



ACADEMIC SENATE MEETING MINUTES 26 July 2023

Minutes of the 367th meeting of Academic Senate held at 9:30am on Wednesday, 26 July 2023, Building 20, room 20.5 and via WebEx.

PART 1 – PRELIMINARY BUSINESS

MEMBERS PRESENT:

Prof Nina Reynolds (Chair)		
Prof Patricia Davidson		
Prof Sue Bennett	Dr Gai Lindsay	Prof Yenna Salamonson
Dr Kate Bowles	Mr John Littrich	A/Prof Khay Wai See
Prof Sean Brawley	Dr Joshua Lobb	Prof Jun Shen
Prof David Curow	Dr Sarah Lothian	Dr Lisa Slater
Dr Elizabeth Dale	Dr Jeremy Lum	Ms Durga Tandon
Ms Abbey Dawson	S/Prof Eileen McLaughlin	Mr Michael Valceski
Dr Bonnie Dean	Prof Lee Moerman	Ms Grace Walker
Prof Theo Farrell	Dr Sam Moreton	A/Prof Jun Yan
Prof Peter Innis	A/Prof Cathrine Neilsen-Hewett	Dr Jie (Jack) Yang
Prof Stuart Johnstone	Prof Lezanne Ooi	Dr Nadia Zainuddin
Prof Peter Kelly	Prof Ann Rogerson	A/Prof Hongtao Zhu
A/Prof Tracey Kuit	A/Prof Montse Ros	

APOLOGIES & LEAVE OF ABSENCE:

Prof Gursel Alici	Prof Grace McCarthy
Mr Ahsan Anees	Prof Marc in het Panhuis
Ms Jaymee Beveridge	Prof Colin Picker
Prof Faisal Hai	A/Prof Andy Schmulow
Ms Razan Habara	A/Prof Gokhan Tolun
Mr Peter Janu	Prof Penny Van Bergen
Mr Bayley Mathai	

IN ATTENDANCE:

Ms Paola Ciccarelli, Interim Senior Manager, Governance Unit
Mr Richard Cook, Chief Strategy Officer
Mr Ray Coury, Chief Information and Digital Officer
Ms Marcela Herrera, Academic Senate Executive Officer
Ms Margie Jantti, Director, Library
Prof Simon Moss, Dean Graduate Research
Mr Dominic Riordan, Director, Academic Quality and Standards
Mr Mark Roberts, Interim Chief Governance Officer
Prof Greg Rose, Professor of Law, ANCHORS
Ms Eve Steinke, Associate Director Research Integrity and Ethics
Ms Jan Sullivan, Manager, Academic Policy and Standards

OBSERVERS:

Mr Sean Brien, Admissions Manager, Student and Accommodation Services
Mr Keith Brophy, Senior Manager, Library
Emeritus Professor Mairead Browne, External Reviewer, Academic Governance
Ms Renee Ferguson, Associate Director, Student Services
Mr Vitor Fonseca, Senior Business Analyst, Cyber Security Program
Ms Alison Freeman, Director, Future Education Division
Dr David Holloway, Director, electronic Persistent Pain Outcomes Collaboration
Ms Gabriella Holmes, Senior Manager, Division of Student Life
Emeritus Professor Joyce Kirk, External Reviewer, Academic Governance
Ms Gemma McErlean, Senior Lecturer in Cancer Nursing, SMAH
Ms Clara Staples, Lawyer, Office of General Counsel

***1.1 Welcome, Acknowledgement of Country, Apologies and Leave of Absence**

The Chair delivered the Acknowledgement of Country.

The Chair welcomed all members to the Academic Senate meeting, especially the newly elected Faculty and non-Faculty members and Dr Joshua Lobb to the ex-officio position due to his recent appointment as Acting Associate Dean Education (ASSH).

Additionally, the Chair welcome the independent external reviewers conducting the External Review of Academic Governance, Emeritus Professors Mairead Browne and Joyce Kirk, who attended via WebEx.

1.2 Arrangement of Agenda

1.2.1 Conflicts of Interest

The Chair called for conflicts of interest with any matters before the Academic Senate. None were received.

