

WESTERN SYDNEY UNIVERSITY



ACADEMIC SENATE

The meeting (**Meeting 25/06**) of the Academic Senate, Western Sydney University was held on **Friday 5 December 2025** at, **9:30AM**, via zoom.

Attended:

Professor	Ian	Anderson	Pro Vice-Chancellor Research and Enterprise
Dr	Tuki	Attuquayefio	School of Psychology (Level A, B or C Representative)
Dr	Nathan	Berger	School of Education (Level A, B or C Representative)
Dr	Maria	Bhatti	School of Law (Level A, B or C Representative)
Professor	Gawaian	Bodkin-Andrews	Director of Indigenous Research (Vice-Chancellor's Nominee)
Mr	Glenn	Campbell	Chief Executive Officer, The College
Dr	Evan	Crawford	School of Computer, Data and Mathematical Sciences (Level A, B or C Representative)
Professor	Ann	Dadich	School of Business (Level D, E Representative)
Professor	Maryanne	Dever	Deputy Vice-Chancellor, Education
Dr	James	Dunn	School of Medicine (Level A, B or C Representative)
Professor	Kevin	Dunn	Deputy Vice-Chancellor, Academic Transformation/Executive Dean for the Faculty of Social Science, Arts, Business, Education and Law (SABEL)
Professor	Cath	Ellis	Pro Vice-Chancellor, Quality and Integrity
Professor	Miroslav	Filipović	School of Science (Level D, E Representative)
Professor	Jane	Frost	Interim Dean, School of Nursing and Midwifery/School of Nursing and Midwifery (Level D, E Representative)
Associate Professor	Emilee	Gilbert	School of Psychology (Level D, E Representative)
Ms	Jess	Gleeson	Director, Data Integrity, Quality and Operations and Registrar
Professor	Wendy	Hu	School of Medicine (Level D, E Representative)
Professor	Robert	Mailhammer	Chair of Academic Senate
Associate Professor	Jennifer	Mensch	School of Humanities and Communication Arts (Level D, E Representative)
Professor	John	Morley	Interim Dean, School of Medicine

Professor	Susan	Page	Pro Vice-Chancellor Indigenous Education
Professor	Jason	Pandya-Wood	Dean, School of Social Sciences
Associate Professor	Alexie	Papanicolaou	University Research Institutes Representative (Exited 11:00am)
Mr	Prasad	Perera	Higher Degree Research Candidate Student Representative
Dr	Ben	Perry	School of Science (Level A, B or C Representative)
Associate Professor	Margarite	Poulos	School of Humanities and Communication Arts (Level A, B or C Representative) (Exited 11:11am)
Professor	Jeff	Powell	Interim Dean, Graduate Research School
Professor	Catherine	Renshaw	Dean, School of Law
Professor	Tony	Rossi	Interim Dean, School of Health Sciences (Exited 11:11am)
Dr	Katrina	Sandbach	Acting Dean, School of Humanities and Communication Arts (Exited 11:43am)
Associate Professor	Lei	Si	School of Health Sciences (Level D, E Representative)
Professor	Michele	Simons	Dean, School of Education
Dr	Erika	Smith	School of Social Sciences (Level A, B or C Representative)
Professor	Deborah	Sweeney	Provost
Associate Professor	Mourad	Tayebi	Deputy Chair of Academic Senate
Associate Professor	Chloe	Taylor	Vice-Chancellor's Nominee
Associate Professor	Jacqueline	Ullman	School of Education (Level D, E Representative)
Professor	Gabrielle	Weidemann	Interim Dean, School of Psychology
Distinguished Professor	George	Williams AO	Vice-Chancellor and President (Arrived 10:58am)
Professor	Yang	Xiang	Interim Dean, School of Engineering, Design and Built Environment

Apologies:

Professor	Saba	Bebawi	Dean, School of Humanities and Communication Arts
Professor	Hind	Benbya	Dean, School of Business
Professor	Dennis	Chang	Director, NICM, representing the University's Research Institutes
Associate Professor	Ana	Hol	School of Computer, Data and Mathematical Sciences (Level D, E Representative)
Professor	Kurt	Langfeld	Dean, School of Computer, Data, and Mathematical Sciences
Dr	Peter	Lewis	School of Nursing and Midwifery (Level A, B or C Representative)
Dr	Ranjith	Liyanapathirana	School of Engineering, Design and Built Environment (Level A, B or C Representative)

Professor	Samanthika	Liyanapathirana	School of Engineering, Design and Built Environment (Level D, E Representative)
Professor	Amir	Mahmood	Pro Vice-Chancellor, Partnerships Transition, Transnational Education
Professor	Graciela	Metternicht	Dean, School of Science
Dr	Nicolene	Murdoch	Pro Vice-Chancellor, Global Partnerships and Transnational Education
Professor	Awais	Piracha	School of Social Sciences (Level D, E Representative)
Professor	Alphia	Possamai-Inesedy	Pro Vice-Chancellor Student Success
Ms	Fiona	Salisbury	Executive Director, Library Services
Dr	Ata	Samad	School of Business (Level A, B or C Representative)
Associate Professor	Liesel	Spencer	School of Law (Level D or E Representative)
Dr	Kylie	Steel	School of Health (Level A, B or C Representative)
Professor	Brian	Stout	Pro Vice-Chancellor, Learning and Teaching
Professor	Michelle	Trudgett	Deputy Vice-Chancellor Indigenous Leadership

