

PART THREE:

OPERATIONS AND PERFORMANCE

SUMMARY REVIEW OF OPERATIONS

Living our values

EXCELLENCE



Winner of the 2023 CASE Circle of Excellence Award (Silver)

University podcast wins Silver CASE Award

The Minds Changing Lives podcast won the 2023 CASE Circle of Excellence (Silver) award. The podcast showcases people at our University pioneering change and features the voices of our researchers, students, alumni, and community members who have been personally impacted by our work. *The Minds Changing Lives* was recognised among the likes of University of Chicago, Stanford University, Oxford and Brown and was one of only three Australian universities recognised.

Rankings

In 2023 our commitment to excellence was reflected in our continued improvement in global rankings. In the QS World University rankings we now rank in the top 175 universities in the world – an improvement of 125 places in the past 10 years. Our longstanding commitment to sustainability was demonstrated in the Times Higher Education (THE) Impact Rankings in which we ranked 28th in the world overall. The THE Impact Rankings measure alignment of universities globally with the United Nations' Sustainable Development Goals (SDGs). In individual goal categories, we ranked 6th in the world for Sustainable Cities and Communities (SDG 11) and 12th globally for Climate Action (SDG 13). Nationally, we ranked 1st in Australia for both No Poverty (SDG 1) and Zero Hunger (SDG 2). In the inaugural QS Sustainability Rankings, we ranked 89th in the world.

Discovery key to reducing leukaemia treatment resistance

In a world first, Newcastle researchers discovered the mechanisms acute myeloid leukaemia (AML) cells use to produce 'free radicals' – the byproduct of a cell process that aggressively fuels the growth of cancer cells and limits the effectiveness of current treatments. University of Newcastle and Hunter Medical Research Institute (HMRI) researchers also identified a strategy to silence the production of free radicals in leukaemia cells, in turn strengthening their response to current therapies used to treat leukaemia patients.

Potential for extending life expectancy of children with brain cancer

Families of children living with brain cancer could be given more time together thanks to a team of researchers who have discovered a drug combination that could dramatically improve the life expectancy of diagnosed children. The team tested the effects of a combination of two drugs, finding them beneficial and safe. The research is now progressing to clinical trials.

EQUITY



Members of the Athena Swan Working Party with the Vice-Chancellor. From left to right: Dr Ayanka Wijayawardena, Professor Anna Giacomini, Rachel Fowell, Dr Leila Momenzadeh (and child), Vice-Chancellor Professor Alex Zelinsky AO, Professor Jennifer Milam and Professor Jay Horvat

Athena Swan SAGE Cygnet Awards

The University of Newcastle became the first University in Australia to be awarded five Science in Australia Gender Equity (SAGE) Cygnet Awards, recognising its work to support academic and professional women, and securing its position as a national leader in supporting Aboriginal and Torres Strait Islander students and staff. The University of Newcastle was among the first 15 Australian research institutions to receive the Bronze Award in 2018 and is now eligible to submit its application for Silver accreditation.

Equity, Diversity and Inclusion Strategy

The University launched its Equity, Diversity and Inclusion Strategy 2023-2025 and Action Plan. The strategy, and its five action plans, will be central to embedding equitable, just and accessible practices, and creating an academic institution that represents and supports our diverse and talented community. Furthering our commitment to equity, diversity and inclusion, the University is creating a new Disability Inclusion Action Plan (DIAP) 2024-2025, to remove the structural, attitudinal and environmental barriers which may stop a staff member or student with a disability from achieving their full potential.

I2N Female Founders

The University of Newcastle's Innovation2Nation (I2N) launched a Female Founders Program to boost female-led startups in the Hunter and Central Coast regions. Twelve women participated in the 10-week program, which provided training workshops, tailored mentoring, and support. Supported by the NSW Government, the program was open to female-led startups that are at the ideation, pre-seed, or seed stage. The Female Founders Program is a part of I2N's commitment to supporting female entrepreneurs and promoting gender equality in the startup ecosystem.

UNSA Pantry: A food bank for University of Newcastle students

In 2023, the University of Newcastle Students Association (UNSA) launched a free breakfast program for University of Newcastle students. The free breakfast program helps to ensure all students have access to a healthy, nutritious breakfast. The program is part of other initiatives in the UNSA Pantry, which is a food bank for students at the University of Newcastle. In 2023, as we saw the cost of living climb, UNSA served 20,000 free lunches and partnered with OzHarvest to deliver more than 1,400 grocery packs at Free Food Friday. Throughout the year more than 500 students have collected non-perishables from the UNSA Pantry.

New program to help refugee women enter construction workforce

The University of Newcastle launched a program to equip women from migrant or refugee backgrounds, who are interested in working in the construction industry, with the skills to do so. Participants in the Social and Economic Resilience of Young Migrants and Refugee Women Program will be trained by the University of Newcastle and TAFE NSW and will take part in industry placements in construction projects. The research program will see these women receive the education, training and mentoring they need to develop fulfilling and life-changing careers.

ENGAGEMENT



School students participating in Maths with Mariners, a partnership between the University and the Central Coast Mariners soccer team.

Engaging Central Coast students with mathematics through football

More than 120 students in years 7 and 8 participated in an innovative educational program “Maths with Mariners,” which was launched by the University of Newcastle in partnership with the Central Coast Mariners. The program demonstrates the practical uses of mathematics through engaging soccer-related activities to help students improve their mathematical abilities. Students work with professional football players, students from Education and Exercise Sports Science and senior athletes from Central Coast Sports College.

Our first Industry Open Day

The Industry Open Day attracted more than 300 industry, community and government partners to strengthen connections and create opportunities to add value to our communities. With a strong focus on the next generation of dynamic professionals entering the workplace, the event presented insight into growing industries such as cyber security and professional services and the importance of industry-led research.

Looking Ahead Lecture Series covers important topics

In 2023 we continued our Looking Ahead Lecture Series. More than 1,000 members of the community attended seven lectures on topics including sporting excellence to coincide with the Women’s Football World Cup, the Voice to Parliament and The Honourable Gareth Evans discussing our relationships in the Asia-Pacific.

UNI STEPS and the Children’s University

In 2023, 43 primary schools and more than 1,700 students were enrolled in the University’s UNI STEPS and the Children’s University. Participating children, between 7 and 14 years, are encouraged to discover new learning experiences outside the classroom, in their local and regional community and on campus. The activities expose them to tertiary education from a young age and increase participation in education.

Professor Penny Jane Burke announced as UNESCO Chair

In 2023 we announced Professor Penny Jane Burke was appointed a UNESCO Chair in Equity, Social Justice and Higher Education – a globally-prestigious role that will see her working to improve the lives of marginalised groups around the world, including victim-survivors of gender-based violence.

2023 Gifting Day

Our University community came together on 6 September to shape a better, fairer and more sustainable tomorrow through our 2023 Gifting Day. The generosity of more than 600 donors and ambassadors from seven countries saw over \$230,000 raised in support of seven life-changing initiatives including Shaping Futures Scholarships, Outreach for Women in the Hunter Experiencing Homelessness and the Mark Hughes Foundation Centre for Brain Cancer Research.

SUSTAINABILITY



L to R: Stephen Johnston, Director IFS; Neil Wang CEO Fonton Mobility Distribution; Warwick Dawson, Pro Vice-Chancellor Industry and Engagement; Simon Gayler, Operations Manager Port Stephens Coaches

Electric bus trial

In 2023 the University partnered with transport operator Port Stephens Coaches to run a short trial of a battery electric city bus. The trial tested the suitability of the vehicle for regular scheduled passenger services between Newcastle City and the University of Newcastle Callaghan Campus and gave Port Stephens Coaches an opportunity for Port Stephens Coaches to assess the feasibility of introducing electric buses into its fleet.

Fleet vehicles go electric

With our goal to create more sustainable operations, we switched our fleet vehicles to electric, introducing 10 new electric vehicles and three electric buggies for use across campus. Alongside this we installed three EV dual charging stations on our Callaghan Campus and two single charge stations at Ourimbah campus exclusively for our university fleet vehicles to power up.