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 Welcome, Apologies and Leave of Absence
- 1.2 Arrangement of Agenda
- 1.3 Confirmation of Minutes
- 1.4 Business / Actions Arising from Minutes
- 1.5 Chair's Report
- 1.6 Vice-Chancellor's Report
- 1.7 Membership Business
- 2.1 Presentation – Academic Freedom
- 2.2 Presentation – UOW's Strategy
- 2.3 Presentation – Cyber Security Update
- 2.4 TEQSA Re-registration Update
- 2.5 Academic Voice World Café Workshop Report
- 2.6 Managing and Investigating Potential Breaches of the Research Code – Policy and Procedure Review
- 2.8 Compassionate and Compelling Circumstances Guideline (at the meeting, it was requested this item be starred)
- 4.1 Reports from the Senior Executive
- 4.2 Student Members' Reports
- 4.3 Members' Reports
- 5.1 Business from Academic Senate Committees
- 6.1 Presentation - Academic Promotion Project

In response to the Chair's invitation to Academic Senate members if any other items wished to be starred, unstarred item 2.8 Compassionate and Compelling Circumstances Guideline was requested to be starred.

RESOLVED 2023/46

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

***1.3 Confirmation of Minutes**

RESOLVED 2023/47

that the minutes of the previous meeting of Academic Senate held on 31 May 2023, as attached to the agenda paper, be confirmed and signed as a true record.

***1.4 Business/Actions Arising from the Minutes**

There were no business/actions arising from the Minutes.

***1.5 Chair's Report**

The Chair advised Academic Senate of the following.

Presentations at Academic Senate

Academic Senate is encouraged to ask questions, provide comments and give feedback on the presentations delivered at the meetings. The presentations will be available on Moodle after the meetings.

TEQSA Guidance Note

An updated version of the [TEQSA Guidance Note](#) on Academic Governance can be found on the [TEQSA](#) webpage.

Academic Voice Workshop / Strategy Day

The next Academic Voice Workshop, which will be focused on Strategy, will be held in the Ocean Room at Innovation Campus on 25 September 2023. The invitation will be sent out first to Academic Senate elected members (who are not in Senate by virtue of their position) and extended to other academic stakeholders to ensure as broad a range of perspectives as possible.

Academic Senate 20 September 2023

Due to the Chair being on leave from 1 to 15 September, there will be changes to the regular Academic Senate timelines. To allow the Chair to review the agenda prior to her leave, the call for agenda items will go out on **16 August**, to be submitted by **23 August**.

Position title change for Jaymee Beveridge

The Chair congratulated Ms Jaymee Beveridge on her new position title Vice-President (Indigenous Strategy & Engagement) and advised that the updated Academic Senate membership list will be available in the webpage and Moodle.

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

The Vice-Chancellor (VC) also warmly welcomed the two reviewers Emeritus Professors Mairead Browne and Joyce Kirk, adding that UOW is strongly committed to continuously evaluating and enhancing our strategies and good governance practices and looks forward to receiving the findings from the external review at the end of August.

The VC mentioned that it is very gratifying to see the increasing number of students and activity on campus. She also mentioned that Open Day at Liverpool Campus on 19 July 2023 was well received, was looking forward to the Wollongong Campus Open Day 5 August 2023 and thanked all the staff who work on the preparations for Open Day and/or on the day.

The VC acknowledged the efforts of Professor Sue Bennett and all the staff at the Faculty of the Arts, Social Sciences and Humanities (ASSH) for the success and recent launch of the Bachelor of Education, The Early Years (Accelerated Pathway Program). The program, which is an Australian first, has been specifically designed to support diploma qualified early childhood educators to complete their degree in two years instead of four.

The VC advised Academic Senate that the Australian University's ACCORD interim report has been released and that it is an important milestone for the sector. She mentioned that some of the key insights most relevant to UOW are the focus on equity and inclusion and the increased First Nations participation, for which she congratulates Ms Jaymee Beveridge, Vice-President Indigenous Strategy and Engagement and her team for the work resulting in the highest number of indigenous students.

