PART 4
APPENDICES

COMPLIANCE REPORT

NUspace building, Newcastle CBD

A

FIVE YEAR KEY STATISTICS

CATEGORY		2018	2019	2020	2021	2022	% CHANGE 2018 - 2022	% CHANGE 2021 - 2022
Number of students[1]	Total	37,644	37,920	39,112	39,000	36,936	-1.9	-5.3
	Commencing	17,493	16,873	17,682	17,051	15,250	-12.8	-10.6
Student load[2]	Total	25,617	25,974	26,512	26,436	24,580	-4.0	-7.0
	Undergraduate	19,402	19,863	20,080	20,354	18,921	-2.5	-7.0
	Postgraduate Coursework	2,520	2,590	3,039	3,217	3,130	24.2	-2.7
	Higher Degree Research	1,427	1,343	1,288	1,148	1,084	-24.0	-5.6
	Other (Enabling, ELICOS, Non Award)	2,268	2,178	2,105	1,717	1,445	-36.3	-15.9
Funding type[3]	Commonwealth Supported	19,468	19,740	20,728	21,267	19,667	1.0	-7.5
	Fee-Paying International	4,905	4,978	4,397	3,809	3,806	-22.4	-0.1
	Fee-Paying Domestic	1,244	1,255	1,387	1,361	1,106	-11.1	-18.7
Award completions[4]	Total	6,458	6,779	7,550	7,671	7,271	12.6	-5.2
	Undergraduate	4,390	4,618	5,009	4,869	4,571	4.1	-6.1
	Postgraduate Coursework	1,807	1,884	2,273	2,456	2,404	33.0	-2.1
	Higher Degree Research	261	277	268	346	296	13.4	-14.5
Full-time staff (FTE)[5]	Total	2,680	2,766	2,859	2,745	2,644	-1.3	-3.7
	Academic	1,107	1,137	1,173	1,137	1,077	-2.7	-5.3
	Professional	1,573	1,629	1,686	1,608	1,568	-0.3	-2.5
Work function (FTE)	Teaching only	32	44	54	54	55	72.0	2.9
	Research only	458	485	520	528	476	4.0	-9.8
	Teaching and research	748	755	755	721	675	-9.8	-6.3
	Other	1,442	1,482	1,530	1,443	1,438	-0.3	-0.3
Casual staff[6]	Total	482	511	430	424	442	-12.1	-4.0
	Academic	291	308	273	268	263	-7.7	2.2
	Professional	192	203	157	155	179	-19.1	-13.2

Notes: Rounding errors occur. Data subject to revision. Student data source: University Data Warehouse as at 7 February 2023. Staff data source: Department of Education, Skills and Employment Higher Education Staff Statistics. 1 Number of students represents the number of student enrolments in programs, full year. 2 Student load represents the sum of the load for each term expressed in Equivalent Full-time Student Load (EFTSL), full year. 3 Funding type expressed in Equivalent Full-time Student Load (EFTSL).4 Award completions represents the number of completed program enrolments for undergraduate and postgraduate award programs. Data source: University Data Warehouse as at 2 March 2023. 5 Staff full-time equivalent positions occupied by full-time and part-time staff members as at 31 March (excludes Independent Operations). 6 Casual staff full-time full year equivalent positions occupied during year (excludes Independent Operations). 2022 casual FTE is preliminary and subject to validation and submission to Department of Education, Skills and Employment at 30 June 2023.

B

ACADEMIC SENATE PROGRAM DEVELOPMENT AND ASSURANCE

During 2022, the committees of Academic Senate reviewed the academic content of 43 new or replacement programs and recommended that Academic Senate establish 10 new awards.

The discontinuation of 36 existing programs was recommended to Academic Senate. Professional accreditation was received for 23 programs and 21 programs were reviewed.

ACADEMIC SENATE PROGRAM DEVELOPMENT

College of Human and Social Futures

- Bachelor of Criminology (Honours)
- Bachelor of Tourism, Hospitality and Events
- Graduate Certificate in Digital Business
- Graduate Certificate in Emotional and Behavioural Support in Education
- Graduate Certificate in Professional Equity and Inclusion

College of Engineering, Science and Environment

- Bachelor of Aerospace Systems Engineering (Honours)
- Bachelor of Aerospace Systems Engineering (Honours)/ Bachelor of Mechanical Engineering (Honours)
- Bachelor of Aerospace Systems Engineering (Honours)/ Bachelor of Mechatronics Engineering (Honours)
- Bachelor of Chemical Engineering (Honours)
- Bachelor of Chemical Engineering (Honours)/ Bachelor of Business
- Bachelor of Chemical Engineering (Honours)/ Bachelor of Mathematics
- Bachelor of Chemical Engineering (Honours)/ Bachelor of Science
- Bachelor of Civil Engineering (Honours)
- Bachelor of Civil Engineering (Honours)/ Bachelor of Environmental Engineering (Honours)
- Bachelor of Civil Engineering (Honours)/ Bachelor of Mathematics
- Bachelor of Civil Engineering (Honours)/ Bachelor of Surveying (Honours)
- Bachelor of Computer Systems Engineering (Honours)
- Bachelor of Computer Systems Engineering (Honours)/ Bachelor of Computer Science
- Bachelor of Computer Systems Engineering (Honours)/ Bachelor of Mathematics
- Bachelor of Computer Systems Engineering (Honours)/ Bachelor of Science
- Bachelor of Construction Management (Building) (Honours)

- Bachelor of Electrical & Electronic Engineering (Honours)/ Bachelor of Business
- Bachelor of Electrical & Electronic Engineering (Honours)/ Bachelor of Computer Systems Engineering (Honours)
- Bachelor of Electrical and Electronic Engineering (Honours)
- Bachelor of Electrical and Electronic Engineering (Honours)/ Bachelor of Mathematics
- Bachelor of Electrical and Electronic Engineering (Honours)/ Bachelor of Science
- Bachelor of Environmental Engineering (Honours)
- Bachelor of Environmental Engineering (Honours)/ Bachelor of Science
- Bachelor of Mechanical Engineering (Honours)
- Bachelor of Mechanical Engineering (Honours)/ Bachelor of Business
- Bachelor of Mechanical Engineering (Honours)/ Bachelor of Mathematics
- Bachelor of Mechanical Engineering (Honours)/ Bachelor of Mechatronics Engineering (Honours)
- Bachelor of Mechanical Engineering (Honours)/ Bachelor of Science
- Bachelor of Mechatronics Engineering (Honours)
- Bachelor of Mechatronics Engineering (Honours)/ Bachelor of Electrical & Electronic Engineering (Honours)
- Bachelor of Mechatronics Engineering (Honours)/ Bachelor of Mathematics
- Bachelor of Medical Engineering (Honours)
- Bachelor of Renewable Energy Engineering (Honours)
- Bachelor of Software Engineering (Honours)
- Bachelor of Surveying (Honours)
- Bachelor of Surveying (Honours)/ Bachelor of Business
- Graduate Certificate in Project Management

College of Health, Medicine and Wellbeing

- Doctor of Philosophy in Health Science
- Master of Nurse Practitioner
- Master of Philosophy in Health Science

Pathways and Academic Learning Support

- Diploma in Data Analytics
- Military Academic Pathway Program
- NUchance

ACCREDITATION

College of Human and Social Futures

- The Master of Teaching (Primary) was accredited by the NSW Education Standards Authority (NESA).

College of Engineering, Science and Environment

The following programs were re-accredited with conditions by the Australian Psychology Accreditation Council until 31 December 2025:

- Bachelor of Psychological Science
- Bachelor of Criminology/Bachelor of Psychological Science
- Bachelor of Psychological Science (Advanced)
- Bachelor of Psychological Science (Honours)
- Master of Professional Psychology
- Master of Clinical Psychology
- Bachelor of Psychology (Honours) *in teach out

The following programs were granted accreditation with conditions by the Australian Psychology Accreditation Council until 31 December 2025:

- Graduate Diploma in Psychological Science
- Master of Professional Psychology (Clinical Foundations)
- Doctor of Philosophy (Clinical Psychology)
- Bachelor of Psychological Science/Bachelor of Business
- Bachelor of Psychological Science/Bachelor of Communication
- Bachelor of Psychological Science/Bachelor of Laws (Honours)
- Bachelor of Psychological Science/Bachelor of Social Science

College of Health, Medicine and Wellbeing

The Bachelor of Medical Science and Doctor of Medicine – Joint Medical Program was granted an extension to their accreditation with conditions by the Australian Medical Council for a period of 5 years with targeted monitoring.

The Bachelor of Oral Health Therapy program was granted accreditation with conditions by the Australian Dental Council for a period of 5 years with targeted monitoring.

- Bachelor of Nursing (existing) approved by Nurses and Midwifery Board of Australia to accept enrolments until 31 March 2022.
- Bachelor of Nursing program approved by the Nurses and Midwifery Board of Australia November 2021. The program is approved for delivery at: Callaghan, Central Coast, Manning Education Centre and Walgett with no conditions until 26 October 2026

- Bachelor of Midwifery program approved by the Nurses and Midwifery Board of Australia in November 2021. The program is approved for delivery at Callaghan, Central Coast and Manning Education Centre with no conditions until 26 October 2026
- Graduate Certificate Midwifery Re-Entry (for offer in 2023) and Graduate Entry Masters of Midwifery (GEMM) approved by the Nurses and Midwifery Board of Australia in November 2021. The programs were approved with conditions, as new offerings until 2026.
- 2021 Accreditation update – Conditions ** The Bachelor of Nutrition & Dietetics (Honours) was granted accreditation without conditions by the Australian Dietetics Council for a period of 4 years with annual monitoring.

