



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

MA & MORLEY SCHOLARSHIP PROGRAM

SCHOLAR CHARTER

The Ma & Morley Scholarship Program is a transformative experience offered to students at the University of Newcastle who aspire to make a difference in the world. It honours the life-changing and enduring friendship shared by two remarkable individuals, Mr Ken Morley and Mr Jack Ma, through a Program that aims to inspire, educate and cultivate the next generation of globally aware and socially conscious Australian leaders.

The Scholar Charter aims to provide clarity and guidance on your journey to becoming the future leader you aspire to be. It also provides a framework for conduct and expectations that aims to meet both your needs and the interests of the Program and the University of Newcastle more broadly.

The Ma & Morley Scholarship Program values the knowledge and contribution that Aboriginal and Torres Strait Islander peoples have made, and continue to make, in this country. We acknowledge the traditional custodians of the lands where we live, work, study and play. We pay respects to the Elders of these lands, as they hold the knowledge, values and stories that will help us to sustain this country for generations to come. We extend that respect to the Elders and homelands of our Scholars and staff.

TABLE OF CONTENTS

Preamble	Page 3
About the Scholar Charter	Page 4
Key Principles of the Scholar Charter	Page 5
1. Engagement	Page 6
2. Conduct	Page 8
3. Wellbeing	Page 10
4. Promotion	Page 11
5. Accountability and Academic Progression	Page 13
Appendix 1 - Ma & Morley Scholarship Program Values	Page 15
Appendix 2 - Resources	Page 16

PREAMBLE

The Ma & Morley Scholarship Program is a flagship program at the University and a practical example of the lived experience of our University's values of:

- Excellence
- Equity
- Engagement
- Sustainability

These values set the standards that the University expects, encourages and nurtures in our students and staff. They shape our decision-making and underpin our direction through the [Looking Ahead Strategic Plan](#).

As individuals and representatives of the University, we must all act in ways consistent with not only the University's values, but also its [Code of Conduct](#). The Code applies to all staff and students at the University, who are to comply with its principles in their studies, performance of duties and other University-related activities.

This Charter is a partner document to the respective Ma & Morley Scholarship Program Terms and Conditions (see Appendix 2).

The Ma & Morley Scholarship Program is a once-in-a-lifetime opportunity. As Ma & Morley Scholars, we ask you to embrace the opportunities for learning and connection offered through the Program, as you gather skills and experiences to both realise and uphold the Program's four core values:

- Peace, Demilitarisation and Cultural Respect
- Equity and Justice for All Peoples
- Ethics in Entrepreneurship and Workers' Rights
- Environmental Sustainability and Biodiversity Conservation

There are no easy solutions to realising these values. It will require deep, considered thought, dialogue and action among many and diverse people who are connected through meaningful friendships fostered through the Program.

If you have any questions or are facing challenges, please talk to us. Our Program Team, Ambassadors and University networks are here to help you maximise your opportunities and provide confidential support across your higher education journey. Please refer to the list of some of the available support services and resources available to you in Appendix 2.

ABOUT THE SCHOLAR CHARTER

The Ma & Morley Scholar Charter aims to provide in-depth information about the expectations and responsibilities that come with being a Ma & Morley Scholar. It also outlines what you can expect from the Program Team to support you on your leadership journey.

Being clear about each party's expectations, roles and responsibilities aims to ensure that your time as a Ma & Morley Scholar is a positive and enriching experience for everyone.

What this Charter Means for Scholars

As outlined in your application, the Ma & Morley Scholarship Program expects Scholars to have the capacity to embrace opportunities for learning and connection and demonstrate commitment to the Program's values throughout your time at University. If you are having difficulty meeting your commitments for any reason, we encourage you to speak confidentially to a member of the Program Team as soon as possible so we can support you in your journey.

The conduct and actions of all Program Scholars, Ambassadors and University staff and partners is important. If you experience something that you feel doesn't align with the values of the University or of the Program, please let us know.