Additionally, due to a combination of skills gap initiatives, exceptional programs, regional accessibility, and our purpose on internationalisation, indicates that UOW is in a very stable position, particularly in relation to being an anchor institution. She advised that the university has many opportunities but also many challenges which continue to be reviewed and addressed.

In closing, the VC expressed her disappointment on the recent staff pay inconsistencies matter which mostly affected casual professional staff members. She explained that this is a result of system challenges which have been identified and will be resolved by independent external auditors, whom have been engaged to accurately determine the period underpayments occurred and the method of remediation. It has been calculated that the remediation of payments could cost the University around \$8 million. This will take approximately 6 to 12 months to complete.

*1.7 Membership Business

The Chair welcomed and congratulated the newly elected Academic Senate members and advised that the updated membership list would be available on the Academic Senate webpage and Moodle.

The Chair advised that the position of Deputy Chair has been filled by Professor Penny Van Bergen (uncontested) for the period 26 July 2023 to 30 June 2025.

She also advised that due to the expiration of Academic Senate terms and change in membership in other committees, five Academic Senate membership representative positions had become available on the Universities Education Committee (UEC). An election process resulted in four positions being filled, leaving one position vacant which will be filled in accordance with section 13(9) – 13(11) of the Academic Senate Electoral Rules.

Additionally, she informed Academic Senate that it was recently identified that an Academic Senate member representative is required on the University Internationalisation Committee, which will also be filled as per the Electoral Rules.

RESOLVED 2023/48

that Academic Senate

- (i) note the outcome and congratulate the newly elected academic senate members for the term 1 July 2023 to 30 June 2025;*
- (ii) note and congratulate **Professor Penny Van Bergen**, on being elected as Deputy Chair of Academic Senate, for the term 26 July 2023 to 30 June 2025; and*
- (iii) note and congratulate **Professor Jun Shen, Professor Yenna Salamonson, Associate Professor Jun Yan and Dr Sarah Lothian** on being nominated to fill the five vacancies as Academic Senate representatives on University Education Committee for the term 26 July 2023 to 30 June 2025.*

PART 2: GENERAL BUSINESS***2.1 Presentation – Academic Freedom**

Greg Rose, Professor of Law, delivered the presentation and highlighted that in Australia, in 2019, the Chief Justice of the High Court of Australia was commissioned to produce a Model Code (the Code) for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers. The Code was endorsed by the University Chancellors Council in 2019 and deals with both academic freedom and freedom of speech on campus, as the two are interconnected. However, it should be noted that there are limits on free speech included in both State and Federal laws, such as the federal Racial Discrimination Act and NSW Anti-Discrimination Act. To implement the Code, a 2019-2020 UOW review of Academic Freedom was conducted, during which UOW Academic Senate was consulted. Following this, minor amendments to UOW policies that impinge on academic freedom, such as policies on racism, student and staff conduct, and social media, were made where needed.

The Code was implemented nationally through the Higher Education Support Act and the Higher Education Threshold Standards, where the terms academic freedom and freedom of expression were introduced. Professor Rose mentioned that, due to the lack of a unified common approach at university level, each university has its own approach to academic freedom. A review was conducted by Professor Sally Walker in 2020 of how the Code is implemented at each university. The reviewer's recommendations were that each institution should adopt a single institutional policy and role of oversight by the institutional governance council, and that each university fulfill a statutory requirement to give an attestation on its implementation of academic freedom.

Professor Rose stated that the findings of the 2020 Walker Review, which examined each university's implementation of the Code, showed that, along with other institutions, UOW failed to have an appropriate statement of academic freedom. Consequently, the [University Council Statement on Academic Freedom](#) was adopted which reflects the Model Code. In addition, a new UOW Freedom of Speech and Academic Freedom Code is in the process of being created. At UOW, oversight of academic freedom issues is through Academic Senate. The past two UOW Annual Reports include attestations on academic freedom.

