

**GOLDSMITHS
University of London**

COUNCIL

ACADEMIC BOARD

Minutes of the meeting held on 8 March 2017

OPEN BUSINESS

Present: Mr Patrick Loughrey (in the Chair),
Professor Claudia Bernard, Professor Lucia Boldrini, Professor Frank Bond,
Professor Andy Bremner, Dr Lisa Busby, Professor Rebecca Cassidy,
Professor Sean Cubitt, Dr Debbie Custance, Mr Adrian De La Court,
Dr Jasna Dragovic Soso, Ms Annie Guo, Professor Elisabeth Hill,
Mr Kevin Jones, Dr Gholam Khiabany, Ms Mollie Kneath,
Mr Gerald Lidstone, Dr Betty Liebovich, Dr Julia Lockheart,
Ms Tara Mariwany, Professor Saul Newman, Professor Richard Noble,
Professor Osita Okagbue, Professor Simon O'Sullivan,
Professor David Oswell, Professor Carrie Paechter, Dr Luciana Parisi,
Ms Jacqueline Pennell, Dr Vivienne Richmond, Dr Caroline Rix,
Professor Marsha Rosengarten, Mr Paul Stocks,
Dr Ragupathy Venkatachalam, Mr Matthew Ward.

Apologies: Ms Tracy Banton, Professor Vikki Bell, Mr Martin Conreen,
Professor Mark d'Inverno, Professor Matthew Fuller, Mr Ian Gardiner,
Dr Marco Gillies, Mr Conrad Heyns, Mr Steve Keirl, Dr Pdraig Kirwan,
Dr Massimiliano Mollona, Mr Daniel Nasr, Professor Alan Pickering,
Ms Nina Reece, Dr Christophe Rhodes, Ms Astrid Schmetterling,
Dr Erica Wald, Professor Robert Zimmer.

In attendance: Mr Kieron Broadhead, Mr Matthew Brooks, Ms Giorgia Cowan,
Ms Sara Doherty (item 9 only), Professor John Drever, Mr Tom Morgan,
Mr Ian Pleace, Mrs Cathryn Thompson, Ms Helen Watson,
Ms Amie Ouzman (Secretary),

1 EQUALITY AND DIVERSITY

Noted:

the Chair reminded members that considerations of equality and diversity should inform the deliberation of all items of business.

2 MINUTES

Resolved:

that the minutes of the meeting held on 12 December 2016 be approved.

3 MATTERS ARISING FROM THE MINUTES

Noted:

- (i) that it was the decision of Academic Board in September 2016 that membership would be granted to a representative of the English Language Centre and Academic Skills Centre due to their current status as academic areas. An update on the temporary academic status of the English Language Centre and Academic Skills Centre would be tabled at Academic Board in June;
- (ii) that a follow up of the 2016 NSS Departmental Action Plans had taken place. Sector-wide 2017 NSS response rates had risen but Goldsmith's response rate had remained stable. It was therefore requested that staff encourage students to complete the NSS. Saskia Jensen, Market Intelligence Manager would be happy to visit departments to help facilitate NSS completion, if required. An increase in staffing in the Planning Office would provide departments with more direct support to interpret 2017 NSS data. The Students' Union had discussed 2016 NSS data in relation to the BAME student gap, although it was sometimes difficult to interpret BAME data for every programme due to small cohorts.

Resolved:

that a report on BAME characteristics in relation to admissions, retention and achievement would be presented by Elisabeth Hill, Pro-Warden (Learning, Teaching and Enhancement) at the next meeting of Academic Board.

4 IDENTIFICATION OF ITEMS FOR DISCUSSION

Noted:

the Chair reminded members that papers should be read thoroughly before the meeting. Should members wish for any items identified for Formal Decision or Report to be the subject of substantive discussion, then this request should be emailed to the Committee Secretary at least 24 hours prior to the meeting.

6 WARDEN'S REPORT

The Warden gave an oral report on matters of interest to the College.