Support for threatened frog species

In partnership with Forestry Corporation of NSW, researchers at the University of Newcastle worked to create a series of frog 'hotels' designed to support threatened frog species. The new artificial ponds form a network of breeding habitats for iconic species such as the Littlejohn's Tree Frog and the Giant Burrowing Frog. The habitat ponds have been strategically placed to give more breeding opportunities for threatened frog species, which in turn will help increase their population and persistence in the environment.

In a separate but related project, University researchers have been working with the Australian museum to survey 35 threatened frog species at more than 400 sites in NSW following the Black Summer fires. By looking at the amount of severe burning within the surrounding landscape, and correlating this to the presence, or absence, of frog species, the team is forming a picture of local extinction following the bushfires.

Reducing and diverting waste

Campus Services continue to support a range of initiatives to reduce the amount of waste going from our campuses to landfill.

- **Coffee cup recycling** – Since introducing our coffee cup recycling initiative, Simply Cups, in late 2019, we have recycled over 81,000 coffee cups.
- **Waste management** – We increased the amount of overall waste diverted from landfill to recycling by 12.6% in the last financial year compared to the financial year prior.
- **Plastic Police** - Bags to Benches – our partnership with Plastic Police helped divert soft plastics from the environment and upcycle them into products the University can purchase. Products purchased by the University include benches, stools, bollards, and wheel stops. 1,085kg of soft plastics were saved in the last calendar year.

Drones used to thermally detect koalas to aid conservation efforts

Our conservation biologists at the University of Newcastle are developing a ground-breaking strategy to support koala conservation in the Port Stephens LGA. The researchers have transformed koala population monitoring by utilising advanced heat-detecting drones, providing a more effective way of finding koalas in dense foliage. The priceless information gathered is essential for building a complete model of the koala population in the region and can inform conservation planning.

Our strategic priorities

ENGAGEMENT PRIORITIES

BETTER, HEALTHIER LIVING

First Health Innovation Living Lab opens in the Hunter

The Hunter's first purpose-built Health Innovation Living Lab (HILL), located at John Hunter Hospital, was officially unveiled to the community, supporting greater health research and innovation in the region. The HILL was delivered in partnership between Hunter New England Local Health District and the University of Newcastle and will offer opportunities to bring researchers, clinicians, students, startups, industry and community members together to develop, test and deliver innovations that improve outcomes for people in our regions.

Virtual reality training to improve emergency stroke nursing care

Responding to a need for rural, regional and remote areas to have access to regular high-quality training, the University's Centre for Advanced Training Systems developed a new virtual reality program. Emergency department nurses across NSW can now gain valuable real-time experience in stroke care using the new technology, aimed at improving outcomes for people presenting to hospital with stroke.



Pharmacy prescribing trial

The University of Newcastle was awarded a \$3m grant to lead the NSW Government's clinical pharmacy trial, which will for the first time enable pharmacists to prescribe treatments for urinary tract infections (UTIs) and continue a prescription for the re-supply of the oral contraceptive pill. Around 2,100 community pharmacies across NSW will be included in the trial.

A life-changing gift

The late Janice Leggett's bequest of \$1.5M through the University will continue to ensure nurses receive support during their studies and will provide vital support for the University's research into the genetics and treatment precision of alcohol use problems through the through The Right Person, Right Treatment, Right Time project.

CONNECTED COMMUNITIES

University research reveals encouraging signs for Hunter renewal

New research has revealed the majority of Hunter residents support the need for the region to transition to new sources of employment. It also revealed insights on key social indicators, such as resilience and sense of community. Released in November 2023, The Hunter Matters report is based on research from the University's Institute for Regional Futures and is an important source of information for policymakers to consider when making decisions that impact the socio-economic transition that's happening across the region. It's one of several studies the Institute delivered in 2023, with others providing insights on the jobs of the future for the Hunter region and the current housing crisis.

One thousand new teachers set to benefit from Quality Teaching Rounds program

More than 1,000 new teachers will benefit from a \$5 M, four-year agreement between the Australian Government and the University of Newcastle to expand the award-winning Quality Teaching Rounds (QTR) program. The expansion supports the National Teacher Workforce Action Plan and will involve new teachers participating in QTR alongside experienced colleagues to enhance their induction into the workforce, with aims to improve job satisfaction, retention and the quality of teaching and learning.



Laureate Professor Jenny Gore and Federal Education Minister Jason Clare with students from Hambleton Public School.

Research on Catholic women presented at the Vatican

The most extensive global survey of Catholic women ever undertaken, detailing experiences of women in the church, was presented in-person by our researchers at the Vatican on International Women's Day. The International Survey of Catholic Women captured the insights and shared concerns of more than 17,000 Catholic women from across 140 countries. It is the largest survey of its kind ever undertaken and explored issues such as church reform, women in church leadership and sexual abuse in the Catholic church.

NEXT GENERATION RESOURCES

Research collaborations to advance recycling and clean energy technologies

The University of Newcastle secured \$35 M in new partnership agreements in 2023 to fast-track the commercialisation and impact of our recycling and clean energy research through the Trailblazer for Recycling and Clean Energy (TRaCE) program. This includes a \$6 M partnership with ASCON group to bring a revolutionary carbon capture technology to market to help heavy industries reach net zero by 2030. Another \$18 M research partnership will see the University work with Element One to build up production of 'green' ammonia – a highly sought after global commodity. Supported by funding from the Commonwealth Government, the TRaCE program is a partnership between the University of Newcastle, the University of NSW and industry to support decarbonisation and enhance the sustainability of our industries.



Revolutionary carbon capture technology.

Helping farmers assess soil quality in real time

University researchers secured funding in 2023 to help develop a rapid, affordable field-based testing kit that helps farmers analyse soil quality and improve agricultural outputs. Underperforming agricultural soils cost Australian farmers billions of dollars in lost revenue each year, yet traditional soil sampling and analysis techniques are often too time consuming and too expensive for farmers. The research team will collaborate with industry partners and other leading soil researchers from across Australia to validate and further develop a prototype testing kit that helps to improve soil analysis in real-time.

First Glinka World Soil Prize win for Pacific Region

Laureate Professor Ravi Naidu was recognised for his lifelong commitment to advancing soil management this year, taking out the 2023 Glinka World Soil Prize from the Food and Agriculture Organisation of the United Nations. The Glinka Prize aims to raise awareness about the importance of healthy soils for healthy lives. This is the first time it has been awarded to anyone in the Pacific region.

University takes another step in its efforts to deliver hydrogen innovations on a global scale

The University of Newcastle is one of the first universities in the world to become an official signatory to a new Global Partnership for Hydrogen Innovation. The partnership sees universities, innovation hubs and international ports from Australia, Brazil, Chile, Portugal, the United Kingdom and the Netherlands commit to working together to accelerate innovation for green hydrogen.

"Shifts in energy production practices and the impacts of climate change are creating an unprecedented need for countries to rapidly transition to renewable energy. Australia is one of many nations turning to hydrogen as part of a new energy mix, and we're collaborating with industry and government partners worldwide to drive opportunities that will make a positive difference to our regions and our world." – Professor Zee Upton, Deputy Vice-Chancellor Research and Innovation

NSW 2023 Young Tall Poppy

Electrochemical engineer and senior lecturer, Dr Jessica Allen received a NSW 2023 Young Tall Poppy Science Award from the Australian Institute of Policy and Science (AIPS) for her outstanding contribution to science communication. Leading the recently established Electrochemical Engineering Laboratory at the Newcastle Institute for Energy and Resources (NIER), Dr Allen's research into energy technology development spans across innovations in sustainable materials for batteries, carbon capture and use, hydrogen energy and zero emission manufacturing for green steel and aluminium. As a communicator, Dr Allen has a vast audience from pre-schoolers to retirees, TikTok users and Parliament House. Her work in the community is making a difference in how people understand new critical technologies.