In his presentation, Professor Rose highlighted that there have been academic freedom court cases in Australia which have resulted in different outcomes in each university concerned, due to the various linkages between academic freedom and other policies or governing contracts that limit academic freedom, including policies on bullying, harassment, hate speech, belittling colleagues, and breaching confidentiality. Other instances that have arisen and can be perceived as academic freedom issues include ministerial withdrawal of ARC funding due to perceived failure to meet the ARC national interest test, and filtering of access to violent or pornographic material on university internet.

In closing, Professor Rose invited all members to review the presentation slides in Moodle following the meeting.

RESOLVED 2023/49

that Academic Senate note the presentation on Academic Freedom as provided by Professor Gregory Rose.

***2.2 Presentation – UOW's Strategy**

The Chief Strategy Officer (CSO) delivered the presentation and highlighted that the Strategy Division is responsible for institutional strategy, thematic strategy development, and enterprise program management to support implementation of strategy across the organisation. The Universities Accord process is a critical priority at the current point in time while the University considers how it is positioned and should respond to the findings and recommendations of the Universities Accord interim report. Other responsibilities of the division include the processes surrounding the institutional strategy,

including the 10-year vision, 5-year strategic plan, and 2-year roadmap, and how we measure progress and performance through university governance to demonstrate organisational maturity to TEQSA.

Additionally, the Strategy Division regularly updates Council, creates the framework for thematic strategies (including the recent Regional Campuses Strategy, Sports Strategy, Liverpool Growth Strategy, and Digital Strategy), and ensures that the strategies are monitored and prioritised appropriately, and due diligence is conducted whilst the university operates in a budget-constrained environment. Similar to this, the Strategy Division provides advice to establish best practice change management from initiation to implementation.

The University's 2030 Vision was created before COVID and the CSO indicated that many changes that were predicted to happen by 2030 happened rather rapidly. As a result, the University's Vision is now considerably out of date. Furthermore, the University's five-year plan, which expires in 2025, is also about to conclude. The CSO mentioned that the development of both the short-term and long-term strategies will start within the next 18 months, and he welcomes input from Academic Senate, adding that the next Academic Senate Workshop/Strategy Development Day, scheduled on 25 September 2023, will be Strategy focused, providing attendees the opportunity to contribute to the strategies.

The CSO mentioned that a short-term roadmap has been developed, focusing on how the University responded to COVID, how it can be more resilient, especially in relation to the changes in government policies and funding models and the operating environment. Due to the developments that have occurred, the University cannot rely solely on a five-year plan – it must adapt to the constantly changing environment.

The CSO asked Academic Senate to feedback how they would like to engage with the development of the updated Vision and Strategic Plan over the next 18 months.

The CSO advised the Federal Government has released the Australian Universities Accord interim report and requests that staff read the report and provide feedback via the survey by Wednesday 2 August 2023 or directly to strategic-planning@uow.edu.au following that date. This which would be invaluable in preparing UOW's response to the report.

In closing, the CSO noted that if anyone has any input or comments, they are welcome to contact him directly.

The Chair reiterated that an email invitation to the Academic Voice Workshop/Strategy Development Day on 25 September 2023 will be sent to elected members of Academic Senate in the coming days.

RESOLVED 2023/50

that Academic Senate note the presentation on UOW'S Strategy as provided by the Chief Strategy Officer.

***2.3 Presentation – Cyber Security Update**

The Chief Information and Digital Officer (CIDO) delivered the presentation and highlighted the following:

The CIDO explained that since commencing in his current role last year, several security improvements have been made at the University, resulting in discussions on cyber security and the University's risk management. The review of the processes performed at the time revealed that some processes were not being performed due to the understanding of academic freedom. The failure to operate with these safeguards created challenges for cyber security.

He stated that implementing appropriately managed security measures to the operational methods across the University, which do not impede on learning, needs to be the highest priority. The CIDO further added that discussions about risk management and risk appetite at the University identified that

the affordable freedom of people and risk to cyber security do not correspond to each other. In referencing slide #2 of his presentation, the CIDO mentioned that some of the key risk cyber security areas are targeted data theft; data breach; operational disruption; cyber crime; regulatory breach and safety impacts. The survey results showed the majority of these rated in either high or major risk areas and changes are required to improve these results. Part of the process was to identify where to invest, and which critical systems and data assets need to be protected as a priority.