That this week, the Guardian had mentioned Goldsmiths directly in two articles related to sexual harassment in Higher Education. The events referenced took place in the Centre for Cultural Studies and included unacceptable abuses of power. The staff who were responsible had now left the College and the staff that remained had helped to address the issues and made a resolution possible, for which utmost respect and gratitude was expressed. In total, £194,000 in settlements had been made to students who had raised allegations of sexual harassment. These payments were in the form of a range of settlements including fee waivers, fee reimbursements and funding for accommodation. The complaints included sexual harassment alongside a number of other issues including the quality and nature of research supervision. The Guardian also mentioned new allegations, with three former students making allegations about behaviours in the late 80's and 90's. It was confirmed that Goldsmiths had been contacted by three former students and that the process of appointing an experienced and independent specialist to investigate these claims was underway. A 10-point strategy to address sexual harassment had been published on the Goldsmiths website, which included the appointment of a senior post to review our cultures, practices and frameworks to ensure that our ambition of being sector-leading on these issues could be fulfilled.

Tribute was paid to Mark Fisher, who passed away in January 2017. He was much loved and his loss shocked the Goldsmiths community. Simon O'Sullivan, Head of Visual Cultures and colleagues across campus including Louise Jennings, Head of Student Advice and Wellbeing, Counselling Service staff and Andy Lamb, Deputy Director Human Resources were thanked for the work they had done, which included providing support and advice in the most difficult of times. Nick Holmes, Head of Student Engagement and Events was also thanked for arranging a deeply moving memorial service, at which, Mark's inspirational widow Zoe talked eloquently about his love of Goldsmiths and our students.

The continued uncertainty of the status of EU staff following the UK's vote to leave the EU in the June 2016 referendum was acknowledged. Staff should be reassured that Goldsmiths would continue to lobby, amongst others, the House of Lords and UUK, and work in partnership with other major employers in the local community to obtain clarity on the issue and protect the rights of those affected.

Members were reminded that support was available on and off campus to anyone who wished to confidentially discuss both work-related and non-work-related issues. Goldsmiths had recently increased staff support by launching the 365 Staff Assistance Programme to complement the ongoing on-campus counselling provision. This new confidential and independent telephone support service was available 24 hours a day, 7 days a week. The volume of calls already made to this service showed the need, value and benefit of this resource. Staff members with workload concerns should talk to their line manager or Head of School and not suffer in silence. Members were asked to consider whether two-year degrees proposed by the government, and already offered by a number of challenger institutions might ease workload pressures by spreading teaching workloads across the entire academic year, rather than the existing two-term model that currently operated.

The mental health first aid training offered to all staff in previous years would be offered again this year prior to the assessment season. Members were encouraged to register for this training and inform staff within their departments of this forthcoming training opportunity. All staff, but particularly those in front-line services or with personal tutoring or supervision responsibilities should be familiar with the “Supporting Staff to Support Students” booklet available on Goldmine, which provided guidance on helping students’ access the most appropriate support for their needs. Members were reminded that Goldsmiths offered a fully embedded, daily wellbeing drop-in service for students that provided instant access to pastoral support and guidance. This provision had been augmented by additional funds for 2016-17, which enabled the counselling team to deliver a far more efficient and timely service to students, although it was acknowledged that the counselling service remained an under resourced area. Counselling staff posts, including at least one mental health adviser role, would be requested in the forthcoming planning round to address the ever increasing demand for counselling and wellbeing services. Current staffing levels meant that identified ‘at risk’ cases were seen within one week, and other cases seen within two weeks. Members expressed concern that students had reported that the queues for the counselling service were often very long and the drop in sessions were too short to be of any real benefit. It was reported that staff within some academic departments and the Student’s Union felt overwhelmed by the volume of students who, despite additional resourcing, were still unable to access the support provided by the counselling service. There was agreement amongst members that the current arrangement was not sustainable. The Chair confirmed that student welfare was a priority, and therefore, the College would support additional resource requests for the counselling service.