The Charter provides clarity and guidance to help you on your educational and scholarship journey. It cannot address every situation; however, you need to be aware that consistent failure to comply with the Charter will be considered a breach of rules or guidelines outlined by the University and may result in your place in the Scholarship Program being reviewed, suspended or terminated.

The best advice is to ask for guidance or seek support as soon as issues arise. We are here to help.

What this Charter Means for the University

The Ma & Morley Program Team (currently the Program Coordinator and Program Officer) are committed to maximising opportunities and providing support during your time as a Ma & Morley Scholar. This includes scheduling core activities and coordinating optional activities to further enrich your experience in the Program. We are also committed to upholding the Program values and positively positioning and promoting this flagship program of the University.

The Charter provides clarity around our expectations and responsibilities in managing the Program, in line with the Ma & Morley Scholarship Program Terms and Conditions and the Deed of Gift between the University and the donor, which governs management of the donation.

KEY PRINCIPLES OF THE SCHOLAR CHARTER

1. Engagement

Unlike other scholarships at the University, the Ma & Morley Scholarship Program includes a program of activities to help inspire, educate and cultivate the next generation of globally aware and socially conscious Australian leaders. It includes core activities, which are compulsory for all Scholars to attend, and other optional activities and opportunities designed to enrich your student experience and allow you to both develop your leadership skills and to give back to the Scholarship Program.

2. Conduct

The Ma & Morley Scholarship Program was created to support students from all walks of life to develop as leaders through each stage of the Program. Scholars are expected to behave in a manner that upholds the values, reputation and expectations of both the Program and the University; and to treat each other with honesty, fairness, trust, accountability and respect.

3. Wellbeing

The Ma & Morley Scholarship Program has its foundations in some of the most basic human needs – love and friendship, cultural respect, equity, justice and inclusion. The wellbeing of all Scholars is our priority. Please let us know if you are facing challenges. We can connect you with support and make arrangements to help you maximise your University and Program experience and access future opportunities.

4. Promotion

The Ma & Morley Scholarship Program is a flagship program at the University, and we hope you'll be open to spreading the passion and pride the University has for this unique Scholarship. While entirely optional, participating in promotional and marketing activities may equip you with valuable experience in public speaking, media relations and help to increase your global awareness, while building capability and confidence to prepare you for future leadership roles.

5. Accountability and Academic Progression

Accountability involves acting with integrity and being proactive about every aspect of your involvement with the Ma & Morley Scholarship Program. This includes understanding your obligations and time commitments in relation to core Program activities and communicating openly and asking questions if you are not sure. It also means avoiding conflicts of interest, where personal activities or commitments may compromise decisions or actions in relation to the Program, and making appropriate disclosures or taking action as needed.

As for all undergraduate students at the University, underlying the Ma & Morley Scholarship Program is the need for you to satisfactorily progress in your studies towards graduation over a reasonable timeframe. While we can connect you with support and resources to help you on your academic journey, the expectation is that you will maintain a minimum Grade Point Average (GPA) of 5.0 in order to retain your Scholarship. Please refer to the University Resources in Appendix 2 for information on how to calculate your GPA.

KEY PRINCIPLES OF THE SCHOLAR CHARTER

1. ENGAGEMENT

Core Program Activities

The core activities of the Ma & Morley Scholarship Program are the foundation for learning and connection across each stage of the Program. Engagement is compulsory, to ensure that every Scholar maximises their experience with the Program and that Scholars have the opportunity to form strong bonds.

