Academic Board (AB), Minutes of Meeting

DATE: Tuesday 21 November 2023
TIME: 10am-12.30pm
VENUE: Level 3 Boardroom, Chancellery and via Microsoft Teams ('online' refers to online attendance only – otherwise, attendance was in person)

PRESENT

1. Professor S Kable, Science, AB President and Chair
2. Professor S Scott, UNSW Canberra, AB Deputy President
3. Scientia Associate Professor LA Rollins, Science, AB Deputy President
4. Scientia Professor V Perkovic, Provost (online)
5. Scientia Professor G Williams AO, Deputy Vice-Chancellor, Transformation, Planning & Assurance (DVCTPA) (online)
6. Professor C Annesley, Dean of Arts, Design & Architecture (online)
7. Professor A Brungs, Vice-Chancellor (VC) (online)
8. Professor N Fisk AM, DVC, Research & Enterprise (DVCRE) (online)
9. Professor S Foster, Dean of Engineering
10. Professor B Golder, Law & Justice (online)
11. Professor F Johns, Law & Justice
12. Professor S Killcross, Science
13. Professor N Klein, Such other Person (online)
14. Professor A Lynch, Dean of Law & Justice (online)
15. Professor S McIntyre, Arts, Design & Architecture (online)
16. Professor J Morris, PVC, Research Training and Dean of Graduate Research (online)
17. Professor P Mostaghimi, Engineering (online)
18. Professor A Ortmann, Business School (online)
19. Professor K Rye, Medicine & Health
20. Professor E Sparks, Rector of UNSW Canberra (online)
21. Professor A Steel, Acting PVC, Education & Student Experience (online)
22. Professor M Tani Bertuol, UNSW Canberra (online)
23. Professor A Torda, Interim Dean of Medicine & Health (online)
24. Professor M Willcox, Medicine & Health (online)
25. Associate Professor J Arcot, Engineering (online)
26. Associate Professor S Clark, Engineering (online)
27. Associate Professor T Frankcombe, UNSW Canberra (online)
28. Associate Professor M Humphrey-Jenner, Business (online)
29. Associate Professor R McKetin, Medicine & Health (online)
30. Associate Professor M Michael, Arts, Design & Architecture (online)
31. Dr N Castano Rodriguez, Such other Person, Representative of the Early Career Academic Network (ECAN) Executive Committee (online)
32. Dr K Manwaring, Law & Justic (online)
33. Dr J Metzger, Law & Justice (online)
34. Dr D Perche, Such other Person (Chair of Program Review Committee)
35. Dr J Steele, Science (online)
36. Mr J Karras, Higher Degree Research Student (online)
37. M McBurnie, Postgraduate Student (online)
38. Mr Z Morris, Undergraduate Student
39. Ms A Mukunthan, Chair of Arc @ UNSW Board (online)
40. Mr B Radojkovic, Medicine & Health
41. Mr H Salehi, Higher Degree Research Student
42. Ms P Sedgwick, President, Student Representative Council (SRC) (online)
43. Mr A Sunjaya, President of Postgraduate Council (PGC) (online)
44. Ms K Watson, Arts, Design & Architecture (online)
45. Officer Cadet H Hutchinson, UNSW Canberra Student (online)

APOLOGIES: Scientia Professor S Rogge, Dean, Science
Professor M Crossley AM, DVC, Academic Quality (DVCAQ)

Professor N Garg, Business School
Professor S Maddison, DVC, Education and Student Experience (DVCESE)
Professor D McCamey, Pro-Vice-Chancellor, Research (PVCR)
Professor Z Peng, Engineering
Professor L Ravelli, Arts, Design & Architecture
Professor C Styles, Dean of Business School
Professor B Watson, Acting DVC, Equity, Diversity & Inclusion (DVCEDI)
Dr M Ghodrat, UNSW Canberra
Dr C van Toorn, Business
Ms I Cruz Aroca, Postgraduate Student
Mr J Lowinger, Undergraduate Student

IN ATTENDANCE: Scientia Professor F Stapleton (for item 11)
Professors F Anseel (Acting Dean for Professor Styles), R Buckland,
C Grant (online) and L Piggott (online)
Drs R LeBard (for Professor Rogge) and J Strauss
MIDN N Hazle (online)
Mr M Borchert, Mr J Fitzgibbon (online), Mr Z Gong (online), Ms N Juhl
(online for item 6), Mr T Le (Online), Ms S Lightfoot (online), Mr J Lodge,
Mr N Morris (online), Ms M Pavelkova, Mr D West, Ms R Wu (online for item
6) and Mr Z Yang

SECRETARY: Ms F Velosa, Acting Senior Manager, Governance

Quorum: 20
RAMS: 2023/000227

A   PROCEDURAL MATTERS
1.   Welcome, apologies and leave of absence
The Chair extended his respects to Elders past and present, and acknowledged the
Traditional Custodians of all the lands from which members were joining the meeting.

