

ACADEMIC SENATE MEETING MINUTES 20 NOVEMBER 2019

Minutes of the 348th meeting of the Academic Senate held at 9:30am on Wednesday, 20 November 2019, in 20.5, the Communications Building.

PART 1 – PRELIMINARY BUSINESS

MEMBERS PRESENT:

| | | |
|----------------------------------|------------------------------|--------------------------|
| Prof Wilma Vialle (Chair) | Mr Damien Israel | Dr Oriana Price |
| Prof Nan Seuffert (Deputy Chair) | Prof Lisa Kervin | Prof Fiona Probyn-Rapsey |
| A/Prof Shirley Agostinho | Dr Jon Knott | Dr Sanja Pupovac |
| Professor Jenny Beck | Mr Felix Lanceley | Dr Sharon Quah |
| Dr Stephen Beirne | A/Prof Wanqing Li | A/Prof Ting Ren |
| Prof Peter Caputi | Prof Valerie Linton | Prof Nina Reynolds |
| Dr Jane Carey | Dr Claire Lowrie | A/Prof Ann Rogerson |
| Dr Paul Chad | Dr Xiaoping Lu | A/Prof Montse Ros |
| Dr Robyn Coman | Dr Catherine Mac Phail | Professor Glenn Salkeld |
| A/Prof Hoa Dam | A/Prof Chris Magee | A/Prof Danielle Skropeta |
| Dr Anura De Zoysa | Prof Tim Marchant | Dr Christopher Sykes |
| Prof Theo Farrell | Prof Jenny Martin | A/Prof Rodney Vickers |
| Ms Lorraine Fields | Dr Kimberley McMahon-Coleman | A/Prof Margaret Wallace |
| Dr Michael Griffiths | Prof Tracey Moroney | A/Prof Karen Walton |
| Dr Keith Horton | A/Prof Trish Mundy | Prof Paul Wellings |
| Ms Theresa Hoynes | Prof Allen Nutman | Ms Grace Welsby |
| | Dr Dana Perlman | Dr Tracey Woolrych |

APOLOGIES & LEAVE OF ABSENCE:

| | | |
|-----------------------------|--------------------------|---------------------|
| Prof Charles Areni | Ms Margie Jantti | Mr Jacob Morath |
| Prof Annette Braunack-Mayer | Prof Zhengyi Jiang | Prof Melanie Randle |
| Prof Mitch Byrne | A/Prof Peter Kelly | Prof Christian Ritz |
| Prof Joe Chicharo | A/Prof Julie Kiggins | Prof Guang Shi |
| Prof Julia Coyle | A/Prof Germanas Peleckis | Ms Samantha Sharpe |
| Dr Luis Gomez Romero | Mr Aibek Niyetkaliyev | Dr Marcelo Svirsky |
| | Mr Paul Mazzola | A/Prof Lip Teh |

IN ATTENDANCE:

Mr Jim Davis, Academic Quality and Policy Specialist, Academic Quality and Standards
Ms Cherry Sui-Ho, Director, Governance and Legal Division
Mr Dominic Riordan, Director, Academic Quality and Standards
Ms Jan Sullivan, Manager, Academic quality and Policy Academic Quality and Standards
Ms Antoinette Faddoul, Executive Officer

OBSERVERS:

Mr Greg West, University Council member
Ms Ellen Goh, Project Lead, UOW's Response to the French Report
Ms Christine Mason, Student Representation Coordinator, Student Services Division
Prof Greg Rose, Deputy Facilitator, UOW's Response to the French Report
Ms Michelina Weatherall, Business Continuity Coordinator, BIAD

*1.1 Welcome, Apologies and Leave of Absence

The Chair welcomed Mr Greg West, an external member of the University Council as an observer to the meeting. She also welcomed Prof Theo Farrell to his first meeting in his role as Deputy Vice-Chancellor (Education).

*1.2 Arrangement of Agenda

1.2.1 Conflicts of Interest

There were no conflicts of interest.

1.2.2 Confidential Items

There were no confidential items.

1.2.3 Starring of Items

The following items were starred for discussion:

- 1.1 - Apologies and Leave of Absence
- 1.2 - Arrangement of Agenda
- 1.3 - Business Arising from the Minutes
- 1.4 - Confirmation of Minutes
- 1.5 - Chair's Report
- 1.6 - Vice-Chancellor's Report
- 1.7 - Membership Business
- 2.1 - UOW's Response to the French Review
- 2.2 - Draft 2020–2025 Strategic Plan
- 2.3 - Course Portfolio Principles White Paper
- 2.4 - Coursework Rules, HDR Award Rules and Associated Admissions Procedures
- 4.1 - Reports from the Senior Executive
- 4.2 - Members' reports
- 4.3 - Student Members' reports
- 4.4 - Questions on Notice
- 5.1 - Business Arising from Academic Senate Committees
- 6.2 - Other Business

RESOLVED 2019/75

that Academic Senate adopt the draft resolutions for the unstarred items.

