

Report from the meeting of Senate held on 2nd June 2017

1. PRINCIPAL AND VICE CHANCELLOR'S AND EXECUTIVE BOARD REPORT

Senate received an update from the Principal on a number of substantive items considered by the Executive Board, including:-

External Environment

League Table Rankings

The University has moved up 10 places in this year's Guardian University Guide 2018. The University is ranked 89th out of 121 universities in the UK, with three subject areas listed in the top 10 in the UK – Podiatry, Hospitality and Social Work. The change in the rankings reflects improvements in areas such as graduate employment and staff student ratios. In the Complete University Guide, the University had a rise of four places and is ranked 78th out of 129 UK universities. Before this the University was included in the Times Higher Education's 200 under 50 Rankings 2017 for the first time. In the listing of the best Universities in the world under the age of 50, GCU is included in the '101 – 150' bracket.

Enterprise & Skills Review

In a statement to the Scottish Parliament, the Cabinet Secretary for Economy, Jobs and Fair Work, announced that the existing boards of the SFC, SDS, Scottish Enterprise, Highlands & Islands Enterprise will continue, with their existing statutory functions unchanged. The new 'strategic board', intended to achieve better alignment between the agencies to maximise their impact on the economy and productivity, will be created on a non-statutory basis. It will be chaired by an independent figure from the business community. Membership will include the chairs of the existing boards, and non-executive members drawn from business, research, skills development, local government and trade union backgrounds. The Cabinet Secretary also confirmed that Ministers and Parliament would continue to allocate funding to the SFC, rather than this being decided by the new strategic board. Phase 2 of the Enterprise & Skills Review will provide further details when it is published and this is expected in late May or early June.

Ministerial Roundtable EU Referendum and Higher Education Sector

The Principal attended a Ministerial Roundtable discussion along with other Scottish University heads. The meeting provided an opportunity to discuss the EU referendum and its impact on the Higher Education Sector with the Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney; Minister for Further Education, Higher Education and Science, Shirley-Anne Somerville and the Minister for UK Negotiations on Scotland's Place in Europe, Michael Russell. The range of challenges facing the sector were discussed as were positive actions that can be taken forward to influence on-going discussions on Article 50 with the UK Government.

University Activities

i. General

Magnusson Awards Ten Year Celebration

A special event to mark the 10th year of the Magnus Magnusson Awards was held in the Saltire Centre. The awards have supported more than 80 students to undertake their own dream projects worldwide. Speaking in conversation, the Principal and our former Chancellor's daughter, Dr Sally Magnusson, discussed the origins and their favourite memories of the

awards. Attendees heard first hand from former winners about the positive impact their awards had made. This year's seven awards were announced and these included students helping patients with eye diseases in Ghana, and travelling to Nepal to raise awareness of climate change.

GCU Graduate Journalism Award

Courtney Cameron, who studied on GCU's BA Multimedia Journalism programme, was awarded young Journalist of the Year at the prestigious Scottish Press Awards. The 24 year old, who works across the Scotsman and Edinburgh Evening News, was recognised for a range of exclusive stories she secured.

Estates Awards

The University has been shortlisted in the Outstanding Estates Strategy category of the Times Higher Education Leadership and Management Awards 2017. Known as the THELMAs, the awards are now in their ninth year and showcase a range of different support departments within higher education institutions. The Estates and Facilities Management team also received a 'Highly Commended' honour within the Association of University Directors of Estates' 2017 Estates and Facilities Team of the Year award. The award recognises exceptional teamwork leading to a significant achievement. The University was also reaccredited with Eco Campus Platinum status and has been advised to seek re-certification of our environmental management system next year under the new, and even more rigorous, ISO14001 standard for evaluating and improving environmental performance.

Gerard Burns Exhibition

The University hosted a public exhibition of the works of the Scots artist Gerard M Burns, including portraits of the First Minister Nicola Sturgeon, Billy Connolly, Brian Cox and Karen Dunbar. The artist's portrait of the University's Chancellor was also included. The exhibition was held in the new pavilion space of the Hamish Wood building and was fully open and accessible to staff, students and members of the public. The Principal and Gerard Burns addressed attendees at a reception held to launch the exhibition.