Your Responsibilities

- You must engage in all core Program activities unless adverse circumstances prevent you from doing so – see below.
- Dates for core activities are distributed through Scholar communication channels (ie: Slack) at the beginning of each academic year. It is your responsibility to add these dates and activities to your calendar to help avoid potential clashes.
- To help with planning, please confirm your attendance on the form provided before each core activity.
- Your attendance is assumed, unless you have notified the Program Team directly by email or through the form with supporting documentation as to why you cannot attend.
- Adverse circumstances for non-engagement with a core activity of the Ma & Morley Scholarship Program include:
 - Health grounds - either physical or psychological
 - Compassionate grounds - eg: the death or serious injury of a close family member or friend
 - Hardship - eg: family breakdown or severe disruption to domestic arrangements
 - Trauma - eg: impact of crime or accident, impact of natural disasters
 - Unavoidable commitments - eg: jury duty, volunteer firefighters or student reservists
- Usual work commitments, travel plans or lack of personal organisation are not considered valid reasons not to engage in a core Program activity. If you do have work clashes, please communicate this with the Program Team as soon as you become aware.
- If a core activity clashes with your course requirements, please speak with your lecturer or tutor and explore alternative arrangements as soon as possible. The Program Team will be happy to confirm that your attendance is required through an email.
- Scholars across each stage of the Program will be briefed on specific requirements or core activities.
 - For example, your Action Project in Stage 3 is a core activity. You have complete autonomy regarding the scope of the project, and it should be designed to accommodate your personal, work and study commitments while ensuring you create impact.
- If Scholars do not engage in at least 80% of core activities, your place in the Scholarship Program may be reviewed, suspended or terminated.
- If you experience ongoing issues with scheduling or engagement with core activities, please talk confidentially to the Program Team so they can support you.

The University's Responsibilities

- Dates for all core activities will be provided at the beginning of the academic year and we will do our best not to change them.
- Where possible, activities will be scheduled to minimise impact on your course requirements.
- We will aim to schedule core activities on quiet days and avoid exam periods.
- We understand that everybody's circumstances are different, and we will work individually with Scholars to ensure you have appropriate support to allow you to engage effectively in core Program activities.

Optional Program Activities

In addition to the core scholarship activities, Scholars benefit from engaging in many other optional activities designed to maximise your leadership journey, learning and connection through the Ma & Morley Scholarship Program.

Your Responsibilities

- Be open to, and seek out, opportunities to extend yourself as a Ma & Morley Scholar.
- You are encouraged to take part in as many opportunities as possible and engage with all aspects of the Program.
- Embrace the opportunity to meet people, contribute to committees, organise events, speak publicly and participate in external opportunities that align with the Program.
- Some opportunities are open to all Scholars, some are offered on a 'first in, first served' basis and others are offered to individuals based on known interests, aspirations and experience. Being proactive will help maximise your opportunities.
- Some activities include the opportunity for you to learn new skills, undertake training or require existing expertise. The individual circumstances will be outlined in the invitation. As a general guide:
 - Where the activity includes training that is aligned to the Program's values and builds on your learning as a Scholar (eg: Leadership Intensive), the Program will cover the cost of training.
 - Where the activity requires extensive training (eg: assisting with Welcome Program facilitation), the Program will cover the cost of the training and pay you at casual rates to attend the training.
- You are not obliged to take part in optional activities. If you decline an invitation, it will not affect your ability to take part in future opportunities.
- If you have any questions, please speak to the Program Team. We are here to help you get the most from your Scholar experience at University.

The University's Responsibilities

- We aim to be as fair as possible in sharing opportunities among all Scholars.
- We will work with you to help you get ready for activities that require preparation. For example, training is provided in preparation for the Welcome Program facilitation.
- We will try to limit the amount of time required to prepare for activities to less than four hours.
- We will be clear about whether any payments are available and confirm the details in writing before you accept an invitation to take part in an activity.
- We will avoid asking you to take part in activities that require you to purchase anything new (eg: clothing or equipment). If this seems likely, please speak to the Program Team to discuss options before you accept the invitation to the activity or buy anything.
- If you have any questions or feel you have unfairly missed out on an opportunity, please speak to the Program Team.

Paid Opportunities

- From time to time, some Program activities provide the opportunity for you to share your unique skills or expertise as part of your commitment to promoting the Program (eg: special performances) and/or to impart knowledge or cultural understanding to others.
 - Where the activity uses your professional expertise (eg: music or dance training), there may be an opportunity for you to be paid.
 - Where the activity requires extensive training and/or preparation (eg: acting as Facilitators for the Welcome Program), you will be paid at casual rates.
 - We will confirm the details of any payments in writing beforehand.
 - In all cases, we encourage you to seek clarification if any details are unclear.