*1.3 Business Arising from the Minutes

There was no business arising from the minutes.

*1.4 Minutes of the Previous Meeting

RESOLVED 2019/76

that the minutes of the previous Academic Senate meeting held on Wednesday 4 September 2019, as attached to the agenda papers, be confirmed and signed as a true record.

*1.5 Chair's Report

The Chair advised that a draft report compiled by Professor Geoff Masters AO on the NSW Curriculum Review, closes its consultation in mid-December. The NSW/ACT Chairs of Academic Senates and Boards (CABS) has been working together to form a response to NESAs. The Chair encouraged members to engage with the report and to provide input and feedback to herself.

Key recommendations of the draft Report are that an Aboriginal Education Unit will become a mandatory part of any teacher education program. The Chair noted that UOW is ahead of the sector in this respect as it has provided Aboriginal Education for almost as long as our teacher programs have run. The Report also provides information in relation to HSC minimum standards on literacy and numeracy and will trial the first online HSC exams for science extension. A review of NAPLAN is also forthcoming. The draft Report outlines some big picture reform directions with more emphasis on application of skills and moving away from a year based / stage based model to an attainment level model in terms of student progression. The Report also considers the structure of the curriculum and how learning is monitored in the process, looking for a more integrated model of the curriculum and inclusion of a major project as a capstone project, redefining the learning in the senior years and redefining the ATAR. The Chair encouraged members to go to the NESA website to view the report.

The Chair reported that the University Foreign Interference Taskforce which Minister for Education Dan Tehan commissioned has now released its report to counter Foreign Interference in the Australian University sector. The Chair encouraged members to view these.

***1.6 Vice-Chancellor's Report**

The Vice-Chancellor (VC) reported that there were a number of structural changes approved at the last meeting of University Council and congratulated Prof Joe Chicharo to his new role of Senior Deputy Vice-Chancellor, Prof Theo Farrell to his new role of Deputy Vice-Chancellor (Education) and Prof Colin Picker for his role as Executive Dean for the Faculty of Law, Humanities and the Arts which is due to commence in the new year.

The VC followed on from the Chair's report and stated that the Foreign Interference Report is now available. There were a number of sub-committees set up to inform the Report, one of which included Prof Theo Farrell as a member. These are intended to be guidelines and each university is tasked with reviewing those guidelines and considering the implications of adopting those within the framework of their activities. The VC added that it is helpful to have the guidelines to work with and noted the Government's different approach to that of North America where a framework was imposed rather than involving the sector. The VC added this example shows the value the university sector has working with agencies.

The VC congratulated the Faculty of Business for their successful AACSB accreditation which is a huge achievement and puts UOW amongst the leading business schools overseas.

The VC reported that he had just returned from Malaysia for the formal launch of the new acquisition in Kuala Lumpur which is now named UOW Malaysia KDU University College. The name will transition over time to become UOW Malaysia.

The VC observed that the protesters in Hong Kong have clearly put a focus on the university sector. UOW is closely monitoring activities in Hong Kong due to the campus's proximity to the city. There has been a lot of action undertaken by the police and the student bodies and other protesters in and around the campus along with other campuses. The Telford Campus hasn't been subject to activity as it is further away from the city. Constant communication is being maintained with our staff and students in Hong Kong, and the University's academic session finished earlier than scheduled to encourage students to be out of harm's way.

UOW Dubai recently had its last meeting of Academic Senate for the year. The new facilities are close to handover and will be on track for use at the end of first quarter next year. There are a range of activities currently underway there including graduation ceremonies.

The VC reported that recruitment is well underway for 2020 with a lot of work being done in the faculties and schools. A recent report in the media detailed domestic numbers flattening out; this highlights the importance of the investment in the South Western Sydney campus and the planning of UOW to anticipate the growth and demand in that area.

The Committee for Sydney is undergoing a major review in Greater Sydney to provide a higher education strategy. The NSW Department of Education is seeking to develop a larger strategy and innovation statement for the State. This will be produced by the end of the first quarter 2020. In the background the VC is chairing

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a committee established by Minister Tehan which is focused on patterns of investments for higher education and the demographic changes of Australia.

