



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

ANNUAL REPORT 2013

GLOBAL LEADERS DRIVING WORLD-CLASS INNOVATION

The Honourable Adrian Piccoli MP
Minister for Education
New South Wales Parliament House
Macquarie Street
Sydney NSW 2001

30 April 2014

Dear Minister

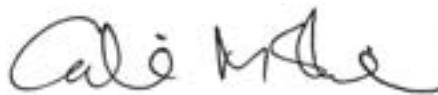
On behalf of the Council of the University of Newcastle, we have the honour of submitting our Annual Report to you for presentation to Parliament. The Annual Report summarises the work and activities of the University for the year ended 31 December 2013.

The Annual Report and the audited Financial Statements have been prepared in accordance with the *Annual Reports (Statutory Bodies) Act 1984*.



Mr Paul Jeans

Chancellor



Professor Caroline McMillen

Vice-Chancellor and President

Cover image: Dr Elham Doroodchi and the VAM Chemical Looping Abatement Prototype which converts dilute quantities of methane into carbon dioxide and is part of a national research program aimed at reducing methane gas emissions from the mining sector. This technology has the potential to reduce Australia's overall greenhouse gas emissions by three per cent – the equivalent of removing 2.8 million cars from the road. Our researchers are global leaders driving world-class innovation.

CONTENTS

02

Introduction

65

Future workforce

06

Our organisation

78

Campus, capital and IT

09

Our future

83

Governance activity

12

Governance and leadership

98

Finance

28

Education

105

Financial statements

53

Research and innovation

164

Compliance index



Introduction

The University of Newcastle has delivered excellent results in 2013, and continued to build its global reputation for high quality education, research and innovation.

We are a research-intensive institution ranked in the top 10 in Australia and strong research performance is key to our ongoing success. In 2013, we strengthened our research standing receiving the highest total funding ever awarded to the University in the National Health and Medical Research Council funding round, and the highest application success rate of any university in the country. This is a remarkable achievement in an environment where the competition intensifies every year. The University also received strong support from the Australian Research Council, including funding in the 2013 Discovery Project funding round of \$8.8m and a total of 11 competitive Fellowships.

During the year, the University's outstanding researchers were acknowledged for their contributions to science. Inventor of the revolutionary Jameson Cell, Laureate Professor Graeme Jameson, was awarded the 2013 NSW Scientist of the Year at the Science and Engineering Awards. Professor Michael Mahony and his breakthrough genome technology, known as the Lazarus project, made it into TIME magazine's 25 'Best Inventions of the Year' – the only Australian invention to make it onto the list.

The University continues to champion a next-generation learning experience and each year we strive to deliver a first-rate education for our students. In 2013 we launched our first two flagship programs: the Bachelor of Speech Pathology (Honours) and a Master of Education. The University

also appointed a new Pro Vice-Chancellor (Learning and Teaching), Professor Liz Burd, to lead the 'UOnline Plus' initiative, which will ensure staff and students have access to leading edge technology-enabled learning and teaching.

The Wollotuka Institute's 30th anniversary of providing cultural support and education to Aboriginal and Torres Strait Islander students was a major milestone in 2013. The Institute leads Indigenous education in Australia, and is the strength behind our University's great success in advancing education participation and attainment for Aboriginal and Torres Strait Islander students.

Since our foundation, the University's communities have been part of our DNA. In 2013 our partnerships in local regions and across the world were strengthened with more than 1,700 students engaged in iLead volunteer programs, and 166 volunteers from the University participating in international student and community integration programs.

We would like to extend our sincere thanks to our staff, students, partners and communities for their support and contribution to the University's success in 2013. Working together, we have delivered great results. Looking ahead, we will continue to work towards realising our vision to be a global leader, and deliver world-class education, research and innovation that supports the development of strong regional communities.

Paul Jeans
Chancellor

Professor Caroline McMillen
Vice-Chancellor and President

Rankings



5 Stars

QS Stars overall
maximum rating of five stars¹



TOP 10

in Australia for research funding
outcomes²



TOP 50

universities in the world under
50 years of age³



CIVIL AND STRUCTURAL
ENGINEERING

TOP 50

universities in the world and
6th in Australia
for Civil and Structural Engineering⁴



MEDICINE

TOP 200

universities in the world and
9th in Australia
for Medicine⁴



ENGINEERING
AND TECHNOLOGY

TOP 200

universities in the world and
11th in Australia
for Engineering and Technology⁵



ARTS AND
HUMANITIES

TOP 250

universities in the world and
14th in Australia
for Arts and Humanities⁵



TOP 300

universities in the world⁶



TOP 400

universities in the world⁷

1. QS Stars 2011–2014

2. Department of Education National HERDC Income dataset

3. QS 'Top 50 Under 50' 2014

4. QS World University Rankings by Subject 2014

5. QS World University Rankings by Faculty 2013

6. QS World University Rankings 2013, Times Higher Education World University Rankings 2013

7. Academic Ranking of World Universities 2013

Key statistics 2013

39,131

student enrolments

26,195

student load (EFTSL)

18,231

commencing enrolments

7,683

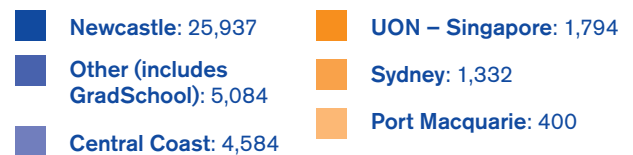
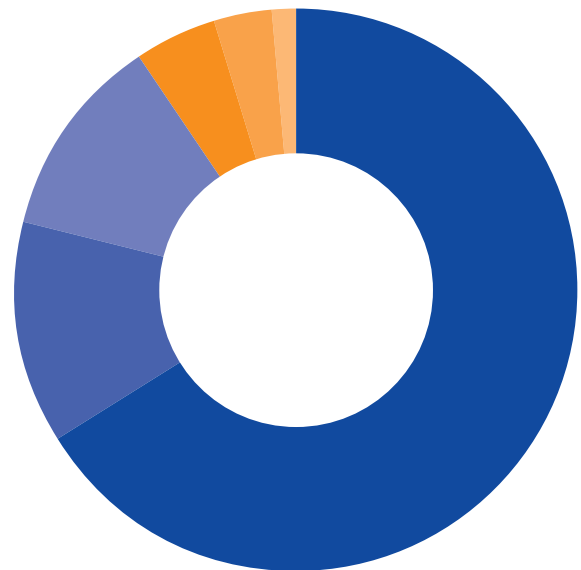
international enrolments

2,670

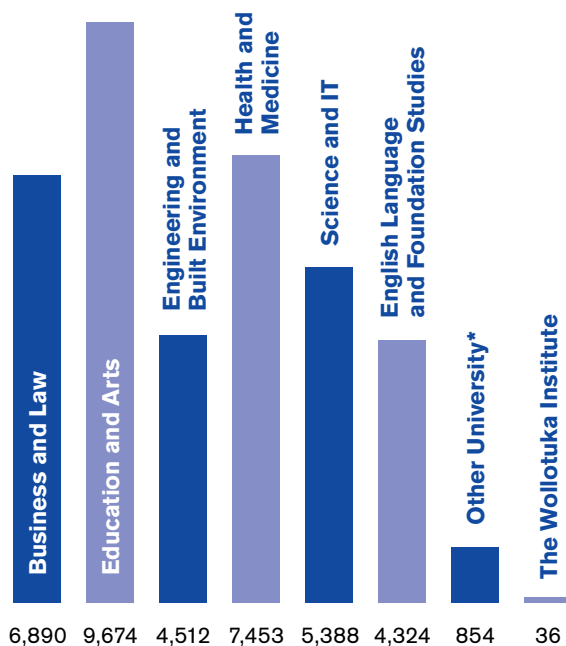
total staff FTE (excludes casuals)

Source: MIS 5 March 2014 for 2013 and prior years

Student enrolments by campus



Student enrolments by faculty

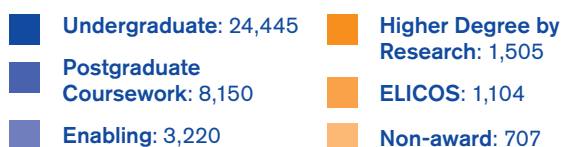
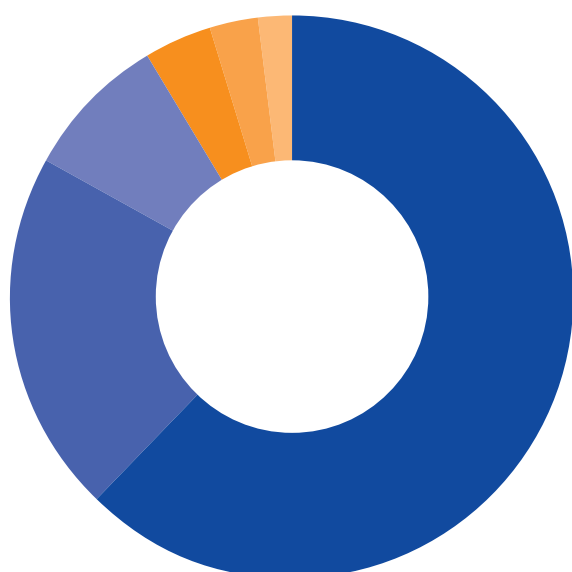


Student load (EFTSL) by faculty

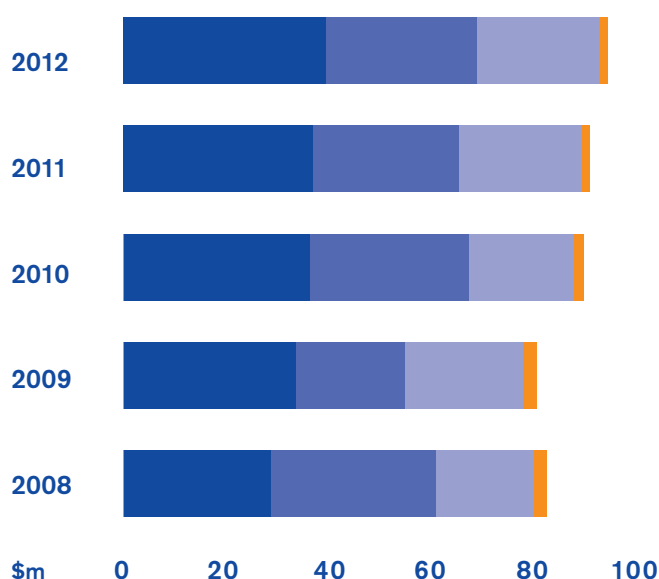


* Other University includes non-award studies, exchange and study abroad

Student enrolments by program level



Research income 2008–2012



Source: 2012 Audited Higher Education Research Data collection return

Fixed-term and ongoing staff FTE as at 31 March 2013

1,066
Academic

1,554
Professional

50
Teacher

2,670
Total

Source: Department of Education Staff Statistics

Active international partnerships



Source: UON International Office, 28 January 2014

Our alumni throughout world 2013* Top ten locations outside Australia



*Contactable Alumni
Source: UON Alumni Database

OUR ORGANISATION

FOUNDED IN

1965

SCHOOLS

16

LOCATIONS

11

FACULTIES

5

Business and Law

Education and Arts

Engineering and Built
Environment

Health and Medicine

Science and Information
Technology

2nd

largest employer
in the Hunter

115,000 ALUMNI IN



121
COUNTRIES

5 QS STARS FOR ENGAGEMENT



DONATIONS AND SUPPORT

\$4m

Our University

Built on the principles of equity, excellence and engagement, we have a reputation as a global institution making an impact and creating benefits for our own region, throughout Australia and across the world. The Times Higher Education and QS World University Rankings place us in the top three per cent of universities globally, and both the Times Higher Education and QS list us in the top 50 universities in the world under the age of 50.

We lead the sector in providing more opportunities for people with the motivation and commitment to enter and succeed in higher education, regardless of background. The success of our various enabling programs can be seen in our lower socio-economic status and Indigenous participation rates which continue to trend significantly above the historical rates for the tertiary education sector.

We believe that equity and excellence are mutually inclusive and we attract the world's best because of our commitment to quality and innovation. Our research is groundbreaking and diverse and our researchers are in the top one per cent of their fields internationally. We make important contributions to the knowledge and understanding of issues of global significance and we rank in the top ten universities in Australia for research.

Our excellence is also translated into our teaching with internationally recognised degree programs and a national reputation for Work Integrated Learning. We have an emerging excellence in the online teaching environment, and have the capacity and capability to deliver a next-generation university experience. Our students are preparing to make a difference to the world.

Our locations

The University of Newcastle is a multi-campus institution offering programs in a number of locations.

Newcastle campus (Callaghan)

Our Newcastle campus (at Callaghan) is 10km from the Newcastle CBD and is a unique mix of award-winning, architecturally-designed buildings and world-class infrastructure scattered over 140 hectares of natural bushland. We have a reputation for having one of the most naturally beautiful campuses in Australia and we work hard to protect it.

Newcastle city precinct

Our city location is very much at the heart of Newcastle's burgeoning arts scene. Our Conservatorium of Music is located within this precinct and its Concert Hall is a much-loved performance venue for local, interstate and international artists. The city location is also home to the Newcastle Legal Centre and Newcastle Business School which are located in University House, a landmark Art Deco sandstone building directly opposite Civic Park. The Newcastle city precinct will be the future home of our state-of-the-art NeW Space facility.

Central Coast campus (Ourimbah)

Our multi-sector Central Coast campus (at Ourimbah) offers University, TAFE and community college programs. With the introduction of specialist degrees and majors, a recent \$20m investment in cutting-edge facilities and the recruitment of leading researchers and academics, our Central Coast campus is gaining a reputation as an emerging centre of research excellence.

Port Macquarie campus

Our Port Macquarie campus gives students from the northern regions of NSW the chance to gain first-rate qualifications in important fields without having to travel too far from home. The University of Newcastle and TAFE NSW-North Coast Institute share the Port Macquarie campus. This multi-sector campus offers both University and TAFE programs to approximately 4,000 students and a number of joint services and facilities.

Singapore

Co-situated with PSB Academy, our Singapore location covers an area of 19,000m² and is equipped with world-class facilities including a library, computer and science laboratories, as well as comfortable lecture rooms, meeting rooms and quiet study areas.

Sydney

Our Sydney presence comprises teaching facilities including a 70-seat lecture theatre, tutorial rooms, library and student common and study areas, all serviced by wireless internet coverage. At Sydney the Faculty of Business and Law offers Masters Degrees in the high-demand areas of Business and Professional Accounting. We also offer preparatory programs in English Language Intensive Courses for international students.

Orange

Our Centre for Rural and Remote Mental Health is located on the Central Tablelands of NSW in Orange. The Centre is a major rural initiative of our Faculty of Health and Medicine and the NSW Ministry of Health, and aims to improve the mental health of rural and remote communities through academic leadership,

collaboration and achievements in research, service development and information services.

Tamworth, Armidale, Taree and Moree

Our Department of Rural Health operates from various locations in northern NSW, primarily Tamworth, Armidale, Taree and Moree. The Department of Rural Health focuses on facilitating student placements and learning, enhancing the health of local communities through community projects and conducting research into rural health issues.

Our faculties and schools

Faculty of Business and Law

Our Faculty of Business and Law delivers innovative degree programs and facilitates a dynamic learning community. The Faculty's researchers collaborate with external partners and stakeholders and actively generate knowledge across their specialist areas.

The Faculty has two schools:

- Newcastle Business School
- Newcastle Law School

Faculty of Education and Arts

Our Faculty of Education and Arts offers undergraduate, postgraduate and research degree programs. It provides a vibrant and exciting scholarly community designed to ensure graduates have highly-developed professional skills.

The Faculty has three schools:

- School of Creative Arts
- School of Education
- School of Humanities and Social Science

Faculty of Engineering and Built Environment

Our Faculty of Engineering and Built Environment is one of the leading faculties of its kind in Australia with a reputation for high-quality teaching and strong links with industry. Its research-intensive environment has helped attract high-calibre academic research staff from throughout Australia and around the world.

The Faculty has three schools:

- School of Architecture and the Built Environment
- School of Engineering
- School of Electrical Engineering and Computer Science

Faculty of Health and Medicine

The Faculty of Health and Medicine is an international leader in educating health professionals, offering undergraduate and postgraduate professional programs, and programs in the basic sciences that underpin those professions. The Faculty's research success is facilitated by its direct access to health organisations and the community through the Hunter Medical Research Institute.

The Faculty has four schools:

- School of Biomedical Sciences and Pharmacy
- School of Health Sciences
- School of Medicine and Public Health
- School of Nursing and Midwifery

Faculty of Science and Information Technology

With impressive research and teaching facilities, the Faculty of Science and Information Technology delivers degree programs across the key areas of science, maths, psychology, sport and exercise science, communication, information technology, food and nutrition, development studies, design and illustration. The Faculty works in partnership with local industry, health services, government and non-government organisations to optimise achievements in teaching and research.

The Faculty has four schools:

- School of Design, Communication and IT
- School of Environmental and Life Sciences
- School of Mathematical and Physical Sciences
- School of Psychology

— THE UNIVERSITY OF NEWCASTLE —

OUR FUTURE

Our Vision for 2025

We aspire to be a global leader in each of our spheres of achievement. Through engagement with our partners, we will deliver world-class innovation to support the development of strong regional communities.

"This is a remarkable and exciting time to be part of the global higher education landscape, and to be part of the University of Newcastle. With the support and engagement of our communities we will achieve our vision and make a significant and lasting contribution to the economic prosperity and social cohesion of our regions across the world."

Professor Caroline McMillen
Vice-Chancellor and President





Our values

Engagement

Our staff, students and alumni are a resource for our whole community. We are partners and collaborators in world-class research, teaching and learning, and our skilled graduates contribute to our regions, Australia and the world.

Equity and social justice

We provide opportunities for people with ability, regardless of their background and experiences. We lead in providing education for Indigenous Australians.

Excellence

We deliver the highest quality in everything we do and benchmark ourselves against the world's best.

Innovation

We challenge standard practice and received wisdom. We are world leaders in generating new knowledge and translating innovative ideas into real benefits to society.

Integrity

We are open, ethical, rigorous and committed to the highest standards in academic enquiry. We are champions of academic freedom and professional responsibility.

Sustainability

We are leaders in environmental sustainability. We make a significant contribution to the economic, social and environmental capacity of our communities.

Our strategic objectives

To realise our 2025 Vision the *NeW Directions Strategic Plan 2013–2015* presents a clear set of goals and strategies to build the University's global performance and reputation.

NeW Directions includes plans for our lead priorities in education, and research and innovation, as well supporting plans for our future workforce, campuses and facilities, and the investment required into our systems and processes.

Our Strategic Plan consists of five separate plans, each with their own set of strategic objectives and associated actions.

Education

The education strategies in our *NeW Directions Strategic Plan* aim to support staff to develop the skills and resources they need to be innovative and deliver a rewarding and challenging student experience.

Education plan strategic objectives:

1. Build access, participation and success for our students
2. Deliver high-quality academic programs that support the global competitiveness of our graduates
3. Create an outstanding student experience on- and off-campus that includes student engagement in research, work or community focused activities
4. Deliver innovative educational delivery models that place us in the top quartile for teaching and learning performance in Australia by 2015
5. Support an outstanding and dynamic teaching culture and workforce.

Research and innovation

World-class performance in research and innovation will position us among the world's best universities in our spheres of achievement.

Research and innovation plan strategic objectives:

1. Build areas of research strength and impact, and achieve a world university ranking in the top 200
2. Deliver world-class innovation through collaborative engagement in research projects with industry, business and government partners in our regions and across Australia
3. Increase the world standing of our research through new collaborative arrangements with first-rate international partners
4. Build the next generation of research leaders at our university
5. Support our staff to build success in research.

Future workforce

The contribution of each and every one of our staff members is important if we are to deliver the 2025 Vision. We will recruit academic and professional staff who are committed to our vision and values and we will provide our staff with the opportunities to be innovative and to excel in what they do.

Future workforce plan strategic objectives:

1. Our staff are supported to perform at world-class levels and to be innovative in their practice
2. Our University has the leadership capacity and capability to deliver the 2025 Vision, performance targets and lead strategies
3. Our staff are clear about their roles and the performance required to support career aspirations in the context of the 2025 Vision
4. Our staff actively engage with international, national and regional communities and our conjoints, alumni, friends and benefactors
5. Our University is a vibrant and dynamic community and a healthy and rewarding place to work.

Campus, capital and IT

With clear directions for each of our locations, we will establish the right settings and structures to support the delivery of services to staff and students. We will systematically improve services and realign resource allocation to achieve our key priorities.

Campus, capital and IT plan strategic objectives:

1. Our University provides a unified virtual and physical environment supporting the attainment of excellence and innovation in education and research
2. Our University provides infrastructure for all modes of

study and at campuses and locations that support world-class education and research

3. Our identified and emerging areas of research strength are supported through targeted renewal and development of best practice research infrastructure
4. Quality physical and virtual environments across our University provide a vibrant student experience and staff culture
5. Quality infrastructure and services support the attainment of excellence in education.

Finance

Through diverse commercial opportunities, sound financial management and investment, we will create a sustainable financial future that supports our aspirations to be a global leader in our spheres of achievement.

Finance plan strategic objectives:

1. We will deliver a targeted investment over five years to progress our aspiration to be a global leader in each of our spheres of achievement and deliver world-class innovation
2. We will follow responsible financial management practices that enable us to generate the resources required to invest in our future
3. We will seek commercial opportunities that diversify our revenue base and provide additional resources for our core teaching and research missions
4. We will follow sound financing and investment practices that make a positive contribution to a sustainable financial future.

GOVERNANCE AND **LEADERSHIP**

Our governance processes and behaviours guide us to achieve our purpose, conform to all relevant laws, standards and directions and meet public expectations of probity, accountability and transparency.

They provide our employees with a clear sense of purpose and focus, guiding their behaviour when dealing with each other, our students and other stakeholders.

Solid foundations for governance

The University of Newcastle is a statutory body established under the *University of Newcastle Act 1989* (the Act). The Act and the *University of Newcastle By-law 2005* (the By-law) set out the powers and functions of the University and how these must be performed.

Other key instruments within the governance framework are University Rules, Council approved policies (including provisions with the authority of a resolution of the Academic Senate) and management approved policies (including directives with the authority of the Vice-Chancellor and President). The University Code of Conduct, which reflects Values and Guiding Ethical Principles, also forms part of this framework.

In 2013, the University Council approved its own Charter – a statement of governance by the Council of the University of Newcastle. The purpose of the Council Charter is to assist members of Council and senior management of the University of Newcastle to understand and carry out their respective roles in the good governance and management of the University.

The Charter is informed by governance requirements and/or practices outlined in Codes and Best Practice recommendations relevant for Universities and sets out the adoption of the Voluntary Code of Best Practice for the Governance of Australian Universities, approved and endorsed by the Ministerial Council for Tertiary Education and Employment in July 2011. A review of the University's compliance with the Voluntary Code has been completed for the 2013 year.

Accountability and delegations

Under Section 17 of the Act, the Council has in place various corporate instruments to clarify the operation of the delegation of authority.

In 2013, the Council approved the new Council Charter and a refresh of the Delegations of Authority framework to better align accountability and authority, allow more efficient conduct of University business and create clear separation of management and oversight. The delegation of authority framework, set out below, will be strengthened by the implementation of the Delegation of Authority Rule:

- the Council Charter, which recognises the current delegation of powers and sets out that Council may confer on the Vice-Chancellor any of its powers and revoke or vary the delegation of power to the Vice-Chancellor
- the statement of matters reserved for the Council, which recognises the functions which Council has determined to have direct control

- Council Committee Charters and Constitutions
- the new Delegation of Authority Rule, Policy, Schedules, Guidelines and Protocols, which describe the delegations to the Vice-Chancellor (and authority granted by the Vice-Chancellor at operational level)
- the Code of Conduct
- the identification of risks and how they are being managed.

Our Strategic Plan

Our *NeW Directions Strategic Plan 2013–2015* was developed after extensive consultation with University staff to meet the strategic priorities for the University. In 2013, we successfully implemented the first year of our three-year Strategic Plan. Key achievements for 2013 against this plan are outlined throughout this report.

Structured to add value

This section provides information about the University's governance framework in 2013, activities of the University's governing body, the Council, as well as the supporting activities of the University's senior management and Academic Senate.

Report from the University Council

The members of the Council of the University of Newcastle present their report on the consolidated entity consisting of the University of Newcastle and the entities it controlled at the end of, or during, the year ending 31 December 2013.

The Role of the University Council

The Council is the governing body of the University of Newcastle. By virtue of Section 16 of the *University of Newcastle Act 1989*, Council has responsibility for the management of the affairs and concerns of the University by providing leadership and guidance to the University to achieve its strategic priorities, manage strategic risks, monitor financial and operational performance and comply with relevant codes, practices, laws and directions. Reports to Council are prepared by management and from various committees in accordance with the meeting agenda and annual reporting plan, and include recommended actions for approval.

On 1 July 2013, the University welcomed Mr Paul Jeans, a fourth-generation Novocastrian with a leadership career in business spanning more than four decades, as our seventh Chancellor.

The Chancellor is the chair of Council, which comprises sixteen members and includes:

- three official members
- nine appointed members (up to two members appointed by the Minister for Education and seven members appointed by Council)
- four elected members.

Council members possess a diverse range of professional experience and skills in areas including financial, commercial, legal, major capital program oversight and planning.

In 2013, key highlights of Council included:

- approving the University of Newcastle 2014 Corporate Plan and Budget
- reviewing the performance of the University against

its strategic priorities and key performance indicators, including institutional comparison to sector benchmarks outlined in the University Performance Report

- supporting changes to the University's enabling legislation to reduce the regulatory burden on the University
- approving a Council Charter as a statement of governance to clarify roles between governing and managing bodies
- overseeing major infrastructure projects including the Student Accommodation Project and the NeW Space development in the Newcastle CBD
- conferring 209 higher degree awards and six titles of Emeritus Professor.



Back row (L-R): The Hon John Price AM JP, Rosemary Gosper, Dianne Allen JP, Conjoint Professor Geoff Lilliss, Peter Cockbain.
Front row (L-R): Professor Mark Jones, Brian Kennaugh, Leanne Holt, Doctor Tom Griffiths, Deborah Wright, Chancellor Paul Jeans, Professor Caroline McMillen, Professor John Rostas, Dr Geoffrey Leonard AM.
Absent: Sharryn Brownlee

Composition of Council

Name	Position	Qualifications, Honours and Awards	Category of Membership	Current term	Total Years of Service
Mr Paul Jeans	Chancellor Appointed 1 July 2013	BE(<i>UNSW</i>), FIEAust, FAICD	Appointed by Council	Ex-officio (from 1 July 2013)	< 1 year
The Hon John Charles Price AM JP	Acting Chancellor (until 30 June 2013) Deputy Chancellor (resumed in this position on 1 July 2013)	OFIE Aust, IEng, IMarEng(UK), MIMarEST(UK), GAICD	Appointed by Council	1 January 2013 to 31 December 2014	23
Professor Caroline McMillen	Vice-Chancellor and President	MA, DPhil(<i>Oxon</i>), MB, BChir(<i>Cantab</i>)	Ex-officio	Ex-officio	2
Professor Val J Robertson	President of Academic Senate (PAS)	BAppSc(Physio) (<i>Lincoln Institute</i>), BA(Hons), PhD(<i>LaTrobe</i>)	PAS is an elected position, but is on Council as ex-officio	Ceased 31 December 2013	5
Professor Mark Jones	Acting President of Academic Senate	BSc(Hons), PhD (<i>CNA</i>) FIMechE, CEng, FIEAust, CPEng	PAS is an elected position, but is on Council as ex-officio	3 September 2013 to 31 December 2013	< 1 year
Conjoint Professor Geoff Lilliss	External Member	BE(Hons), MBA(Merit) (<i>Newcastle</i>), FIEAust, MAICD	Appointed by the Minister for Education	1 September 2011 to 31 August 2014	4
Ms Dianne Allen JP	Acting Deputy Chancellor (until 30 June 2013) Pro Chancellor	BCom(<i>Newcastle</i>), CA, GAICD	Appointed by Council	1 January 2013 to 31 December 2015	7.5
Ms Sharryn Brownlee	Pro Chancellor External Member	MAICD	Appointed by Council	1 January 2013 to 31 December 2014	11.5
Mr Peter Cockbain	External Member	BScEng(<i>Newcastle</i>), FIEAust, CPEng, FIPENZ, FTSE	Appointed by Council	1 January 2013 to 31 December 2015	6.5
Mr Brian Kennaugh	Pro Chancellor (until 26 May 2013) External Member	BBus(<i>Newcastle</i>), MAICD	Appointed by Council	27 May 2011 to 26 May 2013; 27 May 2013 to 31 December 2015	2.5
Dr Geoffrey Leonard AM	Pro Chancellor External Member	BCom, HonDBus (<i>Newcastle</i>), FCA, FCPA, FAICD	Appointed by Council	1 January 2011 to 31 December 2014	8
Ms Deborah Wright	External Member	DipTeach(<i>Newcastle</i>), MBA(<i>SCU</i>), FAMI, CPM	Appointed by Council	1 January 2013 to 31 December 2015	6.5
Dr Tom Griffiths	Academic Staff Member	BEd(Hons), PhD(<i>Newcastle</i>), GradCert TESOL(<i>UTS</i>)	Elected	14 September 2012 to 31 August 2014	1
Emeritus Professor John Rostas	Academic Staff Member	BSc(Hons), PhD(<i>Monash</i>)	Elected	14 September 2012 to 31 December 2013	4.5
Ms Leanne Holt	Professional Staff Member	Dip HR(<i>HIT</i>), MME(<i>Newcastle</i>)	Elected	14 September 2012 to 31 August 2014	5
Ms Rosemary Gosper	Student Member		Elected	1 January 2013 to 31 December 2013	1

Council committees and membership

The University of Newcastle has two statutory committees, the Nominations Committee and Academic Senate. The Act also gives Council authority to establish other committees to assist in the exercise of its functions. In 2013 the standing committees of Council were as follows:

- Audit and Risk Management Committee
- Executive and Senior Remuneration Committee
- Finance Committee
- Strategic Development Committee
- Nominations and Legislation Committee
- Controlled and Associated Entities Sub-Committee
- Academic Senate.

Nominations and Legislation Committee

2013 Chairs: The Hon John Price AM JP (January to June 2013) and Mr Paul Jeans (July to December 2013)

The Nominations and Legislation Committee is established under the By-law. It provides advice to Council on matters relating to membership and appointments to Council and committees, the conferral of honorary degrees, exceptional service medals and honorary titles, and changes to University legislation and committee constitutions that require Council's approval.

Audit and Risk Management Committee

2013 Chair: Mr Brian Kennaugh

The Audit and Risk Management Committee assists Council in fulfilling its governance responsibilities by reviewing the integrity of the University's financial statements and related disclosures. The Committee establishes and oversees conformance with ethical standards and legal compliance, ensures that adequate systems of internal control and risk management operate, reviews the annual internal audit plan and monitors relationships with the Office of the Auditor-General. It also appoints and liaises with the University's external auditor and receives, reviews and acts on reports from this auditor. The independence, integrity and experience of the Audit and Risk Committee are key strengths to providing insight and enhancing the operations of the University.

Executive and Senior Remuneration Committee

2013 Chair: The Hon John Price AM JP

The University has had an Executive and Senior Remuneration Committee in place since 7 December 2012. This Committee advises Council in relation to the outcome of the Committee's consideration of urgent business matters under delegated authority, as well as the process of the appointment, termination and remuneration of the Vice-Chancellor and senior executive staff. It also advises Council on the performance of the Council in relation to the duties of Council members and remuneration of Council members.

Finance Committee

2013 Chair: Ms Dianne Allen JP

The Finance Committee is responsible for advising Council on the monitoring and review of the University's financial affairs, such as the annual budget (including capital expenditure) and business plans, investments, commercial borrowings, oversight of long-term financial planning and oversight of the activities of the University's controlled entities.

Strategic Development Committee

2013 Chair: Conjoint Professor Geoff Lilliss

The Strategic Development Committee is responsible for advising Council in relation to the University's mission and strategic direction, including the conduct of an annual planning forum and the preparation, development, review and monitoring of the University's Strategic Plan.

Additionally, the Strategic Development Committee advises Council in relation to the University's performance, the size and scope of the University both on-shore and off-shore, the long term planning of the University's physical and virtual capital infrastructure and environment, and the University's commercial activities.

Controlled and Associated Entities Sub-Committee

2013 Chair: Mr Peter Cockbain

This committee is responsible for advising Council, through the Finance Committee, on matters relating to the oversight, review and development of the frameworks for the University's controlled and associated entities.

Council nominees appointed to controlled and associated organisations

Members of Council are also nominated or appointed by Council to membership of other University-related organisations. In 2013 these nominations/appointments included:

- Council member appointed to the Board of UON Services Ltd – Mr Peter Cockbain
- Council member appointed to the Board of NUSport – The Hon John Price AM JP

Principal activities

Under Section 6 of the Act, the object of the University is the promotion, within the limits of the University's resources, of scholarship, research, free enquiry, the interaction of research and teaching, and academic excellence.

The University has the following principal functions for the promotion of its objectives:

- the provision of facilities for education and research of university standard, having particular regard to the needs of the Hunter region, the Central Coast and surrounding areas

Membership

Membership of and attendance at these committees is shown in the following table. Members of Council are also nominated.

Name	Council Ordinary meetings	Council Special meetings	Audit and Risk Management	Joint Audit and Risk Management and Finance	Controlled and Associated Entities	Executive and Senior Remuneration	Finance	Nominations and Legislation	Strategic Development
Mr Paul Jeans	2/2	-	-	-	2/2	-	2/2	2/2	2/2
The Hon John Charles Price AM JP	4/4	1/1	-	1/1	2/2	2/2	4/4	2/2	2/2
Professor Caroline McMillen	4/4	1/1	-	1/1	4/4	2/2	4/4	4/4	4/4
Professor Val J Robertson	2/2*	1/1	-	1/1	-	1/1	2/4	2/2*	2/2*
Professor Mark Jones	2/2	-	-	-	-	1/1	-	1/2*	1/2*
Conjoint Professor Geoff Lilliss	3/4	1/1	-	-	-	2/2	-	-	4/4
Ms Dianne Allen JP	4/4	1/1	-	1/1	-	2/2	4/4	-	-
Ms Sharryn Brownlee	3/4	0/1	4/4	1/1	3/4	-	-	3/4	-
Mr Peter Cockbain	3/4	1/1	3/4	1/1	3/4	-	-	-	1/4
Mr Brian Kennaugh	3/4	1/1	3/4	1/1	-	-	-	-	-
Dr Geoffrey Leonard AM	3/4	1/1	4/4	1/1	-	-	3/4	4/4	-
Ms Deborah Wright	4/4	0/1	-	-	-	-	-	-	4/4
Dr Tom Griffiths	3/4	1/1	-	1/1	-	-	4/4	-	-
Emeritus Professor John Rostas	4/4	1/1	-	-	-	-	-	-	4/4
Ms Leanne Holt	4/4	1/1	-	-	2/4	-	-	-	-
Ms Rosemary Gosper	4/4	1/1	-	-	-	-	-	-	-

* Note: A President of Academic Senate was present at each ordinary Council meeting, with the Acting President of Academic Senate attending as an alternate member during absence by the President.

- the encouragement of the dissemination, advancement, development and application of knowledge informed by free inquiry
- the provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community
- the participation in public discourse
- the conferring of degrees, including those of Bachelor, Master and Doctor, and the awarding of diplomas, certificates and other awards
- the provision of teaching and learning that engage with advanced knowledge and inquiry
- the development of governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the values and goals referred to in the functions set out in this sub-section, and that are sufficient to ensure the integrity of the University's academic programs.

The University has other functions, as follows:

- the University may exercise commercial functions comprising the commercial exploitation or development, for the University's benefit, of any facility, resource or property of the University or in which the University has a right or interest (including, for example, study, research, knowledge and intellectual property and the practical application of study, research, knowledge and intellectual property), whether alone or with others
- the University may develop and provide cultural, sporting, professional, technical and vocational services to the community
- the University has such general and ancillary functions as may be necessary or convenient for enabling or assisting the University to promote the object and interests of the University, or as may complement or be incidental to the promotion of the object and interests of the University
- the University has such other functions as are conferred or imposed on it by or under this or any other Act.

Review of operations

A review of the operations of the University of Newcastle during the year is provided throughout the 2013 Annual Report.

Significant changes in the state of affairs

There were no significant changes in the state of affairs of the University of Newcastle in 2013 other than that referred to in the financial statements and notes following.

Matters subsequent to the end of the financial year

There has not been any matter or circumstance, other

than that referred to in the financial statements and notes following, that has arisen, significantly affected, or may significantly affect, the operations of the University, the results of those operations, or the state of affairs in future financial years.

Likely developments and expected results of operations

Work to implement the major initiatives in the University's *NeW Directions Strategic Plan* will continue throughout 2014. This includes work on new student accommodation and the NeW Space development in the Newcastle city precinct, as well as the strategies outlined in each of the *NeW Directions Strategic Plan* domain plans:

- Education
- Research and innovation
- Future workforce
- Campus capital and IT
- Finance.

Environmental regulation

The University is subject to various Commonwealth, State and Local Government statutes and requirements related to environmental matters. During the year the University fulfilled its requirements under the *National Greenhouse Energy and Reporting Act 2007* to submit its greenhouse gas emissions and energy use reporting totals for the period 1 July 2012 to 30 June 2013 to the Australian Government by the mandated deadline.

Insurance of officers

The University maintains a comprehensive insurance program to protect itself against the financial effects of insurable risks. This program extends to its controlled entities, and also includes the Council members, the University's officers, employees, volunteers and students. The University's insurance program is renewed annually at the end of October.

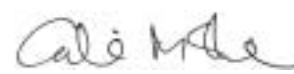
Legal proceedings on behalf of the University of Newcastle

There are a number of matters subject to legal proceedings as at the date of this report. Further details relating to those matters are included in the financial statements and notes following.

This report is made in accordance with a resolution of the members of the Council of the University of Newcastle on 31 March 2014.



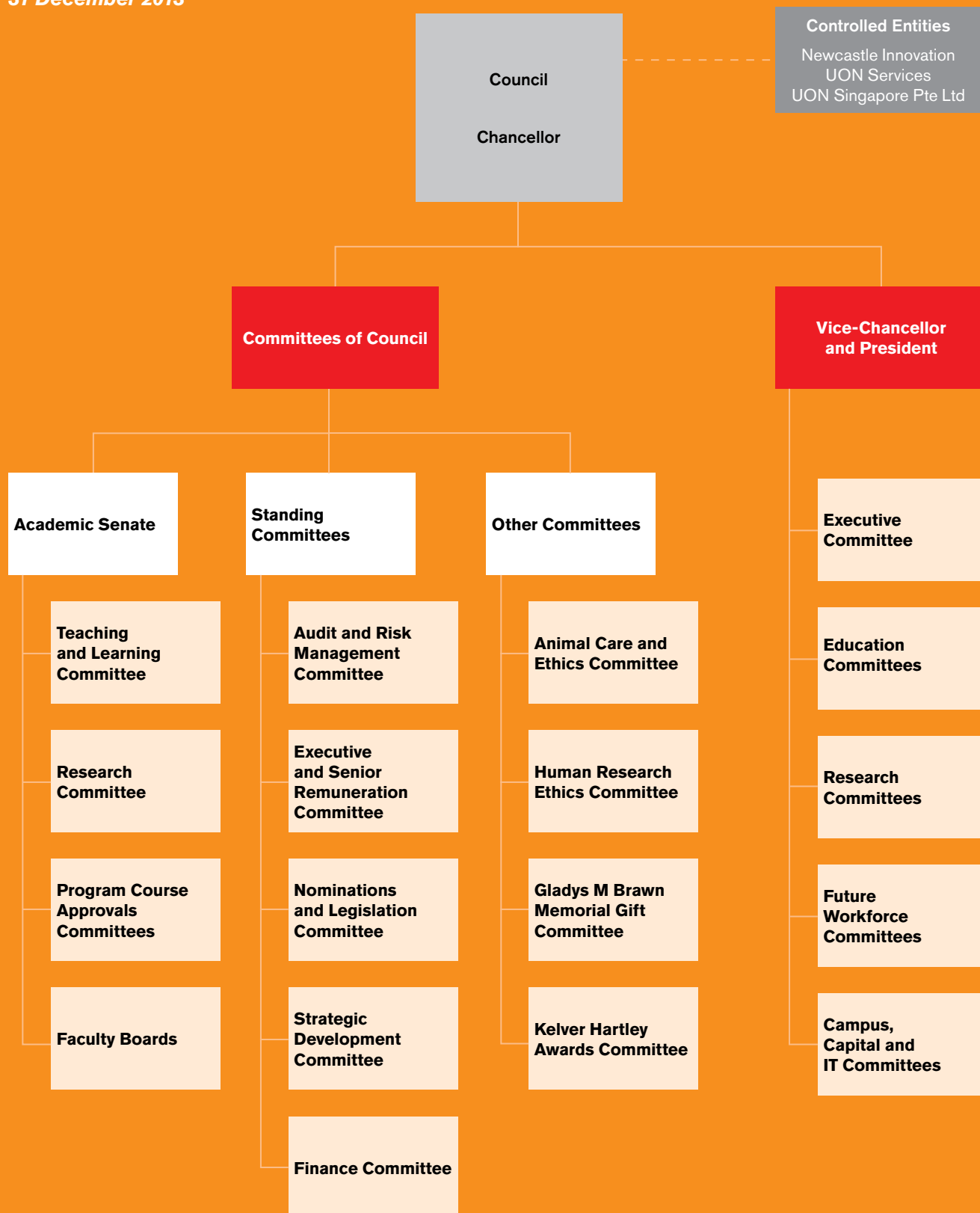
Mr Paul Jeans
Chancellor



Professor Caroline McMillen
Vice-Chancellor and President

Governance Framework

31 December 2013



Academic Senate

2013 Chair: The President of Academic Senate – Professor Val Robertson

Academic Senate is established under Part 3, Division 2, Section 15 of the Act.

The Academic Senate is the principal academic body of the University of Newcastle and is the primary forum for debate on academic issues in the University.

The principal responsibility of the Academic Senate is to promote and enhance the excellence of the core academic activities in our institution – teaching and research. It approves and amends academic policies, and has a major role in academic quality assurance processes.

Academic Senate is supported by committees in specialised areas to ensure that ongoing consideration is given to key issues.

These committees are the Program Course and Approval Committee, the Teaching and Learning Committee, the Research Committee and the five Faculty Boards. Each committee is made up of faculty representatives. People with expertise in the focus areas of the committee are also invited to participate.

