

**Non-Confidential Minutes of Senate Meeting 06/2020**  
**3 December at 9.00 am**  
**On the MacKillop Camus (North Sydney)**

*The Meeting of Senate on Thursday, 3 December was preceded by a Farewell Mass and Dinner in honour of retiring Vice-Chancellor and President, Professor Greg Craven AO, GCSG.*

**Senators at meeting**

- Mr Julien O'Connell AO, Pro-Chancellor, Acting Chancellor and Chair
- Professor Greg Craven AO GCSG, Vice-Chancellor and President
- Most Reverend Anthony Fisher OP
- The Hon. James Douglas
- Mr Ross Fox
- Associate Professor Elspeth Froude
- Mr Gerard Goodwin-Moore
- Ms Chanchal (Preet) Kaur
- Mr Tim Kirk
- Professor Tim McKenry
- Mr Karl Morris AO\*
- Dr Judith Norris
- The Hon. Barbara Perry
- Ms Bernadette Steele

**Apologies**

- Mr Stephen Elder OAM KSS
- Dr Doseena Fergie OAM
- Ms Annette Schmiede

**Attendees at meeting**

- Dr Stephen Weller, Secretary and Chief Operating Officer
- Dr Diane Barker, Director of Governance
- Professor Zlatko Skrbis, Deputy Vice-Chancellor and Interim Provost
- Scott Jenkins, Chief Financial Officer (for Item 7.2)
- Michael Christodoulou, Senior Project Manager, Higher Education Standards and Compliance (for Item 10.2)
- Simone Chetcuti, Director, Office of Vice-Chancellor and President
- Hugh McCuaig, Governance Officer

\* teleconference

## **Part A – Procedural**

### **1 Welcome and Apologies**

#### **1.1 Final Meeting for Vice-Chancellor**

The Acting Chancellor and Senators acknowledged the retirement of, and last meeting for, Vice-Chancellor & President, Professor Greg Craven AO, GCSG.

Refer Chancellor's Report.

#### **1.2 Final Meeting for Student Senator**

The Acting Chancellor and Senators acknowledged the final meeting for Student Member of Senate, Chanchal (Preet) Kaur and thanked her for the contributions made as a Senator. The Acting Chancellor presented Ms Kaur with a gift of thanks from the Senate.

#### **1.3 Retirement of Dr Doseena Fergie**

The Acting Chancellor, Vice-Chancellor and Senators also acknowledged the retirement of Dr Doseena Fergie OAM and her contributions to the University and the Senate.

#### **1.4 Welcome to Meeting for Vice-Chancellor Designate**

The Acting Chancellor welcomed Vice-Chancellor & President designate, Professor Zlatko Skrbis to the meeting.

### **2 Acknowledgement of Country and Opening Prayer**

The Acknowledgement of Country was given by Associate Professor Elspeth Froude.

The Opening Prayer was led by Most Reverend Fisher.

### **3 Minutes**

#### **3.1 Minutes of Meeting held on 15 October 2020**

Resolution S 2020/122

Senate confirmed the Minutes of Meeting 05/2020 (15 October) of Senate as a true and accurate record.

#### **3.2 Minute of Item considered out of session (Appointment of Provost)**

Resolution S 2020/123

Senate confirmed the Minute of Out of Session Item (Appointment of Provost, Resolution S 2020/020) as a true and accurate record.

### **4 Business arising**

#### **4.1 Rome Campus (finances)**

Senate noted: Item 8.3 from Meeting 05/2020 (15 October) (refer Item 7.6 of the current agenda).

#### **4.2 Policy Review (Naming of Buildings)**

Senate noted: Item 15.1 from Meeting 05/2020 (15 October) (refer Item 10.5 of the current agenda).

**5 Register of Interests**

There were no declarations against specific agenda items.

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## Part B – For Discussion (Governance and Strategy)

### 6 Acting Chancellor's Report

The Acting Chancellor spoke to his report.