Goldsmiths had performed well in the QS World University Rankings 2017 by subject, being ranked 8th in the world for Media and Communications and in the top 50 internationally for Anthropology, Art and Design, Performing Arts (including Music and Theatre and Performance), and Sociology, which placed the university in the top 1% of all institutions who participated in the rankings for these subjects. The Departments of English and Comparative Literature and Politics and International Studies moved up the rankings and the Departments of Computing, History and Psychology were placed for the first time. Collectively, this meant that Goldsmiths had achieved the status of a top 100 institution for Arts and Humanities, rising to 78 from 153 in the 2016 rankings, based on research impact, employer and academic reputation. These figures were testament to the hard work of all staff, but especially Jane Powell, Pro-Warden, Geraint Fox, Associate Director Internationalisation and Mark d’Inverno, Pro-Warden (Research and Enterprise) who were thanked for their contribution to the submission.

Further good news included a recent letter from Madeleine Atkins at HEFCE to Goldsmiths, which confirmed that we were set to pass the criteria in the Annual Provider Review assessment. This was still to be definitively approved by the regulator via their committee system, but this early indication of a positive outcome was welcomed.

The implementation of subject Level TEF had been delayed by a year following Jo Johnson’s admission that its development had been “complex”, meaning that subject level assessment would now begin in year 5 of the TEF. The acceptance of most of UUK’s amendments to the Higher Education and Research Bill appeared to indicate that Jo Johnson was now more supportive of the sector and that Goldsmith’s lobbying efforts had been effective.

It was confirmed that the departments of Communications; Development and Alumni; Finance; Human Resources; IT&IS; Strategic Planning and Projects; and Student Experience would shortly be moving to Batavia Road in order to facilitate a more cohesive and collaborative working environment amongst Professional Services. The move would also vacate 1,300m² of space on campus for teaching and other student-facing activities.

A number of forthcoming staff departures were formally recognised: Kath Clarke, Director of Human Resources, David Swayne, Chief Information Officer and Claire MacLean, Interim Registrar and Secretary, all of whom had played huge roles in the College's success and growth, were leaving to begin portfolio careers. Professor Carrie Paechter, Head of Educational Studies was also leaving after 16 years' service, to join Nottingham Trent University as their Director of the Nottingham Centre for Children, Young People and Families. They were wished well in their future endeavours.

Goldsmiths was delighted to welcome Helen Watson, from Oxford University as Registrar and Secretary. Other new appointments included Leo Appleton, who joined us from the University of the Arts as Director of Library Services and Sarah McCrory, who would be joining Goldsmiths later this term to lead the new art gallery. Aligned with these new appointments was a consolidation of some of our structures: IT&IS would be reporting to Ian Preece, Finance Director, in addition to the Estates and Finance departments. As Registrar and Secretary, Helen would be overseeing Student Experience Directorate, Governance and Legal Services, HR, Comms, Planning and Strategic Projects and Development and Alumni Relations.

Resolved:

- (i) that the Registrar and Secretary would convene a group that included the Director of Student Experience, Student's Union, the Director of HR, Trade Union and Student Union Representatives to discuss the issues in more depth and propose some ways forward;
- (ii) that the criteria for academic promotion should be reviewed to consider the inclusion of the holistic contribution made by Senior and Personal Tutors.

7 REGULATORY FRAMEWORK REVIEW

Received:

an update on the Regulatory Framework Review 2016-17 including a proposed framework for the Goldsmiths Academic Manual (16-322).

Noted:

- (i) that in June 2016, Academic Board approved a programme of work to review and refresh the College's Regulations, Policies and Procedures, which due to their current complex configuration, often duplicated and sometimes contradicted one another. Furthermore, these instruments had become very dense, possibly due to their fragmented development in previous years, which meant that they were difficult to

access and navigate for the unfamiliar reader;

- (ii) that further to this programme of work, a framework for a 'Goldsmiths Academic Manual' had been recommended by the Regulations Working Group and the Quality and Standards Sub-Committee for approval by Academic Board. This manual would be a single point of reference for all relevant statutory instruments; a comprehensive resource set out in an easy to access and understandable format. The Manual was currently being compiled and it was anticipated that this would be presented to the June 2017 meeting of Academic Board for consultation and approval;
- (iii) that members were reassured that the planned works were not about making substantive changes to the Regulations, but were instead a repackaging exercise. However, should the need for substantive change be identified during the course of the works, this would be brought to the attention of the Regulations Working Group and the Quality and Standards Sub-Committee before being considered by Academic Board, to ensure a full consultation process.