Newcastle Australia Institute of Higher Education

- Newcastle Australia Institute of Higher Education, Singapore Private Educational Institution (PEI) accreditation obtained in March 2022.

ACADEMIC PROGRAM REVIEW

College of Human and Social Futures

- Bachelor of Business
- Bachelor of Business (Honours)
- Bachelor of Commerce
- Bachelor of Commerce (Honours)
- Graduate Certificate in Social Change and Development
- Master of Laws
- Master of Leadership & Management in Education
- Master of Social Change and Development

College of Engineering, Science and Environment

- Bachelor of Computer Science
- Bachelor of Data Science/Bachelor of Mathematics
- Bachelor of Data Science/Bachelor of Computer Science
- Bachelor of Information Technology/Bachelor of Business
- Bachelor of Information Technology
- Bachelor of Mathematics
- Bachelor of Mathematics (Honours)
- Graduate Certificate in Information Technology
- Master of Information Technology

College of Health, Medicine and Wellbeing

- Bachelor of Medical Science (Honours)
- Graduate Certificate in Health Science
- Master of Mental Health Nursing
- Master of Traumatology

C

STUDENT STATISTICS

TABLE 1: STUDENT LOAD (EFTSL) BY STUDENT TYPE

	2018	2019	2020	2021	2022
Domestic	20,691	20,978	22,115	22,627	20,772
International Onshore	3,903	3,881	3,291	2,538	2,490
International Offshore	1,023	1,114	1,106	1,272	1,318
Total	25,617	25,973	26,512	26,437	24,580

TABLE 2: STUDENT LOAD (EFTSL) BY ACADEMIC LEVEL

	2018	2019	2020	2021	2022
Undergraduate	19,402	19,863	20,080	20,354	18,921
Postgraduate Coursework	2,520	2,590	3,039	3,217	3,130
Higher Degree Research	1,427	1,343	1,288	1,148	1,084
Non Award	320	250	101	35	106
Enabling	1,546	1,575	1,810	1,590	1,244
ELICOS	402	353	194	92	95
Total	25,617	25,974	26,512	26,436	24,580

TABLE 3: ENROLMENTS BY COLLEGE/DIVISION

	2018	2019	2020	2021	2022
Engineering, Science and Environment	9,525	9,716	10,344	10,571	10,251
Health, Medicine and Wellbeing	8,263	8,549	8,885	9,070	8,618
Human and Social Futures	14,436	14,333	14,552	14,426	13,515
Pathways and Academic Learning Support	4,544	4,646	4,942	4,702	4,165
Other University[1]	876	676	389	231	387
Total	37,644	37,920	39,112	39,000	36,936

TABLE 4: STUDENT LOAD (EFTSL) BY LOCATION

	2018	2019	2020	2021	2022
Newcastle	18,474	18371	18,093	17,755	16,247
Central Coast	2,685	2,661	2,772	2,613	2,271
Port Macquarie	254	232	154	81	22
Sydney	503	362	215	122	109
UON Singapore	982	1,082	1,048	1,174	1,251
Online	2,718	3,111	4,045	4,465	4,486
Other University[2]	2	154	185	227	194
Total	25,617	25,973	26,512	26,437	24,580

Notes: Rounding errors may occur; applies to Tables 1, 2 and 4.
1. Other University: includes Indigenous Education and Research, Cross Institution, Exchange, Study Abroad and Non Award.
2. Other University: Third Party and Research off campus.
Source for tables 1-4: University data warehouse 7 February 2023.

D

EQUITY AND DIVERSITY

INSTITUTION-WIDE EDI FOCUS

The University's Equity, Diversity and Inclusion (EDI) Committee met regularly throughout 2022 and established two sub-committees in addition to the previously established Athena Swan Working Party sub-committee. The first sub-committee was the Accessibility Sub-Committee which focuses on the development of the University's next Accessibility Action Plan, making improvements across campus infrastructure, digital environment, teaching, student services and staff experience. The second was the EDI Research Sub-Committee which focuses on research practices and their relationship with equity, research development and policy, evaluation and practice, new research areas and capacity building.

In addition, the EDI Committee held two dedicated workshops in 2022 with a range of key stakeholders to assist with drafting a framework that will underpin the new EDI Strategy to be completed in the first quarter of 2023. The purpose of the EDI Strategy will be to mature the University's approach to EDI, including through the integration of EDI principles across all practices, activities, and policies of the University. The new strategy will capture the EDI eco-system of the University, align critical work and strategies and address gaps through the development of targeted action plans.

In September 2022, Dr Jill Duncan was appointed as the inaugural University EDI Lead and is the current Chair of the EDI Committee.

GENDER EQUITY

The University continued to support gender equity through flagship support programs such as the Women in Leadership Program and the Women in Research Fellowship Program. The Women in Leadership program is a multi-component program covering leadership skills, mentorship, networking, peer support, and leadership concepts. The Women in Research Fellowship program focused on dedicated mentoring and structured support to fast-track the careers of early and mid-career researchers, often those with career breaks due to caring or other responsibilities. At Q4 of 2022, Senior Professional Women representation was 47.3% and Senior Academic Women representation was 33%.

INDIGENOUS AUSTRALIANS

The Maligagu Aboriginal and Torres Strait Islander Employment Strategy and Action Plan identifies four priorities (Attraction and Recruitment; Environment and Retention; Development and Advancement; and Governance and Leadership) that drives the University's approach to increasing employment and retention of Aboriginal and Torres Strait Islander staff. The University has a goal to reach 3.9% participation of staff who identify as Aboriginal or Torres Strait Islander. At Q4 of 2022, the University had 94 members who identify as Aboriginal or Torres Strait Islander which equates to 3.1%. The Indigenous Employment Committee met quarterly in 2022 to monitor the progress of the actions outlined in the Action Plan.

The University's Library purchased Yarning Mats for each library site (Auchmuty, NUSpace and Ourimbah) as a resource for students, staff, academics and the community to facilitate yarning as an alternative method of learning and knowledge sharing. These circles provide a culturally safe and appropriate way to gather information and data in a space where Aboriginal and Torres Strait Islander people can feel empowered to actively participate in discussions.

CULTURAL CAPABLITY FRAMEWORK

The Cultural Capability Framework is the University's roadmap to work towards a culturally responsive University. Its main aims are to build the cultural capability of our students and staff to understand Indigenous cultures, histories and contemporary issues and to increase the cultural safety and belonging among Indigenous students and staff. The framework is supported by a three step training package. As of 31 December 2022, 63 per cent of fixed term and ongoing University staff have completed Step 1 (online modules) and Step 2 (workshop). Thirty per cent have completed an On-Country experience where staff leave the office environment and enjoy a half or full day connecting to Country with a local Indigenous cultural practitioner.

STUDENT DIVERSITY KPIS

The University is first in the sector for Aboriginal and Torres Strait Islander student enrolments and has a strong record of success led by the Wollotuka Institute. To continue that success, the University set a retention rate KPI to mirror non-Indigenous students. In 2022 Indigenous student support and retention strategies were revised and developed to assist the University make progress towards its 0% variance in 2023. In relation to students with a disability, the University is also measuring cohorts of undergraduate and postgraduate students with a declared disability. Progress towards a 0% variance will be achieved through the implementation of the new EDI Strategy and Action Plans, which will focus on improvements to accessibility and inclusivity across campus infrastructure, the digital environment, teaching practices and student support services.

CENTRE OF EXCELLENCE FOR EQUITY IN HIGHER EDUCATION

The Centre of Excellence for Equity in Higher Education continues to develop programs and projects drawing on a unique praxis-based framework that brings equity research and practice together to create lasting change.

Student and community support for access and participation in higher education and life-long learning remains a key focus for the University's Centre of Excellence for Equity in Higher Education. In 2022, the Centre launched a student space for students from underrepresented backgrounds, including students with experience of out of home care, students from refugee backgrounds, and students from the Excellence Through Equity pathway into Medicine. The design of the space is underpinned by student perspectives, social justice principles, and research in the field. It features a mural co-designed by students and staff of the University.

Continuing a commitment to professional development, in 2022 the Centre of Excellence for Equity in Higher Education and the School of Humanities, Creative Industries and Social Sciences launched a new Graduate Certificate in Professional Equity and Inclusion (GCPEI). The GCPEI provides a novel and practical means for building policy, strategy, and initiatives for equity in higher education.

The Centre of Excellence for Equity in Higher Education is building a project that brings together research, community engagement and arts-based methods to understand the impact of gender-based violence on access to and participation in higher education. In 2022 a pilot project report was released, publications were developed and community engagement meetings to develop inter-agency collaboration were commenced.

Building on its commitment to ethical and sustainable community engagement, the Centre of Excellence for Equity in Higher Education has worked in regional centres across NSW - including Kempsey, Broken Hill, Griffith, and Cooma – to draw together the insights of students and community members' perspectives regarding regional and remote study.

PREVENTION OF SEXUAL ASSAULT AND SEXUAL HARASSMENT

The prevention of sexual assault and sexual harassment on our campuses remains a priority for the University. In 2022 the Safe and Respectful Communities Advisory and Working Groups were formed to consider and respond to the results of the National Student Safety Survey which was published in March. Following the appointment of the Respectful Communities Coordinator in May, consultation continued with key stakeholders, with the resulting Action Plan for the Prevention of Sexual Assault and Sexual Harassment (SASH) at the University of Newcastle 2022 – 2025 endorsed by Council in September.

This plan was created using the evidence-based Our Watch - Educating for Equality framework and other guiding documents. Informed by a public health approach and utilising a socio-ecological model for preventing gender-based violence (GBV), this approach identifies three tiers of prevention and seeks to bring about change within and across the structures, norms and practices which make up the University as an organisation and a community.

