

SENATE

4 June 2025 / Council Chamber

MINUTES



15595.0 Declarations of Interest

Purpose - For Information

REPORTED

No declarations of interest received in advance

15596.0 Minutes of the Previous Meeting - S24/25 - 78

Purpose - For Decision

DECISION

The minutes from the previous meeting were approved subject to the following amendments:

- An update to item 15572 and the status of the text concerning the provision of 20 members being able to call a meeting of the Academic Assembly in the updated Statutes.
- Paul Shepherd was present in person at the meeting, and this will be updated on the attendance list.

15597.0 Actions and Matters Arising - S24/25 - 79

Purpose - For Noting

The following action updates were received:

15572.0 Governance - Statutes and Ordinances

This action was complete. Statutes and Ordinances went to Council on 1 May 2025. Statutes have been sent to Privy Council for approval and it was agreed that this would proceed despite the anomaly found in the meeting with UCU.

15518.0 Research Institute Reporting

To report back on the reporting process used for the Institute of Coding

Response: The governance of the Institute of Coding was established by Professor Bernie Morley when he was the Deputy Vice-Chancellor.

For Skills Bootcamps, the IOC established a formal reporting link into EQSC. The IOC agreed with EQSC that we would stop sending them reports in October 2024, the date that our final Skills Bootcamp submission was made to DfE.

The two remaining reporting lines were now 1. through quarterly Governance Board reports (a system that was established when Bernie was loC Chair and with the external Co-Chair Jacqueline de-Rojas) and 2. to Martin Williams, who sits on the loC Finance Committee.

The loC is still active but not delivering or, therefore, reporting on Skills Bootcamps.

The current funding for the loC from Nominet will cease later this year and we are likely to pause activity (but not formally disestablish the Institute as the brand has good traction).

This action was now complete.

15598.0 Institutional update - S24/25 - 80

Purpose - For Noting

REPORTED

The Vice-Chancellor highlighted the following in giving the Institutional Update:

- Bath pay and people matters:
 - The last negotiating meeting of the 2025/26 JNCHES pay round has ended with the management offer of 1.4% on all spine points.
 - The people impact of financial difficulties still dominated the sector, with (it is alleged) more than 100 HEIs now announcing redundancies. Bath continued with tight budgeting and cost reduction work and were considering whether to enhance the existing voluntary severance scheme to facilitate those efforts as part of our programme of financial management.
- Recruitment and admissions: applications continued to be received at both UG and PGT level, although over-subscribed UG courses were now closed for Home applicants.
- Community and Inclusion: Revd Nigel Rawlinson announced he will be leaving the University in July to take up a new position as Rector in Freshford.

DISCUSSED

A query had been raised regarding point 18 of the update 'Applications from the following overseas markets' The correct percentages in point 18 had been supplied ahead of the meeting.

Point 5 regarding sector financial difficulties would be updated to read 'voluntary severance' instead of 'voluntary exit'.

The outgoing University Chaplain, Nigel Rawlinson, had transformed the chaplaincy into a central support service for staff and students of all and no faiths. Senate members noted and applauded Nigel's achievements during his tenure at the University of Bath.

Page 3 of student recruitment data did not include online provision but in future it would be useful to have a similar analysis of online provision included with the PGT analysis to ensure Senate had a full view.

A public announcement had been made on the appointment of the new Chair of Council,

Sharon Flood, who would take up the role on the 1 November 2025 for an initial term of three years.

Action by Ruth Robins

Thank Nigel Rawlinson on behalf of Senate for his extensive and much-appreciated contributions to the University community.

Action Status - Done | Action Completed Date - 16 Jul 2025 | Assigned to - Ian Blenkharn

15599.0 Foundation Partner Procurement - S24/25 - 81

Purpose - For Discussion

REPORTED

Senate received a presentation from the University Secretary and Registrar on the proposal for a Foundation Partner to support international student recruitment. This included an overview of the procurement process and timeline.

The Foundation Partner would likely operate under a different model to that used with Bath College, with students recruited likely to be students of the University of Bath.

Consultation with Senate would continue as the proposal progressed.

