

PART 2

REPORT OF OPERATIONS





AN ENDURING COMMITMENT TO EQUITY AND SOCIAL JUSTICE

We ensure students from under-represented backgrounds can enter university, graduate and succeed. We collaborate with partners to provide global leadership in the field of equity in higher education through pioneering research and practice. We break new ground and work tirelessly to challenge persistent inequalities in higher education.

— *NeW Futures Strategic Plan*



Yapug Program Convenor Sharlene Leroy Dyer (R) with artist, Saretta Fielding

YAPUG CELEBRATES 20 YEARS

For 20 years, the Yapug program has provided academic skills to prepare Aboriginal and Torres Strait Islander students for undergraduate study.

We remain the largest provider of alternative entry programs in Australia and Yapug (meaning “pathways” in Awabakal language) is just one of our undergraduate entry models.

The 12-month Yapug program provides Aboriginal and Torres Strait Islander people with skills needed for success at university, such as how to structure essays, reference resource materials and maximise study time. Yapug students can also access Wollotuka Indigenous Engagement and Advancement services including counselling, tutorial assistance, health support and cultural programs.

In the 20 years it has been running, more than 500 students have undertaken the no-cost Yapug program.



IMPROVING STUDENT RETENTION AND SUCCESS

In August, we launched our Student Success Strategy, a student-centred approach recognising the rich diversity of our students and supporting their different needs.

The strategy is framed around the four goals of Connect, Belong, Empower and Prepare. A comprehensive suite of materials for educators and administrators was developed to support implementation, including best practice research, performance data and other resources to improve student retention and success.



maximum 5-star rating received for social equity and student retention¹

INDIGENOUS MEDICAL GRADUATES SURPASS 100

This year, our total number of Indigenous medical graduates reached 110 through The Joint Medical Program[®] (The JMP[®]). The JMP is taught in partnership with the University of New England, the Central Coast Local Health District and the Hunter New England Local Health District. It ensures our graduates are ready to play a key role in shaping future health care for individuals and communities.

The JMP provides students with rural clinical experience and encourages practice in rural areas. Indigenous students studying medicine are supported by the Thuru Indigenous Health Unit which is committed to delivering empowering and transformative education for health professionals.

SHAPING FUTURES SCHOLARSHIPS

In 2019, through the support of our generous philanthropic supporters, we increased the number of Shaping Futures Scholarships available to a record number of 58. In nine years, these donor-funded scholarships have provided crucial financial support to more than 212 students from disadvantaged backgrounds.

WOMEN IN STEM DECADAL PLAN CHAMPION

In October, we were named a Women in STEM* Decadal Plan Champion by the Australian Academy of Science. This formally recognises our commitment to challenging persistent inequalities and progressing a gender-balanced STEM workforce.

*STEM refers to research and learning in the disciplines of science, technology, engineering and mathematics. Where external organisations refer to STEM, science includes medicine. At the University of Newcastle, we refer to STEM to acknowledge medicine as a unique major discipline within the sciences.

3.8%

of our student population is made up of Indigenous enrolments – making us the No. 1 university in Australia for Indigenous enrolments²

25%

of our domestic undergraduate students come from families where their parents' education did not exceed Year 12¹

24%

of our domestic undergraduate students come from low socioeconomic or disadvantaged backgrounds¹



Standing (L-R): Drs Heather Douglas, Andrea Griffin, Debra Donnelly, Hedda Askland, Tamara Young and Laura Luo. Seated (L-R): Dr Renee Goreham, Professor Frances Kay-Lambkin (Acting Pro Vice-Chancellor, Research and Innovation) and Drs Helen English and Sally Hunt. Absent: Dr Peta Tehan

SUPPORTING EQUITY IN HIGHER EDUCATION

In October, the academic careers of 10 promising female researchers were boosted in the third round of the Research Advantage Women in Research (WIR) Fellowships.

Recognising the different obstacles women face in their academic careers, recipients can tailor the Fellowship to address their individual circumstances including

mentoring from senior academics, training, placement and travel opportunities, as well as support juggling family and carer responsibilities.

The WIR Fellowship is part of a \$300,000 investment, with awards given based on the potential of the Fellowship to transform and invigorate recipients' research careers.

GRADUATES WHO MAKE A DIFFERENCE

Our outstanding staff inspire and support students. The University of Newcastle student experience prepares our graduates to be global citizens, leaders and entrepreneurs who are eager for life's challenges and will change the world for the better.

— NeW Futures Strategic Plan



Visual Communication Design students with The Living End

PREPARING STUDENTS FOR THE WORKPLACE

Our Work Integrated Learning (WIL) programs integrate theory with the practice of work. Students can participate in a clinical or professional work placement, practicum, internship or project-based learning. In this way they are equipped with professional skills that meet the needs of tomorrow's employers.

WIL opportunities are aligned with the curriculum of more than 350 undergraduate and postgraduate courses. Researchers and faculty staff work together to give our students exposure to transformative technologies. These include augmented and virtual reality WIL programs which prepare them for challenges they will inevitably face in the workplace.

23,000

Work Integrated Learning
experiences delivered each year¹

Music video for iconic Australian band

The opportunity to create the music video for ARIA award-winning rock band, The Living End, provided unique real-world insights for 40 Bachelor of Visual Communication Design students.

The students conceptualised, shot, animated and edited the video in our School of Creative Industries' world-class production studios. The student-produced clip was nominated for best Australian and New Zealand animated music video at the 2019 CLIPPED Music Video Festival as part of Vivid Sydney.