MATV Fiction Writing Celebration Event

The annual celebration event for the MA TV Fiction Writing programme was held at BBC Scotland and was attended by students, alumni and friends of the programme. The Director of BBC Scotland, Donalda Mackinnon and the Principal both spoke at the event, and MA TV Fiction Writing graduate Gemma Copping, now a story assistant on Holby City, shared her experiences of studying at GCU. Notable attendees at the event included GCU Honorary Graduate Dr David Hayman, GCU Cultural Fellow Juliet Cadzow and Gary Lewis, a GCU alumnus.

Enactus Awards

GCU students won five awards at the Enactus UK National Competition. Enactus is an international non-profit organisation dedicated to inspiring students to improve the world through entrepreneurial action. The national competitions are a showcase of how students are transforming lives and enabling progress. The Enactus GCU team won two Individual Topic Competitions. The first was the EY-sponsored Empowering Youth Award for their Work Ready Action Programme, which sees students mentor school pupils from Castlemilk; and the second KPMG's Alleviating Homelessness Award for their work on an innovative partnership with Glasgow City Mission, with students working alongside staff and homeless people to develop a jam-making social enterprise.

Caledonian Club

The University's Caledonian Club has been reaccredited by the Prince's Trust Business in the Community's Responsible Business Awards to celebrate Responsible Business Week. GCU was the first University to win the Education category in the Awards, which were established as part of the Prince's Responsible Business Network to create a fairer society and more

sustainable future. Reaccreditation was gained following the successful demonstration of the continual and positive impact of the initiative.

ii. International Activities

GCNYC Update

In preparation for the decision that will be taken by the Board of Regents in June, the public hearing of the University's application for the licence, which would allow GCNYC to offer degrees in New York, took place. The University was represented by the GCNYC Vice President, and the Principal also attended. This was an opportunity for those few institutions which had registered objections with the NY State Education Department to voice the objections. The step of a hearing and the terms of its advertisement, and its subsequent postponement essentially opened up a fresh opportunity for institutions to object and two new and unanticipated objectors emerged, in the form of Parsons (New School) and the School of Visual Arts. In a prolonged, rigorous and fair meeting, the University presented its case strongly, focusing on the distinctive nature of the GCNYC offering. The opposition focused primarily on the issue of competition in the market place.

The following day the latest Fair Fashion Center CEO Convening took place. It was held at Vogue in the Conde Nast Headquarters, with welcoming remarks delivered by the Vogue Editor Dame Anna Wintour. The University received further commitments for membership fees to the Fair Fashion network, and there was a positive early reaction from those in attendance to the announcement of our suite of Masters Programmes from September onwards with a special scholarship offer for the staff of our CEO group.

GCNYC also participated in NYCxDESIGN, an annual celebration across the city of New York which brings together the disciplines of design, commerce, entertainment, culture and education. In partnership with Miniwiz, a company which specialises in recycling products for construction and interior architecture purposes, and fabric designer Bonotto, the exhibition at our campus featured beautiful tapestries made with recycled products such as plastics. The exhibition and our contribution featured on local television and in a key fashion business magazine, Women's Wear Daily.

The Fair Fashion Centre at GCUNY would be presenting The Quantum Redesign of Fashion at an exhibition on "Is Fashion Modern" being held at the Museum of Modern Art in New York in the autumn.

China Visit

The PVC International led a GCU delegation on a visit to China. Activity during the visit included meeting representatives from the British Council, Beijing Health Vocational College, Chinese Service Centre for Scholarly Exchange, Shenyang Normal University, Shenyang Institute for Engineering, and the University's long standing partner, the University of Jinan. The visit was productive in a number of areas, particularly in relation to international student recruitment to our Glasgow and London campuses, and will support the delivery of the University's Internationalisation Strategy.

2. REVIEW OF ACADEMIC CALENDAR

Following extensive consultation involving staff and students, Senate approved proposals to amend the academic calendar commencing in 2017/18. The revised calendar will introduce a full week's inter-trimester break between trimester A and B, and reduce the international orientation week to a long weekend. There will however been a more longitudinal approach to international student induction as discussed at the recent Student Experience Workshop. It was noted that whilst trimester B had been moved back a week, there would be no knock on effect on graduation.

