



SENATE MINUTES

The 286th meeting of Senate held on Wednesday 12 November 2025
at 13:00-16:00 in The Terrace, Bramber House

<p>Members present (in person): Professor Sasha Roseneil, Professor Michael Luck, Professor Kate O’Riordan, Professor Maria Fasli, Professor David Ruebain, Professor Robin Banerjee, Professor Ingrid Woolard, Professor Cornel Sandvoss, Professor Rosie Cox, Professor Luc Moreau, Jane Harvell, Matt Scott, Professor Jeremy Niven, Dr. Claire Potter, Jayne Aldridge, Esther Adeyemo, Lyds Knowles, Dr. Alessandro Bianchi, Dr. Lily Asquith, Professor Andy Philippides, Dr. Kathryn Lester, Professor Kristine Langhoff, Paul Eden, Dr. Birgul Kutan, Dr. Kamran Matin, Professor Paul Nightingale, Professor Sambit Bhattacharyya, Mark Fisher, Professor Sara Crangle, Dr. Daniel Molto, Benoit Guilbaud, Dr. Gerhard Wolf, Professor Pollyanna Ruiz, Kit Eves, Helen Bastera, Maani Safdarzadeh Haghighi</p> <p>In attendance: Amy Rogerson (Secretary), Jim Andrews, Dr. Peter West-Oram</p> <p>By invitation: Bethany Logan (item 19)</p>	
No.	Item
1	Welcome and Housekeeping
1.1	The Chair welcomed Jim Andrews, Chief Operating Officer and University Secretary, and Professor Maria Fasli, Pro Vice-Chancellor (Research and Innovation), to their first meeting of Senate.
1.2	The Chair also welcomed the newly appointed staff; Paul Eden, Dr. Daniel Molto, Dr. Birgul Kutan, Dr. Kamran Matin, Helen Bastera, and student representatives; Lola Moore, Dannielle Smith, Maani Safdarzadeh Haghighi, Tom Harwood, and Karabo Asala, together with the new Union observers; Dr. Peter Oram-West, Hannah Ward, and Max O’Donnell-Savage.
2	Apologies for absence
2.1	Apologies were noted for REDACTED: GDPR AND DATA PROTECTION
3	Minutes of the meeting of Senate on 2 July 2025
3.1	The minutes of the meeting held on 2 July 2025 were APPROVED by Senate.
4	Matters arising from the Minutes not otherwise provided for on the agenda
4.1	Senate received an update on the outstanding actions, noting that a briefing on international student language requirements will be arranged.
4.2	Actions relating to USBS have been completed.
4.3	The new PVC (Research & Innovation) has now been briefed on the outstanding item and will take

	this forward.
4.4	Work continues to resolve Regulation 15, with a solution expected shortly.
5	Chair's actions
5.1	The Chair confirmed that no actions had been taken on behalf of Senate since the last meeting.
6	Vice-Chancellor's Report
6.1	The Committee NOTED a report from the Vice-Chancellor and President .
6.2	The Vice-Chancellor and President noted an omission from the obituaries section of her report: Professor Maggie Boden, a pioneering figure in cognitive science and artificial intelligence, passed away over the summer. Professor Michael Luck attended her funeral in August on behalf of the University.
6.3	In discussion, clarification was sought on the improvement in the University's performance in the <i>Complete University Guide</i> metric relating to academic services spend. The Vice-Chancellor and President explained that this reflects optimised returns and the allocation of available resources within academic services.
7	Senate governing instruments, role descriptor and work plan
7.1	Senate APPROVED the amendments to the terms of reference and NOTED the workplan for academic year 2025-26.
8	Sussex 2035 and Success Indicators Update
8.1	Senate NOTED an update from the Vice-Chancellor and President regarding Sussex 2035 and the Success Indicators.
8.2	The Vice-Chancellor and President outlined the Success Indicators as they stand at the start of the strategy's implementation and set out the associated reporting cycle.
9	Faculty Senate Reports
9.1	The Committee NOTED the Faculty Senate Reports from the Executive Deans. The Executive Deans shared highlights from their reports with Senate and were invited specifically to share reflections on the impact of the Voluntary Leavers Scheme.
9.2	Professor Cornel Sandvoss highlighted continued work to strengthen visibility and communication of the Faculty's academic offer, supported by a detailed action plan.
9.3	Professor Rosie Cox reported positive progress on matrix working, external partnerships and programme development, as well as strong NSS performance in Social Work.
9.4	Professor Luc Moreau updated Senate regarding recovery activity, including curriculum redesign and work to develop January intakes. He reported increased from TNE activity and highlighted Faculty achievements, including recent retirements.
9.5	Professor Ingrid Woolard reported a strong start to the academic year, including successful