2. CONDUCT

The Ma & Morley Scholarship Program commits to upholding standards of conduct and behaviour that reflect our values and support your journey to becoming a globally aware and socially conscious leader.

Your Responsibilities

- As a recipient of a flagship University of Newcastle scholarship, Scholars must demonstrate the behaviours outlined in the University's [Code of Conduct](#). If you behave in a manner that in any way diminishes the reputation of the Scholarship Program or is contrary to the University of Newcastle's values or commitment to integrity and professionalism, your place in the Scholarship Program may be reviewed, suspended or terminated.
 - To ensure procedural fairness, consistent issues of misconduct will be referred to the Deputy Vice-Chancellor (Academic) and dealt with under the University's [Student Conduct Rule](#).
 - A confirmed formal finding of misconduct will be deemed as sufficient grounds under which your place in the Scholarship Program will be reviewed, suspended or terminated.
- All Ma & Morley Scholars and Program Team members are representatives of the Program. Together we commit to:
 - Being courteous and kind, listening, communicating openly and recognising and valuing each other's opinions, ideas and contributions, even if they are not the same as our own.
 - Promoting a respectful and collaborative culture that recognises the importance of diversity and difference and does not tolerate bullying or harassment of any kind.
 - Being responsible for our actions or inaction.
 - Behaving appropriately at all times, including during official Program activities and immersions, and while we are 'off-duty' or off-campus.
- Everybody makes mistakes. Be honest, be open, be accountable and take responsibility for your actions. Talk to the Program Team if you have any concerns.
- Communication is essential to the success of the Program. Scholars are required to:
 - Check the group Slack channels at least once each week for Program updates.
 - Take part in discussions and respond promptly to messages sent via Program communication channels as soon as possible.
 - Complete any required forms by specified due dates, for example attendance forms for the planning of core Program activities.
 - Promote a welcoming and supportive environment where people, particularly new Scholars, feel comfortable expressing opinions and sharing ideas.
- If you are contacted by the Program Team, the expectation is that you reply. If you repeatedly do not respond, it may be taken as an indication that you are opting out of the Scholarship Program and your place in the Program may be at risk of review, suspension or termination.
- The success of the Program relies on everyone sharing their experiences as you continue to learn, change and evolve on your respective leadership journeys.
- Ma & Morley Scholarships are offered for the duration of your degree (up to 5 years full time). You are required to stay involved and engaged with the Program for the duration of your Scholarship. If you do not, it may be taken as an indication that you are opting out of the Scholarship Program and your place in the Program may be at risk of review, suspension or termination.
- If you feel you are struggling to meet the requirements of the Program, please speak to the Program Team. Support is available if you are facing challenges.
- Scholars who are not fulfilling the participation requirements or conduct expectations will be asked to meet with the Program Team to discuss any issues or concerns and agree any required actions.

The University's Responsibilities

- As a Program Team, we encourage and promote an environment that upholds and respects diversity, collaboration, honesty and integrity.
- We will be open, supportive and responsive in our communications with every Scholar.
- We will be mindful of Scholars' individual circumstances and challenges and offer confidential support to anyone facing hardship.
- We will listen and respond fairly when issues arise and, where issues are of a serious nature, may refer these to the Deputy Vice-Chancellor (Academic) to be dealt with under the University's [Student Conduct Rule](#).

3. WELLBEING

The Ma & Morley Scholarship Program provides Scholars and Ambassadors with opportunities to be part of a supportive community that helps you become the leader you aspire to be and supports your wellbeing and personal growth in this journey.