DISCUSSION

Senate welcomed the proposal and raised the following comments:

The timeline was ambitious, and concerns were raised as to whether this could allow for high quality outcomes, given the risks involved in entrusting the University brand to a third party. It was confirmed there would be a year of work prior to any appointment with lots of conversations with potential partners. For the 2026 Academic Year, numbers would be managed very carefully.

The decision to focus on face-to-face courses rather than online was taken in order to create a sense of belonging and to encourage students to continue their studies at Bath.

15600.0 Undergraduate Degree Outcomes Report 2023/24: Access and Participation Plan Gaps and International Students - S24/25 - 82 AND Degree Outcomes Statement 2025 - S24/25 - 82A

Purpose - For Decision

REPORTED

The Pro-Vice-Chancellor (Education) presented the 2023/24 Degree Outcomes Report which included looking at the gaps for Widening Participation and International Students. The report included recommendations on how the University could implement changes to improve the

attainment gaps for these groups. The Pro-Vice-Chancellor (Education) also presented the 2025 Degree Outcomes Statement for recommendation to Council.

DISCUSSED

It was noted that if the University was successful in recruiting a foundation partner this could help in relation to the University's access targets in the APP.

It was queried where the focus of intervention for students was needed. In KS2 and KS3 this intervention was mostly focused at the move from D to C grades. It was noted that any intervention would focus less on the degree classifications but the specific grades attained as there were more complexities behind awarding degrees.

During the COVID 19 pandemic there had been an impact on the attainment gap for students. It was queried whether there was capacity to look into how social capital impacts on student's degree outcomes. This would depend on staff capacity however it was noted that there were problems at the University in relation to initial access for WP students and there may be more which can be done in relation to the initial induction of students.

It was noted that the report had referenced work taking place subject to staff capacity and queried if this work should be prioritised. There was a significant breadth of work taking place within the Academic Registry, including the continued roll out of CT and submissions for the TEF which meant that there wasn't as much capacity as may be required to complete this work as quickly as desired. The work would be done as efficiently as possible while recognising the staffing constraints that exist, and conversations had been had with academic colleagues in Mathematical Sciences and the School of Management to help assist with the data analysis. The team were committed to completing the work as quickly as possible while being cognisant of the team's capacity.

Currently the report only looked at degree outcomes and it was queried if there was a way to look at what a student would be expected to achieve at entry and then what they actually achieved. This had been done previously but there was currently not the resource within the Access and Widening Participation team to create this analysis. As part of the data and insights project the Pro-Vice-Chancellor was hoping this would be possible again but it may take some time. Particularly with the new two grade contextual offers the University needed to be able to monitor that these were working.

It was noted that due to the lack of a common baseline it would not be possible to compare ethnic minority home students with ethnic minority international students. While for home students the data was driven by the OfS, international students self-report this data. This meant that the University could not look at intersectional characteristics for international students in the same way they could for home students. The team continued to track the attainment data but until there was a common baseline it wouldn't be beneficial to compare.

It was requested that more data was supplied to Heads of Departments so that they can use the more granular data to implement change. The sharing of this data would be done within the constraints of GDPR.

DECISION

Senate approved the recommendations outlined within the paper and agreed to recommend the 2025 Degree Outcomes Statement to Council.

Action

Look into how the social capital of students can affect their attainment.

15601.0 Postgraduate Taught Degree Outcomes Report 2023/24 - S24/25 - 83

Purpose - For Decision

REPORTED

The paper on postgraduate (PGT) taught degree outcomes was received. The data on PGT taught degree awarding between the 2019/20 to 2023/24 academic years showed that there had been small increases in average awarding rates and highlighted a continuing trend of higher average rates of distinctions. Four recommendations were proposed in response to the data collected, of which the first recommendation sought feedback from Senate on whether setting internal benchmarks for PGT degree outcomes would be appropriate. It was highlighted that there were no existing guidelines or benchmarks available at a national level for PGT degree outcomes.

DISCUSSION

Members discussed whether setting internal benchmarks for PGT degree outcomes would be helpful. It was noted that while introducing benchmarks within subject areas could be useful, setting benchmarks at a larger scale might be less appropriate due to variable factors, such as the diversity of student intake. Research could be carried out into whether other universities set internal benchmarks. It was recommended that historical data could be assessed to determine whether there were any causes for concern that might prompt further action to be taken.