NIER welcomes Investment NSW hydrogen delegation

In October NIER welcomed a delegation of visitors interested in hydrogen research, ahead of the 2023 Asia-Pacific Hydrogen Summit and Exhibition in Sydney. The delegation, coordinated by Investment NSW, visited the Centre for Ironmaking Materials Research (CIMR) Burden Lab where our researchers are investigating hydrogen's application in the blast furnace for low carbon steelmaking. NIER's Deputy Director Mr Pierre Gouhier explained to the delegation how NIER delivers solutions for global challenges by focusing on industry collaboration, world-class research and education.



The Honourable Ed Husic MP, Minister for Industry and Science, visited the University of Newcastle to officially open the new ResTech facility

GROWING INDUSTRIES

New ResTech facility to support students, researchers and innovation

The University officially opened the new ResTech facility on the Callaghan campus to accelerate the development and commercialisation of cutting-edge technology and advanced manufacturing solutions for the energy, infrastructure and resources industries. ResTech is a collaboration between the University and Ampcontrol and uses a living lab model to provide opportunities for engineering students to work with industry on real-world challenges to become life-ready graduates who are community-minded, resilient, and ready for work. Throughout 2023, it hosted 16 industrial placement students and supported 16 final-year projects.

University joins Uniseed to expand research commercialisation options

The University of Newcastle has signed on as an official partner of Uniseed - Australia's longest-running venture fund dedicated to helping university researchers turn their ideas into products and services that deliver impact for our communities. Uniseed facilitates the commercialisation of its research partners' most promising intellectual property and helps secure targeted investment for products and technologies that arise from that IP. Since it was established in 2000, Uniseed has funded 66 startups, each born from Australian research and ingenuity.

Turning curious problem-solvers into budding entrepreneurs

The University of Newcastle is leading the charge in turning the Hunter into a dynamic hub of entrepreneurs and startups. Its Integrated Innovation Network (or I2N) connects innovators, startups and entrepreneurs with coaching, community, customers and capital. To-date, it has supported 134 startups and small businesses that have gone on to raise \$42 M in capital funding, create more than 240 local jobs and contribute over \$11 M in wages for the region. In 2023, I2N launched its Startup @ Schools program. Designed for year 9 to 10 students, Startup @ Schools aims to inspire the next generation of new enterprises.

Renewable energy expertise broadcast to 60 M worldwide

In December, the documentary series Innovative Technology Leaders Advancing Renewable Energy Storage featured Laureate Professor Behdad Moghtaderi, Director of the University's Centre for Innovative Energy Technologies. The episode covered a research project between the University and LAVO, an Australian clean technology company, and was expected to reach over 60 M people across international networks, including CNBC, CNN and the Discovery Channel.

LIFE READY GRADUATES

Official launch of the Newcastle APS Academy Campus

We were pleased to launch several new partnerships to give students opportunities to form connections and gain practical experience while they study. We launched the Australian Public Service (APS) Academy Campus with Senator the Hon Katy Gallagher, Minister for Finance, Women and the Public Service. The campus is the first of three APS Academy Campuses under the Australian Government's pilot policy initiative to address data and digital skills shortages in the APS and will provide an opportunity for students to work with the APS.

Diplomas to fill skills shortages

In 2023 we launched a 12-month Graduate Diploma in Teaching (secondary) to help fast track the pathway for people with degrees who are looking to transition their careers to high school teaching. The program is designed to provide flexibility and high-quality learning for people to become a qualified and classroom-ready teacher, to help address the teacher shortage in NSW. We also launched a Women in STEM program with Diplomas in Data Science and IT that saw us working with local industry partners to provide more opportunities for women to study and build careers in STEM.

Career-Ready Placements officially launched

From 2023, our Career-Ready Placement program was launched. The program sees every undergraduate student undertake a placement as part of their degree. The program ensures every student receives practical, hands-on exposure to industry dynamics, reinforcing the idea that academic learning goes hand in hand with real-world application and improved career outcomes.

Transgrid and the University partner to create energy jobs for graduates

Transgrid has established a formal partnership with the University of Newcastle to create education, training and employment opportunities for students and support future energy projects in the Hunter. The partnership will create new opportunities for electrical engineering students including cadetships, scholarships, research, and employment as Australia transitions to a clean energy future.

Employability Excellence Awards

Our Employability Excellence Awards reflect the University's increasing focus on providing students with placement opportunities to help them be career-ready. The hands-on placements provide students with the skills and experience that makes them employable graduates. In 2023, there were 169 nominations, with six students and three staff recognised and 13 organisations inducted into the Hall of Fame.



2023 Employability Excellence Awards student winners

ASIA-PACIFIC FOCUS



Australia Award recipients gather in Newcastle to learn about Sustainable Development Goals and challenges

Collaborating to learn about challenges in the region

In a collaboration between CICAL Newcastle and the Department of Foreign Affairs and Trade (DFAT), 150 of DFAT's Australia Award recipients joined a contingent of New Colombo Plan Alumni and guests of the University and City of Newcastle to network and learn more about the United Nations Sustainable Development Goals (SDGs). The discussion focused on SDG challenges in Australia and across our region and best practice for implementation of the UN Sustainable Development Goals and the Sendai Framework for Disaster Risk Reduction as well as gender equity in Higher Education.

Ma & Morley returns to China

As part of the transformative Ma & Morley Scholarship Program, 32 Ma & Morley Scholars from the 2021 and 2022 cohorts travelled to China in June to undertake a 11-day cultural immersion experience, visiting Shanghai, Beijing and Hangzhou. The aim was to connect with the origins of the Program and each other, and to gain an insight into life in China. The trip was designed to emulate the same eye-opening experience Jack Ma had when first visiting Newcastle in 1985 and to build Scholars' global awareness.

University of Waikato Partnership

In 2023, the University of Newcastle jointly established a seed fund with our New Zealand partner, the University of Waikato. The seed fund supports staff at the University of Newcastle and the University of Waikato to develop collaborative research, teaching and/or professional services projects, further strengthening collaborative research and professional ties between the two institutions. In 2023 there were 28 applications for funding, with seven projects selected.

Inaugural Global Strategic Partnership Travel Grants awarded

The Global Strategic Partnership Travel Grant is an initiative aimed at promoting collaborative projects between University of Newcastle academics and ASEAN-based PhD Alumni. The initiative highlights our commitment to fostering mutually beneficial partnerships, enhancing academic collaborations on a global scale and making a positive impact in the ASEAN region. Ten grants from across the University's Colleges and Academic Division were allocated to support innovative initiatives in Indonesia, Malaysia, Thailand, and Vietnam.

New Colombo Plan

The University obtained New Colombo Plan grants to support 50 trips for more than 450 students in 2023. Eight students experienced the trip-of-a-lifetime during a DFAT-funded New Colombo Plan study tour to Samoa. Accompanied by University of Newcastle researchers, the group made their way around the islands of Upolu and Manono to sample the Pacific Ocean, beaches and mangroves for microplastics. The results will provide much-needed data to better understand the problem of microplastics in the Pacific and inform reduction methods.

Asia-Pacific nations feature in our international student cohort

Students from 34 Asia-Pacific nations made up 84% of our 2023 international student cohort. We welcomed larger cohorts of students from China, India, Singapore and Nepal and smaller, single digit cohorts from a number of smaller, island nations including Timor-Leste, Palau, Vanuatu and the Solomon Islands. Our international students bring a cultural richness that is key to the student experience at our University.

OUR INDIGENOUS COMMITMENT



Members of the Aboriginal Health Research Community Panel on Birubi Beach with Worimi Traditional Owners Cheryl, Beryl and Jamie.