Students equipped for emergency

Unfortunately, conflict and aggression in hospitals and health clinics is becoming more frequent. For aspiring healthcare workers, our world first virtual reality (VR) simulation trains students to respond to a high-pressure mock scenario and helps create a safer workplace.

Immersed in a VR headset, students face 'Angry Stan', an avatar representing someone they may have to deal with in the workplace. Being able to neutralise potentially challenging situations builds students' resilience and real-life work skills in a safe environment.

WORLD FIRST BIG PICTURE DEGREE

In September, the University launched the new Bachelor of Public and Community Health degree designed in partnership with Big Picture Education Australia and offered exclusively at our Ourimbah campus on the Central Coast.

Touted as a game-changer in tertiary education, this degree lets students decide what, how and when they learn. Internships form part of the design, giving students the opportunity for real-world experience with expert community mentors and enhancing graduates' employability.

The new degree builds on our investment in health on the Central Coast and will make a positive impact on the health and wellbeing of communities both in the region and the globalised world. It also demonstrates our commitment to enhancing student engagement through new ways of learning.

90%

of our undergraduates
find employment within
four months of graduating²

NEW STUDY PROGRAMS

In our continued commitment to delivering education that prepares our students for rewarding careers, we developed new programs drawing on leading academic research and input from industry and communities.

In February, we advanced Indigenous education at a local, national and international level, taking our first enrolments into the Bachelor of Global Indigenous Studies. This program will help graduates develop an in-depth understanding of Indigenous culture, history and political life in Australia and globally.

Meeting the demands of a growing defence industry and aligned with our sustainability priorities, our first cohort of students also entered the new Bachelor of Aerospace Systems Engineering (Honours) degree and Bachelor of Renewable Energy Engineering (Honours) degree. In Semester 2, students began studying our new Masters of Materials Science and Engineering, delivered through the Global Innovative Centre for Advanced Nanomaterials (GICAN) in collaboration with industry partner, CSIRO.

In July, we launched the Master of Data Science, offering 100 per cent online study and specialisation options in computational intelligence or health data analysis. We also recognise cyberspace is transforming the way we live and offered the highly specialised Master of Cyber Security degree in Semester 2.

SUPPORTING OUR SPORTING STUDENTS

Our 14-year Elite Athlete Program continued to nurture academics and sporting excellence, supporting over 130 athletes in 2019. This includes student athletes from the Newcastle Jets, Newcastle Knights, NSW Waratahs, Olympic and Paralympic athletes and a host of other national and state representatives covering 31 sports.



Bachelor of Civil Engineering (Honours) Graduate and Newcastle Jets mid-fielder and striker, Tara Andrews, was part of our 2019 Elite Athlete Program.

\$62,600

median starting salary for
undergraduate employment
— above the national average³

\$92,000

median starting salary for
postgraduate employment
— above the national average³



maximum 5-star rating for
full-time employment, starting salary,
learner engagement, overall student
experience and teaching quality for
postgraduate studies²

A PASSION FOR EXCELLENCE AND DISCOVERY

Our areas of excellence in education and research have scale and span discipline, regional and national boundaries. We recognise that research, discovery and access to new knowledge are at the heart of a world-class education. We are resolute in our commitment to excellence in Indigenous education and research and to the importance of Indigenous culture and knowledges.

— NeW Futures Strategic Plan



Professor Lyndall Ryan AM (L) with the award-winning Colonial Frontier Massacres Map

MASSACRES MAP WINS WALKLEY AND PREMIER'S AWARDS

The Killing Times, a collaboration between The Guardian Australia and the University of Newcastle's Colonial Frontier Massacres research team, won the 2019 Walkley Award for Coverage of Indigenous Affairs and the 2019 NSW Premier's History Prize (Digital History category).

Groundbreaking research, led by Conjoint Professor Lyndall Ryan AM, School of Humanities and Social Science, used mapping software and visual and written sources to painstakingly create a world-first interactive digital map revealing the sites and harrowing details of the massacres that occurred on the colonial frontier of Australia. Of those killed, around 97 per cent were Aboriginal and Torres Strait Islander peoples.

The digital map has been viewed nearly 700,000 times since its initial release in 2017 and our partnership with The Guardian Australia has generated 23 million media impressions to-date. In November, Stage 3 of the project launched with a further 53 massacre sites added to the digital map, including 41 in Western Australia and a further nine in the Northern Territory.

EXCELLENCE IN RESEARCH

In March, the latest *Excellence in Research for Australia (ERA) Report* was released. Conducted every three years, the report showed we remained eighth in Australia for research 'well above world standard'. Quality of our research has risen, with 95 per cent of our research deemed to be 'at' or 'above' world standard. Similarly, 50 per cent of our research fields achieved the highest possible rating of 'well above world standard' — up from 38 per cent in 2015 and our best-ever performance in this metric.

In the Australian Research Council's first-ever Engagement and Impact (EI) Assessment, we received 'high' ratings across all three assessment measures in Engineering, Education and Studies in Creative Arts and Writing.

95%

of our research is
'at' or 'above' world standard²

GROWING OUR RESEARCH INCOME

Our world-class researchers continued to attract funding from national and international funding bodies as well as industry and community partnerships. Of the top 10 universities for research income, only one can match our record of sustained growth in research and development income received over the past five years.