DECISION

Senate approved the recommendations proposed in the Postgraduate Taught Degree Outcomes 2023/24 report.

Senate agreed that a more detailed proposal regarding introducing internal benchmarks for PGT degree outcomes would be submitted to a future meeting, once historical data had been assessed to determine if there were any causes for concern that would indicate that further action needed to be taken.

15602.0 Regulations for Students 25/26 - S24/25 - 84

Purpose - For Decision

REPORTED

The Director of Academic Registry presented the proposed amendments for Regulations 1, 2, 3, 7, 15, 16 and the Student Complaints and Student Appeals policies, and the creation of a new Regulation looking at the consideration of academic misconduct which was currently outlined in QA53, with final approval being delegated to EQSC.

DISCUSSED

Senate thanked the Director of Academic Registry for their work in this area.

There was reference in Regulation 3 that students who had an unexpected absence of more than three days would need to report this to their Head of Department. In practice this rarely happened, individual programme handbook laid out the expectations to students and this was intended not as a punitive measure but to support students if there were issues. It was queried and confirmed that if broader attendance and engagement policy for the future would be reviewed further with the University Secretary & Registrar and colleagues in Student Support & Safeguarding. The need for compassionate language within the student handbooks was noted. It was also queried if this role was feasible for Heads of Department considering their work load, it was confirmed that Head of Department was being used as a proxy term for the department and students should notify a suitable contact within the department as communicated to them.

There were concerns that having separate student and staff facing policies could result in divergence over time and Senate supported a single student friendly document for both groups.

The Regulations included an amendment to Regulations 1 and 3 to allow the Director of Academic Registry to not only withdraw students but supportively suspend them from study. The Senate queried when this power would be used. Senate currently received a regular report which included any instances of the Director of Academic Registry using delegated authority under regulations 1 and 3. The Director of Academic Registry did not anticipate using this authority often, and described some situations where the student was not actively studying but accruing fees and, in the case of international students, the University had certain reporting requirements which meant that it may be better for students to be placed under suspense than withdrawn. These decisions would be made in consultation and would follow attempts to contact students.

The Student Complaints and Appeals Policies included a new provision in relation to franchised degrees. Clarification was sought if a student at a franchise partner would be able to circumvent the partner's processes and apply directly to Bath. The Director of Academic Registry would follow up with the Student Complaints team and report back to Senate.

DECISION

Senate approved the recommended amendments to the Student Regulations and approved delegation to EQSC, the Director of Academic Registry and the University Secretary and Registrar as necessary outlined in the papers.

Action

Follow up with Student Policy and Safeguarding in relation to complaint pathways for students at franchise partners.

Action Status - Done | Action Completed Date - 11 Jul 2025 | Assigned to - Rachel Sheer

15603.0 Academic Framework - S24/25 - 85

Purpose - For Decision

REPORTED

The Academic Framework had been recommended by EQSC following extensive consultative work by the Head of Academic Quality & Standards. The Framework would present existing course and assessment design in a clearer and more joined up way, with more contextual information. The updates mainly reflected compliance needs.

A working group would be set up by EQSC to consider requirements for course intended

learning outcomes due to the complexity of the area.

DISCUSSED

Senate questioned the commitment to not permitting shared teaching between UG and PGT, suggesting that this could allow efficiencies of teaching in advanced units; although it was important to be mindful of PGT students so as not to negatively impact student experience. Some exemptions had been granted previously. There could be unintended consequences, but it was agreed that less specific wording could offer a middle ground.

The Framework laid out the maximum number of units that could be taken in a semester, so students would still have the option to balance their semesters as they preferred.

A maximum of 20% remote delivery was specified but the University did have a suite of 100% online delivery. Clearly delineation between campus and online programmes would be helpful.

The introduction of the new requirement that all Course Intended Learning Outcomes should be different could cause a clash with some accrediting bodies which specify that the courses they accredit should have the same outcomes. Although it was convenient to use the same outcomes to demonstrate like for like with the accrediting body, it did mean that there were some courses with different awards that had the same learning outcomes, which had caused confusion for some students.