Absent:

Mr	Nabin	Gautam	Postgraduate Student Representative
Professor	Geoff	Lee	Deputy Vice-Chancellor, Western Sydney and External Engagement
Professor	Swapan	Saha	Acting Dean, School of Engineering, Design and Built Environment
Ms	Tiffany	Sharpe	Indigenous Australian Student Representative

In attendance:

Dr	Miranda	Daly	Incoming Faculty representative, Health
Ms	Shubha	Devadasen	Associate Director, Office of Governance Services, Secretariat
Dr	Maggie	Hall	Incoming Faculty representative, SABEL
Ms	Julia	Haremza	Associate Director Risk and Resilience
Associate Professor	James	Gourley	Incoming Deputy Chair, Academic Senate (Exited 10:53am; Entered 11:44am)
Distinguished Professor	Brian	Falzon	Executive Dean of the Faculty of Engineering, Computing and Science (ECS)
Professor	Sarah	Lewis	Executive Dean of the Faculty for Health
Professor	Freya	MacMillan	Associate Pro Vice-Chancellor Research
Professor	Juan	Salazar	Interim Director, ICS
Mr	Gurkaranpreet	Singh	Incoming undergraduate student representative (Arrived 10:39am; Exited 10:52am)
Ms	Georgia	Vasiliadis	Senior Governance Officer

CONFIRMED MINUTES

1. PROCEDURAL MATTERS

1.1 INTRODUCTION, WELCOME, AND APOLOGIES

The Chair of Academic Senate, Professor Robert Mailhammer opened the meeting at 9:31am and welcome members and attendees.

Ms Jess Gleeson, Registrar gave an Acknowledgement of Country.

The Chair welcomed the incoming Deputy Chairs of Academic Senate, Associate Professor James Gourley and Dr Evan Crawford, and elected Senate members. The Chair thanked outgoing members for their contributions and support of Academic Senate and extended a special thank you to Associate Professor Mourad Tayebi in his role as Deputy Chair. The Chair extended an invitation to all for feedback on improvements for Academic Senate.

The Chair reminded Senate members that voting for the Senior Discipline Experts positions on Academic Senate closes on Wednesday 10 December 2025, at 4:00pm, using their personalised link.

1.2 DECLARATIONS OF INTEREST

No declarations of interest were made.

1.3 STARRING OF ITEMS

Apart from procedural items, the items below were starred:

- Item 2.1 Academic Planning and Curriculum Approvals Committee
- Item 2.4 Standing Committee Structure and Terms of Reference
- Item 2.5 Special Considerations Policy
- Item 2.6 Higher Degree by Research Examination Procedures
- Item 2.7 Research Quality Indicators
- Item 2.8 External Member of Academic Senate
- Item 3.1 Academic Careers at Western: Towards Trust and Autonomy in Academic Workloads
- Item 4.1 Chair's Report
- Item 4.2 Vice Chancellor's Report
- Item 4.3 Provost Report
- Item 4.4 Deputy Vice-Chancellor Education and Students Report
- Item 4.5 Pro Vice-Chancellor Research and Innovation Report
- Item 4.6 Student Report
- Item 4.7 Quality Indicators on Education
- Item 4.13 Questions on Notice/Hot Topics
- Item 4.14 Research Strategy Green Paper
- Item 5.3 Senate Education Committee

It was resolved (AS 25/06:01):

That the documents for all unstarred agenda items were noted and, except where alternative action was noted as appropriate, all recommendations contained in those items were endorsed.

1.4 ORDER OF BUSINESS

The following re-arrangement of the order of business was made:

- Item 1.7 Action Items
- Item 4.13 Questions on Notice/Hot Topics
- Item 2.1 Academic Planning and Curriculum Approvals Committee
- Item 2.4 Standing Committee Structure and Terms of Reference
- Item 2.5 Special Considerations Policy
- Item 2.8 External Member of Academic Senate
- Item 3.1 Academic Careers at Western: Towards Trust and Autonomy in Academic Workloads
- Item 2.7 Research Quality Indicators
- Item 4.1 Chair's Report
- Item 4.2 Vice Chancellor's Report
- Item 4.3 Provost Report
- Item 4.4 Deputy Vice-Chancellor Education and Students Report
- Item 4.5 Pro Vice-Chancellor Research and Innovation Report
- Item 4.6 Student Report
- Item 4.14 Research Strategy Green Paper

1.5 OTHER BUSINESS

No items of Other Business were raised.

1.6 MINUTES OF PREVIOUS MEETINGS

It was resolved (AS 25/06:02):

That Academic Senate confirmed the minutes of the Senate meeting held on Friday 10 October 2025 (meeting 25/05) as an accurate record, pending the amendments noted below.

Item 4.4 Deputy Vice-Chancellor Education and Students Report

Original text: Senate was also advised that the University was transitioning to Blackboard Ultra, with full migration required by the end of 2026.

Amended text: Senate was also advised that the University was transitioning to Blackboard Ultra, with full migration required by the end of 2027.

Original text: Cybersecurity concerns related to the app were acknowledged, with reassurances about its resilience and ongoing collaboration with students and SCR.

Amended text: Sensitivity around data security and the security of personal information in the context of developing *Western HOW* was discussed, with reassurances about its resilience and ongoing collaboration with students and SCR.