In addition, the CIDO mentioned that one of the most significant and most difficult areas to deal with is research data, which is the area where the university has the most unquantifiable risks. There is a lot of information, including sensitive information, and awareness must be increased to ensure this is effectively managed and protected.

The CIDO shared results on test phishing emails sent to staff and students recently. Test phishing emails to staff have been issued at random over the last three years and pleasingly, due to ongoing awareness campaigns on phishing and cyber security, the rate of people that open the email and click on the link has reduced, with the latest results showing that 8.9% staff members actioned the email when they shouldn't have, potentially exposing the University's critical information. Similar tests and activities have commenced with the student cohort with the first test phishing email issued to students in June 2023, resulting in 23.2% of students opening and clicking the link. We have a baseline for students now from which to improve on. Again, though awareness campaigns it is expected these figures will reduce.

The CIDO added that the monthly cyber security awareness videos issued to staff are only being completed at a rate of 20% however this will increase as the completion of these will soon become mandatory. Similar awareness will commence with students and additionally, a calendar of other awareness activities is being prepared as this is an area that needs continual improvement and attention.

The CIDO mentioned that a response plan has been developed and exercises have been conducted to prepare the University for a cyber-attack, identifying the decisions and key personnel needed for action. The rehearsals involving senior management and such rehearsals will continue to be conducted to ensure a coordinated response at a critical time. The response plan, currently open for feedback, will be an ever-changing document given the ever-changing landscape of cyber security and UOW environment.

In closing, the CIDO added that one of the University's biggest risks is the use of unmanaged devices. As stated above, the University invests in various services to protect itself against malware and installs systems in all managed devices however unmanaged devices that are not kept up to date have security patches, create a potential risk to the University.

RESOLVED 2023/51

that Academic Senate note the presentation on Cyber Security Strategy Awareness and Initiatives as provided by the Chief Information & Digital Officer.

***2.4 TEQSA Re-registration Update**

The Deputy Vice-Chancellor (Strategy and Assurance) mentioned that the paper should be taken as read and highlighted the following;

- That the external academic governance review was underway, and he thanked colleagues for their engagement in meeting with the external reviewers and their input during the review process. The TEQSA Re-registration Steering Group and TEQSA Re-registration Working Group continue to meet regularly to oversee and guide the University's preparatory work.
- Submissions to the review were still open but needed to be lodged by Friday 28 July 2023. Further details on how to lodge a submission are available in the agenda paper or by emailing quality@uow.edu.au

- The University has an external review of corporate governance focused on how Council manages business, taking place from September through to November this year, and
- An external review of the Education Services for Overseas Students (ESOS) compliance is also taking place during November and December this year.

In closing the DVC (S&A) noted the significance of the external reviews to ensuring good governance.

RESOLVED 2023/52

that Academic Senate note the TEQSA Re-registration Update as provided in the agenda papers.

***2.5 Academic Voice World Café Workshop Report**

The Chair, Academic Senate spoke to this item and provided the following:

For the purpose of the new Academic Senate members, the Chair explained that the Academic Voice World Café Workshop was a half day workshop for Academic Senate elected members, who were not members by virtue of their positions, and other invited academic stakeholders. She mentioned that the reason for the workshop was to give academics the opportunity to discuss their lived experience while working at UOW.

The Chair noted that the Academic Voice World Café Workshop Report which was included in the agenda at the 31 May 2023 Academic Senate meeting, had not been open for discussion at the time because the Senior Executives had not yet been given the opportunity to review the report and respond to the recommendations.

The Chair advised that the late item 6.1.1 Academic Promotion Project, which will be presented by the Deputy Vice-Chancellor (Strategy & Assurance) following this item, is partially a response to some of the feedback in the report. She added that the Academic Promotion Project was already in train, but the discussion is for staff to be aware and understand the changes to Academic Promotion. She mentioned that included in the agenda papers for today's meeting, there is a memorandum from the Vice-Chancellor and President which is a formal response to the recommendations of the Academic Voice World Café Proposal.