Professor Val Robertson completed her official term as President of Academic Senate after four years of significant contribution. The term of the newly elected President, Professor Mark Jones, commenced 1 January 2014.

In 2013, the Academic Senate:

- reviewed the academic content of nine new programs and recommended their establishment to Council
- finalised the new awards and programs schedules
- made significant progress in checking University programs for AQF compliance
- carried out external reviews for 13 of the University's academic programs
- updated the terms of reference for all Committees of Academic Senate, including Research Committee, Teaching and Learning Committee, Program and Course Approval Committee and the five Faculty Boards
- endorsed the Rules Governing Research Higher Degrees for Council approval
- commenced a review of academic quality assurance activities
- continued preparation for the implementation of the Tertiary Education Quality and Standards Agency's Higher Education Sector Framework and AQF
- implemented an improved induction process for new members, with a special focus on student representatives.

Academic Senate program development and assurance

During 2013 the Academic Senate and its committees reviewed the academic content of nine new programs and recommended their establishment to Council. Council approved the establishment of these programs and the disestablishment of 40 existing programs. Professional accreditation was received for 31 programs and 13 programs were externally reviewed.

Academic Senate program development

Faculty of Business and Law

- Master of Laws
- Juris Doctor/Graduate Diploma in Legal Practice

Faculty of Education and Arts

- Bachelor of Social Work (Honours)
- Bachelor of Speech Pathology (Honours)

Faculty of Health and Medicine

- Bachelor of Midwifery (Honours)
- Bachelor of Pharmacy (Honours)
- Bachelor of Medical Science/Doctor of Medicine (for introduction in 2015)

Faculty of Science and Information Technology

- Graduate Certificate and Master of Environmental and Business Management
- Graduate Certificate and Master of Environmental Management and Sustainability

Preparing for the Australian Qualifications Framework

The University continued its review of all programs in preparation for the implementation of the new Australian Qualifications Framework (AQF) on 1 January 2015. As part of this review, the University disestablished programs with zero enrolments that have not been offered for some time. The University has also discontinued 45 programs (ie we offered no new intakes). Teach-out arrangements are in place for students still enrolled in these programs. The program review will continue in 2014.

Accreditation

Faculty of Business and Law

- CPA Australia and the Institute of Chartered Accountants Australia have re-accredited the Bachelor of Commerce, Bachelor of Commerce/Bachelor of Laws and the Master of Professional Accounting until 2017. Graduates of these programs must pass a specified list of courses (subjects) to be eligible for entry to these professional bodies.
- The Legal Profession Admission Board has accredited the Juris Doctor/Graduate Diploma in Legal Practice from 1 January 2014.

- The Legal Profession Admission Board has re-accredited our undergraduate Law programs, which occurs annually.

Faculty of Engineering and Built Environment

- The Chartered Institute of Building has awarded the University with an Accredited Centre Status until 2016.
- The Bachelor of Construction Management (Building) has received provisional accreditation until 28 February 2014 from the Australian Institute of Building.
- Engineers Australia granted full accreditation to the Bachelor of Engineering (Electrical) and Bachelor of Engineering (Mechanical) offered at the Singapore location to be accorded at the level of Professional Engineer until 2019.
- Engineers Australia granted full accreditation to the Bachelor of Engineering (Chemical), Bachelor of Engineering (Computer), Bachelor of Engineering (Electrical), Bachelor of Engineering (Mechanical) and Bachelor of Engineering (Telecommunications) including associated combined degrees offered at the Callaghan campus to be accorded at the level of Professional Engineer until 2019. Provisional full accreditation was also granted to the Bachelor of Engineering (Civil), Bachelor of Engineering (Environmental), Bachelor of Engineering (Mechatronics) and Bachelor of Engineering (Software) including associated combined degrees.
- The Bachelor of Engineering (Honours)(Surveying) and associated combined degrees received provisional accreditation from Engineers Australia until a full assessment is carried out following the emergence of the first graduates in these programs.
- Australian Computer Society has granted full accreditation to the Bachelor of Engineering (Computer)/ Bachelor of Computer Science until 2018 and conditional accreditation for the Bachelor of Engineering (Software), Bachelor of Computer Science and the Bachelor of Mathematics/Bachelor of Computer Science programs.
- The Master of Property has been accredited for Associate membership until 31 December 2014 with the Australian Property Institute.
- NSW Architects Registration Board has accredited the Bachelor of Design (Architecture) and the Master of Architecture until 31 December 2017.

Faculty of Health and Medicine

- Accreditation was received from the Australian Pharmacy Council for the Bachelor of Pharmacy (Honours) until 31 December 2015.
- Australian Nursing and Midwifery Accreditation Council approved the offering of the Bachelor of Midwifery at the Port Macquarie campus.

- The Dieticians Association of Australia has granted the Bachelor of Nutrition and Dietetics program accreditation until 28 February 2014. This accreditation may be extended until 28 February 2017 provided conditions are successfully met.
- The Master of Workplace Health and Safety received accreditation from the Australian OHS Education Accreditation Board and the Institution of Occupational Safety and Health (UK) for a period of five years.

Faculty of Science and Information Technology

- The Australian Institute of Physics has accredited the Physics Major and the Photonics Major within the Bachelor of Science for a period of five years.

Academic program review

In 2013 the following external program reviews were conducted:

English Language and Foundation Studies

- Open Foundation

Faculty of Education and Arts

- Diploma in Languages
- Master of Teaching (Primary)
- Master of Teaching (Secondary)

Faculty of Engineering and Built Environment

- Bachelor of Design (Architecture)
- Master of Architecture and Master of Architecture (Postgraduate Entry)

Faculty of Health and Medicine

- Bachelor of Environmental Occupational Health and Safety
- Bachelor of Medical Radiation Science (Diagnostic Radiography)
- Bachelor of Medical Radiation Science (Nuclear Medicine)
- Bachelor of Medical Radiation Science (Radiation Therapy)
- Graduate Certificate, Graduate Diploma and Master of Clinical Epidemiology
- Graduate Certificate and Master of Health Science

Faculty of Science and Information Technology

- Bachelor of Communication and Bachelor of Communication (Honours)

These faculties are preparing responses and action plans, and the implementation of approved recommendations will be monitored by the Academic Senate.

Organisational chart

31 December 2013



University management

The Vice-Chancellor and President is Principal Executive Officer of the University with responsibility for the operation and management of the University.

The Vice-Chancellor is accountable to Council for the authority that is delegated and the performance of the University.

Beyond matters reserved for Council, the Council has delegated to the Vice-Chancellor and President all authority

to achieve the University objectives. The Vice-Chancellor and President is free to take all decisions and actions which further the University objectives, and which in her or his judgement are reasonable.

The Vice-Chancellor chairs the University's Executive Committee (EC). EC met weekly in 2013. Its membership comprised both Deputy Vice-Chancellors, the Chief Operating Officer, Pro Vice-Chancellors and the Chief Financial Officer.

EC's consideration of matters is underpinned by a number of committees and faculty boards that undertake detailed analysis and planning in particular areas of expertise and interest.



Back row (L-R): Professor Deborah Hodgson, Professor Liz Burd, Professor Richard Dunford, Professor Andrew Parfitt, Mr Craig Wallis, Professor Bill Hogarth, Professor Brett Ninness, Mr Nat McGregor, Professor Nick Talley, Mrs Winnie Eley, Professor Mark Jones.

Front row (L-R): Laureate Professor John Aitken, Professor Caroline McMillen, Professor John Germov.

Senior executives

Members of the University's Executive Committee with primary portfolio responsibility during 2013 were:

Vice-Chancellor and President

Professor Caroline McMillen

MA, DPhil(*Oxon*), MB, BChir(*Cantab*)

Professor Caroline McMillen joined the University of Newcastle as Vice-Chancellor and President in October 2011.

Professor McMillen has held leadership roles across research, innovation and teaching in her 30-year career in the higher education sector. She held the position of Deputy Vice-Chancellor and Vice-President: Research and Innovation at the University of South Australia before her move to Newcastle. Previous positions have included roles as Professor, Head of the Department of Physiology and Dean of Science at the University of Adelaide.

She holds a Bachelor of Arts (Honours) and Doctor of Philosophy from Oxford University, and completed her medical training graduating with an MB, BChir at the University of Cambridge.

Currently the Convenor of the NSW Vice-Chancellors' Committee, Professor McMillen also serves on the NSW Innovation and Productivity Council. Professor McMillen was a member of the Prime Minister's Science, Engineering and Innovation Council Working Group on Aboriginal and Torres Strait Islanders focusing on maternal and perinatal health, and has served as Chair of the Australian Research Council and National Health and Medical Research Council's grant review panels. She has served on a range of international disciplinary bodies as well as on a number of State Government groups in South Australia and New South Wales focused on climate change, building innovation, manufacturing and the resources industry.

As a biomedical researcher Professor McMillen is internationally recognised for her work into the impact of the nutritional environment before birth on the risk of developing cardiovascular disease and obesity in adult life.

Acting Pro Vice-Chancellor (Health and Medicine)

Laureate Professor John Aitken

BSc, MSc, PhD(*Cantab*), ScD(*Cantab*), FSRB, FRSE, FAA

Laureate Professor John Aitken commenced as Acting Pro Vice-Chancellor of the Faculty of Health and Medicine in May 2013. Laureate Professor Aitken joined the University in 1988 as Professor of Biological Sciences and later served as Director of the ARC Centre of Excellence in Biotechnology and Development. He is an internationally-recognised authority in reproductive science having published more than 500 articles on this topic which have received over 16,000 citations. He was awarded an

Honorary Professorship by the Faculty of Medicine, University of Edinburgh (1992) and is a Fellow of both the Royal Society of Edinburgh and the Australian Academy of Science. He is President of the International Society of Andrology and in 2012 was named as NSW Scientist of the Year.

Pro Vice-Chancellor (Learning and Teaching)

Professor Liz Burd

BEd(Hons)(*CNA*), PG Cert, MSc, DPhil(*York*)
PhD(*Dunelm*), FHEA, SMIEEE

Professor Burd joined the University in 2013 as Pro Vice-Chancellor (Learning and Teaching). Prior to this she held the position of Dean of Undergraduate Education and Chair of Information Technology at Durham University. Professor Burd has gained a significant international reputation in the field of education and has chaired a number of high-profile international committees including that of Vice-President for the IEEE Computer Society. Professor Burd is a Fellow of the Higher Education Academy, as a Senior Member of the IEEE and IEEE Computer Society, and a Member of the American Educational Research Association. She has produced over 60 articles on software engineering and 30 on computing education and has garnered millions of dollars in research funds.

Pro Vice-Chancellor (Business and Law)

Professor Richard Dunford

BCA, BA(Hons)(*Well*), PhD(*ANU*)

Professor Dunford joined the University as Pro Vice-Chancellor (Business and Law) in July 2012.

Prior to this he was Professor of Business Strategy and Chair of International Business at the University of Sydney. His main areas of research are strategy innovation and the development of new organisational forms. He has produced over 100 published papers, been the recipient of multiple Australian Research Council grants and is a Distinguished Fellow of the Australia and New Zealand Academy of Management. He has held positions in both business and government and has worked as a consultant on strategy, change and executive development for a broad range of organisations.

Pro Vice-Chancellor (International and Advancement)

Mrs Winnie Eley

BEd(Hons), MBA(*Nottingham*)

Winnie Eley joined the University as Pro Vice-Chancellor (International and Advancement) in May 2013. Prior to this appointment, Winnie was the Founding Director of International Affairs at The Hong Kong Polytechnic University (PolyU). She held a concurrent appointment as Acting and Inaugural Director of Advanced Executive Education at PolyU between 2011 and 2012. She has spent the last 15 years devising international development strategy as well as developing whole-institution approaches

and associated systems and partnerships in international education. Her skills further encompass leading and managing a range of diverse portfolios from scholarships, science, creative industries, alumni relations, transnational education, marketing and communications, to high level policy collaborations.

Pro Vice-Chancellor (Education and Arts)

Professor John Germov

BA(*Chisholm*), MA(Sociology)(*Monash*), PhD(*Newcastle*)

Professor Germov was appointed to the role of Pro Vice-Chancellor (Education and Arts) in 2011, having served at the University since 1993. He is the President of the Deans of Arts, Social Sciences and Humanities (DASSH), the peak national body on research and teaching in humanities and social sciences. He is an internationally-recognised sociologist, with 18 books published to date. He is a former President of the Australian Sociological Association and has served on the Executive of the International Sociological Association. In 2010, he received the prestigious Outstanding Service to the Australian Sociological Association Award. Within the University he is responsible for leading the development and implementation of the Future Workforce Plan as part of the University's NeW Directions Strategic Plan 2013–2015.

Acting Pro Vice-Chancellor (Research and Innovation)

Professor Deborah Hodgson

BA(Hons), MSc(*Macquarie*), PhD(*Macquarie*), Registered Psychologist

Professor Deb Hodgson commenced as Acting Pro Vice-Chancellor (Research and Innovation) in June 2013. Prior to this appointment she was the Deputy Head of the Faculty of Science and Information Technology. Professor Hodgson is highly published in international journals and is Associate Editor of the *Journal of Translational Medicine*. She is also a reviewer for international and national journals and funding bodies, and a contributor to community and media publications with a track record in NHMRC and ARC funding. As Director of The Laboratory of Neuroimmunology her primary research focus is dedicated to understanding the nature of dynamic interactions between the brain and the immune system. Professor Hodgson is an elected member of Council for the International Society for Psychoneuroimmunology and is the national representative for the International Minority Health Research Training Program (National Institutes of Health).

Pro Vice-Chancellor (Science and Information Technology)

Professor Bill Hogarth

BSc(Hons)(*UNSW*), PhD(*Newcastle*), FIMA, CMath, FAustMS

Professor Hogarth has been Pro Vice-Chancellor (Science and Information Technology) since joining the

University in 2002. He is responsible for the teaching and learning, research, community engagement and staffing activities of the Faculty. Professor Hogarth has simultaneously held the role of Pro Vice-Chancellor (Academic) since 2009. In this role he had responsibility for the overall university student experience and line management responsibility for the Library, the Centre for Teaching and Learning, the Equity and Diversity Unit, Industry Scholarships and the Dean of Students. Prior to joining the University, Professor Hogarth was Dean of the Faculty of Environmental Sciences at Griffith University. He is an Emeritus Professor of Griffith University.

President of Academic Senate

Professor Mark G Jones

BSc(Hons), PhD(*CNA*), FIMechE, CEng, FIEAust, CPEng

Professor Mark Jones is Head of the School of Engineering, Director of TUNRA Bulk Solids Handling Research Associates and has held the Chair in Bulk Solids Handling at the University of Newcastle since 1999. His research interests span the broad area of Bulk Materials Handling and he specialises in pipeline transport. He has worked with many multi-national companies in the US, Europe, South America, India, China, Russia and South Africa. Professor Jones has been a Member of Council of the Institution of Mechanical Engineers London, Chair of the UK National Bulk Material Handling Committee, Member of the IChemE Particle Technology Subject Group Committee and a Member of the Board of the CRC for Integrated Engineering Asset Management. He is currently President of the International Freight Pipeline Society (USA), Honorary Secretary of the Australian Society for Bulk Solids Handling, Vice-President of the International Federation of Measurement and Control of Granular Materials, and has been appointed Guest Professor of Central South University, Changsha, China and Visiting Professor at Teesside University in the UK.

Chief Operating Officer

Mr Nat McGregor

BCom(*Newcastle*), MBA(*Deakin*), DipFinSvs(Risk Mgt), GAICD, CPA

Mr Nat McGregor was appointed as the Chief Operating Officer in May 2013 and is responsible for managing the resources, operations and infrastructure of the University. Nat has been in the tertiary education sector for 15 years and was previously Chief Executive Officer of UON Services, where he delivered a radical transformation to enhance the services and amenities provided to students of the University. Nat is a Graduate Member of the Australian Institute of Company Directors and is a Fellow of the Australian and New Zealand Institute of Insurance and Finance. He is a qualified CPA and has served on the Boards and Board Sub-Committees for NuSport, Newcastle City Council and the Australian University Procurement Consortium.

Acting Pro Vice-Chancellor (Engineering and Built Environment)

Professor Brett Ninness

BEng, MEng, PhD(*Newcastle*)

Professor Brett Ninness commenced as Acting Pro Vice-Chancellor of the Faculty of Engineering and Built Environment from May 2013. His research interests are in the areas of dynamic system modelling, system identification, and stochastic signal processing, in which he has authored over 100 papers. He has served on the editorial boards of *Automatica*, *IEEE Transactions on Automatic Control* and as Editor in Chief for *IET Control Theory and Applications*. Professor Ninness is a member of the Australian Research Council College of Experts and has served as chair of international committees, including the International Federation of Automatic Control (IFAC) Technical Committee on Modelling, Identification and Signal Processing, and the Institute of Electrical and Electronic Engineers (IEEE) Technical Committee on System Identification and Adaptive Control.

Deputy Vice-Chancellor (Academic)

Professor Andrew Parfitt

BE, PhD(*Adelaide*), FIEAust

Professor Parfitt joined the University in December 2012 as Deputy Vice-Chancellor (Academic). His responsibilities encompass the academic administration of the University, supporting a positive and productive student experience, maintaining the quality and distinctiveness of the University's academic programs and creating an on-campus and online environment conducive to student learning and engagement. He is also Chair of UON Singapore and a member of the Board of UON Services. Prior to joining the University, Professor Parfitt was Pro Vice-Chancellor: IT, Engineering and the Environment at the University of South Australia. He is internationally recognised for his contributions to antennas and radio engineering and has served on many government and industry boards across a wide range of areas including defence, electronics, environment and space. He has been chair of the NSW and SA Sections of the Institute of Electrical and Electronics Engineers (IEEE) and chair of the Australian Academy of Science National Committee for Radio Science.

President of Academic Senate

Professor Val J Robertson

BAppSc(Physio)(*Lincoln Institute*), BA(Hons), PhD(*La Trobe*)

Professor Robertson was President of Academic Senate from 2009 to her retirement in December 2013. She joined the University in 2004, possessing extensive experience as a teacher and researcher in her field of physiotherapy. As the senior elected academic in the University she was responsible for providing strategic and policy advice to the Vice-Chancellor and Council on academic matters, including the development of quality assurance processes

and programs. In 2012, Professor Robertson led Academic Senate's activities ensuring that the University met its obligations under the Higher Education Standards Framework. She also held a number of senior administrative posts in the University, including Chair of the Human Research Ethics Committee.

Acting Deputy Vice-Chancellor (Research)

Professor Nicholas J Talley

MB, BS(Hons)(*UNSW*), MD(*UNSW*), PhD(*Syd*), MMedSc(ClinEpi)(*Newcastle*), FRACP, FAFPHM, FACP, FRCP (London and Edinburgh), FACG, AGAF

Professor Nicholas Talley was appointed Acting Deputy Vice-Chancellor (Research and Innovation) in July 2013, seconded from his roles as Pro Vice-Chancellor, Dean of Health and Medicine and Professor. He has published over 800 original and review articles in peer-reviewed literature, and he is considered one of the world's leading authorities in neuro-gastroenterology and functional gut disorders. Professor Talley was formerly Chair of the Department of Internal Medicine at the Mayo Clinic in Jacksonville, and was the Foundation Professor of Medicine at the University of Sydney, Nepean Hospital. Professor Talley is President-Elect of the Royal Australasian College of Physicians and serves on a number of prominent editorial boards. He currently holds adjunct research appointments as Professor at Mayo Clinic, University of North Carolina and the Karolinska Institute.

Chief Financial Officer

Mr Craig Wallis

BCom(*Newcastle*), AssocDipBus(Ac)(GCIT), FCPA

Mr Wallis joined the University in 2003 and has held the role of Chief Financial Officer since 2007. In this role he has strategic and operational responsibility for the University's finance, accounting, investment and financial compliance functions. He has extensive experience in senior finance and operational roles in the public and private sectors and holds directorships in a number of private companies including UON Singapore Pte Ltd, the University's Singapore based controlled entity.

Note – biographical information is provided for members of the Executive Committee as at 31 December 2013.

Vale Emeritus Professor Donald George

We were saddened by the passing of Emeritus Professor Donald George, our second Vice-Chancellor.

Professor George started his academic career in 1949 as a lecturer in Electrical Engineering at the Newcastle Technical College, and following a number of prestigious appointments nationally and abroad, he returned to Newcastle as our Vice-Chancellor in 1975.

Professor George played an important part in shaping the University during its important formative years. He is remembered for his instrumental role in establishing and supporting our flagship medical school, an innovation that was testing conventional boundaries for its time. With Professor David Madison and others he worked to set up administrative and academic structures that allowed for new approaches in education and clinical studies, and today Newcastle's program remains among the nation's leaders in health and medical education.

Our Indigenous student support program, Wollotuka, started under the stewardship of Professor George in 1983 and the University's enabling programs were also strongly supported by him. Approximately half of the country's Indigenous medical doctors are graduates of the University and our enrolment of Indigenous students, which spans all faculties, is almost double the sector average.

Recognising his significant contributions to his field, Professor George was awarded an Officer of the Order of Australia in 1979 for services to the sciences and engineering, and a Centenary Medal in 2001 for services to Australian society in atomic energy.

Newcastle's reputation for innovation and excellence in research and education rest in large measure on Professor George's vision and passion to build our fledgling university in its early years. As Vice-Chancellor, Professor George made a remarkable and lasting contribution to the University and to Newcastle, and he is warmly remembered as a leader with great integrity, energy and commitment.



Donald George AO by Yve Close, oil on canvas, 1974

EDUCATION

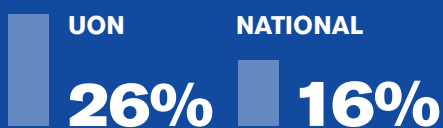
STUDENTS

39,131

STUDENT EXCHANGES

↑70%

LOW-SES RATE



SCHOLARSHIPS

243 



**53 NEW
INTERNATIONAL
AGREEMENTS WITH
18 COUNTRIES**

SCHOOL STUDENTS ENGAGED VIA SCHOOLS OUTREACH PROGRAM

8,000+

ALUMNI EVENTS

60 

This is a time of fundamental global change in teaching and learning, and the possibilities for university educators are both challenging and exciting. There is significant scope for bold tertiary institutions to harness new technologies and to support a deeper encounter between student and lecturer. We positioned ourselves at the forefront of that engagement in 2013 with the appointment of a new Pro Vice-Chancellor with a pioneering reputation in Technology Enhanced Learning.

We offer a 'next generation' university experience which challenges and inspires. Staff are supported to develop the skills required to become outstanding educators. Over the past year we remained at the spearhead of current pedagogy through the development of new programs which build on existing strengths and pre-empt market demand, and through new initiatives in our Work Integrated Learning programs.

Our reputation for teaching excellence is established and our programs are held in high esteem globally. This was reflected in increases across all levels of international study in 2013, with 7,683 students overall enrolled from 117 countries. International engagement also grew, with a 70 per cent rise in exchanges and 53 new partnerships signed with 18 different countries.

Indeed, engagement is an essential element of the University's vision and is an integral part of our commitment to equity and excellence. The relationship between student and University extends beyond graduation through our strong alumni association and its linkages with industry and community. In 2013 the University of Newcastle Foundation welcomed 27 new donors who made 14 new scholarships possible – their contributions provide opportunities for others to succeed in higher education.

Flagship program success

Education Plan Strategic Objectives 1.5 and 2.6

We highlighted the need to develop Flagship programs in our *NeW Directions Strategic Plan* and are proud to have created two in the past year. Both focus on educating graduates in areas of significant demand.

To qualify as a Flagship program under any of our three identified categories (Innovation, Prestige or Interdisciplinary) a program has to meet certain defined criteria. In particular, to meet Innovation Flagship criteria a program must:

- have a strong link to industry or professional community
- include a significant Work Integrated Learning (WIL) component
- support existing or emerging industry sectors of relevance to the region
- demonstrate innovation and/or entrepreneurship outcomes.

We awarded 'Innovation Flagship' status to two programs: Bachelor of Speech Pathology (Honours) and Master of Teaching.

Bachelor of Speech Pathology (Honours)

This program has already received external awards for its innovative approach to WIL through clinical placements, and its close alignment with, and links to, clinical practice

and research. The limited availability and increasing cost of clinical education has seen the development of innovative and more adaptable learning models to allow for greater flexibility of placement opportunities. Ongoing curriculum development, based on this already successful model, will see international students have the opportunity to undertake placements in their home countries, allowing for optional completion of their final year in Asia with key partners.

Master of Teaching

The teaching profession is facing a swiftly changing policy environment in which teacher quality is increasingly recognised as key to the improvement of student learning, and professional development as key to teacher quality. The formation of teachers who are adaptive learners and collaborative and critical practitioners able to link theory and practice is paramount. As a result we have developed a radical re-vision of teacher education in the Master of Teaching Innovation Flagship program.

The program aligns with plans of both the NSW Department of Education and Communities and NSW Catholic school systems to identify clusters of schools as showcase environments for high-quality professional experiences for pre-service teachers. By leveraging strong relationships with schools in these systems the program will further provide a unique learning environment for student teachers. The re-designed Master of Teaching will also utilise appropriate technologies through an explicitly blended approach to learning while also integrating other contemporary teaching and learning approaches critical to the preparation of 21st century teachers.

New post-graduate degree: Juris Doctor

Education Plan Strategic Objective 2.1

We developed a Juris Doctor/Graduate Diploma in Legal Practice in 2013 in order to maintain a competitive position in the changing marketplace. Globally the Juris Doctor is increasing in popularity as a result of the trend for graduates of other disciplines preferring to do a postgraduate degree rather than another undergraduate degree. The Juris Doctor is also internationally recognised, enhancing career opportunities for graduates, and is more favourably perceived by domestic employers. This move builds on Newcastle Law School's established strengths, including the high employability rates enjoyed by its law graduates, the distinctiveness of the school's clinical emphasis and our valuable links to the local legal profession. By offering a distinctive Juris Doctor program with an exceptional clinical focus we are looking to the future and fostering a larger group of internationally-recognised alumni.

Work Integrated Learning

Education Plan Strategic Objective 3.2

Work Integrated Learning (WIL) programs challenge and inspire our students to acquire skills and earn credit for their degree by participating in any clinical or professional work placement, practicum, internship or project-based learning.

WIL is embedded in more than 90 per cent of the degrees offered at the University and we are a recognised global leader in WIL. In 2013 we were proud to introduce a new initiative aimed at increasing low socio-economic status (SES) participation in WIL. Our WIL experts were also appointed to important positions within the World Association of Cooperative Education.

WIL Placement Grants

The WIL Placement Grants were established in 2013 through funding provided by the Higher Education Participation and Partnership Program (HEPPP) to address barriers to participation among students who are financially and educationally disadvantaged. The capacity of low SES students to engage in WIL is often limited by a lack of access to substitute income sources while undertaking placements, particularly where the placement occurs in a location removed from their home.

Even though this was the first time these grants had been offered and there was a relatively short application period, 104 applications were received in total. Due to the strong response and financial need, the original 40 allocated grants to be distributed were increased to 55 grants of \$2,000 each (\$110,000 in total).

World Association of Cooperative Education (WACE)

WACE is the only international professional organisation dedicated to developing, expanding, branding and advocating for Cooperative and Work-Integrated Education (CWIE) programs within industry and educational institutions.

We are an active member of WACE and in 2013, Deputy Vice-Chancellor (Academic) Professor Andrew Parfitt was appointed to the WACE Board of Directors, while Dr Kylie Twyford was appointed to the Executive Committee of the inaugural WACE International Research Group as the Vice-Chair (Asia and Pacific). The aim of this committee is to facilitate international collaborations and WIL research of world importance.

The University was widely promoted through various WACE publications and initiatives in 2013 including:

- the induction of alumnus Mark Arkinstall into the WACE 2013–2014 Coop Hall of Fame
- a feature story on 2012 WIL Student of the Year, Sean James Jamieson, in the *Coop Close Up* publication
- the University's place in the WACE *Best of Coop Guide*
- our participation in the 18th World Conference on CWIE, which attracted 396 delegates from 21 countries
- a digital story created by Dr Kylie Twyford which reflected on the participation and experience of our staff who attended the 18th WACE World Conference was invited to be featured on the landing page of the WACE website.

Exceptional educators

Education Plan Strategic Objective 5.3

We offer high-quality academic programs that support the global competitiveness of our graduates through a long-standing emphasis on supporting innovation in our teaching and learning. In 2013 we took our integration of leading-edge research into teaching programs to the next level with the appointment of a new Pro Vice-Chancellor of Learning and Teaching, while our academic staff were once again acknowledged for their leadership in teaching approaches through peer recognition and numerous awards.

New PVC (Learning and Teaching)

Education Plan Strategic Objectives 4.4, 5.2 and 5.5

Professor Liz Burd joined the University in April 2013 to drive the next phase of development of learning and teaching across the University.

With an international reputation in the field of education, Professor Burd is advancing our aspirations in learning and teaching, particularly in the online environment. Her global connections are equally impressive. Professor Burd is Chair of the Institute of Electrical and Electronics Engineers (IEEE) Pre-university Education Coordinating Committee, where she is responsible for promoting Engineering and Technology education to its 400,000 members, and Second Vice-President for the IEEE Computer Society, which hosts more than 75,000 members.

As Pro Vice-Chancellor (Learning and Teaching) one of Professor Burd's first priorities has been the development and introduction of several Massive Open On-line Courses (MOOCs). The technology required to prepare, promote, and successfully provide MOOCs is complementary to the technology used to provide a more flexible, mixed-mode learning environment to on-campus students.

MOOCs are designed to provide insight and initial content and training opportunities to remote, time-poor and even international students using interactive, multimedia technology. We are designing courses that will give a detailed introduction and overview of highly-regarded, highly-specialised, research-informed courses, allowing students to 'taste and see' before committing to a full degree, or to simply give a general understanding in an area of personal interest.

We recently signed an agreement to offer two MOOCs through Open to Study (a platform of Open Universities Australia), with the first two courses, Midwifery and Mining Engineering, available for intake in January 2014.

As a pioneering researcher of Technology Enhanced Learning, Professor Burd is also leading the development of our UOnline Plus initiative, and supporting other key *NeW Directions Strategic Plan* projects such as the University-wide Innovation Teaching and Learning Exchange Groups.

Citations, awards and peer recognition

Education Plan Strategic Objectives 4.2 and 5.2

As in past years, numerous staff were acknowledged for their significant contributions to enhancing the quality of teaching and learning nationally.

- Dr Vivienne Chuter, School of Health Sciences, Faculty of Health and Medicine received an OLT citation for development of an innovative, progressive, accelerated curriculum that maximises student engagement using unique integrated clinical resources
- Dr Tim Connor, Newcastle Law School, Faculty

of Business and Law received an OLT citation for developing creative in-class activities and establishing supportive learning environments to motivate diverse student cohorts to master and critically reflect on complex business law topics

- Dr Jocelyn McKinnon, School of Creative Arts, Faculty of Education and Arts received an OLT citation for designing and implementing a dynamic, research-driven degree major in Creative Arts which fosters independent thinking and innovative art making
- Professor Carol Miles received an Office for Learning and Teaching (OLT) grant to research learning analytics with the aim of assisting universities with student retention
- Associate Professor Peter O'Mara, School of Medicine and Public Health, Faculty of Health and Medicine, received the Leaders in Indigenous Medical Education Limelight Leadership award for Outstanding Leadership by an Individual
- Dr Ruth Reynolds, School of Education, Faculty of Education and Arts received an OLT citation for an outstanding impact on an area of curriculum and teaching (Humanities and Social Sciences education)
- Dr Marcus Rodrigs of Newcastle Business School was awarded the CPA NSW divisional award for Teaching Excellence
- Dr Mark Rubin, School of Psychology, Faculty of Science and Information Technology received an OLT citation for developing a unique collection of high-quality online guides that explain academic skills in psychology and that have enhanced students' learning and overall experience.

Teaching award snapshot: Dr Lisa Barnes

Newcastle Business School and Dr Lisa Barnes, together with the NSW Business Chamber Central Coast, received the 2013 B-HERT Award for Excellence in Accounting Teaching Collaboration. The Business/Higher Education Round Table (B-HERT) Awards recognise outstanding achievement between business and higher education in the fields of research and development, and education and training. This program highlights the benefits of collaboration at a national level and enhanced links between industry and universities.

Their joint project, a Collaborative Research Forum, was facilitated by the Accounting Discipline and Newcastle Business School, in conjunction with local members of the NSW Business Chamber Central Coast and students enrolled in the Bachelor of Business and Commerce programs. The forum was an avenue for University staff and students to engage with local business owners to discuss the opportunities and challenges faced by businesses in regional NSW. The forum was well received by the local business community, delivered strong outcomes and will now be held annually.

A leader in equity and access

Equity of access to higher education is a fundamental part of our 'DNA'. We understand that access to the transformative effects of education is one of the most effective ways for a nation to enhance social mobility, cultural cohesion and economic productivity.

This is reflected in our institutional values, our strategic plan and is demonstrated by our reputation as an international leader in the development of programs which enhance access to university for students from diverse backgrounds. In 2013 we launched a new, bold global initiative, while continuing to engage and promote equity at a local level through our schools program.

Centre of Excellence in Equity for Higher Education

Education Plan Strategic Objective 1.1 and Campus, Capital and IT Strategic Objective 5.5

The new Centre of Excellence for Equity in Higher Education seeks to build on our established success by serving as an international hub for collaborative, cross-disciplinary and equity-focused research.

The Centre harnesses our extensive experience in equity of access to address the cycle of disadvantage associated with low education attainment. It will make a major contribution to improving education outcomes for targeted equity groups through:

- data-driven policy and research development
- evidence-based practice and program evaluation
- an active communication and dissemination program to facilitate engagement across all relevant sectors
- developing enduring linkages with practitioner communities.

Development of the Centre began in 2013 and included the commencement of the search for a Centre Director, who will be a Global Innovation Chair.

Schools outreach programs

Our equity work with schools is extensive, both in the scale of our outreach program, and in our effective deployment of resources. The success of our enabling programs can be seen in the proportion of students from low socio-economic status (SES) backgrounds – 27 per cent in 2013 – which is significantly above the sector average of 16 per cent (Department of Education IPP 2012).

The **AIM High Program** works with schools, students and family members in low income communities to help challenge attitudes towards education and explore new

aspirations. Various modules based on shared school and campus experiences are offered throughout the learning stages. Each program element works to establish opportunities for students to have conversations with their families about careers and further education by providing knowledge, information and choice about pathways into university. The reach of the AIM High program is significant. In 2013 5,000 school students and 600 family members were engaged in the program through 13 high schools and their 80 partner primary schools.

The **Careers Through Reading** is another of the University's primary school engagement programs. University students introduce visiting Year 2 students to a variety of career and study options by reading them children's books related to their study or preferred career. As part of this program a children's book called *Hope* was launched in 2013, borrowing from the field of positive psychology and exploring the ways in which individuals develop aspirations by identifying and then navigating pathways towards goals that have meaning and purpose. The book is enhanced by a soundtrack written by University of Newcastle Bachelor of Music student Jayden Lawrence and includes a narrated 'sound scape' incorporating the voice talent of Janice Petersen, University of Newcastle graduate and presenter of SBS World News Australia. All 700 students who participated in Careers Through Reading in 2013 received a copy of *Hope*.

The **SMART Program** plays a critical role in promoting university study to rural and remote students. SMART aims to inspire, inform and involve young people with science, particularly those from low SES communities who traditionally shy away from science as a pathway. In 2013 the SMART program delivered interactive science shows to over 2,000 students in NSW, in addition to 800 students in the Northern Territory. The visit to the Northern Territory included trips to the remote communities of Arnhem Land where 400 students were introduced to a wide range of science careers.

In 2013 the **Discover University Day** provided an opportunity for almost 1,000 Year 6 students and their family members to experience what university life is like and to interact with staff and students from all faculties. Students and family members participated in a degree-focused workshop, a tutorial and a lecture, along with honing their academic literacy skills in the library.

The **Girls Choices Summer School** reached a significant milestone in 2013 with 1,000 girls now having participated in the one-week residential program since 2007. Girls Choices and LIVE IT! are five-day residential experiences for Year 9 students from equity target groups across NSW. Both programs are directed at students who have shown potential to do well in higher education, but who are currently under performing. The programs are designed to inspire students to build upon their potential to succeed in Years 10, 11 and 12, with a focus on careers that require maths and science.

Table 1: Domestic undergraduate low SES participation and access rates

	2009	2010	2011	2012	2013
UON participation rate	25.9%	26.8%	26.2%	26.3%	26.7%
National participation rate	15.3%	15.6%	15.9%	16.1%	n/a
UON access rate	27.5%	28.9%	28.6%	28.7%	28.3%
National access rate	16.2%	16.8%	17.0%	17.2%	n/a

Sources:

1. 2008–2012 National participation and access rates: Department of Education Institutional Performance Portfolio

2. 2013 University participation and access rates: MIS 5 March 2014

Notes:

1. The sector participation and access rates for 2013 are not yet available.

2. Access rate is the proportion of all commencing students who are from low SES postcodes.

3. Participation rate is the proportion of all students who are from low SES postcodes.

Table 2: Indigenous participation and access rates

	2009	2010	2011	2012	2013
UON participation rate	2.2%	2.4%	2.5%	2.5%	2.8%
National participation rate	1.4%	1.4%	1.4%	1.4%	n/a
UON access rate	2.4%	2.9%	2.8%	2.8%	3.1%
National access rate	1.6%	1.6%	1.6%	1.7%	n/a

Sources:

1. 2008–2012 National participation and access rates: Department of Education Institutional Performance Portfolio

2. 2013 University participation and access rates: MIS 5 March 2014

Notes:

1. The sector participation and access rates for 2013 are not yet available.

2. Access rate is the proportion of all commencing students who have identified as Indigenous.

3. Participation rate is the proportion of all students who have identified as Indigenous.

Student success

Education Plan Strategic Objective 1.3

We deliver a challenging and rewarding educational experience and our students respond in turn by achieving at their best. Several were recognised with awards in 2013, including:

- Bachelor of Teaching (Secondary) undergraduate student Rebeca Tamas was awarded the Prime Minister's Australia Asia Outgoing Undergraduate Scholarship, also under the Australia Awards, and will attend Yamaguchi University in Japan to explore why Japanese students perform better in some areas than their Australian counterparts
- Masters of Architecture Graduate Chris Mullaney won the NSW Government Architect Registration Board's Architects Medallion

- Bachelor of Fine Arts (Honours) student Shan Turner Carroll won a National Tertiary Art Award, the Doctor Harold Schenberg Art Prize worth \$35,000, and travelled to Myanmar on the Jennie Thomas Travelling Art Scholarship to work on a new body of work reflecting his experiences in his ancestral homeland
- Bachelor of Design (Architecture) student Angus Vinden won the Australian Institute of Architects (NSW Chapter) Undergraduate Prize – the first time a University of Newcastle student has won this category – for his bold vision for an inner-city spa
- Bachelor of Medicine student Mohamed Ehsan Ebrahim was named the New South Wales Higher Education International Student of the Year, for his efforts in representing the interests of international students, as well as his work to increase cross-cultural understanding between Muslims and non-Muslims in Newcastle.

Community engagement

Education Plan Strategic Objective 3.3

Engaging with our community is an intrinsic part of the University's mission and we proudly received five stars for engagement in the 2013 QS Stars rating – the highest possible.

Strong partnerships are at the heart of our engagement. By partnering with business, the not-for-profit sector and our community we strengthen our region and enhance teaching and learning for our students.

Volunteering

Our students and staff are a resource for the community, offering their time to improve our region through multiple pathways. 2013 highlights included:

- volunteering opportunities offered through the Engage Newcastle web platform and Careers Hub
- over 1700 iLead students engaged in volunteer programs
- 166 volunteers in international student and community integration programs
- Law on the Beach, a student-run free legal service, has helped around 1,000 community members in its 10 years of operation.

Culture and learning

Through our public lectures and festivals the University is in constant dialogue with the community, sharing our research and researchers with the local region. 2013 highlights included:

- the Engage Newcastle web platform, our key community portal, won the ATEM Award for Best Practice in Tertiary Education Management, reflecting Engage Newcastle's success in raising awareness of the University's engagement activities
- the Confucius Institute's first China Festival attracted over 2,500 members of the local community
- Science at the Pub was launched in conjunction with 1233 ABC Radio Newcastle, encouraging members of the public to engage with scientists around real-world issues
- our New Professor Talks introduced six professorial appointments to over 600 attendees at the Newcastle Museum
- other public lectures and community events, including the prestigious Barton Lecture given by the Honourable

Malcolm Turnbull and the David Maddison lecture featuring Nobel Laureate Barry Marshall AC, connected over 1,500 members of the local community and staff

Community on campus

The University benefits from the contributions of hundreds of community members who give their time to improving the lives of our students. 2013 highlights included:

- the Friends of the University Book Fair, the largest of its kind in the region, raised \$75,000, the second highest amount in its 13-year history
- the CEAC committee continued to guide the University in increasing the benefits it offers to our community
- the inaugural inductee of the Work Integrated Learning (WIL) Hall of Fame, the Hunter Water Corporation, was acknowledged for its contributions to WIL and for growing and strengthening the region in which our campuses are located
- various community events to celebrate the 30th Anniversary of the Wollotuka Institute.

Academic outreach

Our academics are engaged in working with the community to translate our research into real world outcomes. 2013 highlights included:

- Senior Lecturer Anton Kriz, Faculty of Business and Law, received the Newcastle Innovation Community Engagement Award
- Associate Professor Kevin Lyons, Faculty of Business and Law, received the Outstanding Contribution by an Individual to Local Tourism at the Hunter and Central Coast Tourism Awards
- Conjoint Professor Jim Denham, Faculty of Health and Medicine, was awarded the NSW Government Community Service Award for his work in early intervention campaigns and research into treatments for those with locally advanced cancers
- Dr Richard Fletcher of the Family Action Centre, received the 2013 Beyond Blue Award for a Significant Contribution to Men's Mental Health, Social and Emotional Wellbeing.

Wollotuka 30th Anniversary



A leader in Indigenous education

Education Plan Strategic Objectives 2.2 and 4.5

The University of Newcastle has a proud history of collaborating with Indigenous Australians. We are committed to Aboriginal reconciliation and to our responsibilities as educators in this process. We have an outstanding track record in Indigenous education.

In 2013, more than 860 Aboriginal and Torres Strait Islander students were enrolled at the University across all faculties and at all study levels. Our enrolment of Indigenous students is almost double the sector average.