Credit system use (ECTS or CATS) would be considered in the future.

The UG Framework stated that the unit mark was 40% but referenced the integrated Masters which is 50%, which may need amending.

DECISION

Senate approved the changes to Academic Frameworks for course and assessment design and course delivery.

Senate approved EQSC establishing a working group on Intended Learning Outcomes.

Senate agreed to delegate necessary changes to EQSC in the spirit of the comments made by Senate, which would be covered in the EQSC report.

Action

Consider what changes could be made to the Academic Framework to allow cross-teaching.

Action Status - Not Started | Due by - 1 Oct 2025 | Assigned to - Julian Chaudhuri

15604.0 Academic Career Progression Paper - S24/25 - 86

Purpose - For Noting

REPORTED

The Director of Human Resources attended to present an update on the work which had been undertaken to develop new Academic Career Promotion Criteria. The criteria had not been reviewed for many years and the complexity of academic roles had changed dramatically in that time. The finalised draft framework would be brought to a future meeting of Senate for approval.

DISCUSSION

It was noted that innovation needed to be considered alongside research.

It was queried what citizenship meant within the context of the criteria. This area was currently Management & Leadership within the promotion criteria. The aim of this change was to encapsulate work which took place at departmental and faculty level which was not necessarily formally recognised but were important in the running of a department.

The use of referees was looking to be focused, currently it was difficult for staff on a Teaching Only contract to find external referees.

It was queried if there would be a mechanism for a decision to be made subject to minor changes if the number of promotion rounds were to decrease.

It was noted there had been a relatively high number of chairs of ASC over the past five years which caused some concern for applicants. The new Deputy Vice-Chancellor would be shadowing the next meeting of ASC with a view to take over the Chairing for the 2025/26 Academic Year. This would hopefully mean more longevity for the role and the Deputy Vice-Chancellor had been involved in a project at their previous institution looking at promotion decision making.

Senate welcomed the broadening of the promotion criteria but they queried whether there would be equity for academics on different contracts. Consultation was underway to look at both the criteria and the algorithm to allow for flexibility. In general the criteria would be moving away from volume indicators and would instead look at the quality and impact of activity instead.

15605.0 Progression and Articulation Policy and Procedure - S24/25 - 87

Purpose - For Decision

REPORTED

Senate received a proposed new policy and procedure for the approval, monitoring and renewal of progression and articulation arrangements.

DISCUSSION

Clarification was given to the difference between progression and articulation.

A **progression arrangement** was a recruitment and admissions arrangement whereby students who had successfully completed a programme of study at an international higher education institution could be admitted at entry level to a University of Bath course, provided they met standard academic, English language and visa requirements.

An **articulation arrangement** was a recruitment and admissions arrangement whereby students who had successfully completed an agreed programme or stage of a programme of study, at an international higher education institution could be admitted to a University of Bath course, either with advanced standing, or with guaranteed entry or both, provided they met standard English language and visa requirements.

Senate members expressed that it would be useful to see a record, for noting, of how many students joined the University via this route, in future.

DECISION

Senate approved the proposed new policy and procedure for the approval, monitoring and renewal of progression and articulation arrangements.

15606.0 Inclusive Teaching and Assessment: Framework and Policy - S24/25 - 88

Purpose - For Decision

REPORTED

Senate received a request to approve a proposed framework for anticipatory adjustments in teaching and assessment; and the initiation of policy development work to support implementation of the framework. This was to support the Inclusive Education Steering Group's primary focus on reducing institutional risk relating to duties under the Equality Act 2010 to students with a disability, long-term health condition or Specific Learning Difficulty.

DISCUSSION

Senate welcomed this positive and proactive piece of work. It was noted that the challenge would lie in implementation of the framework and how it was communicated across the University. The approach to this was multi-pronged, providing staff with resources and templates where possible.

Improving access with live streaming of lectures was a useful provision for students with mobility and chronic health conditions. However, it was queried whether this could put international students at risk of breaching their visa conditions if it reduced face to face contact. The team were mindful of this and assured Senate all legal implications would be part of the subsequent policy work.