There were no questions raised by Academic Senate members to either the report or to the response to the recommendations.

RESOLVED 2023/53

that Academic Senate note the report, and the UOW Senior Executive feedback, on the Academic Voice World Café workshop held on the Moss Vale Campus on the 17th April 2023.

***2.6 Managing and Investigating Potential Breaches of the Research Code – Policy and Procedure Review**

The Associate Director, Research Integrity and Ethics spoke to this item and requested that the papers be taken as read. She noted that the main purpose of the review was to improve alignment with national guidelines, clarity in the procedure, and include wellbeing principles.

The Associate Director added that there has been extensive targeted consultation followed by open consultation, which has now closed, with only minor feedback received. In addition, Academic Senate was asked to endorse the documents, unless they had major feedback in which case it would be brought back to them.

When it was pointed out by an Academic Senate member that students and visiting students are covered by the policy but not the procedure, the Associate Director of Research Integrity and Ethics advised that this inconsistency had been corrected while reviewing recent feedback.

RESOLVED 2023/54

that Academic Senate endorse:

- (i) the rescission of the Research Misconduct and Complaints Management Procedure;*
- (ii) the major amendments to the Research Integrity and Conduct Policy: Breaches, Concerns and Complaints – now titled Managing and Investigating Potential Breaches of the Research Code Policy (draft);*
- (iii) the new Managing and Investigating Potential Breaches of the Research Code Procedure (draft) replacing the rescinded document; and*

forward these to the Delegated Authority for approval.

2.7 Graduate Outcomes Survey Results – 2022

RESOLVED 2023/55

that Academic Senate note the report on the results of the 2022 National Graduate Outcomes Survey as set out in the agenda papers.

***2.8 Compassionate and Compelling Circumstances Guideline**

The Director, Academic Quality and Standards (D/AQS) was in attendance and responded to questions raised for this item.

In relation to the amendments to the Compassionate and Compelling Circumstances Guideline, an Academic Senate member noted that the policy is a welcome extension to our understanding of the relationships that may affect students including family members, partners, friends and classmates and that this reflects on the University positively.

In response to questions regarding inconsistencies in wording of related documents and how these policies and procedures are communicated, particularly to international students who do not take advantage of available supports and policies, the D/AQS stated that;

- A review of all related documents will be conducted to ensure that wording, particularly in Schedule 1 – Documentary Evidence Requirements, is amended as required to ensure alignment with the procedures, which recognises bereavement may extend beyond family members.
- Although it is challenging, the AQS team ensures that communications are issued to promote all guidelines, policies and procedures, across the University, as much as possible. The approach will be to make them available on the Policy Directory, work with colleagues in the communications team of the Student Administrative Services Division, promote via the Ask UOW site as well as notifying Hosts and Student Advisors.

In closing the D/AQS asked if Academic Senate have any other communication recommendations, to please share them.

RESOLVED 2023/56

that the Academic Senate;

- (i) endorse the amendments to the Compassionate and Compelling Circumstances Guideline as provided in the agenda papers; and*
- (ii) note that the amendments will be submitted to the Deputy Vice-Chancellor (Strategy & Assurance) for approval, to become effective on approval.*

2.9 Academic Policy Approval Report

RESOLVED 2023/57

that Academic Senate note the Academic Policy Approval Report which lists academic policy documents approved by the Vice-Chancellor from October 2021 to October 2022.

PART 3: COURSE APPROVALS

There are no course approvals for this meeting.

PART 4: MEMBERS' REPORTS

*4.1 Reports from Senior Executive

The Chair invited Senior Executive members to provide portfolio reports to Academic Senate.