The Chair welcomed everyone to the meeting and thanked Professor Foster, who was
attending his last AB meeting as Dean of Engineering, for his contributions to the AB and the
University. He also thanked Professor Watson for his participation on the AB in his role as
Acting DVC, Equity, Diversity and Inclusion, which would be replaced with the inaugural role of
Vice-President, Societal Impact, Equity & Engagement in 2024. The AB noted that Professor
Watson would take up the role of inaugural PVC Inclusion in 2024.

The Chair thanked the following outgoing AB student members for their participation on the
AB in 2023:
* Henry Hutchinson, UNSW Canberra student
* Joshua Karras, elected HDR
* Joshua Lowinger, elected undergraduate
* Mitchell McBurnie, elected postgraduate
* Paige Sedgwick, SRC President
* Anthony Sunjaya, PGC President

The AB accepted the apologies received from AB members for the meeting, as listed above.

2.   Minutes of the previous meeting held on 10 October 2023

RESOLVED
The Academic Board confirmed the minutes of its meeting held on 10 October 2023 as an
accurate record, and authorised the Chair to sign them digitally.

3. **Matters arising and business carried forward, other than business covered on the agenda – Nil**

4. **Responsibilities of Officership and Student Officership**
    The AB noted the Responsibilities of Officership and Student Officership.

5. **Declarations of Conflicts of Interest**
    The Chair called for declarations of conflicts of interest with any matters before the AB. No declarations were provided.

6. **Starring of items, adoption of unstarred items and rearrangement of the agenda**
    The AB starred no additional items and carried a motion to adopt all the unstarred items.

7. **Confirmation of confidential items**
    The AB noted the confidentiality of items 13 and 15.1.

B   PRESIDENT'S BUSINESS

8. **Report of the AB President**
    The AB noted the October 2023 report of the AB President.

    The Chair reported that he was discussing with the Chancellor how best he could inform Council on academic governance and quality assurance, beyond his usual report to Council at each meeting. It was noted that the AB serves a crucial role in promoting excellence, overseeing the maintenance of high academic standards and contributing to the delivery of the University's Strategy with regard to the academic matters, including through effective communication with the University community. Fundamental to good governance is that Council, the University governing body, is assured that the Academic Board is fulfilling its role in overseeing quality assurance and quality implementation in relation to the academic functions of the University. Opportunities for information flow in the opposite direction from Council to the Board were also being considered.

    The Chair reported that he had attended the annual conference of the Australian Chairs of Academic Boards and Senates (OZCABS) at Southern Cross University (SCU) (Gold Coast campus) on 6-7 November 2023, together with about 40 other Chairs of Academic Boards. There were many interesting sessions, including university and academic governance, 'the regional university', research integrity and quality, student support and the SCU calendar, with some of these highly relevant to UNSW, including the UNSW3+ academic calendar considerations.

    - **Professor Promotions (1 January 2024)**
    The Chair congratulated the 41 academic colleagues who were promoted to Professor with effect from 1 January 2024 (Appendix A) with particular reference to AB member A/Professor J Arcot. It was noted that 21 of the successful applicants were women, exceeding the number of men for the first time and representing the largest number of women promoted to Professor in UNSW history. The average time before applying for promotion to Professor for all applicants across the institution is 5.5 years with a wide variety across applicants ranging anywhere between two and 15 years.

    8.1 **AB 2023 Annual Report – for Council**
         The AB noted its 2023 Annual Report, which would be provided to the Council meeting of 4 December 2023. The Chair thanked everyone for their work on the AB in 2023 as well as the Chairs and members of Committees and Boards for their participation in various meetings and numerous activities during the year.