#### *Retirement of Professor Craven AO, GCSG*

The Acting Chancellor stated that, under Professor Craven's leadership during the 13 years since he had been appointed as Vice-Chancellor, the University had expanded significantly and been lifted in its achievements and national recognition in learning, teaching, research and community engagement and ACU now had a campus in Rome in Italy and a campus to open in 2021 in Blacktown in Greater Western Sydney. The University is now ranked in the top two per cent of universities worldwide and is one of the top ten Catholic universities globally. The Acting Chancellor stated that these achievements had been led by Professor Craven across the university and the community during this important period of development for ACU.

The Acting Chancellor thanked the Vice-Chancellor for his unique engagement with the Church, politicians and the sector during his 13 year period as Vice-Chancellor and acknowledged the benefits which had ensued for the University from this engagement. In regard specifically to the Senate, the Acting Chancellor acknowledged Professor Craven's consistent optimism during Senate meetings that the University is able to attain its highest virtues and aspirations. Senate acknowledged the Vice-Chancellor's consistent mastery of detail across the broad span of areas of responsibility as Vice-Chancellor as demonstrated at Senate meetings. The Vice-Chancellor designate, Professor Skrbis, thanked Professor Craven for the leadership and guidance which he had provided since he had joined the University as Deputy Vice-Chancellor (Education) in November 2018 and more recently since his appointment as the succeeding Vice-Chancellor.

The Vice-Chancellor thanked the Acting Chancellor and Senators for the acknowledgement and stated that he was proud of what the Senate and University had achieved during his tenure as Vice-Chancellor.

#### *Appointment of Chancellor*

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#### *University Chancellors Council*

The Acting Chancellor updated Senators on the proceedings of the meeting of the UCC (University Chancellors Committee) held in November.

#### *Events since the last meeting*

The Acting Chancellor provided a summary of the events and meetings in which he had participated since the October meeting of Senate.

Resolution S 2020/124

Senate noted the Report from the Acting Chancellor.

## 7 Vice-Chancellor and President's Report

*For noting and approval*

### 7.1 Report from Vice-Chancellor and President

The Vice-Chancellor spoke to the report, which included:

- ♦ ARC Discovery Grant winners;
- ♦ Research Strategy for Blacktown Campus;
- ♦ ACU chosen to join new international Catholic University collaboration;
- ♦ Significant Appointments (September to November 2020);
- ♦ Report on Vice-Chancellor meetings and events with various stakeholders;
- ♦ ACU Media Reports;
- ♦ Stakeholder Engaged Scholarship Unit (SESU);
- ♦ Government, Policy and Strategy report;
- ♦ Gender Equality Initiatives Report, Quarter 3, 2020;
- ♦ Report from Chief Operating Officer;
- ♦ Report from Provost, incorporating Education and Innovation;
- ♦ Report from Deputy Vice-Chancellor (Research).

Resolution S 2020/125

Senate received the Report from the Vice-Chancellor and President.

### 7.2 COVID-19 Recovery Management Plan [Consultation Report and Budget (2021)]

The Chief Financial Officer, Mr Scott Jenkins, joined the meeting for this item.

Senate received and noted the following documents:

- i. COVID-19 Recovery Management Plan [Consultation Report and Budget (2021)] (Incorporates Budget Planning for 2022);
- ii. Presentation from Chief Financial Officer;
- iii. Consultation Report;
- iv. NTEU submission.

The Vice-Chancellor spoke to the COVID-19 Recovery Management Plan [Consultation Report and Budget (2021)].

The Vice-Chancellor restated that international students make up 13% of enrolments at ACU which is low in comparison to other universities. However, the impact of the border closures on international enrolments (and associated services) has had a material impact on the university's revenue. The Vice-Chancellor stated that enrolments for international students are expected to decline by 10.6% between 2020 and 2021, the financial impact of which is projected to flow into 2021 and 2022 (\$126m total reduction in revenue during the two year period against the growth plan).