1.7 ACTION ITEMS FROM PREVIOUS MEETINGS

Members were requested to report on any developments in relation to the items.

25/05: 1.7 | Action Items

Professor Jeff Powell to share the HDR data document with Academic Senate.

Update:

Professor Jeff Powell to share the HDR data document with Academic Senate Secretary for distribution to Academic Senate members.

25/04: 1.7 | Action Items

Document or presentation with appropriate guidance regarding IT support to be provided when possible.

Update:

The Chair to contact Bianca Jordaan to provide an update at a suitable time in the first quarter of 2026.

25/04: 1.7 | Action Items

Finalise a standard format of reporting for Academic Senate from senior executive by the end of 2025.

Update: No update was provided.

25/03: 4.1 | Chair's Report

Professor Maryanne Dever to provide an update on the risk register, how risk is identified, and what controls and mitigation strategies are in place for this project.

Update:

A table showing risk mitigation strategies against the HES relevant to the Product Review was appended.

In response to a question about information about discontinued offerings shown on the university website, Senate was informed that there was no integration between CMP, SMS and the webpages and that a request has been submitted to the vendor for a bulk removal of discontinued subjects. Once CMP, SMS and the webpages are integrated, discontinued subjects would simultaneously be updated.

Item Closed.

25/02: 4.6 | Transnational Academic Governance

Update on Transnational Academic Governance to be provided when possible.

Update:

Item to be held over until the next meeting of Academic Senate in 2026.

5.10.4 | Senate Education Committee

Senate Education Committee to provide an update on Credit for Prior Learning (CPL).

Update:

Completed and ongoing work reflects the structural reset, with APAs and DAPs being removed and the CPL process redesigned. Consultation with faculty leadership is open, and progress is being made toward defining the future CPL model. New processes and responsibilities are being mapped, including workflow reporting capabilities. An update on CPL will be presented to the Senate Education Committee at an appropriate time, and a summary of the presentation will be included in the meeting minutes.

Item Closed.

2. APPROVALS

2.1 ACADEMIC PLANNING AND CURRICULUM APPROVALS COMMITTEE

*Higher Education Standard(s): 5.1.1, 5.1.2, 5.1.3, 5.2.1, 6.3.1a, c, 6.3.2c, d, f
Mitigation against risk(s) in Academic Senate Risk Register: 1, 2, 3*

The Committee reviewed the curriculum items for consideration at this meeting via the Curriculum Management Platform (CMP), [CMP Meeting Book](#).

2.1.1 PROPOSAL-19114 SOSS PROGRAMS FOR SUSPENSION AND DISCONTINUATION FROM AUTUMN 2026

Academic Senate considered proposal 19114 and noted the SoSS Programs for Suspension and Discontinuation from Autumn 2026.

2.1.2 PROPOSAL-19115 SOP PROGRAMS FOR SUSPENSION AND DISCONTINUATION FROM QUARTER 4, 2025

Academic Senate considered proposal 19115 and noted the SoP Programs for Suspension and Discontinuation from Quarter 4, 2025.

2.1.3 PROPOSAL-19068 SOHCA PROGRAMS FOR SUSPENSION AND DISCONTINUATION FROM AUTUMN 2026

Academic Senate considered proposal 19068 and noted the SoHCA Programs for Suspension and Discontinuation from Autumn 2026.

2.1.4 PROPOSAL-19048 MULTIPLE SOCDMS PROGRAMS FOR SUSPENSION AND DISCONTINUATION FROM AUTUMN 2026

Academic Senate considered proposal 19048 and notes the SoCDMS Programs for Suspension and Discontinuation from Autumn 2026.

2.1.5 PROPOSAL-19050 MULTIPLE DOUBLE DEGREE PROGRAMS FOR SUSPENSION AND DISCONTINUATION FROM AUTUMN 2026

Academic Senate considered proposal 19050 and noted the SoL Programs for Suspension and Discontinuation from Autumn 2026.

2.1.6 PROPOSAL-18871 BACHELOR OF DESIGN

It was resolved (AS 25/06:03):

That the Academic Senate considered proposal 18871 and approved the new program and program discontinuations.

2.1.7 PROPOSAL-19051 BACHELOR OF HEALTH, PHYSICAL EDUCATION, AND SPORT

It was resolved (AS 25/06:04):

That the Academic Senate considered proposal 19051 and approved the program discontinuations.

2.2 APPROVAL OF SCHOLARSHIPS

*Higher Education Standard(s): 2.2.1, 2.2.2, 6.3.1b, c, 6.3.2b, d
Mitigation against risk(s) in Academic Senate Risk Register: 2*

It was resolved (AS 25/06: 05):

The Academic Senate reviewed and approved the proposed new scholarships, amendments to existing scholarships and new donor funded prizes for immediate execution.