The Action Plan has been divided into short-, medium- and long-term goals to ensure changes are seen across the institution over time in the realms of knowledge, skills, behaviours, attitudes, and values. These goals have been developed based upon four key focus areas:

- Awareness – engagement and communication
- Governance – policy and procedures, reporting, data management
- Response (Tertiary Prevention) - Security, safety, and support
- Prevention (Primary and Secondary) - Education, culture change, evaluation, and research

EVENTS

The University held many events in 2022 to mark days of significance. These events allowed students, staff, and community to come together to celebrate diversity, highlight progress made to date and acknowledge where further work was required and how that can be achieved.

Some of the events included panel discussions for International Women's Day and White Ribbon Day; University of Newcastle Pride Week events and International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia events and activities for Ramadan and Refugee week.

TRAINING AND DEVELOPMENT

The University continued to provide training and development to its staff and students around a number of key EDI areas. Training in 2022 included:

- EO Online training
- ALLY training (LGBTIQA+ focus)
- Disability Confidence Training (Pilot) and Launch of Accessibility Champions Network
- SBS Suite of Equity Diversity & Inclusion Training
- Consent Labs (workshops to residents) 'Consent Foundations' and 'Consent with Alcohol and Other Drugs' and Consent Matters e-learning module (students).
- Cultural Competency Training

TABLE 1: TRENDS IN THE REPRESENTATION OF EEO TARGET GROUPS[1]

EEO GROUP	STAFF[2]										
	BENCHMARK OR TARGET	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Women	50	60.7	61.0	61.5	60.9	61.6	61.9	62.9	63.5	63.4	64.7
Aboriginal people and Torres Strait Islanders	3.9	2.5	2.7	2.5	2.5	2.6	2.2	2.3	2.5	2.8	3.1
People whose first language was not English	19	7.7	9.8	9.2	9.2	8.7	9.7	9.7	9.1	9.0	8.2
People with a disability	N/A	2.2	2.5	2.4	2.3	2.3	2.2	2.2	2.0	1.8	1.5
People with a disability requiring work-related adjustment	1.5	0.5	0.6	0.4	0.5	0.5	0.5	0.5	0.4	0.3	0.3

TABLE 2: REPRESENTATION OF EEO TARGET GROUPS: ACADEMIC V GENERAL STAFF[2]

EEO GROUP	% OF TOTAL STAFF[2]		AWARD	
	BENCHMARK OR TARGET	TOTAL		
Women	50.0	64.7	Academic	53.1%
			Professional	72.7%
			Teacher	66.7%
Aboriginal people and Torres Strait Islanders	3.9	3.1	Academic	2.8%
			Professional	3.3%
			Teacher	-
People whose first language was not English	19.0	8.2	Academic	13.9%
			Professional	4.2%
			Teacher	-
People with a disability	N/A	1.5	Academic	1.5%
			Professional	1.5%
			Teacher	-
People with a disability requiring work-related adjustment	1.5	0.3	Academic	0.2%
			Professional	0.4%
			Teacher	-

TABLE 3: TRENDS IN THE DISTRIBUTION OF EEO TARGET GROUPS

EEO GROUP	INDEX										
	BENCHMARK OR TARGET	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Women	100	82.7	82.1	83.1	82.7	82.4	83.4	82.6	83.5	84.9	85.7
Aboriginal people and Torres Strait Islanders	100	87.9	89.5	91.1	92.7	91.0	87.0	87.1	88.7	89.6	94.5
People whose first language was not English	100	111.5	110.2	111.5	111.5	115.0	112.5	114.0	114.4	115.0	114.4
People with a disability	100	100.9	105.8	101.8	103.5	102.5	104.0	103.8	102.7	104.1	102.4
People with a disability requiring work-related adjustment	100	105.2	112.6	107.4	112.9	109.2	112.1	109.1	114.8	127.4	126.7

TABLE 4: DISTRIBUTION OF EEO TARGET GROUPS: ACADEMIC V GENERAL STAFF

EEO GROUP	DISTRIBUTION INDEX		AWARD	
	BENCHMARK OR TARGET	TOTAL		
Women	100	85.7	Academic	92.8
			Non-academic	92.4
Aboriginal people and Torres Strait Islanders	100	94.5	Academic	91.8
			Non-academic	91.4
People whose first language was not English	100	114.4	Academic	94.5
			Non-academic	97.0
People with a disability	100	102.4	Academic	109.5
			Non-academic	89.8
People with a disability requiring work-related adjustment	100	126.7	Academic	183.2
			Non-academic	100.2

Source for Table 1-3: Ascender HRS database 1. Staff numbers are as at 30 June 2022 2. Excludes casual staff 3. A distribution index of 100 indicates that the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels.

E

HUMAN RESOURCES

Human Resource Services (HRS) attracts, supports, develops and retains the world-class staff of the University of Newcastle. HRS provides strategic, procedural, legislative, operational and administrative support and advice covering capability and development, people and workforce strategy, employee relations, HR business partnering, workplace health and safety, remuneration and benefits, HR support services, recruitment and HR information systems.

In 2022 negotiations continued on our Enterprise Agreements and in December we put forward an offer to staff. Staff voted to reject this offer and negotiations will continue in 2023.

HRS delivered many successful operational and strategic initiatives aligned with the *Looking Ahead Strategic Plan 2020-2025*:

- A key initiative to cultivate high-performance for professional staff, the Foundations for Inspiring People for Professional Staff, was launched in late 2022. This framework will enable professional staff to excel in a high-performing culture where they are supported to grow and develop their careers by aligning performance expectations and capability requirements to the University's strategic priorities.

- Continuing our commitment to deliver a 'gold standard' employee experience, HR Services delivered the Right from the Start onboarding program in 2022. The program set out to redesign our onboarding experience for new starters to ensure that staff have the best opportunity to succeed and contribute to the University's strategic vision right from the start. A positive onboarding experience is an important step to building trust and a positive workplace culture, and the program ensures that staff feel welcome and well equipped to succeed in their career at the University.

- The Student Cadetship program pairs students with a staff mentor to guide career discussion, provide insights into working in the tertiary education sector, and the opportunity to apply their knowledge in their field of study. The program provides participants with valuable paid work experience to deliver on our goal of developing life-ready graduates. In 2022, 15 students participated in the program, working across diverse areas of the University in a range of fields including health and safety, human resource management, project management, communications and research support.

- During 2022, our program to refresh our HR systems gained momentum with the finalisation of our HR technology roadmap and the commencement of our HR Enterprise Solutions Program implementation. This included the implementation of ServiceNow for HRS and the launch of a new recruitment system to support our staff and managers. A HR Enterprise Systems Program Board was established to oversee procurement and systems implementation processes. The program involves multiple system upgrades, replacements and enhancement with a project horizon through to 2025. Planned upgrades will support improved payroll compliance, reporting and user experience.

- A new framework for HR metrics reporting to the Senior Management Group has also been established to facilitate Strategic Workforce Planning and HR Business Partners in their support of College and Divisional leaders.

- To ensure our workforce design is fit for both the present and the future, a Strategic Workforce Planning Framework was developed in 2022, with a pilot program launched within the University Library. Resources, templates, metrics/dashboards and training are being developed to support ongoing strategic workforce planning capability building.
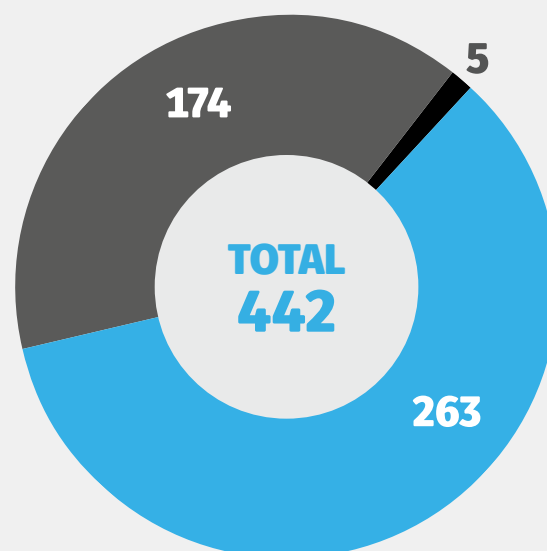
FIGURE 1
FIXED-TERM AND CONTINUING STAFF FTE
(As at 31 March 2022)

1,077

TOTAL 2,644

1,568

- Professional
- Academic
- Teacher
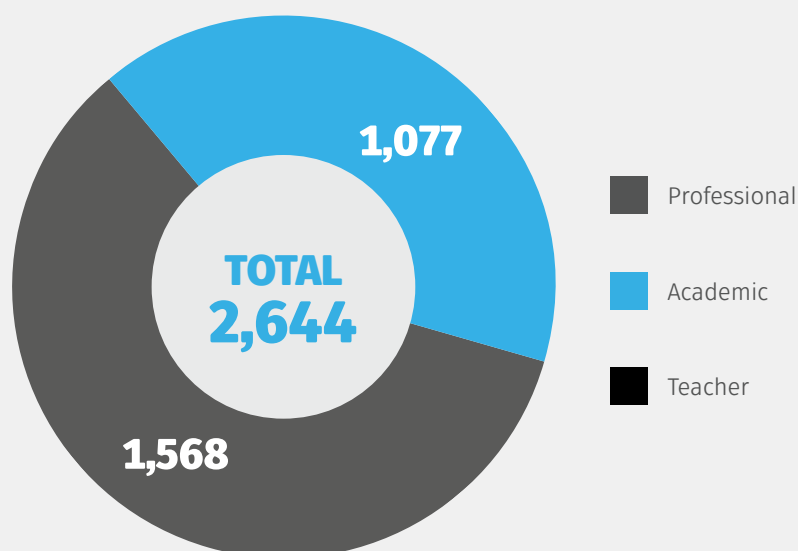
FIGURE 2
CASUAL AND SESSIONAL STAFF FTE
(1 January to 31 December 2022)

174

5

TOTAL 442

263

FIGURE 3
JOB APPLICANTS
(1 January to 31 December 2022)

7,180

total number of applicants

TABLE 1: HONORARY STAFF MEMBERS

(as at 31 March 2022)

COLLEGE/DIVISION	TOTAL
Academic Division	2
College of Engineering, Science and Environment	276
College of Health, Medicine and Wellbeing	1,201

COLLEGE/DIVISION	TOTAL
College of Human and Social Futures	152
Research and Innovation Division	1
Total	1,632

Source: Figure 1 Department of Education Skills and Employment Staff Statistics. Figure 2 Ascender HR Database Preliminary figures subject to validation and submission to Department of Education Skills and Employment at 30 Jun 2023. Figure 3 and Table 1 Ascender HR Database.

