from these. Reviews of the Serious Incident Review process, and of the operation of Health, Safety and Environment Committee, had been initiated.

25/9 Matters for Report by the Pro-Vice-Chancellor (Education and Student Experience)

SEN25-P9

9.1 Senate considered matters for report by the Pro Vice-Chancellor (Education and Student Experience), including updates on: Office for Students activities; the Education and Student Experience portfolio of initiatives including the Core Plan Board; the approval by the OfS of the University’s Access and Participation Plan for 2025/26 to 2028/29; and NSS 2025.

SEN25-P10

9.2 Senate recommended the annual Academic Assurance Report for onward reporting to Council.

25/10 Matters for Report by the Chief Operating Officer acting in lieu of the Pro-Vice-Chancellor (Equity, Diversity and Inclusion)

SEN25-P11

Senate considered a report. Thanks were offered to Veronica Moore and other colleagues for their work in progressing the EDI core plan, KPIs and EDI actions.

25/11 Matters for Report by the Pro-Vice-Chancellor (Research and Innovation)

SEN25-P12

Senate considered matters for report by the Pro Vice-Chancellor (Research and Innovation) including: REF 2029 preparations; the Research Academy development; the establishment of Flagship Institutes; progress on the 1500 Doctoral Researchers project; the implementation of Worktribe and the broader Reimagining Rio project; QS World Rankings; and the adoption of a University-level Sustainability Strategy. It was noted in discussion that enhancing careers support for DRs would form an important part of the 1500 Doctoral Researchers project.

25/12 Matters for Report by the Pro-Vice-Chancellor (Sport)

SEN25-P13

Senate considered matters for report by the Pro Vice-Chancellor (Sport), including: Loughborough retaining its position as the world's best university for sports-related subjects in the QS global rankings for the ninth consecutive year – congratulations were offered to the School of Sport, Exercise and Health Sciences, the Sports Technology Institute and the Institute for Sport Business; the launch of the Women in Sport Research and Innovation Hub; Loughborough’s role in leading the Next-generation Para Hub, a venture in partnership with UK Sport, UKSI and the BPA, which would drive innovation; capital investment; and the launch of Soul Padel’s new offer for Loughborough Sport.

25/13 Matters for Report by the Provost and Deputy Vice-Chancellor

SEN25-P14

Senate considered matters for report by the Provost and Deputy Vice-Chancellor, including: the Capital Framework and Masterplan; the completion of a significant internal and external consultation to identify key areas for an academic recruitment campaign which would launch in late March, with a focus on collaborative teams; an update on the establishment of Loughborough Law, a new department within the School of Social Sciences and Humanities; and the opening of DigiLabs West and East during November and December 2024.

25/14 Honorary Degrees and University Medals

SEN25-P15 (tabled)

Pursuant Statute XVIII and with the advice of the University Honours Committee, Senate made recommendations to Council regarding persons to be invited to receive Honorary Degrees and University Medals at future Degree Congregations.

25/15 Matters for report by the Vice-Chancellor

The Vice-Chancellor noted that Professor Aidan McGarry was attending his first meeting of Senate since being appointed as Dean of LU London, and the appointment of Helen Pennack as Director of Marketing and Advancement.

25/16 Revocation of University Honours

SEN25-P16

Senate recommended to Council for approval proposals for more formal arrangements for the revocation of Honorary Degrees and University Medals

25/17 Retrospective Approval of Joint PhD Programmes

SEN25-P17

Senate noted the action of the Vice-Chancellor on behalf of Senate in retrospectively approving the following Joint PhD Programmes:

- i) Joint PhD with University of Witwatersrand
- ii) Joint PhD with Stellenbosch University

25/18 Personal Titles Sub-Committee – Senior Professor Membership

SEN25-P18

Senate approved proposals from the Vice-Chancellor and Provost to appoint three senior Professors to Personal Titles Sub-Committee to serve during 2024/25 and 2025/26.

25/19 Finance Committee

SEN25-P19

19.1 Senate received minutes of the meeting of Finance Committee on 30 October 2024 and 10 January 2025.

SEN25-P20

19.2 Senate approved amendments to the Terms of Reference of Finance Committee relating to the Commercial Strategy.

25/20 Education and Student Experience Committee

SEN25-P21

20.1 Senate received minutes of the meeting of Education and Student Experience Committee on 31 October and 11 December 2024, and 23 January 2025.

SEN25-P22

20.2 Senate recommended to Council for approval amendments to Ordinance IV (Titles of Degrees and Conditions of Award) for the introduction of degree awards in Law, with effect from 2025-26.

SEN25-P23

20.3 Senate approved amendments to Regulation XX (Undergraduate Awards) relating to Pass Marks and Capping of Level 7 Modules with effect from 2025-26.

25/21 Research and Innovation Committee

SEN25-P24

21.1 Senate received minutes of the meeting of Research and Innovation Committee on 19 November 2024 and 11 February 2025.