9.6	<p>welcome week activity and encouraging international recruitment, with promising leads from Southeast Asia and China. Although a planned TNE partnership in July did not proceed, an alternative partner has since been identified. She reported substantial collaboration activity, refreshed research mobilisation structures, and upcoming accreditation work, with European Foundation for Management Development (EFMD) reaccreditation secured and an Association to Advance Collegiate Schools of Business (AACSB) visit scheduled for September as part of the Faculty's ambition to achieve triple-crown status.</p> <p>REDACTED: COMMERCIALY SENSITIVE</p>
<p>10</p> <p>10.1</p> <p>10.2</p> <p>10.3</p> <p>10.4</p>	<p>Pro-Vice-Chancellor (Education and Students) Report</p> <p>Senate CONSIDERED the report from the Pro-Vice-Chancellor (Education and Students)</p> <p>The PVC (Education & Students) presented the termly report, noting that it will continue to be iterated each term.</p> <p>The PVC (Education & Students) advised that following appointment of the Dean of Sussex School for Progressive Futures (SSPF), three transformation leads have also been appointed. Dr Caroline Lucas has also been appointed as the first SSPF Professor-of-Practice. A key priority for the coming period will be further development of SSPF including work on electives and pathways in relation to the three Sussex 2035 transformational themes (digital and data futures; environmental sustainability; and human flourishing). It was suggested that Senate would benefit from a future presentation by the new Dean of the Sussex School for Progressive Futures, Professor Buzz Harrison to share an update on SSPF.</p> <p>ACTION: The Deputy University Secretary to arrange for Professor Buzz Harrison to attend a future meeting of Senate to provide an update on the Sussex School for Progressive Futures.</p> <p>The PVC also confirmed that as part of the Timetabling Project (TTP) principles and processes for timetabling have been approved and published.</p>
<p>11</p> <p>11.1</p> <p>11.2</p>	<p>Office for Students Compliance Report: Quality and Standards (B) – Restricted</p> <p>The PVC (Education & Students) presented the Office for Students Compliance Report on Quality and Standards (Condition B), confirming that no major risks had been identified. Senate was asked to approve that, based on the information received to date for the 2024–25 academic year, it is content to provide assurance to ARC and Council that the University remains compliant with the B conditions of registration.</p> <p>Senate APPROVED that it was content to provide assurance to ARC and Council that the University remains compliant with the B conditions of registration</p>
<p>12</p> <p>12.1</p> <p>12.2</p> <p>12.3</p>	<p>NSS Results 2025</p> <p>Senate CONSIDERED NSS 2025 results and next steps.</p> <p>Senate noted that Sussex improved across all seven themes, with particularly strong performance in Organisation and Management, which sits 4.5 percentage points above sector benchmark, and for which the University is ranked 6th nationally.</p> <p>Senate also noted that over positivity improved significantly year on year, with the University rising 18 places in the national ranking.</p>

<p>13</p> <p>13.1</p> <p>13.2</p>	<p>Precautionary Action Report – Confidential</p> <p>Senate NOTED the Precautionary Action Report</p> <p>No concerns about the appropriateness or operation of these measures were identified.</p>
<p>14</p> <p>14.1</p> <p>14.2</p> <p>14.3</p> <p>14.4</p> <p>14.5</p> <p>14.6</p>	<p>Pro-Vice-Chancellor (Research and Innovation) Report</p> <p>Senate CONSIDERED the report from the Pro-Vice Chancellor (Research and Innovation)</p> <p>Senate received an update highlighting that 11 Sussex colleagues have been selected to serve on REF panels.</p> <p>REDACTED: COMMERCIALY SENSITIVE</p> <p>REDACTED: COMMERCIALY SENSITIVE</p> <p>A coordinated and proactive approach to increasing research income remains a priority.</p> <p>Senators also asked about activity relating to the emerging national industrial strategy; the PVC confirmed that mapping work is taking place to ensure Sussex’s work is understood and so that Sussex can best progress work in relation to the industrial strategy.</p>
<p>15</p> <p>15.1</p> <p>15.2</p> <p>15.3</p> <p>15.4</p>	<p>Annual Research Integrity Statement</p> <p>Senate received the University’s Annual Research Integrity Statement for 2024–25.</p> <p>Senate noted that the Statement had been scrutinised and recommended for approval by the University Research and Innovation Committee, following endorsement by the relevant research integrity and governance subcommittees.</p> <p>No concerns were raised about the University’s processes for safeguarding research integrity.</p> <p>Senate RECOMMENDED the Annual Research Integrity Statement for approval by Council</p>
<p>16</p> <p>16.1</p> <p>16.2</p> <p>16.3</p> <p>16.4</p>	<p>Update on the REF Code of Practice</p> <p>Senate NOTED an update on the REF Code of Practice.</p> <p>Work is currently paused pending further national information, with an updated timeline expected in January.</p> <p>The Code will progress through the University’s committee structures in the usual way, with Senate expected to receive it in the spring.</p> <p>In response to questions, it was confirmed that detailed matters will be set out in the Code itself and that decisions will be taken at University level in line with REF requirements.</p>
<p>17</p> <p>17.1</p>	<p>Freedom of Speech Code of Practice</p> <p>Senate CONSIDERED the amendments to the Freedom of Speech Code of Practice.</p>