8.2   Academic Board and Faculty Board (FB) Student Election Results, 2023
The AB noted the results of the AB and FB student elections and congratulated all the elected students, especially the following students elected to AB for a term from 1 January 2024 to 31 December 2025, subject to their continued student enrolment at UNSW:
1. Zechen Yang (undergraduate student member)
2. Ziming Gong (postgraduate student member)
3. Jack Lodge (HDR student member)

9.   **Questions on Notice (QoN) – Nil**

10. **Report of the Vice-Chancellor (VC)**
The VC thanked the AB and its committees for their hard work in 2023 and for the AB input into the UNSW 3+ calendar discussions, noting that the initial focus was on increasing teaching space capacity and addressing the main pain points of the current calendar. It was noted that the Provost would update the AB on key activities in 2024.

The VC report included the following:
- To include a multiplicity of perspectives, the final report of the Australian Universities Accord (AUA) was delayed and would likely be provided in February 2024. It was noted that as the Government appeared not to have sufficient awareness of academic governance in assuring the quality of academic offerings, universities were trying to raise the profile of the critical role of ABs in quality assurance and expertise across teaching, learning, research and HDR.
- The AUA Final Report is expected to deliver mixed outcomes with the sustainability of research funding not being fully addressed and the controversial international student tax proposal. However, there should be positive outcomes in terms of equity/widening access to students and campus safety.
- The 2024 UNSW operational plan is being finalised and is expected to be distributed by the end of 2023.
- The University will start work on the new post-2025 UNSW strategy early in 2024, with input being sought from both internal and external stakeholders, including the AB and through Divisional and Faculty visits underway. The key principles and areas of focus are to support UNSW's primary role, distinctiveness and societal impact with the development of the University's first Societal Impact Framework and the establishment of the new Division of Societal Impact, Equity and Engagement (SIEE).

The VC noted that 2023 had been a very busy and challenging year, and hoped that everyone would enjoy the UNSW Community Day to be held the day after the AB meeting.

The Chair thanked the VC for his report.

<mark>**C   PRESENTATIONS AND DISCUSSION TOPICS**</mark>
11. **UNSW Athena Swan Update to the Academic Board**
The AB noted the paper provided by Scientia Professor Stapleton, who presented on the following:
- UNSW was awarded a Bronze Award from Athena Swan in 2018 and created an Action Plan to develop, implement and monitor gender equity initiatives specific to UNSW to progress towards the Silver Award.
- The progress and proposed next steps via Cygnet Awards shows UNSW's strategic commitment to removing or reducing barriers to gender equity, diversity and inclusion in five areas identified as key barriers.
- In September 2023, UNSW earned its first SAGE Cygnet Award focused on Promotions for Academic Staff in STEMM disciplines and was commended for its holistic approach across the entire process and whole of institution commitment.

- The second Cygnet Award on Flexible Work and Families was submitted on 10 November 2023, with the third, on LGBTIQ+ Inclusion, expected to be submitted in February 2024. The remaining two on Student Pathways and Workplace Culture will follow later.
- The proportion of women in STEMM leadership roles (Levels D, E) is increasing. However, the change is slow even though the academic promotions process seems to be performing well (see agenda item 8). The overall impact of hiring, promotions, retirement and departures on gender equity in STEM requires further analysis and action.
- Academic workforce modelling indicates that the status quo cannot close the gender gap at any level and that high departure rates of women at all levels and larger recruitment rates of men at most levels maintain this gap, despite equitable promotion rates.

The Chair thanked Scientia Professor Stapleton for her update and presentation, which would be circulated to the AB after the meeting.

