

# PART 2

# REPORT OF OPERATIONS





*University of Newcastle Central Coast Clinical School  
and Central Coast Research Institute, Gosford*

# LIVING OUR VALUES

Our values set the standard that we expect, encourage and nurture in our staff and students. They guide our decision making and position us to achieve our purpose.

## EXCELLENCE

*We pursue the exceptional and strive for innovation in our teaching, research and operating environment.*

### RANKINGS

Rankings provide a valuable tool to measure how we perform on a global stage and identify where we are excelling and where we can improve, compared to universities across the globe. In 2022, the University continued its upward trajectory in several of the university rankings.

In the QS World University Rankings, the University of Newcastle improved five places to rank 192 in the world. The QS World University Rankings by Subject also showed we improved in each of the five broad subject areas measured in the rankings. Our research and teaching in the discipline of Minerals and Mining remains among the best in the world, ranked 29th, while our Nursing subject area ranks 35th in the world. For the first time QS released the QS Sustainability rankings in 2022, with the University of Newcastle ranking 89th in the world and 12th in Australia.

We also moved up a band in the Times Higher Education (THE) World University Rankings to rank in the top 201-250 universities in the world out of 1,800 institutions. This result was led by continued improvement in the pillar scores for Teaching, Research, and Citations, representing improvement in the quality of our teaching and research.



*Associate Lecturer Lauren Andreou, Leah Cramp, Director of the Global Centre for Research and Training in Radiation Oncology, Associate Professor Yolanda Surjan, Debra Lee, Ms Laura Feighan and Christine Hudson.*

### UNIVERSITY OPENS GLOBAL CENTRE FOR RESEARCH AND TRAINING IN RADIATION ONCOLOGY

In 2022, the University opened the Global Centre for Research and Training in Radiation and Oncology. The specialised radiation oncology centre is the first of its kind to bring radiation oncology research and training activities together to support the Medical Technology (MedTech) industry and clinicians' needs; and train the next generation of radiation therapists.

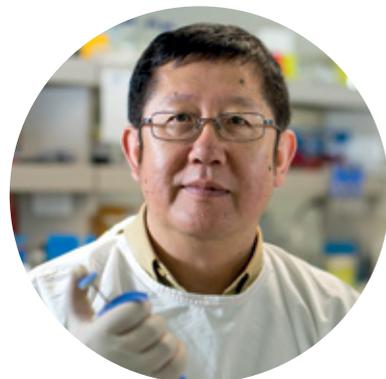
### NHMRC GRANTS TO SUPPORT CANCER RESEARCH

In 2022, two University of Newcastle researchers, in collaboration with Hunter Medical Research Institute, were supported by more than \$3.9m in National Health and Medical Research Council (NHMRC) Investigator grants to carry out vital work to better understand and treat cancer.



*Dr Heather Lee*

Dr Heather Lee received \$1.5m to lead a research program that will use cutting-edge techniques to identify unknown forces that drive cancer recurrence.



*Professor Xu Dong Zhang*

Professor Xu Dong Zhang was awarded \$2.3m to uncover new biomarkers for early cancer diagnosis.

## EQUITY

*Our commitment to equity, diversity and inclusiveness is fundamental to everything we do. We believe that every person has the right to participate and succeed.*

### CREATING PATHWAYS FOR STUDENTS

In 2022, our Pathways and Academic Learning Support Centre (PALS) launched a number of initiatives that increased access to education and engaged with our community. Domestically, we launched the Indigenous Yapug pathway program at our Ourimbah campus, offered seven new Diplomas and opened free NUPrep short courses to the community. PALS also launched the UNI STEPS initiative, a program that engages with community members of all ages. The program connects students in primary school, high school and regional and remote communities to the University and showcases the opportunities a university degree brings.

Internationally, the PALS English Language Bridging Program won first place in Australia for providing the best student experience in 2022.

### WOMEN IN STEM

Launched in 2022, the Women in STEM Mentoring program guides and motivates women and non-binary students studying an undergraduate program in science, technology, engineering, and mathematics. The program was established in recognition of the unique challenges faced by women and non-binary students studying in STEM fields. It focuses on widening participation, promoting diversity, overcoming barriers and increasing participants' success within their studies and professional careers. Sixty-two students were matched with mentors in 2022, and in November, the program was awarded \$479,000 in funding as part of the Federal Government's Women in STEM Cadetships and Advanced Apprenticeships Program.



Professor Penny Jane Burke who led the report on gender based violence

### OVERCOMING GENDER BASED VIOLENCE

We released the report *Understanding the impact of gender-based violence on access to and participation in higher education*. Led by Professor Penny Jane Burke, the report found students who are victim-survivors of gender-based violence overcome major challenges to access and fully participate in higher education.



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### ATHENA SWAN

The University continued to work toward Silver Athena Swan accreditation, submitting two Cygnets. These submissions review barriers to attraction, progression or retention of women or other underrepresented groups. The first Cygnet focused on the impact of strategies such as targeted female recruitment and high-school outreach programs to improve the pipeline of female students and staff for the College of Engineering, Science and Environment. The second focused on career development support for women across the Institution and assessed the impact of leadership, mentoring, and support programs on the progression and retention of women and other underrepresented groups.



## ENGAGEMENT

*We are deeply connected to the challenges and opportunities in our regions and beyond.*



*Graduations returned to our campuses in 2022*

### GRADUATIONS AND OPEN DAYS RETURN TO OUR CAMPUSES

The University welcomed the community to the first in-person Open Days since 2019. Open Days were held across the Callaghan, City and Ourimbah campuses to give school-leavers and those looking for a career change the chance to find out more about studying at the University of Newcastle.

A record 5,500 people are estimated to have attended Open Day at Callaghan and the City, and 650 attended the Ourimbah Open Day. Participants enjoyed interactive learning experiences, displays, talks and tours. More than 450 staff, many of whom volunteered their time, were involved in making the days a success.

We were also pleased to see our graduation ceremonies return to full capacity. More than 7,300 students attended across 35 ceremonies. Five Honorary Doctorates were also awarded and we were honoured to be joined by high profile occasional speakers including former Prime Minister, the Hon. Julia Gillard and Ambassador to Japan HE Mr Yamagami Shingo.

### DOCTORAL TRAINING CENTRE

The University launched its third Doctoral Training Centre in 2022, which saw PhD students collaborate with researchers and industry partners to tackle real-world challenges. Delivered in partnership with the University's Newcastle Institute for Energy and Resources (NIER), Doctoral Training Centres (DTCs) provide industry embedded PhD programs and training to produce impactful research outcomes, job-ready graduates and strong links between industry and universities. The newest DTC supports the Higher Degree Research (HDR) activity associated with the Trailblazer for Recycling and Clean Energy (TRaCE) program, in partnership with UNSW.