Our *NeW Directions Strategic Plan 2013–2015* prioritises the embedding of Indigenous knowledges across the University to nurture an awareness of issues and a strong commitment to social justice among staff and students.

We celebrated a particular milestone in the history of Indigenous education at the University in 2013 with the 30th anniversary of the Wollotuka Institute. Wollotuka has played an important role in representing and supporting Indigenous Australians studying at university, and all our Indigenous activities are consolidated under the Institute in one strategic and operational body. This whole-of-university approach

was highlighted as an example of best practice in the 2012 Behrendt Review.

In this anniversary year Wollotuka staff and students worked on a number of initiatives to further the aims of the Institute now and in the future, including:

- the development of a set of Cultural Standards
- attendance at important Indigenous conferences and symposiums
- fundraising via the Reconciliation Scholarship Ball
- the opening of the Birabahn Cultural Trail
- various 30th birthday celebrations including a Corroboree, hosting an Indigenous Film Night and a dinner honouring Elders.

Cultural Standards

The cultural essence of the goals of The Wollotuka Institute are now reflected in a set of locally-defined Cultural Standards. Developed in 2013 by Elders, cultural mentors and knowledge holders from Aboriginal organisations within the University's footprint, these new standards provide a guiding principle against which the cultural integrity of Wollotuka and Indigenous programs within the University can be reviewed and assessed. Aboriginal Dreaming stories provide the philosophical basis of the standards and are presented to give meaning to each of the five domains:

- Ngarralin Marrung (Respect and Honouring)
- Guthi Wangga (Cultural Celebration)

- Ngiyang Nganggalidhi (Community Responsiveness)
- Djuwal Ngarralgu (Academic and Research)
- Bula Wiyawiyelli (Inter-Institutional Relationships).

The formation of these standards plays a key role in Wollotuka applying for international accreditation with the renowned World Indigenous Nations Education Consortium.

High tea bringing together cultures

Wollotuka's first event to celebrate its 30th Anniversary was a high tea to commemorate International Women's Day on 7 March. Both Indigenous and non-Indigenous women from the University gathered in discussion to recognise this important day with a number of invited guests providing keynote addresses on the year's theme of 'Ending violence against women'.

Wollotuka Reconciliation Scholarship Ball 2013

The Wollotuka Institute Reconciliation Week 2013 celebrations culminated with the annual Reconciliation Scholarship Ball held on 1 June at Newcastle Panthers. The Ball is aimed at fostering and building relationships between Aboriginal and non-Aboriginal Australians and businesses with a passion for Aboriginal education. The hope is to establish a self-sustaining Scholarship fund that will support students through full-time study, in particular those who are not eligible for Commonwealth assistance.

This year the Ball brought 340 guests together which is a glowing testament to the community and corporate support for the work the Wollotuka Institute is doing in the higher education sector. We raised \$15,000 on the night in sponsorship, silent auction and balloon sales, as well as a significant private donation of more than \$200,000.

Guests were entertained by renowned Aboriginal hip hop trio The Last Kinection featuring Joel Wenitong, Naomi Wenitong with DJ Jaytee, and supported by The Soul Machine, featuring Newcastle's upcoming vocalist Cassia Shirlie with Willy Graham on keys.

Newcastle Community applauds Indigenous Short Films

The Wollotuka Institute hosted an Indigenous Short Film Festival at Event Cinemas, King Street Newcastle on 31 October with two of the films featuring local Aboriginal talent.

There was a great interest shown in the Festival with an audience of 150 applauding the presentation of six Indigenous short films. Higher Degree by Research student, Raymond Kelly, featured in Dr Romaine Moreton's film *The Oysterman*. Romaine is also connected to the University as a research fellow. Another local Aboriginal actor, Rodney Smith, starred in Tracey Rigney's film *Abalone* which was named best short film at the imagineNATIVE Film and Media Arts Festival in Toronto, Canada. Dr Moreton's film *The Oysterman* was also shown at the Media Arts Festival in Toronto.

Aboriginal and Torres Strait Islander cultural competency

Seven University of Newcastle Divisions presented their action plans to create a culturally safe and welcoming environment for Aboriginal and Torres Strait Islander people involved with the University at the inaugural Aboriginal and Torres Strait Islander Cultural Competency Showcase Day on 2 October 2013.

Auchmuty, Ourimbah and Huxley Libraries, Faculty of Business and Law, Equity and Diversity Unit, Student and Academic Services and Faculty of Engineering and Built Environment presented some inspiring action plans to an audience of 60 staff and community. These actions plans are the final component of the University's Cultural Competency workshops which are offered to staff to enable the development of a greater knowledge and stronger understanding of Aboriginal and Torres Strait Islander peoples and cultures. The workshops aim to enable positive changes in professional practice and capacity building for students and staff in working effectively within inter-cultural contexts.

Acknowledging our Elders

Aboriginal Elders play a vital role within Aboriginal communities providing valuable cultural wisdom and contributing to the cultural and spiritual wellbeing of our people and wider community. On 19 October a dinner was held at The Wollotuka Institute in honour of our Elders both past and present thanking them for their valuable contributions.

Engaging students with our Elders plays a pivotal role in their University journey with student MCs, Jordyn Pol and Jack McDonald, acknowledging the role Elders played in their own lives both within and outside of the University. The 80 Elders and their guests enjoyed a fine evening with dinner and refreshments and acknowledged how great it was to 'catch-up' with others they haven't seen for so long. The guests were also entertained by our very own student singer-guitarist, Jesse Hodgetts.

Birabahn Cultural Trail opening

University staff, students and community celebrated the opening of the Birabahn Cultural Trail on 7 November. More than 60 attendees were heartened by the speeches given by local Awabakal Elders, Aunty June Rose and Aunty Sandra Griffin, who noted the significance in acknowledging Awabakal presence on the University grounds and who both officially opened the trail.

The establishment of the trail was a recommendation from a research study conducted by Professor John Maynard in 1999 titled 'Callaghan, The University of Newcastle: Whose Traditional Land?' Professor Maynard provided a brief discussion on the interpretive signage along the trail which provides historical and cultural knowledge of the long association that Aboriginal people have with the University's

Callaghan campus site. The afternoon concluded with bush tucker refreshments and an opportunity for guests to plant small trees along the trail.

Indigenous Research Knowledge and Leadership Symposium

Hosted by Umuliko Indigenous Higher Education Research Centre in November, this symposium tackled issues and challenges in Indigenous Higher Education in the 21st Century. The gathering introduced keynote Indigenous academics from Aotearoa (New Zealand), Canada and Hawaii as well as eminent Australian scholars speaking on topics, such as:

- privileging Indigenous knowledge in the academy
- decolonising Indigenous research methods and processes
- connecting the academy with community
- Indigenous higher education, leadership and scholarship.

The Symposium was structured to promote and privilege Indigenous knowledge sharing and creation methods, especially those that are referred to as Dadirri – deep reflective and respectful listening.

Living Cultures... The Corroboree

A corroboree celebrating the significance of the living cultures within our local Aboriginal Community was a great way to finish The Wollotuka Institute's 30th Anniversary year. A group of Wollotuka staff gathered early with our Maori brothers and sisters on November 26 to prepare the hangi for the evening celebrations with a blessing of the food ceremony being performed by Elders who were in attendance at the National Aboriginal Elders Alliance meeting, also being held at the University on that day.

Throughout the day Aboriginal men and women gathered separately with discussions on the business of the day being guided by our Elders. A growing number of community members gathered on the grounds outside the Birabahn Building at dusk in anticipation of this significant event, with the Welcome to Awabakal Country being witnessed by 300 people. A Male and Female Clearing Dance started the corroboree followed by a number of significant dances, didgeridoo and song performances, as well as opportunities being provided for crowd participation. Aboriginal culture is still alive and strong within our community and the wider community, as was showcased on the night.

Reconciliation Statement

The University of Newcastle declares its commitment to Aboriginal reconciliation: developing a strong community and fostering mutual respect, social justice and a united voice between Aboriginal and Torres Strait Islander and non-Aboriginal Australians.

The University of Newcastle respects and acknowledges the Aboriginal land on which the Australian campuses of the University are located. We acknowledge the Aboriginal nations on whose traditional lands the University has a presence, respecting and acknowledging the traditional peoples and the cultural significance and history of the land.

The University is aware of the impact of the alienation and other forms of injustices including the removal of children, the loss of land, the destruction of languages and culture, and the ongoing struggle for social and restorative justice. Through acknowledging and understanding past losses and injustices and through committing to redressing the social and economic challenges and ongoing racism, we will continue to move forward together.

The University recognises that education plays an integral role in providing a foundation and platform for the exercise of self-determination and the empowerment of Aboriginal and Torres Strait Islander peoples. Through collaboration and the provision of culturally responsive education

the University seeks to educate and contribute to the development of a harmonious community.

The University's Aboriginal and Torres Strait Islander communities have supported the University in ensuring an Aboriginal presence at the University and appropriate and effective levels of consultation and collaboration through the sharing of Aboriginal voices, cultural wisdom and knowledge. These attributes are essential to moving forward to a future of equality and respect in teaching and learning, research, cultural inclusion, celebrating diverse cultures and success. The University acknowledges and appreciates the contribution and support of all communities. We will continue to build on existing partnerships and wherever possible forge respectful relationships designed to contribute to the ongoing endeavour of redressing the circumstances of Aboriginal and Torres Strait Islander education, health, cultures, languages, social justice, employment and empowerment. The University is committed to providing an environment that is free from racism and discrimination, developing opportunities for Aboriginal and Torres Strait Islander peoples to access and succeed in higher education. The University embraces the unique and diverse cultures of Aboriginal – the oldest continuing culture in the world – and Torres Strait Islander peoples to endure the growth of knowledge for all Australians.

With respect and collaboration, the University of Newcastle embraces a united approach to equity and inclusiveness for all Australian peoples.

International engagement

Our programs continue to attract international students from across the globe. In 2013 there were increases in all levels of international study with the largest growth occurring in Higher Degree by Research (HDR) commencements. There was also a 30 per cent increase in Australia Award scholarship recipients. Both outcomes reflect on the high esteem and global recognition our programs.

Meanwhile our domestic students are embracing the opportunity to broaden their horizons via overseas study and Work Integrated Learning placements, and we registered a record number of exchanges in 2013.

We also welcomed Mrs Winnie Eley who joined us in May 2013 as Pro Vice-Chancellor to lead the International and Advancement Division and to design and implement a strategy for internationalisation, sustainable 'deep' partnerships and purposeful engagement.

Under the leadership of Mrs Eley and through the dedicated support of her team, the International and Advancement Division supports the University's vision and strategic direction through meaningful engagement and sustainable positioning both nationally and internationally. Working closely with the University's divisions, faculties, partners and stakeholders, the International and Advancement Division consolidates the University's strategic direction through strengthening and developing strong partnerships and world-class collaborations in the global higher education sector and beyond.

AUAP Forum

A busy year for the International and Advancement Division culminated in the University hosting the 13th Forum of the Association of Universities of Asia and the Pacific (AUAP) in December – the first time this forum has been held in Australia. AUAP brought together senior sector colleagues from across the Asia Pacific region to hear speakers discuss issues directly relevant to the theme *Innovating together: Collaboration in transnational education and research*. Speakers included Federal Parliamentary Secretary to the Minister for Foreign Affairs, Senator Brett Mason, who outlined the aims and opportunities related to the new Colombo Plan.

AUAP believes the best approach to achieve its aims is to:

- promote a culture of quality and innovation in higher education, research and service to the community
- preserve and enhance the values and cultural diversity of Asia Pacific towards better understanding and cooperation for socioeconomic development and peace
- engage with stakeholders of higher education and other organisations to further the objectives of AUAP
- promote peace and international understanding through education.

The Vice-Chancellor signed a Memorandum of Understanding for membership during the Forum, which affords the University future access and benefits from continued interaction and collaboration among other AUAP members.

International student experience

Education Plan Strategic Objectives 3.1, 3.4 and 5.1

We provide an outstanding student experience both on- and off-campus, including student engagement in research, work and community focused activities.

From the time of their arrival, students are welcomed to the University through our International Arrival Services, followed by an orientation program which provides them with a range of activities to help familiarise themselves with both life on campus and life outside of the University.

Community programs, many of which are aided through the generosity of volunteers, continue to help students socialise informally and feel very much a part of our University 'family' as well as the wider community in which they live. Highlights in 2013 included:

- a 22 per cent increase in student participation in 'Speed Conversation', a program to ease international student social transition
- *The Newcastle Model - Instilling 'International Awareness through Student Leadership training'* was a featured presentation at the largest international education conference, NAFSA (Association of International Educators) in St Louis, in May
- the establishment of a chapter of the Australian–China Youth Association (ACYA) at the University.

Student mobility

Education Plan Strategic Objectives 3.2 and 3.3

We continue to foster global citizens through our outbound mobility programs and during the past year a record number of students participated in outbound mobility opportunities, registering a 70 per cent increase in international student exchange. Our International Leadership and Development program (iLEAD) also grew with a 65 per cent increase in registrations, providing opportunities for international exchange and volunteer experiences as well as lectures on leadership issues and engagement with respected international figures.

Similarly there were increased opportunities for international WIL (iWIL) in 2013 in the form of approaches from external institutions wishing to collaborate on international WIL exchanges, or organisations offering services to provide international internships. Initial results from the 2013 WIL Mapping investigations have indicated over 202 students undertook an iWIL experience in 2013 as part of their program. This is an increase of approximately 53 students undertaking iWIL since 2011.

iWIL Scholarships worth \$12,000 in total were provided to eight students in the Oral Health program at the Ourimbah Campus to undertake WIL placements in orphanages and remote villages in West Timor. As part of the scholarship, the students all provided reflection pieces and digital images from the placement for use in future WIL promotion.

International student enrolments by country of citizenship

	2013
China	2,732
Singapore	1,074
Korea, Republic of (South)	493
Malaysia	374
Indonesia	269
United States of America	256
India	218
Hong Kong (SAR of China)	165
Myanmar	153
Saudi Arabia	147
Other	1,802
Total	7,683

Source: MIS 5 March 2014



Alumni partnerships and communities

Future Workforce Strategic Objective 4.5

Our alumni feature global leaders and innovators and professionals who contribute to the infrastructure and development of their profession, communities, regions and nations – making a difference on many levels for a stronger society.

Our alumni network is made up of more than 115,000 dynamic and diverse achievers in more than 121 countries. The many benefits we provide to this network are actively promoted to and embraced by our past graduates. In 2013 we:

- hosted 60 international, national and local alumni community events
- engaged with more than 1,000 international alumni at 19 overseas events
- hosted four donor stewardship events to show our appreciation for our donors
- continued mentoring programs with nearly 200 students receiving mentoring from industry-active alumni through the Alumni Advantage Program
- celebrated the achievements of our alumni at our Alumni Awards and in 2013 the Alumni Medal was awarded to Emeritus Professor Ross Watts for his outstanding record of professional excellence in leadership, knowledge and professional practice.

The Foundation

Donations, bequests and sponsorships from the community and corporate partners contribute hugely to achieving our strategic goals in research, education and community projects – ultimately all for the enrichment and advancement of our communities.

Just over \$4m in philanthropic support was received in 2013, which included 14 donations of more than \$50,000. This support has funded student scholarships and prizes, academic positions, cutting-edge research, community projects and other key University priorities and programs.

Our main focus in 2013 was on seeking philanthropic support for equity and building access, participation and success for our students. Highlights included:

- the third University Annual Appeal raised almost

\$40,000 through donations from alumni, staff members and the community and will fund 10 Shaping Futures Scholarships of \$4,000 for academically-gifted students who are facing hardship

- the establishment of 14 new student scholarships to bring the total of donor-funded scholarships to 243
- strengthening our partnership with the Broken Bay Institute to provide additional scholarships for theology students, further enhancing the University's reputation as a leader in the field of theology and religion
- partnering with External Relations to continue to build relationships with our Singapore Alumni resulting in a further commitment of \$110,000 for the Singapore Alumni Scholarship Fund and the establishment of the Catherine and Peter Tay High Achiever Engineering Undergraduate Scholarship
- seeking philanthropic support to help attract world-class academics in their fields to our University and receiving a generous \$300,000 donation from a long-time friend and supporter which will help establish a Chair in Cross-Cultural Psychology
- working collaboratively with the Faculty of Engineering and Built Environment to finalise arrangements with sponsors Lend Lease and John Holland for a new Chair in Construction Management to start at the University in 2014.

Graduates give back

University of Newcastle alumnus Peter Tay has not stopped giving back to the university that offered him a stepping stone to a successful career nearly 40 years ago.

Mr Tay is one of the hundreds of Singapore-resident alumni who give back to their alma mater. Like him, many of them were able to study in Newcastle as part of the Singapore Colombo Plan Scholarship program from the Australian Government.

Mr Tay said that for many of the Colombo Plan scholars, the scholarship program represented their only opportunity to achieve a university education.

"The Colombo Plan Scholarship program and the University of Newcastle helped me with my career and I wanted to give something back," he said.

And while they live many, many miles away, fond memories of attending the University of Newcastle still linger for this group of Singapore alumni – so much so, they have given more than \$500,000 in philanthropic support for scholarships to help Australian students.

"By supporting these scholarships, we continue to build on the strong relationship between Australia and Singapore as well as help current students who need support to complete their education," Mr Tay said.

Peter and his wife Catherine established a new scholarship in 2013. The Catherine and Peter Tay High Achieving



Peter and Catherine Tay with scholarship recipient Alissa Thivakon (centre)

Engineering Undergraduate Scholarship will be awarded to the highest-ranked commencing student in the Faculty of Engineering and Built Environment with an ATAR of more than 99.0.

"Catherine and I are proud to help talented local students stay in Newcastle for their engineering studies, and gain their higher education at one of the best engineering faculties in Australia," Peter said.

Five scholarship funds have now been set up by Singapore alumni – to reward high achievers and also support gifted students who are facing hardship.

According to scholarship recipient and Construction Management student Alissa Thivakon, her scholarship has given her more than just financial assistance.

"My scholarship has also opened doors into getting me a cadetship in the field of construction management. The value of the industry experience I have been gained is immeasurable. I also now no longer need to work three jobs

and have more time to focus on my studies. I am so thankful to the donors for the opportunities that have flowed from their generosity."

The Singapore alumni group also hopes other alumni will follow their example and donate to the University that helped them launch their careers.

"We encourage more former students to look at giving back and help the future leaders of tomorrow," Mr Tay said.

Donations and support to the University in 2013

Our gratitude is extended to all individuals, families, community groups and corporate organisations that generously supported the University in 2013. The following list includes donations and sponsorship of \$1,000 and over for 2013. (Some of our donors and sponsors do not appear on this list at their own request.)

Organisations

2 Score 2 Pty Ltd - True Blue Collectables
A Squared Advisers Pty Ltd
Abigroup Contractors Pty Ltd
Ampcontrol Pty Ltd
Anglican Diocese of Newcastle
Association of Public Authority Surveyors NSW Inc.
Aurecon Australia Pty Ltd
Ausgrid - Sydney
Australian Geographic
Australian Mathematical Society Inc.
Australian Medical Association (NSW) Limited
Australian Rotary Health
Australian Taxation Office (ATO)
Bankwest - Sydney
Bayer Australia Pty Ltd
Blueshift Corporation Pty Ltd
Board of Surveying and Spatial Information
Boral Limited
Bradken Ltd
Cameron Family Charitable Endowment
Carroll & O'Dea Lawyers
Cerebral Palsy Alliance
Cessnock Community Healthcare Trustees Pty Ltd
Coal & Allied
Coast Shelter
Coffs Harbour City Council
Colgate-Palmolive Pty Ltd
Corky's Carbon Consultancy Pty Ltd
CPA Australia
CSIRO Australia
Custom Fluidpower Pty Ltd
Delta Electricity
Douglas Partners Pty Ltd
Dubbo City Council
Electric Energy Society of Australia, NSW Chapter
Engineers Australia - Newcastle Division
Eraring Power Station
Essential Energy
Forbes Shire Council
Forsythes
Friends of Glen Avery
Friends of the University of Newcastle
GH Varley Pty Ltd
GHD Pty Ltd
Glencore Coal (NSW) Pty Limited
Guild Insurance Ltd
Harvard Club of Australian Foundation
Hunter Breast Cancer Foundation Inc
Hunter Chancellery Staff Association Inc

Hunter Environmental Institute (HEI)
Hunter Melanoma Foundation (HMF)
Hunter New England Local Health District
Hunter Valley Family Law Practitioners Association
Hunter Valley Law Society Inc.
Hunter Valley Private Hospital
Hunter Valley Research Foundation
Hunter Water Corporation
INOXiHP Australia Pty Ltd
Institution of Surveyors NSW Inc.
Integrated Design Group
Interrelate Family Centres
James Cook University
Job Centre Australia
John Sinclair Cormack Trust (NSW)
Karagi Court Ltd
Kempsey Shire Council
Lake Macquarie City Council
Lake Macquarie Private Hospital
LWM Group Pty Ltd
Macquarie Generation
Matrikon Pty Ltd
Mid-Coast (Taree) Science & Engineering Challenge
Mine Subsidence Technological Society
Monteath and Powys Pty Ltd
Multiskilled Resources Australia Pty Ltd
Nepean Power Pty Ltd
Newcastle & Hunter Valley Pharmacists Association
Newcastle City Council
Newcastle Eye Hospital
Newcastle Film Society
Newcastle Innovation Ltd
Newcastle Panthers
Newcastle Port Corporation
North Construction & Building Pty Ltd
NSW Architects Registration Board
NSW Bar Association
NSW Country Surveyors Association
Oriental Botanicals
Outback Science & Engineering Challenge Committee
Pharmaceutical Defence Limited
Pharmacy Alliance
Pinkies
Port Waratah Coal Services Ltd
Powerdist Australia Pty Ltd
Pulse Mining Systems Pty Ltd
Queensland University of Technology
Raine & Horne
RCR Energy Pty Ltd
Regional Development Australia - Hunter

Rio Tinto
 Rotary Club of Dubbo Macquarie
 Rotary Club of Forbes
 Rotary Club of Geelong East Inc & Rotary District 9780
 Rotary Club of Hervey Bay Sunrise
 Rotary Club of Kempsey West Inc
 Rotary Club of Narrabri Inc
 Rotary Club of Tamworth First Light
 Royal Newcastle Hospital Graduate Nurses Association Inc.
 RPC Technologies Pty Ltd
 Sigma
 Southern Cross University
 Specialised Geo Pty Ltd
 Suters Architects Pty Ltd
 Symbion Pty Ltd
 TAFE NSW North Coast Institute
 Tertiary Education International (TEI) Group
 The A W Tyree Foundation
 The Architecture Foundation
 The Australian National University (ANU)
 The Broken Bay Institute (BBI)
 The Entrance Leagues Club Ltd
 The Law Society of NSW
 The Newcastle Herald
 The University of Adelaide
 The University of Queensland
 Tomago Aluminium
 Unifood Group Pty Ltd
 University Co-Operative Bookshop Ltd
 University of Western Sydney
 UON Services
 Weston Aluminium Pty Ltd
 Yancoal Australia
 Youth Connections - Gosford
 Zonta Club of Port Macquarie

Individuals

Sister Kathleen Alderson
 Ms Valmai Avery
 Mrs Valentine Badham
 Mr Andrew Beattie
 Mr Mark Beaumont
 Mr William Burges
 Mr Ian Carr
 Professor CHEN Christopher Yun Hian
 Mr CHIA Robin Kay Hua
 Mr CHOO Heng Thong
 Ms Juliet Clark
 The Cockburn Family
 Ms Lynette Curry
 Mr Barry Croese

Mrs Vera Deacon
 Ms Suzanne Delbridge-Bailey
 Mrs Frances Doherty
 Dr Donald Dunlop and Mrs Patricia Dunlop
 Mr John Farrell
 Ms Awelina Fenelon
 Dr Louis Fenelon
 Mr FOO Jong Kan
 Ms Lesley Gent
 Dr GOH Song How
 Mr Richard Gorman
 Mr Peter Green
 Ms Linda Herron
 Mr Howard Johnson and Mrs Ruth Johnson
 Dr Geoffrey Jordan
 Conjoint Professor Daphne Keats
 Emeritus Professor Geoffrey Kellerman AO
 Minister KHAW Boon Wan
 Mr KWAN Tuck On
 Dr Geoffrey Leonard AM
 Professor LI Shu Chuen
 Mr LIM Chong Hin
 Mr Douglas Lithgow
 Emeritus Professor Terence Lovat
 Ms Heather MacRae
 Mrs Glenn Moss
 Mr Tarek Nashar
 Professor NG Tung Sang
 Mr ONG Teck Chuan
 Mr Roy Palmer
 Mr Anthony Piggott
 The Hon John Price AM and Mrs Elizabeth Price
 Mr Max Quayle and Mrs Anne Quayle
 Mrs Jane Reid
 Mr Frank Ryan
 Mr Neville Sawyer AM
 Ms Julia Seddon
 Ms Mary Anita Sherriff
 Mr Alan Smith and Mrs Janelle Smith
 Mr Jack Smith
 Mr Harold Stead
 Dr TAN Yau Teck
 Mr TAO Yeoh Chi
 Mr TAY Peter Buan Huat
 Mrs Jennifer Thomas AM
 Mr John Turner
 Mr Edwin Van Wyk
 Mr John Walmsley
 Associate Professor Peter Waring

Five Years - Key Education Statistics

	Category	2009	2010	2011	2012	2013	% Change 2009–2013	% Change 2012–2013
Number of students¹	Total	32,659	35,484	35,935	37,445	39,131	19.8	4.5
	Commencing	14,949	16,772	16,666	17,582	18,231	22.0	3.7
Student load²	Total	22,675	24,034	24,331	25,014	26,195	15.5	4.7
	Undergraduate	17,158	17,953	18,296	18,606	19,096	11.3	2.6
	Postgraduate	3,249	3,727	3,845	4,200	4,569	40.6	8.8
	Other (Enabling, ELICOS, Non-award)	2,269	2,354	2,190	2,208	2,530	11.5	14.6
	Commonwealth-supported	16,606	17,571	17,947	18,512	19,395	16.8	4.8
Funding Source³	Fee-paying international	4,621	4,966	4,816	4,789	4,908	6.2	2.5
	Fee-paying domestic	1,449	1,498	1,567	1,713	1,892	30.6	10.4
	Total	6,021	6,515	6,546	7,042	7,330	21.7	4.1
Award Completions⁴	Undergraduate	4,008	4,338	4,152	4,417	4,387	9.5	-0.7
	Postgraduate	2,013	2,177	2,394	2,625	2,943	46.2	12.1
Full-time staff (FTE)⁵	Total	2,349	2,415	2,444	2,596	2,670	13.7	2.9
	Academic	933	970	967	1,046	1,066	14.3	2.0
	Professional	1,416	1,446	1,477	1,550	1,604	13.3	3.5
Work Function (FTE)	Teaching only	44	22	156	31	36	-19.4	13.9
	Research only	336	383	354	387	404	20.3	4.4
	Teaching and Research	668	706	587	758	756	13.2	-0.2
	Other	1,301	1,305	1,347	1,420	1,475	13.3	3.8
							% Change 2009–2012	% Change 2011–2012
Casual Staff⁶	Total	423	427	450	440	n/a	4.0	-2.2
	Academic	267	265	297	282	n/a	5.7	-4.8
	Professional	157	162	153	158	n/a	0.4	2.8

Source: MIS 5 March 2014 for 2013 and prior years

Staff data source: Department of Education Higher Education Staff Statistics

Notes:

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 semester expressed in Equivalent Full-time Student Load (EFTSL), full year.

3. **Funding** Program Load expressed in Equivalent Full-time Student Load (EFTSL).

4. **Award completions** represents the number of completed program enrolments for undergraduate and postgraduate award programs. Completion year is based on the official government completion year of 1 April to 31 March.

5. **Staff** full-time equivalent positions occupied by full-time and part-time staff members as at 31 March (excluding Independent Operations).

6. **Casual staff** full-time full year equivalent positions occupied during year (excluding Independent Operations). 2013 data is not available.

7. **Rounding errors** may apply to the above and following student statistics tables.

Table 1: Student enrolments and load (EFTSL) by program level

	2009	2010	2011	2012	2013	% Change 2009–2013	% Change 2012–2013
Student enrolments							
Undergraduate	21,514	22,760	23,284	23,796	24,445	13.6%	2.7%
Postgraduate Coursework	5,400	6,293	6,703	7,398	8,150	50.9%	10.2%
Higher Degree by Research	1,234	1,318	1,394	1,462	1,505	22.0%	2.9%
Non-award	728	765	707	679	707	-2.9%	4.1%
Enabling	2,459	2,997	2,853	2,967	3,220	30.9%	8.5%
ELICOS	1,324	1,351	994	1,143	1,104	-16.6%	-3.4%
Total	32,659	35,484	35,935	37,445	39,131	19.8%	4.5%
	2009	2010	2011	2012	2013	% Change 2009–2013	% Change 2012–2013
Student load (EFTSL)							
Undergraduate	17,158	17,953	18,296	18,606	19,096	11.3%	2.6%
Postgraduate Coursework	2,436	2,835	2,896	3,165	3,523	44.6%	11.3%
Higher Degree by Research	813	892	949	1,035	1,045	28.6%	1.0%
Non-award	288	286	281	259	295	2.3%	13.6%
Enabling	1,397	1,616	1,589	1,627	1,809	29.5%	11.2%
ELICOS	583	452	320	322	426	-26.9%	32.4%
Total	22,675	24,034	24,331	25,014	26,195	15.5%	4.7%

Source: MIS 5 March 2014

Table 2: Student enrolments by student type

	2009	2010	2011	2012	2013	% Change 2009–2013	% Change 2012–2013
Domestic							
Undergraduate	18,406	19,507	20,042	20,672	21,411	16.3%	3.6%
Postgraduate Coursework	3,511	4,067	4,527	5,064	5,713	62.7%	12.8%
Higher Degree by Research	942	969	975	1,014	1,022	8.5%	0.8%
Non-award	106	180	146	165	150	41.5%	-9.1%
Enabling	2,354	2,892	2,769	2,910	3,152	33.9%	8.3%
ELICOS	4	6	5	1	0		
Total	25,323	27,621	28,464	29,826	31,448	24.2%	5.4%
International onshore							
Undergraduate	1,092	1,206	1,335	1,374	1,327	21.5%	-3.4%
Postgraduate Coursework	1,150	1,587	1,633	1,821	2,002	74.1%	9.9%
Higher Degree by Research	279	333	405	434	469	68.1%	8.1%
Non-award	606	585	556	506	555	-8.4%	9.7%
Enabling	104	103	84	57	68	-34.6%	19.3%
ELICOS	1,312	1,343	987	1,141	1,103	-15.9%	-3.3%
Total	4,543	5,157	5,000	5,333	5,524	21.6%	3.6%
International offshore							
Undergraduate	2,016	2,047	1,907	1,755	1,707	-15.3%	-2.7%
Postgraduate Coursework	739	639	543	513	435	-41.1%	-15.2%
Higher Degree by Research	13	16	14	14	14	7.7%	0.0%
Non-award	16	0	5	3	2	-87.5%	-33.3%
Enabling	1	2	0	0	0		
ELICOS	8	2	2	1	1	-87.5%	0.0%
Total	2,793	2,706	2,471	2,286	2,159	-22.7%	-5.6%

Source: MIS 5 March 2014

Table 3: Student Load (EFTSL) by student type

	2009	2010	2011	2012	2013	% Change 2009–2013	% Change 2012–2013
Domestic							
Undergraduate	14,753	15,342	15,658	16,118	16,775	13.7%	4.1%
Postgraduate Coursework	1,405	1,572	1,695	1,859	2,091	48.8%	12.5%
Higher Degree by Research	590	609	626	657	654	10.9%	-0.5%
Non-award	16	26	23	24	26	60.6%	4.6%
Enabling	1,301	1,523	1,515	1,575	1,748	34.4%	11.0%
ELICOS	1	1	1	1	0		
Total	18,065	19,073	19,518	20,234	21,294	17.9%	5.2%
International onshore							
Undergraduate	925	1,014	1,130	1,131	1,056	14.2%	-6.6%
Postgraduate Coursework	676	955	944	1,048	1,195	76.9%	14.0%
Higher Degree by Research	215	273	315	370	382	77.6%	3.3%
Non-award	267	261	257	235	269	0.5%	14.5%
Enabling	96	92	74	53	61	-36.2%	16.4%
ELICOS	579	450	318	321	426	-26.5%	32.7%
Total	2,758	3,045	3,037	3,157	3,389	22.9%	7.3%
International offshore							
Undergraduate	1,480	1,597	1,509	1,357	1,265	-14.5%	-6.7%
Postgraduate Coursework	355	308	256	258	237	-33.3%	-8.3%
Higher Degree by Research	8	9	8	8	9	15.7%	16.8%
Non-award	5	0	1	0	1	-87.8%	66.7%
Enabling	1	2	0	0	0		
ELICOS	4	1	1	0	1	-83.4%	60.0%
Total	1,852	1,917	1,775	1,624	1,513	-18.3%	-6.8%

Source: MIS 5 March 2014

Table 4: Commencing and continuing enrolments by faculty/division

	2009	2010	2011	2012	2013	% Change 2009–2013	% Change 2012–2013
Commencing							
Business and Law	2,475	2,724	2,933	3,101	3,297	33.2%	6.3%
Education and Arts	3,010	3,682	3,634	3,726	3,899	29.5%	4.6%
Engineering and Built Environment	1,174	1,299	1,367	1,500	1,533	30.6%	2.2%
Health and Medicine	2,270	2,365	2,499	2,648	2,654	16.9%	0.2%
Science and Information Technology	1,868	2,005	1,903	2,046	2,113	13.1%	3.3%
English Language and Foundation Studies Centre	3,387	3,831	3,520	3,808	3,930	16.0%	3.2%
The Wollotuka Institute	7	15	16	14	11	57.1%	-21.4%
Other University*	758	851	794	739	794	4.7%	7.4%
Commencing Total	14,949	16,772	16,666	17,582	18,231	22.0%	3.7%
Continuing							
Business and Law	3,186	3,463	3,564	3,626	3,593	12.8%	-0.9%
Education and Arts	4,927	4,969	5,352	5,471	5,775	17.2%	5.6%
Engineering and Built Environment	2,222	2,361	2,546	2,712	2,979	34.1%	9.8%
Health and Medicine	3,964	4,163	4,182	4,453	4,799	21.1%	7.8%
Science and Information Technology	2,955	3,162	3,208	3,213	3,275	10.8%	1.9%
English Language and Foundation Studies Centre	396	517	327	301	394	-0.5%	30.9%
The Wollotuka Institute	13	14	23	18	25	92.3%	38.9%
Other University*	47	63	67	69	60	27.7%	-13.0%
Continuing Total	17,710	18,712	19,269	19,863	20,900	18.0%	5.2%
Total	32,659	35,484	35,935	37,445	39,131	19.8%	4.5%

Source: MIS 5 March 2014

* Includes non-award studies, exchange and study abroad.

Table 5: Commencing and continuing student load (EFTSL) by faculty/division

	2009	2010	2011	2012	2013	% Change 2009–2013	% Change 2012–2013
Commencing							
Business and Law	1,511	1,667	1,782	1,865	2,034	34.6%	9.1%
Education and Arts	2,193	2,496	2,441	2,460	2,519	14.9%	2.4%
Engineering and Built Environment	851	946	974	1,072	1,071	25.9%	0.0%
Health and Medicine	1,604	1,696	1,794	1,888	1,955	21.8%	3.6%
Science and Information Technology	1,307	1,382	1,351	1,415	1,487	13.8%	5.1%
English Language and Foundation Studies Centre	1,774	1,875	1,795	1,849	2,063	16.3%	11.6%
The Wollotuka Institute	3	9	9	7	6	89.1%	-20.5%
Other University*	290	297	294	270	304	5.1%	12.8%
Commencing Total	9,533	10,368	10,440	10,825	11,439	20.0%	5.7%
Continuing							
Business and Law	2,238	2,527	2,554	2,524	2,453	9.6%	-2.8%
Education and Arts	3,729	3,755	3,952	3,980	4,039	8.3%	1.5%
Engineering and Built Environment	1,651	1,784	1,901	2,017	2,251	36.3%	11.6%
Health and Medicine	3,123	3,130	3,070	3,248	3,504	12.2%	7.9%
Science and Information Technology	2,170	2,247	2,265	2,291	2,300	6.0%	0.4%
English Language and Foundation Studies Centre	207	193	114	100	172	-16.7%	72.3%
The Wollotuka Institute	9	9	15	11	18	108.8%	67.1%
Other University*	15	21	18	18	19	30.5%	6.9%
Continuing Total	13,142	13,667	13,891	14,189	14,756	12.3%	4.0%
Total	22,675	24,034	24,331	25,014	26,195	15.5%	4.7%

Source: MIS 5 March 2014

* Includes non-award studies, exchange and study abroad.

Table 6: Student load (EFTSL) by location

	2009	2010	2011	2012	2013
Newcastle	16,742	17,575	17,709	17,997	18,731
Central Coast	2,884	3,036	3,037	3,174	3,310
Port Macquarie	223	253	281	292	314
Sydney	33	232	291	481	667
UON Singapore	1,569	1,670	1,593	1,460	1,375
Other	1,225	1,268	1,420	1,611	1,798
Total	22,675	24,034	24,331	25,014	26,195

Source: MIS 5 March 2014

Table 7: Student enrolments by program level and gender

	2009	2010	2011	2012	2013
Female					
Undergraduate	12,336	12,834	13,005	13,158	13,484
Postgraduate Coursework	2,879	3,403	3,668	4,056	4,713
Higher Degree by Research	639	675	725	747	751
Non-award	402	425	400	385	409
Enabling	1,474	1,784	1,723	1,727	1,833
ELICOS	538	608	486	588	570
Female Total	18,268	19,729	20,007	20,661	21,760
Male					
Undergraduate	9,178	9,926	10,279	10,638	10,961
Postgraduate Coursework	2,521	2,890	3,035	3,342	3,437
Higher Degree by Research	595	643	669	715	754
Non-award	326	340	307	294	298
Enabling	985	1,213	1,130	1,240	1,387
ELICOS	786	743	508	555	534
Male Total	14,391	15,755	15,928	16,784	17,371
Total	32,659	35,484	35,935	37,445	39,131

Source: MIS 5 March 2014

Table 8: Basis of admission for commencing undergraduate student enrolments

	2009	2010	2011	2012	2013	2013 % of Total
Secondary Education	3,121	3,268	3,319	3,302	3,491	39.6%
Higher Education Course Complete or Incomplete	1,761	2,035	1,973	2,028	2,171	24.6%
TAFE Award Complete or Incomplete	1,148	1,065	1,284	1,318	1,332	15.1%
Mature Age Special Entry	997	1,349	1,429	1,431	1,358	15.4%
Professional Qualification	9	9	4	3	7	0.1%
Other*	569	602	458	503	465	5.3%
Total	7,605	8,328	8,467	8,585	8,824	100.0%

Source: MIS 5 March 2014

*Other includes Special Entry, Employment Experience, Open Learning, Uni Exam Assessment

Table 9: Market share of UAC preferences

	First Preferences					First to Third Preferences				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Current School Leavers	9.5%	8.7%	8.5%	8.7%	8.7%	9.7%	8.8%	8.9%	9.1%	9.0%
Non Current School Leavers	14.5%	15.4%	15.9%	16.1%	16.2%	13.5%	14.6%	15.1%	15.2%	15.3%
Total	11.7%	11.7%	11.7%	11.9%	12.0%	11.2%	11.1%	11.3%	11.4%	11.4%

Source: UAC data as at end of admissions process via MIS

Table 10: Number of preferences to the University of Newcastle

	First Preferences					First to Third Preferences				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Current School Leavers	4,206	3,977	4,082	4,339	4,390	12,435	11,640	12,211	13,098	13,055
Non Current School Leavers	5,139	5,711	5,825	6,057	6,198	10,971	12,679	12,958	13,486	13,774
Total	9,345	9,688	9,907	10,396	10,588	23,406	24,319	25,169	26,584	26,829

Source: UAC data as at end of admissions process via MIS

Table 11: Number of eligible* preferences to the University of Newcastle

	First Preferences					First to Third Preferences				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Current School Leavers	3,023	3,009	3,065	3,102	3,049	8,974	8,921	9,168	9,434	9,185
Non Current School Leavers	4,751	5,359	5,426	5,659	5,776	10,107	11,891	12,025	12,534	12,802
Total	7,774	8,368	8,491	8,761	8,825	19,081	20,812	21,193	21,968	21,987

Source: UAC data as at end of admissions process via MIS

* Eligible refers to applicants who had a UAI of greater than or equal to 60

Table 12: Graduate destinations (Australian residents with Bachelor degrees only)

	2009		2010		2011		2012		2013	
	Newcastle	National	Newcastle	National	Newcastle	National	Newcastle	National	Newcastle	National
Working full-time	54.7%	52.2%	50.5%	49.4%	52.1%	49.6%	51.9%	47.9%	46.5%	44.0%
Working part-time	20.9%	18.9%	24.4%	19.7%	24.0%	19.5%	22.7%	20.1%	25.4%	22.4%
Seeking work	5.8%	5.6%	6.9%	6.2%	5.4%	6.3%	5.8%	6.2%	6.5%	7.4%
Full-time study	15.8%	18.3%	15.1%	19.1%	13.7%	19.4%	15.2%	20.8%	16.2%	20.8%
Unavailable/ unknown	2.7%	5.0%	3.1%	5.6%	4.9%	5.2%	4.4%	4.9%	5.4%	5.3%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: Australian Graduate Survey

Table 13: Student/academic staff ratio (on-shore students only, includes casual staff)

Year	University of Newcastle	Sector
2008	21.3	19.8
2009	21.0	20.1
2010	22.3	20.7
2011	21.8	20.3
2012	22.1	20.5

Source: Department of Education Institutional Performance Portfolio

Onshore Student EFTSL; Academic Staff - full-time, fractional full-time and actual casual staff in an AOU with a 'teaching only' or 'teaching and research' function

Sector: All Table A Providers (*Higher Education Support Act 2003 - Section 16.15*)

Table 14: Course Experience Questionnaire results 2011–2013 (per cent agreement) (Bachelor degrees only)

	2011	2012	2013
Graduate Overall Satisfaction	78.1%	81.7%	83.9%
Graduate Good Teaching Scale	63.2%	67.9%	69.8%
Graduate Generic Skills Scale	78.1%	82.3%	83.1%

Source: Australian Graduate Survey

RESEARCH AND INNOVATION

RESEARCH INCOME



TIME'S



25 Best inventions
of the year list

INDUSTRY FUNDING



PRIORITY RESEARCH CENTRES



NEW INNOVATION CLUSTERS



HIGHER DEGREE BY RESEARCH STUDENTS

1,505

Our commitment to research excellence is an investment in the future of our region, Australia and the world. We are ranked equal seventh nationally for research rated as 'well above world standard' in the most recent Excellence in Research for Australia Assessment by the Australian Government. We attract the world's best researchers and through our partnerships with industry, business and government and our purpose-built facilities they are supported as global leaders to deliver world-class innovation. We champion engagement and collaboration and in the most recent HERDC data collection we ranked sixth for Australian industry contract income.