Senate acknowledged that, though there is the potential for increased domestic students and for the *Job Ready Graduate* and Budget Research reforms to provide additional funding from the Commonwealth, it was prudent for the projected accumulated revenue shortfall to be addressed by reducing the surplus (as required for reinvestment) to no lower than 2% of revenue<sup>1</sup>, reducing salary costs (\$42m over 2021/22) and reducing capital/non-salary savings (\$31m over 2021/22). In regard to the revised covenant of *surplus as a percentage of revenue* in the 2021 Budget, Senate acknowledged the endeavor to balance employment preservation with the maintenance of the University's credit rating, minimization of the costs of acquiring capital and the minimization of cash reliance. Relatedly, Senate noted that universities do not qualify for the Federal Government's

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<sup>1</sup> Official Senate approved covenant setting is 6%;

JobKeeper wage subsidy initiative for employees to limit the economic impact of COVID-19.

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Senate acknowledged the strategic importance to ACU of preserving its research performance and output and building on a culture of research engagement for academic staff in the Institutes and Faculties.

Senate noted the full detail of Borrowings and Cash, the Capital Infrastructure Plan and the Sustainability Bond as detailed in the budget proposal.

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The Vice-Chancellor provided a summary of the outcomes of the three staff consultation sessions which had been conducted by Dr Weller involving 1,252 participating staff and generating 527 comments and questions, a summary of which was contained in the identified themes in the Consultation Report.

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Senate acknowledged the need to establish and approve the budget for 2021 to support operations for the university within revenue estimates.

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As communicated to staff, the university would continue to undertake monthly reviews of the budget in accordance with the normal process of review which may result in an adjustment of forecast and in addition undertake reviews of student to staff ratios by discipline incorporating modes of learning (face to face versus online). Senate noted that the university would submit details of its finances to the Expert Assessment Panel should there be a decision to consider an Enterprise Agreement Variation.

Senate acknowledged Dr Weller for the comprehensiveness and reach of the online sessions held with staff and the dynamic way in which they had been conducted in terms of the communication of the emerging themes to participants of the consultation sessions and the use of the online platform.

Resolution S 2020/126

That Senate:

- i. Received and noted the COVID-19 Recovery Management Plan [Consultation Report and Budget (2021)];
- ii. Approved the Budget for 2021, as detailed in Document 7.2 (includes Budget Planning for 2022), with the proviso that the Vice-Chancellor and President can vary any allocation contained within the Budget, whilst maintaining the 2021 Budget surplus.

It was agreed that monthly forecasts should be loaded into the meeting software as soon as produced for the review of Senators.

### **7.3 Confidential Item**

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### **7.4 Confidential Item**

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## **7.5 Summary of Achievement (2020)**

The Vice-Chancellor spoke to the document *Summary of Achievements (2020)*. Senate congratulated the Vice-Chancellor on the achievements contained in the report against the Strategic Plan.

Resolution S 2020/129

Senate noted the Report on the Vice-Chancellor's Summary of Achievement (2020).

## **7.6 Rome Campus**

The Vice-Chancellor spoke to the various reports in regard to the Rome Campus (Steering Committee; Strategic Plan and Financial Report).

Resolution S 2020/130

Senate noted the:

- i. Report from the Rome Steering Committee;
- ii. Rome Strategy 2020-2023;
- iii. Rome Financial Report.

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## **7.7 Vice-Chancellor's Reflections: identification of Catholic Programs Initiatives and areas for attention**

The Vice-Chancellor spoke to the Confidential paper which the Vice-Chancellor had prepared for Senate, *Vice-Chancellor's reflection: identification of Catholic programs initiatives and areas for attention*. The Acting Chancellor and Senate thanked the Vice-Chancellor for preparing this important paper. It was agreed that the paper should, with the permission of the Vice-Chancellor, be referred to Members of Corporation for their information and reference and the Acting Chancellor undertook to do so under his name.

Resolution S 2020/151

Senate noted the paper *Vice-Chancellor's reflection: identification of Catholic programs initiatives and areas for attention*, as detailed in Document 7.7, and agreed that it be referred to Corporation for information and reference.

## **8 Melbourne Campus Development**

Dr Weller spoke to the Melbourne Campus Development Report.

Resolution S 2020/131

Senate noted the Melbourne Campus Development Progress Report.

## **9 Blacktown Campus Development**

Dr Weller spoke to the Blacktown Campus Development Report.

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Resolution S 2020/132

Senate noted the Blacktown Campus Development Progress Report.