Resolved:

that the framework for the Goldsmiths Academic Manual be approved (16-322).

8 STANDARD CRITERIA FOR MERIT AND DISTINCTION

Received:

a proposal for the revision of the standard criteria for Merit and Distinction (16-250).

Noted:

- (i) that several External Examiners had again expressed the view at the summer 2016 Exam Boards that the current criteria, taking into account the dissertation grade, was unfair;
- (ii) that the majority of departments, 13 out of 18, were in favour of the proposal for the revision of the standard criteria. Departments not in favour included Computing, History, Music and Visual Cultures. The Department of Theatre and Performance recorded a split decision, with half in support and half opposed;
- (iii) that the Quality and Standards Sub-Committee had approved the revision of the standard criteria for Merit and Distinction to a formula based solely on a weighted average mark, after detailed research, sector analysis, discussion and direct consultation with every academic department.

Resolved:

- (i) that the move to a formula based solely on weighted average mark for the award of Merit and Distinction be approved;

- (ii) that the start date of the revised criteria should be discussed and agreed at the next meeting of the Quality and Standards Sub-Committee.

9 CAPPING OF RESIT MARKS

Noted:

- (i) the Board discussed that the capping of resit marks at the pass mark of 40% for undergraduates and 50% for postgraduates from the 2016-17 academic year, approved by the June 2016 meeting of Academic Board, applied to individual assessment elements rather than the whole module;
- (ii) that out of 21 Higher Education Institutions who responded to a question about the capping of resit marks, all 21 capped resits taken in the same academic year at the pass mark; some at individual assessment level, but most at module level. This highlighted that Goldsmiths' previous practice had been anomalous within the sector;
- (iii) that the lack of diligence in the internal consultation process was acknowledged, and was regrettable. However, the College was now bound by the published regulations according to consumer law and Competition and Markets Authority guidance;
- (iv) that it was queried why the College did not consider revising the undergraduate regulations to align with the postgraduate regulations, where, until recently, there was no resit penalty. There was concern that the new regulations undermined the pedagogical value of the old system whereby assessment encouraged learning. There were varying reasons for failure that the old system recognised by offering a flexible, nuanced and fair process rather than the punitive measure considered to now be in place. Concern was also expressed regarding the misinformation that had been circulated by departmental staff who were unaware of the change in regulations at the beginning of the academic year and the impact this might have on complaints, appeals and suspension of regulations requests in the summer term. The acknowledged lack of diligence in consultation had meant that these concerns could not be raised before the changes were implemented. It was requested by some members of the Board that there should be a vote on whether the old regulations be applied to new students in the 2016/17 academic year, to allow for widespread consultation and discussion of the impact of the new regulations on students. However, it was explained that Academic Board had approved the changes and it had to stand by that decision. It was confirmed that the new regulations had been advertised on the website and that new students had signed a contract to confirm their acceptance of them;
- (v) that it was suggested that departments should review module assessment methods to make more effective use of formative assessment in order to encourage students' development. It was agreed that shrewd students could have made use of the previous regulatory loophole and used a resit opportunity to improve their mark instead of submitting their best work at the first attempt. However, it was also commented that students who took advantage of the old regulations might have had undisclosed mitigating circumstances. It was confirmed that students with mitigating circumstances would not have their marks capped under the new regulations and therefore students

should be encouraged to apply for the support offered by the College at the appropriate time in the assessment process;

- (vi) that it was explained that transitional arrangements were in place for continuing students, so that, regardless of whether they opted in or out of the new regulations upon re-enrolment in September 2016, all marks would be assessed under both sets of regulations and the most favourable outcome applied. It was clarified that the revised regulations applied to new students were sector standard criteria, which were adopted to bring our regulations in line with the sector and to enable equity of treatment in assessment. It was commented that some practice based departments might notice a bigger impact from the new regulations due to the larger CATS values of modules and as a result, fewer summative assessment points across the year. It was confirmed that the practice of capping resits at the pass mark was considered problematic in practice based disciplines with External Examiners and the sector currently voicing their opposition to the practice;
- (vii) that concerns were raised that Unit E could not currently calculate capped resit marks. Complicated manual processes and associated risks would be compounded by two sets of regulations and two resit marks for affected students. It was clarified that an IT&IS proposal had been submitted to request assistance to update Unit E with the functionality to calculate resit marks.