Aboriginal Health Research Strategy and Community Panel

A new Aboriginal Health Research Strategy and Community Panel was piloted in 2023. In partnership with the Awabakal Aboriginal Medical Service, the University of Newcastle, Hunter Medical Research Institute (HMRI), and Hunter New England Local Health District (HNELHD), the strategy provides a vehicle to empower local Aboriginal and Torres Strait Islander communities to lead and participate in health research. The community panel provides essential cultural and community oversight to research conducted in the region, ensuring it provides real benefit to community, while also being ethical, appropriate, and relevant.

Aboriginal Numeracy Gala Day

In September, the University of Newcastle and the Wollotuka Institute, in partnership with the NIB Newcastle Knights, McDonald Jones Stadium, and Hunter and Central Coast Aboriginal Education and Consultative Groups, hosted the 2023 Aboriginal Numeracy Gala Day. Under the guidance and supervision of University and Wollotuka staff and current students, the Gala Day provided an opportunity for Aboriginal and Torres Strait Islander students from Years 7 to 8 to participate in a fun and engaging day of numeracy activities with special access to McDonald Jones Stadium, and the chance to meet Newcastle Knights players.

Aboriginal and Torres Strait Islander High Achievers

In March, the Office of Indigenous Strategy and Leadership in partnership with the Wollotuka Institute, recognised the University's high performing Aboriginal and Torres Strait Islander students. College Pro Vice-Chancellors and Heads of School met students from within their respective Colleges and Schools, with the students also celebrated by University executive, Wollotuka staff and important community members. The event reflects the University's commitment to the participation, retention, and advancement of our students, and our Aboriginal and Torres Strait Islander Education and Research Framework, with information provided to students on opportunities in education, research, and employment.

The 40th Anniversary of Wollotuka

For 40 years, the Wollotuka Institute has been a foundation of First Nations education and advancement. Established in 1983, Wollotuka has established a reputation as a leader in Aboriginal and Torres Strait Islander excellence. The Institute is grounded in community, providing a culturally safe place of learning and connection, and continues to play a pivotal role in leading self-determination and social justice. The 40th anniversary was celebrated with a community event and gala in November 2023.

40 REMARKABLE YEARS



1983
Wollotuka begins as an Aboriginal enclave.

1987
Gail Garvey – first Indigenous graduate.
Associate Diploma in Administrative Studies.

1989
Amalgamation of the Wollotuka Aboriginal Education Centre into the University of Newcastle.

1992
Diploma of Aboriginal Studies.

1993
First Aboriginal and Torres Strait Islander representative on Newcastle University Students' Association.

Aboriginal and Torres Strait Islander Special Entry Policy established.

1997
Umuliko commenced operations.

1999
Aboriginal and Torres Strait Islander Health Professions Enabling Course.
Bachelor of Aboriginal Studies Undergraduate Degree.

2002
Birabahn building officially opens.



2007
Schools to University (S2U)
It is designed as a strengths-based program that provides further understandings of the opportunities and pathways available to Aboriginal and Torres Strait Islander students transitioning from secondary school to higher education.

2010
Bachelor of Aboriginal Professional Practice.

2018
Current review of BAPP moving towards a global focus with the Bachelor Global Indigenous Studies available in 2019.

2020
Undergraduate Certificate in Working with Indigenous Communities in Health Context (COVID).

2022
First Giyi Para event.



1986
First Wollotuka Aboriginal Education Centre Newsletter.

1988
Opening of the original Wollotuka Building.



1990
Sandra Eades and Louis Peachey, first Aboriginal graduates from the Faculty of Medicine.

1996
First National Indigenous Tertiary Education Student Games (NITESG).

1998
Discipline of Aboriginal Health Studies.

1999
The Yapug Enabling Program was introduced to the University of Newcastle in 1999 as a replacement to the Aboriginal Bridging Program. It is an enabling program designed to help Aboriginal and Torres Strait Islander people gain skills for entry into undergraduate degrees at the University.

2001
'School of Aboriginal Studies' renamed to the 'Wollotuka School of Aboriginal Studies'.

2002
Gibalee, the Indigenous Education Centre on the Ourimbah Campus, officially merged with the Wollotuka School of Aboriginal Studies.

2005
Aboriginal and Torres Strait Islander Student Support separates from Wollotuka School of Aboriginal Studies.

2009
The Wollotuka Institute was officially formed in early 2009 with the merger of the School, Support Unit, Indigenous Employment and Indigenous Health.

2015
Establishment of Board of Aboriginal and Torres Strait Islander Education and Research (BATSIER).
World Indigenous Nations Higher Education Consortium (WINHEC) Accreditation.

2019
Bachelor Global Indigenous Studies available online.

2021
First Land and Cultural Festival, Rising From The Embers.



RE-IMAGINING OUR CAMPUSES

Central Coast campus construction commences

In 2023 we turned the first sod on the University of Newcastle's new \$63.8 M Central Coast Campus at 305 Mann Street in Gosford CBD. This campus will provide a new place for people to study and build their skills, preparing work-ready graduates to help meet the changing needs of the Central Coast. It will also generate new jobs, help to bolster the region's workforce, and attract more significant investment to the community. The new Central Coast Campus in Gosford is funded by the University of Newcastle, the Australian Government, and the NSW Government, using land provided by the NSW Government's Hunter and Central Coast Development Corporation.

The Lawn provides new options for students and staff

As part of our ongoing plans to revitalise the Callaghan Campus, the Drama Lawn space was upgraded to include new landscaping and the fit-out of three shipping containers housing food vendors. The outcome created a new and inviting space for students and staff to congregate and more food options on campus.

Digital uplift for staff, students and community

Significant digital improvements continued to be delivered throughout 2023 under the Digital Excellence Strategy and informed by people, process and technology reviews. One such review resulted in the development of a detailed Roadmap and Plan for Research and Innovation which will deliver a significant uplift in the technology maturity for our researchers and research administrators. The student experience was also enhanced with the introduction of a sector-leading digitised program planner and enhanced audio and visual capabilities across campuses, significantly improving the appeal to students and community members at university venues.

Enhancing student accommodation options in Tamworth

Three additional accommodation blocks have been added to the existing Tamworth Education Centre and accommodation blocks. The three two-storey blocks will accommodate 30 additional students in single bedrooms, with shared bathroom, laundry and kitchen facilities. This brings the total capacity of Tamworth student accommodation to 215. The new facilities were completed in December 2023 and will welcome the first residents in early 2024.



Left to right: Vice Chancellor Professor Alex Zelinsky AO, Member for Gosford Liesl Tesch, Minister for the Central Coast Hon David Harris MP, Federal Member for Robertson, Dr Gordon Reid MP

INSPIRING PEOPLE



2023 Continuous Improvement Program participants

Continuous Improvement Program receives national and international attention

The Continuous Improvement Program was launched in 2022 and has produced two cohorts, empowering staff to make grassroots change in their everyday working life. In 2023 the program was named the winner in the Excellence in People and Culture category by the Association of Tertiary Education Management (ATEM). The program was also a finalist in the Australian Institute of Training and Development Excellence Awards, in the Best Capability Building Program category.

Minimising risk in teaching and research

Tick@lab launched in 2023 enabling peer review of high-risk research and teaching, streamlining applications and providing a platform for assurance of regulatory obligations. More than 230 protocols were reviewed through Tick@lab providing data to inform safety risks. The Laboratory Safety Improvement Initiative moved to operational improvements including the establishment of Precinct Management Committees and resourcing a Precinct Management Team to provide independent support and oversight and coordinate between the relevant parties to identify, triage and address issues. The College safety teams audited more than 200 laboratory spaces in 2023 resulting in corrective actions addressing chemical safety, documentation and electrical safety as priorities.

Professional Staff Mentoring

The Professional Staff Mentoring Program offers participants the opportunity to receive support and guidance from experienced staff to increase their skills and confidence, build networks and navigate their career goals. In 2023, 44 mentors supported 47 mentees. The implementation of the Professional Staff Mentoring Program alongside the Academic Staff Mentoring Program means mentoring is now available to all our staff.