### LOOKING AHEAD LECTURE SERIES

Throughout 2022 we held five lectures as part of our Looking Ahead Lecture series. These free events were open to the community and included topics around National Science Week and reconciliation. Guest speakers included former Prime Minister, the Hon. Kevin Rudd, Dr Karl Kruszelnicki, Dr Jessica Allen, Dr Danielle Vernon-Kidd and Emeritus Professor John Aitkin.



*Students participating in the Ma & Morely Program*

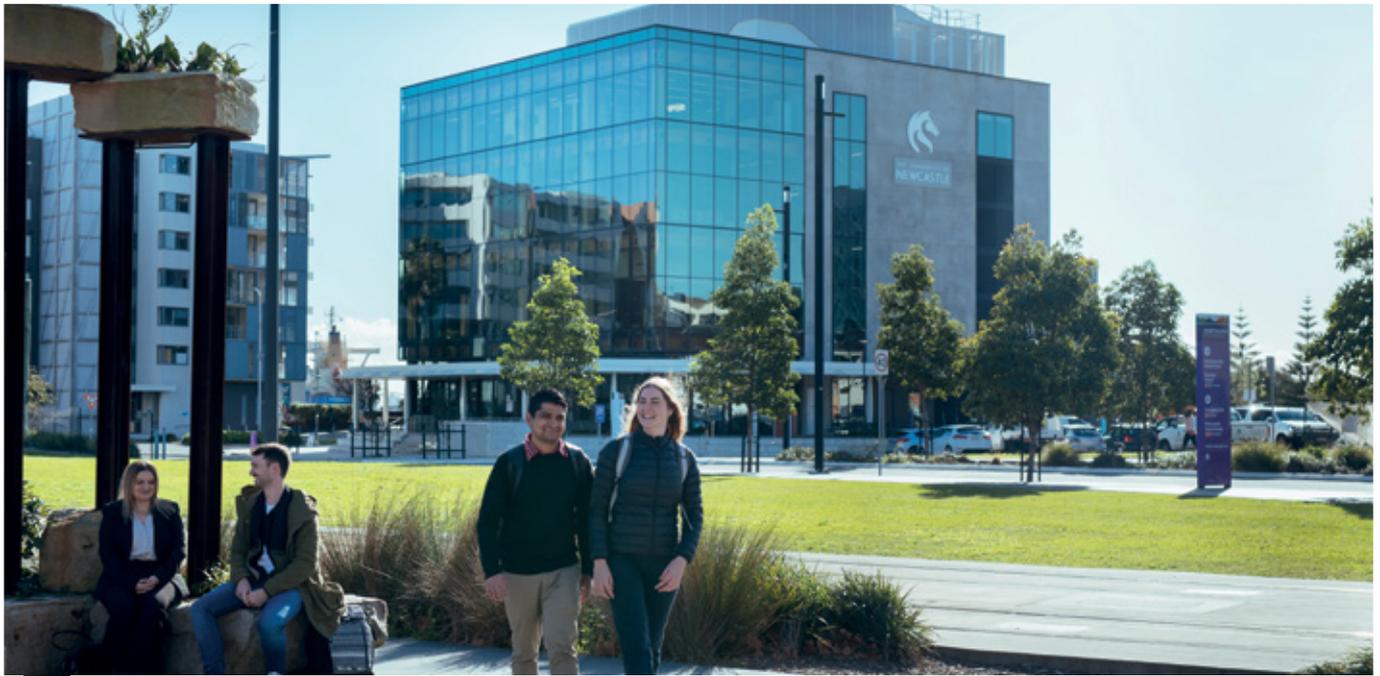
### MA & MORLEY CULTURAL IMMERSION

In its fifth year, the Ma & Morley Scholarship Program welcomed 29 new scholars, bringing the program to a total of 144 scholars. The Ma & Morley Program, which is supported through a generous US\$20 million philanthropic commitment from the Jack Ma Foundation, aims to inspire, educate and cultivate the next generation of globally aware and socially conscious Australian leaders.

The Scholarship's cultural immersion program looked a little different this year, with students heading across New South Wales for a transformative cultural experience. After navigating a couple of challenging COVID-19 years, our 2020 scholars embarked on an 11-day journey, traversing over 3,000 kilometres of country from Newcastle to Broken Hill. By participating in dance, song, art, country and visiting significant sites, our students experienced an invaluable cultural immersion of Australia's ancient history.

## SUSTAINABILITY

We are ethically minded and prioritise responsible management of our environment and financial resources.



The University of Newcastle's Q Building located in Honeysuckle, Newcastle



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### Q BUILDING GLOBALLY RECOGNISED FOR LEADERSHIP IN SUSTAINABILITY

The University's new Q Building in Honeysuckle – home to the School of Humanities, Creative Industries and Social Sciences and Integrated Innovation Network became the first building in regional NSW to achieve a 6 Star Green Star 'Design and As Built' certified rating. A world-leading status, this is the highest rating awarded by Green Star, which is an internationally recognised rating system, setting the standard for healthy, resilient, positive buildings and places.

The certification reaffirms the \$25 million building status as a benchmark for the University, the city and the region's sustainable future. Q Building was further recognised in the 2022 Asia Pacific Leadership in Green Building Awards. Q Building represented Australia as one of just three finalists from across Asia Pacific in the 'Leadership in Sustainable Design and Performance for Institutional Building' category.

### NSW EPA PARTNERSHIP TO CURB SINGLE USE PLASTICS

Positioned to help champion the ban on single use plastics, the University of Newcastle was selected as a partner in sustainability with the NSW Environment Protection Authority (EPA). The University is part of a diverse group of organisations in the partnership, who are designing and implementing solutions to support sustainability and the single use plastic bans in NSW. Representatives from the University attended a cross-sector event in Sydney hosted by the NSW Minister for Environment James Griffin to exchange ideas and drive meaningful momentum in the transition away from plastics.

### STAFF BAND TOGETHER FOR 'GREEN IMPACT'

Green Impact – a program designed to engage staff in making sustainable changes to their daily habits – returned for its second year running at the University. In 2022, 39 staff members formed seven teams from divisions across the University to take part in the program. Teams collectively completed 178 actions including campaigns to save energy, introducing Meat-Free Mondays, increasing office pot plant greenery, committing to reusable cups and lunch ware, and hosting national wellbeing and mental health awareness days.