Competitive research funding

Research and Innovation Plan Strategic Objective 2.1

We had an excellent year for funding in 2013. In the latest round of funding grants from the Australian Research Council (ARC) we were awarded \$14.0m for projects to commence in 2014. Our performance in Discovery Projects was noteworthy, with \$8.8m awarded, a significant increase on previous years. The ARC awards included:

- two highly competitive Discovery Outstanding Researcher Award grants to Professors Graeme Jameson and Rob Melchers
- a Discovery Indigenous grant to Dr Mark Lock, the highest grant awarded of only ten nationally. Dr Lock also received one of only five Discovery Indigenous Award fellowships
- Future Fellowships were awarded to four University researchers
- Discovery Early Career Researcher Awards were made to three University researchers.

We also were awarded a record amount of funding (\$21.7m) in the latest round of National Health and Medical Research Council (NHMRC) grants to commence in 2014. We were seventh overall for Australian universities for the funding received and had the highest success rate in the country of any University awarded more than one grant. Significantly, we received \$18.0m for project grants to commence in 2014, an increase of almost \$10.3m on our 2012 total of \$7.7m for project grants to commence in 2013.

Research and innovation projects

Research and Innovation Plan Strategic Objective 1.1

Our research projects attracted international and national attention for their discoveries and findings. Highlights from 2013 include de-extinction technology, drug trials that provide new hope for high-risk breast cancer patients and an innovative method to produce green building materials via mineral carbonation.

ARC Discovery Indigenous grant

Research fellow Dr Mark Lock attracted the largest Discovery Indigenous grant awarded by the ARC in 2013 for research into Indigenous health. Dr Lock will spend three years and three-quarters of a million dollars investigating the integration of Aboriginal voices in the governance of public health services. Dr Lock's research will use a combination of mathematical, visual and vocal methods to model the most effective ways to integrate Aboriginal voices and will interrogate the assumption that improving Aboriginal access to health services will improve health outcomes for Aboriginal people.

Breast cancer prevention research

University Professor John Forbes AM co-chaired a pioneering study of international significance which was published in *The Lancet* in 2013. Conducted locally by the Australia and New Zealand Breast Cancer Trials Group (ANZBCTG), the prevention clinical trial IBIS-II's findings showed that cancer drug anastrozole reduces the risk of breast cancer by 53 per cent in high-risk, post-menopausal women.

Many breast cancers are fuelled by the hormone oestrogen. Anastrozole works by preventing the body from making oestrogen and has been used to treat post-menopausal women with oestrogen receptor positive breast cancer. The side effects usually associated with oestrogen depriving drugs, such as acute aches and pains, were only slightly higher than in the placebo group in the IBIS-II trial, suggesting that most symptoms were not drug related. The results could offer a new option for reducing breast cancer in moderate- to high-risk post-menopausal women.

Lazarus Project

Our researchers were acknowledged as leading one of the most significant innovations of 2013, in *TIME* Magazine's 25 Best Inventions of the Year list. Led by Professor Michael Mahony, the Lazarus Project has

developed de-extinction technology which will resurrect vanished species. This breakthrough genome technology has been successfully applied to the gastric brooding frog, which has been extinct since 1983. In repeated experiments over five years, the nuclei of donor eggs from the distantly related Great Barred Frog, *Mixophyes fasciolatus*, were inactivated and replaced with dead nuclei from the gastric brooding frog which resulted in eggs spontaneously dividing and growing to early embryo stage. This discovery could herald a new era in global biodiversity and conservation management.

MobiDRIP

Professor Dastoor, from the Faculty of Science and Information Technology, received a Medical Device Fund (MDF) grant in 2013 worth \$215,000 to commercialise the distribution of the MobiDRIP, which is currently used in six hospitals across NSW and Queensland. Clinical trials have already shown that the MobiDRIP is more accurate at supplying antibiotics than computer based pumps. The simplicity of the design means that it does not require electrical power, it is lightweight and easy to operate. The product has potential for use not only in hospitals and homes but in ambulances, the military and even veterinary clinics, providing global benefits for the healthcare industry.

Award-winning researchers

The standing of our researchers was acknowledged in 2013 through various international and national awards.

International awards

Laureate Professor Graeme Jameson

Laureate Professor Graeme Jameson AO was awarded the Society for Mining, Metallurgy and Exploration's Antoine M Gaudin award for outstanding contributions to both engineering science and industrial technology at the Society's 2013 Annual Meeting in Colorado, USA. This accolade was followed by the award of the NSW Scientist of the Year at the 2013 NSW Science and Engineering Awards, in recognition of his contribution to the science of mineral processing.

Professor Jameson is well known for his invention of the Jameson Cell, a device which has changed the face of mineral processing and which has added more than \$22b in mineral exports to the Australian economy since 1990. In use in more than 300 locations in 20 countries, the cell has no motor, air compressor or moving parts, making it energy efficient and inexpensive to operate and maintain.



Laureate Professor Graeme Jameson

Laureate Professor Graham Goodwin

Laureate Professor Graham Goodwin received the Rufus Oldenburger Medal from the American Society of Mechanical Engineers (ASME), in recognition of his contributions to automatic control theory and practice. He is only the second Australian recipient of the Medal and the first whose research is based in Australia. Laureate Professor Goodwin's current projects include developing an artificial pancreas to assist people suffering from Type 1 Diabetes, working on ambulance scheduling to improve the effectiveness of emergency services, and the control of systems to improve the upload capacity and operation of 3G and 4G mobile telecommunications.

Emeritus Professor Terry Wall

Emeritus Professor Terry Wall became the first Australian to win the Percy Nicholls Award for Notable Scientific or Practical Contributions in the Field of Solid Fuels, which he accepted at the International Technical Conference on Clean Coal and Fuel Systems in Florida, USA. Professor Wall's previous awards include the ESSO Award for excellence in Chemical Engineering, the Bryers Award of the US Engineering Foundation and the John Chipman Award of the US Iron and Steel Society. Currently his research group activities at the University are coal-focused with projects underway developing technologies for carbon capture and storage, pulverised coal injection to blast furnaces, coking coal evaluation and controlling emissions from coal use.

National awards

Associate Professor Jodie Simpson

Associate Professor Jodie Simpson received a Scopus Young Researcher of the Year award for her pioneering work on combating inflammation in infection-induced asthma. Associate Professor Simpson's research focuses on examining the causes of inflammation in asthma patients who do not respond to traditional treatments. Her most recent work on the use of the antibiotic Clarithromycin to target neutrophilic inflammation in asthma demonstrates the focus of her work to translate medical research into improvements in healthcare.

Conjoint Senior Lecturer Carmel Smart

Dr Smart received the 2013 Australian Paediatric Endocrine Group Investigator of the Year Award for her research into how dietary fat and protein influence calculating mealtime insulin dosages for children with Type 1 Diabetes. Dr Smart's research findings showed, for the first time, that a high-fat, high-protein meal resulted in twice the increase in blood glucose levels after eating than a meal lower in fat or protein, all with the same carbohydrate content. These findings are expected to change the way people with Type 1 diabetes are supported to determine their insulin dose for food.

Professor John Wiggers

Professor Wiggers received the Preventative Health Translational Research Award for the childhood obesity program, 'Good for Kids, Good for Life'. The program, developed through a joint Hunter New England Population Health/Faculty of Health and Medicine/HMRI team led by Professor Wiggers and Dr Luke Wolfenden, continues to inform current practice in managing childhood obesity. The National Preventative Health Awards promote leadership in the area of preventive health, celebrating excellence in prevention and health promotion practice.

World-class research centres

Research and Innovation Plan Strategic Objective 1.1 and 2.1

Central to our ability to deliver significant research is the provision of first-class facilities and collaborative research environments for our research teams.

Our research strengths are focused through our 15 Priority Research Centres and the Newcastle Institute for Energy and Resources (NIER). We also collaborate closely with the Hunter Medical Research Institute (HMRI).

Priority Research Centre (PRCs)

Our PRCs are major research groupings with an international reputation for their activities, many in fields relevant to the critical research agendas of NIER and HMRI.

Our **PRC for Advanced Particle Processing and Transport** continued to deliver innovative solutions to the mining industry, following on from the success of the Jameson Cell flotation technology. Despite a sharp decline in mining services through 2013, there was a significant increase in the rate of adoption of its revolutionary technology, the Reflux Classifier.

Our **PRC for Asthma and Respiratory Disease** continued to play a national and international role as one of the world's leading centres for respiratory medicine and research in 2013. Highlights included funding for the national 'Breathing for Life Trial' and seven NHMRC project grants focusing on new treatment approaches and understanding how asthma, allergies and chronic inflammation develop.

The international standing of our **PRC for Bioinformatics, Biomarker Discovery and Information-Based Medicine** was exemplified by a number of high impact factor reports published in 2013. Findings included a simple

blood-based test to identify people in the early stages of Alzheimer's disease, before any symptoms appear, based on a year-long study of data from the international Alzheimer's Disease Neuro-imaging Initiative database.

It was a busy year for our **PRC for Cancer** as it hosted the Translational Cancer Research Conference in Newcastle with 150 delegates, as well as four eminent international, six national, twenty-four oral and forty poster presentations. The Hunter Cancer Biobank also became fully functional and during 2013 several local cancer researchers utilised HCB tissues for their research with published outcomes expected in 2014.

Our **PRC for Chemical Biology** consolidated its position as a sector leader in the development and commercialisation of novel drugs with its sale of Dynamin inhibitors to the neuroscience community. The Centre has also expanded its standing in the area of flow chemistry securing an ARC Discovery Project for research in cutting-edge approaches to new anti-viral agents.

With funding from an Australian Research Council Discovery Project grant, our **PRC for Complex Dynamic Systems and Control** continued its research in applying mathematical techniques to the assessment of treatment options for HIV sufferers. By the application of mathematical techniques, complex clinical problems have been simplified and new solutions proposed that enable the possibility of a wider range of more effective treatments.

Our **PRC for Computer Assisted Mathematics and its Applications** had a highly productive year. The Centre cemented its position as the leading mathematics centre in Australia by hosting four major workshops including the 2013 ANZIAM meetings (a division of the Australian Mathematical Society) and large international workshops on infectious diseases, number theory and optimisation.

Our **PRC for Energy** continues to progress its important research on the management of greenhouse gases. In 2013 funding was awarded to support landmark pilot plant construction projects in this field. The PRC's research will continue to make an important contribution to the solution of global energy-related issues.

Our **PRC for Gender, Health and Ageing** continued its leading role in the significant Australian Longitudinal Study on Women's Health. The Centre further extended its public policy advisory activities as a World Health Organisation Collaborating Centre for International Longitudinal Studies of Ageing, Gender and Health, preparing key reports for this preeminent health organisation.

2013 was another successful year for our **PRC for Geotechnical and Materials Modelling**. Australia's first National Soft Soil Test Site commenced operation at Ballina and this research will have a major impact on the construction of roads, railways and other infrastructure on soft ground, and is being complemented by similar work on soft sediments which are crucial to the design of Australia's off-shore oil and gas facilities.

A key research achievement for our **PRC for Health Behaviour** in 2013 involved the completion of a four-year, cluster-randomised, controlled trial of an intervention to build the capacity of community sports clubs to reduce risky drinking by members and spectators. The positive findings have resulted in the successful attraction of a further ARC grant to determine the long-term effectiveness of the intervention and the funding of the program in a number of jurisdictions.

Our **PRC for Organic Electronics** increased its dynamic research activities across a diverse range of fields with industry funding secured to support work related to explosives for mine sites and an Australian Research Council Discovery Project grant awarded for research to collaborate with the world's leading expert on organic solar cell printing.

In only its third year of operation, our **PRC for Physical Activity and Nutrition** continues to be on a steep publication production trajectory with over 120 peer reviewed published or in press journal papers during 2013. PRC researchers received national awards in recognition of their research, including a National Preventative Health Award for the Workplace Power program, the Nutrition Society of Australia Fellowship, and Runner-up Scopus Young Researcher of the Year Award.

In the past year, the **PRC for Reproductive Science** has maintained a high level of research productivity and industrial collaboration. In 2013 a strategic alliance was founded with the Charles Perkins Centre at the University of Sydney to establish a preconception cohort. A strategic alliance was also established with the University of Indonesia, Jakarta, which will investigate the high rates of premature birth observed in the local community.

Our **PRC for Translational Neuroscience and Mental Health's** success in securing NHMRC funding was maintained in 2013 with seven new grants awarded. The Centre continued to consolidate its position as a leader in neuroscience and mental health research groupings with a number of our members holding key leadership positions in national and international consortia.

The Newcastle Institute for Energy and Resources (NIER)

NIER was established in 2010 with a clear agenda to provide a new collaborative model for critical research in energy and resources. As a multi-disciplinary research hub, NIER is driven by a vision of global leadership based on bringing together the sector and multi-disciplinary research communities to address the rapidly emerging issues of resource sustainability, the transformation of the energy system and productivity. These research priorities sit alongside the energy reform agendas of government, industry and community.



Dr Elham Doroodchi and Professor Behdad Moghtaderi

NIER's achievements in 2013 included establishing new global collaborations, securing increased funding, celebrating the opening of a new state-of-the-art facility at Callaghan and driving world-class innovation in energy technologies.

Increased research funding

Research and Innovation Plan Strategic Objective 2.1

The attraction of significant new projects in 2013 brings the value of all research being undertaken by NIER and associated Centres to \$48m. This allows the recruitment of talented Higher Degree by Research (HDR) students, professionals and industry partners as NIER creates new knowledge to improve the production and distribution of energy and resources. In alignment with the economic reform agendas of government, industry and the community, NIER is providing solutions that address emerging issues associated with productivity and carbon emissions abatement, and will contribute significantly to the sustainability of national resources.

Coal Mining Abatement Technology funding

Research and Innovation Plan Strategic Objective 1.2 and 2.1

Professor Behdad Moghtaderi's groundbreaking research continues to attract attention and in 2013 the University was successful with both projects submitted for the Coal Mining Abatement Technology Support Package. The \$30.5m was awarded for two related projects over four years: the Ventilation Air Methane (VAM) Abatement Safety Project and the Chemical Looping VAM Abatement Project. This funding will help NIER establish a national research program that will deliver the knowledge required to develop the regulatory frameworks and safety standards related to coal mine emissions abatement technologies. Methane emissions account for 64 per cent of all greenhouse gas emissions from the mining sector, and this technology has the potential to reduce these emissions by as much as 90 per cent. This would have the effect of reducing Australia's overall greenhouse gas emissions by three per cent.

In the Chemical Looping VAM Project Chief Investigators Professor Moghtaderi and Dr Elham Doroodchi will address some of the major technical barriers to the full scale commercial deployment of VAM emissions abatement technologies, including the critical challenge of safe connection of VAM abatement technology to the ventilation systems of underground mines. This significant funding award is testament to the University's outstanding research talent and an increased focus on fostering novel models for collaboration.

JEMTIC delegation

Research and Innovation Plan Strategic Objective 3.3

In November 2013 NIER hosted a site visit by the Australian-Taiwan Joint Energy and Minerals, Trade and Investment

Cooperation (JEMTIC) delegation, allowing the showcasing of NIER's facilities and leading research programs during this important bilateral consultation. Delegates met with Australian and Taiwanese government, industry and research community representatives and NIER was able to build on existing collaborations and attract new interest in our research activity. The visit also saw the formation of a framework to trial new technologies in energy management and productivity, which has a direct benefit to both industry and business consumers.

Collaboration with the Hunter Medical Research Institute (HMRI)

Research and Innovation Plan Strategic Objective 2.1 and Finance Plan Strategic Objective 3.4

HMRI is a translational research institute that delivers key health and medical research and technology closely aligned to community needs via its partnership with the University of Newcastle and Hunter New England Health. More than 800 University researchers, professional staff and research students contribute to the work of HMRI across seven research programs. Each research program is closely associated with one of the University's Priority Research Centres in health and addresses issues affecting the local community and beyond. HMRI's aim is to prevent, cure and treat a diverse range of serious illnesses by translating research findings made in the lab into real health treatments and preventative strategies for the community.

Key research findings of our researchers based at HMRI in 2013

- **Allergens, viruses and asthma** Researchers from the University, along with national and international collaborators, helped to identify the source of serious virus- and allergen-induced asthma attacks after detecting important molecular signals generated very early in the disease process.
- **Asthma during pregnancy** An asthma management study which halved asthma attacks in pregnant women also yielded a 90 per cent post-natal reduction in bronchiolitis and croup episodes among their children.
- **Cigarettes and COPD** A new modelling technique developed by University of Newcastle researchers has reduced the timeframe to conduct laboratory testing on the effects of cigarette smoke on Chronic Obstructive Pulmonary Disease (COPD) to just eight weeks, where it previously took six months.
- **Fitness and epilepsy** An international study involving University researchers and HMRI Director Professor Michael Nilsson found young men who are in poor physical condition at 18 years of age run a greater risk of developing epilepsy later in life.
- **Heartbeat regulation** Using sophisticated computer modelling, University researchers have helped to work out precisely how the heart regulates its beat, paving the way for an improved understanding of heart failure.

- **Intestinal healing** University researchers have shown the potential of a new drug to accelerate the healing process for debilitating inflammatory bowel diseases (IBDs) such as Crohn's disease and ulcerative colitis.
- **Kidney transplants and cancer** A Newcastle-based clinical study has shown the use of immunosuppression therapy prior to kidney transplantation elevates the risk of all cancers – particularly cervical, breast and urinary tract cancers as well as non-Hodgkin lymphoma.
- **Menopausal diet** A study of more than 7,000 Australian women found that those undergoing a menopausal transition are likely to gain weight regardless of how closely they follow healthy eating guidelines.
- **Mutant genes and melanoma** Researchers found a molecular target that may play an important activation role in tumour growth in melanoma.
- **Risk influencers and MS** The International Multiple Sclerosis Genetics Consortium (IMSGC), including key University and HMRI researchers, identified 48 previously unknown genetic variants that influence the risk of developing MS. With the new findings, there are now 110 genetic variants associated with MS.
- **Stroke trial goes national** A stroke drug trial undertaken at HMRI which yielded rapid treatment benefits for patients is being expanded nationally and internationally and will investigate the effectiveness of the clot-busting drug Tenecteplase.

International collaboration

Research and Innovation Plan Strategic Objectives 1.5, 3.2 and 3.5

We continued to work with our international partners to drive research success and advance our global reputation, establishing or consolidating specific high-profile partnerships with organisations in Malaysia, the United States, South Africa and China.

Higher degree by research programs with Malaysian institutions

We completed inaugural agreements with two partners, the Universiti Teknologi Malaysia (UTM) and Universiti Putra Malaysia (UPM), to establish Jointly Awarded Research Higher Degree programs. Under this scheme Malaysian and Australian graduate students have the opportunity to undertake a project spread over two campuses and co-supervised by University of Newcastle and Malaysian researchers. Partnerships such as these are a key focus of the *NeW Directions Strategic Plan* objective to increase the internationalisation of the University's research.

Baylor Centre

Using support from the Faculty of Health and Medicine visiting scholar program, Professor Clare Collins' nutrition team established a collaboration with the Children's Nutrition Research Centre at the Baylor College of Medicine (QS rank 87), Houston, Texas, USA. The collaboration includes the design, development and evaluation of digital media such as web-based programs and serious games for health. The work includes systematic reviews and qualitative research to inform health message design and measurement of dietary intake in young people.

TUNRA Bulk Solids launches in South Africa

TUNRA Bulk Solids (TBS), a division of Newcastle Innovation, cemented its international reach in 2013 with the launch of TUNRA Bulk Solids Africa (TBSA) at the University of Witswatersrand (Wits) in Johannesburg – the only extensive bulk solids testing facility of its kind in Africa. The new partnership between the University, TBS and Wits will provide clients in Southern and Central Africa access to unique expertise, independent comprehensive laboratory test facilities and conceptual design capabilities to aid research and consulting activities.

Australia-China Crop Centre

The Australia-China Research Centre for Crop Improvement (ACRCCI) focuses on discovering key genes and biological processes controlling plant development and stress tolerance for innovative applications to improve food security and agricultural sustainability. ACRCCI's activities of note in 2013 included the First Australia-China Symposium on Crop Science in Hangzhou, chaired by Centre Director Associate Professor Ruan, and round table discussions in Shanghai at the Institute of Plant Physiology and Ecology and the Shanghai Institute of Biological Sciences of the Chinese Academy of Sciences.

Research and innovation clusters and relationships with industry

Research and Innovation Plan Strategic Objective 2.4 and 2.5

Our *NeW Directions Strategic Plan* introduced a new model by which we will make our research accessible to business and industry – Research and Innovation Clusters. The clusters



Jeff Julian, Director of Creative Innovation

are cross-disciplinary research hubs designed to pull together our expertise in a range of diverse fields for the solution of issues facing a particular sector. In 2013, after wide ranging consultation with industry and academic leaders, four clusters were developed. Each cluster has developed momentum and promises to be a focal point for the University's engagement with our research end-users. Developments included:

- the network established by the Defence Cluster facilitated UON's successful application to join the Australian Military aligned elite research consortium Rapid Prototype Development and Evaluation
- members of the Food Innovation Cluster were instrumental in the University securing membership of the Commonwealth government's Food Industry Innovation Precinct and subsequently being awarded more than \$2m to establish an Industry Transformation Training Centre
- the interest created by the Global e-Health Cluster attracted renowned researcher and public health advocate Dr Arun Chockalingam to attend the University as its inaugural Global Innovation Chair Visiting Fellow
- the establishment of the Creative Industries Research and Innovation Cluster was key to the recruitment of leading Hollywood futurist, Jeff Julian, and promises to generate significant new activity in this area of economic importance to the region and Australia.

The global-regional innovation nexus

Research and Innovation Plan Strategic Objective 2.3

Under the *NeW Directions Strategic Plan 2013–2015* we are committed to supporting the regions in which we are based and engaging with their core industries.

This was exemplified by our successful bid for funding to establish an Industrial Transformation Training Centre on the Central Coast. More than \$2m has been awarded to support research in this field and aligned with the Commonwealth Government Industry Innovation Precincts scheme which aims to assist the regeneration of the food manufacturing industry.

The Centre for Rural and Remote Mental Health continued its research into issues affecting non-metropolitan NSW and Australian communities. In 2013 the flagship Australian Rural Mental Health Study, undertaken in partnership with Australian Rural Health Research Council, was completed, focusing on five keys areas affecting communities: ageing and wellbeing; drought and climate adversity; using health services for mental health

problems; physical health/injury and mental health; children, young people and families. The Centre further increased its capacity for research and impact in these communities by the appointment of Professor David Perkins as Professor of Rural Health Research.

We were also an official innovation partner of, and key contributor to, the inaugural Design + Interactive + Greentech (DiG) Festival and conference held in Newcastle in October, 2013. The festival featured an impressive range of keynote speakers, panel sessions and workshops with a strong emphasis on innovation, entrepreneurship and conducting ethical business, and served to showcase Newcastle as a vibrant place to do business.

Investing in talent

Research and Innovation Plan Strategic Objectives 4.1, 4.2 and 4.3

We are committed to training the next generation of research leaders and in 2013 a record number of Higher Degree by Research (HDR) students completed their study at the University. This growth has been supported by investment in scholarships for both domestic and international students by the University and the attraction of external funding. Scholarships are supported by the Department of Education as well as a range of competitive grant schemes, businesses with which the University jointly engages in research projects and philanthropic donations.

Research student successes in 2013 included:

- doctorate student Elizabeth Fradgley was a finalist in the NSW International Student Awards, recognising her contribution and achievements in improving the wellbeing of individuals with chronic illness, both through her postgraduate research and through her personal volunteering efforts
- doctorate student Dr Andrew Gardner received an Australia Award Endeavour Research Fellowship to continue his research into sports-related concussion at London's Institute of Psychiatry, King's College
- doctorate student Kumaran Nathan received a Sir John Monash Scholarship to complete his research at Oxford University where he will investigate developments to increase power quality in electrical networks
- doctorate student Samuel Lapkin received the Best Research Higher Degree Student Publication Award through the Ingham Institute of Applied Medical Research, for his exploration of the effectiveness of inter-professional and behavioural approaches to enhance safe medication practices
- doctorate student Ryan O'Neill had his collection of short

stories, *Weight of a Human Heart*, shortlisted for the NSW Premier's Literary Prize

- doctorate student Anthony Parsons was awarded the Australian Institute of Architects (NSW Chapter) Design Medal – the highest accolade for a graduate in the state – for his design of an astronaut training centre set in an abandoned copper mine in Tasmania
- doctorate student Namira Williams was awarded the prestigious Australian College of Midwives 2013 NSW Midwife of the Year, being recognised by her peers for her contribution to the profession of midwifery and 25 years' work in improving services for Aboriginal women, rural and remote families and women with disabilities.

Research Data

Research and Innovation Plan Strategic Objectives 4.1, 4.2 and 4.3

Total research income by faculty and division 2008–2012

	2008 (\$)	2009 (\$)	2010 (\$)	2011 (\$)	2012 (\$)
Academic and Global Relations	142,388	264,174	185,919	310,832	534,096
Research	449,933	432,021	598,877	501,083	143,466
Business and Law	512,918	559,940	511,851	402,136	787,411
Education and Arts	2,334,330	2,647,640	3,732,300	3,779,821	3,880,039
Science and Information Technology	9,828,401	10,896,213	10,537,629	11,956,878	14,915,720
Engineering and Built Environment	15,820,491	18,487,384	20,373,207	23,313,999	24,732,374
Health and Medicine	48,918,799	42,998,637	48,988,572	45,847,251	47,385,336
UON Singapore			38,051	30,355	
Vice-Chancellor's Division	94,756				
Grand total	78,102,017	76,286,008	84,966,407	86,142,355	92,378,444

Source: Higher Education Research Data Collection, Audited Return, 2012

Higher degree by research load (EFTSL) by international status

	2008	2009	2010	2011	2012
Domestic students	567	721	610	626	655
International students	152	92	284	324	379
Total	719	814	894	950	1,035
% of National HDR load	2.07	2.24	2.28	2.32	2.45

Higher degree by research load (EFTSL) by faculty

	2008	2009	2010	2011	2012
Business and Law	55	54	60	61	64
Education and Arts	194	225	221	235	245
Engineering and Built Environment	120	138	181	192	221
Health and Medicine	154	185	213	236	252
Science and Information Technology	192	209	212	217	245
The Wollotuka Institute	4	3	7	9	8
Total	719	814	894	950	1,035

Higher degree by research completions by level

	2008	2009	2010	2011	2012
Masters	29	27	24	27	20
PhD	122	108	113	102	149
Total	151	135	137	129	169
% of National HDR Completions	2.11	1.92	1.87	1.64	2.06

Higher degree by research completions by faculty

	2008	2009	2010	2011	2012
Business and Law	8	11	9	6	13
Education and Arts	30	34	39	32	35
Engineering and Built Environment	26	27	21	22	32
Health and Medicine	35	28	32	32	43
Science and Information Technology	48	35	36	36	46
The Wollotuka Institute	4	0	0	1	0
Total	151	135	137	129	169

Source:

Department of Education Higher Education student statistics. National data source: Institutional Performance Portfolio

Notes:

1. Completion year is based on the official government completion year of 1 April to 31 March
2. Rounding errors apply

FUTURE WORKFORCE

APPLICATIONS RECEIVED
TO JOIN OUR WORKFORCE

6761

TRAINING
OPPORTUNITIES

7000+

STAFF SUPPORTED TO STUDY
OR GAIN POST-GRADUATE
QUALIFICATIONS

70+



STAFF SURVEY

86%

of staff rated their belief in the mission
and values of the university highly

71

Staff
acknowledged
for excellence

BELIEF IN SENSE OF TEAM
WORK AND ROLE CLARITY

all
rated
above

80%

STAFF RECOGNISED FOR
25 YEARS OF SERVICE

27



STAFF PARTICIPATION IN 15
WELLNESS TARGETED INITIATIVES

1450+



Our organisation is all about talented, committed and hard-working staff. In 2013 we built on our record of achievement in equity, excellence and engagement with a range of strategies. We implemented new leadership and performance review frameworks to support our staff to develop the capabilities they need to be innovative in their practice and perform at a world-class level. Significant attention was also given to our UON Healthy University Strategy through various enhancements to our integrated wellness program.

A key deliverable in 2013 was the new leadership framework. Our leaders shape the future, engage beyond the University, work collaboratively, strive for excellence, drive performance, and show courage and respect. These are attributes for all of our leaders to practise and develop. The new Leadership Framework has been tailor-made for the University and provides support for all of our leaders – from those leading a team of a few staff, to those who are heading up large Divisions, Schools and Research Centres.

Another important achievement in 2013 was the implementation of our new Performance Review and Development (PRD) framework which will facilitate ongoing conversations between staff and their managers that benefit all. The PRD drives consistency and openness across the institution in how we define and evaluate work, allowing staff to enrich their knowledge in their current jobs and gain skills for future positions. The PRD helps staff succeed, which means the University succeeds.

Informed by the World Health Organisation's Healthy Universities Framework, our UON Healthy University Strategy creates a platform to coordinate and to consolidate our health, safety and wellbeing initiatives. We take an innovative and contemporary 'whole-of-university' approach to supporting our individual and institutional health and through new initiatives we more than doubled the number of staff participating in wellness activities in 2013.

Our investment in our people's potential is an investment in the University's future.

Key appointments

Future Workforce Plan Strategic Objectives 1.1 and 2.3

Our strong record in attracting local and international candidates continued in 2013, with 6,761 applications received to join our workforce. We recruited globally for academic and management roles and secured appointments in the key positions of Dean of Law (Faculty of Business and Law), Chief Operating Officer (Resources Division) and General Counsel. The quality of candidates was outstanding and the following senior appointments will further strengthen our teaching, research and innovation profile.

- Associate Professor Andrew Abbo, Dean of Graduate Studies, Research Division

- Ms Martene Archer, Director Council Services and Chancellery, Vice-Chancellor's Division
- Professor Liz Burd, Pro Vice-Chancellor, Learning and Teaching, Academic Division
- Ms Sharon Champness, Director, People and Workforce Strategy, Vice-Chancellor's Division
- Mrs Winnie Eley, Pro Vice-Chancellor (International and Advancement)
- Professor John Fischetti, Head of School of Education, Faculty of Education and Arts
- Ms Jennifer Flinn, General Counsel, Vice-Chancellor's Division
- Professor Sandeep Gopalan, Dean and Head of School of Law, Faculty of Business and Law
- Ms Rebecca Hazell, Director of Development, UON Foundation, International and Advancement Division
- Mr Jeff Julian, Director, Creative Innovation, Research Division
- Mr Nat McGregor, Chief Operating Officer, Resources Division
- Professor Frank Millward, Head of School of Creative Arts, Faculty of Education and Arts
- Professor David Perkins, Professor of Rural Health Research, Faculty of Health and Medicine
- Mr Alan Tracey, Director Infrastructure and Services, Resources Division

Leadership development

Future Workforce Plan Strategic Objective 2.1

Leadership Framework

Great leadership will underpin our efforts as we work towards realising our 2025 Vision to be a global leader in each of our spheres of achievement. During the year we developed a new Leadership Framework which provides an opportunity for the University's many talented staff to develop the expected leadership behaviours and skills required to push boundaries and build on our world-class reputation. Emerging leaders are supported amongst our academic and professional staff to achieve their potential.

Heads of School and Directors Leadership programs

The Heads of School and Directors Leadership programs were revised and conducted with encompassed workshops, a 360 degree feedback process, consultation and 'Hot Topic Forums'. Staff in these respective groups formed the 'Heads Up' group and the 'Professional Leaders Group' as a means of discussing issues of importance, collaborating on projects and engaging with senior executives.

Staff development framework

Future Workforce Plan Strategic Objective 3.1

Performance Review and Development framework

A new Performance Review and Development (PRD) framework was introduced in 2013, providing staff with the tools to have regular discussions with their managers around performance, reviewing progress to date and planning for the year ahead. Greater role clarity will provide people with a stronger understanding of how their work contributes to the University's 2025 Vision, while frequent PRD conversations will allow staff to map out and track career plans which invest in both their own potential and the University's future.

Research staff development

Future Workforce Plan Strategic Objective 3.1 and Research and Innovation Plan Strategic Objectives 3.4, 4.5 and 5.2

We support our academic staff to be research-intensive and deliver high-quality, research-integrated learning. By fostering a culture of international engagement and mobility, more than half of the academics who undertook special studies programs in 2013 also travelled overseas to further their research. Research staff development initiatives included the following:

- **Early Career Researchers (ECR) lunchtime program**
These 90 minute interactive sessions offered emerging researchers access to distinguished, leading researchers. Focused on developing productive career trajectories for future funding, there were over 150 attendances at the 6 sessions. Staff reported that as a result of attending they had altered the way they planned their careers, worked with colleagues and maintained motivation.
- **researcher development opportunities** on topics such as academic opinion writing, presenting big data pictures, confident self-promotion and research time management, with a special session addressing the modern role of researcher-as-parent. Close to 100 staff took advantage of these opportunities.
- **orientation to academic supervision** was offered to all academic staff interested in being involved in this advanced teaching role. Multidisciplinary staff from a variety of campuses gathered to discuss academic supervision with the Dean of Graduate Studies.
- the **Research Animal Training Scheme (RATS)** modules were completed by 90 researchers in 2013, providing the knowledge and skills needed for the safe and humane use of animals in research.

Training opportunities

We are committed to providing an environment where all staff feel rewarded, respected and are given every chance to succeed. Staff engaged in more than 7,000 training opportunities in 2013, ranging from skills development to tailored workshops for teams. More than 70 staff studied for or gained postgraduate qualifications via the University's personalised professional development. Staff also undertook a range of accredited programs, such as Certificate IV in Frontline Management and Diploma of Management.

A healthy community for staff and students

Future Workforce Plan Strategic Objectives 5.4 and 5.5

The welfare and wellbeing of our community is critical to our success and we built on our already strong record of engagement and workplace safety in 2013 through increased reviews and enhancements to the UON Healthy University Strategy.

Health and safety

We undertook further development and promotion of the University's Health and Safety Management System and associated policies and procedures, with a major focus on the development and implementation of a Respectful and Collaborative Workplace framework. This provides all members of the University community with a positive and respectful environment that values diversity and inclusiveness, and challenges unacceptable behaviour in the workplace, such as bullying.

Promotion of our new online Health and Safety Induction continued during 2013, improving the University-wide understanding of health and safety rights, roles and responsibilities. There continues to be a rise in hazard reporting, indicating greater staff awareness of health and safety issues and the importance of reporting hazards before they possibly lead to injuries.

The Health and Safety team provided support for 141 staff who received injuries or were unwell due to non-work related causes, through the Well to Work assistance program.

Support included workstation assessments, consultation with supervisors and colleagues, and assessment of ability and equipment needs. The program aims to support the workers to continue to work irrespective of whether their injury or illness is work related.

The majority of injuries fell into the categories of slips, trips and falls, body stressing and being struck by objects.

There were no notifiable incidents, serious injuries or illness or dangerous incidents as defined by Part 3 of the *Workplace Health and Safety Act* during 2013. The University had no prosecutions under the *Workplace Health and Safety Act* in 2013.

Lost Time Injury Frequency Rate

The Lost Time Injury Frequency Rate (LTIFR) measures the frequency of lost time injuries per million hours worked. Regular reporting of LTIFR and ongoing improvements to reporting health and safety performance data has ensured that health and safety is firmly on our leadership agenda.

Our LTIFR of 5.27 in 2013 compares to 4.47 in 2012, 4.98 in 2011, and 5.81 in 2010. During 2013 there were a significant number of positive health and safety initiatives and targeted activities which are expected to drive improved performance in LTIFR during 2014 as the benefits of these initiatives are realised.

A number of additional initiatives are also planned for 2014 with a focus on a behavioural safety approach to complement the existing robust systems and processes as well as the strong focus on environmental controls.

Safety in research

Our commitment to safety in research continues with ongoing promotion to our researchers that 'the safe way is the easy way'. This has seen an increase in reviews in 2013 with more than 360 completed, contributing to a safer and healthier research environment.

In excess of 30 facility audits were conducted by the Institutional Biosafety Committee (IBC) and the Health and Safety team at sites located at Callaghan, Ourimbah, the Hunter Medical Research Institute and the Hunter New England Area Health Service.

Technical training sessions were well attended, including Radiation Safety for Sealed and Unsealed Sources, Laser Safety, X-ray Safety for Unlicensed Users of X-ray equipment, and Gas Handling/Liquid Nitrogen Safety. Three members of the IBC attended the Office of The Gene Technology Regulator's Forum for IBCs held in Canberra midway through 2013.

Wellness program

Future Workforce Plan Strategic Objective 5.5

We continued to enhance our integrated wellness program for staff and students via the UON Healthy University Strategy, bringing together all University stakeholders to provide a whole-of-organisation, system-based approach to health, wellbeing and sustainability.

More than 1,450 staff participated in 15 wellness-targeted activities aimed at strengthening and supporting their

mental and physical health and wellbeing.

Examples included participation in the Global Corporate Challenge, attendance at health fairs at Ourimbah and Callaghan, attending sessions on Tai Chi, Pilates, Understanding Change and Loss, and Voice Skills. Participation in our Fitness Passport program also increased. Our Employee Assistance Program was also well utilised.

'Your Voice' survey highlights

Future Workforce Plan Strategic Objective 5.1

We once again conducted the 'Your Voice' employee survey during 2013 to benchmark our performance and obtain feedback from staff regarding the issues of importance to them.

The survey results showed continued improvement in employee engagement with a five per cent increase since 2010 and ten per cent increase since 2007, reflecting our employees' strong commitment to their organisation and job satisfaction.

The University scored above the sector benchmarks, indicating a positive staff culture and level of satisfaction. Staff rated highly their belief in the mission and values of the University (86 per cent) as well as their sense of teamwork (86 per cent) and role clarity (83 per cent).

Efforts to engage staff with the *NeW Directions Strategic Plan 2013–2015* have been highly successful, with a 17 per cent increase in staff being aware of the vision senior management has for the future of the University and a ten per cent increase in perceptions of organisational success since the last full survey in 2010.

The survey results confirmed that career opportunities and performance appraisal are areas for improvement, as recognised and addressed in our Future Workforce Plan.

Employer of choice for women

Future Workforce Plan Strategic Objective 5.2

Our status as an 'Employer of Choice for Women' was again conferred by the Workplace Gender Equality Agency in 2013 – a prestigious acknowledgement of our advancement and recognition of women in the workplace.

In addition to this the University's gender salary gap rates are encouraging with all but two levels closing the gap below 15% as against the national average of 17%. The contributions of our female workforce are significant and we developed a range of new initiatives and targets in the past year to complement our existing strategies aimed at improving the representation of women in senior levels.

- **Greater Responsibility and Opportunities for Women (GROW)** Piloted in 2012, GROW was rolled out in 2013 with 18 women being offered a place in the program following extensive promotion to all female staff at Level B (Lecturer) or Higher Education Worker (HEW) Level 6. Each of the four workshops operates as a fully-tailored Action Learning Program, the central philosophy being that participants use their own work and work situations as the basis for expanding learning and skill development.
- **Career Enhancement Fellowships** are designed to help remove barriers for women wishing to transition into Associate Professor and Professor positions, providing up to \$50,000 to a faculty to cover negotiated duties for a 12 month period, with a further \$8,000 available to cover the costs associated with conference attendance and networking opportunities.

Equity and Diversity Management Plan

Future Workforce Plan Strategic Objective 5.4

The University's Equity and Diversity Management Plan 2013–2015 facilitates the identification and removal of systemic barriers to the participation and promotion of equity target groups as identified by the NSW Government, including:

- women
- Aboriginal and/or Torres Strait Islander people
- people with a disability
- people requiring a workplace adjustment
- people from racial, ethnic and ethno-religious minority groups
- people whose language first spoken as a child was not English.

This plan supports the aspirations of the *NeW Directions Strategic Plan*, the Future Workforce Plan and the Reconciliation Action Plan and was lodged with the Public Service Commission in mid-2013. This plan is further supported by specific Faculty/Division Gender Action Plans which analyse Faculty/Division specific data and have developed localised strategies to reduce gender

gaps. The development of our Multicultural Policies and Services Program and Disability Action Plan will further strengthen the University's commitment to equity and will be implemented in the 2014 and 2015 calendar years.

Key strategies for 2014 will include:

- implementation of our Indigenous Employment Strategy to maintain and further increase our sector-leading position in Indigenous employment
- leveraging the success that has been achieved over recent years in relation to gender representation in senior professional leadership roles, to achieve similar outcomes in academic leadership roles
- continuing to promote the range of programs available to staff including flexible work arrangements, disability support, elder care support and targeted development programs for women.

Various initiatives and events occurred in 2013 to promote diversity, both within the University and the broader community, such as:

- our Cultural Diversity Calendar highlights cultural, religious and national days celebrated locally, in Australia and across the world, celebrating the diversity within the University's community
- the Human Rights and Social Justice Lecture invites a prominent member of the community to reflect on this important national issue and in 2013 we were delighted to hear Peter FitzSimons AM, one of Australia's most highly-regarded media identities and social commentators deliver a presentation entitled 'Harnessing the Power of Sport for a Better World'. The lecture was delivered to an audience of more than 500 University staff, students and community members and published via the University's YouTube channel.

As in previous years, Harmony Week provided the opportunity for the University to come together to celebrate our cultural diversity through the sharing of food, stories, music, dance and sporting activities. NUSA's International Clubs and Societies are important contributors to the success of our Harmony Week activities and help to promote the broader aims of our diversity programs to the staff and the wider community. Other NUSA activities of note included:

- Ramadan Week, which saw more than 5,000 international students, domestic students and staff as well as people from the wider community gathering every day to share the experience of breaking the fast together, providing an introduction to Muslim culture for the broader campus community
- National Day celebrations such as those organised by the Singaporean and Malaysian clubs, which also helped to highlight these cultures to fellow staff and students
- The NUSA Fruit & Vegetable Cooperative which is used by students and staff alike and has led to much

informal cultural exchange and socialising between the international and domestic volunteers.