A Senate member spoke about the recent release of data regarding the gender pay gap and noted there has been little change for women, especially in executive boardrooms that rely on a culture where men are often tapped on the shoulder in a non-transparent and non-competitive way. Analysis of the data calls upon companies to address the male patronage and the pay gap. The member asked that UOW does more to address this issue. She added that UOW has a number of training programs specifically targeted at women's leadership which implies there is a problem with women's leadership. She added that there may need to be a shift in this approach and also focus on men's leadership programs.

The VC reported that UOW has a strong link with gender equity and recognition through the WGEA. UOW has good leadership programs which allow senior women to look at their skill set and support their career paths into the future. The VC gave an overview of potential leadership programs being considered as a mandatory requirement for promotion, which could cover leadership considerations and opportunities at the university. The Chair stated that UOW has a model for this; she and the former Deputy Vice-Chancellor (Academic) Prof Rob Castle developed a successful program called Propel to assist UOW to address early career leadership development.

The Senate member drew attention to the issues being not the absence of training itself, but that the emphasis is on training women. This suggests a culture that assumes women don't have capacity to be successful in those positions, and the practice of non-transparent and non-competitive processes do not demonstrate that these types of leadership opportunities are available to women.

Another member queried how UOW will look at implementing the Foreign Interference Guidelines. The VC advised that a paper detailing this will soon be presented to VCAG and then to the December meeting of Council. Once the paper has gone through Council it will come back through the normal committees for comment and input.

***1.7 Membership Business**

The Chair thanked the non-faculty academic members for their contribution to and involvement in Academic Senate over the past two years and noted an election will be held for the non-faculty academic positions whose term is completed at the end of year.

The Chair noted that the student members were coming to the end of their tenure and thanked them for their valuable contributions and input during the year.

PART 2: COMMITTEE BUSINESS

2.1 UOW's Response to the French Review

The Chair reported that there has been ongoing work in relation to the Review completed by Professor Robert French, Chancellor of the University of Western Australia. The Minister asked the university sector to respond to the Model Code on academic freedom and freedom of speech developed as an outcome of the Review. UOW has commenced a consultation period for comment on the Model Code, which has now opened and boasted 25 responses on the first day of consultation. The agenda papers include a summary of the draft Model Code with some specific questions. The Chair added that Professor Greg Rose and Ms Ellen Goh are the key people involved in gathering UOW's feedback and response and will assist with the discussion.

A member commented on 16.1.4 of the Academic Staff Enterprise Agreement provides that in the performance of their duties academic staff members have a right to "Participate in an appropriate form in decision-making processes and structures germane to their field of expertise and onus of responsibility within the University" and noted he wrote a paper on freedom of speech with an academic from UNSW. The point is contentious as it suggests that one would need to have expertise in order to exercise freedom of speech.

Another member asked the question with regard to UOW's reputation; who decides what the University's reputation is, when do we decide it has been compromised, and how does that mechanism work. She added that the consultation period is not quite long enough, given the time of year with people away for conferences and with end of semester marking. Academic freedom of speech is not enshrined in Australian Law, and so it is important for us to take the time and care to investigate and respond.

The Deputy Chair added that the Model Code implies that one would have to prove that their opinion is in their area of expertise. She encouraged members to engage with the debate and noted this was at the heart of the university, academic freedom and democracy.

Another member commented on point 16.2 of the Academic Staff Enterprise Agreement and the language around limitations of academic freedom, questioning the limitations placed on these points and adding that the vagueness of language is deeply disturbing.

A member reinforced the argument on reputation which may result in dropping of enrolments, and potentially having people being blamed for this. They also raised the question of where a person was trying to expose something, would they be protected or would the person then be liable for damages.

Another member noted that the Model Code suggests the balance of power is with the VC and senior bodies of the University rather than the individual, which brings into question who decides if there is impact on the University. As the Academic EBA is still to be ratified, can the Model Code be stronger in addressing the power imbalance.

A member added that where there is intersect with Code of Conduct, we can assume that code of conduct issues are dealt with in strict confidentiality. They observed that there is an interesting collision of concepts of freedom of speech and confidentiality being imposed on people, which is concerning.

The Chair clarified that the University has not made a decision as to what form our response will take, which is why it is seeking feedback. She explained that some universities have adopted the Model Code and others have rejected it. There are various responses across the sector to this and UOW will likewise determine its response. Feedback from this Academic Senate meeting and in the few weeks that follow are vital in helping the project team arrive at decisions around that. If there is a policy that comes out of this, it would come back to Academic Senate in the usual way academic policies do.