Take Time to Take Care

A health, safety and wellbeing campaign 'Take Time to Take Care' was launched in early 2023 to coincide with the introduction of mobile hazard and incident reporting for staff and students. During National Safe Work Month and Mental Health Month (October) we delivered a month-long program of information sharing and campus activations that further strengthened this focus. Take Time to Take Care encouraged staff and students to take personal action for the safety and wellbeing of themselves and others, to be alert to risks and take a proactive approach to the prevention of physical and psychological harm in our work and study environment. 872 safety events were reported in 2023 and the launch of a work health and safety Leader Dashboard provided senior leaders with real-time lead and lag indicators for safety, improving their ability to exercise due diligence in safety.

Academic Work Allocation Model (AWAMs) continues to be integrated into the University

In 2023, the Academic Work Allocation Model pilot project was launched, with the aim to establish a University-wide approach to the distribution of academic work that is equitable, transparent, fair, flexible and sustainable.

Leadership development

Delivering on our commitment to provide meaningful and relevant learning and development opportunities to our staff, a range of contemporary career and leadership development programs was delivered to enable our staff to excel in a high-performance culture to grow and develop their careers. Targeted programs across our institution provided focused training and development opportunities for female leaders, Indigenous leaders and emerging leaders.

Awards, Honours and Achievements

Name	Award/Achievement	Awarding Body
Ms Siobhan Curran	Entrepreneurial Leader of the Year (Asia Pacific) and People's Choice Triple E Award	Accreditation Council for Entrepreneurial and Engaged Universities
Dr Olufisayo Adedokun	Associate Fellowship	Advance HE
Mr Marcello Antonini	Associate Fellowship	Advance HE
Ms Bethany Butchers	Associate Fellowship	Advance HE
Ms Tanya Carlyle	Associate Fellowship	Advance HE
Mr Cary Lee	Associate Fellowship	Advance HE
Ms Jemima Morley	Associate Fellowship	Advance HE
Ms Leanne Vaughan	Associate Fellowship	Advance HE
Dr Sherphard Chidarikire	Fellowship	Advance HE
Dr Buddhini Ginigaddara Appuhamilage	Fellowship	Advance HE
Dr Alexander Gregg	Fellowship	Advance HE
Dr Effie Karageorgos	Fellowship	Advance HE
Ms Danielle Noble	Fellowship	Advance HE
Dr Laura Roche	Fellowship	Advance HE
Dr Mitchell Taylor	Fellowship	Advance HE
Dr Rachael Unicomb	Fellowship	Advance HE
Dr Garritt Van Dyk	Fellowship	Advance HE
Dr Emily Cox	Senior Fellowship	Advance HE
Dr Susan Heaney	Senior Fellowship	Advance HE
Dr Annika Herb	Senior Fellowship	Advance HE
Dr Clare Lloyd	Senior Fellowship	Advance HE
Associate Professor Lesley MacDonald-Wicks	Senior Fellowship	Advance HE
Change and Improvement Team	Excellence in People and Culture	Association for Tertiary Education Management (ATEM)
Professor Anna Giacomini	Fellowship	Australian Academy of Technological Sciences and Engineering (ATSE)
Dr Alexander Gregg	Citation for Outstanding Early Career Contribution to Engineering Education	Australasian Association for Engineering Australia
Dr Michael Carr	Citation for Outstanding Early Career Contribution to Engineering Education	Australasian Association for Engineering Australia
Brigadier Kahlil Scarf Fegan DSC	Officer (AO) in the Military Division	Australia Days Honours
Dr Chloe Burns	Public Service Medal (PSM)	Australia Days Honours
Dr Philip Hungerford	Medal (OAM) in the General Division	Australia Days Honours
Dr Robert (Bob) Victor Morgan	Officer (AO) in the General Division	Australia Days Honours
Dr Wayne Andrew O'Connor	Public Service Medal (PSM)	Australia Days Honours
Emeritus Professor Warwick Peter Anderson AM	Officer (AO) in the General Division	Australia Days Honours
Major Laurent Pierre Berlioz-Nott	Officer (AO) in the Military Division	Australia Days Honours
Miss Brittani Presland	Young Person of the Year - Central Coast Australia Day Award	Australia Days Honours
Mr Dominic May	2023 Newcastle Young Citizen of the Year Award	Australia Days Honours
Mr Nathan Towney	2023 Newcastle Citizen of the Year Award	Australia Days Honours
Mrs Jodi Ann Cassar	Public Service Medal (PSM)	Australia Days Honours
Mrs Jodi Cassar	Port Stephens - Sportsperson of the Year	Australia Days Honours
Mrs Sandra Grove	Medal (OAM) in the General Division	Australia Days Honours
Ms Tina Louise Wilson	Medal (OAM) in the General Division	Australia Days Honours
Professor Brian Kelly	Member (AM) in the General Division	Australia Days Honours
Professor Clare Collins	Officer (AO) in the General Division	Australia Days Honours
Professor Maralyn Foureur	Member (AM) in the General Division	Australia Days Honours
Professor Richie Howitt	Member (AM) in the General Division	Australia Days Honours
Professor Catharine Coleborne	Fellow	Australian Academy of the Humanities
Laureate Professor Jenny Gore	Fellow	Australian Academy of Social Sciences
Dr Denise Higgins	Citation for Outstanding Contributions to Student Learning 2023	Australian Awards for University Teaching
Dr Karen Livesey	Citation for Outstanding Contributions to Student Learning 2023	Australian Awards for University Teaching
Dr Marie Hadley	Citation for Outstanding Contributions to Student Learning 2022	Australian Awards for University Teaching

Awards, Honours and Achievements

Name	Award/Achievement	Awarding Body
Dr Meredith Tavener	Citation for Outstanding Contributions to Student Learning 2022	Australian Awards for University Teaching
Dr Michael Carr	Citation for Outstanding Contributions to Student Learning 2023	Australian Awards for University Teaching
Ms Fran Baker	Citation for Outstanding Contributions to Student Learning 2023	Australian Awards for University Teaching
Ms Tess Rendoth	Citation for Outstanding Contributions to Student Learning 2023	Australian Awards for University Teaching
Dr Olivia Whalen, Ms Katie Butler and Mrs Sam Rykers and the Accessibility Champions	Accessibility in Action - Teaching and Learning Project Teams	Australian Disability Clearinghouse on Education and Training (ADCET)
Delprat Cottage Landscape Remediation Project	Good Design Award Gold Winner Accolade in the Architectural Design	Australian Good Design Awards
Mr Jacob Johnston	Australian Institute of Physics Postgraduate Presentation for 2023	Australian Institute of Physics
Dr Jessica Allen	NSW Tall Poppies Award	Australian Institute of Policy and Science
Emeritus Professor George Willis	George Szekeres Medal	Australian Mathematical Society
Dr Davide Guccione	Early Career Industry Fellowships	Australian Research Council
NU Isolator System team - Alex Gregg, Joshua Bywater, Lachlan Barrell, Amanda Hill	Best WHS Technology Initiative	Australian Workplace Health and Safety Awards
Dr Arnab Ghosh - School of Biomedical Sciences and Pharmacy	Early Career Fellowship	Cancer Council of NSW
Dr Trent Williams	2023 Cardiovascular Nursing Clinical Innovation Award	Cardiac Society of Australia and New Zealand
Ms Shahni Wellington and "The minds changing lives" Podcast Team	Silver Podcasts Award	CASE Circle of Excellence Awards
Digital Technology Solutions (DTS)	Excellence in Research Support	CAUDIT
Mr Anthony Molinia	Top 50, CIO50 2023 #21	CIO Australia
Laureate Professor Ravi Naidu	Highly Cited Researcher 2023	Clarivate
Professor David Lubans	Highly Cited Researcher 2023	Clarivate
Professor Michael Breakspear	Highly Cited Researcher 2023	Clarivate
Professor Richard Wood	Highly Cited Researcher 2023	Clarivate
Dr Angela Page and Professor Susan Ledger - School of Education	Australia Awards Fellowships	Department of Foreign Affairs and Trade
Dr James Flint and Melinda Phillips - School of Medicine and Public Health	Australia Awards Fellowships	Department of Foreign Affairs and Trade
Dr Patricia Johnson, Professor Frank Agbola, Emeritus Professor Jim Jose and Dr Janet Dzator - Newcastle Business School	Australia Awards Fellowships	Department of Foreign Affairs and Trade
Professor Vijay Varadharajan, Dr Uday Tupakula and Dr Kallol Krishna Karmakar - School of Information and Physical Sciences and the Advanced Cyber Security Engineering Research Centre	Australia Awards Fellowships	Department of Foreign Affairs and Trade
Honorary Professor Silvia Frisia	Lamarck Medal	European Geophysical Union (GSU)
Laureate Professor Ravi Naidu	Alina Kabita-Pendias Medal	European Geosciences
Laureate Professor Ravi Naidu	Glinka World Soil Prize	Food and Agriculture Organisation of the United Nations
Associate Professor Matt Dun	The Director's Award for Mid-Career Research	HMRI
Dr Rachel Sutherland	HMRI Award for Early Career Research	HMRI
Newcastle Centre of Excellence in Cardio-Oncology led by Professor Aaron Sverdlov and Professor Doan Ngo	HMRI Foundation Research Team Excellence Award	HMRI
Professor Zsolt Balogh	HMRI Award for Research Excellence	HMRI
NU Isolator System team - Dr Alex Gregg, Mr Joshua Bywater, Mr Lachlan Barrell, Ms Amanda Hill	Most Innovative WH&S Idea (large organisation)	Hunter Safety Awards
Digital Technology Solutions (DTS)	Talent Management Finalist	iTNews Benchmark Awards
Dr Clement Gordon	Medal of the Order of Australia (OAM)	King's Birthday Honours
Dr David Hughes	Member of the Order of Australia (AM)	King's Birthday Honours
Dr Rosemary Hackworthy	Medal of the Order of Australia (OAM)	King's Birthday Honours
Mr Jacob Jackson	Public Service Medal (PSM)	King's Birthday Honours
Mr John Conaghan	Medal of the Order of Australia (OAM)	King's Birthday Honours
Ms Amanda-Lee Charlton	Public Service Medal (PSM)	King's Birthday Honours