Your Responsibilities

- Experience shows that the more time, energy and dedication you invest in the Program, the more you will learn and grow.
- By accepting the Scholarship, you are committing to meet formally and informally throughout the year for peer-led support and knowledge-sharing, which may include wellbeing activities.
- Staying connected to the Program and each other is how the group develops strong bonds with each other.
- As you progress through the Program stages, Scholars in Stages 2 and 3 are expected to give back and support Stage 1 Scholars through our peer support network.
- If you are facing challenges or finding it difficult to commit to Program activities, please speak confidentially to the Program Team. We can help you access University services or peer support from other Scholars as needed.
- The University has extensive support services to help you in all areas of life, from academic support to personal and health services. See available support services in Appendix 2.
- Finding the balance between competing priorities is always a challenge, however taking care of your mental health, and investing in your wellbeing, is a critical skill that will help you navigate your way through life – both as a student, Scholar and beyond.

The University's Responsibilities

- We will ensure that all Scholars have access to University support services and know where to go for additional help and advice as needed.
- We will ensure that all Scholars have the opportunity to access peer support outside core Program activities.
- We will always listen and take into account your individual circumstances.
- We will support you to reconnect with your peers in the Program after periods of absence for any reason.

4. PROMOTION

Sharing the experiences and achievements of our Scholars, who are supported by the generosity of the Jack Ma Foundation and promoting opportunities available through the University is an important element of the Ma & Morley Scholarship Program.

Your Responsibilities

- As a Ma & Morley Scholar, we hope you'll be open to helping spread the passion and pride the University has for this unique Scholarship Program.
- However, there is no specific requirement for you to take part in promotional activities for the University. Any promotional activities you may choose to participate in are entirely optional.
- Personal stories help convey information about our University and the students who choose to further their studies with us, however, there is no obligation on you to share your story if you do not wish to do so.
- Opportunities to promote the University and the Program equip Scholars with valuable experience in public speaking, media relations and may provide increased global awareness to help prepare you for future career roles and leadership opportunities.
- Opportunities to promote the University may include:
 - Official photos or videos captured at University events that may be used to promote the University and/or the Program to external audiences, including future students.
 - Candid photos or videos captured at Program events which may be used to document the Ma & Morley experience among Scholars, friends/family, donors and the Program Team.
 - Other promotional activity, including participating in interviews, meeting people, giving a speech or performance. This content may, with your consent, be published in the public domain.
- If you would like documentary content about you to be excluded from promotional activities, please advise the Program Team in writing.
- You are welcome to share your experiences through your own social media accounts and to a user-generated content campaign on the University's website.
- All shared content must be in keeping with the University's [Code of Conduct](#) and the values of the Ma & Morley Scholarship Program and include the tag #UniNewcastle and #MaMorley.

Before you Take Part in any Promotional Activities for the University:

- Check what is required and ask questions if anything is unclear.
- Feel free to ask if you will be paid.
- Be professional: arrive on time, follow instructions, bring your best self.
- Try to avoid cancelling but, if you do need to, please provide as much notice as possible.

The University is proud to promote the Ma & Morley Scholarship Program and Scholars' achievements to help convey information about our University and the students who choose to study with us, and to encourage future students to follow in your footsteps.

The University's Responsibilities

- We understand that some Scholars may wish to remain private. While we encourage you to take part in promotional opportunities, it is not compulsory to be involved and your decision will not impact future opportunities to take part in activities within or outside of the Ma & Morley Scholarship Program.
- We appreciate the time you are willing to give to support promotion of the University and/or the Scholarship Program.
- We will endeavour to provide you with the necessary training, equipment and support to carry out any promotional activities safely and efficiently and effectively.

- We commit to providing as much information as possible, being clear about what we are inviting you to do and how long it is likely to take.
- We will seek your permission before reproducing your name, image(s) or words on any University of Newcastle content channels.
- We will ask you to sign an image consent form when you initially join the Program. This outlines the terms of use for any images, and we will abide by these conditions.
- If you participate in a media opportunity, your consent to participate serves as consent to publish imagery, video and comments captured during this opportunity.
- Where appropriate, we will pay you the equivalent rate as other student volunteers who carry out a similar activity.
 - For example, students who participate in media opportunities representing the University are not paid. Whereas University Student Ambassadors who take part in promotional photoshoots and provide usage rights to the images may be compensated financially for their time – usually via gift vouchers.