TABLE 2: NUMBER OF ACADEMIC STAFF BY APPOINTMENT TERM, LEVEL AND GENDER 2018-2022[1]

	LEVEL	2018 F	2018 M	2018 T	2019 F	2019 M	2019 T	2020 F	2020 M	2020 T	2021 F	2021 M	2021 T	2022 F	2022 M	2022 T
Continuing	A	15	9	24	16	8	24	16	8	24	11	6	17	12	7	19
	B	82	56	138	84	47	131	83	52	135	84	49	133	75	59	134
	C	98	105	203	97	100	197	93	90	183	90	79	169	90	72	162
	D	52	86	138	61	87	148	70	85	155	71	79	150	63	69	132
	E	39	110	149	41	107	148	45	111	156	47	102	149	44	86	130
Continuing total		286	366	652	299	349	648	307	346	653	303	315	618	284	293	577
Fixed-term	A	113	106	219	132	105	237	138	111	249	136	129	265	159	132	291
	B	149	99	248	172	104	276	187	107	294	161	101	262	175	103	278
	C	43	39	82	47	39	86	49	41	90	56	30	86	44	34	78
	D	10	15	25	11	16	27	7	16	23	10	15	25	11	13	24
	E	22	32	54	23	37	60	19	34	53	16	30	46	16	33	49
Fixed-term total		337	291	628	385	301	686	400	309	709	379	305	684	405	315	720
Total		623	657	1,280	684	650	1,334	707	655	1,362	682	620	1,302	689	608	1,297

Key: F=Femal M=Male T=Total

TABLE 3: NUMBER OF PROFESSIONAL STAFF BY APPOINTMENT TERM, HEW LEVEL AND GENDER 2018-2022 (AS AT 31 MARCH 2022)

	HEW	2018 F	2018 M	2018 T	2019 F	2019 M	2019 T	2020 F	2020 M	2020 X	2020 T	2021 F	2021 M	2021 X	2021 T	2022 F	2022 M	2022 T
Continuing	2	1		1	1		1	1			1							
	3	32	13	45	28	8	36	27	8		35	3	5		8	3	2	5
	4	112	16	128	98	12	110	99	14		113	104	20		124	113	21	134
	5	156	44	200	160	34	194	184	42		226	178	41		219	160	44	204
	6	140	57	197	141	63	204	162	60		222	150	61		211	185	59	244
	7	161	79	240	161	77	238	171	76	1	247	169	79	1	249	174	83	257
	8	96	71	167	93	75	168	105	79		184	106	71		177	104	61	165
	9	47	26	73	55	29	84	51	27		78	50	28		78	53	25	78
	10	23	21	44	20	21	41	20	18		38	16	16		32	12	14	26
Continuing total		768	327	1,095	757	319	1,076	820	324	1	1,144	776	321	1	1,098	804	309	1,113
Fixed-term	<1				2	1	3											
	1	2	2	4														
	2	40	27	67	40	29	69	42	25		67	30	11		41	42	16	58
	3	36	15	51	47	17	64	33	19		52	32	20		52	25	17	42
	4	65	23	88	91	30	121	80	28		108	82	15		97	46	14	60
	5	165	52	217	167	62	229	172	61		233	152	54		206	145	48	193
	6	121	34	155	127	43	170	139	46		185	130	41		171	145	34	179
	7	69	32	101	84	34	118	85	29		114	68	29		97	78	26	104
	8	32	22	54	40	24	64	33	23		56	37	14		51	37	12	49

TABLE 3: NUMBER OF PROFESSIONAL STAFF BY APPOINTMENT TERM, HEW LEVEL AND GENDER 2018-2022 (AS AT 31 MARCH 2022) (CONTINUED)

	HEW	2018 F	2018 M	2018 T	2019 F	2019 M	2019 T	2020 F	2020 M	2020 X	2020 T	2021 F	2021 M	2021 X	2021 T	2022 F	2022 M	2022 T
	9	8	9	17	11	9	20	11	9		20	15	6		21	15	2	17
	10	13	16	29	11	23	34	13	22		35	24	27		51	22	24	46
Fixed-term total		551	232	783	620	272	892	608	262		870	570	217		787	555	193	748
Total		1,319	559	1,878	1,377	591	1,968	1,428	586	1	2,014	1,346	538	1	1,885	1,359	502	1,861

Source for Tables 2 - 4 Department of Education Higher Education Staff Statistics as at 31 March. Excludes casual staff. Number of staff includes full-time and fractional full-time staff who occupy more than one position.
Key: F=Femal M=Male X=Indeterminate/Intersex/Unspecified T=Total

TABLE 4: NUMBER OF ACADEMIC AND PROFESSIONAL STAFF BY APPOINTMENT AND GENDER 2018-2022

	2018 F	2018 M	2018 T	2019 F	2019 M	2019 T	2020 F	2020 M	2020 X	2020 T	2021 F	2021 M	2021 X	2021 T	2022 F	2022 M	2022 T
Continuing	1,054	693	1,747	1,056	668	1,724	1,127	670	1	1,798	1,079	636	1	1,716	1,088	602	1,690
Fixed-term	888	523	1,411	1,005	573	1,578	1,008	571		1,579	949	522		1,471	960	508	1,468
Total	1,942	1,216	3,158	2,061	1,241	3,302	2,135	1,241	1	3,377	2,028	1,158	1	3,187	2,048	1,110	3,158

WELLBEING, HEALTH AND SAFETY

The Wellbeing Health and Safety Strategy 2020 – 2025 affirms our commitment to move 'beyond zero' and drive best practice safety management and culture. In addition to ongoing management of COVID-19 cases in 2022, the University continued to grow its wellbeing, health and safety maturity through a range of initiatives and continuous improvement projects:

• A review of the Health and Safety Management System commenced in 2022, with the development of a contemporary Health and Safety Policy and Psychosocial Safety Framework to support psychosocial wellbeing in the workplace. Reviews will continue to ensure that policies and processes continue to respond to the risks associated with a tertiary education environment.

• A continued focus on driving shared responsibility for safety is supported through transparent and relevant safety reporting. An uplift in reporting quality and proactive reporting of risk to Executive, Council, the Staff Consultative Committee and Health and Safety Committees resulted in increased knowledge and participation in safety. Best practice is shared in forums such as the Laboratory Safety Community of Practice. Design and consultation on the work health safety media campaign in 2022 enabled further promotion of safety issues and obligations for the life of the Strategy.

• Leader-led safety walks and talks enhanced leader understanding of the WHS issues through active and positive engagement with staff. The visibility of leaders with a genuine interest in how things are done, builds trust in proactive reporting of hazards and early resolution of issues.

• More than 70 staff form an active network of Mental Health First Aid Officers across the University. The network provides immediate support, promotes psychological safety and facilitates good wellbeing, health and safety practices.

• The Wellness Hub was launched to provide a platform of resources to support staff wellbeing. More than 1,300 staff are registered on the Hub with the most viewed topics of engagement including self-awareness, leadership skills, mental wellbeing and nutrition. The Hub is curated to complement a series of initiatives that focus on both physical and physiological wellbeing.

• The Employee Assistance Program including Manager Assist saw strong engagement in 2022. The University continues to encourage staff to seek early support through this confidential service.

• Active involvement of staff and students in the identification of risks saw 1,110 events reported in 2022. In addition, 597 safety reviews were undertaken involving teaching, research and field work activities as well as 312 high risk reviews carried out by the Institutional Biosafety and Chemical and Radiation Technical Committees.

• The Laboratory Safety Improvement Initiative was undertaken to identify, develop and implement lab safety improvements across four domains: Governance; Space Management; People, Culture & Practices; and Infrastructure and Facilities. This major initiative facilitated collaboration across Colleges and Divisions to ensure consistent and comprehensive safety management within our laboratories.

F
EXECUTIVE REMUNERATION

TABLE 1: NUMBER OF SENIOR EXECUTIVES EMPLOYED AT 31 DECEMBER

Senior executive band	2021 Female	2021 Male	2022 Female	2022 Male
Vice-Chancellor	0	1	0	1
Deputy Vice-Chancellor and Chief Operating Officer	1	3	1	3
Pro Vice-Chancellor and Chief Financial Officer	3	3	3	3
Other	2	2	2	3
Totals	6	9	6	10
	15		16	

TABLE 2: AVERAGE TOTAL REMUNERATION PACKAGE OF SENIOR EXECUTIVES EMPLOYED AT 31 DECEMBER

SENIOR EXECUTIVE BAND	AVERAGE TOTAL REMUNERATION PACKAGE	
	2021	2022
	$	$
Vice-Chancellor	866,956	939,467
Deputy Vice-Chancellor and Chief Operating Officer	500,611	540,490
Pro Vice-Chancellor and Chief Financial Officer	410,085	397,358
Other	260,888	281,033

TABLE 3: PERCENTAGE OF TOTAL EMPLOYEE-RELATED EXPENDITURE IN THE FINANCIAL YEAR THAT RELATES TO SENIOR EXECUTIVES

	2020	2021	2022
Percentage of total employee-related expenditure in the financial year that relates to senior executives	1.60%	1.50%	1.80%

G
RISK MANAGEMENT FRAMEWORK

Risk management is a core part of the University of Newcastle's governance practice. We have adopted AS/NZS ISO 31000-2018 Risk Management Guidelines in developing our approach to risk management.