New Donor-Funded Scholarships

- Anthony Cowley and Margaret June Cowley Scholarships in Accounting

Amendments to Existing Scholarships

- Perera Foundation Scholarship
- Sydney Zoo Indigenous Scholarship
- Professor B Bhaskara Rao Memorial Scholarship
- Two Blues Charter Hall Scholarship
- Ray White Commercial Western Sydney Scholarship

New Donor Funded Prizes

- The Lighthouse Club's Women in Construction Award
- The Lighthouse Club's Construction Award - Indigenous Student
- Occupational Therapy Australia Prize
- Professor Guikang Wei Award for Excellence
- Hon Brian Sully AM QC Memorial Prize
- Professor Deborah Hatcher Memorial UAIN Prize
- Professor Deborah Hatcher Memorial Prize for Enrolled Nurse program

2.3 GRADUAND LISTS, UNIVERSITY MEDALS AND POSTHUMOUS AWARDS

*Higher Education Standard(s): 1.5.1, 1.5.2, 1.5.3, 1.5.4, 6.2.1h
Mitigation against risk(s) in Academic Senate Risk Register: 2*

2.3.1 OCTOBER CONFERRAL OF UNIVERSITY AWARDS

The Chair of Academic Senate approved and noted the October conferral of University Awards on 21 October 2025 (meeting e25/04).

It was resolved (e25/04: 01):

The Chair of Academic Senate:

- Approved the award of degrees with distinction to graduands listed Attachment A – Graduands for awards with distinction.*
- Approved the award of the University Medal to the graduates listed in Attachment B – Graduates to be awarded the University Medal.*
- Noted the conferral of awards to graduates with pass or honours coursework degrees as listed in Attachment C - Graduates with pass and honours coursework degrees approved within SAC delegation.*

- iv. *Noted the conferral of awards to graduates with a research degree as listed in Attachment D - Graduates with research degrees approved within RSC delegation.*

2.3.2 AWARDING OF UNIVERSITY MEDAL

The Chair of Academic Senate approved the awarding on a University Medal on 23 October 2025 (meeting e25/05).

It was resolved (e25/05: 01):

The Chair of Academic Senate approved the award of the University Medal to the graduate listed in Attachment A – Graduate to be awarded the University Medal.

2.3.3 DECEMBER CONFERRAL OF UNIVERSITY AWARDS

This paper seeks approval from Senate to confer awards to students identified in the December conferral and provides list of conferred students for noting.

It was resolved (AS 25/06: 06):

The Academic Senate:

- i. *approved the award of degrees with distinction to graduands listed Attachment A – Graduands for awards with distinction.*
- ii. *noted the conferral of awards to graduates with pass or honours coursework degrees as listed in Attachment C - Graduates with pass and honours coursework degrees approved within SAC delegation.*
- iii. *noted the conferral of awards to graduates with a research degree as listed in Attachment D - Graduates with research degrees approved within RSC delegation.*

2.3.4 POSTHUMOUS AWARD

Higher Education Standard(s) Satisfied: 1.5, 6.2.1h

There were no posthumous awards for noting.

2.4 STANDING COMMITTEE STRUCTURE AND TERMS OF REFERENCE

*Higher Education Standard(s): 6.3.1a-d, 6.3.2.b, 6.3.3
Mitigation against risk(s) in Academic Senate Risk Register: 1, 2, 3, 5, 6*

2.4.1 FACULTY BOARDS

Professor Kevin Dunn presented the proposed terms of reference (TOR) of Faculty-level academic governance committees, and outlined prior consultation that it had undergone.

The structure and TOR were discussed by the Committee, proposing changes including the following:

- The College CEO or nominee to be included in the Faculty Academic Board.
- Membership position Associate Dean Indigenous to change to Associate Dean Indigenous and or nominee.
- The Faculty Academic Board to have oversight of conferring of awards, aligning with the new Student Administration Policy.

- Urgent business to be conducted via e-meeting of whole committee rather than through an executive committee.

The briefing paper accompanying the TOR outlined the role of the schools and the school's ability to create their own committees, noting that these would not be supported by the Office of Governance Services (OGS).

Senate was advised that the section 4 of the Faculty Academic Board TOR was the TOR for the Resulting Sub-Committee. Clarification sought on whether the Resulting Sub-Committee would have OGS support given that the workload would be significant ahead of the first resulting period in 2026.

It was resolved (AS 25/06:07):

That Academic Senate approved:

- *the Terms of Reference and Memberships of the Faculty/Institute Research Board, Faculty/Institute Higher Degree Research Board, Faculty/Institute Academic Board, and*
- *the amendments to the Graduate Research School Academic Committee TOR and membership; and*
- *the discontinuation of School Academic Committees, School Research and Higher Degree Research Committees, as sub-committees of Academic Senate, pending the changes noted below:*
 - *Inclusion of The College CEO or nominee to Faculty Academic Board membership.*
 - *Amendment of conferral delegation to align with the Student Administration Policy.*
 - *Inclusion of 'and/or nominee' to the membership position of Associate Dean Indigenous; and*
 - *Amendment of Clause 6 Meeting Frequency as: The FAB meets minimum of 6 times per year, with urgent matters being dealt with by e-meeting or special meeting, and for the Resulting Sub-Committees to finalise results.*

2.4.2 RESTRUCTURING UNIVERSITY-LEVEL STANDING COMMITTEES OF THE ACADEMIC SENATE

Research Committee

Research Committee membership was expanded to include two Discipline Expert members of Academic Senate.

It was resolved (AS 25/05: 08):

That Academic Senate approved the Terms of Reference of the Research Committee pending the inclusion of two Discipline Expert members of Academic Senate.