## 10 Governance

### 10.1 Confidential Item

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### 10.2 External Governance Review

Senior Project Manager, Higher Education Standards and Compliance, Mr Michael Christodoulou, joined the meeting for this item.

Dr Weller spoke to the draft Commendations and Recommendations of the External Governance Review and the expected timeline including progression to the Senate Standing Committee and Senate meetings in 2021.

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Resolution S 2020/134

Senate noted:

- i. the draft Commendations and Recommendations of the External Governance Review by Emeritus Professor John Niland AC; and
- ii. the expected timeline for the delivery of the Review Report.

### 10.3 Strategic Plan Performance Report (3<sup>rd</sup> Quarter)

Dr Weller spoke to the Strategic Plan Performance Report (3<sup>rd</sup> Quarter).

Text removed

Resolution S 2020/135

Senate noted the Performance Report against the Strategic Plan 2020-2023 for the 3<sup>rd</sup> Quarter 2020.

### 10.4 Appointment to fill a casual vacancy on the Senate

Dr Weller spoke the recommendation to fill the casual vacancy resulting from the retirement of Dr Doseena Fergie as an elected member of academic staff on the Senate. Accordingly, the recommendation is to appoint the next placed eligible candidate in the election conducted this year for the period to 30 April 2023 in accordance with the relevant provisions of the Constitution and Statute 2 (Governing Bodies).

Resolution S 2020/136

Senate:

- i. noted resignation of Dr Doseena Fergie from the Senate pursuant to clause 13.11 of the Constitution effective from 9 November 2020;
- ii. noted, pursuant to clause 13.12(c) of the Constitution, Dr Fergie's resignation created a casual vacancy under the category of membership defined in clause 13.2(h) of the Constitution ('academic staff Senator');
- iii. pursuant to clauses 13.2(h), 13.12(c) and 13.13 of the Constitution and Statute 2.1.3, approved the appointment of Dr Josephine Ryan to the Senate as an academic staff Senator and casual appointee commencing on 1 January 2021 and concluding on 30 April 2023.

### 10.5 Policy for the Naming of Buildings, Facilities and Spaces

Dr Weller spoke to the recommendation for the approval of a new policy *Policy for the Naming of Buildings, Facilities and Spaces* which integrates and revises the existing *Naming of Building, Facilities & Spaces*; and *Honoring Donors and Benefactors through Naming* – policies.

Resolution S 2020/137

Senate approved the Policy for the Naming of Buildings, Facilities and Spaces, subject to the following amendments: text removed



## **10.6 Work Health and Safety Report, 3<sup>rd</sup> Quarter 2020**

Dr Weller spoke to the Work Health and Safety Report for the 3<sup>rd</sup> Quarter 2020.

Resolution S 2020/138

Senate noted the Work Health and Safety Report, 3<sup>rd</sup> Quarter 2020.

## **10.7 Contract Execution Register**

Dr Weller spoke to the Contract Execution Register for the period 29 September 2020 to 18 November 2020.

Resolution S 2020/139

Senate noted the Contract Execution Register for contracts executed pursuant to section 127(1) of the Corporations Act for the period 29 September 2020 to 18 November 2020.

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## **10.8 Chapter Reports**

### **10.8.1 New South Wales**

No report for this meeting.

### **10.8.2 Victoria**

No report for this meeting.

Mr McCuaig undertook to post the report from the 17 November meeting to the meeting platform (Diligent).

### **10.8.3 Queensland**

Mr Douglas spoke to the Report from 20 October 2020 Meeting of the Queensland Chapter.

### **10.8.4 ACT**

Mr Kirk spoke to the Report from 22 October 2020 Meeting of the ACT Chapter.

Resolution S 2020/140

Senate noted the Reports from the Queensland (meeting of 20 October 2020) and ACT (meeting of 22 October 2020) Chapters.

## Part C – For Discussion (Reporting Committees)

### 11 Academic Board

Professor McKenry spoke to the Academic Board Report from its meeting of 25 November 2020.

Resolution S 2020/141

Senate received the report from the Chair of the Academic Board from its Meeting of 25 November 2020.