### WASTE MANAGEMENT TRIAL

A new waste management system trial was introduced in 2022 to improve waste diversion through education, and changes to the way we dispose of waste within our campuses. Communal waste segregation stations have replaced general purpose desk bins and organic food recycling bins were installed in kitchenettes and shared dining areas across Callaghan Campus.

# OUR INDIGENOUS COMMITMENT

We are proud of our record in Indigenous higher education, innovation and engagement, which is driven by relationships with the Indigenous community and through the work of the Office of the Pro Vice-Chancellor (Indigenous Strategy and Leadership) and the Wollotuka Institute.



*Dr Raymond Kelly at the Reconciliation Action Plan launch*

## RECONCILIATION ACTION PLAN

As part of NAIDOC celebrations, the University of Newcastle officially launched its Stretch Reconciliation Action Plan - culminating years of planning, research, discussion, and consultation. The Stretch RAP contains more than 120 actions and acknowledges the University's strong approach towards advancing reconciliation, both internally and within our wider community.

## RECONCILIATION BALL

The University was pleased to see the return of the Reconciliation Ball in 2022. The event was co-hosted by the Office of Indigenous Strategy and Leadership and the College of Human and Social Futures. Held at the end of a busy and successful Reconciliation Week, over 300 staff, students and community members attended.

## INDIGENOUS GAMES

UniSport Australia, in partnership with the Queensland University of Technology, hosted the 26th Indigenous Nationals on the land of the Turrbal and Yugara people from 26 to 30 June 2022. The Wollotuka Institute, through trials hosted at the Forum, selected a team of 16 athletes to represent the University. Our students finished sixth overall and walked away as touch football champions.



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Attendees at the Rising from the Embers Festival at the Callaghan Campus on Awabakal Country

## RISING FROM THE EMBERS

In May, the University of Newcastle and the Wollotuka Institute, along with major sponsor Hunter Local Land Services, held the Rising from the Embers Festival at the University. The Rising from the Embers Festival is a two-day festival held at Callaghan campus in conjunction with National Reconciliation Week and Wollotuka’s ‘Schools 2 University’ program. Over the course of two days, over 300 high school students from the Hunter catchment and more than 400 community members attended the second year of the festival.

The festival delivered a central location for people to share knowledge, celebrate culture and inspire and influence our next generation about the importance of environmental sustainability, education and the opportunities awaiting them at the University of Newcastle and the Wollotuka Institute.

### NGARRAMA – “TO SIT, LISTEN AND KNOW”

On the eve of 26 January, the University of Newcastle, in partnership with Awabakal Ltd and with support from the City of Newcastle, proudly hosted the inaugural Ngarrama “To sit, listen and know” event at King Edward Park. This was a free public event to engage the community in meaningful reconciliation through truth telling, historical acceptance and cultural celebration. Inspired by Sydney’s Vigil at Barangaroo, Ngarrama celebrates the rich culture of all First Nations people, in particular the Awabakal and Worimi Peoples, the traditional owners of the land upon which Newcastle is now situated.

More than 2,500 people attended the inaugural event, which was a powerful opportunity for the Newcastle community to come together to reflect on traditional life before 1788 and to celebrate the richness and resilience of First Nations culture.



# ENGAGEMENT PRIORITIES

Our four Engagement Priorities build on the success and strengths of our University and reflect the issues and opportunities most relevant to the future of our regions and our world. Our priorities reflect the mission-driven issues that we have the capacity, expertise and civic responsibility to address.



## BETTER, HEALTHIER LIVING

We are delivering better health outcomes and contributing to improving the wellbeing of our communities.



*Kirralee Hughes and Mark Hughes at the launch of the Mark Hughes Foundation Centre for Brain Cancer Research*

### MARK HUGHES FOUNDATION CENTRE FOR BRAIN CANCER RESEARCH

The partnership between the University and the Mark Hughes Foundation (MHF) was further strengthened in 2022 with the launch of the Mark Hughes Foundation Centre for Brain Cancer Research through a \$25 million funding commitment including a total pledge of \$15 million over five years from the Mark Hughes Foundation. Professor Michael Fay was also announced as Foundation MHF Chair in Brain Cancer and Director of the Mark Hughes Foundation Centre for Brain Cancer Research. The Centre will intensify Australia's brain cancer research efforts and allow us to collectively work harder than ever before to bring help and hope to patients and their families.

### COMMUNITY GETS FIRST LOOK AT HEALTH INNOVATION LIVING LAB

The early designs for the John Hunter Health and Innovation Living Lab were unveiled in 2022. Forming part of the John Hunter Health and Innovation Precinct, the Lab is a partnership between Hunter New England Local Health District and the University of Newcastle. The \$2.3 million innovation ecosystem is a purpose-built facility that will provide a dedicated space for clinicians, researchers, students and industry partners to collaborate and drive healthcare innovations that result in real-world outcomes for rural and regional communities.

### CLINICAL SCHOOL AND RESEARCH INSTITUTE TO RESHAPE FUTURE OF CENTRAL COAST HEALTH CARE

The University's strong commitment to the Central Coast was extended with the official opening of the University of Newcastle Central Coast Clinical School and Central Coast Research Institute for Integrated Care. Officially opened by the Hon. Scott Morrison MP, then Prime Minister of Australia, the new building was made possible through a funding partnership between the Australian and NSW Governments, and the University of Newcastle. Supported by the enduring partnership with Local Health District clinical experts, the school will educate and train the region's future doctors, nurses and midwives, as well as support translational research into new models of integrated care through the Central Coast Research Institute for Integrated Care.



## CONNECTED COMMUNITIES

We are creating a stronger, more inclusive society by collaborating with communities to build local capacity, social connectedness and sense of belonging.



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L-R Isobell Allanson, Christina Zalud, Jessica Bradbery, and Ian Cox from Team iCare

### HACKATHON TO HELP PEOPLE AGE AT HOME

In a two-day hackathon event, at the University's I2N Hub in Honeysuckle, participants had the opportunity to learn from healthcare experts and technical mentors before embarking on a 10 hour 'hack' aimed at finding a technological solution to keep people independent, in control and at home while they age. The winning team with the best technological solution received \$3,000 and a three-month residency at I2N Hub Honeysuckle with specialist mentorship.

### INSTITUTE FOR REGIONAL FUTURES

The Institute for Regional Futures, one of the University's three flagship research institutes, was officially launched. The Institute works across economics, social sciences and spatial planning to provide the evidence-base and strategy needed to help regions in Australia and overseas make informed decisions, with a particular focus on regions in transition.