The Executive Committee is actively engaged in the risk management process. The Risk Committee and the University Council oversee the Enterprise Risk Management Framework and discuss strategic risks at each Committee meeting.

The Risk Management Framework is considered across the University at a strategic, operational and project management level. Ongoing practices identify, manage, mitigate, monitor and report from strategic and operational perspectives. This process is supported by the Risk Management Policy and the Risk Management Framework.

INTERNAL CONTROL

Council is responsible for ensuring an effective system of internal controls over financial and operational activities. The Vice-Chancellor, as the principal Executive Officer, is responsible for ensuring that the internal environment supports the efficient and effective operation of appropriate internal controls to support the University's strategy and objectives.

The Vice-Chancellor provides annual assurance to Council on the systems of internal controls, accountability and delegations (including in relation to controlled entities) as part of the management of the University's annual financial reporting.

INSURANCE

Our suite of insurance policies is reviewed and renewed annually with the insurance period commencing 1 November each year. Our broker supports the management of this process to ensure that optimal and cost-effective coverage is obtained. Details of insurance policies relevant to staff and students are published on our website at:

ⓘ **newcastle.edu.au/current-staff/our-organisation/governance/assurance-services/insurance**

H

CYBER SECURITY ANNUAL ATTESTATION STATEMENT

I, Anthony Molinia (CIO), am of the opinion that the University of Newcastle has assessed and managed its cybersecurity risks in a manner consistent with the Mandatory Requirements of the NSW Government Cyber Security Policy. Governance forums are in place to monitor cybersecurity maturity, and the delivery of the cybersecurity program. Risks to information and systems have been managed and monitored. The University of Newcastle has an Information Security Incident Response Plan, which was proven successful during the reporting period, and tested as part of major incident testing. The University of Newcastle also has an Information Security Management System (ISMS) in place. The University of Newcastle is continuously improving cyber security governance and resilience through ongoing investment and initiatives.

I

ETHICAL AND RESPONSIBLE DECISION MAKING

The culture of the University of Newcastle is underpinned by strong values and ethical behaviour centred around integrity, respect and professionalism. The Code of Conduct governs our community in its day-to-day activity, decision making and interaction with clients, colleagues and stakeholders.

In conjunction with the Ethics Centre, Council established the Ethical Decision Making Framework to set the 'tone' for behaviour and decision making and support the University in realising its vision to be a global leader in each of our spheres of achievement. The University of Newcastle Ethical Decision Making Framework is provided to guide and support decision making at all levels and helps to ensure that when making decisions on behalf of the University, the 'standard for judgement' lies in the Ethical Framework rather than the personal beliefs of any individual, thus ensuring clarity and consistency in application.

Our policies and codes are in place to provide ethical guidance and support ethical behaviour. These include the:

• Conflicts of Interest Policy
• Student Academic Integrity Policy
• Responsible Conduct of Research Policy
• Code of Ethical Academic Conduct Policy

Our activities support compliance with relevant legislative requirements, professional standards and internal controls to ensure the provision of timely and transparent information to our stakeholders and the general public.

ANIMAL CARE AND ETHICS COMMITTEE

The Animal Care and Ethics Committee (ACEC) is responsible for overseeing the care and use of animals in research and teaching. The University of Newcastle is committed to the highest standard of ethical practice in this regard and the ACEC ensures that these activities meet the requirements of the regulatory framework. The ACEC plays an important role in reviewing applications for research and teaching where animals are involved. It is also responsible for monitoring approved activities in accordance with legislative requirements. The Animal Care and Ethics Committee reports to Council, the governing body of the University of Newcastle, and is responsible for the consideration of ethical and welfare aspects as well as the scientific or educational value of the use of animals for research and teaching purposes. Its membership includes the following categories:

- **Category A:** Veterinarians – persons with qualifications in veterinary science who are recognised for registration as a veterinary surgeon in Australia, and with experience relevant to the University's activities or the ability to acquire relevant knowledge.
- **Category B:** Researchers – persons with substantial and recent experience in the use of animals for scientific purposes relevant to the institution and the business of the ACEC. This must include possession of a higher degree in research or equivalent experience.
- **Category C:** Animal welfare members – persons with demonstrable commitment to, and established experience in, furthering the welfare of animals, who are not employed by or otherwise associated with the institution, and who are not currently involved in the care and use of animals for scientific purposes. Veterinarians with specific animal welfare interest and experience may meet the requirements of this category. While not representing an animal welfare organisation, the person should, where possible, be selected on the basis of active membership of, and endorsement by, such an organisation.
- **Category D:** Independent members – persons not employed by or otherwise associated with the institution and who have never been involved in the use of animals in scientific or teaching activities, either in their employment or beyond their undergraduate education. Category D members should be viewed by the wider community as bringing a completely independent view to the ACEC, and must not fit the requirements of any other category. These categories are as defined in the Australian Code for the Care and Use of Animals for Scientific Purposes 8th edition 2013.

HUMAN RESEARCH ETHICS COMMITTEE

The University of Newcastle's Human Research Ethics Committee (HREC) is responsible for ensuring the University has effective processes in place to review the ethical acceptability of human research proposals and that approved projects are compliant with regulatory and legislative requirements.

The HREC performs its responsibilities in accordance with its terms of reference which are consistent with the requirements of the National Statement on Ethical Conduct in Human Research, issued jointly by the National Health and Medical Research Council (NHMRC), the Australian Research Council (ARC) and Universities Australia, and relevant State and Commonwealth legislation, policies and codes.

The HREC reports directly to the NSW Privacy Commissioner where the HREC is the lead ethics committee and the Statutory Guidelines on Research, issued under Section 64 of the Health Records and Information Privacy Act 2002 (NSW) (HRIP Act), have been applied.

Reports to the NSW Privacy Commissioner are prepared and submitted on a financial year basis. In the 2021/2022 financial year, the HREC did not consider any ethics applications which required application of the HRIP Statutory Guidelines on Research.

The HREC are also required to report decisions to the NHMRC, which collects information on behalf of the Australian Information Commissioner, where the NHMRC Guidelines under Section 95 and 95a of the Privacy Act 1988 have been applied.

During the year, the HREC did not consider any ethics applications which required application of the NHMRC Guidelines under Section 95 or 95a of the Privacy Act 1988.

These decisions will be reported to the NHMRC in the HREC's Annual Report for the period 1 January 2022 to 31 December 2022.

J

ACCESS TO INFORMATION

The University encourages and supports appropriate, open and transparent engagement with our communities.

PROTECTING PRIVACY

The University supports an individual's privacy when it collects, stores, uses and discloses personal or health information. When dealing with personal and health information, the University complies with the Privacy and Personal Information Protection Act 1998 (NSW) (PPIPA), the Health Records and Information Privacy Act 2002 (NSW) (HRIPA) and the Privacy Act 1988 (Cth) (Privacy Act), as outlined in our Privacy Management Plan.

The University continues to promote best practice and enhance our privacy functions in line with industry benchmarking and legislative changes in privacy law, including by reviewing and updating our privacy resources and processes as part of the University's continuous improvement initiative. The Privacy and Rights to Information Officer manages the University's privacy obligations, monitors legislative changes across state, federal and global privacy regimes and provides specialist privacy advice and privacy training to staff across the University.

There were two internal reviews requested of University privacy decisions in 2022. Both were conducted under the oversight of the Information Privacy Commission NSW and both decisions were upheld.

RIGHT TO INFORMATION

The University supports openness and transparency as encompassed in the Government Information (Public Access) Act 2009 (GIPA Act).

Information not readily available on the University's website can be obtained by submitting an informal request or, where further consideration is required, a formal request for the release of government information under the GIPA Act. Access to information is only restricted when there is an overriding public interest against disclosure.

During 2022 the University:

- Continued to proactively disclose information to the public and our key stakeholders. Information is generally published on our website at: newcastle.edu.au and policies are published in the University's policy library: https://policies.newcastle.edu.au/. Details regarding non-confidential decisions made by the Council are published in online newsletters.
- Continued to maintain the University's GIPA contracts register, as required under the GIPA Act.
- Received nine applications: six formal requests, one informal request and two invalid requests. In addition, the University also received one application for internal review and a previous internal review from 2021 was decided. Statistics on the applications decided in 2022 are provided below:

TABLE 1: NUMBER OF APPLICATIONS BY TYPE OF APPLICANT AND OUTCOME[1]

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICANT	REFUSE TO CONFIRM OR DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN	TOTAL	% OF TOTAL
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	1	0	0	0	0	0	0	1	11.0%
Not for profit organisations or community groups[2]	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	0	5	0	0	0	0	0	0	5	55.7%
Members of the public (other)	0	0	0	0	0	0	0	3	3	33.3%
Total	0	6	0	0	0	0	0	3	9	
% of Total	0%	66.7%	0%	0%	0%	0%	0%	33.3%		100%

Notes: 1. More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table 2. 2. Includes other NSW government agencies

TABLE 2: NUMBER OF APPLICATIONS BY TYPE OF APPLICATION AND OUTCOME

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICANT	REFUSE TO CONFIRM OR DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN	TOTAL	% OF TOTAL
Personal information applications[1]	0	0	0	1	0	1	0	0	2	22.22%
Access applications (other than personal information applications)	0	1	0	0	0	0	0	1	2	22.22%
Access applications that are partly personal information applications and partly other	0	3	0	0	0		0	2	5	55.56%
Total	0	4	0	1	0	1	0	3	9	
% of Total	0%	44.5%	0%	11.1%	0%	11.1%	0%	33.3%		100%

Notes 1. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the GIPA Act) about the applicant (the applicant being an individual).