2019 top five grants

The top five grants (based on dollar value) awarded to the University in 2019 were as follows:

- **Laureate Professor Kevin Galvin:** Australian Research Council's Centre of Excellence for Enabling Eco-Efficient Beneficiation of Minerals (\$35 million over seven years)
- **Dr Brett Turner:** Department of Industry, Innovation and Science funded grant: 'Remediation of PFAS contaminated soil and groundwater using plant proteins and nanoparticles' (\$4.7 million)
- **Centre for Ironmaking Materials Research:** BHP Billiton Innovation Pty Ltd funded grant: 'Ironmaking Research Collaboration' (\$4.5 million)
- **Professor Christine Jorm:** MRFF Rapid Applied Research Translation grant: 'NSW Regional Health Partners — MRFF Rapid Applied Research Translation, Stage Two' (\$4.1 million)
- **Gillian Gould:** Department of Health grant: 'Provision of training and materials to aid health professionals/ organisations to support smoking cessation for Indigenous women during pregnancy' (\$3.89 million)

Hosting new Centre of Excellence

The University of Newcastle will host the new \$35 million Australian Research Council Centre of Excellence for Enabling Eco-Efficient Beneficiation of Minerals, announced in October. The new research centre will develop more selective and faster methods for the separation of valuable minerals. Leading the Centre is Laureate Professor Kevin Galvin from the School of Engineering and NIER. More than 76 PhD students and 15 post-doctoral researchers will join collaborators across multiple research disciplines with eight Australian universities, overseas universities, CSIRO and other industry partners to reduce the environmental footprint.

SUPPORTING ACADEMIC ACHIEVEMENT

In late 2018, Vice-Chancellor Professor Alex Zelinsky AO announced a new \$5 million fund — the Higher Degree by Research (HDR) Training Scholarships Program — to benefit budding research students studying a postgraduate university degree comprised of a supervised research project. During 2019, the program offered scholarship opportunities for 88 HDR students. Recipients will receive a tuition fee scholarship, living allowance fixed for three and a half years, a laptop, overseas student health cover for international candidates and, if eligible, a relocation allowance.

This major investment is aimed at attracting and retaining the best and brightest students to the region and helping to shape the leaders of the future. Further, these scholars will engage in an academic training experience beyond the research experience. This enables candidates to develop a portfolio of academic experiences, including core competencies in university teaching.

ACADEMIC EXCELLENCE SCHOLARSHIPS

In August, Vice-Chancellor Professor Alex Zelinsky AO committed a further half a million dollars to establish the Academic Excellence Scholarships recognising outstanding performance in undergraduate studies. These provide a \$10,000 award to students from each faculty who have excelled academically in their previous year of studies. The first cohort of scholarship recipients will be announced in early 2020.

2019 AWARDS AND PRIZES

Our staff impressed on the regional, national and world stage. Some of the awards and prizes received include:

- **2019 John Booker Medal:** Professor Anna Giacomini
- **2019 HMRI Researcher of the Year:** Professor Frances Kay-Lambkin
- **Australian Awards for University Teaching in 2019 — Citations for Outstanding Contributions to Student Learning:** Dr Simon Iveson, Associate Professor Amy Maguire and Dr Marcus Rodrigs
- **Lowijta Institute Aboriginal and Torres Strait Islander Student Award:** NHMRC Early Career Fellow Dr Michelle Bovill
- **iNews Benchmark Award for Emerging Technologies:** Dr Denise Higgins
- **Mental Health Service Awards of Australia and New Zealand:** Professor Brenda Happell
- **2019 Coalition for Energy Efficient Comminution Medal for Technical Research:** Laureate Professor Graeme Jameson AO and Dr Cagri Emer
- **2019 Guy Bomford Prize:** Dr Michal Šprlák
- **2019 Bupa Foundation Emerging Health Researcher of the Year Award:** Dr Myles Young
- **Council for Australasian Directors of Information Technology (CAUDIT) Awards Learning and Teaching Prize:** Research Grants Robotics Initiative
- **2019 Web of Science Highly Cited Researchers:** Professor Ravi Naidu, Professor David Lubans, Professor Nanthi Bolan, Conjoint Associate Professor Saskia Keesstra
- **The Australian's 2019 Research Magazine — Top Researchers in their Field:** Laureate Professor John Aitken, Professor Scott Brown, Professor Clare Collins, Conjoint Professor Peter Gibson, Conjoint Professor Tracy Levett-Jones
- **The Australian's 2019 Research Magazine — Top Research Institute for Architecture:** University of Newcastle
- **2019 Mental Health Foundation of Australia Organisation of the Year:** Centre for Rural and Remote Mental Health

OVER
\$108.5 million

in research income¹

DRIVING GLOBAL AND REGIONAL IMPACT

We work with partners across the world to build equitable prosperity, social cohesion and healthy communities. We engage with business, industry and government to deliver innovation and impact. We exploit new knowledge to create start-ups, new businesses and new jobs across our regions.

— *NeW Futures Strategic Plan*



L-R: Vice-Chancellor, Professor Alex Zelinsky AO; students Malelili Nauilvo Rokomatu, Make Movono and Awei Bainivalu and Director Newcastle Institute for Energy and Resources (NIER), Professor Alan Broadfoot

ENHANCING CAPABILITY IN THE PACIFIC

Our newly established Pacific Node continued to support environmental sustainability measures and climate change resilience with our neighbouring Pacific Island communities, awarding PhD scholarships to three Pacific Islander students.