These varied activities were acknowledged in 2013 when NUSA was acknowledged by the Council of International Students Australia (CISA) as the best representative and advocate body for international students in Australia.

Another key contributor to the University's diversity landscape is the Wollotuka Institute which received international attention for the development of a set of locally-defined Cultural Standards in 2013. The Standards were presented by Director Leanne Holt at the World Indigenous Nations Higher Education Consortium and acknowledged as an Australian first and of international significance. The University was further commended for providing an empowering cultural space for the development of the Standards.

Personnel and IR policies and practices

Future Workforce Plan Strategic Objectives 3.1, 3.3, 3.4 and 5.3

The University has a comprehensive suite of human resources policies and practices in place that are regularly reviewed to ensure alignment to contemporary practice and legislative requirements.

The University's Enterprise Agreement 2010 expired in June 2013 and negotiations for a new agreement began in May 2013. Negotiations have made good progress and are expected to continue into the first half of 2014.



Table 1: Trends in the representation of EEO target groups¹

EEO Group	% of Total Staff ²								
	Benchmark or Target	2006	2007	2008	2009	2010	2011	2012	2013
Women	50%	56.7	57.8	59.2	60.6	60.2	60.5	60.8	60.7
Aboriginal people and Torres Strait Islanders	2.6%	2.3	2.3	2.2	2.1	2.5	2.7	2.8	2.5
People whose first language was not English	19%	8.9	8.5	7.6	8.1	7.7	7.8	8.0	7.7
People with a disability	N/A	4.8	3.9	3.4	3.3	2.9	2.7	2.5	2.2
People with a disability requiring work-related adjustment	1.1%	1.3	1.0	0.9	0.7	0.6	0.6	0.6	0.5

Source: Alesco HRS database

Table 2: Representation of EEO target groups: academic v professional and teaching staff ¹

EEO Group	% of Total Staff ²		
	Benchmark or Target	Total	
Women	50%	60.7	Academic 44.9%
			Professional 70.1%
			Teacher 78.0%
Aboriginal people and Torres Strait Islanders	2.6%	2.5	Academic 1.9%
			Professional 2.9%
			Teacher -
People whose first language was not English	19%	7.7	Academic 13.1%
			Professional 4.4%
			Teacher 3.4%
People with a disability	n/a	2.2	Academic 2.5%
			Professional 2.2%
			Teacher -
People with a disability requiring work-related adjustment	1.1%	0.5	Academic 0.7%
			Professional 0.4%
			Teacher -

Source: Alesco HRS database

Table 3: Trends in the distribution of EEO target groups

EEO Group	Benchmark or Target	Distribution Index ³						
		2007	2008	2009	2010	2011	2012	2013
Women	100	73.0	73.0	83.5	81.2	81.6	82.3	82.7
Aboriginal people and Torres Strait Islanders	100	82.6	90.7	89.0	83.4	85.1	85.0	87.9
People whose first language was not English	100	117.9	118.9	111.9	111.2	111.4	110.8	111.5
People with a disability	100	104.4	105.5	101.6	101.9	100.1	101.2	100.9
People with a disability requiring work-related adjustment	100	102.3	104.9	102.6	107.5	102.7	105.7	105.2

Source: Alesco HRS database

Table 4: Distribution of EEO target groups: academic v professional⁴ staff

EEO Group	Benchmark or Target	Distribution Index ³		
		Total		
Women	100	82.7	Academic	91.2%
			Professional	91.0%
Aboriginal people and Torres Strait Islanders	100	87.9	Academic	91.1%
			Professional	90.7%
People whose first language was not English	100	111.5	Academic	97.3%
			Professional	99.1%
People with a disability	100	100.9	Academic	94.0%
			Professional	103.7%
People with a disability requiring work-related adjustment	100	105.2	Academic	97.9%
			Professional	99.0%

Notes:

1. Staff numbers are as at 30 June 2013

2. Excludes casual staff

3. A distribution index of 100 indicates that the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

4. Teachers are included in professional staff in Table 4

Our people figures

In 2013, the University's workforce comprised 2,670 full-time equivalent staff in ongoing or fixed-term employment. Total direct staffing comprised 1,066 academics and 1,604 professional and teaching staff with 1,335 conjoint appointments contributing to our activities during the year.

Our casual and sessional staff (468 full-time equivalent)

also made a significant contribution to our teaching, research and community activities.

Each division and faculty conducted ceremonies to acknowledge long service records with 58 staff recognised for 15 years of service and 27 staff for 25 years of service.

The tables following show the number of academic and professional staff by appointment, level and gender.

Recruitment

	Total
Number of applicants	6,761

Source: Alesco HRS database

Fixed-term and ongoing staff FTE as at 31 March 2013

Academic	1,066
Professional	1,554
Teacher	50
Total	2,670

Source: Department of Education Higher Education Staff Statistics

Casual staff FTE for period 1 January 2013 to 31 December 2013

Preliminary figures subject to validation and submission to Department of Education at 30 June 2014

Academic	295
Professional	173
Total	468

Source: Alesco HRS database

Number of Conjoint appointments by faculty/division as at 31 March 2013

Academic	2
Business and Law	29
Education and Arts	116
Engineering and Built Environment	111
Health and Medicine	916
Science and Information Technology	159
Research	2
Total	1,335

Source: Alesco HRS database

Number of academic and professional staff by appointment terms

<i>Number of full-time and fractional full-time academic and professional staff by appointment term and gender</i>									
	2011			2012			2013		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Ongoing	959	708	1,667	993	725	1,718	1,032	758	1,790
Fixed-term	762	417	1,179	820	435	1,255	826	440	1,266
Total	1,721	1,125	2,846	1,813	1,160	2,973	1,858	1,198	3,056

Number of academic staff by appointment term, level and gender

	2011			2012			2013		
Ongoing									
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Level A	11	5	16	10	6	16	14	8	22
Level B	108	104	212	123	97	220	125	104	229
Level C	75	118	193	81	125	206	86	123	209
Level D	22	72	94	28	73	101	27	74	101
Level E and above	22	80	102	22	85	107	26	90	116
Subtotal	238	379	617	264	386	650	278	399	677
Fixed-term									
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Level A	65	51	116	70	73	143	59	79	138
Level B	145	96	241	149	91	240	152	90	242
Level C	31	29	60	28	40	68	27	34	61
Level D	4	12	16	8	16	24	10	15	25
Level E and above	9	32	41	11	28	39	10	31	41
Subtotal	254	220	474	266	248	514	258	249	507
Academic Total	492	599	1,091	530	634	1,164	536	648	1,184

Number of professional staff by appointment term, level and gender

Ongoing	2011			2012			2013		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Level 2	2	2	4	2	1	3	2	1	3
Level 3	32	33	65	28	30	58	34	31	65
Level 4	117	20	137	121	23	144	103	18	121
Level 5	162	48	210	171	46	217	183	52	235
Level 6	136	52	188	128	61	189	124	68	192
Level 7	144	74	218	138	72	210	150	82	232
Level 8	68	52	120	77	53	130	84	52	136
Level 9	37	28	65	35	29	64	39	28	67
Level 10 and above	23	20	43	29	24	53	35	27	62
Subtotal	721	329	1,050	729	339	1,068	754	359	1,113
Fixed-term									
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Below Level 1	0	0	0	1	0	1	1	0	1
Level 1	1	0	1	0	0	0	0	0	0
Level 2	24	26	50	10	5	15	6	1	7
Level 3	34	20	54	32	16	48	20	13	33
Level 4	87	16	103	99	22	121	104	25	129
Level 5	151	39	190	176	44	220	190	44	234
Level 6	109	32	141	117	37	154	120	37	157
Level 7	53	27	80	56	28	84	68	27	95
Level 8	34	18	52	39	17	56	42	21	63
Level 9	10	15	25	17	11	28	13	16	29
Level 10 and above	5	4	9	7	7	14	4	7	11
Subtotal	508	197	705	554	187	741	568	191	759
Professional Total	1,229	526	1,755	1,283	526	1,809	1,322	550	1,872

Source: Department of Education Higher Education Staff Statistics

Notes:

1. Ongoing and fixed-term staff are as at Department of Education census date of 31 March.
2. Excludes casual staff.
3. Number of staff includes fractional full-time staff who occupy more than one position.

Movement in wages

There were no exceptional movements in wages, salaries or allowances during the year.

Recipients of University funded fellowships and awards

Future Workforce Plan Strategic Objective 4.4

Our people's contribution to making us a world-class institution is recognised and rewarded in many different ways. The most public acknowledgement of that contribution is via our University-funded fellowships and awards and in 2013 we paid tribute to over 100 researchers, supervisors, and teaching and professional staff for their excellence.

Equity research fellowships

Eileen Dowse

Helen English

Jennifer St George

Vice-Chancellor's citations for outstanding contributions to student learning

Individuals

Dr Paul Docherty, Faculty of Business and Law

Dr Richard Oloruntoba, Faculty of Business and Law

Dr Marguerite Johnson, Faculty of Education and Arts

Associate Professor David Lubans, Faculty of Education and Arts

Dr Zsuzsa Millei, Faculty of Education and Arts

Dr Patricia Pender, Faculty of Education and Arts

Dr Caroline Webb, Faculty of Education and Arts

Yolanda Surjan, Faculty of Health and Medicine

Dr Darren Burke, Faculty of Science and Information Technology

Associate Professor Brett Nixon, Faculty of Science and Information Technology

Dr Rama Venkatasawmy, Faculty of Science and Information Technology

Vice-Chancellor's citations for outstanding contributions to student learning

Teams

Dr Joanne Hanley and Dr Paul Stolk, Faculty of Business and Law

Simulation Team, Faculty of Health and Medicine: Carol Arthur, Professor Tracy Levett-Jones, Marian Niddrie

Wiimali Team, Faculty of Health and Medicine: Ben Carter, Jenny Day, Professor Tracy Levett-Jones, Amanda Morris, Dr Ann Taylor

Watt Space, UON Services Limited

Vice-Chancellor's award for teaching excellence and learning support

Joyleen Christensen, English Language and Foundation Studies Centre

Dr Johanna Macneil, Faculty of Business and Law

Associate Professor Brett Nixon, Faculty of Science and Information Technology

Vice-Chancellor's award for programs that enhance learning

The University of Newcastle Department of Rural Health Interprofessional Learning Team

Vice-Chancellor's award for teaching excellence for sessional staff

Nicole Baker, Faculty of Education and Arts

Dr Simon Iveson, Faculty of Engineering and Built Environment

Teaching and learning project grants

Dr Liam Phelan, Academic Division and Dr Tony Drew, Faculty of Business and Law

Dr Gilligan Arrighi, Faculty of Education and Arts and Hayley Croft, Faculty of Health and Medicine

Dr Elena Prieto, Faculty of Education and Arts

Joyce Cooper and Dr Nimmi Athuraliya, Faculty of Health and Medicine

Lyn Ebert, Faculty of Health and Medicine

Lyn Francis, Faculty of Health and Medicine

Professor Tracy Levett-Jones and Dr Conor Gilligan, Faculty of Health and Medicine

Josephine Smith and Dr Vivienne Chuter, Faculty of Health and Medicine

Dr Helen Giggins, Faculty of Engineering and Built Environment

Dr Judy-Anne Osborne, Faculty of Science and Information Technology

Dr Geoff Skinner, Faculty of Science and Information Technology

Vice-Chancellor's award for research excellence

Faculty research excellence awards

Dr Paul Docherty, Faculty of Business and Law

Dr Patricia Pender, Faculty of Education and Arts

Dr Lawrence Ong, Faculty of Engineering and Built Environment

Associate Professor Geoff Isbister, Faculty of Health and Medicine

Dr Ben Dascombe, Faculty of Science and Information Technology

Regional campus award for research excellence

Dr Christopher Scarlett, Faculty of Science and Information Technology, Ourimbah Campus

Vice-Chancellor's award for Researcher of the Year

Dr Patricia Pender, Faculty of Education and Arts

Vice Chancellor's awards for supervision excellence

Faculty supervision excellence awards

Associate Professor Kevin Lyons and Dr Tamara Young, Faculty of Business and Law

Associate Professor Michael Arthur-Kelly, Faculty of Education and Arts

Associate Professor Zhiyong Chen, Faculty of Engineering and Built Environment

Dr Neil Spratt, Faculty of Health and Medicine

Dr Phillip McIntyre, Faculty of Science and Information Technology

Vice-Chancellor's award for Supervisor of the Year

Associate Professor Michael Arthur-Kelly, Faculty of Education and Arts

Vice-Chancellor's awards for Professional Staff Excellence

Individual

Ross Gibson, Faculty of Engineering and Built Environment

Belinda McNab, Faculty of Science and Information Technology

Julie Van De Mortel, Faculty of Health and Medicine

Narelle Hampe, Academic Division

Fiona Dyke, Resources Division

Vice-Chancellor's awards for professional staff excellence

Teams

International Space Time Concerto Team, Faculty of Education and Arts: Susanne Butterworth, Barry Nancarrow, Kirrily Hull, Anthony Line, Danielo Pati, Ben Cantwell, Michael Cowen, Kaitlyn Bowman, Jamie Metzger, Julie Duncan

Family and Community Program Team, Faculty of Health and Medicine: Kerrel Bourne, Kerri Bird, Mary Ross, Liz Sinclair, Mel Burgess, Philippa Talbot, Jane Mitchell, Lesley Asher, Shirley McIlroy, Roger Currie, Lee Wilton, Kaia Ireson

Student Experience and Transition Team, Academic Division: Cheryl Burgess, Amy Zukauskas, Miriam Lowe

NURO Team, Academic Division/Research Division/Resources Division: Richard Maher, Susan Fuller, Lisa Ogle, Kathy Worrad, Greg Durbin

Work Integrated Learning awards

Students

Megan Colby, Faculty of Business and Law

Karen Dimmock, Faculty of Education and Arts

Catherine Richards, Faculty of Engineering and Built Environment

Charlotte Ismay, Faculty of Health and Medicine

Angus Fanning, Faculty of Science and Information Technology

Post-graduate student of the year

Lorrae Kerr, Faculty of Health and Medicine

Staff

Dr Tony Drew and Donna Reedy, Faculty of Business and Law

Lou Johnston, Faculty of Education and Arts

John Smolders and Ramsey Awad, Faculty of Engineering and Built Environment

Pamela van der Riet, Faculty of Health and Medicine

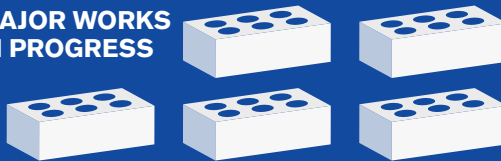
Paul Scott and Dr Judith Sandner, Faculty of Science and Information Technology

Belinda Munn, Academic Division

CAMPUS, CAPITAL AND IT

5

MAJOR WORKS
IN PROGRESS



GAS CONSUMPTION

↓ **25%**
FROM 2012

ENERGY CONSUMPTION

↓ **4%**
FROM 2012



WASTE RECYCLED

175,093 KG

CARPOOL USERS

520



2013 was an exciting year for our Resources Division. We completed a number of major works as well as set the vision for a NeW Space that will transform not only the student experience, but that of staff, researchers and our community and industry partners as well.

Major works in progress

Campus, Capital and IT Plan Strategic Objectives 1.1, 1.5, 2.2, 2.3, 4.3, 4.5, 5.1 and 5.3 and Finance Plan Strategic Objective 3.3

NeW Space

In 2013 we embarked on a significant building project which will deliver a world-class student experience by harnessing the latest in technology and innovation in teaching. NeW Space is a \$95m landmark education precinct under development in the heart of Newcastle's CBD which is jointly funded by the Commonwealth Government, NSW Government and the University and will be completed in time for the 2017 academic year. We took responsibility for the NeW Space site in October 2013 and early works are scheduled to commence in mid-2014.

Multi-purpose, Technology-Enabled Active Learning (TEAL) spaces ranging from 30 to 110 seats will transform the learning experience and student engagement, supported by state-of-the-art technology and 24/7 accessibility. Discrete meeting rooms and postgraduate, research degree and collaborative spaces will be integrated with adaptable academic and administrative workspaces designed to foster shared activity.

Amenities for executive development and corporate programs, a business incubator and community engagement facilities will complement the TEAL spaces. The design will welcome and encourage prospective and current students and will help city-based professionals to easily access outstanding education.

This precinct will offer University-supported activities across all faculties including:

- business and law programs
- digital library services and information commons
- collaborative learning and research spaces
- Work Integrated Learning
- facilities for industry, professional and community engagement
- social spaces.

Developed as a technology-rich and engaging demonstrator site, NeW Space will also allow the University to create and pilot education models and pedagogy.

Approved budget: \$95.0m

Total 2013 expenditure: \$0.3m

Total expenditure to 31 December 2013: \$0.3m

Completion date: September 2016

Student accommodation: Newcastle campus (Callaghan)

In January 2013 we began construction of our new student accommodation on our Newcastle campus at Callaghan.

This \$89.1m project, undertaken to meet the high demand for affordable on-campus accommodation, will create a total of 778 beds in four eight-storey tower buildings and will nearly double the on-campus accommodation available.

These buildings will provide self-catered accommodation in a mix of studio, one, two, five and six bedroom



NeW Space (artist's impression)

apartments. They will complement the unique bushland setting and have been designed in line with industry best-practice environmental principles. The ground floor of each building includes a variety of 'common' study and social spaces as well as administration areas. Construction will be completed by the end of 2014 and will be open for student residential occupation from February 2015.

Approved budget: \$89.1m

Total 2013 expenditure: \$26.9m

Total expenditure to 31 December 2013: \$30.2m

Completion date: December 2014

Newcastle Institute for Energy and Resources

The Newcastle Institute for Energy and Resources (NIER) provides specialist laboratory space for large-scale test bed and pilot plant operations to support the translation of laboratory research into industry-ready outcomes. Refurbishment and expansion of NIER continued in 2013, following the purchase of the former BHP Billiton Newcastle Technology Centre in 2010. NIER accommodates a critical mass of academic researchers and industry partners in one location, facilitating synergies and the cross-fertilisation essential to world-leading research and innovation.

With the completion of a new research building in 2013, NIER is now unrivalled in Australia in terms of its scale and infrastructure. Constructed with the assistance of \$30m from the Australian Government's Education Investment Fund, the new building doubles the Institute's office and laboratory space, increasing the University's capacity to undertake larger-scale multi-disciplinary research.

The program proceeded to plan with site integration works and the refurbishment of existing facilities completed in early 2013, while construction of the 1,950m² new research building was completed in October 2013. The new building accommodates four additional research groups and will support at least a further seven new Australian and international research collaborations in the first five years of operation.

Project savings (derived mainly from the new build project) have been approved for construction of a second-stage new research facility. This extension will provide office accommodation for up to 150 staff and industry researchers and is due for completion in mid-2015.

Approved budget: \$32.2m

Total 2013 expenditure: \$13.4m

Total expenditure to 31 December 2013: \$25.6m

Completion date: May 2015

Tamworth Education Centre and Student Accommodation

In November 2013 we completed construction of the Tamworth Education Centre, ahead of the original completion date of May 2014. The Centre will support ongoing growth in medical and allied health education in the New England region and includes tutorial and

study facilities, as well as clinical teaching and simulation laboratories, across a total floor area of 2,500m². The project also included residential accommodation buildings for 50 students. The entire facility is technology-enabled with high-speed broadband communications supporting high definition video-conferencing and tele-health capability, allowing students and University staff to connect with other campuses of the University and the world.

The Centre provides an enriched learning environment in a regional setting for students in medicine and allied health programs such as physiotherapy, medical radiation science, occupational therapy, nutrition and dietetics. The Commonwealth Department of Health and Ageing funded the project, supporting the government's objective to invest in the development of the rural health workforce. The project budget was increased by \$2.3m to \$19.0m as a result of additional external funding allocated to the project, and interest earnings. Refurbishment of the existing Rural Health facilities, funded by Health Workforce Australia, forms part of this project and is due for completion in early 2014.

Approved budget: \$16.6m

Total 2013 expenditure: \$15.4m

Total expenditure to 31 December 2013: \$17.6m

Completion date: February 2014

Medical Sciences Building West

Construction of the 4,000m² Anatomy Teaching and Cadaver Store, also known as the Medical Sciences Building West, was completed in November 2013. The building houses state-of-the-art teaching, laboratory and preparation spaces including a 120-student anatomy lab and Physical Containment Level Two (PC2) teaching laboratories for Biotechnology and Bioscience disciplines. The project was jointly funded by the University and the Australian Government's Teaching and Learning Capital Fund.

Approved budget: \$17.3m

Total 2013 expenditure: \$13.4m

Total expenditure to 31 December 2013: \$17.3m

Completion date: November 2013

Strategic asset management

We continue to increase our asset management maturity with the development of the Strategic Asset Management Governance framework. The framework included the establishment of the Strategic Asset Management Committee (SAMC) and three Asset Management Advisory Groups themed around Education, Research and Innovation and Campus Environment.

In 2013, the Asset Management Advisory Groups identified their priority focus areas for investment and the SAMC supported those recommendations. The next step is the development of detailed strategies to ensure the University has the right facilities and infrastructure to deliver services to its staff and students.

The increased and ongoing focus on strategic asset management activities will ensure our investment into physical infrastructure supports the strategic planning objectives, is sustainable and is consistent with best practice.

World-class infrastructure

Campus, Capital and IT Plan Strategic Objectives 1.1, 1.4, 2.3 and 5.4

Our infrastructure is the key enabler for us to deliver world-class education and research. In 2013, we strengthened the governance framework that supports our investment in IT platforms and services and implemented the following:

- state-of-the-art collaboration tools in the UONLine+ online teaching and learning environment, allowing our students to collaborate with their peers and lecturers
- personalised student access to essential on-line Teaching and Learning and Administration services through the 'MyUON' portal using a single sign-on
- expanded wireless network that enables mobile learners to connect to our teaching and learning resources, and software and printers from their own devices
- a university-wide Academic Integrity solution that supports our commencing student's understanding of plagiarism and other forms of inappropriate academic practice
- a graduations management system that streamlines manual processing
- a new Newcastle University Research Outputs (NURO) system, which has improved the researcher experience by streamlining research publications data collection
- a high-performance computer grid that allows our researchers to undertake complex computational processing at significantly faster speeds with 66 times the processing power and 110 times the memory of the old grid
- our UNify staff email and collaboration service which allows our staff to stay in touch with colleagues and students anywhere, anytime and from any device
- more timely and accurate information through the Strategic Performance Management (MIS) portal and our new Space Management System.

Master Planning

Campus, Capital and IT Plan Strategic Objective 2.1

In October 2013 we began preparing a new masterplan for the Callaghan, Ourimbah and Newcastle City locations. Consultation sessions were held with nearly 100 stakeholders. The masterplan will ensure we have a comprehensive approach for physically realising the *NeW Directions Strategic Plan 2013–2015* on each site over the next ten years.

Sustainability

Campus, Capital and IT Plan Strategic Objective 2.4

At the University of Newcastle we are proud to be leaders in environmental management in the higher education sector. We provide leadership, innovation and inspiration to our staff, students and the broader community in environmental sustainability.

Energy

Energy consumption

Electricity consumption in 2013 was four per cent lower than 2012 mainly due to the decommissioning of the David Madison Building.

Gas consumption was 25 per cent lower than 2012, however there was higher than average usage in 2012. 2013 consumption has returned to average. Total energy MJ/m² and MJ/EFTSL were lower than 2012 due to lower overall energy usage.

Energy initiatives and improvements

LED streetlights have been rolled out to a small percentage of replacement lights and two facility air conditioning central plants have been reconfigured with more efficient chillers.

Hot water systems

Potential still exists to upgrade a large number of electric hot water systems to gas and solar. Only a small number were replaced with gas during 2013.

Energy monitoring

Approximately 30 new electricity meters were added during 2013, all with real time monitoring. We also installed 30 new water meters with approximately half of these as new meters where no meter existed previously.

Real time monitoring of 10 water meters has also occurred to prove a concept of data capture via wireless monitoring of remote meters and additional water and gas meters is planned to be undertaken in 2014.

Carbon emissions

In the period 2012 to 2014 the University purchased 10 per cent green power to offset its electricity use. We continue to perform well against the sector. A project has been approved to implement a new software management system for utilities in 2014 which will allow for a more automated reporting system.

Landscape management

Bush regeneration

We implemented year one of our ten-year Landscape Management Plan in 2012–2013. Excellent results have been achieved at the Newcastle campus (Callaghan), with over 1,935 hours allocated to the removal of exotic weeds, and planting of native tube stock.

We are partnering with the Newcastle Riparian Ramsar Connections to undertake bush regeneration, wetland regeneration and riparian erosion control over the next three years. Newcastle Riparian Ramsar Connections is a program led by Wetland Care Australia and funded by the Australian Government to restore urban waterways in Newcastle.

Callaghan Campus Consultative Group

The Callaghan Campus Landscape Consultation Group met three times during the year. The group hosted a Volunteers Day on 5 December 2013 which comprised a clean-up along the creek, a walk along the Birabahn Indigenous Track, officially opened in November, and a luncheon to thank volunteers for their commitment.

Sustainable transport

Sustainable Transport Management Plan

The University continues to implement its Sustainable Transport Management Plan for its Newcastle campus. In 2013 a travel mode survey was undertaken to assess change in travel modes since the previous survey in 2005.

Outcomes of the survey will provide a better understanding of the needs and perceptions of students and assist with future planning. We are working with Newcastle City Council to improve access to the Callaghan campus for pedestrians and cyclists through the establishment of a cycleway in the adjacent rail corridor.

Carpooling

The University has introduced incentives for students to carpool by providing dedicated parking spaces that can be used by those who obtain a special carpooling permit.

The carpooling initiatives continued strongly with 520 users registered over the 2013 period.

Waste and recycling

Materials and products recycled by the University

We continue to recycle paper, cardboard, plastic bottles, cans, glass containers and fluorescent tubes, and there was increased utilisation of these facilities in 2013. We also expanded the materials recycled to include NiCad batteries, lead acid batteries and mercury vapour light bulbs. Green waste from grounds maintenance is mulched and reused on site and in 2013 Callaghan campus implemented its first electronic waste recycling collection recovering approximately two tonnes of waste.

We also promoted the use of bubblers and water bottle refill points, and reusable coffee cups through the KeepCup program. Mobile phone, battery and toner recycling programs all continued in 2013. Through these initiatives as well as diverting waste from landfill, reusing green waste and recycling waste streams we met the government's Waste Reduction and Purchasing Policy (WRAPP) requirements.

Amount of waste

Waste data collection processes are currently under review and targets are being developed to enable future performance to be quantified, tracked and communicated through annual report cards. Total general waste in 2013 was 680,367kg. The following amount of waste was diverted from landfill:

Comingled	78,287kg
Paper & Cardboard	96,806kg
Total Recycling	175,093kg*

*Data Provided by Transpacific Waste Contractor

*Totals of Callaghan and Ourimbah campuses

Water saving initiatives

Real time monitoring of ten water meters has also occurred to prove a concept of data capture via wireless monitoring of remote meters. Additional water and gas meter monitoring is planned in 2014.

Energy, water and carbon statistics

	2008	2009	2010	2011	2012	2013
Energy GJ	158,432	162,216	169,563	177,445	175,077	164,791
Water kL	187,951	206,762	214,348	231,084	218,974	212,439
Carbon CO ² Tonne	32,188	33,324	35,033	35,502	34,788	33,095

Note: 2013 data includes all consumption information available at the time of publication. Data also includes residential accommodation consumption.

GOVERNANCE **ACTIVITY**

In line with our ethical culture the University complies with a significant number of legislative requirements, professional standards and internal controls in order to ensure the provision of timely and transparent information for our stakeholders and the broader public.

Ethical and responsible decision-making

Conduct

We foster a culture that strongly values ethical behaviour underpinned by integrity, respect and professionalism throughout the organisation. Our Code of Conduct governs our community in their day-to-day activities and decisions, and dealings with clients, colleagues and stakeholders. Honesty, fairness, trust, accountability and respect are core ethics for all University staff. Policies such as Conflicts of Interest, Ethical and Accountable Conduct, Code of Ethical Academic Conduct and Responsible Conduct of Research are in place to provide ethical guidance and support to our community in their specific responsibilities.

Protecting privacy

The University of Newcastle is committed to protecting an individual's privacy when we collect, store, use and disclose personal information. When dealing with private and personal information, we apply the principles and obligations within the *Privacy and Personal Information Act 1998* and the *Health Records and Information Privacy Act 2002*, outlined in the University's Privacy Management Plan. Our Plan was refreshed during 2013, to ensure it remains consistent with the current legislative requirements and sets out the policies and practices the University has adopted to ensure compliance with the Acts.

During 2013, we:

- refreshed our Privacy Management Plan
- updated our Agency Information Guide to ensure it effectively assists public access to our information
- received and dealt with one complaint regarding a breach of privacy legislation
- proactively reported two privacy breaches to the Office of the Privacy Commissioner NSW; in each case, the affected parties were notified of the issue and one of these cases involved a system error which has since been rectified
- assisted with several staff and student enquiries
- continued to focus on raising staff awareness regarding compliance with the privacy legislation, with 192 staff completing privacy and GIPA awareness workshops
- conducted tailored training sessions for University business units and new enquiries staff recruits
- participated in Privacy Awareness Week (and raised awareness of privacy issues via the internal staff newsletter, computer screen savers, university website, media screens in student hubs and social media)
- maintained our webpage for staff, students and the general public on privacy matters.

The University did not conduct any Privacy Reviews in 2013.

Human Research Ethics Committee

The University's Human Research Ethics Committee (HREC) reports directly to the NSW Privacy Commissioner on any decisions where the Statutory Guidelines on Research, issued under Section 64 of the *Health Records and Personal Information Protection Act NSW 2002*, have been applied. The University also reports decisions to the National Health and Medical Research Council (NHMRC), who collect information on behalf of the Australian Information Commissioner, where NHMRC guidelines (approved under Section 95 and 95A of the *Commonwealth Privacy Act 1988*) have been applied. This information is provided where required to the respective bodies, in line with separate reporting cycles.

Fraud

The University is committed to minimising fraud by implementing and regularly reviewing a range of strategies that prevent, detect and investigate fraud. We do not tolerate fraud or corruption.

During 2013, we:

- continued to align the fraud prevention framework with best practice guidelines established by external agencies
- conducted fraud risk assessments
- updated and enhanced our fraud training tools and provided seven training sessions for forty-two staff
- increased internal fraud awareness, as measured by the second iteration of our fraud survey.

Compliance

In line with an ethical culture, the University's extensive range of activities means that we must comply with a significant number of legislative requirements and professional standards. Our Compliance Program includes:

- a Compliance Policy and framework, including breach reporting obligations and capability
- a Register of Compliance Obligations, which is reviewed annually
- an annual control self-assessment process
- appointed compliance coordinators who receive regular updates on changes in relevant legislation
- audits and management reviews through regular reporting to the Audit and Risk Management Committee
- for particularly critical legislation, such as the *Work Health and Safety Act 2011 (NSW)*, *Government Information (Public Access) Act 2009 (GIPA Act)* and *Privacy Act (1988)*, there are dedicated functions to focus on the compliance area.

During 2013, we continued our program to assess

compliance risk and updated our Register of Compliance Obligations.

Diversity

The University's Equity and Diversity Management Plan 2013–2015 facilitates the identification and removal of systemic barriers to the participation and promotion of equity target groups as identified by the NSW Government. Further information is provided in the Future Workforce chapter of this Annual Report.

Safeguarding the integrity of financial reporting

The integrity of our financial information is safeguarded by a number of key mechanisms.

Quality assurance

Quality assurance is monitored through the Audit and Risk Management Committee, the Executive Committee and through various reviews including:

- an annual program of internal audits
- a statutory audit by the Audit Office of NSW.

The Chief Financial Officer certifies that the financial statements give a true and fair view and are prepared in accordance with applicable Australian Accounting Standards, the *Public Finance and Audit Act 1983* and the *Public Finance and Audit Regulation 2010*. This sign-off is supported by the Management Internal Control Sign-Off and written assurance from the Chief Financial Officer and Vice-Chancellor that the financial statements are founded on a sound system of risk management and internal control.

Audit and Risk Management Committee

The Audit and Risk Management Committee independently reviews the objectivity and reliability of the University's financial information, and that the financial statements are supported by appropriate management sign-off on the adequacy of internal controls.

Finance Committee

At each meeting, financial reports and budgets are presented to the committee for review. A special meeting is also held to review the University's annual financial statements.

Internal audit

Our internal auditors add value and improve our operation by providing independent and objective assurance. The audit function brings a systematic, disciplined approach to evaluate and identify improvements for organisational systems, processes and reporting. The internal auditor attends each Audit and Risk Committee meeting of Council to report on the status of the Internal Audit Plan and present on audit findings.

External audit

The Audit Office of NSW annually audits our financial statements and those of our Controlled Entities.

Timely and balanced disclosure

Accountability and transparency

We regularly inform the public on our performance, expenditure of public funds and of any significant issues that occur. We do this through our annual report and website updates.

GIPA

We are committed to complying with the *Government Information (Public Access) Act 2009* (the GIPA Act). Under the GIPA Act, information can be made available to the public. These are mandatory disclosure of 'open access information', proactive release of information, informal release of information and through a formal access application.

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

During 2013 we continued our commitment to proactively disclose information to the public and our key stakeholders, including information on current operations, our performance outcomes and expenditure. Information that is released proactively is published on the University's website at <http://www.newcastle.edu.au>. Policies which have been updated or recently established are published in the University's policy library at <http://www.newcastle.edu.au/policy>. Our new website also allows for easier search and navigation.

Policies, procedures and guidelines, as developed or renewed, are published in the University's policy library on the University website. In 2013 a project commenced to

review the policy library, to allow for ease of search and to ensure that the library reflects the University's governance structure. This project will continue in 2014.

In 2013 we:

- reviewed our program for the release of information Consistent with Section 7(3) of the GIPA Act
- updated our Agency Information Guide
- delivered GIPA awareness sessions as part of the induction program, provided through the staff development portal
- received four GIPA access applications. (Of these applications, two were lodged by individuals, one

was lodged by a not-for-profit organisation and one was lodged by a government organisation. Two other applications, lodged in 2012, were decided. At the time of writing, three applications were in progress.)

- refused no applications on the grounds of conclusive presumption of overriding public interest against disclosure
- completed three informal requests
- were consulted as a third party by other government agencies on four occasions; two of these were under the Commonwealth Freedom of Information Act 1982.

Statistics on formal applications received in 2013 are listed in the following table.

Table A: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	1	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	2	0	0	0	0	0	0	0

*More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome

Personal information applications*	1	0	0	0	0	0	0	0
Access applications (other than personal information applications)	2	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

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

Table C: Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (Section 41 of the Act)	0
Application is for excluded information of the agency (Section 43 of the Act)	0
Application contravenes restraint order (Section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Sch 1 of the Act

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

Table E: Other public interest considerations against disclosure: matters listed in table to Section 14 of the Act

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	1
Decided after 35 days (by agreement with applicant)	2
Not decided within time (deemed refusal)	0
Total	3

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under Section 93 of Act	0	0	0
Review by New Civil and Administrative Tribunal	0	0	0
Total	0	0	0

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see Section 54 of the Act)	0

Complaint handling

The Complaints Resolution Policy outlines our obligations, responsibilities and procedures to effectively deal with complaints and feedback received from staff, students and members of the public about University operations, services, staff, students, or people associated with the University. The policy supports the resolution of complaints quickly, fairly and at the lowest possible level. The Policy, our grievance procedures and information concerning rights of appeal are published on our website. Complaints which are classified as public interest disclosures are covered by our Public Interest Disclosure Policy.

In 2013 a new procedure, 'Promoting a Respectful and Collaborative Workplace and Resolving Workplace Concerns', was developed to provide a means for staff members to bring concerns and conflicts concerning their work and their wellbeing at work, including those involving allegations of possible bullying, harassment, discrimination

or interpersonal conflict, to the attention of other staff members and management.

Case management and triage were adopted in 2013 to bring together business experts from across the University community to support appropriate resolution of complaints, effectively use resources and assist in the determination of the root cause for a complaint.

During 2013 we:

- received 32 formal complaints, decreasing from 48 formal complaints received in 2012
- updated the online complaints handling information and launched a new site for students
- delivered complaints awareness sessions as part of the staff induction program, through the staff development portal
- provided advice to staff, students and the general public as required.

Public Interest Disclosures Act 1994 (NSW)

The Public Interest Disclosures Act 1994 (the PID Act) sets in place a system for public officials to report serious wrongdoing that relates to corrupt conduct, maladministration, government information contravention or serious and substantial waste.

The University has an Ethical and Accountable Conduct – Public Interest Disclosures Policy, as required by Section 6D of the PID Act.

Under Section 31 of the PID Act, the University is required to report annually to Parliament regarding statistics on Public Interest Disclosures received.

Number of Public Officials who made Public Interest Disclosures (PIDs) to the University	0
--	---

Number of PIDs received	0
-------------------------	---

Of PIDs received by the University, number primarily about:

▪ Corrupt Conduct	
▪ Maladministration	0
▪ Serious and Substantial Waste	
▪ Government Information Contravention	

Number of PIDs finalised	0
--------------------------	---

Legislative change

There were a number of key changes in legislation affecting the University in 2013.

Privacy Act 1988 (Cth)

The *Privacy Amendment (Enhancing Privacy Protection) Act 2012 (Cth)* was passed by Parliament on 29 November 2012 and is intended to reform the *Privacy Act 1988 (Cth)*. The changes are to take effect from 12 March 2014.

The key reforms introduced by the *Privacy Amendment Act* include the introduction of Australian Privacy Principles (APPs) and enhanced enforcement mechanisms.

The APPs are a set of 13 new and unified privacy principles which will regulate the handling of personal information by the University. The APPs will replace the existing Information Privacy Principles that apply to government agencies and National Privacy Principles for businesses. The effect of the APPs will be to impose a number of additional compliance obligations upon the University, including:

- a proactive obligation to take reasonable steps to implement practices, procedures and systems that comply with the APPs
- an obligation to de-identify or destroy unsolicited personal information as soon as practicable
- a requirement to obtain an individual's consent for the collection of sensitive health information
- increased security measures
- greater legal accountability for the disclosure of personal information to overseas recipients.

In respect of the enhanced enforcement mechanisms, the *Privacy Amendment Act* grants the national privacy regulator, the Office of the Australian Information Commissioner, wide-reaching powers. These include powers to investigate and monitor compliance, conduct privacy performance assessments, to accept enforceable undertakings and to apply to the Federal Court or Federal Circuit Court for a civil penalty order. These civil penalties can be up to \$1.7m for a body corporate and \$340,000 for individuals.

The University will conduct an internal privacy audit of the IT systems and external storage measures employed by the University. In 2013 a Privacy Management Plan, for 2014, was approved by University Council and provided to the NSW Privacy Commissioner. The plan reflects the University's practice under NSW Privacy Legislation and includes a review and communication plan. Updates to relevant systems and procedures are underway in order to strive for compliance with the new Australian Privacy Principles. Such updates will be addressed in the review of the current Privacy Management Plan.

Fair Work Act 2009 (Cth)

The *Fair Work Amendment Act 2013 (Cth)* was passed by Parliament on 27 June 2013 to implement changes to the *Fair Work Act 2009 (Cth)*. Certain changes took effect from 1 July 2013, including the expansion of a range of family-friendly measures such as the right to request flexible working arrangements, increases to unpaid parental leave, special maternity leave and transfer to a safe job while pregnant. Amendments were also made to the modern awards objective to require the Fair Work Commission (FWC) to take into account penalty rates when exercising its functions in relation to modern awards.

Significant amendments were made in relation to anti-bullying measures. The amendments introduce a new jurisdiction for the FWC to deal with bullying complaints from 1 January 2014. Bullying is now defined in the Fair Work Act as repeated unreasonable behaviour by an individual or group that creates a risk to another worker's health and safety. Management action carried out in a reasonable manner will not constitute bullying.

The FWC cannot order reinstatement, compensation or penalties however it can refer matters to a health and safety regulator where necessary and appropriate. If there is a

breach of an FWC order, an application can be made to the Courts for a civil remedy.

The University has recently reviewed its institutional policies and procedures around bullying, harassment and complaints and implemented timely and effective mechanisms to prevent bullying in the workplace. Safe Work Australia has recently produced a draft Code of Practice, currently titled Preventing and Responding to Workplace Bullying. Once this Code is finalised, the University will incorporate its recommendations into the existing systems.

Charities Act 2013 (Cth)

The *Charities Act 2013 (Cth)* was passed by Parliament on 27 June 2013 and took effect on 1 January 2014. The Act defines 'charity' and 'charitable purpose' for the purpose of all Commonwealth laws, sets out 12 categories of charitable purposes derived from principles in common law and extends charitable status to funds contributing to an entity that would be charitable were it not a government entity.

The statutory definition modernises and clarifies the legal meaning of charity. It states that to be recognised as a charity, an organisation must: be not-for-profit; have only charitable purposes that are for the public benefit; not have a disqualifying purpose; and not be an individual, a political party or a government agency. The definition recognises that many modern charities advance causes by preventing, educating, researching and raising awareness.

Higher Education Support Act 2003 (Cth)

The *Higher Education Support Amendment (Savings and Other Measures) Bill 2013 (Cth)* is currently before the Senate for approval. The purpose of the Bill is to amend the *Higher Education Support Act 2003 (Cth)* to remove the HECS-HELP up-front payment discount for units of study with a census date on or after 1 January 2014, to remove the HELP voluntary repayment bonus for repayments made on or after 1 January 2014 and to apply an efficiency dividend of 2 per cent in 2014 and 1.25 per cent in 2015 to Commonwealth contribution amounts under the Commonwealth Grants Scheme.

The University is in the process of updating the relevant forms, processes and procedures as required to comply with the legislative changes and will continue to refine plans to address the financial impacts.

Autonomous Sanctions Act 2011 (Cth)

The *Autonomous Sanctions Act 2011 (Cth)* commenced on 27 May 2011 and applies controls on trade in goods and services and financial restrictions against foreign persons, entities and countries as designated by the Australian Government. Significant penalties apply to breaches of the sanction laws. Currently, sanctions are in place in respect of Myanmar, Fiji, Iran, Syria, Zimbabwe, the Democratic People's Republic of Korea and the former Federal Republic of Yugoslavia.

On 25 July 2013, the *Autonomous Sanctions Amendment Regulation 2013 (No. 1) (Cth)* was passed by the Governor-General. The purpose of the Regulations is to implement additional autonomous sanctions measures in relation to Iran, in response to Iran's continuing non-compliance with United Nations Security Council resolutions on its nuclear program.