TABLE 3: INVALID APPLICATIONS

REASON FOR INVALIDITY	NO OF APPLICATIONS	% OF TOTAL
Application does not comply with formal requirements (section 41 of the GIPA Act)	2	100%
Application is for excluded information of the agency (section 43 of the GIPA Act)	0	0%
Application contravenes restraint order (section 110 of the GIPA Act)	0	0%
Total number of invalid applications received	2	100%
Invalid applications that subsequently became valid applications	0	0%

TABLE 4: CONCLUSIVE PRESUMPTION OF OVERRIDING PUBLIC INTEREST AGAINST DISCLOSURE: MATTERS LISTED IN SCHEDULE 1 OF GIPA ACT

Overriding secrecy laws	0	Documents affecting law enforcement and public safety	0
Cabinet information	0	Transport safety	0
Executive Council information	0	Adoption	0
Contempt	0	Care and protection of children	0
Legal Professional Privilege	0	Ministerial code of conduct	0
Excluded information	0	Aboriginal and environmental heritage	0

More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table 5.

TABLE 5: OTHER PUBLIC INTEREST CONSIDERATIONS AGAINST DISCLOSURE: MATTERS LISTED IN TABLE TO SECTION 14 OF GIPA ACT

	NO OF APPLICATIONS	% OF TOTAL
Responsible and effective government	0	0%
Law enforcement and security	0	0%
Individual rights, judicial processes and natural justice	0	0%
Business interests of agencies and other persons	0	0%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
Total	0	

TABLE 6: TIMELINESS

	NO OF APPLICATIONS	% OF TOTAL
Decided within the statutory timeframe (20 days plus any extensions)	9	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	9	100%

TABLE 7: NUMBER OF APPLICATIONS REVIEWED UNDER PART 5 OF THE GIPA ACT (BY TYPE OF REVIEW AND OUTCOME)

	DECISION VARIED	DECISION UPHELD	TOTAL	% OF TOTAL
Internal review	0	0	0	0%
Review by Information Commissioner*	0	2	2	100%
Internal review following recommendation under section 93 of GIPA Act	0	0	0	0%
Review by NCAT	0	0	0	0%
Total	0	2	2	100%
% of Total	0%	100%		

The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

TABLE 8: APPLICATIONS FOR REVIEW UNDER PART 5 OF THE GIPA ACT (BY TYPE OF APPLICANT)

	NO OF APPLICATIONS	% OF TOTAL
Applications by access applicants	2	100%
Applications by persons to whom information the subject of access application relates (see section 54 of the GIPA Act)	0	0%

PUBLIC INTEREST DISCLOSURE

The Public Interest Disclosures Act 1994 (NSW) (Existing PID Act) established a system to encourage public officials to report serious wrongdoing in the categories of corrupt conduct, maladministration, serious and substantial waste of public money and breach of the GIPA Act.

Public interest disclosures (PIDs) are managed by Legal and Compliance in accordance with the University's obligations under the Existing PID Act and the University's Public Interest Disclosure Policy (PID Policy). The PID Policy is regularly reviewed and updated (most recently in 2021) to ensure best practice and consistency with the PID model policy published by the NSW Ombudsman.

In 2022 the NSW Government passed the Public Interest Disclosures Act 2022 (NSW) (New PID Act) which will repeal and replace the Existing PID Act in response to the Ombo-LECC Committee and ICAC Committee reviews of the Existing PID Act in 2017. The New PID Act is due to commence in October 2023, and the PID Policy will be further updated at that time to align with the New PID Act and updated guidance to be provided by the NSW Ombudsman.

The purpose of the New PID Act is to improve processes and increase protections for public officials who make PIDs, as well as increase the requirements for government organisations to report on and investigate PIDs.

STATISTICAL INFORMATION ON PIDS

	MADE BY PUBLIC OFFICIALS PERFORMING THEIR DAY-TO-DAY FUNCTIONS	UNDER A STATUTORY OR OTHER LEGAL OBLIGATION	ALL OTHER PIDS
Number of public officials who made PIDs directly	0	0	0
Number of PIDs received[1]	0	0	0
Number of PIDs finalised	0	0	0

No PIDs were received by the University's Disclosures Coordinator in the 2022 reporting period, and there were no outstanding PIDs which needed to be finalised in 2022. 1. In 2022, the University's Disclosures Coordinator received one disclosure described as a PID from a public official. However, upon review, it was determined that the disclosure did not meet the criteria to constitute a PID.

K

CONSUMER RESPONSE

The University is committed to providing effective and accessible complaint management processes to enable our community members to raise issues or concerns relating to the conduct of the University's operations, services, staff or facilities. The University acknowledges and values the feedback we receive from members of the University community and embraces the continuous improvement opportunities that complaints provide.

The University aims to resolve issues through early intervention, informal resolution (where practicable), support, and collaboration across the University. The Complaints team within Legal and Compliance manage and advise on complaints received to ensure a consistent, timely and confidential process that is based around the principles of procedural fairness and natural justice. As part of the University's continuous improvement initiative, in 2022 we significantly updated our Complaint Management Policy, Complaint Management Procedure and complaints-related webpages and published a Complaints Management Handbook for use by staff involved in compliant management processes. This complaints framework provides a structured process to assist staff, students, and other community members to raise issues or concerns, and enable the University to respond to complaints quickly and fairly.

The University's complaints framework is informed by industry best practice and relevant resources including the NSW Ombudsman 'Complaint handling at universities: Australian best practice guidelines' (January 2015) and AS/NZ 10002:2014 'Guidelines for complaint management organisations'.

In 2022, 122 formal complaints were received by the Complaints team. Of these:

- 90 complaints were made by students. This is an increase from the number of complaints from students (63) lodged in 2021, and in particular we received an increased number of complaints relating to delays in some graduates receiving their graduation documents. The delays arose as a result of the disruption to services caused by the COVID-19 pandemic, and these issues have now been resolved. The Student Advocates have continued to play an essential role in the de-escalation, early intervention and successful resolution of many student concerns.
- 18 complaints were made by staff. This is a decrease from the number of complaints from staff (28) lodged in 2021.
- 12 complaints were made by other community members. This number is consistent with the 2021 reporting period.
- Two complaints were made anonymously.

L

REVIEWS

INTERNAL AUDIT

The Internal Audit function supports Council and the Executive by providing an independent and objective assurance service that seeks to evaluate and aid the continuous improvement of the University's governance, risk and compliance processes. To aid efficiency and effectiveness, the University employs a specialist outsourced internal audit partner, Ernst & Young. The Internal Auditor undertakes a range of risk-based audits to support Council's three-year Internal Audit Plan.

The University Secretary, who heads the Internal Audit function, and the Internal Auditor, have independent reporting lines to the Chair of the Risk Committee and attend Risk Committee meetings to present audit findings and provide status reports on management actions taken to address previous findings.

EXTERNAL AUDIT

The Audit Office of New South Wales audits the financial statements of the University and its controlled entities.

INTERNAL REVIEWS

The General Counsel undertook a review of the Complaints, Compliance, Privacy, PID and GIPA processes of the University which was provided to the Risk Committee in March 2022.

EXTERNAL REVIEWS

There were no external reviews of compliance functions undertaken during the year.

There were a number of external reviews of University operations undertaken during the year which were provided to the Executive Committee and/or Academic Senate including:

- External Review of Academic Governance
- External Program Review
- Risk Maturity Assessment
- COVID-19 Post Event Review

M

LEGAL MATTERS

TREASURY LAWS AMENDMENT (ENHANCING SUPERANNUATION OUTCOMES FOR AUSTRALIANS AND HELPING AUSTRALIAN BUSINESSES INVEST) ACT 2022 (CTH)

This Act makes a number of amendments to the Treasury legislation. Of note to the University is the amendment to the Superannuation Guarantee (Administration) Act 1992 (Cth) to remove the $450 per month threshold that an employee must earn to qualify for the superannuation guarantee. As a result, employers must now calculate and pay super contributions on all salary and wages received by super eligible employees without reference to any threshold.

PUBLIC INTEREST DISCLOSURES ACT 2022 (NSW)

This Act (New PID Act) will repeal and replace the existing Public Interest Disclosure Act 1994 (NSW) (Existing PID Act) in response to the Ombo-LECC Committee and ICAC Committee reviews of the Existing PID Act in 2017. The New PID Act is due to commence in October 2023, and the University's Public Interest Disclosure Policy will be updated at that time to align with the New PID Act and updated guidance to be published by the NSW Ombudsman.

The purpose of the New PID Act is to improve processes and increase protections for public officials who make 'public interest disclosures' (PID) that expose corruption, serious maladministration and other forms of serious wrongdoing by government organisations and other public officials, as well as increase the requirements for government organisations to report on and investigate PIDs.

SECURITY LEGISLATION AMENDMENT (CRITICAL INFRASTRUCTURE PROTECTION) ACT 2022 (CTH)

This Act implements further amendments to the Security of Critical Infrastructure Act 2018 (Cth) including:

a. amendments to the definitions of 'critical education asset' and 'higher education and research sector';

b. introducing the potential obligation of critical infrastructure asset holders to develop a critical infrastructure risk management program; and

c. introducing enhanced cybersecurity obligations applicable to select organisations.