Coursework Program Committee

There was agreement for the Coursework Program Committee (CPC) membership to include the Registrar. A robust discussion ensued regarding the chairing of the committee and membership, and a consensus could not be reached. (Academic Senate Standing Orders clause 4c: If the Senate cannot resolve a matter by consensus, then that matter is to be resolved by voting on the recommendation).

New Action:

Secretary to set up voting in diligent to resolve two issues:

1. Should the CPC be chaired by the Pro Vice-Chancellor Quality and Integrity or a Deputy Chair of Academic Senate?

2. Should the Associate Deans Education and Students replace the Discipline Expert members of Academic Senate on the Committee?

It was resolved (AS 25/05: 08):

That Academic Senate approved the Terms of Reference of the Coursework Program Committee pending the inclusion of the Registrar to the membership and the decision regarding the Chair and membership as noted above.

Attachment 1: Academic Senate Voting Report e2/06 5 – 10 December 2025

Senate Education Committee

Senate agreed on the following changes to the TOR:

- addition of the Pro Vice-Chancellor Indigenous Education;
- addition of The College CEO or nominee;
- replacement of ‘Academic Registrar’ with ‘Registrar’;
- ‘appointed by the Chair in consultation with the Chair, Academic Senate’ to be include to the appointment of Discipline Expert members;
- correction of all typographical and editorial errors;
- addition of clause 1 adding the power to ‘establish sub committees and working groups to fulfil the remit of the committee’;
- addition of the Chairs of the Coursework Program Committee and the Chair of the Senate Assessment Committee;

It was resolved (AS 25/06: 09):

That Academic Senate approved the Terms of Reference of the Senate Education Committee pending the changes noted above.

Senate Assessment Committee

Academic Senate agreed to include ‘or nominee’ to the Pro Vice-Chancellor Indigenous Education membership position and include Registrar or Deputy Registrar to the Senate Assessment Committee’s membership. Consensus could not be reached regarding the chairing of the committee. (Academic Senate Standing Orders clause 4c: If the Senate cannot resolve a matter by consensus, then that matter is to be resolved by voting on the recommendation).

New Action:

Secretary to set up voting in diligent to resolve one issue:

1. Should the Senate Assessment Committee be chaired by the Pro Vice-Chancellor Learning and Teaching or a Deputy Chair of Academic Senate?

It was resolved (AS 25/06: 10):

The Academic Senate approved the Terms of Reference of the Senate Assessment Committee pending the changed in membership noted above and the decision regarding the Chair of the Senate Assessment Committee.

Senate agreed that the Third-Party Provider committee needed to be retained and that disestablishing this committee would pose a significant academic risk, especially as the University is expanding in this area.

Senate Executive Committee

The TOR for the Senate Executive Committee need to be amended and the Chair, Academic Senate was open to a simplified operating model such as the proposed e-meeting of Academic Senate instead of convening a Senate Executive Committee.

It was resolved (AS 25/06:11):

That Academic Senate approved the disestablishment of the Academic Senate Policy Committee and the Research Studies Committee.

2.5 SPECIAL CONSIDERATION POLICY

*Higher Education Standard(s): 2.2.1, 2.2.3, 6.1.3d, 6.3.2.a
Mitigation against risk(s) in Academic Senate Risk Register: 2, 3*

Ms Jess Gleeson spoke to the policy, noting that it had been subject to extensive consultation. The policy amalgamated adjustments in a single policy. It also addressed challenges raised by staff and students, simplified the process and retained the 3-day extension with amendments from staff feedback. The *Disruption to Studies Policy and Procedures, Extension Guidelines and Assessment Extensions for Students with an Academic Reasonable Adjustment Plan* were proposed to be retired" with the implementation of the Special Consideration Policy.

Ms Gleeson said that editorial changes were to be made to provide clarity.

Senate was advised that the 3-day extension form required a student to complete a declaration that the information submitted is accurate, and that there was a process to address the submission of inaccurate information.

It was resolved (AS25/06: 12):

That Academic Senate approved the Special Consideration Policy for implementation from 1 January 2026, and the consequential retirement of the Disruption to Studies Policy, Disruption to Studies Procedures, Extension Guidelines and the Assessment Extensions for Students with an ARAP.

2.6 HIGHER DEGREE BY RESEARCH EXAMINATION PROCEDURES

*Higher Education Standard(s): 4.2.1.d-e
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 6*

Professor Jeff Powell outlined that multiple changes at Western and in the wider context had required a review and revision of Higher Degree by Research (HDR) Examination Procedures at Western. Extensive consultation had been undertaken and feedback incorporated to ensure that the process is robust, includes the viva voce into the examination procedures, and work was not duplicated.

A recommendation was made to amend one of the key examples from 'Describe how it was assured that the thesis is free of plagiarism' to 'Describe how it was assured that the thesis represents the learning attainment of the candidate'. Another recommendation was the use of Authenticate, a Turnitin similarity checking tool specifically designed for research and research purposes, however it was noted that the specific software and licences do not need to be included in the procedures.

A question was raised in relation to the Research Committee's capacity to deal with examination matters and were advised that the Research Committee can establish sub-committees.

It was resolved (AS 25/06:13):

That Academic Senate reviewed and endorsed the proposed HDR examination procedures, pending the amendment of 'Describe how it was assured that the thesis is free of plagiarism' to 'Describe how it was assured that the thesis represents the learning attainment of the candidate'.