Another member asked for an extension of the consultation period. The Chair replied that the timelines are driven around the expectations of the Minister, however we will endeavour to extend the consultation period.

The Chair encouraged members and the academic community to look at the website for updated information and stressed that it was fundamental for people to engage in the consultation process.

Prof Rose added that there has been focused consultation with all students receiving an email via SOLS, and that there will also be a presentation to students at the Student Advisory Council next week.

RESOLVED 2019/77

that Academic Senate note the commencement of consultations regarding UOW's response to the Model Code, as proposed in the Independent Review of Freedom of Speech in Higher Education Providers.

2.2 Draft 2020-2025 Strategic Plan

The VC reported that the University Council asked for a refresh of the Strategic Plan. As the Strategic Plan is not delegated by Council the University is invited to draft a Plan for their approval. The draft will be presented to the December meeting of Council for final approval. The process for developing the Strategic Plan 2020-2025 has included consultations in the third quarter this year. Feedback was sought and received via the Ideas Lab with which over 400 people engaged; there have been presentations at staff lunches, the community reference group, alumni, and industry partners; and face-to-face forums held at the Student Advisory Council as well as engagement with Higher Degree Research students.

The VC stated that the *2030 and Beyond* document was produced last year which framed a range of ideas to shape the vision and values statement which include global outlook, trust built through partnerships and focus of the university on change that matters. The Strategic Plan takes those elements and looks at them in detail to examine what is needed for the future. The shape of the draft Plan is different to the current strategic plan in that it simplifies the goals into: Empowering students for their future; Creating knowledge for a better world; and Making a difference for our communities.

The VC led Senate members through an overview of the three goals, Goal 1: Empowering students for their future; Goal 2: Creating knowledge for a better world; and Goal 3: Making a difference for our communities.

The VC showed a 'wordle' of the responses gathered from the feedback received to inform the draft Strategic Plan from the university community. This is a powerful tool as it highlights the essential components of the Plan.

The second part of the Plan shows the transformative priorities and projects which highlights a small number of areas which will require a degree of emphasis over the next five year cycle. The VC highlighted these emphasis areas:

- Digitisation and the drive of artificial intelligence within the higher education institutions around the world and embedded in this area big data ideas.
- Growth around financial sustainability of the institution, as it is growth that generates our income.
- Collaboration and professional development.

The VC went on to outline the final part of the draft Strategic Plan which is the strategic enablers: people, culture, infrastructure and finance to ensure our recruitment cycle is in the right place, we have talented staff coming in and are retaining them and maintaining an attractive workforce, and we have the right investments for the future to allow people to build skills.

The draft Strategic Plan was presented to Council in October and a final version will return to Council on 6 December for approval. It will then move to the implementation cycle with an official launch in February 2020. Prof Chicharo will be tasked with implementation of the Plan.

The VC encouraged members to contact Ms Maureen Dibden, Director, Strategic Planning for further information. Furthermore the VC thanked Maureen and her colleagues for all the effort made in this enormous amount of work and substantial consultation with stakeholders.

RESOLVED 2019/78

that Academic Senate:

- i) note the Vice-Chancellor's Presentation on the draft 2020 – 2025 Strategic Plan; and*
- ii) endorse the draft 2020 – 2025 Strategic Plan, as attached to the agenda papers.*

***2.3 Course Portfolio Principles White Paper**

The Director, Academic Quality and Standards spoke to the item, advising members that the White Paper is a result of the need for UOW to review and refresh our course offer. The Strategic Course Development Committee (SCDC) resolved to establish a task and finish group to work on a set of course portfolio principles for the University. The Group was made up of Associate Deans (Education), Student Services Division, Financial Services Division, Transnational Education and Alliances Division, and Strategic Planning.

The White paper focuses on the incremental nature of our course offering and its consistency with other institutions. The idea is to create a more structured and thoughtful approach in the design of our course offer to students. There is recognition that our current course offer is large, complex and difficult to manage; challenging to market; and often confusing for students. Aspects of each component are explained in the White Paper as are a range of initiatives to improve our assessments and the initiation of course proposals; and to check that existing courses are performing as we would expect and demand in terms of justifying our continued offer. There is also focus on re-examining and refocusing our offer to high achieving students, which currently varies quite a lot across faculties. The project is also looking at issues of exit pathways to continue to provide students with opportunities to take formal certification away from the University. Implementation of the recommendations are outlined in the paper. Academic Senate will continue to receive updates about its progress.