❖ The Deputy Vice-Chancellor (Research and Sustainable Futures) (DVC(R&SF)) provided the following update:

- The UOW Research Entities Policy, which replaces the Research Entities Guideline is still undergoing consultation however it is on track for submission to the Academic Senate meeting in September and then onto Council's October meeting. The Entities Policy item was to be on today's agenda however during the consultation process, the external input to the committee was critical and time was needed to ensure the Policy can proceed. The aim remains for the Policy to come into effect in January 2024.

The new UOW Research Entities Policy creates new opportunities for ensuring that UOW's Institutes, Centres and Groups focusing on discovery can reflect on strategic and succession planning, leadership, operational planning and accountability.

- The closure of the Illawarra Health and Medical Research Institute (IHMRI) is still a work in progress and additionally, much work is being carried out involving the changes occurring within the Australian Health Services Research Institute (AHSRI).
- All Academic Senate members are invited to attend round-table meetings in preparation for the University's response to the Accord. The round-table meeting to discuss research is scheduled on Tuesday 1 August 2023.
- The National Health and Medical Research Council's National Statement on Ethical Conduct in Human Research has been updated.
- The NSW Government has suspended several funding streams, pending the budget in September. This causes concern particularly when there are Commonwealth funding streams that require jurisdictional funding from the State.

In closing, the DVC (R&SF) announced that the Higher Education Research Collection data for 2022 show a 38% increase to \$48 million, in addition to a rise in the University's audited income to \$85.7 million. This is a significant increase from previous figures and a testament to the contributions of all involved towards this achievement for the University and research at the University.

- ❖ The Deputy Vice-Chancellor, Academic and Student Life, (DVC (A&SL)) provided the following update:

Student Experience Survey

The 2022 Student Experience Survey results were released in June. The results for UOW are very pleasing. Overall UG satisfaction at 78.2% was an increase of 8.1% on 2021. In comparison the sector average increase was 2.7%. UOW has jumped from bottom of the pack in NSW in 2021 to second highest public institution in the state after UNE in 2022. This has returned us to our traditional place of one of the top ranked public universities in NSW for student experience.

The University has improved in all undergraduate indicators when compared with 2021. The largest increases were seen in learner engagement (+20%), learning resources, and overall satisfaction.

UOW improved in five of the six postgraduate coursework indicators when compared with 2021. Postgraduate overall experience is 1.9% above 2019 results. In addition, UOW performed above the sector average for Learner Engagement, Learning Resources, and Student Support.

These are great results to celebrate, however, we haven't completely returned to pre-pandemic levels and have more work to do. ComparED, which provide prospective students with relevant and transparent information about Australian higher education institutions from the perspective of current and recent graduates, is providing aggregates from the 2021 and 2022 Student Experience Survey. In addition, Student Life and Academic Quality and Standards divisions are meeting with Faculties and Central Divisions to unpack the results and develop an action plan.

Artificial Intelligence and Assessment

Much work has been carried out in collaboration with Learning, Teaching and Curriculum (LTC), the Library, Academic Quality and Standards (AQS) and the Academic Integrity Advisory Group (AIAG), including;

- Reviewed and modified policies as required
- Curated resources and other content on L&T Hub
- Developed GenAI guide for students on Student Digital Skills Hub
- Numerous workshops by LTC and WATTLE
- LTC 1-on-1 consultations on assessment design - Approx 400 consults & 50 projects, of which approximately 10% are on AI & Assessment.

The DVC (A&SL) advised that the work in the coming semester will be to prepare pre-approved texts to provide guidance for students on AI use and assessment, which will be available on Moodle. User friendly online tools will be developed to provide guidance for subject coordinators on integrated AI in assessments and targeted workshops will be available to provide practical guidance for teaching staff on AI use in assessments.

- ❖ The Deputy Vice-Chancellor (Strategy and Assurance) (DVC (S&A)) provided the following update:

The Strategy and Assurance Portfolio continues to deliver on the recommendations of the Regional Campuses Strategy and with good results. A pilot program launch engaging UOW Bega Valley and local aged care providers has been successful, and the program is currently being implemented with UOW Southern Highlands.

The DVC (S&A) noted that one of the recommendations was to review the current structure of the Regional Campus Division to ensure that it is within the correct portfolio and its structure is fit for purpose. A review is being finalised.