17.2	Members raised a small number of points for refinement, mainly concerning definitions, alignment with dignity and respect policies, and clarity of procedural wording.
17.3	It was noted that many of the terms reflect the Office for Students' Regulatory Advice 24 (RA24) and are aligned with that guidance.
17.4	Senate was satisfied that the remaining issues can be resolved through minor amendments, which will be addressed prior to presentation to Council.
17.5	Senate agreed to recommend the amended Code to Council for approval.
18	Regulation 2: Student Discipline
18.1	Senate CONSIDERED the proposed amendment to the Student Disciplinary Procedure (Appendix A of Regulation 2), introduced to ensure compliance with the University's new statutory duties under RA24.
18.2	Senate noted that the change is required to keep disciplinary processes lawful, proportionate and aligned with the updated freedom of speech framework.
18.3	Senate highlighted the need for clear guidance to support implementation, developed with input from the Students' Union where appropriate.
18.4	It was noted that the version uploaded to Senate contained several typographical errors, which will be corrected before the amendment is presented to Council for approval.
19	Open Research Policy
19.1	The PVC (Research & Innovation) introduced the proposed Open Research Policy, explaining that it replaces several existing Library-related policies and establishes an overarching framework setting out the University's commitment to open research and the key principles that support it.
19.2	Senate discussed the draft policy and raised several points for refinement, including the importance of using permissive rather than prescriptive language where appropriate, avoiding references to specific systems to ensure future-proofing, and clarifying how exceptions (e.g. export-controlled research, NDA-restricted outputs) should be handled.
19.3	Senators also highlighted the need for clearer definition of data retention expectations and the distinction between policy requirements and supporting guidance.
19.4	It was agreed that these points can be addressed through further drafting, with specific feedback to be shared directly with the PVC (Research & Innovation). The revised draft will be updated to reflect these points and brought back to Senate in the spring for approval.
19.5	The existing related policies will remain in place and will not be decommissioned until Senate has approved the new Open Research Policy.
20	Report from Honorary Degrees Committee – Confidential
20.1	Senate APPROVED nominations the following nominations for Honorary Awards as recommended by the Honorary Degrees Committee

	REDACTED: CONFIDENTIAL
21	Revised Terms of Reference for the University Research and Innovation Committee
21.1	Senate received the updated URIC Terms of Reference, which had undergone minor amendments. Senate APPROVED the Terms of Reference for 2025–26.
22	Any other business
	Senate NOTED the following items of additional business
22.1	Professor Crangle invited Senate to consider reinstating a quiet period in July/August to protect research time.
22.1.1	Senators were broadly supportive of the principle but highlighted significant operational pressures during this period, including exam boards, summer teaching, and preparation for the new academic year.
22.1.2	REDACTED: CONFIDENTIAL
22.1.3	The Vice-Chancellor and President acknowledged the importance of safeguarding research capacity in a research-intensive university while recognising that the institution operates year-round. Firm rules were not considered feasible, but there was recognition that awareness of research pressures should inform future scheduling.
22.1.4	Senate agreed that further discussion should take place within Faculties and Schools.
22.2	Senate requested an update on student recruitment. The Vice-Chancellor and President referred to the overview provided in her earlier report and expanded on current activity and projections. She noted that further detail would be shared at the Vice-Chancellor’s Forum in December.
22.3	A query was raised about the new student attendance monitoring system and whether it records students’ locations. The PVC (Education & Students) confirmed that location data is used solely to register attendance, is time-specific, and is not retained.
22.4	REDACTED: COMMERCUALLY SENSITIVE
22.5	REDACTED: COMMERCUALLY SENSITIVE