Relevantly for the University, among other things, the Regulation prohibits, without prior authorisation from the Minister: the supply, sale or transfer to Iran of graphite, raw and semi-finished metals, naval equipment and naval technology and software for integrating industrial processes as specified by the Minister in a separate instrument, as well as the provision of technical advice, assistance or training, financial assistance, a financial service or another service related to the supply, sale or transfer, or the manufacture, maintenance or use of such goods.

The Regulation has also amended the autonomous sanctions laws to provide that strict liability applies if the relevant conduct is not authorised in accordance with a permit granted by the Minister.

The University has implemented a policy to drive awareness of the sanctions and is reviewing its internal processes and procedures to ensure compliance with the Regulation and the obligations under the Act generally.

Education Services for Overseas Students Act 2000 (Cth)

The *Education Services for Overseas Students Amendment Bill 2013 (Cth)* was introduced into Parliament on 4 December 2013. The purpose of the Bill is to amend the *Education Services for Overseas Students Act 2000 (Cth)* to clarify refund provisions for current and future overseas students studying in Australia.

The proposed amendments will ensure that any refund is for the full amount of tuition paid by a student, minus the amount calculated as having been delivered by the education provider. Under the current definition of prepaid fees, the potential exists to unintentionally restrict the amount of a refund to the amount the student paid prior to commencing the study period only.

The measures in the Bill will take effect on a date to be fixed by Parliament. The University is currently implementing procedures in order to ensure compliance with the proposed amendments.

Insurance Contracts Act 1984 (Cth)

The *Insurance Contracts Amendment Act 2013 (Cth)* was passed by Parliament on 28 June 2013 and amends the *Insurance Contracts Act 1984 (Cth)*.

The amendments will impact upon the University when entering new insurance contracts or renewing existing policies. The University is now under an obligation to disclose to an insurer before entering into a contract breach

anything that a reasonable person would be expected to know having regard to factors such as the nature and extent of the insurance cover being sought and the class of persons who would ordinarily apply for such cover. The University has updated its internal procedures to ensure that the new disclosure obligations are met.

Migration Act 1958 (Cth)

The *Migration Amendment (Reform of Employer Sanctions) Act 2013 (Cth)* commenced on 1 June 2013 and significantly amended the employer sanctions regime under the *Migration Act 1958 (Cth)*. The changes will impact on the University in a number of ways.

A range of new penalty provisions have been introduced. The creation of new 'non-fault' civil penalty provisions and an infringement notice scheme means that the Department of Immigration will no longer need to demonstrate that the employer knew or was reckless about an individual's work rights and that simply finding an individual working without appropriate permission will be sufficient. However, new statutory defences exist where it can be shown that reasonable steps were taken to check and confirm an individual's work rights.

The Reform Act allows the Department of Immigration and Citizenship to impose infringement notices and fines as an alternative to commencing proceedings. The University has reviewed its systems to ensure that the work entitlements of all new employees are comprehensively assessed before they commence work.

Sex Discrimination Act 1984 (Cth)

The *Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013 (Cth)* was passed by Parliament on 25 June 2013 and came into force on 1 August 2013. The Sex Discrimination Amendment Act extends the grounds of discrimination covered to include discrimination based on a person's sexual orientation, gender identity, intersex status and marital or relationship status.

Discrimination on these grounds is now prohibited in respect of employment, superannuation, education, the provision of goods, services and facilities and the administration of Commonwealth laws and programs. The definition of 'sexual harassment' has also been expanded to include these grounds.

Case Law: High Court of Australia

Expense Reduction Analysts Group Pty Ltd & Ors v Armstrong Strategic Management and Marketing Pty Limited & Ors [2013] HCA 46

Facts: in the course of commercial litigation, the NSW Supreme Court ordered that the parties give verified, general discovery. During this process, 13 documents which were subject to client legal privilege were

inadvertently disclosed by the appellants' solicitors. The respondents' solicitors refused to return the documents, on the basis that their clients had no obligation to do so and that privilege in the documents had been waived by the disclosure. The Supreme Court initially ordered the return of nine documents, however this was overturned by the Court of Appeal. The appellants then obtained special leave to appeal to the High Court.

Held: the High Court allowed the appeal and held that the issue of waiver should never have been raised and that there was no evidence that the appellants had acted inconsistently with the maintenance of their claims to privilege. If a privileged document is inadvertently disclosed during discovery, the Supreme Court ordinarily has all powers necessary to permit the correction of that mistake and to order the return of the documents (if the receiving party refuses to do so).

Comcare v PVYW [2013] HCA 41

Held: Comcare (the appellant) was not liable to pay compensation to a Commonwealth government employee who, while staying overnight on a work-related trip, suffered injuries while engaging in sexual intercourse in the motel room her employer had booked for her.

The respondent argued that her injuries were suffered 'in the course of' her employment and that she was therefore entitled to compensation. The High Court allowed Comcare's appeal and held that in order for an injury sustained in an interval or interlude during an overall period of work to be in the course of an employee's employment, the circumstances in which the employee was injured must be connected to an inducement or encouragement by the employer. If the employee is injured whilst engaged in an activity at a certain place, that connection does not exist merely because of an inducement or encouragement to be at that place.

Apotex Pty Ltd v Sanofi-Aventis Australia Pty Ltd & Ors [2013] HCA 50

Sanofi-Aventis Deutschland GmbH was the registered owner of a patent which claimed a method of preventing or treating psoriasis by the administration of the compound leflunomide. The High Court held that methods of medical treatment of the human body are patentable inventions within the meaning of s 18(1) of the Patents Act 1990 (Cth).

Overseas travel

Expenditure on international travel in 2013 totalled \$6.2m compared to \$6.5m in 2012. These amounts include the cost of fares, accommodation, and transport. International travel is an inherent part of the University's activities and is associated with academic presentations at international conferences, attending conferences, conducting research, international collaborations, and teaching activities.

Recognising and managing risk

Under the Act, Council maintains responsibility and oversight of the University's Risk Management Policy and Framework. The University bases its Risk Management Framework on the Australian/New Zealand Standard for Risk Management (AS/NZ 31000:2009).

We remain committed to ensuring that systems and processes are in place so that risks can be identified, assessed and treated in line with policy and the University's strategy. Our risk management approach focuses on the integration of risk considerations into activities and decision-making.

The Vice-Chancellor and President, as Principle Executive Officer of the University, assumes the responsibility of the operation of our strategic risk management framework and coordination of risk management programs.

Council continued to monitor and review the University's risks through its Audit and Risk Management Committee.

Council's Finance Committee maintained oversight of the University's commercial operations, ventures and major projects, on behalf of Council. The Finance Committee has established systems and processes to ensure that University commercial operations, ventures and major projects are soundly managed.

There are indemnification arrangements for members of

Council, the University Secretary, the General Counsel and members of the Executive.

The processes for the establishment and management of University related companies are set out in the Controlled Entities governance framework and the University's Commercial Activities Guidelines.

Insurance

The University's suite of insurance policies is reviewed and renewed annually, with the insurance period commencing 1 November each year. A broker is engaged to help manage this process and to ensure that optimal and cost-effective coverage is obtained. Council reviews activities throughout the year to ensure any new initiatives are adequately insured.

Internal control

Council is responsible for ensuring an effective system of internal control over the financial and related operations of the University, in line with the requirements of Section 16(1B) of the Act. The Vice-Chancellor, as the Principle Executive Officer, is responsible for the operationalising of the Internal Control Framework and Risk Management Policy and Procedures.

The Management Internal Control Sign-Off is completed annually in line with University's financial statements.

The University provides assurance to Council annually on the systems of control and accountability for the University (including in relation to controlled entities within the meaning of Section 16A of the Act).

Internal review

We have in place a range of reviews and internal audits to facilitate the achievement of our strategic plan and to protect the University from unnecessary risk.

The Academic Senate oversees the review process for academic activities. Reviews are also led by Unit leaders to ensure continued delivery and support to the achievement of the Strategic Plan.

Our audit function provides independent and objective assurance and brings a systematic, disciplined approach to evaluate and identify improvements for our organisational systems, processes and reporting.

In 2013, the internal audit team reviewed:

- governance framework effectiveness
- delegations of authority framework
- research grants
- special studies program
- teaching and supervision qualifications
- timetabling
- postgraduate admissions
- various finance functions
- travel
- implementation of previous internal audit findings.

Executive performance

The Council's Executive and Senior Remuneration Committee reviews the performance and determines the remuneration of the Vice-Chancellor. It also reviews and approves the Vice-Chancellor's recommendations in relation to the remuneration, terms of employment and performance assessment of her direct reports, which include the Deputy Vice-Chancellors and Pro Vice-Chancellors.

The following table summarises the performance of the executive team in 2013, drawing on material submitted to and approved by the Council Executive and Senior Remuneration Committee in March 2014. It includes a report of 'at-risk' payments made in recognition of performance achievements during 2013. The principal criteria for assessing performance are corporate performance, portfolio/area performance and individual performance.

Name	Position	2013 remuneration package	Market relativity**	Statement of performance
Professor Caroline McMillen MA, DPhil(<i>Oxon</i>), MB, BChir(<i>Cantab</i>)	Vice-Chancellor and President	Base salary: \$562,766 Allowances: \$17,938 Superannuation: \$95,420 Performance pay: \$17,847 Total: \$693,971	75% to 100% of universities in our selected comparator group pay a higher remuneration to their Vice-Chancellor	Professor Caroline McMillen has had an exceptional year. Professor McMillen commenced realising the University's ambitious new vision in 2013 and through her outstanding leadership is positioning the University as a global leader in research and innovation. The 2013 Corporate Plan targets were substantially all delivered and the recruitment of world-class leaders to senior significant positions has developed a robust platform that will continue to elevate the University's standing.
Laureate Professor John Aitken BSc, MSc, PhD(<i>Cantab</i>), ScD(<i>Cantab</i>), FSRB, FRSE, FAA	Acting Pro Vice-Chancellor (Health and Medicine) – appointed 17 June 2013	Base salary: \$177,840 Superannuation: \$27,832 Total: \$205,672*	Up to 25% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellors.	Under Laureate Professor Aitken's stewardship the Faculty of Health and Medicine tracked at or above target for a number of KPIs including student load, good teaching score, employee engagement, and proportion of Indigenous students and staff. The Faculty focused on the development and consolidation of mechanisms to enable grant success which resulted in a ten per cent increase in the number of NHMRC Grants submitted, and a nine per cent increase in the number of NHMRC Fellowships submitted. Record NHMRC funding of \$12.7m was awarded in 2013. The Faculty continued to build international partnerships on cancer medicine and stroke interventions with research institutions in China in the Shanxi Cancer Hospital and in Harbin.
Professor Liz Burd BEd(Hons) (CNA), PG Cert, MSc, DPhil(<i>York</i>), PhD(<i>Dunelm</i>), FHEA, SMIEEE	Pro Vice-Chancellor (Learning and Teaching) – appointed 22 April 2013	Base salary: \$181,042 Allowances: \$8,670 Superannuation: \$30,613 Total: \$220,324* Relocation benefits: \$46,094	50% to 75% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellors.	Professor Burd has taken responsibility for the student experience aspects of the Learning and Teaching portfolio and has also driven changes to the online education experience through the creation of new opportunities for blended and online education. Professor Burd's work has led the development of the University's first two MOOCs with Open Universities Australia. She has prepared discussion papers on MOOCs and other technology enhanced learning initiatives; worked on scoping the NeW Space learning environment; and has taken on responsibility for transition and retention matters, in particular bridging the administrative and academic issues in this area. Professor Burd has also contributed significantly to the development of Teaching Performance Expectations.

Name	Position	2013 remuneration package	Market relativity**	Statement of performance
Professor Richard Dunford BCA, BA(Hons) (Well), PhD(ANU)	Pro Vice-Chancellor (Business and Law)	Base salary: \$316,422 Allowances: \$12,956 Superannuation: \$53,542 Total: \$382,920	50% to 75% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellor (Business and Law)	Throughout 2013 Professor Dunford worked on a range of initiatives to increase the Faculty of Business and Law's HDR recruitment and oversaw the redesign of the Faculty's suite of Business Masters programs. Good progress was made on the development of the proposal for the Juris Doctor Program and a Masters of Law for introduction in 2014. The Faculty tracked at or above target for student load, low SES undergraduate students, graduate overall satisfaction index and good teaching score, and proportion of Indigenous students. During the year the Faculty has also actively participated in initiatives on the Central Coast to develop a Food Innovation Hub. Professor Dunford continues to work on a range of strategic international initiatives and the development of Business and Law's reputation and profile.
Mrs Winnie Eley BEd(Hons), MBA(Nottingham)	Pro Vice-Chancellor (International and Advancement) – appointed 6 May 2013	Base salary: \$163,725 Allowances: \$8,172 Superannuation: \$27,678 Total: \$199,574* Relocation benefits: \$980	50% to 75% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellors	Led by Winnie Eley the International and Advancement Division worked to enhance the global reputation and recognition of the University by strategic engagement with world-class universities. This included the development of the Global Partnership Plan with five strategic objectives with measurable targets and a series of strategies to achieve those objectives. Detailed analysis of the opportunities and challenges in achieving international student load targets was also conducted. The Division has worked to develop and implement strategies to work towards UON achieving its institutional targets for philanthropic and sponsorship income, and continued its strong engagement with alumni and community partners. The year culminated in the Division hosting the Vice-Chancellors from the Association of the Universities of the Asia-Pacific at our Callaghan campus in December 2013.
Professor John Germov BA(Chisholm), MA(Sociology) (Monash), PhD(Newcastle)	Pro Vice-Chancellor (Education and Arts)	Base salary: \$264,608 Allowances: \$12,956 Superannuation: \$45,516 Total: \$331,782	25% to 50% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellors	The Faculty of Education and Arts tracked at or above target for several KPIs including low SES undergraduate students, graduate overall satisfaction index, employee engagement, number of HDR completions, proportion of Indigenous student enrolments and Indigenous staff. Success in competitive research schemes continued with \$2.6m awarded in the ARC round, as well as two DECRA's and a Future Fellowship. Other highlights included four disciplines appearing in the top 200 in the QS World University Subject Rankings. Professor Germov also led the Future Workforce Plan, resulting in the development of an Employee Value Proposition, a new Leadership Framework, a new Performance Review and Development Process, a new Leadership Program for Heads of Schools, Directors and mid-level managers, and the delivery of the Healthy UON framework.

Name	Position	2013 remuneration package	Market relativity**	Statement of performance
Professor Deborah Hodgson BA(Hons), MSc(Macquarie), PhD (Macquarie), Registered Psychologist	Acting Pro Vice-Chancellor (Research and Innovation) – appointed 17 June 2013	Base salary: \$120,874 Allowances: \$6,930 Superannuation: \$15,769 Total: \$143,573*	75% to 100% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellors	Professor Hodgson's leadership was critical as the Research Division has undergone a period of transition and taken significant steps to implement institutional priorities as set out in NeW Directions. Professor Hodgson played a key role in the introduction of strategies to improve industry and government engagement, notably in the launch of the research and innovation cluster model. Professor Hodgson has led the review of administrative aspects of the Division to ensure sector best-practice is observed with respect to research support services for ethics and safety, commercialisation of research, funding grant applications and HDR processes. This work was reflected in the attraction of several landmark funding agreements in 2013, a record number of publications and HDR completions.
Professor Bill Hogarth BSc(Hons) (UNSW), PhD(Newcastle), FIMA, CMath, FAustMS	Pro Vice-Chancellor (Science and IT)	Base salary: \$325,625 Allowances: \$12,956 Superannuation: \$46,501 Performance pay: \$10,554 Total: \$395,636	Up to 25% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellors	Professor Hogarth led the Faculty of Science and IT to track at or above target for various KPIs including taught student load, low SES undergraduate students, graduate overall satisfaction index, good teaching score, projected HDR load and number of HDR completions, proportion of Indigenous student enrolments and Indigenous staff. The Faculty's engagement with the Food Innovation Cluster resulted in a \$2.0m ARC Industry Research Transformation Centre being awarded to lead researchers in the faculty. A range of initiatives were launched in 2013 to build critical mass, such as the Hunter CIT Centre, while the Science and Engineering Challenge ran successfully with 40 local schools taking part in the activities in 2013. As PVC (Academic), Professor Hogarth's efforts with the University led to UON moving into the top quartile for the good teaching score and for overall satisfaction index and into the top three for the generic skills scale. As Chair of the Program and Course Approval Committee, Professor Hogarth has led the University response to the AQF requirements.
Mr Nat McGregor BCom(Newcastle), MBA(Deakin), DipFinSvs(Risk Mgt), GAICD, CPA	Operating Officer – ceased 18 January 2013 Acting Chief Operating Officer 18 January to 30 May 2013 Chief Operating Officer – appointed 30 May 2013	Base salary: \$211,232 Allowances: \$9,441 Superannuation: \$32,359 Total: \$235,032*	75% to 100% of universities in our selected comparator group pay a higher remuneration to their Chief Operating Officers	Nat McGregor was appointed as Chief Operating Officer in May 2013 to lead a new integrated Resources Division, resulting in good engagement by staff (as evidenced through the 'Your Voice' Survey). The UniForum project commenced in June 2013 and all required data was delivered to a tight timeline by staff from PQR, HR and the Office of the COO. Mr McGregor took over responsibility for the student accommodation project and carried a significant leadership role in the development of the NeW Space project with key milestones reached. SAMC and SITC and Advisory Groups were established. The IT Governance framework resulted in the delivery of a high proportion of the IT program of works. The Division has led the development of a draft integrated budgeting and planning calendar with input from a variety of stakeholders and the 2014 budget process was completed on time and communicated broadly and effectively to the University community.

Name	Position	2013 remuneration package	Market relativity**	Statement of performance
Professor Brett Ninness BEng, MEng, PhD(<i>Newcastle</i>)	Acting Pro Vice-Chancellor (Engineering and Built Environment) – appointed 1 May 2013	Base salary: \$157,131 Allowances: \$8,448 Superannuation: \$26,437 Total: \$192,016*	50% to 75% of universities in our selected comparator group pay a higher remuneration to their Pro Vice-Chancellors	The Faculty of Engineering and the Built Environment had a very strong performance in world university ranking systems and led by Professor Ninness it continued to successfully attract competitive research income with an increasing focus on building engagement with industry partners on multidisciplinary projects, particularly through NIER. Staff across all disciplines within the Faculty attracted international and national awards for research and creative work of distinction. The Faculty tracked at or above target for the following KPIs: participation rate of low SES undergraduate students, overall student satisfaction, good teaching score, HDR load and completions, proportion of Indigenous student enrolments and Indigenous staff.
Professor Andrew Parfitt BE, PhD(<i>Adelaide</i>), FIEAust	Deputy Vice-Chancellor (Academic)	Base salary: \$344,532 Allowances: \$14,949 Superannuation: \$58,310 Total: \$417,790	75% to 100% of universities in our selected comparator group pay a higher remuneration to their Deputy Vice-Chancellors	Professor Parfitt led the academic portfolio to meet a range of KPI targets: total student load, low SES undergraduate students, graduate overall satisfaction index, good teaching score, employee engagement and proportion of Indigenous students. Professor Parfitt showed extensive leadership in a range of projects including the student accommodation project and working to meet the timelines required for delivering the NeW Space facility. Work on the regional educational strategy was undertaken, with planning for the Sydney postgraduate program extension, our Gosford presence and the GradSchool extension all being well advanced. There was also a 'soft' launch of the Centre of Excellence in Equity in Higher Education. Professor Parfitt was also Chair of the UON Singapore Board during a time of strategic transition for this entity.
Professor Nicholas J Talley MB, BS(Hons) (<i>UNSW</i>), MD(<i>UNSW</i>), PhD(<i>Syd</i>), MMedSc(ClinEpid) (<i>Newcastle</i>), FRACP, FAFPHM, FACP, FRCP (London & Edinburgh), FACG, AGAF	Acting Deputy Vice-Chancellor (Research) – appointed 1 July 2013 Pro Vice-Chancellor (Health and Medicine) – ceased 30 June 2013	Base salary: \$370,379 Allowances: \$12,956 Superannuation: \$56,804 Performance pay: \$10,840 Total: \$450,979	25% to 50% of universities in our selected comparator group pay a higher remuneration to their Deputy Vice-Chancellors	In 2013 the University was awarded \$14.0m by the ARC and a record 21.7m by the NHMRC. Led by Professor Talley the Research and Innovation Division oversaw the establishment of four research and innovation clusters: Defence, Food, Creative Industries and Global Health. The Division developed the new system for capture of research publications (Newcastle University Research Outputs; NURO) and tracked at target for research trainee thesis completions. A comprehensive review of the policy and procedure for agreement of Jointly Awarded Research Higher Degree programs was undertaken resulting in partnerships with leading Malaysian universities. The Newcastle Institute of Energy and Resources (NIER) developed strong industry engagement and international collaborations. The Division also celebrated the award of prestigious national and international awards to students and staff for research achievements.

Name	Position	2013 remuneration package	Market relativity**	Statement of performance
Mr Craig Wallis BCom(<i>Newcastle</i>), AssocDipBus(Ac) (GCIT), FCPA	Chief Financial Officer	Base salary: \$278,502 Allowances: \$12,956 Superannuation: \$41,955 Performance pay: \$7,646 Total: \$341,058	25% to 50% of universities in our selected comparator group pay a higher remuneration to their Chief Financial Office	The University was successful in meeting its financial key performance indicators in 2013, with good investment returns through careful management of the University's portfolio. In a difficult year for budget planning, Financial Services worked with the senior executive team to support the preparation of the 2014 Budget and to plan for the impact of the foreshadowed efficiency dividend on universities. An unmodified audit report on the University's statutory financial statements for 2013 was also achieved in the context of a complex operating environment and changing regulatory obligations.

* Remuneration amounts shown relate to the period while occupying the Executive position.

** Market relativity data analysed in quartiles.

Performance payments shown are those paid during the year and relate to 2013.

The above disclosures are made in accordance with the Annual Reports (Statutory Bodies) Regulation 2010 (NSW). As required by the Regulation, only those executives who occupied an executive position at the end of the year are shown.

FINANCE

Through diverse commercial opportunities, sound financial management and investment, we will create a sustainable financial future that supports our aspirations to be a global leader in our spheres of achievement.

The University's financial result for 2013 reflects modest growth in operating revenue and expenditures, with support from non-recurring capital grants. The University's strong financial position provides a solid platform for the achievement of future strategic directions.

Financial outcomes

Finance Plan Strategic Objective 2.5

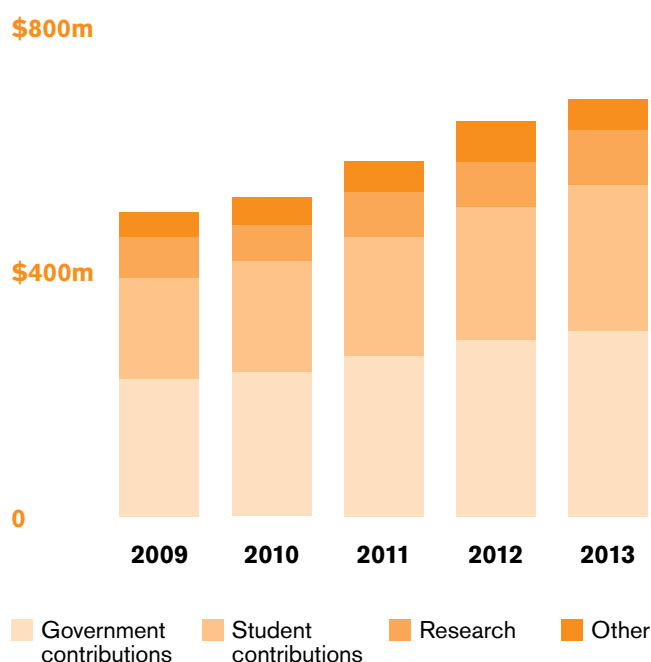
In 2013 revenue grew by 3.3 per cent (2012: 13.9 percent) after removing the one-off impact of the Commonwealth Government's capital expenditure grants.

Student-related revenue growth was offset by a decline in research revenue and investment earnings. The decline in investment earnings is largely attributable to a 2012 \$15.8m dividend received on the disestablishment of a controlled entity.

Total expenditure increased in 2013 by 4.7 per cent (2012: 6.5 per cent). The increase is driven primarily by additional costs associated with growth in student numbers and additional property-related costs.

The University achieved an operating surplus in 2013 of \$63.3m (2012: \$59.8m). After removing the distortion arising from the \$28.1m (2012: \$18.4m) in non-recurring Commonwealth Government grants for capital expenditure, the result was a surplus of \$35.2m (2012: \$41.4m).

Total income

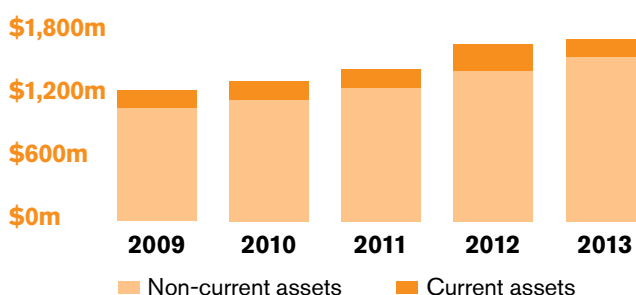


Financial position

Finance Plan Strategic Objective 4.1

At the end of 2013 the University had assets totalling \$1.64b, an increase of \$61m on 2012. The University's net assets total \$1.1b, an increase of \$107m on 2012. Net current assets have decreased by \$67m to \$40m representing a current ratio (current assets divided by current liabilities) of 1.32 (2012: 1.85). The decrease in current assets is as a result of reduced short term cash requirements, as funds were invested in longer term investments. The University's investment strategy remains focused on investing cash not required for short-term operational or capital expenditure purposes in medium to long-term investments to achieve higher long-term returns.

Total assets

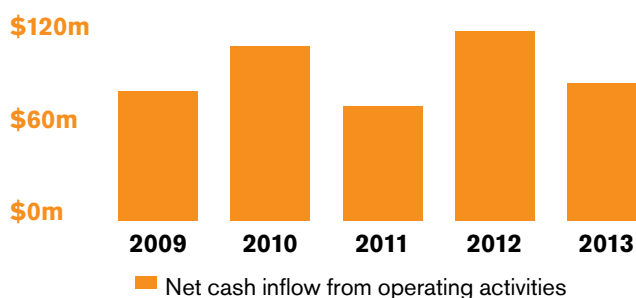


Cash flows

Finance Plan Strategic Objective 4.1

The University's operating activities generated cash of \$83.5m during 2013 (2012: \$114.9m). Cash invested in property, plant and equipment totalled \$93.0m in 2013 (2012: \$33.8m). The University's cash and cash equivalents at the end of the year decreased by \$10.9m to \$7.0m. This reduction in cash is consistent with the cash management strategy of holding cash sufficient for short term requirements and investing all other amounts in short or long term investments in line with their planned future use.

Net cash inflow from operating activities



Audit outcomes

The University's financial report was subjected to audit by the NSW Auditor-General through the Audit Office of New South Wales. The Auditor-General again issued an unmodified audit opinion on the financial statements. In line with ordinary procedures the Audit Office issued a report on its findings, which includes various recommendations

for improvement. The matters identified are being addressed for implementation where appropriate.

Unless stated otherwise references to the University in this section are representative of the 'Parent entity' results described in the full financial statements starting on page 105.

The audited financial statements for the University's controlled entities are available on the University's webpage.

2013 Financial results and budget

2013 University financial performance and budget

	2013 \$m Actual	2013 \$m Budget
Revenue from continuing operations		
Australian Government financial assistance	454.7	410.8
State and Local Government financial assistance	0.6	1.2
HECS-HELP – Student payments	9.1	9.0
Fees and charges	106.0	127.9
Investment revenue	20.8	11.5
Royalties, trademarks and licences	0.1	-
Consultancies and contracts	57.4	60.7
Other revenue	27.5	24.6
Total revenue from continuing operations	676.2	645.7
Other income		
Gains on disposal of assets	1.2	-
Total income from continuing operations	677.4	645.7
Expenses		
Employee-related expenses	359.0	358.0
Depreciation and amortisation	36.0	41.5
Repairs and maintenance	31.0	24.4
Borrowing costs	4.9	4.8
Impairment of assets	1.3	0.3
Loss on disposal of assets	1.1	-
Deferred superannuation expense	0.5	-
Other expenses	180.4	190.9
Total expenses from continuing operations	614.1	619.9
Operating result for the year	63.3	25.8

Source: University finance system

2013 Consolidated results

	Income \$m	Expenses \$m	Net surplus (deficit) \$m	Budget net surplus \$m
University of Newcastle	677.4	614.1	63.3	25.8
Newcastle Innovation	15.0	15.2	(0.2)	0.6
UON Services	9.8	9.3	0.5	0.1
UON Singapore	6.5	5.4	1.1	0.5
Consolidation adjustments	(8.9)	(8.9)	-	n/a
Consolidated entity	699.8	635.1	64.7	n/a

Controlled entities: objectives and activities

Newcastle Innovation Limited

The objective of the Company is to create value from knowledge transfer from the University of Newcastle to industry and government partners. This involves building internal resources to access intellectual property and research capabilities at the University and connecting these opportunities to target markets both in Australia and internationally. The principal activities of the Company during the year were the undertaking of research and consulting projects and the commercialisation of intellectual property. There were no significant changes in the nature of these activities occurred during the year.

UON Services Limited

The mission and vision of the Company is to provide a vibrant student experience and campus life for students and to achieve excellence in service provision. The Company strives to enhance the student experience through a variety of programs, service offerings and activities. It is similarly focused on providing excellence and sustainability in the provision of these services and amenities to students, whilst

building and maintaining a strong, resilient and capable organisation. The principal activities of the company during the year were to enhance the shared University experience for students through excellence and sustainability in the provision of services and amenities; and to provide a engaging student experience and campus life.

UON Singapore Pte Ltd

UoN Singapore Pte Ltd was established in 2006 to manage the University's resources and contractual obligations associated with the delivery of degree programs offered in Singapore in partnership with PSB Academy. The company's objectives include working with other high quality education partners in the region, supporting the recruitment of international students, carrying out research activities, and supporting the University's research and other objectives in South East Asia. The activities of the company are supported by a Pro Vice-Chancellor and Chief Executive Officer of UoN Singapore Pte Ltd, as well as research active academic staff and administrative staff located in Singapore.

Investment performance

Finance Plan Strategic Objective 4.3

Investment performance achieved compared to NSW Treasury Corporation benchmarks (University only)

UON Investment category	1 Year Performance %	NSW TCorp Benchmark	1 Year Performance %
Short-term cash investments	4.8	Hour-Glass Strategic Cash Facility Trust	3.3
Short-term managed investments	3.6	Hour-Glass Cash Facility Trust	3.1
Long-term investments	19.5	Hour-Glass Long Term Growth Trust	22.5

Source: NSW TCorp Benchmark and University treasury records

Liability management performance

The University was unable to provide the information relating to the performance of borrowings against NSW Treasury benchmarks as the required information was unavailable from NSW Treasury at the time of publication.

Accounts payable performance

Accounts payable

Accounts payable at:	31 Mar \$m	30 Jun \$m	30 Sep \$m	31 Dec \$m
Not overdue	4.0	5.1	1.4	8.6
Less than 30 days overdue	0.8	0.5	0.1	1.7
Between 30 and 60 days overdue	0	0.1	0	0.1
Between 60 and 90 days overdue	0	0	0	0
More than 90 days overdue	0	0	0.1	0
Total	4.8	5.7	1.6	10.4

Total invoices paid on time (University only)

	31 Mar	30 Jun	30 Sep	31 Dec
Total invoices paid on time				
Actual based on volume (%)	60.7	65.5	50.9	62.9
Actual based on value (%)	61.0	67.0	67.0	76.9
Target (%)	66.7	66.7	66.7	66.7
Actual value paid (\$m)	31.5	38.4	50.4	76.5
Total amount paid (\$m)	51.6	57.3	75.3	99.6

During 2013:

- There were no instances where penalty interest was paid
- There were no significant events that affected payment performance
- There were no significant actions taken to improve performance

Source: University finance system

Land disposal

The University did not dispose of any land during 2013.

Funds granted to non-government community organisations in 2013

Name of recipient organisation	Grant Amount(\$)	Program area as per budget paper	Nature and purpose of the project including aims and target clients
Cancer Council NSW	3,000	Community Engagement	To support charitable event and promote the University's Cancer Priority Research Centre
Carols by Candlelight	10,000	Community Engagement	To promote the University's philanthropic and engagement activities with VIP guests
Engage Australia	5,000	Community Engagement	To promote the University's role in the scholarship of engagement
Hunter Valley Research Foundation	12,000	Community Engagement	To support the strategic partnership with this independent regional research partner
Hunter Young Professionals	3,500	Community Engagement	To support business networking opportunities for early-career graduates in the Hunter region
National Trust of Australia NSW	5,000	Community Engagement	To create an iPhone application using the National Trust's intellectual property which would service new students and visitors to the Newcastle area
Newcastle Agricultural Horticultural and Industrial Association	1,500	Community Engagement	Promote the University's engineering and trade profile to industry
Newcastle Chapter of the Australia-China Youth Association	3,000	Community Engagement	To support the establishment of a chapter of the Australia-China Youth Association at the University of Newcastle.
WEA Hunter	3,000	Community Engagement	To support the strategic partnership with this key enabling program provider

Source: University finance system/Office of the Pro Vice-Chancellor (International and Advancement)

2014 Budget

Finance Plan Strategic Objective 4.3

Summary university 2014 budgeted financial performance

	2014 \$m Budget
Income	
Government contributions	293.4
Student contributions	250.5
Research	80.8
Other	48.4
Total Income	673.1
Expenses	
Salary and related	377.8
Non-salary	215.3
Depreciation	42.0
Impairment loss	0.3
Total Expenses	635.3
Surplus for the year	37.8

FINANCIAL STATEMENTS

The University of Newcastle ABN 157 365 767 35

Contents

106

Income statement

107

Statement of comprehensive income

108

Statement of financial position

109

Statement of changes in equity

110

Statement of cash flows

111

Notes to the financial statements

161

Statements by Members of Council

162

Independent auditors report

THE UNIVERSITY OF NEWCASTLE
Income statement
For the year ended 31 December 2013

		Consolidated		Parent		
		2013	2012	2013	2012	
Note		\$000	\$000	\$000	\$000	
Revenue from continuing operations						
	Australian Government financial assistance					
	Australian Government grants	2	320,033	306,660	320,033	306,660
	HELP - Australian Government Payment	2	134,638	110,460	134,638	110,460
	State and local Government financial assistance	3	602	1,964	602	1,964
	HECS-HELP - Student payments		9,060	9,573	9,060	9,573
	Fees and charges	4	112,312	100,942	106,004	95,056
	Investment revenue	5	21,592	23,354	20,826	33,590
	Royalties, trademarks and licences	6	1,010	97	135	97
	Consultancies and contracts	7	70,366	76,067	57,341	61,257
	Other revenue	8	28,723	27,639	27,543	27,354
Total revenue from continuing operations			698,336	656,756	676,182	646,011
Other income						
	Gains on disposal of assets		1,469	382	1,218	610
Total income from continuing operations			699,805	657,138	677,400	646,621
Expenses						
	Employee related expenses	9	374,167	364,751	358,961	349,478
	Depreciation and amortisation	10	36,516	38,312	36,021	37,527
	Repairs and maintenance	11	31,441	23,828	31,000	23,511
	Borrowing costs		4,901	3,439	4,901	3,541
	Impairment of assets	12	1,337	1,480	1,257	1,499
	Loss on disposal of assets		1,135	44	1,135	35
	Deferred super expense	9	451	178	451	178
	Other expenses	13	185,057	169,499	180,392	171,007
Total expenses from continuing operations			635,005	601,531	614,118	586,776
Operating result before income tax			64,800	55,607	63,282	59,845
	Income tax expense	14	116	1,756	-	-
Operating result after income tax for the year			64,684	53,851	63,282	59,845
Operating result attributable to members of the University of Newcastle		33	64,684	53,851	63,282	59,845

The above income statement should be read in conjunction with the accompanying notes.

THE UNIVERSITY OF NEWCASTLE
Statement of comprehensive income
For the year ended 31 December 2013

	Consolidated		Parent	
	2013	2012	2013	2012
Note	\$000	\$000	\$000	\$000
Operating result for the year	64,684	53,851	63,282	59,845
Other comprehensive income				
<i>Items that may be reclassified to profit or loss</i>				
Changes in the fair value of available-for-sale financial assets, net of tax	17,734	9,971	17,707	9,972
Exchange differences on translation of foreign operations	472	129	-	-
Cash flow hedges, net of tax	1,129	(4,649)	1,129	(4,649)
Total	19,335	5,451	18,836	5,323
<i>Items that will not be reclassified to profit or loss</i>				
Gain on revaluation of property, plant and equipment, net of tax	22,445	16,235	23,838	16,235
Net actuarial losses (gains) recognised in respect of Defined Benefit Plans and University Pension Fund	643	-	643	-
Total	23,088	16,235	24,481	16,235
Total other comprehensive income for the year, net of tax	42,423	21,686	43,317	21,558
Total comprehensive income for the year	107,107	75,537	106,599	81,403
Total comprehensive income attributable to:				
The University of Newcastle	107,107	75,537	106,599	81,403

The above statement of comprehensive income should be read in conjunction with the accompanying notes .

THE UNIVERSITY OF NEWCASTLE
Statement of financial position
As at 31 December 2013

		Consolidated		Parent	
		2013	2012	2013	2012
	Note	\$000	\$000	\$000	\$000
ASSETS					
Current assets					
Cash and cash equivalents	15	12,716	22,122	7,006	17,860
Trade and other receivables	16	38,073	36,111	37,341	35,280
Inventories	17	103	148	-	-
Other financial assets	18	135,135	194,537	119,535	178,587
Total current assets		186,027	252,918	163,882	231,727
Non-current assets					
Trade and other receivables	16	264,269	308,545	264,269	308,545
Other financial assets	18	299,040	208,082	297,454	207,918
Property, plant and equipment	19	915,491	833,320	914,273	831,071
Intangible assets	20	3,502	2,660	3,113	2,421
Total non-current assets		1,482,302	1,352,607	1,479,109	1,349,955
Total assets		1,668,329	1,605,525	1,642,991	1,581,682
LIABILITIES					
Current liabilities					
Trade and other payables	21	35,308	39,929	30,411	35,002
Borrowings	22	-	-	-	-
Current tax liabilities		164	174	-	-
Provisions	23	90,713	86,437	88,646	84,581
Other liabilities	25	9,117	8,528	5,183	5,537
Total current liabilities		135,302	135,068	124,240	125,120
Non-current liabilities					
Trade and other payables	21	387	494	387	494
Borrowings	22	85,000	85,000	85,000	85,000
Provisions	23	311,419	354,719	310,999	354,173
Derivative financial instruments	24	3,520	4,649	3,520	4,649
Total non-current liabilities		400,326	444,862	399,906	444,316
Total liabilities		535,628	579,930	524,146	569,436
Net assets		1,132,701	1,025,595	1,118,845	1,012,246
EQUITY					
Reserves	26	538,552	496,129	539,388	496,071
Retained earnings	26	594,149	529,466	579,457	516,175
Total equity		1,132,701	1,025,595	1,118,845	1,012,246

The above statement of financial position should be read in conjunction with the accompanying notes.

THE UNIVERSITY OF NEWCASTLE
Statement in changes of equity
For the year ended December 2013

	Note	Reserves \$000	Retained earnings \$000	Total \$000
Consolidated				
Balance at 1 January 2012		474,443	475,615	950,058
Operating result for the year		-	53,851	53,851
Other comprehensive income		21,686	-	21,686
Balance at 31 December 2012		496,129	529,466	1,025,595
 Balance at 1 January 2013		 496,129	 529,466	 1,025,595
Operating result for the year		-	64,684	64,684
Other comprehensive income		42,423	-	42,423
Balance at 31 December 2013		538,552	594,149	1,132,701
Parent				
Balance at 1 January 2012		474,513	456,330	930,843
Operating result for the year		-	59,845	59,845
Other comprehensive income		21,558	-	21,558
Balance at 31 December 2012		496,071	516,175	1,012,246
 Balance at 1 January 2013		 496,071	 516,175	 1,012,246
Operating result for the year		-	63,282	63,282
Other comprehensive income		43,317	-	43,317
Balance at 31 December 2013		539,388	579,457	1,118,845

The above statement of in changes of equity should be read in conjunction with the accompanying notes.

THE UNIVERSITY OF NEWCASTLE
Statement of cash flows
For the year ended 31 December 2013

	Note	Consolidated		Parent	
		2013 \$000	2012 \$000	2013 \$000	2012 \$000
Cash flows from operating activities					
Australian Government grants	2(i)	456,132	420,118	456,132	420,118
State Government grants		602	1,963	602	1,963
HECS-HELP - Student payments		9,060	9,573	9,060	9,573
Receipts from student fees and other customers		222,418	217,361	195,463	194,726
Dividends received		1,764	4,796	1,764	13,252
Payments to suppliers and employees		(625,373)	(548,797)	(600,868)	(539,320)
Interest received		11,885	12,410	11,101	11,489
Interest paid		(4,857)	(3,489)	(4,857)	(3,489)
GST recovered (paid)		14,768	6,056	15,060	6,541
Income taxes paid		(146)	(3,555)	-	-
Net cash provided by operating activities	33	86,253	116,436	83,457	114,853
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment		444	312	353	290
Proceeds from sale of available-for-sale financial assets		46,791	1,303	46,791	1,188
Proceeds from redemption of held to maturity investments		336,533	371,443	316,733	350,343
Payments for purchase of property, plant and equipment		(93,836)	(34,549)	(93,013)	(33,772)
Payments for purchase of available-for-sale financial assets		(79,314)	(57,849)	(79,311)	(57,799)
Payments for purchase of held to maturity investments		(306,541)	(476,222)	(285,891)	(455,574)
Proceeds from repayment of interest bearing loans		57	247	57	247
Payments for purchase of intellectual property		(255)	(287)	-	-
Proceeds from repayment of other loans		120	100	120	100
Net cash used by investing activities		(96,001)	(195,502)	(94,161)	(194,977)
Cash flows from financing activities					
Proceeds from borrowings		-	85,000	-	85,000
Repayment of borrowings		(150)	(400)	(150)	(400)
Net cash (used) provided by financing activities		(150)	84,600	(150)	84,600
Net increase (decrease) in cash and cash equivalents held		(9,898)	5,534	(10,854)	4,476
Cash and cash equivalents at beginning of year		22,122	16,485	17,860	13,384
Effects of exchange rate changes on cash and cash equivalents		492	103	-	-
Cash and cash equivalents at end of financial year	15	12,716	22,122	7,006	17,860

The above statement of cash flows should be read in conjunction with the accompanying notes.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of preparation

The annual financial statements represent the audited general purpose financial statements of The University of Newcastle. They have been prepared on an accrual basis in accordance with Australian Accounting Standards.