Awards, Honours and Achievements

Name	Award/Achievement	Awarding Body
Ms Elizabeth Grist	Medal of the Order of Australia (OAM)	King's Birthday Honours
Ms Vivienne Allanson	Medal of the Order of Australia (OAM)	King's Birthday Honours
Professor Danielle Mazza	Member of the Order of Australia (AM)	King's Birthday Honours
Professor David Newman	Member of the Order of Australia (AM)	King's Birthday Honours
Professor Gail Whiteford	Member of the Order of Australia (AM)	King's Birthday Honours
Scientia Professor Carla Treloar	Member of the Order of Australia (AM)	King's Birthday Honours
Mr Sean Gordon	Member of the Order of Australia (AM)	King's Birthday Honours
The Honourable Graham Mullane	Member of the Order of Australia (AM)	King's Birthday Honours
Associate Professor Matt Dun	Lake Macquarie's Ambassador of the Year for 2023	Lake Macquarie City Council
Professor Kelvin Kong	2023 National NAIDOC Person of the Year	NAIDOC Awards
Associate Professor Ron Boyd	2023 Local Hero	NSW Coastal Management
Ms Sarah Williams	Newcastle Woman of the Year 2023	NSW Government
Dr Trent Williams	NSW Health Excellence in Nursing and Midwifery Awards 2023	NSW Health
Ms Sarah Williams	Community Service Award	NSW/ACT Young Achiever Awards 2023
Dr Jacinta Martin	Bicentennial Early Career Research and Service Citation	Royal Society of New South Wales
Professor Paul Dastoor, Dr Daniel Elkington, Dr Nathan Cooling, Dr Pankaj Kumar & Dr Swee Lu Lim.	Problem Solver Award	Shaping Australia
Mr Jacob Johnston	2023 NSW Postgraduate Medal	The Australian Institute of Physics (NSW Branch)
Ms Sari Rose Murcia	3-Minute Thesis Competition - University Final (People's Choice)	The University of Newcastle (Graduate Research)
Ms Vera Miao	Visualise Your Thesis Competition - University Final (People's Choice)	The University of Newcastle (Graduate Research)
Professor Penny Jane Burke	UNESCO Chair in Equity, Social Justice and Higher Education	UNESCO
Ms Chloe Wilkins	Three-Minute Thesis (3MT)	University of Newcastle
Ms Madeleine Gale	Visualise Your Thesis (VYT)	University of Newcastle
Dr Aaron Wong	Alumni Award for Outstanding Volunteerism	University of Newcastle Alumni Excellence Awards
Dr Alice Grady	Beryl Nashar Young Researcher Award	University of Newcastle Alumni Excellence Awards
Dr Nicole Nathan	Regional Leadership Award	University of Newcastle Alumni Excellence Awards
Ms Karlie Noon	Indigenous Alumni Award	University of Newcastle Alumni Excellence Awards
Laureate Professor Clare Collins AO	The Alumni Medal	University of Newcastle Alumni Excellence Awards
Mark and Kirralee Hughes	Convocation Medal for Exceptional Contribution	University of Newcastle Alumni Excellence Awards
Mr Matthew Gain	International Leadership Award	University of Newcastle Alumni Excellence Awards
Mr Morgan Evans	Newton-John Alumni Medal	University of Newcastle Alumni Excellence Awards
Professor Getnet Tadele	National Leadership Award	University of Newcastle Alumni Excellence Awards
Mr Steve Adamthwaite	Young Alumni Award	University of Newcastle Alumni Excellence Awards
Associate Professor Geoff MacFarlane	Research Supervision Award	University of Newcastle Excellence Awards
Associate Professor Thayaparan Gajendran	Inspiring Excellence Academic Award	University of Newcastle Excellence Awards
Competency Access Isolator NU Team - Dr Alexander Gregg, Amanda Hill, Andrea Thomas, Josh Bywater, Lachlan Barrell.	Health, Safety and Wellbeing: Team Award	University of Newcastle Excellence Awards
Dr Elissa Jane Elvidge	Equity, Diversity and Inclusion Award	University of Newcastle Excellence Awards
Dr Hemal Patel	Leadership Excellence Award - Highly Commended	University of Newcastle Excellence Awards
Dr Sarah Valkenborghs	Early Career Researcher Award	University of Newcastle Excellence Awards

