

**Report from the meeting of Senate held on 9<sup>th</sup> December 2016**

**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

**Enterprise and Skills Review**

In May 2016, the First Minister announced a review of enterprise and skills support in Scotland to focus on the three main aims of:

- i. Achieving the Government's ambition as set out in Scotland's Economic Strategy and National Performance Framework;
- ii. Ensuring Scotland's economic and skills interventions are shaped by users' needs; and
- iii. Ensuring that delivery continuously reflects best practice.

The agencies involved in the review were Scottish Enterprise (including Scottish Development International), Highlands and Islands Enterprise, Skills Development Scotland and the Scottish Funding Council (SFC). In September, the Government announced they would take the review forward in two phases in response to the new economic context after the Brexit referendum and due to the high levels of interest in the review.

The Scottish Government published the Phase One Report of the Review on 25 October 2016. The report recommended creating a new Scotland-wide statutory Board to co-ordinate the activities of these agencies, including the Scottish Funding Council. It is understood that the board of the SFC will be abolished and SFC officials will report directly to this new overarching body. It has not been ruled out that this new 'super' board could be chaired by a Scottish Government Minister. This proposed change has significant implications for higher education funding, and for the autonomy and independence of the sector. The Scottish Government are receiving extensive scrutiny from opposition parties over this proposed change and colleagues at Universities Scotland are stressing the importance of institutional autonomy in advance of publication of Phase Two of the Review.

University Activities

**i. General**

**Advanced Highers Hub – SQA Awards**

The Advanced Higher Hub won two accolades at the SQA Star Awards. The Hub, a pioneering partnership between GCU, Glasgow City Council and the SFC, won the SQA Pride o' Worth Award. This overall prize recognised the outstanding achievement from all of the different award categories. It was presented by the Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney MSP. The Hub was also named Partnership of the Year at the Scottish Qualification Authority-run awards, which celebrate learning and teaching excellence across Scotland. Judges praised the initiative for its partnership approach and outstanding results.

**Scottish Cyber Award**

The University won the Community Impact category of the first Scottish Cyber Awards, set up to recognise Scotland's commitment towards cyber security excellence. It received the award for a project in which students are helping school teachers and school pupils learn the

importance of cyber security and resilience, and support the delivery of the SQA National Progression Awards in Cyber Security.

#### **Royal College of Physicians Fellow**

Professor Dawn Skelton has been named a Fellow of the Royal College of Physicians of Edinburgh. The Fellowship was awarded in recognition of Professor Skelton's non-clinical achievements within the medical profession. The College confers international peer recognition to individuals who have made an exceptional contribution within their field. As an exercise physiologist with a scientific research background, Professor Skelton specialises in research and health promotion concerning exercise and older people.

#### **Caledonian College of Engineering Graduation**

The University's Oman partner institution Caledonian College of Engineering held its graduation ceremony with over 600 students receiving awards. The DVC Strategy, and Dean of the School of Engineering and Built Environment, joined CCE Dean Dr Ahmed Al Bulushi and other representatives at the ceremony. The chief guest was His Excellency Salim bin Nasser Al Oufi, Undersecretary of the Ministry of Oil and Gas.

#### **GCU London Graduation**

GCU London held its winter graduation ceremony, with more than 80 students receiving awards. Entrepreneur Jo Malone MBE was appointed as an Honorary Professor of GCU and presented with a Lifetime Achievement Award, and delivered an address to students. Graduates were also joined by Dr Obinna Anuruegbe, who received the GCU London Alumnus of the Year Award, for his charity work since graduating from GCU.

#### **Glasgow Graduations**

The University held its winter graduation ceremonies in Glasgow, with three ceremonies taking place at the Royal Concert Hall, over two days. The University offered Honorary Degrees to the Chairman and Managing Director of Tunnock's, Boyd Tunnock CBE, successful industry leaders from engineering, Douglas Dawson and Mike Foley, Anna Cirignaco, owner and Managing Director of bridal boutique Elezanga Sposa, and Charles Berry, Chairman of Weir Group.

#### **Santander Universities Funding**

The Glasgow Caledonian University Foundation has secured £27,000 of funding from Santander Universities. The 2016/17 Internship and Work Placement programme gives SMEs access to funding for a GCU student or graduate to join their business on a two-week work placement or an internship of up to 10 weeks. Santander will fully fund the work placement salary at £300 per week, and part-fund the internship salary at £150 per week, with the remaining cost to be met by the company.