12. **Overview of Higher Degree Research in 2023**
    Professor Morris presented an overview of the HDR activities in 2023, which included the following:
    - UNSW increased the minimum stipend rate for all HDR scholarships from Term 1 2023 ($35,000) with 2024 stipends increasing to $37,684.
    - There was also a significant increase in the proportion of fully funded scholarships from 80% in 2019 to 92% in 2023 and a new admission/scholarship process to allow strategic input from Faculties adopted from Term 3 2023.
    - There was a COVID dip in HDR completions in 2020 and 2021. This dip in completions has a flow-on effect in RTP funding to the University. However, the 2023 completions are on track to return to 2019 levels. It is expected that the number of completions in 2023 (746 as of 16 November 2023) will be above 2022 (786 as of 31 December 2022). Other important data is that 101 of the University's HDR candidates report some industry engagement, such as via National Industry PhD program, Trailblazers, Industry Mentoring Network in STEMS (IMNIS) and internships.
    - The oral exam was trialled in the MPhil program starting for 2020 commencing candidates with first examinations held in late 2021. One positive out of COVID is that Zoom/Teams oral exams are now widely accepted, which enables the engagement of external examiners. A total of 73 oral exams took place, with very few problems. The oral exam has now been rolled out for PhD candidates who commenced in 2022 and will be used for all HDR programs. Going forward, external examiners will be used for all HDR oral examinations, including MPhil.
    - Following on from HDR surveys presentation to the 15 August 2023 AB meeting, including the 2023 Postgraduate Research Experience (PRES) Survey, a key area of HDR Candidate Experience is providing candidates with funding and resources to complete their research and to allow them to access professional development opportunities.
    - There are various initiatives and workshops, and the redesigned Development Research Training Grant (DRTG) to enhance the HDR Candidate Experience. The DRTG is provided from the Division of Research & Enterprise strategic funds to support HDR candidates' professional development and can be used to support conference attendance, training courses and childcare.
    - Analysis of School and Faculty funding for HDR candidates shows wide variation. Schools and Faculties use the funds to support HDR candidates in a wide variety of ways, not all for PD (professional development). Some Schools and Faculties use the funds to support computers, for research costs, and research infrastructure in support of PhD projects. Support for PD varies from $0 to $6000 across the Schools/Faculties

The Chair thanked Professor Morris for his presentation, which would be circulated to the AB.

D   REPORTS

13.   Deputy Vice-Chancellor, Research & Enterprise (DVCRE) – Confidential
The AB noted the report of the DVCRE.

Professor Fisk's summary of the key statistics in his written report included the following:
- UNSW's overall success rate in the ARC Discovery Project (DP24) grants was 14%, which is the lowest for UNSW in many years. The fraction of requested funds provided to a grant had increased. The upcoming ARC DP25 round due to open on 22 January 2024 will be a two-stage process, consisting of an Expressions of Interest stage, followed by full proposal.
- In 2023, international rankings were more volatile than usual because of the methodological changes adopted. The ARTU ranking, which uses the three main ranking schemes (THE, ARWU and QS), has a smoothing effect on the volatility.
- In ARTU, UNSW rose one place from 53 to 52 in the world.
- A new Australian universities ranking scheme, the Australian Financial Review (AFR) Best Universities Ranking, to be released the day after the AB meeting, takes a more holistic view of universities and includes five broad dimensions: Student Satisfaction, Research Performance, Global Reputation, Career Impact, and Equity and Access.

The Chair thanked Professor Fisk for his report.

14.   Deputy Vice-Chancellor, Academic Quality (DVCAQ)
The AB noted the report of the DVCAQ, Professor Crossley.

15.   Deputy Vice-Chancellor, Education and Student Experience (DVCESE)
The AB noted the report of the DVCESE, Professor Maddison, which included an update on Student Experience and Nexus Programs.

15.1 2023 Report on Student Mental Health and Wellbeing – Confidential
The AB noted the information provided in the Report, which was included in the AB meeting pack, in particular the increase in both the volume and complexity of student mental health presentations to the Psychology & Wellness support team. It was noted that the report was marked confidential to avoid any nuanced information being taken out of context.

Mr Morris, the Director of Wellbeing, corrected the information in the Accommodation pie chart on page 79 of the AB meeting pack to: 20% 'on campus' and 80% 'off campus'. He provided the following summary to AB of the report:
- As of August 2023, 2558 students were triaged through Mental Health Connect, resulting in 8440 individual appointments, with expectations for these to reach over 10 000 by the end of the year.
- The demographics are 61% female, 36% male and 3% other (non-binary, trans or prefer not to say).
- The number of students scales approximately with Faculty size, although UNSW Business students seem to have a lower ratio of students requiring support.
- Historically, the number of students requiring support, compared to 2019, has almost doubled.
- Mental health issues are also being identified through visits to GPs in the UNSW Health Service, with the conflation of physical and mental health problems resulting in increased complexity of cases for GPs.
- The number of referrals related to sexual assault or gendered violence is 109 students YTD, with around three quarters of the reported cases off campus. The increase in the number of students presenting might be partly in response to the Speak Up campaign and a result of an increased willingness to come forward, rather than a direct increase in the occurrences of assaults. The issue of sexual assault and

gendered violence on university campuses is increasingly being measured and reported on, and is the subject of significant attention at Universities Australia, with UNSW taking this matter very seriously.