Awards, Honours and Achievements

Name	Award/Achievement	Awarding Body
Early Entry Program Team - David Donnelly, Kellie Masters, Bernadette McTeare, Belinda Rose, Rob Brooks, Dr Ben Shelton, Lloyd Blaxland, Kate Sobb, Emily Middleton, Simon Bush	Professional Staff Excellence: Team Award	University of Newcastle Excellence Awards
Mr Ebon Baxter Menzies	Sessional Academic Teaching Award	University of Newcastle Excellence Awards
Global Centre for Gynaecological Diseases (GCGD) - Florence Bartlett, Professor Hubert Hondermarck, Dr Muhammad Fairuz Jamaluddin, Professor Pradeep Tanwar, Mr Riazuddin Mohammed, Dr Shafiq Syed, Conjoint Associate Professor Jim Scurry, Dr Ken Jaaback, Dr Tania Day.	Industry Engagement Award	University of Newcastle Excellence Awards
Loud Sky Exhibition and Community Projects - Dr Kathleen McPhillips	Community Engagement Award	University of Newcastle Excellence Awards
Dr Meridith Tavener	Teaching Excellence Award - Highly Commended	University of Newcastle Excellence Awards
Ms Rebecca Hazell	Inspiring Excellence Professional Award	University of Newcastle Excellence Awards
Mrs Sam Rykers	Accessibility Award - Highly Commended	University of Newcastle Excellence Awards
SBSP Early Career Researcher Association - Amber Pillar, Dr Heather Murray, Dr Henry Gomez, Dr Julia Shaw, Laura Dowling, Dr Sarah Valkenborghs, Thomas Adams and Dr William Reay	Leadership Excellence Award	University of Newcastle Excellence Awards
Ms Shahni Wellington	Professional Staff Excellence: Early Career Award	University of Newcastle Excellence Awards
Ms Sharon Stow	Health, Safety and Wellbeing: Individual Award	University of Newcastle Excellence Awards
Ms Siobhan Curran	Professional Staff Excellence: Individual Award	University of Newcastle Excellence Awards
Specialist Peer Mentoring Program - Georgie Kerr and Katy Lambert	Accessibility Award	University of Newcastle Excellence Awards
Student Success and Retention Project - Professor Laura-Anne Bull, Kate Tucknott, Kate McKenny, Josh Seymour, Jackie Adamson, Emma Bence, Amanda Callinan	Student Experience Excellence Award	University of Newcastle Excellence Awards
Ms Taona Afful	Values Award	University of Newcastle Excellence Awards
Ms Tess Rendoth	Teaching Award	University of Newcastle Excellence Awards
The International Survey of Catholic Women Team - Ms Anita Harvey, Ms Gemma Wolk, Dr Kathleen McPhillips, Dr Miriam Pepper, Dr Tracy McEwan	Global Engagement Award	University of Newcastle Excellence Awards
The Wollotuka Wellbeing Team - Ms Hannah Pipe and Ms Phoebe Sanders	Health, Safety and Wellbeing Award - Highly Commended	University of Newcastle Excellence Awards
Ms Irma Dupuis	Industry Engagement Award	University of Newcastle HDR Excellence Awards
Mr Jake MacDonald	Joint Winner, Community Engagement Award	University of Newcastle HDR Excellence Awards
Ms Kaylee Slater	Leadership Excellence Award	University of Newcastle HDR Excellence Awards
Mr Nathan Weber	Research Excellence Award	University of Newcastle HDR Excellence Awards
Ms Rhanee Rego	Joint Winner, Community Engagement Award	University of Newcastle HDR Excellence Awards
Aunty Vicki Taylor	Community Joint Winner	University of Newcastle Reconciliation Awards
Ms Erin Sutherland	Staff Individual	University of Newcastle Reconciliation Awards
Ms Fiona Kelly and team, Menindee Central School	Community Joint Winner	University of Newcastle Reconciliation Awards
Mr Quincy Ross	Student	University of Newcastle Reconciliation Awards
School of Law and Justice: Curricular Justice Project	Staff Team	University of Newcastle Reconciliation Awards

MANAGEMENT AND ACTIVITIES

NEW ENTERPRISE AGREEMENTS

The University finalised two new enterprise agreements in 2023. The agreements were approved by the Fair Work Commission on 13 September 2023 and introduced a number of sector leading and best practice employment arrangements. The agreements represent a significant modernisation of the University's employment practices, consistent with its Employment Relations Strategy and Framework. The new agreements also reduce complexity in the administration of terms and conditions of employment for staff, supporting the University's efforts to remain at the forefront of addressing sector-wide employment governance challenges.

FAIR WORK OMBUDSMAN UNDERTAKING

The University completed all its obligations under its enforceable undertaking with the Fair Work Ombudsman to address underpayments identified in 2020. The University was recognised for its constructive and proactive engagement with the Fair Work Ombudsman to ensure staff received their correct entitlements. In doing so, the University was the first in the sector to complete this process with the Fair Work Ombudsman.

INTERNAL REVIEWS

A number of internal reviews were undertaken in 2023:

- The General Counsel undertook a review of the Compliance function and the Compliance Management Framework of the University, as well as a review of the Strategic Procurement Functions, which were provided to the Risk Committee in March 2023.
- The University Secretary undertook a review of UNSA expenditure funded by SSAF, which was provided to the Risk Committee in September 2023.
- The Resources Division undertook a Post Implementation Review of the Hunter Innovation (Q) Building, which was provided to the Development Committee in September 2023.
- Other internal reviews that were undertaken in 2023 include a Post Implementation Review of the Enabling Change Program, and a review of the University's Health Safety Management System.

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 Council and/or Executive Committee including:

- External Review of Council
- Review of Business Model
- Investment Strategy Review
- Review of Enterprise Agreement Implementation
- Workplace Framework Review

MAJOR WORKS

THE LAWN, CALLAGHAN

Progress

Three shipping containers were delivered to the Drama Lawn on Callaghan Campus at the end of 2022. In early 2023, physical works commenced onsite, including services infrastructure, landscaping works, and fit-out.

NUServices opened three new retailers in the shipping containers in February 2023 providing additional food and beverage options and a whole new dwell-zone for students.

Cost to date \$918,076

Dates of completion February 2023

Significant cost overruns or delays/amendments

The project was delivered over budget by approx. \$170k. This was due to the extent of infrastructure services works required to support the operation of the containers as well as user requests.

CHANCELLERY LEVEL 2, CALLAGHAN

Progress

Works provided new workspaces for the Marketing and Communications and Global teams under the new University Space Guidelines and Design Principles.

Works included:

- demolition
- new fit out for workspaces, meeting rooms, quiet rooms, support spaces and kitchenette

The contract was awarded in January 2023, and works were fast-tracked to deliver an 8-week program onsite.

Cost to date \$1,056,593

Dates of completion March 2023

Significant cost overruns or delays/amendments

Nil

STUDENT ACCOMMODATION STAGE 2, TAMWORTH EDUCATION CENTRE

Progress

The proposed works were to deliver three additional accommodation blocks and associated carparking to the north of the existing Tamworth Education Centre and accommodation blocks.

Works completed in 2023 include:

The construction of 3 two-storey accommodation blocks to accommodate 30 new students. The accommodation blocks include:

- 30 single bedrooms
- 2 shared bathrooms inclusive of toilet and shower
- 2 shared laundries (one per level)
- 2 shared kitchens (one per level)
- 1 air-conditioned collaborative space (Block G)
- 2 air-conditioned living spaces (Blocks H & J)
- storage facilities for maintenance and operations staff
- smoke detection system
- shared University WIFI connection

Works also included earth, civil and landscaping.

Cost to date \$6,709,714

Dates of completion December 2023

Significant cost overruns or delays/amendments

- Cladding – During removal of the existing cladding, it was found that the substructure was inadequate, did not meet the current requirements of the building code and required replacement. As a result, the budget envelope allocated to the combustible fabric replacement increased by \$135k.
- Asbestos discovery – Asbestos was found onsite in the early stage of project delivery - the cost of removal was \$200k.
- Provisional Sums – Returned prices for hydraulic and ceiling and partition works packages were significantly higher than the provisioned amounts – resulting in a combined increase in cost above the provisioned amounts of \$390k.

These additional costs did not result in an increase to the project budget envelope however the construction contingency had to be increased.

Key activity for 2024

In 2024, the project will be in a defect liability period.

HERB LEVEL 2, CALLAGHAN

Progress

The project scope consists of the enclosure of the Level 2 carpark at the HERB building to provide workspace and teaching spaces for the School of Nursing and Midwifery and a PVC Office suite for the College of Health, Medicine and Wellbeing.

The following activities were undertaken in 2023:

- project initiation
- team mobilisation including procurement of all consultancies
- design development (Concept design was approved in October 2023)
- submission of the Regional Significant Development Application with City of Newcastle
- Procurement activities for contractors have commenced

Cost to date \$399,491

Dates of completion Q1, 2025

Significant cost overruns or delays/amendments

Structural assessment of the car park slab determined that the existing slab is not adequate to support the proposed new use. Structural strengthening is required.

The project team engaged a specialised consultant to resolve the structural adequacy to support new building use.

The cost impact was estimated at \$3.5m and a budget increase was approved by Council in November 2023.