#### **Scottish HR Network Award**

The University's People Service team won HR Team of the Year Award at the Scottish HR Network Awards 2016. The awards are the largest and most prestigious HR awards in Scotland, recognising and rewarding the champions of the Scottish HR profession. The team was also shortlisted in the Outstanding HR team of the Year category at this year's Times Higher Awards.

## **ii. International activities**

#### **Chancellor Yunus Award**

Chancellor Yunus was awarded the President's Medal from George Washington University in Washington DC, USA, in recognition of his pioneering work in creating economic development through microcredit. The George Washington University President's Medal recognises individuals who have exhibited courage, character and leadership in their chosen fields and who exemplify the ability of all human beings to improve the lives of others. Previous

recipients include Nobel laureate and former Soviet Union President Mikhail Gorbachev, former Israeli Prime Minister and Nobel laureate Shimon Peres and journalist Walter Cronkite.

#### **GCU NY**

- Progress towards the license application from NYSED continued to be made with CUNY withdrawing its note of concern following a meeting with the GCUNY VP. A meeting is being progressed with Fordham to discuss its outstanding objection, and the objection from FIT has already been withdrawn. The final objection by LIM, which is a private, for profit college, is on the basis of competition, a basis not allowed under NYSED guidelines. All correspondence on objections, concerns and rebuttal will be with NYSED soon, after which the date for the site visit to GCU NY will be scheduled.
- 32 individuals, including 21 CEOs, attended the 4th Convening of the Fair Fashion Membership Network established by the Fair Fashion Center, including new member, Marvin Ellison, JC Penney CEO. The meeting was held at Bloomberg Headquarters and was opened by its Chairman, Peter Grauer.
- The GCU NYVP was invited to give a keynote presentation at the Harvard School of Design on 14th November in which she described the work of the Fair Fashion Centre. In addition, she took part in a panel on sustainability held by the Accessories Council during its second annual Summit last week. The Accessories Council is a not-for-profit, international trade organisation established to stimulate consumer awareness and demand for fashion accessory products.

## **2. UNIVERSITIES SCOTLAND REPORT ON BREXIT**

Senate received a report by Universities Scotland outlining key issues in relation to Brexit. The report welcomed the positive messages given by the Scottish Government regarding the contribution of EU nationals and expressed that Scottish Universities deeply value the community of EU staff and students and the contribution they make to Scottish Higher education.

In response to concern regarding the financial implications for EU students, Senate was informed that this issue was under consideration by Universities Scotland and it was hoped that a statement on this would be available in the near future.

## **3. ANALYSIS OF EQUAL PAY DATA**

Further analysis of the equal pay audit data was undertaken by Professor Jon Godwin, Professor in Statistics at the Institute for Society and Social Justice Research, and the following statement was read out to Senate, which welcomed the position:-

“What the data suggests is that there is a clear correlation between pay and age amongst Lecturers and Senior Lecturers but not within the Professoriate or academic managers. Senators may recall that based on April 2015 data, there was a pay gap of 8.2% due to more males than females in the higher grades indicating an element of vertical gender segregation. However, when one adjusts for age, notwithstanding that there are different age distributions within each element of the groups that make up the academic job family, there is no strong evidence for a gender bias in pay, such differences as can be seen arise mainly from the play of chance. Jon is subjecting the data to further nonparametric testing and we will include this analysis in the next equal pay report in April 2017.

GCU’s academic promotion record has been one of the key measures to address this vertical segregation with female professors making up 25% in 2012 and now 36% in 2016. This compares to the sector average for female professors which according to the recently published ECU Equality in Higher Education: Statistical Report 2016, is at 23%. Following our recent Athena Swan Bronze success, the Action Plan also contains a number of commitments that we have agreed to work on in the coming years – from recruitment to flexible working,

from balanced workloads to balanced Boards/ Committees – all building on the positive foundations that have been laid.”

#### **4. TEACHING EXCELLENCE FRAMEWORK**

Senate was informed that the metrics that Universities would be assessed on for the Year Two TEF had been released by HEFCE. The metrics covered three aspects of student satisfaction: one on non-continuation and two on employment. If GCU participated in TEF Year Two it was expected that we would receive a bronze rating. This rating would be valid for three years. This result was at odds with the University receiving the highest possible rating in the recent ELIR. Further, further it was highlighted that key metrics that the University would perform well in, for example in a discipline specific TEF, were not yet included.