WORK HEALTH AND SAFETY AMENDMENT REGULATION 2022 (NSW)

This Regulation amends the Work Health and Safety Regulation 2017 (NSW) (NSW Regulation) to give effect to the Model Health and Safety Legislation Amendment 2022 (Cth). The Commonwealth publishes the model WHS legislation, in consultation with each of the States and Territories, to inform the WHS laws of state and territory jurisdictions. Of relevance to the University, the amended NSW Regulation requires that a person conducting a business or undertaking must manage psychosocial risks in the workplace and specifies the manner in which that may be achieved. A psychosocial risk is the risk to the health or safety of a worker or other person arising from a psychosocial hazard. A psychosocial hazard is a hazard that:

a. arises from or relates to the design or management of work, the work environment, plant at a workplace, or workplace interactions or behaviours; and

b. may cause psychological harm, whether or not it may also cause physical harm.

PRIVACY LEGISLATION AMENDMENT (ENFORCEMENT AND OTHER MEASURES) ACT 2022 (CTH)

This Act amends the Privacy Act 1988 (Cth) (Privacy Act), the Australian Information Commissioner Act 2010 (Cth), and the Australian Communications and Media Authority Act 2005 (Cth) to significantly increase penalties under the Privacy Act, provide the Australian Information Commissioner (the Commissioner) with greater enforcement powers, and provide the Commissioner and the Australian Communications and Media Authority with greater information sharing powers.

FAIR WORK LEGISLATION AMENDMENT (SECURE JOBS, BETTER PAY) ACT 2022 (CTH)

This Act makes substantial amendments to the Fair Work Act 2009 (Cth), including to:

a. introduce measures to encourage and protect gender equality in the workplace (including the introduction of protected gender-based attributes and the prohibition of workplace sexual harassment);

b. protect the rights of employees to disclose and discuss their pay; and

c. amend the processes in relation to flexible work arrangements, fixed term contracts, the approval of enterprise agreements, the better off overall test, bargaining disputes, commencing industrial action, and multi-enterprise bargaining.

ANTI-DISCRIMINATION AND HUMAN RIGHTS LEGISLATION AMENDMENT (RESPECT AT WORK) ACT 2022 (CTH)

This Act implements recommendations made by the Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces to amend the Sex Discrimination Act 1984 (Cth) and other acts, including to:

a. prohibit conduct that subjects another person to a hostile work environment on the ground of sex; and

b. introduce a positive duty to take measures in the workplace to eliminate unlawful sexual discrimination (including sexual harassment).

N

MAJOR WORKS

JOHN HUNTER HOSPITAL SCHOOL OF MEDICINE AND PUBLIC HEALTH RELOCATION	
Describe the nature and range of activities undertaken during 2022	The design for the fitout of approximately 820m² at the John Hunter Hospital was finalised in early 2022. Procurement of the main works contractor was completed in May and works commenced on site in June. The main construction works were completed in September. The School of Medicine and Public Health were relocated to the new facility with staff relocations occurring in September through to November. The facility is fully operational.
If practicable provide qualitative and quantitative performance measures showing efficiency and effectiveness	N/A
Major problems and issues which arose during 2022	N/A
Major works progress during 2022	• Design finalisation • Contractor procurement • Construction completion • Staff relocations
Approved budget	$2.1m
Costs to date	$2m
Total expenditure to 31 December 2022	$2m
Dates of completion	Builders completion 19 September 2022 Relocation completion November 2022
Significant cost overruns or delays/amendments/deferments/cancellations	N/A
Key activity for 2023	The building is now fully occupied and operating within the defects and warranty period of the project through until September 2023.

CENTRAL COAST CAMPUS

Describe the nature and range of activities undertaken during 2022	The Central Coast Campus project commenced in March 2022. During 2022 the consultant team was procured. An external project management team APP has been engaged to manage the project on the University's behalf. Newpolis Pty Ltd (Lyons Architects & EJE Architecture) were engaged as the Principal Design Consultant to complete the design. The design has progressed through the concept and schematic stages and the project has received approval from the Government architect to submit the design for State Significant Development Approval. In December the design documentation was submitted to the Department of Planning and Environment for the Test of Adequacy. Positive feedback has been received and the formal SSDA submission will occur in January 2023. In December 2022 the NSW government Cabinet formally approved the project and the final Development Deed has been executed. The Commonwealth government agreement was executed in December 2021.
If practicable provide qualitative and quantitative performance measures showing efficiency and effectiveness	N/A
Major problems and issues which arose during 2022	The project was due to commence in January 2022 but the NSW government did not give formal approval to commence the procurement activities until March 2022 which delayed the engagement of the Consultant team.
Major works progress during 2022	Consultant team procurement, Concept Design completion, Schematic Design completion.
Approved budget	$58m
Costs to date	Commitments: $6.1m Actuals: $2.1m
Total expenditure to 31 December 2022	$2.1m
Dates of completion	N/A
Significant cost overruns or delays/amendments/deferments/cancellations	N/A
Key activity for 2023	• Completion of design • Engagement of building contractor • Planning approval • Commencement of construction

MCMULLIN ACCESSIBILITY PROJECT	
Describe the nature and range of activities undertaken during 2022	Delivery of project incorporating new accssible pathways, lawn areas, additional tree planting and installation of numerous pieces of artwork.
If practicable provide qualitative and quantitative performance measures showing efficiency and effectiveness	Project involved the delivery of artwork which was designed by University of Newcastle students, as well as artwork commissioned with indigenous artists. The project also allowed improvements to connectivity across the precinct, including improved accessible paths to the Great Hall and other areas.
Major problems and issues which arose during 2022	The significant rain events in 2022 posed challenges to the program of works.
Major works progress during 2022	Project completion and handover.
Approved budget	
Costs to date	$2.5m
Total expenditure to 31 December 2022	$2.5m
Dates of completion	April 2022
Significant cost overruns or delays/amendments/deferments/ cancellations	Project completed within overall budget – some delays were experienced as a result of the significant inclement weather days during 2022.
Key activity for 2023	Nil. The project is complete.

CHILDCARE CENTRE	
Describe the nature and range of activities undertaken during 2022	The project was initiated in 2022, with all project initiation documentation complete and project governance established. The project team was assembled with project management services, principal design consultant, cost manager, planner and all engineering services consultancies now appointed. The preparation of development application documentation is underway.
If practicable provide qualitative and quantitative performance measures showing efficiency and effectiveness	N/A
Major problems and issues which arose during 2022	Resourcing issues encountered throughout the industry resulted in a delayed start of the project however program mitigation has been implemented and these issues have not affected the overall program and targeted completion date.
Major works progress during 2022	• Procurement of project management services, principal design consultant and all consultancies. • Development Application process has commenced. • Concept design complete.
Approved budget	$5m
Costs to date	Actuals: $54, 220 Committed: $143,619 Actuals + Commitments: $197,839
Total expenditure to 31 December 2022	$54,220
Dates of completion	Forecasted to complete Q4, 2023, with building opening scheduled for Q1, 2024.
Significant cost overruns or delays/amendments/deferments/cancellations	As per above, project start date has been delayed however program is on track.
Key activity for 2023	• Design development • Contractor procurement • Construction works

THE HOUSE	
Describe the nature and range of activities undertaken during 2022	The project consisted of the refurbishment of the Isabella's building, renamed as The House to create a social and learning space for students. Design finalisation and construction works occurred in 2022. The House was formally opened by the Vice-Chancellor in August 2022.
If practicable provide qualitative and quantitative performance measures showing efficiency and effectiveness	The project was delivered under budget.
Major problems and issues which arose during 2022	There were no major issues encountered during the delivery of this project.
Major works progress during 2022	Construction works and project complete.
Approved budget	$2.5m
Costs to date	$2.1m
Total expenditure to 31 December 2022	$2.1m
Dates of completion	August 2022
Significant cost overruns or delays/amendments/deferments/ cancellations	N/A
Key activity for 2023	Nil. The project is complete.

RESEARCH TRANSLATION PRECINCT	
Describe the nature and range of activities undertaken during 2022	Feasibility and concept design were developed in the first half of 2022 and a site was identified. The Project Board was established in July 2022. The business case to proceed with the project was approved by Council in September 2022. A development application was lodged with Newcastle City Council and contractor procurement progressed. The contractor for the project was appointed in December 2022.
If practicable provide qualitative and quantitative performance measures showing efficiency and effectiveness	N/A
Major problems and issues which arose during 2022	There were no major issues identified in 2022 however a risk assessment has identified potential impact to University operations, which are mitigated through stakeholder consultation and staging of construction activities.
Major works progress during 2022	• Concept design complete • Business case approved • Development application lodged • Contractor procurement complete and contract awarded
Approved budget	$10.7m
Costs to date	Actuals: $479,500 Commitments: $1.5m Actuals + Commitments: $2m
Total expenditure to 31 December 2022	$479,500
Dates of completion	Q4, 2023
Significant cost overruns or delays/amendments/deferments/cancellations	The initial project proposal nominated a project budget of $9.5m however upon design development and due to cost escalations in the market, the project cost estimate rose to $10.7m. This value was presented in the Business case and subsequently approved by Council in September 2022.
Key activity for 2023	• Design finalisation • Construction • Project completion

RAINWATER HARVESTING PROJECT	
Describe the nature and range of activities undertaken during 2022	• Design finalisation • Contractor procurement • Construction • Project completion and handover
If practicable provide qualitative and quantitative performance measures showing efficiency and effectiveness	Project was delivered on schedule.
Major problems and issues which arose during 2022	Project over approved budget due to contractor tender responses all coming in over budget.
Major works progress during 2022	• Design finalisation • Contractor procurement • Construction • Project completion and handover
Costs to date	$1.4m
Total expenditure to 31 December 2022	$1.4m
Dates of completion	November 2022
Significant cost overruns or delays/amendments/deferments/ cancellations	The contractor tender responses all came in over budget. This was due to design development activities as well as cost escalations experienced in 2022. Budget reallocation was achieved to increase the project budget and subsequently approved through PRAC.
Key activity for 2023	Nil. The project is complete.