### CREATIVE AGEING

A multi-disciplinary University of Newcastle research team, led by Associate Professor Helen English, secured a \$75,000 Dementia Australia Research Foundation grant to run a project investigating how creative activities could be used to support older people to age well. The team are working to develop evidenced-based creative activity programs that can promote well-being and brain health of older adults.

### NAME.NARRATE.NAVIGATE

The University of Newcastle's Name.Narrate.Navigate (NNN) program was awarded a grant of \$599,335 from the Department of Industry, Science, Energy and Resources; Safer Communities Fund. Announced by the Minister for Home Affairs, the Hon. Karen Andrews MP, this grant brings total funding for the program to over \$2 million. Led by Dr Tamara Blakemore, the funds enabled NNN to continue providing trauma informed and culturally safe group work programs for young people, professional development and training for practitioners, an ongoing program of research as well as products and resources to support work with youth violence.

### IPLAY IMPROVES WELLBEING

Many young people's mental health declined during the pandemic, however researchers from the University of Newcastle found changing school culture to increase children's physical activity at school helps to reverse this trend. Internet-based Professional Learning to help teachers promote 'Activity in Youth' (iPLAY) aims to involve students in 150 minutes of planned physical activity each week. Positively, the researchers found that iPLAY could be successfully scaled up using a combination of face-to-face and online learning to reach more than 1,300 teachers and 30,000 NSW state primary school students in 115 schools.

### TAX HELP FOR THE COMMUNITY

The University of Newcastle Tax Clinic opened in 2022 with the aim of providing a range of targeted tax services for the benefit of underrepresented and disadvantaged individual and small business taxpayers across the Hunter region. Clients could access advice and assistance on a range of both simple and complex tax matters, including using MyGov, lodging tax returns, tax debt repayments and responding to an ATO notice. The clinic also helps students to polish their skills and gain practical experience.



The University of Newcastle ran free legal advice sessions for the community

### LEGAL ADVICE FOR THE PUBLIC

The University of Newcastle Legal Centre ran free legal advice sessions through the summer placement period (which replaced Law on the Beach due to COVID-19 considerations) and each week of Semesters one and two. These clinics assisted over 1,000 clients who sought legal advice on a wide array of topics. Many of these clients would not have had the means to pay to see a lawyer. Students doing the Practice Program worked with the Legal Centre solicitors to obtain instructions from clients, undertake research and provide advice.



## NEXT GENERATION RESOURCES

We are bringing the world closer to a sustainable future with solutions for the use of natural resources and the development of new energy technologies.



Former Prime Minister the Hon. Scott Morrison at the Trailblazer for Recycling and Clean Energy launch

### TRAILBLAZING RECYCLING AND CLEAN ENERGY

The University of Newcastle partnered with UNSW and several industry groups to secure funding to establish the Trailblazer for Recycling and Clean Energy. With a \$50 million commitment from the Federal Government, the partnership will deliver a total investment of more than \$200 million. The partnership will combine the strengths of our two universities to give us the power to accelerate Australia's clean energy and recycling industries and bring more, greener technologies to Australians.

### DECARBONISING STEELMAKING

The University of Newcastle welcomed a \$15 million investment from the NSW Government for a Decarbonisation Innovation Hub, co-hosted through NIER with UNSW, that will help fast-track research, development and commercialisation to drive solutions for a low emissions economy.

BHP also extended its partnership with the University, providing a further \$10 million in funding to support ongoing research into decarbonising steelmaking. The expanded research program will focus on low carbon iron and steelmaking using BHP's iron ore and metallurgical coal.

### PRINTED SOLAR PUT TO THE TEST

University of Newcastle researcher, Professor Paul Dastoor, has been working to bring printed solar to market. Cheap to manufacture and fast to produce, printed solar has the potential to revolutionise traditional silicon panels. The solar panels were put to the test when Charge Around Australia used the technology on a 15,000km electric vehicle road trip around Australia. The three-month long trip used 18 retractable solar sheets to test out the power of the panels to power the vehicle as it journeyed across the country.



The University of Newcastle's Dr Sascha Fuller

### ADDRESSING OUR PLASTIC PROBLEM

For the first time, researchers at our University examined small microplastics around the marine surface waters of the Whitsunday Islands region of the Great Barrier Reef Marine Park to ask "how small is our big microplastic problem?" The findings from the research indicate the global abundance of small microplastics in marine surface waters are grossly underestimated. The researchers will now further investigate their threat to our ecosystem.

Separate research, led by Dr Sascha Fuller demonstrated how prioritising the perspectives of Indigenous caretakers, rather than the concerns of settler-colonisers and commercial companies with vested interests, is crucial to reversing plastic pollution.

### PHILANTHROPIC SUPPORT ENABLING SUSTAINABILITY RESEARCH

The University received more than \$12 million in philanthropic support for vital research initiatives in 2022, including our partnership with Newcastle's first five-star hotel, Crystalbrook Kingsley, which is enabling students and researchers to work towards driving sustainability in our community and reducing waste in the hospitality industry.



## GROWING INDUSTRIES

We are harnessing our regions' innovative spirit and history of transformation to help grow our current industries and drive investment into future opportunities.



Researchers continued their work on a world-first needle-free diabetes test

### NEEDLE-FREE DIABETES A STEP CLOSER

After securing a \$6.3 million Australian Government Modern Manufacturing Initiative grant, our researchers who developed a world-first, needle-free diabetes test, continued to work closely with their commercial partner to develop a purpose-built manufacturing facility in the Hunter. The facility will help transition 20 years of research from the lab to retail shelves. Construction began this year, with the first devices due to roll off the production line by 2023.

### MGA THERMAL OPENS MANUFACTURING FACILITY

University of Newcastle spinout company MGA Thermal unveiled the first stage of its new commercial manufacturing facility in Newcastle, designed to meet the demand for its innovative energy storage blocks. The MGA Thermal technology addresses the growing and urgent need for new energy storage to replace ageing or increasingly expensive thermal and other conventional power stations. MGA Thermal also added to its list of accolades, winning the Translation Hero award at the InnovationAus 2022 Awards for Excellence for its use of research to revolutionise renewable energy systems.

### FOOD MANUFACTURING INNOVATION HUB ON THE CENTRAL COAST

The University of Newcastle joined the Central Coast Industry Connect's efforts to develop a Food Manufacturing Innovation Hub in the Central Coast region. The initiative will drive economic growth and position the Central Coast as an internationally renowned centre for excellence in food and agricultural innovation. The Hub will house a purpose-built facility designed to grow local business and assist small to medium sized food producers to scale up their business.