Additionally the statements have been prepared in accordance with the following statutory requirements:

- *Higher Education Support Act 2003 (Cwth)* (Financial Statement Guidelines)
- *Public Finance and Audit Act 1983 (NSW)*
- The requirements of the Department of Education and other State/Australian Government legislative requirements.

The University of Newcastle is a not-for-profit entity and these statements have been prepared on that basis. Some of the requirements for not-for-profit entities are inconsistent with the IFRS requirements.

Date of authorisation for issue

The financial statements were authorised for issue by the Council of The University of Newcastle on 31 March 2014.

Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets, financial assets and liabilities (including derivative instruments) at fair value through profit or loss, certain classes of property, plant and equipment.

Critical accounting estimates and judgements

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying The University of Newcastle's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The University of Newcastle makes estimates and assumptions covering the future. The resulting accounting estimates will, by definition, rarely equal the related actual results. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed below:

- Provision for impairment of receivables – a provision is estimated when there is objective evidence that the Group will not be able to collect all amounts due according to the original forms of the receivables as outlined in note 1(j).
- Impairment of investments and other financial assets – the Group assesses at each reporting date whether there is objective evidence that a financial asset or group of financial assets is impaired as outlined in note 1(l).
- Employee benefits – Long service leave – the liability for long service leave is measured at the present value of the expected future payments to be made in respect of services provided by employees up to the reporting date as outlined in note 1(v)(ii).
- Employee benefits – Defined benefit plans – the liability or asset in respect of defined benefit superannuation plans and pensions is measured at the present value of the defined benefit obligation and pension at the reporting date as outlined in note 1(v)(iii). These benefits are independently valued by an actuary where certain key assumptions are taken into account as outlined in note 36(b).
- Useful lives of property, plant and equipment – depreciation of property, plant and equipment is calculated over the assets estimated useful lives. Useful lives are reviewed and adjusted if appropriate at each reporting date as outlined in note 1(o).
- Valuation of property, plant and equipment – land, buildings and infrastructure, artworks and rare books are independently valued as outlined in note 1(o). Certain key assumptions are taken into account as outlined in note 19.

(b) Principles of consolidation

(i) Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of The University of Newcastle ("parent entity") as at 31 December 2013 and the results of all subsidiaries for the year then ended. The University of Newcastle and its subsidiaries together are referred to in this financial report as the Group.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(b) Principles of consolidation (continued)

Subsidiaries are all those entities (including special purpose entities) over which the Group has the ability to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Group controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are de-consolidated from the date control ceases.

The acquisition method of accounting is used to account for the acquisition of subsidiaries by the Group.

Intercompany transactions, balances and unrealised gains on transactions between Group entities are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

(ii) Associates

Associates are all entities over which the Group has significant influence but not control, generally accompanying a shareholding of between 20% and 50% of the voting rights. Investments in associates are accounted for in the parent entity financial statements using the cost method and in the consolidated financial statements using the equity method of accounting, after initially being recognised at cost. The Group's investment in associates includes goodwill (net of any accumulated impairment loss) identified on acquisition.

The Group's share of its associates' post-acquisition profits or losses is recognised in the income statement, and its share of post-acquisition movements in reserves is recognised in reserves. The cumulative post-acquisition movements are adjusted against the carrying amount of the investment. Dividends receivable from associates are recognised in the parent entity's income statement, while in the consolidated financial statements they reduce the carrying amount of the investment.

When the Group's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the Group does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

(iii) Joint ventures

Joint venture operations

Where relevant, the proportionate interests in the assets, liabilities and expenses of a joint venture operation are incorporated into the financial statements under the appropriate headings.

(iv) Joint venture entities

The interest in a joint venture entity is accounted for in the consolidated financial statements using the equity method and is carried at cost by the parent entity. Under the equity method, the share of the profits or losses of the entity is recognised in the income statement, and the share of movements in reserves is recognised in reserves in the statement of comprehensive income and statement of changes in equity.

(c) Foreign currency translation

(i) Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is The University of Newcastle's functional and presentation currency.

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement. Qualifying cash flow hedges and qualifying net investment hedges in a foreign operation shall be accounted for by recognising the portion of the gain or loss determined to be an effective hedge in other comprehensive income and the ineffective portion in profit or loss.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(c) Foreign currency translation (continued)

If gains or losses on non-monetary items are recognised in other comprehensive income, translation gains or losses are also recognised in other comprehensive income. Similarly, if gains or losses on non-monetary items are recognised in profit and loss, translation gains or losses are also recognised in profit or loss.

(iii) Group companies

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities for each statement of financial position presented are translated at the closing rate at the date of that statement of financial position;
- income and expenses for each income statement are translated at average exchange rates (unless this is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the dates of the transactions); and
- all resulting exchange differences are recognised as a separate component of equity.

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are accounted for by recognising the effective portion in other comprehensive income and the ineffective portion in the income statement. When a foreign operation is sold or any borrowings forming part of the net investment are repaid, the gain or loss relating to the effective portion of the hedge that has been recognised in other comprehensive income is reclassified from equity to the income statement as a reclassification adjustment.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

(d) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties.

The Group recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Group and specific criteria have been met for each of the Group's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved. The Group bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

Revenue is recognised for the major business activities as follows:

(i) Government Grants

The University of Newcastle treats operating grants received from Australian Government entities as income in the year of receipt.

Grants from the government are recognised at their fair value where the Group obtains control of the right to receive the grant, it is probable that economic benefits will flow to the Group and it can be reliably measured.

(ii) HELP payments

Revenue from HELP is categorised into those received from the Australian Government and those received directly from students. Revenue is recognised and measured in accordance with the above disclosure.

(iii) Student fees and charges

Fees and charges are recognised as income in the year of receipt, except to the extent that fees and charges relate to courses to be held in future periods. Such income (or portion thereof) is treated as income in advance in liabilities. Conversely, fees and charges relating to debtors are recognised as revenue in the year to which the prescribed course relates.

(iv) Consultancies and contracts

Contract revenue is recognised in accordance with the percentage of completion method. The stage of completion is measured by reference to labour hours incurred to date as a percentage of estimated total labour hours for each contract.

Other human resources revenue is recognised when the service is provided.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(d) Revenue recognition (continued)

(v) Lease income

Lease income from operating leases is recognised in income on a straight-line basis over the lease term.

(vi) Royalties, trademarks and licences

Revenue from royalties, trademarks and licences is recognised as income when earned.

(vii) Other revenue

Other revenue is recognised in the year of receipt.

(e) Income tax

The University of Newcastle is exempt from income tax under Commonwealth income taxation legislation. Within the consolidated entity however, there are entities that are not exempt from this legislation.

The income tax expense or revenue for the period is the tax payable or receivable on the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences between the tax bases of assets and liabilities and their carrying amounts in the financial statements, and to unused tax losses.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, the deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by the reporting date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax liabilities and assets are not recognised for temporary differences between the carrying amount and tax bases of investments in controlled entities where the parent entity is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Current and deferred tax assets and liabilities relating to the same taxation authority are offset when there is a legally enforceable right to offset current tax assets and liabilities and they are intended to be either settled on a net basis, or the asset is to be realised and the liability settled simultaneously.

Current and deferred tax balances attributable to amounts recognised outside profit and loss are also recognised outside profit and loss.

(f) Leases

Leases of property, plant and equipment where the Group as lessee, has substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other short-term and long-term payables. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the income statement over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases are depreciated over the shorter of the asset's useful life and the lease term.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 30(b)). Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis over the period of the lease.

(g) Business combinations

The acquisition method shall be applied to account for each business combination; this does not include a combination of entities or businesses under common control, the formation of a joint venture, or the acquisition of an asset or a group of assets. The acquisition method requires identification of the acquirer, determining the acquisition date and recognising and measuring the identifiable assets acquired, liabilities assumed, goodwill gained, a gain from a bargain purchase and any non-controlling interest in the acquiree that are present ownership interests and entitle their holders to a proportionate share of the entity's net assets in the event of liquidation. Identifiable assets acquired, liabilities assumed and any non-controlling interest in the acquiree shall be recognised separately from goodwill as of the acquisition date. Intangible assets acquired in a business combination are recognised separately from goodwill if they are separable, but only together with a related contract, identifiable asset or liability. Acquisition related costs are expensed in the periods in

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(g) Business combinations (continued)

which they are incurred with the exception of costs to issue debt or equity securities, which are recognised in accordance with AASB132 *Financial Instruments: Presentation* and AASB139 *Financial Instruments: Recognition and Measurement*.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Measurement of any non-controlling interest in the acquiree is at fair value or the present ownership instruments' proportionate share in the recognised amounts of the acquiree's identifiable net assets. All other components of non-controlling interests shall be measured at their acquisition-date fair values, unless another measurement basis is required by Australian Accounting Standards.

Contingent liabilities assumed are recognised as part of the acquisition if there is a present obligation arising from past events and the fair value can be reliably measured. The excess at the acquisition date of the aggregate of the consideration transferred, the amount of any non-controlling interest and any previously held equity interest in the acquiree, over the net amounts of identifiable assets acquired and liabilities assumed is recognised as goodwill (refer to 1(p)(ii)). If the cost of acquisition is less than the fair value of the identifiable net assets of the subsidiary acquired, the difference is recognised directly in the income statement of the acquirer, but only after a reassessment of the identification and measurement of the net assets acquired.

Consideration transferred in a business combination shall be measured at fair value. Where the business combination is achieved in stages, the acquirer shall remeasure previously held equity interest in the acquiree at its acquisition date fair value and recognise the resulting gain or loss in profit or loss.

(h) Impairment of assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

(i) Cash and cash equivalents

For statement of cash flows presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

(j) Trade receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Trade receivables are due for settlement no more than 30 days after end of month from the date of recognition.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. Cash flows relating to short-term receivable are not discounted if the effect of discounting is immaterial. The amount of the provision is recognised in the income statement.

(k) Inventories

(i) Retail stock

Retail stock is stated at the lower of cost and net realisable value. Cost comprises direct materials only. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(I) Investments and other financial assets

Classification

The Group classifies its investments and other financial assets in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at each reporting date.

(i) Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term. Derivatives are classified as held for trading unless they are designated as hedges. Assets in this category are classified as current assets.

(ii) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the reporting date which are classified as non-current assets. Loans and receivables are included in receivables in the statement of financial position.

(iii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the Group's management has the positive intention and ability to hold to maturity.

(iv) Available-for-sale financial assets

Available-for-sale financial assets, comprising principally marketable equity securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the reporting date.

Initial recognition and derecognition

Regular purchases of investments and other financial assets are recognised on trade-date, being the date on which the Group commits to purchase or sell the asset. Investments and other financial assets are initially recognised at fair value plus transactions costs for all financial assets not carried at fair value through profit or loss. Financial assets carried at fair value through profit or loss are initially recognised at fair value and transaction costs are expensed in the income statement. Financial assets are derecognised when the rights to receive cash flows from the investments and other financial assets have expired or have been transferred and the Group has transferred substantially all the risks and rewards of ownership.

When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in other comprehensive income are included in the income statement as gains and losses from investment securities.

Subsequent measurement

Available-for-sale financial assets and financial assets at fair value through profit and loss are subsequently carried at fair value. Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method. Gains or losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are included in the income statement within other income or other expenses in the period in which they arise.

Changes in the fair value of monetary security denominated in a foreign currency and classified as available-for-sale are analysed between translation differences resulting from changes in amortised cost of the security and other changes in the carrying amount of the security. The translation differences related to changes in the amortised cost are recognised in profit or loss, and other changes in carrying amount are recognised in equity. Changes in the fair value of other monetary and on monetary securities classified as available-for-sale are recognised in equity.

Fair value

The fair values of investments and other financial assets are based on quoted prices in an active market. If the market for a financial asset is not active (and for unlisted securities), the Group establishes fair value by using valuation techniques, that maximise the use of relevant data. These include reference to the estimated price in an orderly transaction that would take place between market participants at the measurement date. Other valuation techniques used are the cost approach and the income approach based on the characteristics of the asset and the assumptions made by market participants.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(l) Investments and other financial assets (continued)

Impairment

The Group assesses at each reporting date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss - is removed from equity and recognised in the income statement. Impairment losses recognised in the income statement on equity instruments are not reversed through the income statement.

(m) Derivatives

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently remeasured to their fair value. The method of recognising the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. The Group designates certain derivatives as either (1) hedges of the fair value of recognised assets or liabilities or a firm commitment (fair value hedge) or (2) hedges of highly probable forecast transactions (cash flow hedges).

(i) Fair value hedge

Changes in the fair value of derivatives that are designated and qualify as fair value hedges are recorded in the income statement, together with any changes in the fair value of the hedged asset or liability that are attributable to the hedged risk.

(ii) Cash flow hedge

The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges is recognised in other comprehensive income. The gain or loss relating to the ineffective portion is recognised immediately in the income statement within other income or other expense.

Amounts that have been recognised in other comprehensive income are reclassified from equity to profit or loss as a reclassification adjustment in the periods when the hedged item affects profit or loss (for instance when the forecast sale that is hedged takes place). The gain or loss relating to the effective portion of interest rate swaps hedging variable rate borrowings is recognised in the income statement within 'finance costs'. The gain or loss relating to the effective portion of forward foreign exchange contracts hedging export sales is recognised in the income statement within sales.

However, when the forecast cash flow that is hedged results in the recognition of a non-financial asset (for example, inventory or fixed assets) the gains and losses previously recognised in other comprehensive income are either reclassified as a reclassification adjustment to the income statement or are included in the initial measurement of the cost of the asset. The deferred amounts are ultimately recognised in profit or loss as cost of goods sold in the case of inventory, or as depreciation in the case of fixed assets.

When a hedging instrument expires or is sold or terminated, or when a hedge no longer meets the criteria for hedge accounting, any cumulative gain or loss that has been recognised in other comprehensive income from the period when the hedge was effective shall remain separately in equity until the forecast transaction occurs. When a forecast transaction is no longer expected to occur, the cumulative gain or loss that was recognised in other comprehensive income shall be reclassified to profit or loss as a reclassification adjustment.

(iii) Derivatives that do not qualify for hedge accounting

Certain derivative instruments do not qualify for hedge accounting. Changes in the fair value of any derivative instrument that does not qualify for hedge accounting are recognised immediately in the income statement and are included in other income or other expenses.

(n) Fair value measurement

The fair value of financial assets and financial liabilities must be measured for recognition and measurement or for disclosure purposes.

The Group classifies fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements.

The fair value of assets or liabilities traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices for identical assets or liabilities at the balance sheet date (level 1). The quoted market price used for assets held by the Group is the most representative of fair value in the circumstances within the bid-ask spread.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(n) Fair value measurement (continued)

The fair value of assets or liabilities that are not traded in an active market (for example, over-the-counter-derivatives) is determined using valuation techniques. The Group uses a variety of methods and makes assumptions that are based on market conditions existing at each reporting date. Quoted market prices or dealer quotes for similar instruments (Level 2) are used for long-term debt instruments held. Other techniques that are not based on observable market data (Level 3) such as estimated discounted cash flows, are used to determine fair value for the remaining assets or liabilities. The fair value of interest-rate swaps is calculated as the present value of the estimated future cash flows. The fair value of forward exchange contracts is determined using forward exchange market rates at the reporting date. The level in the fair value hierarchy shall be determined on the basis of the lowest level input that is significant to the fair value measurement in its entirety.

Fair value measurement of non-financial assets is based on the *highest and best use* of the asset. The Group considers market participants use of, or purchase price of the asset, to use it in a manner that would be highest and best use.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short-term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments.

(o) Property, plant and equipment

Land, buildings and infrastructure, artworks and rare books are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. Any additions to land, buildings and infrastructure, artworks and rare books since the valuation by external valuers are shown at historical cost less depreciation. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include gains or losses that were recognised in other comprehensive income on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land, buildings and infrastructure, artworks and rare books are recognised, net of tax, in other comprehensive income and accumulated in equity under the heading of property, plant and equipment revaluation reserve. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit and loss. Decreases that reverse previous increases of the same asset are also firstly recognised in other comprehensive income before reducing the balance of revaluation surpluses in equity, to the extent of the remaining reserve attributable to the asset; all other decreases are charged to the income statement.

Land, artworks and rare books are not depreciated. Depreciation on other assets is calculated using the straight line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives, as follows:

Buildings	40 - 70 years
Plant and equipment	2 - 10 years
Library collections	2 - 5 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Land, buildings and infrastructure were valued by Global Valuation Services in October 2013.

(p) Intangible Assets

(i) Intellectual property

Expenditure on intellectual property, being the application of research findings or other knowledge to a plan or design for the production of new or substantially improved products or services before the start of commercial production or use, is capitalised if the product or service is technically and commercially feasible and adequate resources are available to complete development. The expenditure capitalised comprises all directly attributable costs, including costs of materials, services, direct labour and an appropriate proportion of overheads. Other intellectual property expenditure is recognised in the income statement as an expense incurred. Capitalised expenditure is stated at cost less accumulated amortisation. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, which varies from 10 to 16 years.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(p) Intangible Assets (continued)

(ii) Goodwill

Goodwill represents the excess of the aggregate of the fair value measurement of the consideration transferred in an acquisition, the amount of any non-controlling interest and any previously held equity interest in the acquiree, over the fair value of the Group's share of the net identifiable assets of the acquiree at the date of acquisition. Goodwill on acquisitions of subsidiaries is included in intangible assets. Goodwill on acquisitions of associates is included in investments in associates. Goodwill is not amortised, instead it is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

(iii) Computer Software

Expenditure on software, being software that is not an integral part of the related hardware, is capitalised. Capitalised expenditure is stated at cost less accumulated amortisation. Amortisation is calculated using the straight-line method to allocate the cost over the period of the expected benefit, to a maximum of 5 years.

(q) Unfunded superannuation

A long standing arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the University of Newcastle's beneficiaries of the NSW State Superannuation Scheme (SSS) and the NSW State Authorities Superannuation Scheme (SASS) on an emerging cost basis. This arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Funding Act 1988* and subsequent amending legislation. Accordingly the liabilities have been recognised in the Statement of Financial Position under provisions (note 23) with a corresponding asset recognised under receivables (note 16).

The Australian Government and the State Government are reviewing the current arrangements relating to unfunded NSW State Superannuation Schemes.

(r) Trade and other payables

These amounts represent liabilities for goods and services provided to the Group prior to the end of the financial year, which are unpaid. The amounts are unsecured and are usually paid within 30 days following the end of the month they are recognised.

(s) Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities, which are not an incremental cost relating to the actual draw-down of the facility, are recognised as prepayments and recognised on a straight-line basis over the term of the facility.

Borrowings are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date and does not expect to settle the liability for at least 12 months after the reporting date.

(t) Borrowing costs

Borrowing costs incurred for the construction of any qualifying asset are expensed at the time they are incurred.

(u) Provisions

Provisions for legal claims and service warranties are recognised when: the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated.

Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(u) Provisions (continued)

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a finance cost.

(v) Employee benefits

(i) Short-term obligations

Liabilities for short-term employee benefits including wages and salaries and non-monetary benefits due to be settled within 12 months after the end of the period are measured at the amount expected to be paid when the liability is settled, if it is expected to be settled wholly before twelve months after the end of the reporting period, and is recognised in other payables.

(ii) Other long-term obligations

The liability for other long-term employee benefits such as annual leave, accumulating sick leave and long service leave is recognised in current provisions for employee benefits if it is not expected to be settled wholly before twelve months after the end of the reporting period. It is measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability.

(iii) Retirement benefit obligations

All employees of the Group are entitled to benefits on retirement, disability or death from the Group's Superannuation plan. The Group has a defined benefit section and defined contribution section within its plan. The defined benefit section provides defined lump sum benefits based on years of service and final average salary. The defined contribution section receives fixed contributions from the Group and the Group's legal or constructive obligation is limited to these contributions. A significant proportion of the employees of the parent entity are members of the defined contribution section of the Group's plan.

A liability or asset in respect of defined benefit Superannuation plans is recognised in the statement of financial position, and is measured as the present value of the defined benefit obligation at the reporting date plus unrecognised Actuarial gains (less unrecognised losses) less the fair value of the Superannuation fund's assets at that date and any unrecognised past service cost. The present value of the defined benefit obligation is based on expected future payments which arise from membership of the fund to the reporting date, calculated annually by independent actuaries using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, directly in other comprehensive income. They are included in retained earnings in the statement of changes in equity and in the statement of financial position.

Past service costs are recognised in income immediately. Contributions to the defined contribution section of the Group's superannuation fund and other independent defined contribution superannuation funds are recognised as an expense as they become payable.

(iv) Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. The Group recognises termination benefits either when it can no longer withdraw the offer of those benefits or when it has recognised costs for restructuring within the scope of *AASB137 Provisions, Contingent Liabilities and Contingent Assets* that involves the payment of termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits not expected to be settled wholly before 12 months after the end of the reporting period are discounted to present value.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(w) Rounding of amounts

The University of Newcastle is of a kind referred to in Class Order 98/0100 as amended by Class Order 04/667, issued by the Australian Securities and Investments Commission, relating to the "rounding off" of amounts in the financial statements. Amounts in the financial statements have been rounded off in accordance with the Class Order, to the nearest thousand dollars, or in certain cases, the nearest dollar.

(x) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case, it is recognised as part of the cost acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from or payable to tax authorities.

(y) Comparative amounts

Where necessary, comparative information has been reclassified to enhance comparability in respect of changes in presentation adopted in the current year.

(z) Non-current assets (or disposal groups) held for sale and discontinued operations

Non-current assets (or disposal groups) are classified as held for sale and stated at the lower of their carrying amount and fair value less costs to sell, if their carrying amount will be recovered principally through a sale transaction rather than through continuing use.

An impairment loss is recognised for any initial or subsequent write down of the asset (or disposal group) to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset (or disposal group), but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset (or disposal group) is recognised at the date of derecognition.

Non-current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as held for sale. Interest and other expenses attributable to the liabilities of a disposal group classified as held for sale continue to be recognised.

Non-current assets classified as held for sale and the assets of a disposal group classified as held for sale are presented separately from the other assets in the statement of financial position. The liabilities of a disposal group classified as held for sale are presented separately from other liabilities in the statement of financial position.

(aa) New Accounting Standards and Interpretations not yet mandatory or early adopted

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2013 reporting periods. The University's assessment of the impact of these new standards and interpretations is set out below:

- AASB 9 Financial instruments, AASB 2009-11 Amendments to Australian Accounting Standards arising from AASB 9, AASB 2010-7 Amendments to Australian Accounting Standards arising from AAB 9 (December 2010), AASB 2012-6 Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 9 and Transition Disclosures (effective 1 January 2015)

AASB 9 amends the requirements for classification and measurement of financial assets. The available-for-sale and held-to-maturity categories of financial assets in AASB 139 have been eliminated. Under AASB 9, there are three categories of financial assets:

1. Amortised cost
2. Fair value through profit or loss
3. Fair value through other comprehensive income.

The following requirements have generally been carried forward unchanged from AASB 139 Financial Instruments: Recognition and Measurement into AASB 9:

- Classification and measurement of financial liabilities; and
- Derecognition requirements for financial assets and liabilities.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(aa) New Accounting Standards and Interpretations not yet mandatory or early adopted (continued)

However, AASB 9 requires that gains or losses on financial liabilities measured at fair value are recognised in profit or loss, except that the effects of changes in the liability's credit risk are recognised in other comprehensive income.

The company does not have any financial liabilities measured at fair value through profit or loss. There will therefore be no impact on the financial statements when these amendments to AASB 9 are first adopted.

- Interpretation 21 Accounting for Levies (effective 1 January 2014)

Clarifies the circumstances under which a liability to pay a levy imposed by a government should be recognised, and whether that liability should be recognised in full at a specific date or progressively over a period of time.

The company is not liable to pay any government levies. There will therefore be no impact on the financial statements when this interpretation is first adopted.

- AASB 10 Consolidated Financial Statements This standard is applicable to annual reporting periods beginning on or after 1 January 2013.

The standard has a new definition of 'control'. Control exists when the reporting entity is exposed, or has the rights, to variable returns (e.g. dividends, remuneration, returns that are not available to other interest holders including losses) from its involvement with another entity and has the ability to affect those returns through its 'power' over that other entity.

A reporting entity has power when it has rights (e.g. voting rights, potential voting rights, rights to appoint key management, decision making rights, kick out rights) that give it the current ability to direct the activities that significantly affect the investee's returns (e.g. operating policies, capital decisions, appointment of key management). The consolidated entity will not only have to consider its holdings and rights but also the holdings and rights of other shareholders in order to determine whether it has the necessary power for consolidation purposes. The adoption of this standard from 1 July 2013 may have an impact where the consolidated entity has a holding of less than 50% in an entity, has de facto control, and is not currently consolidating that entity.

(ab) New, revised or amending Accounting Standards and Interpretations adopted

The University has applied all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Boards ('AASB') that are mandatory for the current reporting year. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

The following Accounting Standards and Interpretations are most relevant to the company:

- AASB 13 *Fair Value Measurement* and AASB 2011-8 *Amendments to Australian Accounting Standards arising from AASB 13*

AASB 13 aims to improve consistency and reduce complexity by providing a precise definition of fair value and a single source of fair value measurement and disclosure requirements for use across Australian Accounting Standards. No differences were found in the valuation approach of financial instruments and therefore no adjustments to any of the carrying amounts in the financial statements are required as a result of the adoption of AASB 13. New disclosure requirements under AASB 13 are contained within the financial statements.

- AASB 119 *Employee Benefits* and AASB 2011-10 *Amendments to Australian Accounting Standards arising from AASB 119*

The company has applied AASB 119 and its consequential amendments from 1 January 2013. The standard changed the definition of short-term employee benefits, from 'due to' to 'expected to' to be settled within 12 months. Annual leave that is not expected to be wholly settled within 12 months is now discounted allowing for expected salary levels in the future period when the leave is expected to be taken. New disclosure requirements under AASB 119 are contained within the financial statements.

It significantly changes the recognition and measurement of defined benefit superannuation plan (BDP) expenses and termination benefits, and the disclosures for employee benefits. Changes must be applied retrospectively.

The amendments relating to DBPs improve the comparability and understandability of changes occurring year-on-year by removing options and requiring entities to recognise gains and losses immediately.

The key changes include:

- net interest income is determined based on the discount rate applied to liabilities rather than the expected rate of return on assets
- enhanced disclosure requirements relating to the characteristics, risks and amounts in the financial statements regarding DBPs, as well as the effect of DBPs on the amount, timing and certainty of the entity's future cash flows

(ab) New, revised or amending Accounting Standards and Interpretations adopted (continued)

- entities must recognise actuarial gains/losses on re-measuring DBP obligations/assets in other comprehensive income (OCI) rather than profit or loss
- timing for recognition of liabilities for termination benefits
- clarification that employee benefits are classified as current when the University does not have an unconditional right of deferral for at least 12 months after the end of the financial year. Annual leave not expected to be settled within 12 months of the end of the reporting period will be discounted. The entity must disclose the amount due to be settled within 12 months and the amounts due to be settled after 12 months eliminating the deferral of gains and losses for DBPs ('corridor method').

Defined contribution superannuation expense - Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred

THE UNIVERSITY OF NEWCASTLE
Notes to the financial statements
For the year ended 31 December 2013

2 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND OTHER AUSTRALIAN GOVERNMENT LOAN PROGRAMS

	Note	Consolidated		Parent	
		2013 \$000	2012 \$000	2013 \$000	2012 \$000
(a) Commonwealth Grants Scheme and other grants					
Commonwealth Grants Scheme		213,236	206,657	213,236	206,657
Indigenous Support Program		2,368	2,268	2,368	2,268
Disability Support Program		122	185	122	185
Learning and Teaching Performance Fund		180	-	180	-
Transitional Cost Program		-	93	-	93
Partnership and Participation Program		6,184	6,145	6,184	6,145
Total Commonwealth Grants Scheme and other grants	37(a)	222,090	215,349	222,090	215,349
(b) Higher Education Loan Programs (HELP)					
HECS-HELP		116,105	96,052	116,105	96,052
FEE-HELP		15,891	13,438	15,891	13,438
SSAF-HELP		2,642	970	2,642	970
Total Higher Education Loan Programs	37(b)	134,638	110,460	134,638	110,460
(c) Scholarships					
Australian Postgraduate Awards		5,919	5,550	5,919	5,550
International Postgraduate Research Scholarships		513	512	513	512
Commonwealth Education Costs Scholarship		115	796	115	796
Commonwealth Accommodation Scholarships		194	428	194	428
Indigenous Access scholarships		(1)	314	(1)	314
Indigenous Staff Scholarships		43	76	43	76
Total Scholarships	37(c)	6,783	7,676	6,783	7,676
(d) Commonwealth Department of Education research					
Joint Research Engagement Program		8,394	8,686	8,394	8,686
Research Training Scheme		15,290	15,074	15,290	15,074
Research Infrastructure Block Grants		5,522	5,971	5,522	5,971
Sustainable Research Excellence in Universities		4,068	3,660	4,068	3,660
Total Commonwealth Dept of Education research	37(d)	33,274	33,391	33,274	33,391
(e) Other capital funding					
Education Investment Fund		26,414	14,143	26,414	14,143
Total other capital funding	37(e)	26,414	14,143	26,414	14,143
(f) Australian Research Council					
<i>Discovery</i>					
Projects		8,097	9,351	8,097	9,351
Fellowships		3,759	3,636	3,759	3,636
Indigenous Researchers Development		176	199	176	199
Total discovery	37(f)(i)	12,032	13,186	12,032	13,186
<i>Linkages</i>					
Infrastructure		480	890	480	890
Projects		2,546	3,204	2,546	3,204
Total linkages	37(f)(ii)	3,026	4,094	3,026	4,094

THE UNIVERSITY OF NEWCASTLE
Notes to the financial statements
For the year ended 31 December 2013

2 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS-HELP AND OTHER AUSTRALIAN GOVERNMENT LOAN PROGRAMS (continued)		Consolidated		Parent	
		2013	2012	2013	2012
		\$000	\$000	\$000	\$000
(f) Australian Research Council (continued)					
<i>Networks and Centres</i>					
Centres		2,300	2,215	2,300	2,215
Total Networks and Centres	37(f)(iii)	2,300	2,215	2,300	2,215
Total Australian Research Council		17,358	19,495	17,358	19,495
(g) Other Australian Government financial assistance					
<i>Non-capital</i>					
Indigenous Tutorial Assistance Scheme		292	594	292	594
Miscellaneous government grants		12,153	11,770	12,153	11,770
Total non-capital		12,445	12,364	12,445	12,364
<i>Capital</i>					
Miscellaneous government grants		1,669	4,242	1,669	4,242
Total capital		1,669	4,242	1,669	4,242
Total other Australian Government financial assistance		14,114	16,606	14,114	16,606
Total Australian Government financial assistance		454,671	417,120	454,671	417,120
(h) Reconciliation					
Australian Government Grants		320,033	306,660	320,033	306,660
Higher education loan programs (HELP)	2(b)	134,638	110,460	134,638	110,460
Total Australian Government financial assistance		454,671	417,120	454,671	417,120
(i) Australian Government grants received – cash basis					
CGS and Other Education Grants		222,273	216,516	222,273	216,516
Higher Education Loan Programs (HELP)		136,120	110,558	136,120	110,558
Scholarships		5,505	8,287	5,505	8,287
Education research		33,274	33,390	33,274	33,390
Other capital funding		26,414	14,143	26,414	14,143
ARC grants - Discovery		12,032	13,186	12,032	13,186
ARC grants - Linkages		3,027	4,094	3,027	4,094
ARC grants - Networks and Centres		2,300	2,215	2,300	2,215
Other Australian Government financial assistance		14,114	16,606	14,114	16,606
Total Australian Government grants received - cash basis		455,059	418,995	455,059	418,995
HELP OS (Net)		1,073	1,123	1,073	1,123
Total Australian Government funding received - cash basis		456,132	420,118	456,132	420,118
3 STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE					
Government grants were received during the reporting period for the following purposes:					
Non-Capital					
State Government Contributions		602	1,068	602	1,068
Total		602	1,068	602	1,068
Capital					
State Government Capital Contributions		-	896	-	896
Total		-	896	-	896
Total State and Local Government financial assistance		602	1,964	602	1,964

4 FEES AND CHARGES

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Course fees and charges				
Fee-paying overseas students	81,444	73,401	75,181	67,516
Fee-paying domestic postgraduate students	10,104	9,334	10,104	9,334
Fee-paying domestic undergraduate students	77	196	77	196
Fee-paying domestic non-award students	428	387	428	387
Course and conference fees	1,860	2,127	1,859	2,126
Course materials	531	666	531	666
Total course fees and charges	94,444	86,111	88,180	80,225
Other non-course fees and charges				
Library fines	172	184	172	184
Parking fees	2,257	2,223	2,250	2,223
Student accommodation	9,454	9,012	9,454	9,012
Music tuition	628	597	628	597
Other fees and charges	1,261	1,501	1,224	1,501
Student services and amenities fees from students	4,096	1,314	4,096	1,314
Total other fees and charges	17,868	14,831	17,824	14,831
Total fees and charges	112,312	100,942	106,004	95,056

5 INVESTMENT REVENUE

Dividends	12	4,340	12	15,831
Distributions	8,715	2,916	8,715	2,916
Interest	12,751	16,026	11,985	14,771
Net amortisation of bonds	114	72	114	72
Total investment revenue	21,592	23,354	20,826	33,590

6 ROYALTIES, TRADEMARKS AND LICENCES

Licence fees	1,010	97	135	97
Total royalties, trademarks and licences	1,010	97	135	97

7 CONSULTANCIES AND CONTRACTS

Consultancies	1,068	1,042	987	1,019
Contract research				
National Health & Medical Research Council	14,390	14,958	14,390	14,958
Hunter Medical Research Institute	4,840	6,746	4,840	6,746
Co-operative research centre	1,091	1,410	1,091	1,410
Industry research	15,712	14,630	2,768	192
Other contract revenue	33,265	37,281	33,265	36,932
Total contract research	69,298	75,025	56,354	60,238
Total consultancies and contracts	70,366	76,067	57,341	61,257

8 OTHER REVENUE

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Cost recoveries	12,136	11,406	12,704	12,054
Donations and bequests	802	810	802	809
Insurance recoveries	643	283	634	283
Other related party revenue	-	-	2,640	2,591
Scholarships and prizes	1,453	1,362	1,492	1,363
Sponsorship	3,786	3,685	3,592	3,700
Advertising	1,254	1,212	1,254	1,209
Sale of goods	2,097	1,838	-	-
Rents	2,517	2,531	1,002	1,099
Other revenue	4,035	4,512	3,423	4,246
Total other revenue	28,723	27,639	27,543	27,354

9 EMPLOYEE RELATED EXPENSES

Academic

Salaries	131,944	126,636	130,449	125,177
Contribution to funded superannuation schemes	21,013	20,101	20,955	20,034
Payroll tax	8,739	9,454	8,739	9,452
Workers compensation	1,135	1,012	1,135	1,011
Long service leave	4,257	9,899	4,257	9,899
Annual leave	11,695	12,076	11,710	12,070

Other

Parental leave	1,555	1,891	1,555	1,891
Contract severance	928	1,822	928	1,822
Voluntary separation	1,243	603	1,090	603

Total academic

182,509	183,494	180,818	181,959
----------------	----------------	----------------	----------------

Professional and teaching

Salaries	138,999	127,801	128,159	116,790
Contribution to funded superannuation schemes	21,219	18,045	20,131	17,035
Payroll tax	9,378	8,001	8,895	7,481
Workers compensation	1,214	724	1,182	683
Long service leave	3,717	9,604	3,557	9,337
Annual leave	12,627	12,962	11,714	12,075

Other

Parental leave	1,533	1,810	1,534	1,808
Contract severance	1,430	1,311	1,430	1,311
Voluntary separation	1,541	999	1,541	999

Total professional and teaching

191,658	181,257	178,143	167,519
----------------	----------------	----------------	----------------

Total employee related expenses

374,167	364,751	358,961	349,478
----------------	----------------	----------------	----------------

Deferred government employee benefits for superannuation

451	178	451	178
------------	------------	------------	------------

Total employee related expenses, including deferred government employee benefits for superannuation

374,618	364,929	359,412	349,656
----------------	----------------	----------------	----------------

10 DEPRECIATION AND AMORTISATION

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Depreciation				
Buildings and infrastructure	20,730	20,936	20,684	20,881
Plant and equipment	14,565	14,356	14,219	14,040
Artworks and libraries	2	10	2	10
Total depreciation	35,297	35,302	34,905	34,931
Amortisation				
Intangibles	1,219	3,010	1,116	2,596
Total depreciation and amortisation	36,516	38,312	36,021	37,527

11 REPAIRS AND MAINTENANCE

Buildings	11,122	8,597	11,108	8,553
Cleaning	6,393	5,158	6,147	4,990
Repairs and maintenance - general	13,926	10,073	13,745	9,968
Total repairs and maintenance	31,441	23,828	31,000	23,511

12 IMPAIRMENT OF ASSETS

Impairment losses - financial assets				
Trade receivables	1,323	891	1,322	891
Other financial assets - Available-for-sale	58	624	-	624
Reversal of impairment losses - Financial assets				
Trade receivables	(44)	(37)	(65)	(16)
Intangibles	-	2	-	-
Total impairment of assets	1,337	1,480	1,257	1,499

13 OTHER EXPENSES

Advertising, marketing and promotions	4,778	4,045	4,660	3,273
Consumables	25,867	25,281	24,425	22,612
Donations	6	16	5	11
Insurances	2,459	1,950	2,331	1,828
Minor equipment	12,554	10,807	11,672	10,418
Operating lease rental	4,137	4,097	4,125	4,070
Professional services	45,466	37,410	44,893	35,949
Scholarships, grants and prizes	37,653	37,579	37,613	37,496
Telecommunications	3,906	3,521	3,811	3,375
Travel, staff development and entertainment	19,894	19,441	19,097	18,663
Utilities	7,327	7,101	7,311	7,078
Related party expenses	-	-	216	8,465
Other expenses	21,010	18,251	20,233	17,769
Total other expenses	185,057	169,499	180,392	171,007

14 INCOME TAX EXPENSE

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
(a) Income tax expense				
Current tax	116	1,756	-	-
Deferred tax	-	-	-	-
Adjustments for current tax of prior periods	-	-	-	-
	116	1,756	-	-
Income tax expense is attributable to:				
Operating result from continuing operations	116	1,756	-	-
Aggregate income tax expense	116	1,756	-	-
(b) Numerical reconciliation of income tax expense to prima facie tax payable				
Operating results from continuing operations before income tax expense	64,800	55,607	63,282	59,845
Tax at the Australian rate of 30% (2012: 30%)	19,440	16,682	18,984	17,953
Tax effect of amounts which are not (taxable) deductible in calculating taxable income	(19,175)	(14,787)	(18,984)	(17,953)
Difference in overseas tax rates	(149)	(139)	-	-
Adjustment for current tax of prior periods	-	-	-	-
Income tax expense	116	1,756	-	-

15 CASH AND CASH EQUIVALENTS

Cash at bank, on hand, and cash equivalents	12,716	22,122	7,006	17,860
Total cash and cash equivalents	12,716	22,122	7,006	17,860
(a) Reconciliation to cash and cash equivalents at the end of the year in the Statement of cash flows				
The above figures are reconciled to cash at the end of the year as shown in the Statement of cash flows as follows:				
Cash and cash equivalents	12,716	22,122	7,006	17,860
Balance as per Statement of cash flows	12,716	22,122	7,006	17,860

(b) Cash at bank

Cash at bank is interest bearing with the floating rates being determined by the daily balance of funds held in the account. This was 3.13% for 2013 (2012: 4.23%).

16 TRADE AND OTHER RECEIVABLES

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Current				
Trade receivables	21,997	23,580	18,573	20,451
Provision for impairment	(2,141)	(1,667)	(2,123)	(1,649)
Prepayments	13,197	10,848	13,084	10,741
Related party receivables	-	-	2,728	2,432
Other receivables	5,020	3,350	5,079	3,305
Total current receivables	38,073	36,111	37,341	35,280
Non-current				
Deferred government contribution for superannuation (note 1(q))	263,611	307,826	263,611	307,826
Other receivables	658	719	658	719
Total non-current receivables	264,269	308,545	264,269	308,545

(a) Impaired receivables

As at 31 December 2013 current receivables of the Group with a nominal value of \$2,141,257 (2012: \$1,666,921) were impaired. The amount of the provision was \$2,141,257 (2012: \$1,666,921). The individually impaired receivables mainly relate to student fees.

The aging of these receivables is as follows:

Over 3 months	2,141	1,667	2,123	1,649
	2,141	1,667	2,123	1,649

As at 31 December 2013 trade receivables of the Group with a nominal value of \$9,776,045 (2012: \$7,025,949) were past due but not impaired. These relate to a number of independent customers for whom there is no recent history of default.