3. UNIVERSITY ASSESSMENT REGULATIONS: RECOMMENDATIONS FROM THE ASSESSMENT REGULATIONS WORKING GROUP 2016/17

Senate considered a detailed report from the Assessment Regulations Working Group, outlining the work that had been undertaken by the Group in line with their approved remit and workplan. Following discussion, Senate approved the following:-

- a) Retention of the regulation enabling the carrying of up to 40 credits (Undergraduate Assessment Regulations section 16);
- b) The re-introduction of threshold minimum marks for all elements of assessment no later than 2018/19;
- c) An amendment to Qualifications Framework to resolve existing conflict between the Framework and the UG Assessment Regulations (awarding of Merit/Distinction) (Undergraduate Assessment Regulations section 19);
- d) An amendment to the regulations regarding the nullification of an assessment to take account of where a module is delivered across several campuses, there may be circumstances which impact on the performance of a majority of candidates at a single campus only. In such instances, the Assessment Board may wish to consider nullification of the results of an assessment for candidates at that campus.
- e) A revision to the regulations regarding the implementation of the generic award degree regulations to achieve consistency of application between home and international students;
- f) Amendments to the Project and Dissertation Supervision Policy and the introduction of guidelines and pro-formas for use across the university to ensure consistency as well as provide a clear record of supervision and feedback. The revisions will include clear information for students on how to escalate any issues they may have in relation to supervision.
- g) Principles for Consistent Approach to Outward Mobility.
- h) A new policy on moderation.
- i) The Assessment Regulations Working Group's programme of work for 2017/18.

4. COMMON GOOD CURRICULUM UPDATE

Senate was informed that the development of a GCU Common Good Award aimed to encourage and support students to develop the Common Good Attributes by engaging in co- and extra-curricular activities alongside their studies. The Award provided a mechanism through which to promote, recognise and reward the informal learning gained by participating in activities aligned to the University's Common Good mission. The development of the Award supported the implementation of Strategy 2020, the Strategy for Learning, the GCU Core Values and the Common Good Attributes. It was proposed to run a pilot in session 2017/18, and the Award would be open to all Year 3 students, including direct entry students, Year 4 and PG Taught students.

Senate noted the progress made to date and endorsed the running of a pilot award in 2017/18.

5. DIGITAL ASSESSMENT POLICY

Senate approved The Digital Assessment Policy which aimed to encourage consistent and efficient approaches to digital assessment practices across the University. It built on the Online Similarity Checking Policy which was approved by Senate in June 2016. Digital assessment was defined within the policy as the use of technology to support a range of assessment practices including the online submission of assignments, as well as marking and providing feedback to students in digital form. The policy encouraged innovative digital assessment practices. It was acknowledged that there was a need to support staff as well as

the technology infrastructure and a substantial amount of work on this was planned over the coming year. Senate noted that the Policy would support the work undertaken by the Assessment Regulations Working Group in relation to moderation.

6. PUBLIC SECTOR EQUALITY DUTY REPORT

Senate received the Public Sector Equality Duty Report. The report described the University's progress on mainstreaming equality and delivering our Equality Outcomes, as required by the Public Sector Equality Duty of the Equality Act 2010. The overall picture was one of positive progress, with the Common Good mission clearly aligned with the requirements of the general duty i.e. to eliminate discrimination, advance equality of opportunity and to foster good relations. The University was able to demonstrate strong staff and student engagement with the agenda through our core activities of teaching and research as well as our operational and support activities. We also demonstrated good progress across all of our Equality Outcomes, which provided a firm basis for our next set of outcomes for 2017-2021. It was raised that disability and race was not as prominent in the report as gender. This was because work had been undertaken using a risk based approach using the staff and student surveys to highlight priorities for action. However, it was intended that race and disability will be covered in more depth in the next report. In endorsing the report, it was agreed to amend the report to make reference to the University's unique BSc Nursing Studies (Learning Disability) programme.

7. EQUALITY OUTCOMES 2017-2021

Senate approved the Equality Outcomes 2017 -2021. This second set of equality outcomes built on the original outcomes developed in 2013 and established some new priorities. The outcomes had been developed after discussions with staff and students and would include race and disability. The equality outcomes for the next four years were:

- Equality Outcome 1: Our people have a strong knowledge of equality and diversity so that our behaviours promote dignity and respect for people with protected characteristics.
- Equality Outcome 2: Our University is accessible, safe and welcoming to all people from different protected characteristic groups.
- Equality Outcome 3: People with protected characteristics have the same opportunities as others and achieve positive outcomes in relation to their work and study experiences.