### DEFENCE COLLABORATIONS

Our researchers embarked on an international collaboration that will build and apply the science that supports cybersecurity teams made up of humans and 'bots'. The research, funded by the Australia-US Multidisciplinary University Research Initiative, encourages Australian universities to collaborate with institutions in the United States on high-priority projects designed to build future Defence capabilities.

The international team will create a pool of expertise in cybersecurity, artificial intelligence, human-computer interaction, psychology and decision sciences. The ultimate aim is to build systems that provide guidance on when humans should overrule the bots and when they can trust their cybersecurity.



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## LIFE-READY GRADUATES

Recognising the rapidly changing environment our students will be entering when they graduate, our education experience will prioritise activities that help develop life-ready graduates who are community-minded, resilient and ready for work.



*Students from the University joined a team of marine scientists onboard a CSIRO research vessel*

### CSIRO STUDENT VOYAGE

Eight University of Newcastle students from the College of Engineering, Science and Environment joined a team of marine scientists onboard CSIRO research vessel Investigator, for a once in a lifetime work integrated learning opportunity. During the five-week voyage, scientists and students investigated the causes and consequences of the submarine landslides and deep-marine canyons along Australia's east coast. The team's hard work resulted in some exciting payoffs, including the discovery of new underwater beaches off the coast of southern Queensland.

### CAREER CONNECT

Launched university-wide in February 2022, Career Connect is a key component in the delivery of the University's Life-Ready Graduates Strategy and will encourage and acknowledge extra-curricular activity as part of a student's academic journey. Aimed at building employability skills, the program's content is delivered through a series of online and face-to-face workshop activities, delivered by Employability Consultants from the Office of Employability and Enterprise. Since the commencement of Career Connect, 539 students have participated in the program.

### ILEAD GREAT GENERATIONAL DEBATE

The Annual iLEAD Debate returned in 2022 with staff versing students to tackle one of the great questions of our time; "Is Generation Z ready, willing and able to be the future leaders our world needs?" This Great Generational Debate provided a fun night of witty humour and intellectual banter. The audience of students, staff and alumni laughed and cheered the debate on as the debaters entertained with fun mic drops, sharp witticisms and well-timed antics.

### MENTAL HEALTH SUPPORT

The University partnered with TalkCampus to provide students with 24/7 support for their mental health. TalkCampus is an app-based peer support platform that offers instant support from the ease of a student's phone. Through a combination of peer support, machine-learning and innovative design, TalkCampus offers a community of support for academic anxieties, isolation and life's ups and downs while also providing social connection with like-minded people from across the world, in a non-judgmental environment.



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The employability excellence awards recognised students, staff and industry for their achievements

### EMPLOYABILITY EXCELLENCE AWARDS

The first face-to-face celebration of the annual Employability Excellence Awards was held in November. Chosen from 113 nominations, there were 26 Employability Excellence Awards in total, recognising eight students, six staff and 13 industry partners. We also welcomed a record-breaking 12 organisations into our Work Integrated Learning Hall of Fame. The recipients from industry, staff and students demonstrated outstanding achievements in entrepreneurship, Work Integrated Learning, extracurricular activity and paid internships.

### STRESS LESS INITIATIVES

The Stress Less initiative returned to help our students bring each semester to a close with activities, entertainment and strategies to help students cope with and manage stress in the lead up to exams and assessments. Activities included rock painting, food waste workshops, live music and more. This initiative partnered with Batyr, Uni Crew Student Volunteers, Security, The Forum, UNSA and University teams to ensure Stress Less week was a success for all students involved.

### PARTNERING FOR MENTAL HEALTH ASSISTANCE

The University of Newcastle partnered with Batyr to act as a bridge between the students and the wellbeing services offered, with the goal of creating an open culture that supports students' mental health. In every Batyr program, students hear a safe and impactful story from one of our trained lived experience speakers who share their personal mental health journey with a focus on hope, strength and recovery. Through understanding the diverse needs and experiences, Batyr programs are relevant and relatable and cover many themes that make sense for all University cohorts.

### SCIENCE AND ENGINEERING CHALLENGE WINS UNITED NATIONS AWARD

The Science and Engineering Challenge was recognised by the United Nations Association of Australia in New South Wales with a 2022 United Nations Day Honour. Since its inaugural year in 2000, the nationwide Science, Technology, Engineering and Mathematics outreach program has grown to engage over 30,000 students annually in practical, hands-on applications of STEM through design-and-build 'challenge' activities. This prestigious United Nations Day honour recognises the significant contribution the Science and Engineering Challenge has made to the lives of thousands of students across the country, inspiring a generation of students to pursue tertiary education and careers in STEM.

High school students participating in the Science and Engineering Challenge



## ASIA PACIFIC FOCUS

We are pursuing opportunities for partnerships and engagement in the Asia Pacific Region. We are investing in the capability of our students and staff to drive solutions to significant global issues.



*The University of Newcastle and Waikato University conducted reciprocal visits in 2022*

### WAIKATO UNIVERSITY VISIT TO NEWCASTLE

The University of Newcastle and Waikato University from New Zealand committed to a unique and deeper international partnership through reciprocal visits to the neighbouring Universities. This is a unique university partnership being Indigenous led engagement and including teaching exchange, research collaboration and student initiatives.

### SINGAPORE CAMPUS OFFICIAL OPENING

The University of Newcastle officially opened its new campus office at the Singapore National Library in 2022. The new institute - Newcastle Australia Institute of Higher Education (formerly known as UON Singapore), is the University's hub in the Asia Pacific. The new Singapore campus demonstrates our commitment to building strong regional partnerships and delivering globally engaged and collaborative education and research.

### PASIFIKA FORUM

As part of the University's commitment to supporting our nearest neighbours, the University held 'Wantok Pasifika'. "Wantok" meaning "one talk" or shared language in the Tok Pisin language was a reflection of the continued friendship and collaboration between the University and communities in the Pacific region. The University partners in the Pacific to deliver on SDGs targeting oceans, environment, education, gender and social inclusion. The event provided, among other things, an opportunity to celebrate and feature these partnerships.