The Pacific Node, an initiative between the University and the Secretariat of the Pacific Regional Environment Programme (SPREP) in Apia, Samoa, is empowering students and researchers to tackle environmental and biodiversity in vulnerable island and ocean ecosystems. It builds on the existing capacity and research excellence established through the Newcastle Institute for Energy and Resources (NIER).

TOP 150

in the world
— Business Administration¹

EXECUTIVE MBA LAUNCHED IN SYDNEY

In October, the Newcastle Business School, the University's centre for undergraduate, postgraduate and community business education, launched a new Executive Master of Business Administration (EMBA) in Sydney. Companies from across Sydney and the Hunter Region attended the launch at the offices of NIB.

The EMBA is a practice-oriented, one-year postgraduate business degree, aimed at professionals working in mid to high-level management positions. It will be delivered in intensive mode at the University of Newcastle in Sydney from February 2020. The launch of this unique, fast-tracked program marks the implementation of the University's strategy to revitalise our presence in Sydney's CBD and, for the Newcastle Business School, is an important flagship program, designed *with industry for industry*.

No. 1

ranked university in Australia
for industry collaboration²

MULTI-CAMPUS VISION FOR THE CENTRAL COAST

In 2019, we unveiled our vision for an integrated multi-campus solution for the Central Coast, with plans for a new campus in Gosford's CBD already receiving \$18 million funding from the Federal Government.

The new \$85 million Central Coast Clinical School and Research Institute (CCCSRI) will open at Gosford Hospital in 2021. A joint project with the Central Coast Local Health District — and funded by the Federal and NSW State Government — the CCCSRI will, for the first time, allow students studying medicine to complete The JMP[®] at the Central Coast.

CONNECT_ED AT OUR OURIMBAH CAMPUS

The University introduced a new extra-curricular program at our Ourimbah campus called Central Coast Connect_ED, examining issues leading to the betterment of the Central Coast and students alike.

Focusing on the inaugural theme of 'employment', University students from seven disciplines collaborated onsite with industry partners including the Australian Taxation Office, NSW Business Chamber and Central Coast Industry Connect, as well as project coaches from the University.

THE ALTITUDE ACCORD PARTNERSHIP

In February, Lockheed Martin Australia and New Zealand launched the Altitude Accord Partnership with the University of Newcastle and Regional Development Australia Hunter. The University will provide scholarship funding, fine-tune our Aerospace Systems Engineering undergraduate curriculum and build the prosperity of the Hunter region.

Lockheed Martin Australia and New Zealand is providing more than \$40,000 in funding to facilitate the partnership, which will deliver scholarships to 12 of our first-year Aerospace Systems Engineering students. The partnership also facilitates increased training and touring opportunities with STELaRLab based at Melbourne University, the Endeavour Centre in Canberra and the Williamstown RAAF base, as well as specialised curriculum development and collaboration.

JOINING NRL AND HARVARD TO IMPROVE THE OUTCOMES OF COLLISION SPORT

In November, the National Rugby League (NRL) announced it will partner with the University of Newcastle and the Spaulding Research Institute at Harvard Medical School. The partnership will embark on one of the world's largest studies into head injuries and brain health in collision sport.

The Retired Professional Rugby League Players Brain Health Study will be a multinational, multi-year program of research to transform the understanding of head injuries. The NRL will provide initial funding of \$250,000 to advance knowledge and healthcare for rugby league players and athletes in other contact sports. It is expected this research will improve player safety and healthcare for retired NRL players and other former athletes worldwide.

I2N SUPPORTING START-UPS AND SCALE-UPS

We are committed to supporting a maturing innovation and entrepreneurship ecosystem in our regions. In its first three years, our Integrated Innovation Network (I2N) has helped emerging entrepreneurs and established businesses innovate and scale up.

In 2019, the I2N launched the University's Venture Mentor Service (VMS), a sister program to the highly regarded Massachusetts Institute of Technology (MIT) VMS initiative. This program matches entrepreneurs with volunteer industry experts and experienced businesspeople to gain valuable information to assist with starting and scaling a business. Following a successful pilot and strong industry demand, the program will take on more mentors and entrepreneurs in 2020.



Dr Antony Martin with the handheld materials testing device which is being commercialised to help farmers. In November, Dr Martin and a team of University graduates secured \$837,000 commercialisation funding to develop the technology underpinning their start-up, Hone.

PARTNERING WITH NEWCASTLE AIRPORT

In November, we signed a Memorandum of Understanding (MOU) with Newcastle Airport. This MOU connects the University as the primary research partner with the Airport. It also maximises opportunities to establish the Hunter region as a leader in defence and aerospace-related research, education and industry and promotes WIL opportunities for our students.

ENGAGING ACROSS THE GLOBE

The University of Newcastle stands in the world as distinctive in its commitment to excellence and equity. We collaborate with respected global partners to deliver unique opportunities for students through a world-class education, work integrated learning and internship experiences. We engage with our research partners to deliver outcomes which improve the future for the next generation. Our staff have a world view and are connected globally.

— *NeW Futures Strategic Plan*



Director CARE-P, Associate Professor Chris Kewley (L), with Newcastle Business School Associate Lecturer, Dr Elsa Licumba

AFRICAN RESEARCH AND ENGAGEMENT

The University will play a leading role in developing Australia-Africa research and education partnerships following the launch of our new Centre for Africa Research, Engagement and Partnerships (CARE-P) in November.