RESOLVED 2019/79

that Academic Senate:

- i) note the work of the Course Portfolio Principles Task and Finish Group described in the UOW Course Portfolio Principles White Paper included in the agenda papers; and*
- ii) approve the White Paper and the associated Implementation Plan.*

***2.4 Coursework Rules, HDR Award Rules and Associated Admissions Procedures**

The Manager, Academic Quality and Policy (M/AQP) stated that the policy overhaul has meant there has been some policy rationalisation and policy reorganisation with the view to have a smaller suite of policy documents so as to make it easier for students and staff to navigate.

The M/AQP provided a context for the admissions changes, which arose following media interest a few years ago which resulted in the Higher Education Standards Panel (HESP) implementing a sector led Working Group to look at university admissions. A range of activities followed. All universities including UOW were found to be compliant. The Admissions Policy review Working Group was subsequently established, and its review incorporated the HESP Admission Standards and TEQSA Good Practice Guide, the changes in admission practices at UOW, sector benchmarking, consideration of the admissions transparency 'Common terminology and Data Sets', as well as issues logged since the last policy review in 2014.

The M/AQP provided a summary of the proposed changes to the Coursework Rules, as follows:

- the list of definitions has been expanded so they are aligned to those adopted across the sector.
- new admission principles across campuses and around equity have been included.
- there is a clearer distinction between general and course level requirements.

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- the list of admissions delegations as also expanded and there has been a change of delegation for admissions appeals, from the Director of Student Services Division to the Student Ombudsman.

The procedures now have more detail and clarity around;

- the type of information we need to provide in Course Finder;
- the Admission pathways and entry requirements;
- the use of adjustment factors (no longer called ‘bonus points’);
- early admissions;
- enabling programs, pathway programs and equity and access schemes;
- underage admissions;
- assessment of English Language Proficiency (no longer permit ‘waivers’);
- use of English language tests and determining equivalencies;
- making offers, conditional and packaged offers;
- deferments of offers; and
- roles and responsibilities.

The Academic Policy and Quality Specialist (APQS) provided an overview of the main changes to the policy which include: international students now being responsible to maintain a full time enrolment load and the introduction of a deadline for in-progress coursework. In addition all rules that relate to subjects are now in the Coursework Rules which are easier for staff and students to navigate.

The proposed amendments include changing late enrolment from week 2 to week 1. Student Services Division (SSD) have indicated that this will be difficult to operationalise. The Director, Student Service Division (D/SSD) added that this change will likely negatively impact students’ experience, in particular international students who may be delayed with their VISA. SSD will work with faculties and lead a revision of all communications to international students with regards to late enrolments. The D/SSD recommended the clause for late enrolment at week 2 remain until this body of work has been undertaken.

The Dean of Research (DOR) advised that the HDR content has been extracted from the existing General Course Rules to become specific HDR rules. There is a list of minor changes provided in the agenda papers with one of the proposed changes being to abolish the PhD by published works, as this is a little used pathway.

Several members raised the following points:

- Week 1 is particularly important in the labs where the induction for the session includes Work, Health and Safety messages.
- Students who arrive at the end of week 2 are negatively impacted and do not progress as well.
- Students in the Faculty of Business work with the trimester system and the existing timeframe creates complexity with regards to students receiving information for assessments and which is necessary for them to receive feedback so they can withdraw before census date.
- A comment was made that should a late enrolment be beyond the student’s control perhaps that can be managed with the academic consideration process.

The D/SSD stated that the proposed clause will force international students to be in breach of their COE and VISA which will compromise the University. She reiterated that SSD will work closely with faculties to review current practice and will propose ways and tactics to deter students from late enrolments. A member asked if it may be possible for SSD to report back on the review after Trimester 1 2020. The D/SSD replied that she will provide progress updates to Senate.

RESOLVED 2019/80

that Academic Senate:

- i) *endorse the new Coursework Rules, new Higher Degree Research Award Rules, revised Admissions Procedures (Coursework) and revised Admissions Procedures (HDR), as provided in the agenda papers and with the amendments as presented at the meeting;*
- ii) *endorse the consequential amendments to the Delegations of Authority Policy;*
- iii) *endorse the rescission of the Admissions Rules and General Course Rules; and*
- iv) *refer the policy documents to the delegated authority for approval.*

2.5 Quality Improvement Plan and TEQSA Update 2019

RESOLVED 2019/81

that Academic Senate note the Quality improvement Plan and TEQSA Update as provided in the agenda papers.