University of Newcastle students on a trip to Samoa as part of the New Colombo Program



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## OUR GLOBAL ALUMNI COMMUNITY

In 2022, the University received \$21.7 million in philanthropic and sponsorship income, supporting more than 400 scholarships for our students, vital research projects and positions, as well as key community engagement initiatives. This was the most philanthropic support the University has ever received in one year. We also held our inaugural Gifting Day, which in 24 hours, raised more than \$312,000 to support nine projects aligned to our University's values. More than 1,500 people supported Gifting Day through donating, volunteering, becoming ambassadors and joining in on the activities.

We are proud to have an engaged global alumni community, with 168,917 alumni across 153 countries. In 2022 we once again were able to connect with our alumni community locally and globally with 28,336 alumni engaging with the University through regular communications and 37 events attended by 1,400 alumni. In 2022 we participated in face-to-face engagement opportunities again in locations across the Asia Pacific region including New Zealand, Samoa, Singapore, Malaysia, Jakarta and Vietnam. The University is proud to have seen more than 766 alumni engaging as volunteers and 424 alumni generously donating through the University for our students, research and community.

## NEW COLOMBO PROGRAM TAKES LEARNING OVERSEAS

The New Colombo Program provides students with scholarships to undertake study and an internship in the Indo-Pacific region and 200 students from a range of disciplines headed to destinations including Borneo and Samoa in 2022. The trips saw students experiencing first-hand the impact of global conservation efforts and gaining different perspectives on sustainability, rich cultural history, while making lifelong friends.

In 2022 the University received a record number of the Australian Government's New Colombo Plan Fellowships, including seven to Fiji, Singapore, Japan and Samoa to undertake their experiences next year.

# REIMAGINING OUR CAMPUSES

We are creating an experience that connects us with society and our communities. Our campuses will be digitally enabled, environmentally responsible, safe, vibrant and accessible.



*Bevan Smith and Bryn Bowen, students in the NUsport Performance Hub*

## THE HOUSE GIVES STUDENTS A NEW HOME

A new student space, 'The House', was designed and delivered in consultation with the University of Newcastle Students' Association (UNSA) and the broader student community. Located on Callaghan Campus, The House was originally constructed as a staff club and restaurant in 1969. Since opening in August 2022, The House has become a lively, popular space for students, giving them another place to study and an inviting place where they can spend time on campus.

## CREATING A PRESENCE AND JOHN HUNTER HOSPITAL

An opportunity was identified to increase the presence of the School of Medicine and Public Health within John Hunter Hospital - the main teaching hospital for the University. The hospital is the principal referral centre and tertiary hospital for Newcastle and northern New South Wales. A formal presence has now been established, creating our John Hunter Hospital campus. This project included an office fit out covering approximately 820m<sup>2</sup> and 72 workstations to create a modern, vibrant office located in the heart of John Hunter Hospital.

## UNIVERSITY DIVES INTO NEW SWIMMING PERFORMANCE HUB

Elite swimmers in the region will now be able to train in Newcastle, with the University of Newcastle officially opening its new NUsport Performance Hub, in partnership with Swimming NSW and the NSW Institute of Sport. The Performance Hub operates from the University's recently refurbished swimming pool at NUsport, Callaghan, coached by internationally recognised swimmer, Sander Ganzevles. The new Performance Hub has provided swimmers in our region a pathway to representative swimming, without having to leave our region.

## DIGITAL AND PHYSICAL UPGRADES TO OUR BUILDINGS

The Health Education and Research Building (HERB) and V Building were refurbished to provide modern and fit-for-purpose spaces. V Building was repurposed to accommodate the School of Education, with the refurbishment creating an open layout, with informal learning spaces, teaching spaces and collaboration zones.

The HERB building was repurposed to accommodate School of Health Sciences staff, teaching activities and specialised spaces. This included the installation of new high technology equipment and modern AV solutions, which will benefit students' learning, leading to job-ready graduates.

## ZOOM TELEPHONY

The University upgraded the phone system to Zoom telephony. This removed the need for a physical desk phone and allowed staff to access their phones through an app and zoom enabled headsets. Phones were sustainably disposed of in reflection of the University's commitment to sustainability.

## IMPROVEMENT IN THE PROCESS FOR ESTABLISHING ABORIGINAL AND TORRES STRAIT ISLANDER STATUS

In collaboration with The Office of Indigenous Strategy and Leadership, The Wollotuka Institute and IT Services, the University enhanced and digitalised the process for establishing Aboriginal and/or Torres Strait Islander Status within the University of Newcastle. Moving forward the information will be captured and completed in the Enterprise Customer relationship management (eCRM) solution.

## NEW CLOUD-BASED RESEARCH COMPUTING TOOLS

Following an extensive discovery phase and successful pilot trial, IT Services launched three new tools; Amazon Web Services (AWS), Service Workbench (SWB) and our new Research Storage. The new cloud-based research computing tools allow researchers to deploy and configure their own research solutions on demand and support the delivery of faster research outcomes.

## ENHANCED DIGITAL IDENTITY MANAGEMENT SOLUTIONS

To improve the security of our digital identities at the University, we created a new Digital Identity Management System. The system is more user-friendly, generates automatic reminders for staff and introduces a faster experience for new students when establishing their University IT account. The University is now better placed to manage the high volume of digital identities that are created during peak periods.

## CYBER SECURITY

The University has made significant investments in modernising its digital environment and uplifting cybersecurity controls. Key projects that enhanced cybersecurity included the migration to the cloud; onboarding to the AARNet Security Operations Centre (SOC); upgrades to business applications; improving endpoint security; and privileged access management. The University has also made progress in raising staff and student awareness of cyber safety with increased engagement between the Information Security team and the University through cyber safety emails, internal communication sites, and threat and risk briefings.

## TRANSITION TO A DIGITAL SYSTEM DELIVERS A BETTER PARKING EXPERIENCE ON CAMPUS

The University has transitioned to a new digital parking management system. All parking permits are now issued and administered via a web-based portal to give permit users greater flexibility to self-manage their parking permit. For casual parking, a new parking payment app now offers drivers an additional method to pay for parking at Callaghan Campus.



*The hippocampus sculpture and place marker featuring Indigenous elements*

## MCMULLIN ACCESSIBILITY PROJECT

After demolition of the McMullin Building in 2020, we completed a transformation of the space in 2022 creating a lawn that can be used for special events. To complement the greenery, a paved area features artwork designed by local artist, Saretta Fielding, comprising of Aboriginal motifs, representing elements of place, journey, education and community. A seahorse or 'hippocampus' feature sculpture, representing the University's emblem was designed by three final year architecture students as part of a student led design competition.