***4.2 Student Members' Report**

A postgraduate representative reported the following:

SAC members have been interviewed by the independent external reviewers either as members of SAC or as members of other committees, eg, the University Education Committee. As well, SAC are working in collaboration with the Exams Office to improve communication of exam formats to students and furthermore, the HDR representatives in SAC, URC and GRC are working closely in an Advisory Group with the Dean of Graduate Research and GRS to address HDR issues following a students as partners' approach.

SAC extends an invitation for students and staff to support and attend an event in mid-late August to formally endorse the Voice to Parliament.

***4.3 Members' Reports**

There were no Members Reports.

***4.4 Questions on Notice**

There were no questions on notice.

PART 5: ACADEMIC SENATE COMMITTEE BUSINESS

***5.1 Business from Academic Senate Committees**

There was no business from Academic Senate Committees.

5.2 Committee Minutes

RESOLVED 2023/58

that Academic Senate note the minutes from the following Academic Senate Committees and affiliate UOW entity meetings, as set out in the agenda paper:

- (i) Minutes of URC meeting – 9 March 2023 (ratified) and 11 May 2023 (ratified);*
- (ii) Minutes of UEC meeting – 10 May 2023 (unratified);*
- (iii) Minutes of the UOWGE Board of Academic Governance meeting – 23 May 2023 (unratified);*
- (iv) Minutes of QARG meeting – 15 June 2023 (unratified).*

PART 6: OTHER BUSINESS AND FUTURE MEETINGS

***6.1.1 Presentation - Academic Promotion Project**

The Deputy Vice-Chancellor (Strategy and Assurance) spoke to this item and highlighted the following;

The DVC (S&A) updated Academic Senate on the continuing work around promotion. He first noted the work completed in this space was in 2022, which was endorsed by Senate. He also reminded Senators of feedback received over recent years, including that of the Academic Voice Workshop, which identified deficiencies in the system and its need to integrate with further work on probation, professional development, the Academic Performance Framework and research performance.

The DVC (S&A) noted that the promotion system is an important way for our colleagues and external stakeholders to see our values. The University's goal is to have a transparent academic promotion system that reflects the uniqueness of academic careers, allows stakeholders to make informed decisions, be transparent and measurable, be quality assured and be continually improved. He added that one problem in the current system is that it does not give all stakeholders a sense of ownership.

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The DVC (S&A) added that UOW is looking at introducing a scholarship model inspired by the work of Ernest L. Boyer. He advised Academic Senate that a working group has been formed to investigate Boyer's model and whether it meets UOW's needs. One of the initial goals of the working group is to produce draft definitions of each scholarship and once ready, these will be shared with colleagues for consultation. It is envisaged that the new academic promotion procedure would be ready for implementation in 2025.

In response to questions from members, the DVC (S&A) stressed the importance of disciplinary nuance and the way the new model would capture scholarly activity such as research translation. He noted the intention to ensure colleagues who often have not seen their career trajectory in the promotion system can see that their scholarship will be better recognised.

RESOLVED 2023/59

that Academic Senate note the presentation on the Academic Promotion Project as provided by the Deputy Vice-Chancellor (Strategy & Assurance).

***6.2 Other Business**

An Academic Senate member expressed concern that students seeking academic considerations continue to contact academic staff directly and, to support their request, provide details of distressing situations which is considerably impacting staff wellbeing. The member added that there is not enough support provided for academic staff who find themselves in these situations and requests that provisions are put in place to ensure academic staff know where and how they can be helped.

In response, the DVC (A&SL) mentioned that this is very challenging due to the increasing number of students, over the last two years, experiencing complex and distressing situations and resorting to academic considerations. He added that the SAS team are working at managing these cases and suggests that Heads of Schools and senior staff remind staff of policies and procedures in place that should be adhered to.

6.3 Next Meetings

Wednesday 20 September 2023

Wednesday 8 November 2023

The meeting closed at 11:56 am

Signed as a true record:



Chair, Academic Senate

Date: 20-9-2023