8. GENDER ACTION PLAN UPDATE

Senate was reminded that every Scottish college and university had been asked by the Scottish Funding Council (SFC) to prepare an institutional Gender Action Plan. The SFC issued guidance on the development of institutional plans in April 2017, with a requirement that Gender Action Plans be published on individual university and college websites and submitted to SFC by 31 July 2017. Senate received a high level update on the development of GCU's Gender Action Plan, which included examples of how the University promoted gender equality amongst staff and on the Governing body, and set out high level data on gender balance at subject level. This information would be analysed further to inform the development of the Gender Action Plan actions. Senators suggested additional areas for inclusion in the plan, including work already undertaken by SEBE for Athena SWAN and information on work done by the Caledonian Club.

9 UPDATE ON GENDER PAY GAP

Senate received presentation by the Principal on the ongoing work undertaken in relation to the gender pay gap. It was reported that when considering the mean pay rate for professorial staff, there was a small pay gap of 2.9%, but that this was significantly lower than for the sector as a whole. However, when this data was controlled for age, the pay gap disappeared. When the analysis was undertaken for all academic staff, the gap was 7.2%, and again this

figure was significantly lower than the sector average and the gender pay gap disappeared when controlled for age. It was acknowledged that there was further work to be done, but that the approach the University had taken was working. Analysis of data on professional support staff would begin over the summer. This was considered to be a more challenging area due to large categories of staff that were predominantly male or female. Work would also be done on ensuring that professorial pay was competitive and consideration would be given to introducing a professorial pay ladder.

10 WIDENING ACCESS SECTOR STATISTICS

Senate received an overview of GCU's performance in key metrics relating to widening access, drawing on data published by the Higher Education Statistics Agency (HESA) and the Scottish Funding Council (SFC) in February 2017. The report highlighted the University's strong performance in widening access metrics against the backdrop of sector trends and challenging future targets for all universities set through the Scottish Government's Commission on Widening Access.

11 HESA PERFORMANCE INDICATORS 2017

Senate received an overview of the 2017 HESA Performance Indicators (PIs) covering participation and learning outcomes that had been published in February and March 2017. The data showed that the University continued to perform well in the context of the sector in Scotland. In response to a question regarding the impact of staff student ratios on completion and drop-out rates, Senate was advised that this was an issue that was improving.

12 UNISTATS 2017

Senate was informed that Unistats replaced the Key Information Sets (KIS) return with effect from 2017-18 and aimed to provide comparable undergraduate programme data for UK students. Programme information is published on the Unistats website in September each year to allow applicants to compare courses across institutions.

Key points to note included:

- Data will be submitted for 82 programmes in total, nine programmes fewer than the August 2016 submission (91 programmes).
- The proportion of programmes with PSRB accreditation has increased from 71% of programmes in August 2016 to 81% of programmes in 2017.
- Programme offerings by mode of attendance are in line with the August 2016 submission.
- The proportion of programmes offering a year abroad is unchanged at 43%.
- A preview of all Unistats data will be made available for GCU staff

13 SFC OUTCOME AGREEMENT 2017/18 TO 2019/20

Senate received the University's Outcome Agreement with the Scottish Funding Council (SFC) for the period 2017-18 to 2019-20. The SFC had not yet formally signed off or published institutional Outcome Agreements, but this was expected to take place in June. The SFC funding allocation for academic year 2017-18 was issued in May 2017. The University's Outcome Agreement had been developed in line with the SFC guidance and in collaboration with colleagues from Schools and Professional Services across the University. Consultation was undertaken with the Students' Association and Trades Unions. A series of meetings took place with the SFC Outcome Agreement team over the course of the academic year.

14 COMPLAINTS HANDLING PROCEDURE SESSION 2015/16 OVERVIEW

Senate received an overview of the Complaints received by the University during the period

1st August 2015 to 31st July 2016. The number of Stage 1 complaints had remained stable at 108 (with 107 in 2014/15) and there had been a drop in the number of Stage 2 Complaint investigations from 22 in 2014/15 to 17 in 2015/16. At the conclusion of the University's Complaints Handling Procedure, two complaints had been referred by the complainants to the SPSO. On reviewing these cases, the SPSO decided that no further action was necessary.