## NEW LEARNING MANAGEMENT SYSTEM

In 2022, our students used our new Canvas System for the first time. For students, Canvas provides a consistent learning environment, supporting a clear learning experience as students access content and engage in learning across their course enrolments. For instructors, the intuitive interface and tools within Canvas makes time to allow greater focus on the priorities of the teaching and learning experience.

## NEW TRAVEL SYSTEM

We launched a new travel system and procedure in 2022. The new system has been developed to make travel easier and safer for all people travelling on University business. The system includes a Travel Hub and a more comprehensive tool for creating trip requests, to help standardise the approval process across the University. There is also an intuitive online booking tool to help staff book their travel.



ALIGNED WITH THE  
UNITED NATIONS  
SUSTAINABLE  
DEVELOPMENT GOALS

# INSPIRING PEOPLE

With dedication to our values, we build on the passion, commitment and expertise of our people to focus on collaboration, innovation and agility. Excellence in our people ensures we are being responsive to emerging challenges and opportunities for competitive advantage.



*The Live.Learn.Lead program helped academic and professional staff to grow their leadership and management capabilities*

## LIVE. LEARN. LEAD

Live. Learn. Lead. is a new initiative designed to grow the leadership and management capabilities of our people. Developed in-house for both academic and professional staff, the program was designed with our unique workforce needs in mind and is a key initiative under our Inspiring People strategy. The first stream of the interactive program supported emerging leaders and assessed participants' personal leadership style and helped them to build their leadership and management capabilities and realise their potential as a leader. Twenty-four staff completed the inaugural program in 2022.

## INSPIRING PEOPLE EXPERIENCE FRAMEWORK LAUNCHED

We were proud to launch our Inspiring People Experience Framework in 2022. The initiative aims to outline and then deliver an employee framework that creates a positive and productive experience for all staff. Our Inspiring People Experience Framework is sector-leading in Australia and puts us among a small handful of global universities who are taking an employee experience approach.

## ACADEMIC MENTORING PROGRAM

Mentoring is a key element of the Foundations for Inspiring People framework to support individual academics to achieve their best. Following a pilot program in 2021, the mentoring program was embedded in 2022. The program has been designed by academics, for academics to support career progression and development in teaching, research and engagement. Combining mentoring sessions with small-group workshops, participation is mutually rewarding for both mentors and mentees, to support achievement of their career goals and forge connections with academics from different disciplines. In 2022, 42 mentors supported 51 mentees.

## CONTINUOUS IMPROVEMENT PROGRAM LAUNCHED

A Continuous Improvement Working Group was established to ensure a holistic approach to continuous improvement is applied across the institution. This group developed the University's approach for continuous improvement and a set of Guiding Principles which integrates seamlessly with our existing Adaptability Framework.

A new six-month training program for professional staff created a network of 40 continuous improvement champions who are empowered to develop and implement change initiatives within their teams, supported by staff as speakers and coaches.



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## LAUREATE PROFESSORS

Professor Behdad Moghtaderi of the School of Engineering was awarded the title of University Laureate Professor in recognition of his achievements in creating clean energy solutions. Attracting more than \$48 million in research funding in the past 12 years and with more than 220 publications, the world-renowned chemical engineer has helped solve some of the biggest issues in improving energy efficiency, and developing low emissions coal and renewable energy technologies.

Professor Brett Neilan, a molecular biologist and microbial chemist, was also awarded the title of Laureate Professor. Professor Neilan is part of a multimillion-dollar project that will develop an artificial intelligence surveillance system to better understand and tackle the cycle of antimicrobial resistance in Australia. Geneticist Professor Rodney Scott's Laureate Professor title was also renewed in 2022.

## INTERNATIONAL AWARDS

Professor David Lubans and Professor Ravi Naidu were once again recognised for their ongoing research influence in the Clarivate 2022 Highly Cited Researchers list.

Professor Naidu was also awarded the Pravasi Bharatiya Samman Award, conferred by the President of India to highly eminent non-resident Indians. Demonstrating their commitment to professionalism in learning and teaching in Higher Education, Professor Catherine Coleborne and Dr Nick Riley were both awarded Senior Fellowships, and Dr Jessica Ford, Dr David Betts, Dr Sacha Davis and Tess Rendoth were awarded Fellowships by Advance HE.

## EXCELLENCE IN RESEARCH

Two of our researchers were also recognised for their research efforts. Professor Clare Collins was awarded the NHMRC Excellence Award and Professor Luke Wolfenden was presented the Leadership in Innovation in NSW award at the NSW Premier's Prizes for Science and Engineering

## AUSTRALIAN AWARDS FOR UNIVERSITY TEACHING

Four researchers were recognised at the Australian Awards for University Teaching (AAUT) during 2022. The awards are designed to recognise quality teaching practice and outstanding contributions to student learning. They were:

- Dr Bonnie McBain
- Associate Professor Kathleen Butler
- Dr Nick Riley
- Dr Kcasey McLoughlin