2.7 RESEARCH QUALITY INDICATORS

*Higher Education Standard(s): 6.3.1.a-b, 6.3.2.e+h
Mitigation against risk(s) in Academic Senate Risk Register: 1*

Professor Ian Anderson noted that the table appended in the papers clarified reported indicators as well as relevant timings. A request was made that one or two deep dives and detailed reporting from research institutes and schools also be included.

It was resolved (AS 25/06:14):

That Academic Senate reviewed and endorsed the proposed indicators for reporting and their cadence, two in-depth analyses of identified matters and detailed reporting.

2.8 EXTERNAL MEMBER OF ACADEMIC SENATE

*Higher Education Standard(s): 6.3.1a-d
Mitigation against risk(s) in Academic Senate Risk Register: 2*

It was resolved (AS 25/06:15):

That the Academic Senate approved the appointment of Emeritus Professor David Cohen as External Member of the Academic Senate of Western Sydney University.

3. BUSINESS ARISING FROM PREVIOUS MEETINGS

3.1 ACADEMIC CAREERS AT WESTERN: TOWARDS TRUST AND AUTONOMY IN ACADEMIC WORKLOADS

*Higher Education Standard(s): 3.2.1, 3.2.2, 4.1.2, 4.2.3
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5*

Professor Kevin Dunn advised that the paper was an updated version that would be implemented. Academic Senate members were encouraged to provide their feedback directly to Professor Dunn.

4. GENERAL BUSINESS

4.1 CHAIR'S REPORT

*Higher Education Standard(s): 6.3.1, 6.3.2
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5, 6*

A written report from the Chair covering activities undertaken on behalf of the Senate since 10 October 2025 was appended.

4.2 VICE-CHANCELLOR'S REPORT

*Higher Education Standard(s): 6.3.1, 6.3.2
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5, 6*

Distinguished Professor George Williams AO thanked all members of Academic Senate for their work. Professor Williams summarised the information sent in an

email to all staff conveying the news that the University was now in a strong financial situation for student success.

He reported that enterprise bargaining was ongoing with likely agreement of a 40/40/20 workload model for academic staff. A transition period would come into effect and research performance would not be measured until the end of 2027. The University was committed to reducing the number of casual staff by 25%. Professor Williams said that academics would have more time for teaching with the decrease in their governance roles. Casual and fixed-term staff would have opportunity to apply for positions before positions are advertised externally. External advertising for positions would take place in 2026.

4.3 PROVOST REPORT

*Higher Education Standard(s): 6.3.1, 6.3.2
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5, 6*

Professor Deborah Sweeney thanked all those involved in the establishment of the three new Faculties. Recruitment was underway for lead academic roles in the faculties and the schools, Associate Dean and Head of Discipline positions.

Work was now underway on priority tasks for each School and Faculty, and how that will align and support the strategic plan, and the operational plans of the schools. The launch of SABEL and the School of Arts had taken place, with the launch of the other two faculties to take place in 2026.

Professor Sweeney also reported that a Load and Revenue Committee had been established. This was a University-wide steering committee to monitor load, recruitment and revenue setting. She said that the committee would ensure that the student load forecast, tuition fee settings, domestic and international HDR recruitment strategies are fully aligned and brought together. Load data would be brought to Academic Senate.

The Provost provided a summary of the last round of academic promotions held a few weeks prior. She reported a 74% success rate in round 2 and an overall 77% success rate for the year. A review of academic promotion and ADP policies and processes would take place in Quarter 2 2026, with implementation and new guidelines applying from 2027.

4.4 DEPUTY VICE-CHANCELLOR EDUCATION AND STUDENTS REPORT

*Higher Education Standard(s): 6.3.1, 6.3.2
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5, 6*

Professor Maryanne Dever relayed that roadshows had been completed, and positive feedback had been received via the link on Education HQ. The Education HQ SharePoint site was the central hub for information on the Division and on key strategic programs. She said the Learning and Teaching Showcase was scheduled for the following week with over 300 registrations.

Ms Fiona Salisbury, the University Librarian was working on the communication plan to schools on the streamlining of the creation of student reading list. Academic Senate congratulated Ms Salisbury on the conferral of her PhD.

A member sought clarification on the reimagined reading lists, specifically regarding the requirement to distinguish between required, recommended, and additional

readings. It was advised that inconsistent terminology can create confusion, and that academics can provide further guidance to students through their vUWS site and discussion boards. The discussion on this matter continued offline.

4.5 PRO VICE-CHANCELLOR RESEARCH AND INNOVATION REPORT

Higher Education Standard(s): 6.3.1, 6.3.2

Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5, 6

Professor Ian Anderson summarised the work had on the Research Committee's TOR, research quality indicators and in the research studies area to ensure the faculty structure is operational for HDR students. He noted that there were gaps in the research grants area, and all efforts were being made to get those gaps filled.

Professor Anderson said, the Research Green Paper was a precursor to the research strategy. There is a range of ways written feedback can be provided; verbal feedback and roadshows would start in 2026.

4.6 STUDENT REPORT

Higher Education Standard(s) :6.3.3

Mitigation against risk(s) in Academic Senate Risk Register: 3

Mr Prasad Perera, Higher Degrees Research Student Representative highlighted the need for increased awareness of read and publish and HDR AI tool, noting a meeting with Bianca Jordaan, Chief Information Officer and Akshet Sachdev, Executive Director, Digital Architecture and Program Delivery.