15 SENATE DISCIPLINARY COMMITTEE OVERVIEW OF SESSION 2015/16

Senate received an overview of disciplinary offences considered under the terms of the Code of Student Conduct during Session 2015/16. There were 34 alleged offences, compared with 415 in 2014/15. Of these 34 alleged offences 24 were referred to the Senate Disciplinary Committee (SDC), with 5 minor offences being dealt with in line with the Code at School level, and a further 5 cases in relation to minor technical examination infringements, being disposed of via a letter of guidance. At SDC

- i. 3 cases were found to be not proven and no formal disciplinary sanction was imposed;
- ii. 1 protective suspension was issued pending the outcome of a criminal trial.
- iii. Disciplinary allegations were upheld in 20 cases with sanctions imposed as appropriate.

One appeal was received against the decision of the Senate Disciplinary Committee and was partially upheld by the Appeals Committee of the University Court.

16 SCHOOL OF HEALTH AND LIFE SCIENCES TAUGHT POSTGRADUATE PORTFOLIO – OUTCOME SOF 2016/17 ANNUAL REVIEW

Senate approved the withdrawal of the withdrawal of the following programmes from the School of Health and Life Science TPG Portfolio from academic session 2017/18:

- P02927 MRes Life Sciences
- P02389 MSc Physiotherapy (PT)
- P02434 MSc Health and Social Care Education (PT)
- P02618 MSc Forensic Mental Health (DL)
- P02858 MSc Digital Health (PT)

In addition, it was noted all TPG programmes would be specifically reviewed at the start of academic year 2017/18 in respect of actual enrolments with a view to suspend subsequent 2018/19 intake for those programmes still recruiting less than 10 students.

17 GLASGOW SCHOOL FOR BUSINESS AND SOCIETY: WITHDRAWAL OF POSTGRADUATE PROGRAMMES

Senate approved the withdrawal of the following programmes:

- P02580, MSc International Economics and Finance, September 2017.
- P02687, MSc Management, September 2017.
- P02568, MSc International Events Management, September 2018.
- P02569, MSc International Tourism Management, September 2018.

It was noted that one new programme on events and tourism management was currently being developed for introduction in 2018/19.

18 GCU COMMUNITY: WORKING TOGETHER IN PARTNERSHIP

Senate approved the Working Together in Partnership Agreement. This new Partnership Agreement would replace the GCU Commitment and was underpinned by the concept of a 'GCU Community', based on the premise that all members of the GCU community – students,

staff and the Students' Association – were responsible for partnership working in practice. The Partnership Agreement was structured around a set of four Principles based on the GCU Values and Students' Association strategic priority areas. A number of priority themes based around agreed areas of enhancement between now and 2020 had been agreed through the Student Experience Action Plan and activity aligned to these themes would be reviewed on a regular basis to ensure that the Partnership Agreement remained current and relevant to the needs of students and staff across the University. Web pages promoting the Agreement will be developed, linked to the Student Experience 2020 Action Plan and a communications strategy was being developed and a Students Association campaign will be launched for student induction 2017/18. The Students' Association would assume responsibility for the implementation of the Partnership for 2017/18.

19. OTHER MATTERS APPROVED

- Following recommendations from the Higher Degree Committee, Senate confirmed the award of 25 PhDs, 3 Prof.Ds and one MPhil.
- Honorary and Visiting appointments.
- Amendments to the University Research Committee Composition and Terms of Reference.
- Addenda to the Fitness to Practice Policy to provide clarity around the scope of the policy and to outline the appeals process.
- To extend the time available for students to choose modules to 16th June.

20. OTHER MATTERS NOTED

- Recent academic staff appointments.
- Updated schedule of meetings for 2017/18.
- The confirmed minutes of the Academic Policy and Practice Committee held on 1st February and 22nd March 2017.
- The confirmed minutes of the Research Committee held on 25th January and 5th April 2017.
- The confirmed minute of the meetings of the International Committee held on 2nd February and 11th April 2017.
- The confirmed minute of the meeting of the Equality and Diversity Committee held on 1st December 2016.
- The confirmed minutes of the School of Engineering and the Built Environment School Board held on 25th January 2017.
- The confirmed minutes of the School of Health and Life Sciences School Board held on 2nd December 2016 and 15th February 2017.
- The confirmed minutes of the GCU London School Board held on 7th December 2016.

Date of the next scheduled meeting of Senate is Friday 13th October 2017.