Colleagues from the Library confirmed that they would like to be involved in the next stages of this project.

DECISION

Senate approved:

(1) a proposed framework for anticipatory adjustments in teaching and assessment; and (2) policy development work to support implementation of the framework.

15607.0 Updated Principles of Responsible Research Assessment - S24/25 - 89

Purpose - For Decision

REPORTED

Senate received a paper on the updated Principles of Responsible Research Assessment. It was explained that the review had been carried out as part of the wider ongoing work on research culture. The Principles had last been updated in 2017 and were now out of step with sector norms.

The updates would help the University to align with DORA, which it had recently signed up to, and to demonstrate that it had a robust research culture, which would be an important facet of the People, Culture and Environment assessment in REF 2029. Numerous consultations on the updates had taken place and changes had been made in response to feedback received.

DISCUSSION

Senate discussed the update made to the Principles that outlined cases in which journal-based metrics would not be used. It was explained that a more holistic method for assessing the quality of research outputs should be adopted instead.

Members recommended that prioritising the communication and training given to departmental promotion panels would be important for embedding the changes proposed.

DECISION

Senate approved the updated Principles of Responsible Research Assessment.

15608.0 Annual Statement on Research Integrity - S24/25 - 90

Purpose - For Decision

REPORTED

The draft Annual Statement of Research Integrity was received. It was explained that once approved, the statement would be published publicly and submitted to the Research Integrity Secretariat at UUK in order to ensure compliance with the Concordat to Support Research Integrity.

DECISION

Senate agreed to recommend the draft Annual Statement on Research Integrity to Council for approval.

15609.0 Annual Review of Research Institutes 2023-24 - S24/25 - 91

Purpose - For Noting

REPORTED

The paper on the annual review of Research Institutes for 2023/24 was received. It was explained that the review had followed a new process this year, through which a working group of RKEC had met with the leadership teams of each Institute to carry out a deep dive on topics such as research quality and outputs, income, strategy and internationalization.

The Working Group had drawn up a list of recommendations for each Institute in response to the reviews. Several common recommendations had been identified across the Institutes relating to the need to develop an overarching strategy and an internationalization strategy. These actions would be discussed further within the Research Institutes Steering Group.

DISCUSSION

It was suggested that the summary reports and recommendations drawn up for future iterations of the Research Institute annual review process could be balanced with more positivity.

Members noted that several of the meeting summary reports indicated that more oversight of the Institutes was needed, and it was asked if this related to a need for more resource or operational change. The Working Group had agreed that the Institute side of IAAPS could benefit from more resource and this was being looked into as part of the planning round. Other Institutes would be supported to improve their internal structures by broadening out their leadership and encouraging more participation from members.

Senate noted that the new Research Institute review process represented a positive change as it was more thorough than previously and provided a more comprehensive overview of the Institutes' performances.

15610.0 OfS Condition E6 - S24/25 - 92

Purpose - For Noting

REPORTED

The Director of Human Resources attended to present an update on the changes the University would be implementing to be compliant with the OfS Condition for Registration E6.

DISCUSSED

It was noted that the policy did not place a complete ban on relationships between staff and students but relationships would not be allowed where the member of staff had the ability to have power over the student, for example as a PhD supervisor. There would also be a maintained register of pre-existing relationships monitored by Human Resources.

15611.0 Course Approvals - S24/25 - 93

Purpose - For Decision

DECISION

Senate noted the summary report of the meeting of CPAC held 7 May 2025, and approved the following new courses:

BSc Finance and BSc Finance with work placement, for 2026/27 start

New course variant:- MSc Financial Mathematics with Data Science with Professional Placement, for 2026/27 start

New course variant:- MSc Marketing and MSc Finance, for January 2026 start.