10 REVIEW OF POSTGRADUATE RESEARCH PROVISION

Received:

an update on progress made against actions highlighted in the College Action Plan relating to Postgraduate Research provision and the related Autumn 2016 external review (16-324).

Noted:

- (i) that progress had been made up to September 2016, mapped against the College Action Plan and additionally, further action had been taken since September 2016 in response to the External Reviewer's recommendations;
- (ii) that some of the issues highlighted by the External Reviewer were sector-wide, which was reassuring;
- (iii) that there had been an improved uptake of training this academic year for both new supervisors and existing supervisors. The 3-hour training session included discussion on pedagogic issues, postgraduate research regulations, feedback and how to foster effective professional relationships with supervisees. Further training sessions had been planned.

11 ELECTION OF ACADEMIC BOARD MEMBERS TO COUNCIL

Noted:

that two members of Academic Board needed to be elected to Council from 1st September 2017 for a 3-year period, following the upcoming expiration of the current members. Matt Brooks, Head of Secretariat and Legal confirmed that members would be contacted about the nomination process outside of the meeting in due course.

12 EXTERNAL EXAMINERS

Resolved:

to appoint the following External Examiners:

Dr Camillo Boano

Senior Lecturer and MSc Course Director, UCL
MA Research Architecture
From 1st January 2017 to 31st August 2020

Professor Vesna Brujic-Okretic

Faculty of Science, Engineering and Computing, Kingston University
MSc Management of Innovation
From 1st January 2017 to 31st August 2020

Mr Alexander Darby

Game & Technical Director, Darbotron Ltd
MSc Computer Games and Entertainment
From 1st January 2017 to 31st August 2020

Dr Lisa Dikomitis

Senior Lecturer in Sociology of Health, Keele University
BA Sociology / joint Degrees
From 1st January 2017 to 31st August 2020

Dr Ourania Dimakou

Economics Department, SOAS University of London
BA Economics / BSc Economics with Econometrics
From 1st January 2017 to 31st August 2020

Dr Maureen Farrell

School of Education, University of Glasgow
MA Children's Literature
From 1st January 2017 to 31st August 2020

Mr Tom Felle

Department of Journalism, City, University of London
BA Media & Communications (practice modules)
From 1st January 2017 to 31st August 2020

Dr Daniel Grey

Lecturer in World History, Plymouth University
BA History
From 1st January 2017 to 31st August 2020

Professor Gary John Hall

Professor of Media & Performing Arts, Coventry University
MFA Fine Art [Critical Studies]
From 1st January 2017 to 31st August 2020

Dr Carmel Halton

School of Applied Social Studies, University College Cork
MA Social Work
From 1st January 2017 to 31st August 2020

Dr Mark Jackson

Senior Lecturer, University of Bristol
MA Postcolonial Culture and Global Policy
From 1st January 2017 to 31st August 2020

Dr Alexandra Kokoli

Lecturer in Fine Art, Middlesex University
BA Fine Art Critical Studies / BSC Digital Arts Computing
From 1st January 2017 to 31st August 2020

Dr Siobhan McAndrew

Lecturer in Sociology with Quantitative Research Methods
University of Bristol
BA Sociology / Joint degrees
From 1st January 2017 to 31st August 2020

Professor Darren Newbury

College of Arts and Humanities, University of Brighton
MA Photography & Urban Cultures
From 1st January 2017 to 31st August 2020

Professor Maggie O'Neill

Chair in Sociology/Criminology, University of York
BA Criminology / BA Sociology with Criminology
From 1st January 2017 to 31st August 2020

Professor Corinne Squire

Professor in the Psychosocial Studies
University of East London
BA Psychosocial Studies
From 1st January 2017 to 31st August 2020

Mr Robert Spencer

Senior Lecturer, University of Manchester
MA Comparative Literary Studies
From 1st January 2017 to 31st August 2020