The launch was held at our Callaghan campus and we welcomed staff from the Department of Foreign Affairs and Trade and diplomatic representatives from Uganda, Ethiopia, Ghana and Kenya. CARE-P will draw on the knowledge and expertise of the growing Australian-African communities; the Australia Africa Universities Network is also a key partner.

7,399

international enrolments
from 113 countries¹

GLOBAL IMPACT STARTS LOCALLY

In 2019, we renewed our partnership with the United Nations International Training Centre for Authorities and Leaders (CIFAL). As host of CIFAL Newcastle, we are the only United Nations-affiliated university in Australia.

CIFAL Newcastle will play an important role in developing the capacity of students and organisations within the region to meet the United Nations Sustainable Development Goals (SDGs). These address, among other things, good health and wellbeing, responsible consumption and production to ensure a sustainable future for all. We celebrated this important partnership on United Nations Day in October, holding a series of events at our Callaghan campus in Newcastle and our Ourimbah campus on the Central Coast.



cifal
Newcastle



unitar
United Nations Institute for Training and Research

DOUBLE-DEGREE PROGRAM IN THAILAND

The University of Newcastle, the University of the Thai Chamber of Commerce (UTCC) and Nurture Higher Education launched a new double-degree program in Bangkok in 2019. Students can earn a degree from each university without studying abroad and attend graduation ceremonies in two countries. We are the first university in Australia to offer such a program.

Students at UTCC in Bangkok can now undertake our courses and graduate with a University of Newcastle degree in Entrepreneurship and Innovation. This is helping prepare students for careers in the dynamic Thai economy and stimulating business between Australia and Thailand, and intra-regional trade in the Association of South East Asian Nations (ASEAN).

RECOGNISING INTERNATIONAL IMPACT: ALUMNA NONI PURNOMO

Female business leader, entrepreneur and philanthropist, Noni Purnomo, is recognised for her role in supporting and inspiring communities in Indonesia. In celebration of her exceptional achievements and contribution, the University acknowledged Noni with a National Leadership Alumni Award and a Doctor of Letters Honoris Causa this year.

Using her position to help those around her, Noni founded Blue Bird Care, a philanthropic division of Blue Bird Group, launching the Women Empowerment Project. This supports 40,000 wives of Blue Bird Group drivers and employees with small loans and training to start their own businesses from home. Noni is recognised as a 'Power Woman in Asia' by Forbes Magazine and one of Globe Asia's 'Most Powerful Women'. She was also named Indonesia's Australian Alumnus of the Year 2019 – a most distinguished honour given by the Department of Foreign Affairs and Trade to Indonesian nationals who have studied at an Australian institution.



Noni Purnomo, President and CEO Blue Bird Group; Honorary Degree – Doctor of Letters 2019; Bachelor of Engineering 1995

PROMOTING SOCIALLY CONSCIOUS DEVELOPMENT

Through a series of partnerships, the University enabled world-class opportunities for the 2019 Ma & Morley scholars.

The Ma & Morley Scholarship Program honours the lifelong and profound friendship between Chinese entrepreneur and Alibaba founder, Jack Ma and respected Novocastrian, the late Ken Morley. The Program was made possible thanks to a generous US\$20 million philanthropic commitment from Jack Ma through the Jack Ma Foundation announced in 2017.

The 2019 scholars, our second cohort, visited China, meeting with Jack Ma at the Xixi Alibaba Headquarters in Hangzhou. Other standouts from the program included the introduction of the Alibaba Global Dreamers Program, made available for the first time to Ma & Morley scholars. Scholars also learned from a Nobel Peace Prize winner, a global geopolitical expert, University Alumni Achievers, leaders in renewable energy social enterprises, a national soccer coach and Harvard-trained leadership coaches. The group honoured the two men behind the program by performing an Australian Indigenous dance at the West Lake where Jack Ma and Ken Morley met in 1980.



Renae Lamb (L) with fellow scholar, Katherine Waria

DAUGHTERS AND DADS ACTIVE AND EMPOWERED REACHES THE UK

The University's award-winning Daughters and Dads Active and Empowered Program was successfully piloted in the United Kingdom in partnership with Women in Sport UK, the Fatherhood Institute, Fulham FC Foundation and the English Football League (EFL) Trust.

Sport England, through National Lottery Funding, awarded Women in Sport UK a AU\$1 million grant over three years to use the successful Daughters and Dads Active and Empowered program to increase the physical activity levels, sports skills and social-emotional wellbeing of young girls through fun activities and one-on-one time with their dads. Program founder, Professor Philip Morgan from the School of Education, led the initial training sessions, which will be expanded to a further five English football league clubs in 2020.

A SHARED FUTURE WITH OUR COMMUNITIES

The University of Newcastle has strong relationships with our alumni and donors, our business partners and sponsors, and with leaders and friends in the communities in each of our regions. Through reciprocity and commitment, we work together with our partners to support the economic, social and cultural transformation of strong regional communities.

— *NeW Futures Strategic Plan*



Our 2019 Alumni Award Achievers

ALUMNI AWARD ACHIEVERS

In September, we welcomed alumni, their families and friends to our Callaghan campus to honour 25 high achieving alumni working across law, business, creative industries, philanthropy, science and medicine.