15612.0 Academic Year Chart 2026/27 - S24/25 - 94

Purpose - For Decision

DECISION

Senate approved the academic year chart for 26/27

Senate provisionally approved the academic year chart for the School of Management proposed January 2026 intake

15613.0 EDI Acronym Guidance - S24/25 - 95

Purpose - For Noting

REPORTED

Senate noted [without discussion] the EDI acronym guidance

15614.0 Academic Dress

REPORTED

Senate noted [without discussion] that no changes to Academic Dress have been made in the 2024/25 Academic Year

15615.0 Report from Council - S24/25 - 96

Purpose - For Noting

REPORTED

Senate noted [without discussion] the report from the meeting of Council held on 1 May 2025

15616.0 Awards and Prizes - S24/25 - 97 A-C

Purpose - For Noting

REPORTED

Senate noted [without discussion] the Teaching Awards, Chancellor's Prize, and Blues Awards made in 2024/25

15617.0 Boards of Studies - S24/25

Purpose - For Noting

REPORTED

Senate noted [without discussion] the minutes of the Boards of Studies, which along with sub-committee minutes can be found in the resources section of DT.

Full minutes from Senate Sub-Committee meetings can be found in the Decision Time Resources Section

Purpose - For Information

15618.0 EDIC - S24/25 - 98

Purpose - For Noting

REPORTED

Senate noted [without discussion] the summary report from the meeting of EDIC held on 10 April 2025

15619.0 APC - S24/25 - 99

REPORTED

Senate noted [without discussion] the summary report from the meeting of APC held on 20 May 2025

15620.0 RKEC - S24/25 - 100

Purpose - For Noting

REPORTED

Senate noted [without discussion] the summary report from the meeting of EDIC held on 6 May 2025

15621.0 AEIC - S24/25 - 101

Purpose - For Noting

REPORTED

Senate noted [without discussion] the summary report from the meeting of EDIC held on 20 May 2025

15622.0 EQSC - S24/25 - 102

Purpose - For Noting

REPORTED

Senate noted [without discussion] the summary report from the meeting of EDIC held on 14 May 2025

15623.0 Calendar of Meetings - 2025/26 - S24/25 - 103 A and B

REPORTED

Senate noted [without discussion] the confirmed calendar of meetings for 2025/26 - requests for date changes were received after the calendar was uploaded, and will be reflected in the published version.

15630.0 Any Other Business

Purpose - For Noting

A Senate member raised the following issue:

'Rethinking the eco-system of HR processes, procedures, and systems to the purpose of maintaining the outward digital presence of historical (and posthumous) research of staff members, preserve and capitalise value for REF.'

The Vice Chancellor confirmed this would be followed up with HR.

Senate thanked the following outgoing members for their valuable contributions to the committee during their term:

- Fiona Gilison
- Andrew Heath
- Dai Moon
- Edmund Thompson
- Jennifer Thompson
- Jiji Alamo
- Amber Snary
- Zuber Lakhani
- Huw Ford

Attendees

Members Attended

Phil Taylor (Chair)
Jimena Alamo
Katie Anderton
Laura Andrews
Manuel Barcia
Helena Barrell
Steve Brammer
Teslim Bukoye
Zoe Burke
Julian Chaudhuri
Duncan Craig
Adrian Evans
Sabina Gheduzzi
Fiona Gillison
Nathalia Gjersoe
Sarah Hainsworth
Sophia Hatzisavvidou
Alan Hayes
Andrew Heath
Lauren Howells
Jo Hyde
Tim Ibell
Nigel Johnston
Sam Kilgour
Zuber Lakhani
Peter Lambert
Calum Mercer
Sandhya Moise
Marcus Munafo
Fei Qin
Ben Ralph
Ruth Robins
Kate Robinson
Paul Shepherd
Amber Snary
Cassie Stokes
Deborah Wilson

Jun Zang

In Attendance

Ian Blenkarn

Marion Harney

Rachel Sheer

Calum Mercer (Council attendee)

Chris Bonfield

Partial Attendance

Richard Brooks (Item 15604)

Did Not Attend

James Davenport

Huw Ford

Momna Hejmadi

Frances Laughton

Michael Lewis

David Moon

Lucy Noble

Benjamin Orford Thompson

Helen Slater

Edmund Thompson

Jennifer Thomson

Secretariat

Katie Anderton

Laura Andrews

Helena Barrell

Lauren Howells

Ruth Robins