Minutes

SEN24-M2

Minutes of the meeting held on 13 March 2024.

Nick Jennings

Simon Hogg
Michael Hoyler
Ella-Mae Hubbard (ab)
Kemafasu Ilfie
Will Johnson
Sophia Jowett
Nawaf Junaidi
Allyson King
Mark Lewis
Baihua Li (ab)
Chris Linton
Jo Maher
Miguel Martinez Garcia
Carolynne Mason
Andrew Morris (ab)
Thomas Otter
Molly Page
Sarah Parker

draft proposal would be presented to Senate and Council in June 2024, with a view to decisions being reached in Autumn 2024. The following points were noted in discussion:

i) Considerations around issues including EDI, academic freedom and student experience were of critical importance and would be central to decision-making on any proposed initiative.
ii) Much of the feedback received from staff networks, Trades Unions and individuals had expressed concern around EDI issues. A number of staff were also supportive of considering the opportunity. Dialogue with staff would continue as the nature of the opportunities became clearer.
iii) Confirmation was provided that the University would welcome feedback from student groups on what was known of the opportunities so far, and that there would be a more structured programme of engagement with the student body once a tangible proposal existed.

10.6 Enabling Programme Update

SEN24-P5

Senate considered an update on the Enabling Programme in support of the University Strategy. The following points were highlighted:

i) Phase 1 of Project Workplace had concluded, having delivered substantial saving/repurposing of Professional Services space to support other strategic priorities. Phase 2 would focus on the principles for space usage in Schools to enhance the sense of community.
ii) Project Reputation had closed and transitioned to business as usual, with Marketing and Advancement and the Academy collaborating to deliver an agile framework for projecting Research and Innovation strengths to create a distinctive and enduring reputation.

24/11 Diversity of Senate Membership

SEN24-P6

Senate considered the annual report on the diversity of Senate membership. The position in relation to gender was very good, with the proportion of female members exceeding the proportion of females in the overall academic staff community. The position in relation to ethnicity had worsened slightly from the previous year, and the proportion of members of BAME ethnicity was lower than the proportion of BAME staff in the overall academic staff community. However, there would be an opportunity to effect the small improvement needed to achieve the targeted proportion of BAME membership when new members for 2024-25 were elected / appointed by Deans.

24/12 Creation of a Single Academic Job Family and Extension of Merit-based Progression for Staff in the SSA Job Family

SEN24-P7

Senate considered draft proposals to create a single academic job family and extend merit-based promotion for all staff in the SSA job family. A working group had drafted a set of implementation documents, and members were invited to provide feedback on these by 19 April 2024. It was expected that a final version would be brought to Senate for approval in June 2024. The following comments, made in discussion, were noted:

i) There was support for the proposals and thanks were offered to Anne Lamb and the other members of the working group.
ii) Under the proposed principles, the title of Senior Lecturer would be retained, but the role of Reader would become known as Associate Professor.
iii) The new structure was intended to be applicable to all new and existing staff, and there would be flexibility in determining the applicable criteria and evidence requirements, particularly in

relation to SSAT staff who may not previously

24/21 Matters for Report by the Pro-Vice-Chancellor (Sport)

SEN24-P15

Senate considered a report including updates on EDI considerations (the University had co-sponsored a conference on racism in football with Harvard University and others); national and policy matters; research (a project supported by Knowledge Transfer Partnership work was being progressed to bring together the University's AI expertise and better understand its core strengths c b e t t e r a

24/33 Research and Innovation Committee

SEN24-P32

33.1 Senate received minutes of the meetings of Research and Innovation Committee on 21 November 2023 and 13 February 2024.

33.2 On the recommendation of Research and Innovation Committee, Senate apsitiapgsitiatecomapsion of313.2

MSc Social Science Research (Social Policy) (Last intake: Oct 2023)
MSc Social Science Research (Sport & Exercise Science) (Last intake: Oct 2023)

24/37 Prizes Committee