Professor Louise Sylvester

Professor of English Language, University of Westminster
Cert HE/Dip HE/BA (New Regulations) and Diploma/BA (Old Regulations) in English,
University of London International Programmes
From 1st January 2017 to 31st August 2020

Professor Mark Wilson

Professor of Fine Art, University of Cumbria
BA Art History / BA Fine Art & Art History
From 1st January 2017 to 31st August 2020

Professor Scott Wilson

Professor of Media & Communications, Kingston University
MA Cultural Studies
From 1st January 2017 to 31st August 2020

13 GOLDSMITHS CREDIT FRAMEWORK

Resolved:

that the revised Goldsmiths Credit Framework be approved (16-326).

14 TERM DATES

Resolved:

that the standard and non-standard term dates for 2017-18 and 2018-19 and provisional standard and non-standard term dates for 2019-20 be approved (16-327).

15 COMMITTEE CALENDAR

Resolved:

that the proposed dates of meetings for College Committees 2017-18 (16-328) be recommended to Council for approval.

16 TERMS OF REFERENCE, CONSTITUTION AND MEMBERSHIP FOR COMMITTEES OF ACADEMIC BOARD

Resolved:

that the revised Terms of Reference, Composition and Membership for Committees of Academic Board be approved (16-329).

17 ANNUAL PROGRAMME REVIEW REPORTS 2015-16

Received:

a report on the Annual Programme Review reports for the academic year 2015-16 for Goldsmiths on-campus Undergraduate provision (16-268).

18 ASSESSMENT REPORTS 2015-16

Received:

reports on the assessment process for the academic session 2015-16 for:

Goldsmiths on-campus Undergraduate provision (16-77R)
Goldsmiths on-campus Postgraduate provision (16-242)
Partner Institutions (16-246)

19 ANNUAL DIGEST OF EXTERNAL EXAMINERS' REPORTS 2015-16

Received:

reports of External Examiners' reports for 2015-16 for:

Goldsmiths on-campus provision (16-249)
Partner Institutions (16-247)
University of London International Programmes (16-248)

20 DESTINATIONS OF LEAVERS FROM HIGHER EDUCATION SURVEY

Received:

a report on the results of the 2014-15 Destinations of Leavers from Higher Education survey (16-265).

21 TEACHING AND LEARNING INNOVATION CENTRE ANNUAL REPORT 2015-16

Received:

the Teaching and Learning Innovation Centre annual report 2015-16 (16-269).

22 POSTGRADUATE TAUGHT EXPERIENCE SURVEY 2016

Received:

a report on the results of the Postgraduate Taught Experience Survey (PTES) 2016 (16-267).

23 PERIODIC REVIEW ACTION PLAN PROGRESS UPDATE

Received:

follow-up reports on action taken in response to the recommendations of the Periodic Review of the Department of:

Art, undertaken on 22 March 2016 (16-253)

English and Comparative Literature, undertaken on 20 April 2016 (16-241)

24 ACCREDITATION OF PROGRAMMES BY PROFESSIONAL, STATUTORY AND REGULATORY BODIES

Received:

a report on the approval or continued approval of programmes by Professional, Regulatory and Statutory Bodies (16-252).

25 GRADUATION CEREMONIES

Noted:

the dates of the Graduation Ceremonies for Summer 2017, as follows:

Wednesday 19 July 2017

Thursday 20 July 2017

Friday 21 July 2017

26 VISITING PROFESSORS AND FELLOWS

Received:

the recent appointments of Visiting Professors and Fellows (16-330).

27 MINUTES OF COMMITTEES OF THE BOARD

Received:

the minutes from the following committees:

Learning, Teaching and Enhancement Committee – 22 February 2017 (16-331)
Academic Development Committee – 23 November 2016 (16-332)

28 ANY OTHER BUSINESS

Noted:

that the Department Student Co-ordinator presentations would take place on 15 March 2017 at 1.00-4.30pm in RHB 343.

29 FUTURE MEETINGS

Noted:

that the next meeting of the Board will be held on Wednesday 7 June 2017 at 2:00pm in the Professor Stuart Hall Building, Room 3.26.