- **Alumni Medal for Professional Excellence Recipient:**
Dr Ruth Lopert
Achievers: Steven McArthur; Liesl Tesch AM
- **Newton-John Award Recipient:** Nick Mitzevich
Achievers: Rosemarie Milsom; Gavin Langley
- **International Leadership Award**
Achievers: Sherrill Whittington; Dr Isiyé Ndombi
- **National Leadership Award**
Achievers: Tandin Wangmo; Noni Purnomo; Dr Eileen Doyle
- **Regional Leadership Award**
Achievers: Dr Kirsten Molloy; Graeme Irwin
- **Indigenous Alumni Award**
Achievers: Dr James Charles; Dr Mark Wenitong; Luke Pearson
- **Alumni Award for Exceptional Community Service**
Achievers: Philip Sketchley OAM; Lee Shearer APM; Renée Bianchi
- **Beryl Nashar Young Researcher Award**
Achievers: Dr Serene Yoong; Dr Emma Beckett; Dr Georgina Ramsay
- **Young Alumni Award**
Achievers: Brendan Swansborough; Jessie Porteus; Dr Vivak (Bhavi) Ravindran

QUALITY TEACHING ROUNDS REACH SCHOOLS AROUND AUSTRALIA

During 2019, the Teachers and Teaching Research Centre (TTRC) embarked on the largest randomised controlled trial in Australian education research history.

The trial is part of the landmark Building Capacity for Quality Teaching in Australian Schools project, funded primarily by the Paul Ramsay Foundation's philanthropic investment to the University.

Led by Laureate Professor Jenny Gore, the TTRC is investigating the impact of Quality Teaching Rounds (QTR) — a unique professional development approach that is empowering teachers and improving student outcomes. A digital approach to QTR is also available to teachers participating from small, regional and remote schools.

If the team can embed QTR culture into every school in Australia, schooling can be improved for more than 200,000 Australian teachers and millions of students.

148,000+

alumni based in 144 countries around the world¹

\$12.41 million

in donations and sponsorships from 2173 supporters²

INCREASING ACCESS TO JUSTICE

The Older Persons Legal Clinic will provide older people with legal advice, representation and information about their legal rights, thanks to a three-year \$696,000 State Government grant. Established by the Newcastle Law School in October, the Clinic is co-located in the University's Legal Centre at NUspace and at Gosford on the Central Coast, with a mobile outreach service available for those unable to attend either of these sites.

SMALLER AND SMARTER CITIES

The insights and evidence of the Hunter Research Foundation (HRF) Centre are helping Greater Newcastle and the Hunter Region transition into a global, knowledge-based economy. In October, the HRF Centre hosted the 2019 Smaller and Smarter Cities International Symposium at NUspace with more than 300 people in attendance.

The Symposium — a partnership between the University, the City of Newcastle, Hunter and Central Coast Development Corporation, Hunter Water and AECOM — is Australia's premier forum for addressing the opportunities that exist in Australia's smaller cities and surrounds. The HRF Centre is helping to create a shared vision for the future of our region between industry, government and our communities.

ENGAGING WITH CENTRAL COAST SCHOOL STUDENTS FOR "ILLUMINATE"

More than 200 high school students from 14 Central Coast schools participated in the 2019 "Illuminate" NextGen Challenge at our Ourimbah campus. Involving the participating schools, University staff, and Central Coast business and community sector leaders, it better prepares students for further learning and creating positive change in their communities. Now in its fourth year, "Illuminate" students set a high bar and we will no doubt see the legacy of their work in years to come.

THE NEWCASTLE WRITERS FESTIVAL

The 2019 Newcastle Writers Festival was a resounding success as over 12,000 people (an increase of 1,200 from the previous year) heard from more than 130 writers at around 100 sessions over four days. Academics from the School of Humanities and Social Science (HASS) presented (with HASS postgraduate research students also involved) and the festival created WIL opportunities for our students. In December, we signed a formal sponsorship and partnership agreement with the festival honouring our long relationship and recognising us as a major 'Proud Founding Sponsor' in all festival marketing and collateral.



HunterWiSE founding academics (L-R): Professor Anna Giacomini, Professor Erica Wanless, Professor Regina Berretta, Acting Professor Elena Prieto, Professor Sarah Johnson, Professor Juanita Todd and Associate Professor Karen Blackmore

HUNTERWISE SETS YEAR 8 GIRLS ON STEM PATH

The University's HunterWiSE outreach program is improving participation rates of high school girls involved in STEM-related subjects and activities.

Created by a team of female academics from various STEM disciplines, the 10-week program targets Year 8 girls in schools across the Hunter Region of NSW. More than 100 high school girls participated in

HunterWiSE in 2019 — up from 20 in 2017. The delivery of the program is made possible with support from the following industry sponsors: Hunter Water, Glencore, Muswellbrook Shire Council, Newcastle Coal and Infrastructure Group, GHD, Transport for NSW, Quarry Mining, Port of Newcastle, Impervium Solutions, NIER, Orica and Jacobs.

STAFF WHO MAKE THEIR MARK

The University of Newcastle attracts, fosters and retains remarkable academic and professional staff who actively contribute to our reputation for innovative and engaged teaching and research. University staff are distinguished by their willingness to change the status quo when required, take on new challenges and provide inspirational leadership. Our staff engage cooperatively to deliver agile solutions and the best outcomes possible for our students, partners and communities.