2.6 Academic Senate Revised Terms of Reference

RESOLVED 2019/82

that Academic Senate endorse the changes to the Terms of Reference as provide din the agenda paper, and forward to Council for approval.

PART 3: GENERAL BUSINESS

**3.1 Software Engineering Major Study – 2020EIS05
New Delivery Location**

RESOLVED 2019/83

that Academic Senate approve the proposal to introduce the Software Engineering available within the Bachelor of Computer Science at the South Western Sydney Campus, as outlined in the agenda papers, to become effective from Autumn session, 2020.

**3.2 Network Design and Management – 2020EIS06
New Delivery Location**

RESOLVED 2019/84

that Academic Senate approve the proposal to introduce the Network Design and Management, available within the Bachelor of Information Technology at the South Western Sydney Campus, as outlined in the agenda papers, to become effective from Autumn session, 2020.

**3.3 Cyber Security Major Study - 2020EIS09
New Delivery Location**

RESOLVED 2019/85

that Academic Senate approve the proposal to introduce the Cyber Security major, available within the Bachelor of Computer Science, at the South Western Sydney campus, as outlined in the agenda papers, to become effective from Autumn Session, 2020.

**3.4 Mathematics Major Study - 2020EIS02
New and Discontinued Major Studies**

RESOLVED 2019/86

that Academic Senate approve the proposal to:

- i) introduce the following new majors, available in the Bachelor of Mathematics and Bachelor of Mathematics Advanced, as outlined in the agenda papers, to become effective from Autumn session, 2020:*
 - a) Pure Mathematics, and*
 - b) Applied Mathematics; and*
- ii) discontinue the following majors, as outlined in the agenda papers, to become effective from Autumn session, 2020:*
 - a) Mathematics, and related double majors; and*
 - b) Mathematics and Statistics.*

**3.5 Undergraduate Communication and Media Studies Courses
Course Discontinuations**

RESOLVED 2019/87

that Academic Senate approve the proposal to discontinue the following courses, as outlined in the agenda papers, to become effective from Autumn session, 2020:

- i) Bachelor of Communication and Media Studies (798)*
- ii) Bachelor of Communication and Media Studies (Dean's Scholar) (324)*
- iii) Bachelor of Communication and Media Studies (Honours) (878)*
- iv) Bachelor of Communication and Media Studies - Bachelor of Economics and Finance (332)*
- v) Bachelor of Communication and Media Studies - Bachelor of Laws (760)*
- vi) Bachelor of Arts - Bachelor of Communication and Media Studies (794)*
- vii) Bachelor of Communication and Media Studies - Bachelor of Commerce (795)*
- viii) Bachelor of Creative Arts - Bachelor of Communication and Media Studies (796)*
- ix) Bachelor of Communication and Media Studies - Bachelor of Science (797)*
- x) Bachelor of Journalism - Bachelor of Communication and Media Studies (855); and*
- xi) Bachelor of Communication and Media Studies - Bachelor of International Studies (1819).*

**3.6 Graduate Certificate in Earth and Environmental Sciences – 2020SMAH04
Course Discontinuations**

RESOLVED 2019/88

that Academic Senate approve the proposal to discontinue the Graduate Certificate in Earth and Environmental Sciences (2109), as outlined in the agenda papers, to become effective from Autumn session, 2020.

**3.7 Literacy and The Early Years – 2020SOC06
Discontinuation of Specialisations**

RESOLVED 2019/89

that Academic Senate approve the proposal to discontinue The Early Years and Literacy specialisations in the Master of Education as outlined in the agenda papers, to become effective from Autumn session, 2020.

**3.8 Master of Medical and Health Leadership – 2020SMAH02
New Course**

RESOLVED 2019/90

that Academic Senate approve the proposal to introduce the new course, Master in Medical and Health Leadership via distance mode at the UOW Virtual campus, as outlined in the agenda papers, to become effective from Autumn session, 2020.

**3.9 Master of Science – 2020SMAH05
Leadership in Gerontology and Rehabilitation – 2020SMAH03
Person Centred Dementia Care – 2020SMAH03
New Delivery Location and New Specialisations**

RESOLVED 2019/91

that Academic Senate approve the proposal to:

- i) introduce the Master of Science (1616) at the UOW Virtual campus, as outlined in the agenda papers, to become effective from Autumn session, 2020; and*
- ii) introduce the following new specialisations, available in the Master of Science (1616), as outlined in the agenda papers, to become effective from Autumn session, 2020:*
 - a) Leadership in Gerontology and Rehabilitation; and*
 - b) Person Centred Dementia Care.*

**3.10 Business Analytics – 2020BUS06
New Specialisation**

RESOLVED 2019/92

that Academic Senate approve the proposal to introduce the new specialisation, Business Analytics, to be available in the Master of Business Administration Advanced, as outlined in the agenda papers, to become effective from Trimester 1, 2020.