SEN25-P25

21.2 Senate approved amendments to the Composition of Research and Innovation Committee.

SEN25-P26

21.3 Senate approved an update to the standard PhD programme to include 'Law' in the Subject offering.

SEN25-P27

21.4 On the recommendation of Research and Innovation Committee, Senate approved revisions to Regulation XXVI (Research Degree Programmes) relating to the examination process.

25/22 Amendment to Ordinance V (The Chancellor - Appointment of a Successor)

SEN25-P28

Senate recommended to Council for approval an amendment to Ordinance V (The Chancellor – Appointment of a Successor) to clarify the process for appointing a new Chancellor and to remove the requirement for a 'special meeting' of Council as special meetings were no longer used to consider business.

25/23 Sustainability Strategy

SEN25-P29

Senate noted the draft Sustainability Strategy.

25/24 Appointment of Deans

Senate noted the appointment of Professor Aidan McGarry as Dean of LU London, from 9 December 2024 until 8 December 2029.

25/25 Establishment of New Department in SSH (Loughborough Law)

Senate noted the establishment of Loughborough Law in the School of Social Sciences and Humanities (previously noted by Senate by circulation).

25/26 Loughborough Students' Union Constitution Review

Senate noted that a review of the Loughborough Students' Union Constitution was taking place, and that a report would be submitted to the June 2025 meetings of Senate and Council.

25/27 Student Discipline

Senate noted the action of the Vice-Chancellor, on behalf of Senate, in terminating the registration of a student following a Student Disciplinary Panel constituted under Ordinance XVII on 21 January 2025.

25/28 Prizes Committee

SEN25-P30

Senate noted the Prizes Committee report for 2023-24.

25/29 Appointments to the Academic Staff

SEN25-P31

Senate noted appointments to the Academic Staff.

25/30 Programme Proposals

Senate noted the action of the Pro-Vice-Chancellor (E&SE), on behalf of Senate, in approving the following:

(i) New programmes

From Sept 2025

MArch Architecture (Professional)
MSc Computer Science
BSc/MSci Computer Science and Cyber Security
MSc Design and Artificial Intelligence
MSc Electrical and Electronic Engineering
MSc Engineering Management
MSc Management and Artificial Intelligence
MSc Project Management
MSc Sport and Artificial Intelligence
MSc Supply Chain Management

(ii) Major changes

With immediate effect

Part I to become integral but optional for the following programmes:

BSc Accounting and Financial Management
BSc Business Analytics
BSc Finance and Management
BSc International Business
BSc Management
BSc Marketing and Management

From Sept 2025

2024 entrants onwards:

BEng/MEng Chemical Engineering (2024 entrants onwards)

2025 entrants onwards:

MBA Business Administration (full-time)
MBA Business Administration with Internship (full-time)
BSc Computer Science
BSc Computer Science and Artificial Intelligence
BSc Computer Science and Mathematics
BSc Computing and Management
BSc Information Technology Management for Business
PGCE Mathematics (extended by two weeks)
PGCE Physical Education (extended by two weeks)

(iii) Suspension of programmes

MBA Business Administration (Executive version) (Last intake: Oct 2023; Proposed next intake: Sept 2026)

MBA Business Administration (Apprenticeship) (Last intake: Oct 2023; Proposed next intake: Sept 2026)

MBA Sport Management (No previous intakes: Proposed next intake: Sept 2026)

MBA Sport Management (Apprenticeship) (No previous intakes: Proposed next intake: Sept 2026)

MSc Sport Management (part-time version) (Last intake: Oct 2024; proposed next intake Sept 2026)

MSc Sport Management, Politics and International Development (part-time version)

(Last intake: Oct 2024; proposed next intake Sept 2026)

(iv) Termination of programmes

MSc Data Driven Design (No previous intakes)
MSc Engineering Design (Last intake: Sept 2024)
BA Liberal Arts (Last intake: Sept 2025)
MSc Mechanical Engineering (Last intake: Sept 2024)
BSc Psychology in Education (Last intake: October 2024)

(v) Exit Award for Loughborough College Programme

Existing programme: BSc Sport and Exercise Therapy
Exit award where criteria for an accredited degree not been met: BSc Sport and Health Studies

25/31 Reports from Committees

Senate received reports from the following Committees:

- 31.1 **SEN25-P32** Arts Committee on 29 October 2024 and 28 January 2025.
- 31.2 **SEN25-P33** EDI Committee on 24 October 2024.
- 31.3 **SEN25-P34** Human Resources Committee on 2 October 2024 and 29 January 2025.
- 31.4 **SEN25-P35** Infrastructure Committee on 18 November 2024.
- 31.5 **SEN25-P36** SPaRC Part B: Resources on 7 October, 4 November, 2 December 2024, and 13 January and 10 February 2025.
- 31.6 **SEN25-P37** Sport Committee on 24 October and 5 December 2024.
- 31.7 **SEN25-P38** Student Discipline Committee on 21 January 2025.

25/32 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*).

25/33 Date of Remaining Meeting in 2024-25

Wednesday 11 June 2025, 10am, University Stadium Conference Space

25/34 Any Other Business

Members were reminded of the latest Inaugural Lectures series events being held in London later on 12 March 2025.

Author – Chris Dunbobbin
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