— *NeW Futures Strategic Plan*



Our new Assistant Deans for Equity, Diversity and Inclusion (L-R): Professor Allyson Holbrook, Professor Jenny Bowman, Professor Regina Berretta, Professor Lisa Toohey and Associate Professor Nikola Bowden with Women in STEMM Chair, Professor Billie Bonevski (front)

PROGRESS TO EQUITY

In November, the University appointed five female Assistant Deans for Equity, Diversity and Inclusion (AD-EDI) as part of the SAGE Athena SWAN action plan to address gender inequity in higher education.

These governance and leadership roles will ensure we deliver on approximately 80 action items in the plan. Each AD-EDI is working towards improving the representation, inclusion, diversity, awareness or acceptance of/for women and other under-represented groups, as identified within their respective faculties. These positions complement the 2018 appointment of our inaugural Women in STEMM Chair.

In December, Vice-Chancellor, Professor Alex Zelinsky AO, announced the appointment of a Director Equity, Diversity and Inclusion, to drive a broader EDI agenda across the University in line with our commitment to equity and social justice.

2,766

total (full-time equivalent) University staff
(excludes casual staff)¹



WGEA

Employer of Choice for Gender Equality
for six consecutive years

SHINING A LIGHT ON INDIGENOUS EMPLOYMENT

In November, the University launched the *Maligagu Aboriginal and Torres Strait Islander Employment Strategy and Action Plan 2020–2025*. Our strategy and action plan will help us maintain a diverse and inclusive workforce that is truly representative of our students and communities. We are also recruiting Indigenous staff in both professional and academic cohorts and have committed to achieving 3.9 per cent Indigenous staff representation by the end of 2020.



(L-R): Pro Vice-Chancellor Indigenous Strategy and Leadership Nathan Towney, student Taylah Gray and Vice-Chancellor Professor Alex Zelinsky AO

STAFF EXCELLENCE AWARD WINNERS

In December, we recognised and celebrated our professional and academic staff for their outstanding service, performance and contributions to the University.

- **Global Engagement:** Dr Elena Aydos
- **Community Engagement:** Associate Professor Patricia Pender
- **Industry Engagement:** Dr Andrea Coda
- **Research Supervision:** Dr Bobae Choi and Dr Doowon Lee
- **Early Career Researcher:** Dr Emma Beckett
- **Teaching:** Dr Paul Hodge
- **Sessional Academic Teaching:** Dr Annika Herb
- **Student Experience:** Carl Anderson, Jamie-Lee Costa, Gemma Edgar, Jade Hartigan, Rachael McDermott, Lauren Miles and Tim Roberts
- **Individual:** Gillean Shaw
- **Professional Team:** Taona Afful, Joanne Connor, Jedda Cranfield, Andrew Dunne, Sara Gill, Mary Kazembe, Narelle Martinez, Carrol Wood
- **Rising Star:** Louis Ndagijimana
- **Leadership:** Michael Robertson
- **Equity, Diversity and Inclusion:** Professors Regina Berretta, Sarah Johnson, Anna Giacomini, Juanita Todd, Elena Prieto-Rodriguez, Erica Wanless and Associate Professor Karen Blackmore
- **Health, Safety and Wellbeing:** Paul Chojenta, Paula Convery, Jamie-Lee Costa, Gemma Edgar, Jen Elhindi, Astrid Gearin, Chris Krogh, Michelle Lampis, Deanna McCall, Jayne McCartney, Stuart Meldrum, Liam Phelan, Amber Sauni and Nisha Thapliyal
- **Values:** Veronica Pettifer

RECOGNITION FROM NSW PREMIER

University of Newcastle and HMRI researcher, Dr Matt Dun, was named Outstanding Cancer Research Fellow at the 2019 NSW Premier's Awards for Outstanding Cancer Research. Dr Dun received the award in October in recognition for his dedication to providing innovative insights into the most common and devastating types of cancers.

Professor John Wiggers received a Premier's Prize for Science and Engineering for his commitment to closing the gap in life expectancy between Aboriginal and non-Aboriginal people. His research focuses on preventing chronic diseases and injury by targeting smoking and alcohol consumption, and by promoting healthy eating and physical activity.

ANOTHER WALKLEY AWARD

Lecturer in Journalism at the University and investigative reporter for the Newcastle Herald, Donna Paige, together with fellow reporter, Nick Bielby, won the 2019 Walkley Award for Coverage of Community and Regional Affairs. Their thorough investigation, 'Dirty Deeds', revealed large-scale pollution in the Hunter Region.

SCHOLARS AND FELLOWS

- **Fulbright Scholars:** Professor Philip Dwyer, Professor Scott Donne and Dr Julie McIntyre
- **John Monash Scholars:** Samuel Parker (student) and Dr Maria Bilal (alumni)
- **Fellow of the Australian Academy of Health and Medical Sciences:** Professor Clare Collins
- **Fellow of the Thoracic Society of Australia and New Zealand, Fellow of the American Thoracic Society and Fellow of the European Respiratory Society:** Laureate Professor Paul Foster
- **Fellow of the Australian Academy of Science:** Professor Alex Zelinsky AO

CONNECTING SESSIONAL ACADEMIC STAFF

In September, we launched our inaugural 'Connect 2019' skills expo, attended by more than 80 sessional academic staff. Attendees were provided with new resources for their teaching toolkit, networking opportunities and skills development – all of which will enhance their teaching impact and improve the student experience.



The inaugural Connect 2019 for sessional staff

BUILDING A SUSTAINABLE FUTURE

The University of Newcastle responds nimbly to changes in our external environment, targets investment to align with our vision and strategic goals and effectively manages our resources and campuses. Investment in our workforce and our physical and digital environments ensures we are equipped to meet future challenges. Responsible management of our unique campus environments ensures we take account of the needs of the next generation.