#### 11.1 Graduate Attributes

Professor Skrbis spoke to the paper *Revising the Graduate Attributes: Report to the Academic Board*. Senate discussed the paper in consideration of graduate attributes related to issues in faith, Catholic Social Teaching, global and local justice, sustainability and Indigenous cultural understanding and reconciliation (as referred to in section 8.1 Scope of Change).

Moreover, Senate discussed the means for appropriately developing these themes into the curriculum and learning outcomes within the disciplines of the University with a view to producing graduates who possess the attributes expected of students who have undertaken their studies from a contemporary Catholic university – as referred to in the Strategic Plan. Senate discussed developments in the Core Curriculum and the intention that revised learning outcomes (stemming from the Graduate Attributes) will integrate with and provide a framework which helps to guide curriculum development. Senate noted that the Learning and Teaching Centre is developing an implementation plan which will be communicated to the University community in 2021.

Resolution S 2020/142

Senate approved the revised Graduate Attributes, as endorsed by Academic Board on 25 November 2020 (Resolution AB 2020/258).

#### 11.2 Master of Spiritual Direction

Resolution S 2020/143

Senate approved the new course proposal between ACU Faculty of Theology and Philosophy and the Jesuit College of Spirituality (JCS) for the Master of Spiritual Direction to be offered at the JCS Campus Parkville (Melbourne), for implementation from Semester 1, 2021.

#### 11.3 Graduate Diploma in Spiritual Direction (exit point)

Resolution S 2020/144

Senate approved the new course proposal between ACU Faculty of Theology and Philosophy and the Jesuit College of Spirituality (JCS) for the Graduate Diploma in Spiritual Direction to be offered at the JCS Campus Parkville (Melbourne), for implementation from Semester 1, 2021.

#### 11.4 Graduate Diploma in Supervision

Resolution S 2020/145

Senate approved the new course proposal between ACU Faculty of Theology and Philosophy and the Jesuit College of Spirituality for the Graduate Diploma in Supervision to be offered at the JCS Campus Parkville (Melbourne), for implementation from Semester 1, 2021.

## **12 Sub-Committees of Senate**

### **12.1 Finance and Resources Committee**

The Acting Chancellor spoke to the Report from the Finance and Resources Committee from its meeting of 16 November 2020.

Resolution S 2020/146

Senate noted the Report from the Finance and Resources Committee from its Meeting of 16 November 2020 including the October 2020 Forecast.

### **12.2 Audit and Risk Committee**

Dr Weller spoke to the Report from the Audit and Risk Committee from its meeting of 22 October 2020.

Resolution S 2020/147

Senate noted the Report from the Audit and Risk Committee from its Meeting of 22 October 2020.

### **12.3 Senate Standing Committee**

The Acting Chancellor spoke to the Report from the Senate Standing Committee from its meeting of 12 November 2020.

Resolution S 2020/148

Senate received the Report from the Senate Standing Committee from its Meeting of 12 November 2020.

#### **12.3.1 Delegations of Authority Policy and Register**

Resolution S 2020/149

Senate:

- i. approved the proposed amendments to the Delegations of Authority Policy and Register; and
- ii. noted that the date of cessation of the operation of Schedule 1—Extraordinary Delegations in relation to the COVID-19 Critical Incident was 6 May 2020.

Text removed

#### **12.3.2 Protected Disclosures Policy and Procedure**

Resolution S 2020/150

Senate:

- i. noted the update to the whistleblower training program to be delivered by KPMG to Senate in 2021; and
- ii. approved amendments to the Protected Disclosures Policy and Protected Disclosures Procedure.

### **12.4 Honorary Awards Committee**

No report for this meeting

## **Part D – For Noting**

### **13 General Business**

#### **13.1 Confidential Item**

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### **14 Next Meeting**

Senators noted that the next meeting of Senate is scheduled for Thursday, 11 February 2021 at the MacKillop Campus in North Sydney. This meeting is preceded by the State of Play Address given by Professor Skrbis, Mass and Dinner (Wednesday evening, 10 February 2021).

### **15 Closing Prayer**

Senators recited the Closing Prayer.