Key activity for 2024

- Design finalisation
- Early works and main works contractor procurement
- Construction works

CENTRAL COAST CAMPUS, GOSFORD

Progress

The following works were undertaken in 2023:

- lodgement and approval of the State Significant development Application
- design development to detailed design
- contractor procurement and award to Hansen Yuncken
- sod turning event in December 2023

Cost to date \$5,942,943

Dates of completion Sem 2, 2025

Significant cost overruns or delays/amendments

Following the main contractor tender process, a number of significant issues and risks outside of University control have arisen. These factors have resulted in the project costs exceeding the approved project budget by \$5.8m. An increase to the budget envelope was approved by Council at the September meeting.

With the revised project budget, the available contingency is limited to key risks including Developer Contributions and Special Levies, site contamination, and provisional sum risks.

Key activity for 2024

Construction works are scheduled to commence in December 2023 and will continue throughout 2024.

As part of the contractor engagement, the design will be finalised with the Principal Design Consultant contract novated to the Main Contractor.

STUDENT ACCOMMODATION, CITY CAMPUS

Progress

Throughout 2023, the project team completed the initiation stage of the project, including procurement of all consultancies and resource mobilisation.

Design development activities have commenced including concept design development for the main works. As part of the design development activities, the bed mix was investigated in consultation with Student Living and benchmarking against other similar facilities.

Enabling Works design development is complete, the Development Application has been lodged and is in late stage of assessment. Procurement for the Enabling Works contract is progressing.

A request for Secretary's environmental assessment requirements has been lodged with NSW Department of Planning and Environment. This will enable the lodgement of the State Significant Development Application in 2024.

Cost to date \$810,855

Dates of completion Q1, 2026

Significant cost overruns or delays/amendments

The construction market has suffered from major cost increase and supply chain issues post COVID-19. Additionally, the bed mix approved in the business case was adjusted to better suit market demand.

As a result, the concept design estimate was assessed approximately 30% over the approved budget.

Council directed the project to continue at the November 2023 Council meeting due to its strategic significance for the University and its community.

Key activity for 2024

Enabling works:

- contractor awarded
- construction works
- works complete

Main works:

- design development progressed
- SSDA lodged and approved in late 2024
- main contractor procurement and contract awarded
- main works commence onsite

UNIVERSITY HOUSE COMPLIANCE UPGRADE, NEWCASTLE

Progress

The scope of works is to deliver compliance upgrades to the University House building including:

- fire safety of the central atrium
- replacement of combustible cladding
- upgrade of stairs, lifts, roof, and building access
- toilet compliance
- balcony repairs

Work commenced in semester 2, 2023. Works to date have included: replacement of combustible cladding underway; fire safety works undertaken and removal of hazardous material.

Cost to date \$7,742,477

Dates of completion Forecasted Q1, 2024

Significant cost overruns or delays/amendments

A water main pipe burst (unrelated to this project) resulting in a 4-week delay in installing a crane lift to support the delivery of the project.

Hazardous material was discovered in the building, with the removal resulting in additional costs and impact to the program. The additional costs are contained within the approved project budget.

The project has been delayed by a couple of months. The project will likely run into Semester 1, 2024 and coordination with building occupants is underway to mitigate any operational impact.

Key activity for 2024

Project completion including stairs and lift upgrade.

RESEARCH AND DEVELOPMENT

RESEARCH INCOME

Category of funding					
Year	1 Australian competitive grants	2 Other public sector research funding	3 Industry and other funding for research	4 Cooperative Research Centre funding	Total
2019	\$43,808,849	\$31,032,575	\$33,698,457	\$4,508,154	\$113,048,035
2020	\$51,066,830	\$40,796,000	\$36,414,917	\$5,298,342	\$133,576,089
2021	\$48,902,900	\$31,812,764	\$50,737,650	\$2,480,321	\$133,933,635
2022	\$44,953,050	\$23,972,945	\$57,164,641	\$862,072	\$126,952,709

INVESTING IN THE UNIVERSITY'S HIGH-END RESEARCH CAPABILITIES

The University's Central Analytical Facilities commissioned new research instruments valued at more than \$6 M to support critical research. The Central Analytical Facilities team manages nearly 30 high-spec research instruments that support 130 active research contracts and are used by over 170 researchers across the University, including HDR candidates and Honours students. Many of these instruments are not available anywhere else in the region, which gives the University opportunities to not only support future research activities but also grow industry collaborations by making its specialised equipment accessible to external partners.

NEW IMAGING EQUIPMENT PAVES THE WAY FOR STATE-OF-THE-ART IMAGING FACILITY

University of Newcastle researchers secured funding from the Australian Research Council (ARC) for specialist imaging equipment that will reduce the number of animals required in research projects.

The new equipment will be based at the University's BioResearch Building – a \$37.5 M facility designed to improve the way disease is detected, diagnosed and treated. It will complement existing instruments in the BioResearch Building and help the University establish a state-of-the-art imaging facility for pre-clinical studies – a first of its kind for the Hunter region.

UNIVERSITY RESEARCHERS SECURE \$23 M IN MEDICAL RESEARCH FUTURE FUND GRANTS

Thirteen University of Newcastle research teams secured more than \$23 M in Medical Research Future Fund grants to advance research designed to help people live better, healthier lives. Over \$2.3 M will support the 'Facematch' program – an AI technology developed by University of Newcastle researchers that uses facial recognition as an early screening tool to diagnose children with intellectual disability. A \$2.6 M grant will support research that aims to tailor specific blood pressure medication to certain individuals based on their genetic profile. The funding will also support the trial of a community-led breastfeeding program for Aboriginal mothers, the role of pre-emptive genomic testing in reducing the toxicity of certain cancer drugs, and more.

The Medical Research Future Fund is a \$20 billion initiative from the Australian Government that invests in innovative, future-focused research designed to improve lives, build the economy and contribute to health system sustainability.

SUSTAINABLE DEVELOPMENT GOALS PERFORMANCE WITH RESPECT TO STUDENTS

SDG 10.4.1 STUDENTS WITH DISABILITIES

1st in NSW and 3rd in Australia from the 35 Australian universities that participated in the 2023 Ranking.

SDG5.3 STUDENT ACCESS MEASURES

Equal 1st in Australia with Monash University. This result is made up of four metrics 5.3.1 Tracking Access Measures, 5.3.2 Policy for Women applications and entry, 5.3.3 Women's Access Schemes and 5.3.4 Women's application in under-represented subjects.

Overall in SDG5 (Equity) the University ranked 3rd in Australia and 27th globally.

LAND DISPOSAL

No land disposals were valuing greater than \$5,000,000 or sold by public auction or tender.

PERFORMANCE INFORMATION

Student Statistics

		2019	2020	2021	2022	2023
Number of students ¹	Total	37,915	39,103	38,986	36,921	36,244
	Commencing	16,868	17,650	16,998	15,234	15,843
Student load ²	Total	25,973	26,511	26,437	24,572	23,967
	Undergraduate	19,863	20,079	20,354	18,919	18,099
	Postgraduate Coursework	2,590	3,039	3,217	3,129	3,394
	Higher Degree Research	1,343	1,288	1,148	1,079	1,042
	Enabling	1,575	1,810	1,590	1,244	1,145
	Non-Award	250	101	35	106	154
	ELICOS	353	194	92	95	134
	International	4,995	4,397	3,810	3,805	4,514
	Domestic	20,978	22,114	22,627	20,767	19,454

Notes: Rounding errors occur. Student data source: University Data Warehouse as at 19 February 2024. Staff data source: Department of Education 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.

Percentage of Domestic Enrolments

Year	Indigenous	Living with disability	Low SES	First in Family	Regional & Remote	Prior Enabling
2019	4.0%	8.4%	25.4%	51.3%	17.7%	14.8%
2020	4.1%	12.6%	25.1%	51.1%	17.7%	13.9%
2021	4.3%	14.4%	24.1%	50.3%	17.6%	13.8%
2022	4.5%	16.6%	23.9%	48.0%	17.5%	13.5%
2023	4.8%	18.3%	23.5%	45.8%	17.4%	13.2%