- Students are encouraged to contact campus security and ring 000 in an emergency. The App that UNSW Security have determined to implement in 2024 is SafeZone (rather than Sonder, which is used by other universities).
- There are wellness workshops as well as training, awareness and refresher modules available for staff and students, and the new Supporting Students in Distress module in Moodle will be amplified for staff and communicated in 2024.

The Chair thanked Mr Morris for the update and the excellent work of the Psychology & Wellness support team.

<mark>**E   POLICIES AND PROCEDURES**</mark>

16.   Proposed Student Support, Wellbeing and Safety Policy & Procedure
The AB discussed the University's proposed new Student Support, Wellbeing and Safety Policy and Procedure, as detailed in the documents presented. The new policy is intended to meet the requirement of the recent Higher Education Support Amendment (Response to the Australian Universities Accord Interim Report) Act 2023. It was noted that any change to the Government's accompanying Draft Higher Education Provider Amendment (Support for Students Policy) Guidelines 2023 (expected by the end of November 2023) would need to be incorporated before approval by the VC.

Professor Piggott provided the following summary:
- The Act requires all Higher Education Providers to have a published 'support for students policy' containing all the relevant elements listed in the Act by 1 January 2024. HDR candidates are exempted from the legislation unless undertaking mandatory coursework as part of their program.
- The Department of Education has published draft guidelines and universities are confirming and clarifying with the Minister's office what information will be required in addition to what is set out in the Act. In the uncertain environment, the current draft policy aims to meet the requirements of the Act.
- The intention of the proposed new policy and procedure is to meet the requirements relating to academic risk listed in the new Act as well as replace three existing procedures relating more broadly to student wellbeing and safety and, in doing so, meet the University's policy requirements under all related Government legislation and TEQSA Guidelines while working within the framework of the University's Policy Transformation Program.
- The new Act requires the 'support for students policy' to be revised every year. Given the very short consultation period for this new policy, edits would likely be made to a revised version in 2024 following a more extensive formal consultation process, including the students.
- Staff would not be required to do anything new or different ahead of the publication of the new policy.

The Chair thanked Professor Piggott for sharing this important policy with the AB and commended her and her team on the work undertaken in a very short timeframe.

16.1 DRAFT Student Support, Wellbeing and Safety Policy & Procedure
The AB noted the draft Student Support, Wellbeing and Safety Policy & Procedure. Professor Piggott advised that the policy was scheduled for the agenda of the next meeting of the University Leadership Team (ULT) for consideration ahead of approval by the VC.

17.   **Higher Degree Research (HDR) Scholarships Policy and Procedure**

        17.1 *HDR Scholarships Policy*
        The AB endorsed the *HDR Scholarships Policy*, as detailed in the document presented.

        17.2 *HDR Scholarships Procedure*
        The AB endorsed the *HDR Scholarships Procedure*, as detailed in the document presented.

18.   **Higher Degree Research (HDR) Supervision Policy and Procedure**

        18.1 *HDR Supervision Policy*
        The AB endorsed the *HDR Supervision Policy*, as detailed in the document presented.

        18.2 *HDR Supervision Procedure*
        The AB endorsed the *HDR Scholarships Procedure*, as detailed in the document presented.

19.   **Academic Promotions Policy and Academic Promotions Procedure**

        19.1 *Academic Promotions Policy*
        The AB noted the *Academic Promotions Policy*, as detailed in the document presented.

        19.2 *Academic Promotions Procedure*
        The AB noted the *Academic Promotions Procedure*, as detailed in the document presented.

F   ACADEMIC OFFERINGS, FACULTIES AND BOARD OF STUDIES

20.   **Academic Programs & Specialisations (new & revised) as detailed in <u>ECLIPS</u> and recommended at ABPC of 27 October 2023 (ABPC minutes: agenda item 23.2)**

        RESOLVED
        The Academic Board approved the following academic proposals, as set out in <u>ECLIPS</u>:

Arts, Design & Architecture
Undergraduate Revision
20.1   3381 Bachelor of Landscape Architecture (Hons)
Postgraduate Revisions
20.2   5148 Graduate Diploma in City Planning
20.3   7148 Graduate Certificate in City Planning
20.4   8148 Master of City Planning
20.5   5306 Graduate Diploma in Design
20.6   7306 Graduate Certificate in Design
20.7   9313 Master of Design
20.8   5312 Graduate Diploma in Cultural Leadership
20.9   7318 Graduate Certificate in Cultural Leadership
20.10   9318 Master of Curating and Cultural Leadership
20.11   7123 Graduate Certificate in Construction Project Management
20.12   8121 Master of Construction Project Management
20.13   7127 Graduate Certificate in Property and Development
20.14   8127 Master of Property and Development
20.15   7204 Graduate Certificate in Translation and Interpreting
20.16   8202 Master of Interpreting
20.17   8203 Master of Translation
20.18   7323 Graduate Certificate in Simulation and Immersive Technologies

20.19   7401 Graduate Certificate in Education
20.20   7960 Graduate Certificate in Educational Leadership
20.21   8913 Master of Education
20.22   8136 Master of Landscape Architecture
20.23   8143 Master of Architecture
20.24   8233 Master of International Relations
20.25   8236 Master of Applied Linguistics
20.26   8259 Master of Public Policy & Governance
20.27   8623 Master of Environmental Management
20.28   8930 Master of Counselling Social Work
20.29   8942 Master of Development Studies

Business

Program – Postgraduate New

20.30   5405 Graduate Diploma in Entrepreneurship (Startup Year)

Medicine & Health

Undergraduate Revision

20.31   3893 Bachelor of Exercise Science

Double Degree Revision

20.32   3896 Bachelor of Exercise Science/Master of Physiotherapy and Exercise Physiology

Science

Specialisation – Undergraduate Revision

20.33   CHEMA1 Chemistry
20.34   MATHM1 Mathematics
20.35   MATHT1 Statistics
20.36   PSYCA1 Psychology

UNSW Canberra

Specialisations – Undergraduate Revisions
20.37   AGOCA1 Geography
20.38   ZITEK1 Computer Science

21. **Higher Doctorates** – Nil

22. **Academic Partnerships** – Nil

G   MINUTES
23. **AB Committees, University Committees, Board of Studies (BoS) & Faculty Boards**
    The Academic Board noted the following minutes:

    23.1   Program Review Committee (PRC)
            • 9 November 2023 (unconfirmed)   Yes

    23.2   Academic Board Programs Committee (ABPC)
            • 27 October 2023 (unconfirmed)   Yes

    23.3   University Academic Quality Committee (UAQC)
            • 1 November 2023 (unconfirmed)   Yes

23.4	University Higher Degree Research Committee (UHDRC) – Nil	
23.5	University Research Committee (URC) • 2 November 2023 (unconfirmed)	Yes
23.6	Arts, Design & Architecture • 25 September 2023 Circular (confirmed)	Yes
23.7	Business School • 28 September 2023 (confirmed)	Yes
23.8	Engineering • 27 October 2023 Circular (confirmed)	Yes
23.9	Law & Justice • 27 September 2023 (confirmed)	Yes
23.10	Medicine & Health • 17 October 2023 (unconfirmed)	Yes
23.11	Science • 14 September 2023 (confirmed)	Yes
23.12	University Board of Studies (BoS) – Nil	
23.13	UNSW Canberra – Nil	

H   OTHER BUSINESS

24.   Proposed 2024 AB Meeting Dates – and Governance Approval Timelines for 2025 Academic Offerings

The AB noted the governance approval timelines for 2025 academic offerings – for circulation at Faculty levels – and that Outlook meeting invitations for the following proposed 2024 AB meetings, to be held from 10am to 12.30pm, would be issued in due course:

Tuesday 19 March 2024
Tuesday 7 May 2024
Tuesday 25 June 2024
Tuesday 13 August 2024
Tuesday 1 October 2024
Tuesday 19 November 2024

25.   Business without notice

One of the undergraduate student members of the AB, Mr Morris, reiterated a request for everyone to continue to recognise the conflict in the Middle East as it created a distressing environment and continued to have a considerable impact on the psychological and physical safety of people in Australia. He called for the University to differentiate itself as a global university and continue to value diversity and inclusivity to foster a sense of belonging.

The VC thanked Mr Morris for his appeal, noting that he and the Provost had circulated various emails to staff and students since the start of the conflict in the Middle East to acknowledge the significant impact it is having on many in the UNSW community. The University continued to thank everyone for their compassionate behaviour to date and their kindness and empathy in support of those who have been impacted by either the tragedy overseas or unacceptable vilification in Australia.