Professor Dever relayed the following on behalf of Ms Fiona Salisbury:

- The Library had been increasing the number of Read and Publish agreements since 2022, starting with 3 in 2022 and increasing to 16 in 2025.
- All Read & Publish agreements that WSU subscribes to were negotiated nationally through Council of Australasian University Librarians (CAUL), ensuring fair pricing and collective bargaining power.
- Since the University's first Read & Publish agreements in 2022 through November 2025, WSU researchers had published 1,151 Open Access articles via these agreements, avoiding more than \$5.7 million in APC fees. It is unknown how many HDR students are included in this figure, but ongoing work would attempt to determine this proportion in 2026.
- She thanked HDR students for their feedback, acknowledging gaps this year in communication to HDR students about Read and Publish agreements. Opportunities to improve communication in 2026 would be explored before the end of this year.

4.7 QUALITY INDICATORS FOR EDUCATION

Higher Education Standard(s): 5.3.7, 6.2.1.c+f, 6.3.1.a-b, 6.3.2.e-h

Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5

This item was postponed until the next meeting of Academic Senate.

4.8 TEQSA RE-REGISTRATION ACTION PLAN AND SELF-ASSURANCE CYCLE

Higher Education Standard(s): 5.1-4, 6.2.1, 6.3.1-3

Mitigation against risk(s) in Academic Senate Risk Register: 1

This item was postponed until the next meeting of Academic Senate.

4.9 TEQSA RISK ASSESSMENT

*Higher Education Standard(s): 6.1.3a, 6.2.1a+c+e, 6.3.1d
Mitigation against risk(s) in Academic Senate Risk Register: 1*

Members were advised that TEQSA had provided a verbal indication that this process would not continue in current form, but there was no indication on what the future state will be.

This item was postponed until the next meeting of Academic Senate.

4.10 ACADEMIC PROMOTIONS

*Higher Education Standard(s): 3.2.2-3
Mitigation against risk(s) in Academic Senate Risk Register: 1, 5*

A written report was appended.

4.11 2024 THIRD PARTY PROVIDER ANNUAL QUALITY REVIEW REPORTS PART B – SUMMARY

*Higher Education Standard(s): 5.4.2, 6.3.1a, 6.3.1d, 6.3.2d
Mitigation against risk(s) in Academic Senate Risk Register: 1,3*

The 2024 Third Party Provider Annual Quality Review Reports Part B – Summary was appended.

4.12 UPDATE FROM SCHOOLS AND INSTITUTES

*Higher Education Standard(s): 6.3.1a, b, c, 6.3.2d-f
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5, 6*

There were no Updates from Schools and Institutes.

4.13 QUESTIONS ON NOTICE/HOT TOPICS

*Higher Education Standard(s): 6.3.1.a, 6.3.1.b, 6.3.2.g
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3*

Distinguished Professor Anthony Uhlmann spoke to Question on Notice in the spirit of supporting open debate within the Academic Senate and raised to address issues posing academic, student, and reputational risks. He argued the compressed consultation timelines during the Product Review had resulted in subject deletions that created potential risks. He said that the School of Arts had requested reinstatement of certain essential subjects, following recent reinstatement of some Master of Research subjects. Two key risks were highlighted:

1. Concern by Indigenous staff that rapid changes had excluded their input, compromising the integrity of the Indigenous Australian Studies Major and risking reputational damage linked to the UN SDGs; and
2. Confusion among staff and students regarding deleted programs and handbook errors had led to enrolment issues and loss of strategically important students.

To mitigate these risks, the university was asked to reinstate identified subjects temporarily, allowing time for a more consultative curriculum review process next year.

Senate was advised that decisions on subject discontinuation had been made by Schools with the aim of ensuring curriculum sustainability and alignment with staffing capacity. While concerns were raised about risks to academic quality, Indigenous curriculum integrity, and communication gaps, the Education portfolio clarified that decisions had been based on whether subjects were required for progression and completion, alongside broader considerations of curriculum architecture and viability. It was emphasised that Schools had full control over their offerings. This was confirmed for the School of Health Sciences, where decisions regarding subject discontinuation and continuation were made entirely within the school, without external direction. Issues raised in the discussion included confusion from late notifications, reinstatement of some Master of Research subjects, and risks linked to large and small cohort sizes. The discussion emphasised the need for improved consultation, transparent viability metrics, and a strategic approach to curriculum redesign that balances pedagogical value, student choice, and operational sustainability.

4.14 RESEARCH STRATEGY GREEN PAPER

Higher Education Standard(s): 4.1.1-2, 6.1.3.c, 6.3.1.a, 6.3.2.d+h
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5, 6

Members were invited to provide feedback directly to Professor Ian Anderson, Pro Vice-Chancellor Research and Innovation.

5. REPORTS FROM COMMITTEES

5.1 SENATE EXECUTIVE COMMITTEE

Higher Education Standard(s): 6.3.1a, 6.3.1d, 6.3.2d
Mitigation against risk(s) in Academic Senate Risk Register: 3

The unconfirmed minutes of the Senate Executive Committee meeting held on 7 November 2025 (meeting 25/01) were appended for noting by members.