*Dr Bonnie McBain*



*Associate Professor  
Kathleen Butler*



*Dr Nick Riley*



*Dr Kcasey McLoughlin*

## AWARDS, HONOURS AND ACHIEVEMENTS

NAME	AWARD/ACHIEVEMENT	AWARDING BODY
Associate Professor Amanda Dawson, College of Health, Medicine and Wellbeing	NSW Women in Surgery Leadership Award	Royal Australasian College of Surgeons
Professor Anna Giacomini, College of Engineering, Science and Environment	Excellence in Engineering or Information and Communications Technology	NSW Premier's Prizes for Science and Engineering
Professor Luke Wolfenden, College of Health, Medicine and Wellbeing	Leadership in Innovation in NSW	NSW Premier's Prizes for Science and Engineering
Professor Clare Collins, College of Health, Medicine and Wellbeing	NHMRC Excellence Award	NHMRC
Professor Brett Mitchell, College of Health, Medicine and Wellbeing	NHMRC Excellence Award	NHMRC
University of Newcastle Teachers and Teaching Research Centre	2022 Excellence Award for Outstanding Engagement for Research Impact	Engagement Australia
Dr Karen Livesey, College of Engineering, Science and Environment	Superstars of STEM	Science & Technology Australia
Professor Craig T Simmons, College of Engineering, Science and Environment	Inducted as a Fellow into the Australian Academy of Science	Australian Academy of Science
The Night-time Spaces Project	Good Design Australia Award	Good Design Australia
The Circular Economy Living Lab (CELL)	Highly Commended	Green Gown Australasia Awards
Professor Julie Ellen Byles, College of Health, Medicine and Wellbeing	Officer (AO) in the General Division	Australia Day Honours
Professor Sandra Jean Eades, College of Health, Medicine and Wellbeing	Officer (AO) in the General Division	Australia Day Honours
Dr Deborah Jane Cockrell	Member (AM) in the General Division	Australia Day Honours
Professor Prudence Ann Francis, College of Health, Medicine and Wellbeing	Member (AM) in the General Division	Australia Day Honours
Emeritus Professor Timothy Roberts, College of Engineering, Science and Environment	Member (AM) in the General Division	Australia Day Honours
Professor Sandra Claire Thompson	Member (AM) in the General Division	Australia Day Honours
Mrs Margaret Joy Baker	Medal (OAM) in the General Division	Australia Day Honours
Mrs Elizabeth Jan Dickeson	Medal (OAM) in the General Division	Australia Day Honours
Dr John Edward Dickeson	Medal (OAM) in the General Division	Australia Day Honours
Mrs Elizabeth Joy Freier	Medal (OAM) in the General Division	Australia Day Honours
Dr Matthew Gray	Medal (OAM) in the General Division	Australia Day Honours
Mr John Clyde Mayo	Medal (OAM) in the General Division	Australia Day Honours
Caroline Fiona Stacey	Medal (OAM) in the General Division	Australia Day Honours
Dr John William Wamsley	Medal (OAM) in the General Division	Australia Day Honours
Major General Stephen John Jobson AM CSC	Commendation for Distinguished Service	Australia Day Honours
Captain Katherine Ella Tindall RAN	Conspicuous Service Cross (CSC)	Australia Day Honours
Lieutenant Michael David Loring RAN	Conspicuous Service Medal	Australia Day Honours
Alysse Iliffe	Cessnock City Council Community Award	Australia Day Honours
Leonie Bryson	Environmental Citizen of the Year, Port Stephens Annual Awards	Australia Day Honours
Kenneth Jordan	Freeman of Port Stephens, Port Stephens Annual Awards	Australia Day Honours
Steven Hassall	Community Service and Activity (Highly Commended), Australia Day Awards on the Central Coast	Australia Day Honours
Ashley Harrison	Newcastle City Council Young Citizen of the Year	Australia Day Honours
Dr Patricia Davidson, College of Health, Medicine and Wellbeing	Member of the Order of Australia (AM)	Queen's Birthday Honours
Professor Michael Mahony, College of Engineering, Science and Environment	Member of the Order of Australia (AM)	Queen's Birthday Honours

**AWARDS, HONOURS AND ACHIEVEMENTS**

NAME	AWARD/ACHIEVEMENT	AWARDING BODY
Ms Joanne McCarthy	Member of the Order of Australia (AM)	Queen's Birthday Honours
Mr David McCredie	Member of the Order of Australia (AM)	Queen's Birthday Honours
Mrs Lesley Salem	Member of the Order of Australia (AM)	Queen's Birthday Honours
Emeritus Professor Hilary Winchester	Member of the Order of Australia (AM)	Queen's Birthday Honours
Mr Terry Charlton	Medal of the Order of Australia (OAM)	Queen's Birthday Honours
Dr Peter McGeoch	Medal of the Order of Australia (OAM)	Queen's Birthday Honours
Dr Michelle Mulligan	Medal of the Order of Australia (OAM)	Queen's Birthday Honours
Mr Simon Writer	Public Service Medal (PSM)	Queen's Birthday Honours
Professor David Newman	Alumni Medal for Professional Excellence	Alumni Excellence Awards
Glendyn Ivin	Newton-John Alumni Medal	Alumni Excellence Awards
Emeritus Professor Tim Roberts AM, College of Engineering, Science and Environment	Convocation Medal for Exceptional Contribution	Alumni Excellence Awards
Professor Ngiare Brown	Indigenous Alumni Award	Alumni Excellence Awards
Dr Michael Exton	International Leadership Award	Alumni Excellence Awards
Dr Amandeep Hansra	National Leadership Award	Alumni Excellence Awards
Elizabeth McLaughlin	Regional Leadership Award	Alumni Excellence Awards
Dr Aaron Elbourne	Beryl Nashar Young Researcher Award	Alumni Excellence Awards
Dr Nashwa Najib	Young Alumni Award	Alumni Excellence Awards
Rebecca Silberberg	Young Alumni Award	Alumni Excellence Awards
Mohammed Faiz Kamaludin	Alumni Award for Outstanding Volunteerism	Alumni Excellence Awards
Anthony Molinia	Top 50, CIO50 2022	CIO50 Awards (Chief Information Officer)
IT Services	Finalist, Best Projects for 2022	CIO50 Awards
IT Services	Winner, 2022 CAUDIT Award for Improving Student Success	2022 CAUDIT Awards
Luke Shaw	Finalist, Emerging Leader	2022 CAUDIT Awards
IT Services	Finalist, Excellence in Research Support	2022 CAUDIT Awards
Guyati, Garraka wa Witing Speech Pathology Project	Community Engagement	University of Newcastle Excellence Awards
FASTLab (Future Arts, Science and Technology Laboratory) Team Professor Kenneth Williams (Highly Commended)	Industry Engagement	University of Newcastle Excellence Awards
Professor Philip Morgan	Global Engagement	University of Newcastle Excellence Awards
Professor Suzanne Snodgrass	Research Supervision	University of Newcastle Excellence Awards
Dr Michael Ruppert	Early Career Researcher	University of Newcastle Excellence Awards
Dr Myles Young	Teaching Excellence	University of Newcastle Excellence Awards
Fran Baker	Sessional Academic Teaching Excellence	University of Newcastle Excellence Awards
East Coast Tsunami Risk R/V Investigator Voyage	Student Experience Excellence Award	University of Newcastle Excellence Awards
Kristy-Jai Chantrey	Early Career Award	University of Newcastle Excellence Awards
Debbie Booth	Individual Award	University of Newcastle Excellence Awards
Regional Campuses Team	Team Award	University of Newcastle Excellence Awards
Associate Professor Amanda Dawson	Leadership Excellence Award	University of Newcastle Excellence Awards
Professor Regina Berretta	Equity, Diversity and Inclusion Award	University of Newcastle Excellence Awards
Laboratory Safety Improvement Initiative Associate Professor Sean Halpin (Highly Commended)	Health, Safety and Wellbeing Award	University of Newcastle Excellence Awards
Professor Scott Brown	Academic Staff Award	University of Newcastle Excellence Awards
Diane Bunch	Professional Staff Award	University of Newcastle Excellence Awards
Hannah Cheetham	Values Award	University of Newcastle Excellence Awards