**3.11 Bachelor of Laws (Graduate Entry) – 2020LHA05
Addition of Delivery Location (UOW Sydney)**

RESOLVED 2019/93

that Academic Senate approve the proposal to introduce the Bachelor of Laws (1882) at UOW Sydney, as outlined in the agenda papers, to become effective from Autumn Session, 2021.

**3.12 Course Review and Re-approval
Postgraduate Work Health and Safety Cluster
Faculty of Social Sciences**

RESOLVED 2019/94

that consequent upon the review of the Postgraduate Work Health and Safety Cluster, Academic Senate:

- i) re-approve the following specialisations, Ergonomics, Occupational Hygiene, Risk Management, Health Promotion for a period of 5 years until 2024; and*
- ii) note the suspension and the proposed discontinuation of the courses and WHS Research specialisation from the Postgraduate Work Health and Safety Cluster consequent upon the course review.*

**3.13 Course Review and Re-approval
Undergraduate Nursing Cluster
Faculty of Science, Medicine and Health**

RESOLVED 2019/95

that consequent upon the review of the Undergraduate Nursing Cluster, Academic Senate reapprove the following courses within the undergraduate Nursing Cluster to be offered for an additional five year period until 2024:

- i) Bachelor of Nursing (394);*
- ii) Bachelor of Nursing (Honours) (862); and*
- iii) Bachelor of Nursing (Conversion) (355).*

**3.14 Course Review and Re-approval
Postgraduate Mental Health Cluster
Faculty of Science, Medicine and Health**

RESOLVED 2019/96

that consequent upon the review of the PG Mental Health Cluster, Academic Senate:

- i) note the outcome of the review of the course cluster; and*
- ii) re-approve the courses from the Postgraduate Mental Health Cluster for the period of five (5) years until the end of 2024.*

**3.15 Course Review and Re-approval
Undergraduate Engineering Cluster
Faculty of Engineering and Information Sciences**

RESOLVED 2019/97

that consequent upon the review of the Undergraduate Engineering Cluster, Academic Senate:

- i) reapprove the courses (and major studies) listed within the undergraduate Engineering Cluster to be offered for an additional five year period until 2024, subject to DVC(E) approval, with the exception of the Bachelor of Engineering (Honours) Dubai (360); and*
- ii) note the Bachelor of Engineering (Honours) Dubai (360) is no longer available to students studying at UOW Dubai, due to the requirements of the Commission for Academic Accreditation (CAA) in the United Arab Emirates, and as such is not to be re-approved by Academic Senate pending its formal discontinuation.*

3.16 Course Review and Re-approval

RESOLVED 2019/98

that Academic Senate grant interim re-approval for one year to those courses listed in the agenda papers.

PART 4: MEMBERS' REPORTS AND QUESTIONS ON NOTICE

4.1 Reports from Senior Executive

The Deputy Vice-Chancellor (Education) stated that being new to the role, there was nothing to report from the portfolio at this time.

The Deputy Vice-Chancellor (Research and Innovation) (DVCR&I) reminded members that the Graduate Research School review was underway.

The DVCR&I reported that the Sage Athena SWAN Implementation Committee will be expanded across the University with the implementation of Athena SWAN Champions from faculties and divisions across the University. A key role of the Implementation Committee is to look for evidence of inequity and added that it has been found that 80% of primary HDR student supervisors and subsequent scholarships issued, are being allocated to men, which is an alarming number. The Implementation Committee will pledge to not engage or run events that do not invest in the equity of people.

At the recent RAID Forum a White Paper was launched on research impacts and the DVCR&I encouraged members to see the web for more information.

The DVCR&I reported on the overnight announcement of seven highly cited researchers of which there was an equal gender spread; A/Prof Shu-Lei Chou, Distinguished Prof Zaiping Guo, Senior Prof Tony Okely, Distinguished Prof Yoshio Bando, Distinguished Prof Shi Xue Dou, Distinguished Prof Hua-Kun Liu, and Professor Zenobia Jacobs.

Three UOW Fellows have been elected to the Academy of Social Sciences Australia; Prof Gordon Waitt, Prof Mark McLelland and Prof Terry Walter.