5.2 ACADEMIC PLANNING AND CURRICULUM APPROVALS COMMITTEE

Higher Education Standard(s): 5.1.1, 5.1.2, 5.1.3, 5.2.1, 6.3.1a, c, 6.3.2c, d, f
Mitigation against risk(s) in Academic Senate Risk Register: 1, 2, 3

The confirmed minutes of the Academic Planning and Curriculum Approvals Committee (APCAC) meeting held on 28 October 2025 (meeting 25/09) were appended for noting.

5.3 SENATE EDUCATION COMMITTEE

*Higher Education Standard(s): 6.3.1a-d, 6.3.2d-f
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3*

The confirmed minutes of the Senate Education Committee held on 16 October 2025 (meeting 25/07) were appended for noting.

5.4 SENATE ASSESSMENT COMMITTEE

*Higher Education Standard(s): 6.3.1a-d, 6.3.2e-f
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 5*

The unconfirmed minutes of the Senate Assessment Committee held on 18 November 2025 (meeting 25/06) were appended for noting.

5.5 RESEARCH COMMITTEE

*Higher Education Standard(s): 6.3.1a-, 6.3.2e-f
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 6*

There were no Research Committee minutes for noting.

5.6 RESEARCH STUDIES COMMITTEE

*Higher Education Standard(s): 6.3.1a-, 6.3.2e-f
Mitigation against risk(s) in Academic Senate Risk Register: 1, 3, 6*

The delegations report of the Research Studies Committee for January to June 2025 was appended.

The confirmed minutes of the Research Studies Committee meetings held on 7 October 2025 (Meeting 25/13), and on 21 October 2025 (Meeting 25/14) and the unconfirmed minutes of the Research Studies Committee meeting held on 11 November 2025 (meeting 25/15) were appended for noting by the Senate.

5.7 ACADEMIC SENATE POLICY COMMITTEE

*Higher Education Standard(s): 5.2.1, 6.3.1a-c, 6.3.2.d-f
Mitigation against risk(s) in Academic Senate Risk Register: 2*

The were no Academic Senate Policy Committee minutes for noting.

5.8 THIRD-PARTY PROVIDER COMMITTEE

*Higher Education Standard(s): 5.4.2, 6.3.1a, 6.3.1d, 6.3.2d
Mitigation against risk(s) in Academic Senate Risk Register: 1,3*

There were no Third-Party Provider Committee minutes for noting.

5.9 BOARD OF TRUSTEES

The next meeting of the Board of Trustees is scheduled for Thursday 19 February 2026.

6. OTHER BUSINESS

No other business was raised at the meeting

7. NEXT MEETING

The next meeting of Academic Senate (26/01) will be on Friday 6 March 2026 at 9:30am at Parramatta South campus, Boardroom 1 (PS-EB.2.02).

The meetings scheduled for 2026 is as follows:

- 26/01 – Friday 6 March 2026
- 26/02 – Friday 8 May 2026
- 26/03 – Friday 3 July 2026
- 26/04 – Friday 11 September 2026
- 26/05 – Friday 11 December 2026.

The Chair extended his thanks for the robust discussions at Academic Senate, particularly noting outgoing members.

The meeting formally closed at 12:30pm.

WESTERN SYDNEY
UNIVERSITY



ACADEMIC SENATE

Following the unresolved decisions regarding the Chairing of the *Coursework Program Committee* and the *Senate Assessment Committee* and membership of the Coursework Program Committee, e25/06 of the Academic Senate of Western Sydney University was established in accordance with s4.8 of the [Academic Senate Standing Orders](#) to resolve the matters.

Voting was conducted via [Diligent](#). Voting opened on Friday 5 December 2025 and closed on Wednesday 10 December 2025.

VOTING RESULTS REPORT

1. PROCEDURAL MATTERS

1.1 ATTENDANCE AND APOLOGIES

Voting was confidential and not visible to other participants.

1.2 INSTRUCTIONS

Members were requested to consider the item for decision, then, vote for one of the options.

2. ITEMS FOR DECISION BY THE ACADEMIC SENATE

2.1 COURSEWORK PROGRAM COMMITTEE

2.1.1 CHAIR, COURSEWORK PROGRAM COMMITTEE

Chair, Coursework Program Committee	
Number of voters	51
Group size	63
Percentage voted	80.95
VOTING OUTCOME	
Deputy Chair, Academic Senate	27
Pro Vice-Chancellor Quality and Integrity	22
Abstain	2

Voting Result:

The Chair of the Coursework Program Committee be a Deputy Chair of Academic Senate.

8. 2.1.2 COURSEWORK PROGRAM COMMITTEE MEMBERSHIP

Coursework Program Committee Membership	
Number of voters	51
Group size	63
Percentage voted	80.95
VOTING OUTCOME	
Associate Dean Education and Students	32
Discipline experts of Academic Senate (11)	18
Abstain	1

Voting Result:

The membership of Coursework Program Committee replaces Senior Discipline Experts with the Associate Deans Education and Students.

2.2 SENATE ASSESSMENT COMMITTEE

9. 2.2.1 CHAIR, SENATE ASSESSMENT COMMITTEE

Chair, Senate Assessment Committee	
Number of voters	51
Group size	63
Percentage voted	80.95
VOTING OUTCOME	
Deputy Chair, Academic Senate	30
Pro Vice-Chancellor Learning and Teaching	19
Abstain	2

Voting Result:

The Chair of the Senate Assessment Committee be a Deputy Chair of Academic Senate.