— *NeW Futures Strategic Plan*



The new Maths Cafe Pavilion at our Callaghan campus

BREATHING NEW LIFE INTO OLD SPACES

The Campus Entry and V Building (Mathematics) Refurbishment project has created a strong entry area at our Callaghan campus and provided dynamic and engaging spaces for collaboration, peer-based learning and socialising.

We are committed to providing physical environments that enrich the experience of all who study, work and visit the University. In August, we opened two revamped outdoor areas, with redesigned functional paths, seating and landscaping and the inclusion of a covered retail structure with outdoor seating. There were also newly refurbished indoor spaces to meet a range of student learning and staff office and teaching needs. A significant part of the refurbishment was the installation of a lift to enhance accessibility for those living with a disability.

CLEVER CAMPUS WINNER AND GREEN GOWN FINALIST

In October, we received the Innovation Award at the annual Tertiary Education Facilities Management Association (TEFMA) Clever Campus Awards, recognising outstanding achievement in the university sector.

The TEFMA Clever Campus Innovation Award recognises innovation that improves the delivery and effectiveness of an organisation's facilities, their management and services. We received the 2019 award for our first-of-its-kind agreement with Red Energy, which will see us powered by 100 per cent renewable electricity by January 2020 and result in a 75 per cent reduction of our carbon emissions. Our sector-leading stance is also likely to spark further innovation and proves that large organisations can move towards 100 per cent renewables.

We were also proud to be named the sole NSW finalist at the 2019 Green Gown Awards Australasia in the category of '2030 Climate Action' for our submission, '100% Renewable, 100% Do-able'. This centred on our journey to becoming carbon neutral by 2025 and our agreement with Red Energy.

CHANGE IN FOCUS AT PORT MACQUARIE

In June, we announced our decision to focus on postgraduate programs and research opportunities at our Port Macquarie campus. This shift away from offering new undergraduate enrolments reflects significant changes to the future of the local higher education landscape.

The interests of students who want to study locally are now being met through collaboration and multiple providers. The University continues to support existing full-time students in their local studies through to graduation. We have also worked closely with part-time students to identify and plan individual pathways and options for completion of their degrees locally with us and will continue to remain a key higher education presence in Port Macquarie and the Mid-North Coast Region.

ENVIRONMENTAL SUSTAINABILITY PLAN 2019–2025

In October, we launched our *Environmental Sustainability Plan 2019–2025* — our roadmap to operating in a sector-leading, environmentally sustainable way.

As a proud CIFAL host, we are conscious of our pivotal role in promoting and increasing understanding of the United Nations SDGs and our sustainability plan is guided by these. The plan outlines our priority actions across the breadth of the climate challenge including energy, water, waste, biodiversity, design and transport. We are also committed to embedding Environmentally Sustainable Design (ESD) principles across all our capital projects.

Energy

In addition to our 100 per cent renewable electricity contract with Red Energy, we are also investing in our own site-based photovoltaic (PV) solar system at our Callaghan and Ourimbah campuses. A 1.8 megawatt PV system will be installed by the end of January 2020 which is equivalent to powering approximately 500 households.

During 2019 we also installed four dual electric vehicle charging stations. This is part of a \$500,000 investment which will culminate in 12 charging stations in total for staff, students and the general public to use.

Water

We recognise the extreme drought conditions we are now faced with across Australia, NSW and the Hunter Region. Our smart water metering and highly efficient water fixtures are helping improve water efficiency at the University. We have also irrigated our sports fields from our stormwater retention ponds and planted native and low irrigation landscaping around our buildings. We purchased a two million litre rainwater capture system designed to significantly increase our ability to irrigate our sporting fields from non-potable sources. This will be installed in 2020.

235,203
KILOLITRES

of potable water used at Callaghan campus in 2019
— 11 million litres less than 2018

Waste

We continued to divert general waste away from landfill as we move towards our waste recycling target of 70 per cent by 2021. Our partnership with Plastic Police, the largest soft plastic recycling program in the Hunter region, is turning plastic bags and wrappers into outdoor seating across the Callaghan campus. During 2018 and 2019 we collected 1.4 tonnes of soft plastics; we purchased 50 percent of this back to make innovative furniture.

We also installed coffee cup recycling stations across our campuses. These Simply Cups can then be turned into new, reusable coffee cups, as well as a range of other products.

Biodiversity

We continued extensive bush regeneration work over more than 30 hectares on our Ourimbah and Callaghan campuses. We planted approximately 2,000 native seedlings alone in the bushland zones which have been set aside for conservation and improving the biodiversity of our campuses. The team worked across the majority of 10 native bushland zones across Callaghan, and a further two wetlands and riparian areas as identified in the *Landscape Management Implementation Plan*.

Design

The University has embedded principles of sustainable design in many of our new building projects. Some of our most recent sustainable design features include engineered timber structures and rooftop solar, high performance glazing to demand controlled ventilation. Our major infrastructure projects include landscaping designing and plans, focused on planting native and semi-native species, for exterior landscape zones.

Transport

Throughout 2019, our NUspace shuttles have continued to transport people between our Callaghan and City campuses. These shuttles operate on hybrid technology, blending diesel and electric, which has halved our carbon emissions from that transport group.



NUspace hybrid shuttle bus