Congratulations to the team lead by A/Prof Jeremy Crook with Distinguished Prof Gordon Wallace and Dr Eva Tomaskovic-Crook who were acknowledged at the inaugural Health and Medical Research Awards for their work in creating novel ways to use human stem cells to assist in regenerative tissue engineering research for the treatment of diseases. The Group is investigating the use of electrical stimulation to influence cell behaviour as a way to treat traumatic brain injuries and neurological disorders such as epilepsy and Parkinsons disease.

The DVCR&I advised that the Big Ideas Festival was a huge success, with 600 visitors and many more online. There was a great series of talks with the highlight being ten of UOW's newest Professors presenting. The DVCR&I thanked all of those involved in the planning and organising of the event.

Congratulations were extended to those who were successful in obtaining ARC and NHMRC funding: Prof Michael Higgins, A/Prof Shane Ellis, Dr Sonia Graham, Dr Sam Lin, Dr Bethany Hoye, Dr Huan Ye, Dr Nana Wang and Dr Mengjie Song. Information about these grants is still under embargo.

ARC Centre of Excellence 2020 for the Digital Child, led by QUT. Prof Sue Bennett will be the Centre's Deputy Director and Prof Lisa Kervin will jointly lead the strand on education. They will be joined with A/Prof Sarah Howard and Dr Dylan Cliff and lead research into connectedness through technology.

A member asked how the Athena SWAN Champions will be chosen. The DVCR&I replied that the Implementation Committee is developing a position description for this. There is a need to start looking more broadly for evidence where there could be inequity resulting from the decision making process. The member asked if it would be possible to include those people who study gender. The DVCR&I advised that it will be a gender based allocation, so this may not be possible.

A member commented that an effort should be made to broaden the gender discussion and policy beyond the binary to include gender non binary and gender queer.

Another member acknowledged the comments about counteracting the equity imbalance and added that there is a lot of research that indicates the impediments to women's progression that are hidden and therefore not necessarily quantifiable.

The DVCR&I thanked members for their input and comments and noted these would be taken on board. She added that the Implementation Committee is happy to take suggestions and ideas and encouraged members to interact with those Committee members.

A member from SMAH stated that a chemistry organisation implemented quotas for 30% of women in all areas of attendance, presenting, panels etc. and this approach has been positive.

The Chief Operation Officer (COO) reported that there is work underway to identify how to have more cross-unit collaboration to optimise the support across portfolio areas.

He also reported that the Molecular Horizons building is on track for completion at the end of the year and Building 29 the Law, Humanities and the Arts and Social Sciences building is on track for completion in the middle of 2020.

***4.2 Members' Reports**

There was no business to report.

***4.3 Student Members' Report**

A student member thanked Academic Senate on behalf of all the student representatives for having student representation as part of its membership and noted the importance of being able to contribute to discussions. She noted the value of having a mentor which enhanced the membership experience and thanked Academic Senate members for the opportunity, and the great experience she and the other student members have had this year.

***4.4 Questions on Notice**

RESOLVED 2019/99

that Academic Senate note the Questions on Notice and responses, as provided at the 20 November 2019 meeting.

PART 5: FINAL BUSINESS

***5.1 Business from Academic Senate Committees**

5.2 University Education Committee (UEC) Amendments to terms of Reference and Membership RESOLVED 2019/100

that Academic Senate approve the proposed amendment to the University Education Committee Terms of Reference as provided in the agenda papers.

5.3 Strategic Course Development Committee Chair's Report RESOLVED 2019/101

that Academic Senate note the Strategic Course Development Committee Chair's Report as provided in the agenda papers.

ACADEMIC SENATE MINUTES – 20 NOVEMBER 2019

5.4 Committee Minutes

RESOLVED 2019/102

that Academic Senate note the minutes from the following Academic Senate Committee meetings, as attached to the agenda papers:

- i) *SCDC 11 September 2019 – unratified; and*
- ii) *SCDC 7 August 2019 - ratified.*

PART 6: FUTURE MEETINGS AND OTHER BUSINESS

6.1 2020 Meeting Dates

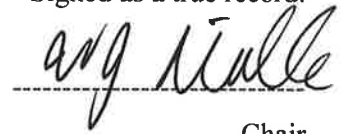
Wednesday, 18 March
Wednesday, 20 May
Wednesday, 8 July
Wednesday, 23 September
Wednesday, 18 November

*6.2 Other Business

The Chair wished all members a great end of year and expressed her enthusiasm for working with all members again in 2020.

The meeting closed at 11.20am.

Signed as a true record:



Chair