Further Information

- The names and contact details of Scholars may be shared between the Program Team and the University's Marketing and Communications team.
- You may be contacted by staff from across the Marketing and Communications team and invited to take part in activities. If you are unsure about their request, please contact the Program Team.
- In the unlikely event you are unhappy or uncomfortable with an experience while assisting with a promotional activity for the University or the Program, please contact the person who asked you to participate, or the Program Team, who will work to resolve the issue and seek to ensure it does not happen again.

5. ACCOUNTABILITY AND ACADEMIC PROGRESSION

Ensuring your experience at University and as a part of the Ma & Morley Scholarship Program is a positive, enriching and ultimately a successful one requires all parties to be accountable for their actions, academic or otherwise, and behave and conduct themselves in a manner that aligns with the Program's values.

Your Responsibilities

Being accountable means that you will:

- Acknowledge and meet your responsibilities outlined in this Scholar Charter around behaviour, engagement and conduct.
- Comply with the Ma & Morley Scholarship Program Terms and Conditions. Please refer to the Program Resources in Appendix 2.
- Show respect for the Program's values and your fellow Scholars. Your commitment to the Program also shows respect for those students who may have missed out on this opportunity.
- Understand that the Program Team and the University have a responsibility to uphold the Terms and Conditions of the Scholarship, including the Deed of Gift between the University and the donor which governs management of the donation.
- Behave in a manner that honours the Scholarship Program and the University's commitment to integrity and professionalism.
- Maintain both your ongoing enrolment at the University and satisfactory academic progress within your degree; ie: a Grade Point Average of at least 5.0 for the duration of the Scholarship.
- At all times comply with the requirements of the University's [Student Academic Progress Procedure](#).

Your actions, inaction, individual difficulties or circumstances will always be taken into consideration in terms of your ongoing tenure in the Ma & Morley Scholarship Program.

- While the Scholar Charter cannot address every situation that may be encountered, it is important to understand that there will be consequences for acting in ways that are inconsistent with the Scholar Charter or Scholarship Terms and Conditions. This may include your position in the Scholarship Program being reviewed, suspended or terminated.
 - To ensure procedural fairness, issues of misconduct will be referred to the Deputy Vice-Chancellor (Academic) and dealt with under the University's [Student Conduct Rule](#).
 - A confirmed formal finding of misconduct will be deemed as sufficient grounds under which your place in the Scholarship Program will be reviewed, suspended or terminated.
- If you are concerned about your academic performance or fail a subject or subjects, it is imperative that you communicate this with the Program Team as soon as possible, so that we can understand the reasons behind your academic performance and connect you with relevant support if needed.
- Suitable arrangements and support will be made available to assist your personal circumstances. This will include an adjustment of Scholarship payments to allow for a reduced study load or to allow for previous payments made for subjects that have not been successfully completed.
 - To better understand what constitutes an Equivalent Full-Time Study Load (EFTSL), please refer to University Resources in Appendix 2.
 - A reduced study load is considered anything less than an EFTSL of 1.0.
- It is also important to remember, if you are planning to reduce your study load, to action this before [census date](#) to ensure that course fees aren't added to your HECS debt. If you withdraw from a course after census date, the course fees may still be added to your HECS debt, even though you did not complete the course.
- You should always ask for help or seek support if you are facing difficulties or are not sure.

- If you are concerned about your academic performance or fail a subject or subjects, it is imperative that you communicate this with the Program Team as soon as possible, so that we can understand the reasons behind your academic performance and connect you with relevant support if needed.
- While changing degrees may be permissible in certain circumstances, the Program Team must be notified and ideally consulted before the change is made.
- In the unlikely event that you discontinue your studies, the Program Team must be notified, and your Scholarship will be terminated.
- If you discontinue your studies and have received payments for subjects you have not successfully completed, you will be required to pay back those amounts in full. The Program team will consider your circumstances and work with you to make suitable arrangements.