ABBREVIATIONS AND ACRONYMS

AASB	Australian Accounting Standards Board
AAUT	Australian Awards for University Teaching
ACEC	Animal Care and Ethics Committee
ACTS	Australasian Campuses Towards Sustainability
AIMS	All Incident Management System
ANU	Australian National University
AO	Officer of the Order of Australia
APES	Accounting Professional and Ethical Standards Board
ARC	Australian Research Council
BENVOHS	Bachelor of Environmental and Occupational Health and Safety Program
BINUS	Binus University
Bot	A computer program that works automatically
CBD	Central Business District
CGS	Commonwealth Grants Scheme
CIFAL	United Nations International Training Centre for Authorities and Leaders
CoESB	ARC Centre of Excellence in Synthetic Biology
CPI	Consumer price index
CPSU	Community and Public Sector Union
CRC	Cooperative Research Centre
EAP	Employee Assistance Program
EEO	Equal Employment Opportunity
EFTSL	Equivalent Full Time Student Load
EIR	Effective interest rate
ELICOS	English Language Intensive Courses for Overseas Students
EPA	NSW Environment Protection Authority
ESG	Environmental, Social and Governance
FEE-HELP	Australian Government study assistance
FTE	Full time equivalent
GCER	Global Centre for Environmental Remediation
GICAN	Global Innovative Centre for Advanced Nanomaterials
GIPA, The GIPA Act	Government Information (Public Access) Act 2009
GST	Goods and Services Tax

HECS – HELP	Higher Education Contribution Scheme - HELP (Australian Government study assistance)
HERDC	Higher Education Research Data Collection
HEWL	Higher Education Worker Level
HMRI	Hunter Medical Research Institute
HREC	Human Research Ethics Committee
HRIPA	Health Records and Information Privacy Act 2002 (NSW)
HSC	Higher School Certificate
I2N	Integrated Innovation Network
IFRS	International Financial Reporting Standards
IPRS	International Postgraduate Research Scholarships
ITAA	Income Tax Assessment Act 1997
KEE	Knowledge Exchange and Enterprise
LTIFR	Lost Time Injury Frequency Rate
MedTech	Medical Technology
MGA	Miscibility Gap Alloys
MHF	Mark Hughes Foundation
MOU	Memorandum of Understanding
NAIHE	Newcastle Australia Institute of Higher Education
NHMRC	The National Health and Medical Research Council
NIER	Newcastle Institute of Energy and Resources
NITV	National Indigenous Television
NNN	Name.Narrate.Navigate
NSW	New South Wales
NTEU	National Tertiary Education Union
NUW (Alliance)	The University of Newcastle, UNSW Sydney and the University of Wollongong
OCI	other comprehensive income
OS-HELP	Overseas Study Help (Australian Government study assistance)
PEI	private education institute
PF&A	Public Finance and Audit Act
PID, The PID Act	Public Interest Disclosure, The Public Interest Disclosures Act 1994
PPIPA	Privacy and Personal Information Protection Act 1998 (NSW)
PRCAC	Portfolio Resource Allocation Committee
PRCOE	Centre for Organic Electronics
PRI	Principles for Responsible Investment
QILT	Quality Indicators for Learning and Teaching
QS World University Rankings	Quacquarelli Symonds World University Rankings
RAMPH	Rural Adversity Mental Health Program
SA-HELP	Student Services and Amenities fee-HELP (Australian Government study assistance)

SDGS	Sustainable Development Goals
SES	Student Experience Survey
SPPI	Solely payments of principal and interest
STEM	Science (includes Medicine), Technology, Engineering, Mathematics
STEMM	Science, Technology, Engineering, Mathematics and Medicine
TBS	TUNRA Bulk Solids
TRaCE	Trailblazer for Recycling and Clean Energy
TUNRA	The University of Newcastle Research Associates Ltd
UDRH	University of Newcastle Department of Rural Health
UN	United Nations
UNITAR	United Nations Institute for Training and Research
UNSA	University of Newcastle Students Association
UNSW	University of New South Wales
UON	University of Newcastle
UOW	University of Wollongong
UTS	University of Technology Sydney
WACI	Weighted average carbon intensity
WGEA	Workplace Gender Equality Agency
WHO	World Health Organization
WHS	Work Health and Safety
WIR (Fellowship)	Women in Research

INDEX

A

Academic program development: 134-135

Academic Senate: 33-34, 36-38, 40, 100, 134

Access — consumer: inside back cover

Access to information: 148-150

Access and printing costs (annual report): inside back cover

Accounts payable performance: 46, 47

Aims and objectives: 5-6

Alumni: 3, 7, 23, 26, 32, 50

Athena SWAN: 14, 137

Audited Financial Statements: 52-125

Awards: 16, 22, 24, 30-32, 50, 51

B

Budget: 44-45

C

Campuses: 3-4, 6, 15, 27-28, 43

Council: see University Council

Code of Conduct: inside cover, 146

Code for the Protection of Freedom of Speech and Academic Freedom: inside cover

Compliance Report: 133-159

Conjoint staff: see Staff

Consultancy and contracts: 44, 53, 59, 69-70, 106

Consumer response: 151

COVID-19: 3, 15, 20, 43, 47, 49, 50, 51, 63, 79, 81, 88, 93, 111, 144, 151

Cyber security: 15, 146

D

Donations: 58, 70-74, 80, 83

Disability: 6, 66, 77, 98, 121, 122, 138-140

Diversity: 5, 14, 32, 49, 137-140

E

Enabling programs: 4

Engagement: 5-6, 15, 19-22, 25-26, 28-29, 31-32, 49, 138, 144, 148

Enrolments: 7-10, 28, 133, 135-136, 138

Enterprise agreements: 141, 152

Employee numbers: 7, 10, 142-144

Employee policies and practices: 141, 144

Environmental sustainability: 3, 5, 6, 13, 16, 18, 28

Equity: 5, 6, 14, 32, 137-140

Equity – financials: 55-57, 60-62, 82-84, 88, 98, 103-105, 111-112, 121, 127

Ethics: 146-147

Executive Committee: 39-40, 99-100, 145, 151

Executive remuneration: 145

External audit: 151

F

Financial overview: 43-47

G

Gender: 25, 137-138, 143-144, 152

Governance: inside cover, 3, 33-35, 37, 137-138, 144-146, 151

Government Information Public Access (GIPA) Act: 148-150

Grants: 10, 13, 53, 58, 66-68, 71-74, 80, 122, 124

H

Health, safety and wellbeing: 144

Health Records and Information Privacy Act 2002 (NSW) (HRIPA): 147-148

HERDC (The Audited Higher Education Research Data Collection): 10, 43-44, 49, 101

Human Resources: 141-144

I

Integrated Innovation Network (I2N): 16, 20

Independent Auditor's Report: 127-130

Indigenous: inside cover, 4, 6, 10, 14, 17-18, 21, 28, 32, 40, 66-67, 122, 136-138, 155

Institute of Regional Futures: 4, 20

Insurance: 64, 70, 80, 108, 145

Internal audit/review: 151

Internal control: 129, 145

Investment: 21-22, 28, 43-44, 46-47, 49, 51, 53, 75, 80, 82, 84, 104, 107, 111, 114, 146

L

Land disposa: 47

Letter of Submission: inside front cover

Liability management performance: 47

M

Major works: 51, 153-159

Management personnel disclosure: 99-100, 106

Managing and governing: 33-40

N

Newcastle Australia Institute of Higher Education (NAIHE): 3, 25, 43-44, 50, 61, 105, 135

Newcastle Institute for Energy and Resources (NIER): 4, 15, 21

O

Organisation structure: 38

P

Pathway programs: 14, 134

Personnel: see Staff

Privacy: 137-138, 151-152

Public availability (Annual Report): inside back cover

Public Interest Disclosure: 150, 152

Q

Q Building: 3, 16, 43

R

Reviews: 151

Risk:
• financial 111-114
• management framework 145

S

Strategic Plan: 3, 5-6, 13-30, 40, 43, 141

Scholarships: 26, 49-51, 67, 80, 83, 122

Staff
• casual/sessional: 133, 140, 142, 144
• equity: 137-140
• Indigenous: 137, 139-140
• numbers: 7, 10, 133, 139, 140, 142-145

Statistics
• Five-year key: 133
• University by numbers: 7-10

STEM: 14, 24, 31

STEMM: 88

Student/s
• enrolments:7-10, 133, 136, 138
• experience: 4-6, 14, 51
• Indigenous: 8, 66, 122, 137-138
• load: 9-10, 133, 136

Subsidiaries: 44, 49-51, 60-61, 105-107

U

University Council: 3, 33-38, 51, 100, 106, 111, 139, 145

University of Newcastle Central Coast Clinical School and Research Institute: 3, 19, 43, 89

University of Newcastle Research Associates Limited (TUNRA): 43-44, 49, 113-114

V

Vision and values: 3, 5-6, 13-16

Voluntary Code of Best Practice for the Governance of Australian Universities: 33

W

Who we are: 4

Women in Research (WIR) fellowships: 137

Work Integrated Learning (WIL): 23-24, 49