The VC confirmed the following, which had been communicated to the University community and aimed to contribute to the diverse, inclusive, supportive and safe culture at UNSW:

• The University continues to remind everyone in its community to behave in a respectful, considerate manner towards their peers and colleagues at this sensitive time and always

to provide an environment in which everyone is valued and respected. It is the hope of the University that all members of its community continue to express their views in a thoughtful and respectful way.

- Antisemitism and Islamophobia and all other types of racial or religious vilification, hate speech and inciteful behaviour will not be accepted or tolerated at UNSW.
- On 6 November 2023, UNSW launched Safer Communities, with a website, an initiative to accelerate and integrate the University's efforts in gendered violence, managing psychosocial risk, respect at work, and the wellbeing of the community, while continuing to foster a collaborative approach, through active, formal engagement with students and staff. Safer Communities aim to make the reporting processes clear and the responses transparent.
- UNSW has a range of support services available for students and staff, including the Student Support Team, and a confidential counselling service for staff and their families through the Employee Assistance Program.

The Chair thanked everyone for their AB attendance and participation in 2023 and wished them a well-deserved break. He declared the meeting closed at 12.35pm.

Next scheduled meeting: Tuesday 19 March 2024, 10am to 12.30pm

Professor Scott Kable
AB President and Chair
13 December 2023

PROMOTION TO PROFESSOR 2023

The University Promotions Committee RECOMMENDS that the following members of staff be promoted to Professor with effect from 1 January 2024:

Associate Professor Elias Aboutanios, School of Electrical Engineering & Telecommunications
Associate Professor Gabriel Abramowitz, School of Biological, Earth & Environmental Sciences
Associate Professor Jayashree Arcot, School of Chemical Engineering
Associate Professor Ruth Balint, School of Humanities & Languages
Associate Professor Till Boecking, School of Biomedical Sciences
Associate Professor Joanne Bryant, School of Social Sciences
Associate Professor Rowena Bull, School of Biomedical Sciences
Associate Professor Wei Chen, School of Accounting, Audit & Taxation
Associate Professor William Donald, School of Chemistry
Associate Professor Suhelen Egan, School of Biological, Earth & Environmental Sciences
Associate Professor Donna Green, School of Biological, Earth & Environmental Sciences
Associate Professor Alison Gwilt, School of Art & Design
Associate Professor Noel Harding, School of Accounting, Audit & Taxation
Associate Professor Alexandre Jeanneret, School of Banking & Finance
Associate Professor Rohina Joshi, School of Population Health
Associate Professor Jae Yup Jung, School of Education
Associate Professor Kristopher Kilian, School of Chemistry
Associate Professor Emma Kirby, Centre for Social Research in Health
Associate Professor Chyi Lin Lee, School of The Built Environment
Associate Professor Megan Lord, Graduate School of Biomedical Engineering
Associate Professor Fabio Luciani, School of Biomedical Sciences
Conjoint Associate Professor Cindy Ma, The Garvan Institute
Associate Professor Limin Mao, Centre for Social Research in Health
Associate Professor John McGhee, School of Art & Design
Associate Professor Tema Milstein, School of Humanities & Languages
Associate Professor Susana Nery, The Kirby Institute
Associate Professor Philip Oldfield, School of The Built Environment
Associate Professor Carol Oliver, School of Biological, Earth & Environmental Sciences
Associate Professor Elise Payzan-LeNestour, School of Banking & Finance
Associate Professor Kate Quinlan, School of Biotechnology & Biomolecular Science
Associate Professor Taha Hossein Rashidi, School of Civil & Environmental Engineering
Associate Professor Jayashri Ravishankar, School of Electrical Engineering & Telecommunications
Associate Professor Michael Salter, School of Social Sciences
Associate Professor Jesmond Sammut, School of Biological, Earth & Environmental Sciences
Associate Professor Neeraj Sharma, School of Chemistry
Associate Professor David Simar, School of Health Sciences
Associate Professor Timothy Trudgian, School of Science, UNSW Canberra
Associate Professor Chung-Li Tseng, School of Information Systems & Technology Management
Associate Professor Irina Voineagu, School of Biotechnology & Biomolecular Science
Associate Professor Hauke Wetzel, School of Marketing
Associate Professor Jae Kyung Woo, School of Risk & Actuarial Studies

Approved by
Professor Attila Brungs
Vice-Chancellor and President
14 November 2023