The University's Responsibilities

- The Program Team's priority is to help each Scholar gain the most benefit from the Program and their time at University, while always upholding the Program's values.
- We are committed to maintaining the integrity of the Program and hold to account any actions, conduct or behaviours that are not consistent with the Program's values. Where appropriate, these will be referred to the Deputy Vice-Chancellor (Academic) to be dealt with under the University's [Student Conduct Rule](#).
- We will do everything we can to provide an enriching environment for all Scholars to achieve their learning objectives and develop as leaders.
- We will make you aware of available support to assist your personal circumstances and help enable satisfactory ongoing academic progression.
- We will adjust Scholarship payments to allow for a reduced study load or to account for previous payments made for subjects that have not been successfully completed.
- In conjunction with the Program's Advisory Committee, we will act fairly and responsibly in managing the Program.





APPENDIX 1

MA & MORLEY SCHOLARSHIP PROGRAM VALUES

Ken Morley was a forward-looking man with strong progressive values. His interests took him to China and to form a connection with a young Jack Ma. This friendship helped shape Mr Ma's outlook and perspective which has formed the bedrock of his entrepreneurial success and philanthropic endeavours.

The Ma & Morley Scholarship Program honours the remarkable friendship shared by these two inspiring individuals, and the Program's values are the combined legacy of their dreams and aspirations for humanity and our planet. These values collectively engage with some of the greatest challenges of our time and provide the framework for the ideas, dialogue and action with which Scholars will engage through the Ma & Morley Scholarship Program.

By inspiring, educating, and cultivating the next generation of globally aware and socially conscious Australian leaders, the Ma & Morley Scholarship Program aims to empower Scholars with the skills and global connections to uphold these values throughout their time at University and beyond.

	<p>Peace, Demilitarisation and Cultural Respect</p> <p>This value touches on the idea that peace is not doves and rainbows – it is the outcome of hard work by courageous and committed groups and individuals. Young people are applauded for being so interested and involved in issues such as climate change, human rights, and individual freedoms, but the challenge is laid down to young change makers to wake up to the sleeping giant of issues facing humanity - peace, demilitarisation and cultural respect.</p>
	<p>Equity and Justice for All Peoples</p> <p>Equity and justice among all is a win-win that will result in more opportunity and happiness for everybody.</p>
	<p>Ethics in Entrepreneurship and Workers' Rights</p> <p>We can rethink business so that communities, workers and the environment can all benefit.</p>
	<p>Environmental Sustainability and Biodiversity Conservation</p> <p>Evidence for Climate Change continues to reinforce the urgent need for change. Caring for the environment and conserving biodiversity is not just a green thing to do, but increases our connection to Country and increases our wellbeing.</p>

APPENDIX 2

RESOURCES

University Resources

- University Policy Library
<https://policies.newcastle.edu.au/>
- Student Support Services
<https://www.newcastle.edu.au/current-students/support>
- Student Academic Progress Procedure
<https://policies.newcastle.edu.au/document/view-current.php?id=345>
- GPA Calculator
<https://www.newcastle.edu.au/current-students/study-essentials/assessment-and-exams/results/gpa-calculator>
- What is an Equivalent Full-Time Study Load (EFTSL)?
https://askuon.newcastle.edu.au/app/answers/detail/a_id/1921/~/%20what-is-an-equivalent-full-time-study-load-%28eftsl%29%3F#:~:text=At%20UON%2C%201%20EFTSL%20is,x%200.125%20%3D%201%20EFTSL

Program Resources

- Ma & Morley Scholarship Program
<https://www.newcastle.edu.au/scholarships/ma-and-morley-scholarship-program>
- Ma & Morley Scholarship Program Terms and Conditions:
 - [Academic Excellence Scholarships](#)
 - [Educational Disadvantage Scholarships](#)
 - [Indigenous Scholarships](#)
 - [Lǐng Jūn Scholarships](#)

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