The University’s metrics and likely Bronze rating had been considered by Executive Board, which had agreed to recommend to Senate that the University does not participate in year two of the TEF. It was noted that there was a small number of Scottish HEIs that may perform well in year two, and it was expected that they would chose to participate, so it was unlikely that there would be a Scottish sector boycott of Year Two TEF.

Senate noted the expected Bronze rating and aproved the Executive Board recommendation that the University should not participate in Year two TEF given current metrics. It was further agreed to maintain a watching brief, reserving the right to join TEF at institutional or subject level at a future point.

#### **5. UPDATE ON THE QUALITY ENHANCEMENT AND ASSURANCE HANDBOOK**

Senate approved the finalised Section 6.2 of the Quality Enhancement and Assurance Handbook which had been revised following additional consultation with Schools and Senators.

#### **6. ACADEMIC PILLARS WORKING GROUPS ON MODULE CONTACT HOURS AND CREDIT RATING OF MODULES**

Senate was informed that two Academic Pillars working groups had been set up to consider

- a) Credit rating of modules; potential for standardisation and including a review of current practice; and
- b) Number and spread of module contact hours over a four year undergraduate programme from the standpoint of the wider student experience.

Academic Policy and Practice Committee agreed, *inter alia* in relation to the Credit Rating of Modules, that 20 Credits for undergraduate and 15 credits for postgraduate be the standard model and that moves to ensure this model is adopted across the university be introduced incrementally; and that there be a review of the current use of 10 credit modules. In relation to Module Contact Hours, APPC agreed that there be a standard definition of contact, and that at undergraduate level, module contact hours should be standardised and the level of study taken into account, including where the “first” year is at level 2 or 3 for direct entry students.

During discussion it was acknowledged, whilst a 15 credit module supported a broader PG learning experience, there may instances where 15 credits was not appropriate and there was scope to allow for this. Also, any changes would happen on an incremental basis at module re-evaluation.

Senate approved the reports.

## 7. PORTFOLIO REVIEW 2020

Senate received recommendations for portfolio review from School of Health and Life Sciences, Glasgow School for Business and Society and the School for Engineering and Built Environment.

### School of Health and Life Sciences

Senate was informed by the Dean of the School for Health and Life Sciences that the refresh focussed on three areas. Two of which were considered to be routine housekeeping, and the third of which recommended the withdrawal of the BSC Operating Department Practice from academic year 2018/19.

This recommendation had been made on the basis that

- There was no research activity or contribution to research activity.
- That there was no demand for development to an Honours programme
- That there was no prospect of linkage to the postgraduate portfolio.
- This area was under review within the NHS.

The University was the only provider in Scotland and it was intended that a further intake would take place in September 2017 to allow time for the NHS and Scottish Government to consider a revised 'Theatre Plan' review of NHS theatre services, and discussions involving the University were scheduled for early January 2017.

Senate approved the withdrawal of BSC Operating Department Practice from academic year 2018/19.

### Glasgow School for Business and Society

The Dean of Glasgow School for Business and Society informed Senate that the programmes proposed for withdrawal had either not recruited or had recruited very low numbers which fell below the minimum threshold of 15 students and as such were unable to deliver the desired student experience. Senate was reminded that the School had previously undergone a rapid expansion in 2014/15 but that a number of the new courses had not recruited as expected. In light of this, it was recommended to withdraw 10 undergraduate courses and 7 postgraduate courses. The proposed withdrawals would reduce the complexity of the portfolio, enhance the academic coherence of the portfolio allied to the School's research strengths, enhance recruitment to postgraduate programmes, refocus on international recruitment to align with the University's Common Good curriculum, and prioritise distinctiveness in the School's portfolio. Following approval of the proposals at Academic Policy and Practice Committee, recruitment to the affected programmes had been suspended and all applicants had been informed.

In considering the proposals, concern was raised regarding the withdrawal of the economics suite. Student Senators considered that withdrawal of the economics suite would devalue the degree for current students and would have an adverse impact on widening access students, as well as the university's economics research portfolio. In response, it was stressed that economics modules would still be taught on other programmes at all levels, and that the University was still fully committed to the Women in Scotland's Economy Research Centre (WiSE). The accuracy of the data that had been used to justify the withdrawal of the suite was also queried.

City of Glasgow College expressed concern at the proposed withdrawal of the BA/BA (Hons) International Retail Management 2 + 2 as this was considered a key pathway that would impact a number of students hoping to articulate to the University. It was highlighted this programme was not an integrated programme and that there were other programmes with a retail specialism that students could articulate too.

Senate also noted that an Equality Impact Assessment for the proposals had not been prepared.

Following discussion, it was agreed to defer consideration of the GSBS's proposals, to a Special meeting of Senate, to enable further consultation and consideration of the issues raised at the meeting and to allow for an Equality Impact Assessment to be undertaken.

#### School of Engineering and Built Environment

Senate was informed by the Dean of the School of Engineering and Built Environment that the proposals related to 3 undergraduate programmes within the Department of Computer Communications and Interactive Systems (CCIS) and would better enable the department to achieve the University's 2020 goals.

The BA (Hons) Interior Design was wholly delivered by City of Glasgow College and there was no expertise within CCIS or SEBE that could contribute to the programme. It was therefore anomalous within the portfolio. In addition the programme had returned very poor student satisfaction, limited demand and poor graduate employment. The University had worked closely with the City of Glasgow College to ensure existing students were supported and there were other programmes that students could apply to. The other two proposals related to a redesign of the Digital Design Suite and the BSc/BSc (Hons) Computer Games (Art and Animation) pathway.

Senate resolved to

- a) To withdraw the BA (Hons) Interior Design
- b) To phase out of activity at levels 1 and 2 of the Digital Design Suite and redirect relevant critical enabling academic mass hitherto associated with the Digital Design Suite to create enhanced offerings at levels 3 and 4, together with new advanced provision at level M.
- c) To revise levels 1 and 2 of the Computer Games suite to: better integrate the BSc/BSc (Hons) Computer Games (Art and Animation) pathway; strengthen Art and Animation accreditation prospects; emphasise its strong digital perspective; restrict recruitment to ensure balanced student numbers across games programmes.

## **8. RESEARCH STRATEGY REFRESH**

The Acting VP Research informed Senate that a refresh of the University Research Strategy, which had been approved in September 2014, was required due to developing internal and external environments and the need to begin to look beyond 2020. The key elements of the refresh were

- Dissolution of the Institutes.
- The use of the Sustainability Development Goals to frame the Strategy.
- Introduction of broad research areas of Inclusive Societies, Healthy Lives and Sustainable Environments, below which would sit 6 research themes
- The proposal to move to a 'centres model' and (re)start the centres renewal and approval process.
- Better linkages of the Goals, Objectives and KPIs as well as links to other supporting strategies.

The Strategy would also meet the strategic agenda of the major research funders and the themes would be more inclusive of the University's strengths.

Senate endorsed the draft Refreshed Strategy and noted that further consultations would be held in the new year, thereafter a final draft Research Strategy would be submitted to Court on 24th February 2017 for approval.

## **9 SENATE DISCIPLINARY COMMITTEE VICE CHAIR**

Senate approved the appointment of Mr Michael Bromby as vice chair of the Senate Disciplinary Committee for a period of 3 years. The Principal thanked everyone who expressed an interest in the role of Chair and Vice-Chair, and in particular thanked the previous Chair, Mrs Moira MacMillan, for her valuable contribution to the work of the Senate Disciplinary Committee over the last 5 years.

## **10. OTHER MATTERS APPROVED**

Chair's Action approving the Approval of 3 PhDs from the Higher Degrees Committee

## **11. OTHER MATTERS NOTED**

- Recent academic staff appointments.
- The confirmed minutes of the Academic Policy and Practice Committee held on 14<sup>th</sup> September 2016
- The confirmed minutes of the Research Committee held on 31st August 2016.
- The confirmed minute of the meetings of the International Committee held 22nd September 2016.
- The confirmed minutes of the School of Engineering and the Built Environment held on 27th April 2016
- The highlights of the University Court held on 24th November 2016.
- Notification of GCU Staff achieving Professional Recognition of Teaching and Supporting Student Learning (UKPSF 2011) from 2015 – 2016.

**Date of the next scheduled meeting of Senate is Friday 24th February 2017.**