The aging of these receivables is as follows:

Less than 3 months	9,798	7,200	8,248	5,353
	9,798	7,200	8,248	5,353

Movements in the provision for impaired receivables are as follows:

At 1 January	1,667	778	1,649	739
Provision for impairment recognised during the year	1,323	898	1,322	898
Recovery of impaired receivables	(849)	(38)	(848)	(16)
Receivables written off during the year as uncollectable	-	29	-	28
	2,141	1,667	2,123	1,649

17 INVENTORIES

Current				
Retail stock on hand	103	148	-	-
Total current inventories	103	148	-	-

18 OTHER FINANCIAL ASSETS

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Current				
Available-for-sale financial assets	-	10,737	-	10,587
Held to maturity investments	135,135	183,800	119,535	168,000
Total current other financial assets	135,135	194,537	119,535	178,587
Non-current				
Available-for-sale financial assets	206,773	137,195	206,415	137,055
Held to maturity investments	92,267	70,887	91,039	70,863
Total non-current other financial assets	299,040	208,082	297,454	207,918

19 PROPERTY, PLANT AND EQUIPMENT

Land				
At independent valuation	51,530	51,440	51,530	51,440
At cost	-	90	-	90
Total land	51,530	51,530	51,530	51,530
Buildings				
At independent valuation	660,590	643,973	660,590	643,973
At cost	46,766	13,243	46,766	13,243
Accumulated depreciation	(4,562)	(5,568)	(4,562)	(5,568)
Total buildings	702,794	651,648	702,794	651,648
Infrastructure				
At independent valuation	55,614	55,630	55,614	55,630
At cost	3,941	12,678	3,941	2,301
Accumulated depreciation	(678)	(4,571)	(678)	(752)
Accumulated impairment	-	(5,395)	-	-
Total Infrastructure	58,877	58,342	58,877	57,179
Capital works in progress				
At cost	46,026	16,275	46,026	16,259
Total capital works in progress	46,026	16,275	46,026	16,259
Plant and equipment				
At cost	128,023	150,419	125,323	147,946
Accumulated depreciation	(77,154)	(99,866)	(75,670)	(98,461)
Total plant and equipment	50,869	50,553	49,653	49,485
Artworks and library				
At fair value	5,347	4,100	5,347	4,100
At cost	49	1,090	46	1,087
Accumulated depreciation	(1)	(218)	-	(217)
Total artworks and library	5,395	4,972	5,393	4,970
Total property, plant and equipment	915,491	833,320	914,273	831,071

THE UNIVERSITY OF NEWCASTLE
Notes to the financial statements
For the year ended 31 December 2013

19 PROPERTY, PLANT AND EQUIPMENT (continued)

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current year:

	Land	Buildings	Infra-structure	Capital Works in Progress	Plant and equipment	Artwork and Libraries	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Consolidated							
Balance at 1 January 2012	50,301	638,383	62,703	9,665	50,658	4,912	816,622
Additions	-	-	-	35,947	224	-	36,171
Transfers in (out)	-	13,409	1,425	(29,337)	14,433	70	-
Asset disposals	-	-	-	-	(406)	-	(406)
Depreciation expense	-	(18,237)	(2,699)	-	(14,356)	(10)	(35,302)
Revaluation decrease recognised in equity	-	-	(3,087)	-	-	-	(3,087)
Revaluation increase recognised in equity	1,229	18,093	-	-	-	-	19,322
Balance at 31 December 2012	51,530	651,648	58,342	16,275	50,553	4,972	833,320
Balance at 1 January 2013	51,530	651,648	58,342	16,275	50,553	4,972	833,320
Additions	-	-	-	96,216	376	-	96,592
Transfers in (out)	-	46,848	3,276	(66,465)	16,316	25	-
Assets disposals	-	(525)	(420)	-	(1,811)	-	(2,756)
Depreciation expense	-	(18,462)	(2,268)	-	(14,565)	(2)	(35,297)
Revaluation decrease recognised in equity	-	-	(53)	-	-	-	(53)
Revaluation increase recognised in equity	-	23,285	-	-	-	400	23,685
Balance at 31 December 2013	51,530	702,794	58,877	46,026	50,869	5,395	915,491
Parent							
Balance at the 1 January 2012	50,301	638,383	61,818	9,570	49,693	4,911	814,676
Additions	-	-	-	35,414	-	-	35,414
Transfers in (out)	-	13,409	1,092	(28,725)	14,155	69	-
Assets disposals	-	-	-	-	(323)	-	(323)
Depreciation expense	-	(18,237)	(2,644)	-	(14,040)	(10)	(34,931)
Revaluation decrease recognised in equity	-	-	(3,087)	-	-	-	(3,087)
Revaluation increase recognised in equity	1,229	18,093	-	-	-	-	19,322
Balance at 31 December 2012	51,530	651,648	57,179	16,259	49,485	4,970	831,071
Balance at the 1 January 2013	51,530	651,648	57,179	16,259	49,485	4,970	831,071
Additions	-	-	-	95,756	-	-	95,756
Transfers in (out)	-	46,836	3,012	(65,989)	16,116	25	-
Assets disposals	-	(525)	(420)	-	(1,729)	-	(2,674)
Depreciation expense	-	(18,450)	(2,234)	-	(14,219)	(2)	(34,905)
Revaluation decrease recognised in equity	-	-	-	-	-	-	-
Revaluation increase recognised in equity	-	23,285	1,340	-	-	400	25,025
Balance at 31 December 2013	51,530	702,794	58,877	46,026	49,653	5,393	914,273

19 PROPERTY, PLANT AND EQUIPMENT (continued)

(a) Valuations of land and buildings

The University's land and buildings were revalued at 31 October 2013 by independent valuers Global Valuation Services. Valuations were made on the basis of open market value. The revaluation surplus net of applicable deferred income taxes were credited to an asset revaluation reserve in equity. The valuation basis of land is the estimated amount for which an asset should exchange on the valuation date between a willing buyer and seller in an arm's length transaction, after proper marketing and where the parties had acted knowledgeably, prudently and without compulsion.

20 INTANGIBLE ASSETS

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Computer software				
Cost	24,754	23,026	24,601	22,793
Accumulated amortisation and impairment	(21,622)	(20,563)	(21,488)	(20,372)
Net carrying value	3,132	2,463	3,113	2,421
Intellectual property				
Cost	3,249	3,655	-	-
Accumulated amortisation and impairment	(2,879)	(3,458)	-	-
Net carrying value	370	197	-	-
Total intangibles	3,502	2,660	3,113	2,421

Movement in the carrying amounts for each class of intangible assets between the beginning and the end of the current year:

	Computer software	Intellectual property	Total
	\$000	\$000	\$000
Consolidated			
Balance at 1 January 2012	3,917	305	4,222
Additions	1,112	287	1,399
Work in progress	51	-	51
Amortisation expense	(2,617)	(393)	(3,010)
Impairment loss in income	-	(2)	(2)
Closing value at 31 December 2012	2,463	197	2,660
Balance at 1 January 2013	2,463	197	2,660
Additions	1,757	255	2,012
Work in progress	49	-	49
Amortisation expense	(1,137)	(82)	(1,219)
Closing value at 31 December 2013	3,132	370	3,502
Parent			
Balance at 1 January 2012	3,882	-	3,882
Additions	1,084	-	1,084
Work in progress	51	-	51
Amortisation expense	(2,596)	-	(2,596)
Closing value at 31 December 2012	2,421	-	2,421
Balance at 1 January 2013	2,421	-	2,421
Additions	1,759	-	1,759
Work in progress	49	-	49
Amortisation expense	(1,116)	-	(1,116)
Closing value at 31 December 2013	3,113	-	3,113

21 TRADE AND OTHER PAYABLES

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Current				
<i>Unsecured liabilities</i>				
Trade creditors	29,629	34,360	28,068	32,734
OS-HELP liability to Australian Government	209	634	209	634
Other payables	5,470	4,935	2,134	1,634
Total current trade and other payables	35,308	39,929	30,411	35,002
Non-current				
<i>Unsecured liabilities</i>				
Other non-current payables	387	494	387	494
Total non-current trade and other payables	387	494	387	494

The carrying amounts (in currencies as detailed per the below table to the nearest thousand) of the Group's and parent entity's trade and other payables are denominated in the following currencies:

	Consolidated		Parent	
	2013	2012	2013	2012
Australian dollar	35,020	40,427	30,326	35,495
Canadian dollar	3	-	3	-
Euro	176	11	176	11
Great British pound	3	6	3	6
Singaporean dollar	440	370	-	-
US dollar	165	34	165	34
Total	35,807	40,848	30,673	35,546

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to note 35.

22 BORROWINGS

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Non-current				
<i>Unsecured liabilities</i>				
Bank loans	85,000	85,000	85,000	85,000
Total non-current borrowings	85,000	85,000	85,000	85,000

(a) Financing arrangements

Unrestricted access was available at reporting date to the following lines of credit:

Credit card facility				
Total facilities	10,000	10,000	10,000	10,000
Used at balance date	-	-	-	-
Unused at balance date	10,000	10,000	10,000	10,000
Bank overdraft facility				
Total facilities	10,000	10,000	10,000	10,000
Used at balance date	-	-	-	-
Unused at balance date	10,000	10,000	10,000	10,000
Bank loan facilities				
Total facilities	85,000	85,000	85,000	85,000
Used at balance date	(85,000)	(85,000)	(85,000)	(85,000)
Unused at balance date	-	-	-	-

22 BORROWINGS (continued)

(b) Fair value

The carrying amounts and fair values of borrowings at reporting date are:

	2013		2012	
	Carrying amount \$000	Fair value \$000	Carrying amount \$000	Fair value \$000
Consolidated				
On-balance sheet				
<i>Non-traded financial liabilities</i>				
Unsecured bank loan	85,000	85,000	85,000	85,000
	85,000	85,000	85,000	85,000

Other than those classes of borrowings denoted as "traded", none of the classes are readily traded on organised markets in standardised form.

(i) On-balance sheet

The fair value of current borrowings equals their carrying amount, as the impact of discounting is not significant. The fair values of non-current borrowings are based on cash flows discounted using a borrowing rate of 5.7%, (2012 5.4%).

23 PROVISIONS

	Consolidated		Parent	
	2013 \$000	2012 \$000	2013 \$000	2012 \$000
Current provisions expected to be settled wholly within 12 months				
Employee benefits				
Annual leave	19,388	17,604	18,507	16,878
Long service leave	13,002	11,031	12,777	10,870
Redundancy	761	127	761	127
Contract severance	509	500	509	500
Pension entitlements	1,876	2,099	1,876	2,099
Other provisions				
Parental leave	1,489	1,938	1,489	1,937
Unused sick leave	1,139	-	1,139	-
	38,164	33,299	37,058	32,411
Current provisions expected to be settled wholly after more than 12 months				
Employee benefits				
Annual leave	4,463	5,868	4,326	5,626
Long service leave	43,423	44,152	42,599	43,426
Contract severance	4,663	3,118	4,663	3,118
	52,549	53,138	51,588	52,170
Total current provisions	90,713	86,437	88,646	84,581

23 PROVISIONS (continued)

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Non-current provisions				
Employee benefits				
Long service leave	13,130	10,983	12,710	10,437
Pension entitlements	32,032	32,227	32,032	32,227
Deferred government benefits for superannuation	266,257	311,509	266,257	311,509
Total non-current provisions	311,419	354,719	310,999	354,173

Provision for annual leave

This provision is for outstanding annual leave liabilities that employees have not yet taken. The calculation is based on historical data on leave taken. The measurement and recognition criteria relating to employee benefits has been included in note 1(v)(ii) to this report.

Provision for long service leave

This provision is for outstanding long service leave liabilities that employees have not yet taken. The calculation of the present value of future cash flows in respect of long service leave being taken has been calculated by independent third parties based on historical data provided by the University. The measurement and recognition criteria relating to employee benefits has been included in note 1(v)(ii).

Provision for contract severance

This provision is for the payment of separation amounts relating to eligible employees on fixed term contracts. The measurement and recognition criteria relating to employee benefits has been included in note 1(v)(iv) to this report.

Provision for parental leave

A provision has been recognised for employee entitlements relating to parental leave. The measurement and recognition criteria relating to employee benefits has been included in note 1(v)(ii) to this report.

Provision for unused sick leave

This provision is for costs relating to the amount the University expects to pay as a result of the unused entitlement accumulated at the end of the year. The measurement and recognition criteria relating to employee benefits has been included in note 1(v)(ii) to this report.

Provision for redundancy

This provision is for costs relating to the redundancy of employees. The measurement and recognition criteria relating to employee benefits has been included in note 1(v)(iv) to this report.

Provision for pension entitlements

A provision has been recognised for employee pension entitlements. Refer to note 36 for detail.

Provision for deferred government benefits for superannuation

A provision has been recognised for employee entitlements relating to deferred government benefits for superannuation. Refer to note 36 for detail.

Movements in each class of provision during the year, are set out below:

	Annual leave	Long service leave	Redundancy	Contract severance	Pensions	Other	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Consolidated							
Current							
Opening balance at 1 January 2013	23,472	55,183	127	3,618	2,099	1,938	86,437
Additional provisions	20,166	6,977	761	1,871	1,876	4,132	35,783
Provisions used	(19,787)	(5,735)	(127)	(317)	(2,099)	(3,442)	(31,507)
Balance at 31 December 2013	23,851	56,425	761	5,172	1,876	2,628	90,713

23 PROVISIONS (continued)

	Long service leave	Pensions	Deferred super- annuation	Total
	\$000	\$000	\$000	\$000
Consolidated				
Non-current				
Opening balance at 1 January 2013	10,983	32,227	311,509	354,719
Additional provisions	2,147	(571)	(44,233)	(42,657)
Amounts transferred to reserves	-	376	(1,019)	(643)
Balance at 31 December 2013	13,130	32,032	266,257	311,419

24 DERIVATIVE FINANCIAL INSTRUMENTS

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Non-current				
Interest rate swap - cash flow hedge	3,520	4,649	3,520	4,649
Total derivative financial instruments	3,520	4,649	3,520	4,649

(i) Interest rate swap contract – cash flow hedges

During the year the University continued to utilise its variable rate bank loan. It is policy to protect the loan from exposure to increasing interest rates. Accordingly, the group has entered into an interest rate swap contract under which it is obliged to receive interest at the variable loan rate and to pay interest at a fixed rate. The swap contract has been nominated as a cash flow hedge.

The swap covers 100% of the variable loan principal outstanding and is timed to expire as the bank loan expires. The fixed interest rate is 5.7% (2012: 5.4%) and the variable rate is at the end of the reporting period was 3.8% (2012: 4.1%).

The contracts require settlement of net interest receivable or payable quarterly. The settlement dates coincide with the dates on which interest is payable on the underlying debt. The contracts are settled on a net basis.

The gain or loss from remeasuring the hedging instrument at fair value is recognised in other comprehensive income and deferred in equity in the hedging reserve to the extent that the hedge is effective. There was no hedge ineffectiveness during the year.

25 OTHER LIABILITIES

Current

Income received in advance	9,117	8,528	5,183	5,537
Total current other liabilities	9,117	8,528	5,183	5,537

26 RESERVES AND RETAINED SURPLUS

	Consolidated		Parent	
	2013 \$000	2012 \$000	2013 \$000	2012 \$000
(a) Reserves				
Available-for-sale investments revaluation	28,959	11,225	28,827	11,120
Foreign currency translation surplus	425	(47)	-	-
Cash flow hedge	(3,520)	(4,649)	(3,520)	(4,649)
Property, plant and equipment revaluation	512,045	489,600	513,438	489,600
Defined benefit actuarial re measurements	643	-	643	-
Total reserves	538,552	496,129	539,388	496,071
(b) Movements in reserves				
Available-for-sale investments revaluation				
Balance as at 1 January	11,225	1,254	11,120	1,148
Revaluation increment (decrement)	18,965	9,347	18,938	9,348
Transfers to income statement	(1,231)	624	(1,231)	624
Balance as at 31 December 2013	28,959	11,225	28,827	11,120
Foreign currency translation surplus				
Balance as at 1 January	(47)	(176)	-	-
Currency translation differences arising during the year	472	129	-	-
Balance as at 31 December 2013	425	(47)	-	-
Cash flow hedge				
Balance as at 1 January	(4,649)	-	(4,649)	-
Revaluation increment (decrement)	1,129	(4,649)	1,129	(4,649)
Balance as at 31 December 2013	(3,520)	(4,649)	(3,520)	(4,649)
Property, plant and equipment revaluation				
Balance as at 1 January	489,600	473,365	489,600	473,365
Revaluation increment (decrement)	23,632	16,235	25,025	16,235
Transfers to net profit - gross	(1,187)	-	(1,187)	-
Balance as at 31 December 2013	512,045	489,600	513,438	489,600
Defined benefit actuarial remeasurements				
Revaluation increment (decrement)	643	-	643	-
Balance as at 31 December 2013	643	-	643	-
Total reserves	538,552	496,129	539,388	496,071
(c) Retained earnings				
Retained earnings at the beginning of the year	529,466	475,615	516,175	456,330
Operating result for the year	64,684	53,851	63,282	59,845
Retained earnings at end of the year	594,149	529,466	579,457	516,175

26 RESERVES AND RETAINED SURPLUS (continued)

(d) Nature and purpose of reserves

Available-for-sale investment revaluation - changes in the fair value and exchange differences arising on translation of investments, such as equities, classified as available-for-sale financial assets, are recognised in other comprehensive income, as described in note 1 and accumulated in a separate reserve within equity. Amounts are reclassified to profit or loss when the associated assets are sold or impaired.

Foreign currency translation surplus - exchange differences arising on translation of the foreign controlled entity are recognised in other comprehensive income as described in note 1 and accumulated in a separate reserve within equity. The cumulative amount is reclassified to profit or loss when the net investment is disposed of.

Cash flow hedge - the hedging reserve is used to record gains or losses on a hedging instrument in a cash flow hedge that are recognised in other comprehensive income, as described in note 1. Amounts are reclassified profit or loss when the associated hedged transaction affects profit or loss.

Property, plant and equipment revaluation - used to record increments and decrements on the revaluation of property, plant and equipment, as described in note 1. In the event of a sale of an asset, any balance in the reserve in relation to the asset is transferred to retained earnings.

Defined benefit actuarial remeasurements - actuarial remeasurements arising on valuation of the State Authorities Non-contributory Superannuation (SANCS) scheme and the Pension are recognised in other comprehensive income as described in note 1(v) and accumulated in a separate reserve within equity.

27 KEY MANAGEMENT PERSONNEL DISCLOSURES

(a) Names of responsible persons and executive officers

The following persons were members of the Council of The University of Newcastle during the financial year:

Mr Paul Jeans

The Hon John Charles Price AM

Professor Caroline McMillen

Ms Dianne Allen

Ms Sharryn Brownlee

Mr Peter Cockbain

Ms Rosemary Gosper

Dr Tom Griffiths

Ms Leanne Holt

Professor Mark Jones

Mr Brian Kennaugh

Dr Geoff Leonard

Conjoint Professor Geoff Lilliss

Professor Val J Robertson

Professor John Rostas

Ms Deborah Wright

(b) Other key management personnel

The following persons were members of the Executive Committee of The University of Newcastle and as such also had authority and responsibility for planning, directing and controlling the activities of The University of Newcastle during the financial year:

Professor Caroline McMillen

Professor Mike Calford

Dr Brok Glenn

Professor Kevin McConkey

27 KEY MANAGEMENT PERSONNEL DISCLOSURES (continued)

(b) Other key management personnel (continued)

Mr Nat McGregor
 Professor Andrew Parfitt
 Professor Nick Talley
 Laureate Professor John Aitken
 Professor John Carter AM
 Professor Liz Burd
 Professor Stephen Crump
 Professor Richard Dunford
 Mrs Winnie Eley
 Professor John Germov
 Professor Deborah Hodgson
 Professor Bill Hogarth
 Professor Mark Jones
 Professor Amir Mahmood
 Professor Brett Ninness
 Professor Val Robertson
 Mr Craig Wallis
 Associate Professor Peter Waring

(c) Remuneration of key management personnel

	Consolidated		Parent	
	2013 Number	2012 Number	2013 Number	2012 Number
Council and Board Members				
\$nil	17	16	2	-
\$1 to \$9,999	8	10	1	2
\$10,000 to \$19,999	7	8	5	7
\$20,000 to \$29,999	1	3	1	3
\$30,000 to \$39,999	1	-	1	-
\$120,000 to \$129,999	-	1	-	1
\$130,000 to \$139,999	2	-	2	-
\$150,000 to \$159,999	1	1	1	1
\$220,000 to \$229,999	-	1	-	1
\$230,000 to \$239,999	1	-	-	-
\$240,000 to \$249,999	3	-	2	-
\$300,000 to \$309,999	-	1	-	-
\$590,000 to \$599,999	-	1	-	1
\$690,000 to \$699,999	1	-	1	-

27 KEY MANAGEMENT PERSONNEL DISCLOSURES (continued)

(c) Remuneration of key management personnel (continued)

	Consolidated		Parent	
	2013 Number	2012 Number	2013 Number	2012 Number
Other key management personnel				
\$nil	1	1	1	1
\$30,000 to \$39,999	1	-	-	-
\$50,000 to \$59,999	1	1	1	1
\$80,000 to \$89,999	1	-	1	-
\$100,000 to \$109,999	1	1	1	1
\$110,000 to \$119,999	3	-	1	-
\$130,000 to \$139,999	1	-	1	-
\$140,000 to \$149,999	1	-	1	-
\$160,000 to \$169,999	1	1	1	1
\$190,000 to \$199,999	2	-	1	-
\$200,000 to \$209,999	2	-	2	-
\$220,000 to \$229,999	-	-	-	1
\$230,000 to \$239,999	-	1	-	-
\$240,000 to \$249,999	1	2	1	-
\$250,000 to \$259,999	1	1	1	1
\$260,000 to \$269,999	1	-	1	-
\$310,000 to \$319,999	-	2	-	2
\$320,000 to \$329,999	-	1	-	1
\$330,000 to \$339,999	1	-	1	-
\$340,000 to \$349,999	1	1	1	1
\$360,000 to \$369,999	-	1	-	1
\$380,000 to \$389,999	1	-	1	-
\$410,000 to \$419,999	1	-	1	-
\$420,000 to \$429,999	-	1	-	1
\$430,000 to \$439,999	-	2	-	2
\$440,000 to \$449,999	1	-	1	-
\$450,000 to \$459,999	2	-	2	-
\$570,000 to \$579,999	-	1	-	1
\$590,000 to \$599,999	-	1	-	1
\$690,000 to \$699,999	1	-	1	-
\$1,030,000 to \$1,039,999	-	1	-	1

Remuneration bands for the Vice-Chancellor and the President of Academic Senate appear in both tables above as these positions are members of both Council and the Executive Committee.

(d) Key management personnel compensation

	Consolidated		Parent	
	2013 \$000	2012 \$000	2013 \$000	2012 \$000
Short-term employee benefits	6,831	6,692	6,016	5,854
Termination benefits	492	798	340	799
Total key management personnel compensation	7,323	7,490	6,356	6,653

28 REMUNERATION OF AUDITORS

During the year the following fees were paid or payable for services provided by the auditor of the parent entity, its related practices and non-related audit firms.

	Consolidated		Parent	
	2013	2012	2013	2012
	\$	\$	\$	\$
Audit services				
<i>Audit and review of financial statements</i>				
Audit Office of NSW	345,670	406,300	267,870	308,500
BDO Singapore	15,986	-	-	-
KPMG	-	23,277	-	-
Total remuneration for audit services	361,656	429,577	267,870	308,500

29 CONTINGENCIES

Contingent liabilities

The University has a \$500,000 bank guarantee as security for a rental bond which expires on 31 November 2014.

Contingent assets

The University has no contingent assets as at 31 December 2013.

30 COMMITMENTS

	Consolidated		Parent	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000

(a) Capital commitments

Capital expenditure contracted for at the reporting date but not recognised as liabilities are:

Property, plant and equipment

Within one year	58,576	84,972	58,576	84,972
Later than one year	571	58,013	571	58,013
Total	59,147	142,985	59,147	142,985

(b) Lease commitments

Operating leases

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

Within one year	716	3,410	559	3,155
Between one year and five years	5,301	2,814	5,227	2,736
Total future minimum lease payments	6,017	6,224	5,786	5,891

The weighted average interest rate implicit in the non-cancellable operating leases is nil% (2012:nil%):

(c) Other expenditure commitments (GST excl.)

Commitments in existence at the reporting date but not recognised as liabilities payable:

Due within one year	56,149	61,072	56,149	61,072
Due after one year, but within five years	25,205	870	25,205	870
Net commitments	81,354	61,942	81,354	61,942

31 SUBSIDIARIES

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 1(b):

Name of entity	Country of incorporation	Class of shares	Equity interest	
			2013 %	2012 %
Newcastle Innovation Ltd (Company limited by guarantee)	Australia	Not applicable	100	100
GraduateSchool.com Pty Ltd (Company deregistered on 12 September 2013)	Australia	Ordinary	-	100
UoN Services Limited (Company limited by guarantee)	Australia	Not applicable	100	100
UON Singapore Pte Ltd	Singapore	Ordinary	100	100

32 EVENTS OCCURRING AFTER REPORTING DATE

No matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

33 RECONCILIATION OF OPERATING RESULT AFTER INCOME TAX TO NET CASH FLOWS FROM OPERATING ACTIVITIES

	Consolidated		Parent	
	2013 \$000	2012 \$000	2013 \$000	2012 \$000
Operating result for the year	64,684	53,851	63,282	59,845
Add non-cash items:				
Depreciation and amortisation	36,516	38,312	36,021	37,527
Impairment of available-for-sale financial assets	58	624	-	624
Net (gain) loss on sale of property, plant and equipment	1,135	44	1,135	35
Net (gain) loss on disposal of financial assets	(1,469)	(382)	(1,218)	(610)
Fair value of assets donated to the Group	(34)	-	(34)	-
Net exchange differences	(23)	45	-	-
Net amortisation of bond premiums (discounts)	(114)	(72)	(114)	(72)
Changes in operating assets and liabilities:				
(Increase) decrease in trade debtors	1,583	2,824	1,877	3,262
(Increase) decrease in other receivables	41,292	(34,447)	40,911	(28,134)
(Increase) decrease in related party receivables	-	-	(296)	979
(Increase) decrease in inventories	45	355	-	-
(Increase) decrease in other financial assets	(9,770)	(688)	(9,770)	(757)
Increase (decrease) in other operating assets	(4)	6,347	-	11
Increase (decrease) in trade creditors	(4,731)	2,808	(4,667)	2,763
Increase (decrease) in related party payables	-	-	-	(10,019)
Increase (decrease) in other operating liabilities	(4,070)	(3,126)	(4,749)	(2,103)
Increase (decrease) in provision for income taxes payable	(10)	(1,897)	-	-
Increase (decrease) in other provisions	(38,835)	51,838	(38,921)	51,502
Net cash provided by operating activities	86,253	116,436	83,457	114,853

34 FINANCIAL RISK MANAGEMENT

The Group's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group uses derivative financial instruments such as foreign exchange contracts and interest rate swaps to hedge certain risk exposures. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

Risk management is carried out by a central treasury department (Group Treasury) under policies approved by the University Council. Group Treasury identifies, evaluates and hedges financial risks in close co-operation with the Group's operating units. The University Council provides written principles for overall risk management, as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments, and investment of excess liquidity.

(a) Market risk

(i) Foreign exchange risk

The Group operates internationally and is exposed to foreign exchange risk arising from various currency exposures, primarily with respect to the Singapore and US dollars.

Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities that are denominated in a currency that is not the entity's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting.

Management has set up a policy requiring group companies to manage their foreign exchange risk against their functional currency.

The Group Treasury's risk management position is not to hedge the cash flows at present, because the amount of exposure has been determined to be immaterial in terms of the possible impact on the income statement or total equity. It has therefore not been included in the sensitivity analysis.

(ii) Price risk

The Group and the parent entity are exposed to equity securities price risk. This arises from investments held by the Group and classified on the statement of financial position either as available-for-sale or at fair value through the income statement. Neither the Group nor the parent entity is exposed to commodity price risk.

To manage its price risk arising from investments in equity securities, the Group diversifies its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Group.

The majority of the Group's and the parent entity's equity investments are publicly traded and are included either in the ASX200 Index or NYSE International 100 index.

The price risk for unlisted securities is immaterial in terms of the possible impact on the income statement or total equity. It has therefore not been included in the sensitivity analysis.

(iii) Cash flow and fair value interest rate risk

The Group's main interest rate risk arises from long-term borrowings. Borrowings issued at variable rates expose the Group to cash flow interest rate risk. Borrowings issued at fixed rates expose the Group to fair value interest rate risk. Group policy is to maintain approximately 100% of its borrowings at fixed rates using interest rate swaps to achieve this when necessary. During 2013 and 2012, the Group's borrowings at variable rate were denominated in Australian Dollars.

The Group analyses its interest rate exposure on a dynamic basis. Various scenarios are simulated taking into consideration refinancing, renewal of existing positions, alternative financing and hedging. Based on these scenarios, the Group calculates the impact on the income statement of a defined interest rate shift. The scenarios are run only for liabilities that represent the major interest-bearing positions.

Based on the various scenarios, the Group manages its cash flow interest rate risk by using floating-to-fixed interest rate swaps. Such interest rate swaps have the economic effect of converting borrowings from floating rates to fixed rates. The Group has raised long-term borrowings at floating rates and swapped them into fixed rates that are lower than those that were available if the Group borrowed at fixed rates directly. Under the interest rate swaps, the Group agrees with other parties to exchange, at monthly intervals, the difference between fixed contract rates and floating-rate interest amounts calculated by reference to the agreed notional principal amounts.

At 31 December 2013, if interest rates had changed by $\pm 1\%$ from the year end rates with all other variables held constant, the result for the year would have changed by $\pm \$2.401$ million (2012: $\pm \$2.768$ million), mainly as a result of the impact on interest income from cash and cash equivalents.

THE UNIVERSITY OF NEWCASTLE
Notes to the financial statements
For the year ended 31 December 2013

34 FINANCIAL RISK MANAGEMENT (continued)

(a) Market risk (continued)

(iv) Summarised sensitivity analysis

The following table summarises the sensitivity of the Group's financial assets and financial liabilities to interest rate risk, foreign exchange risk and other price risk.

	Carrying amount \$000	Interest rate risk				Foreign exchange risk				Other price risk			
		-1% Result \$000	+1% Equity \$000	-1% Result \$000	+1% Equity \$000	-1% Result \$000	+1% Equity \$000	-1% Result \$000	+1% Equity \$000	-1% Result \$000	+1% Equity \$000	-1% Result \$000	+1% Equity \$000
31 December 2013													
Financial assets													
Cash and cash equivalents	12,716	(127)	(127)	127	127	(49)	(49)	49	49	-	-	-	-
Trade and other receivables	289,145	-	-	-	-	-	-	-	-	-	-	-	-
Financial assets - Available-for-sale	206,773	-	-	-	-	-	-	-	-	-	(2,070)	-	2,070
Financial assets - Held to maturity	227,402	(2,274)	(2,274)	2,274	2,274	-	-	-	-	-	-	-	-
Financial liabilities													
Trade and other payables	35,695	-	-	-	-	(4)	(4)	5	5	-	-	-	-
Bank loans	85,000	850	850	(850)	(850)	-	-	-	-	-	-	-	-
Derivative financial instruments	3,520	(850)	(850)	850	850	-	-	-	-	-	-	-	-
Total increase (decrease)		(2,401)	(2,401)	2,401	2,401	(53)	(53)	54	54	-	(2,070)	-	2,070
31 December 2012													
Financial assets													
Cash and cash equivalents - at bank	22,122	(221)	(221)	221	221	(33)	(33)	32	32	-	-	-	-
Trade and other receivables	344,656	-	-	-	-	(1)	(1)	2	2	-	-	-	-
Financial assets - Available-for-sale	147,932	-	-	-	-	-	-	-	-	-	(1,507)	-	1,507
Financial assets - Held to maturity	254,687	(2,547)	(2,547)	2,547	2,547	-	-	-	-	-	-	-	-
Financial liabilities													
Trade and other payables	40,423	-	-	-	-	(1)	(1)	1	1	-	-	-	-
Bank loans	85,000	850	850	(850)	(850)	-	-	-	-	-	-	-	-
Derivative financial instruments	4,649	(850)	(850)	850	850	-	-	-	-	-	-	-	-
Total increase (decrease)		(2,768)	(2,768)	2,768	2,768	(35)	(35)	35	35	-	(1,507)	-	1,507

(b) Credit risk

Credit risk is managed on a group basis. Credit risk arises from cash and cash equivalents, and deposits with banks and financial institutions, as well as credit exposures to wholesale and retail customers, including outstanding receivables and committed transactions. For banks and financial institutions, only independently rated parties with a minimum rating of 'BBB+' are accepted. If wholesale customers are independently rated, these ratings are used. Otherwise, if there is no independent rating, risk control assesses the credit quality of the customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external ratings in accordance with limits set by the Council. Fees from students are settled in cash or using major credit cards, mitigating credit risk.

The carrying amount of financial assets (as contained in the table in subnote (c) below) represents the group's maximum exposure to credit risk.

34 FINANCIAL RISK MANAGEMENT (continued)

(c) Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities, the availability of funding through an adequate amount of committed credit facilities and the ability to close out market positions. Due to the dynamic nature of the underlying businesses, Group Treasury aims at maintaining flexibility in funding by keeping committed credit lines available.

The following tables summarise the maturity of the Group's financial assets and financial liabilities:

	Average interest rate %	Variable interest rate \$000	Within 1 year \$000	1 – 5 years \$000	Greater than 5 years \$000	Non- interest \$000	Total \$000
31 December 2013							
Financial assets							
Cash and cash equivalents	3.3	12,716	-	-	-	-	12,716
Trade and other receivables		-	-	-	-	289,145	289,145
Other financial assets		-	135,135	92,267	-	206,773	434,175
Total financial assets		12,716	135,135	92,267	-	495,918	736,036
Financial liabilities							
Trade and other payables		-	-	-	-	35,695	35,695
Borrowings	5.7	85,000	-	-	-	-	85,000
Derivative financial instruments		-	-	3,520	-	-	3,520
Total financial liabilities		85,000	-	3,520	-	35,695	124,215
31 December 2012							
Financial assets							
Cash and cash equivalents	4.2	22,122	-	-	-	-	22,122
Trade and other receivables	-	-	-	-	-	344,656	344,656
Other financial assets	-	-	183,800	70,887	-	147,932	402,619
Total financial assets		22,122	183,800	70,887	-	492,588	769,397
Financial liabilities							
Trade and other payables	-	-	-	-	-	40,423	40,423
Borrowings	5.4	85,000	-	-	-	-	85,000
Derivative financial instruments	-	-	-	4,649	-	-	4,649
Total financial liabilities		85,000	-	4,649	-	40,423	130,072

35 FAIR VALUE MEASUREMENTS

(a) Fair value measurements

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

Due to the short-term nature of the current receivables, their carrying value is assumed to approximate their fair value and based on credit history it is expected that the receivables that are neither past due nor impaired will be received when due.

The carrying amounts and aggregate net fair values of financial assets and liabilities at balance date are:

	Carrying amount		Fair value	
	2013	2012	2013	2012
	\$000	\$000	\$000	\$000
Financial assets				
Cash and cash equivalents	12,716	22,122	12,716	22,122
Trade and other receivables	302,342	344,656	302,342	344,656
Other financial assets				
Available-for-sale	206,773	147,932	206,773	147,932
Held-to-maturity	227,402	254,687	227,402	254,687
Total financial assets	749,233	769,397	749,233	769,397
Financial liabilities				
Trade and other payables	35,695	40,423	35,695	40,423
Borrowings	85,000	85,000	85,000	85,000
Derivative financial instruments	3,520	4,649	3,520	4,649
Total financial liabilities	124,215	130,072	124,215	130,072

The Group measures and recognises the following assets and liabilities at fair value on a recurring basis:

- Available-for-sale financial assets
- Land, buildings, infrastructure and artworks and library
- Derivative financial instruments

(b) Fair value hierarchy

The Group categorises assets and liabilities measured at fair value on a recurring basis into a hierarchy based on the level of inputs used in measurement.

Level 1 - quoted prices (unadjusted) in active markets for identical assets or liabilities

Level 2 - inputs other than quoted prices within level 1 that are observable for the asset or liability either directly or indirectly

Level 3 - inputs for the asset or liability that are not based on observable market data (unobservable inputs)

(i) Recognised fair value measurements

Fair value measurements recognised in the statement of financial position are categorised into the following levels at 31 December 2013. Comparative information for non-financial assets has not been provided as permitted by the transitional provisions of the new standard.

35 FAIR VALUE MEASUREMENTS (continued)

(b) Fair value hierarchy (continued)

Fair value measurements at 31 December 2013

Recurring fair value measurements	Note	2013 \$000	Level 1 \$000	Level 2 \$000	Level 3 \$000
Financial assets					
Other financial assets	18				
Available-for-sale		206,773	206,220	553	–
Total financial assets		206,773	206,220	553	–
Non-financial assets					
Property, plant and equipment	19				
Land		51,530	–	51,530	–
Buildings		660,590	–	660,590	–
Infrastructure		55,614	–	55,614	–
Artworks and library		5,347	–	5,347	–
Total non-financial assets		773,081	–	773,081	–
Financial liabilities					
Derivative financial instruments	24	3,520	3,520	–	–
Total financial liabilities		3,520	3,520	–	–

Fair value measurements at 31 December 2012

Recurring fair value measurements		2012 \$000	Level 1 \$000	Level 2 \$000	Level 3 \$000
Financial assets					
Other financial assets	18				
Available-for-sale		147,932	147,295	637	–
Total financial assets		147,932	147,295	637	–
Financial liabilities					
Derivative financial instruments	24	4,649	4,649	–	–
Total financial liabilities		4,649	4,649	–	–

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year.

The Group's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period.

(ii) Disclosed fair values

The Group has a number of assets and liabilities which are not measured at fair value, but for which the fair values are disclosed in the notes.

The fair value of assets or liabilities traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices for identical assets or liabilities at the reporting date (level 1). This is the most representative of fair value in the circumstances.

The fair values of held-to-maturity investments are disclosed in note 18 were determined by reference to published price quotations in an active market (level 1).

The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of their fair values due to the short term nature of trade receivables.

The fair value of non-current borrowings disclosed in note 22 approximates the carrying amount as the terms of the borrowings are interest only.

35 FAIR VALUE MEASUREMENTS (continued)

(c) Valuation techniques used to derive level 2 fair values

(i) Recurring fair value measurements

The fair value of financial instruments that are not traded in an active market is determined using valuation techniques. These valuation techniques maximise the use of observable market data where it is available and do not rely on entity specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2. All of the resulting fair value estimates are included in level 2.

If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

The best evidence of fair value is current prices in an active market for similar properties. Where such information is not available the Group considers information from a variety of sources, including:

- current prices in an active market for properties of different nature or recent prices of similar properties in less active markets, adjusted to reflect those differences
- discounted cash flow projections based on reliable estimates of future cash flows
- capitalised income projections based on a property's estimated net market income, and a capitalisation rate derived from an analysis of market evidence

All resulting fair value estimates for properties are included in level 2.

36 DEFINED BENEFITS PLANS

(a) Fund specific disclosures

The University of Newcastle incurs an obligation for deferred contributions which become payable on and after retirement of staff in respect of the following defined benefit schemes:

NSW State Superannuation Scheme (SSS)

NSW State Authorities Superannuation Scheme (SASS)

NSW State Authorities Non-Contributory Superannuation Scheme (SANCS)

Pension entitlements arising from the former University of Newcastle Staff Superannuation Scheme

The arrangements regarding the SSS and SASS schemes are described in Note 1(q)

The University expects to make a contribution to the NSW State schemes during the next financial year as follows: SSS \$nil (2012: \$nil), SASS \$NIL (2012: \$NIL), SANCS \$2.6m (2012: \$2.7m).

As an unfunded, non-contributory entitlement, the University will not make a contribution to the pension entitlement during the next financial year.

The weighted average duration of the defined benefit obligation is 10.7 years (2012: 11.2 years) and the pension benefit obligation is 12.0 years (2012: 12.3 years). The expected maturity analysis of undiscounted benefit obligations is as follows:

	Less than 1 year \$000	Between 1 and 2 years \$000	Between 2 and 5 years \$000	Over 5 years \$000	Total \$000
Defined benefit obligations - 31 Dec 2013	28,356	28,180	87,634	541,104	685,274
Pension benefit obligations – 31 Dec 2013	1,924	2,091	6,533	37,159	47,707

36 DEFINED BENEFITS PLANS (continued)

(b) Categories of plan assets

The analysis of the plan assets for the NSW State schemes and the expected rate of return at the reporting date are as follows. As an unfunded, non-contributory entitlement there are no plan assets for the pension entitlement.

	2013 (%) Active Market	2012 (%) Active Market
Australian equity instruments	33.9%	31.0%
Overseas equity instruments	28.3%	24.3%
Australian fixed interest securities	4.4%	6.2%
Overseas fixed interest securities	2.2%	2.4%
Property	8.1%	8.7%
Cash	8.0%	13.4%
Alternatives	15.1%	14.0%
Total	100.0%	100.0%

The principal assumptions used for the purposes of the actuarial valuations were as follows (expressed as weighted averages):

	2013 (%)	2012(%)
Discount rate(s)	4.3%	3.3%
Expected rate(s) of salary increase	2.3%	3.0%
Expected rate(s) of CPI increase	2.5%	2.5%

(c) Actuarial assumptions and sensitivity

The sensitivity of the defined benefit obligation to changes in the significant assumptions is:

Change in assumption		Impact on defined benefit obligation	
		Increase in assumption	Decrease in assumption
Discount rate	1.0%	Decrease by 9.0%	Increase by 10.6%
Salary growth rate	0.5%	Increase by 0.5%	Decrease by 0.4%
CPI growth rate	0.5%	Increase by 4.6%	Decrease by 4.2%

Comparative information has not been provided for the sensitivity analysis permitted by the transitional provisions of the revised standard

The above sensitivity analyses are based on a change in an assumption while holding all the other assumptions constant. In practice this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions the same method has been applied as when calculating the defined benefit liability recognised in the Statement of Financial Position.

The methods and types of assumptions used in the preparation of the sensitivity analysis did not change compared to the prior period.

THE UNIVERSITY OF NEWCASTLE
Notes to the financial statements
For the year ended 31 December 2013

36 DEFINED BENEFITS PLANS (continued)

(d) Statement of financial position amounts

	\$000	\$000	\$000	\$000	\$000
	Pension	SANCS	SSS	SASS	Total
Present value of obligation - 2013					
Defined benefit obligation at the start of the year	31,022	9,409	376,093	56,873	473,397
Current service cost	-	373	693	1,817	2,883
Interest expense	993	294	12,099	1,779	15,165
	32,015	10,076	388,885	60,469	491,445
Remeasurements					
Actuarial losses (gains) arising from changes in financial assumptions	(832)	(430)	(38,191)	(1,946)	(41,399)
Actuarial losses (gains) arising from liability experience	-	250	(765)	4,092	3,577
	(832)	(180)	(38,956)	2,146	(37,822)
Contributions					
Contributions from plan participants	-	-	568	831	1,399
	-	-	568	831	1,399
Payments from plan					
Benefits paid	(1,876)	(1,362)	(18,995)	(5,615)	(27,848)
Taxes, premiums and expenses paid	-	136	2,456	(300)	2,292
	(1,876)	(1,226)	(16,539)	(5,915)	(25,556)
Defined benefit obligation at end of year	29,307	8,670	333,958	57,531	429,466
Present value of plan assets - 2013					
Fair value of plan assets at the start of the year	-	5,726	75,541	49,599	130,866
Interest income	-	216	2,180	1,539	3,935
	-	5,942	77,721	51,138	134,801
Remeasurements					
Actual return on plan assets less interest income	-	838	10,264	7,616	18,718
	-	838	10,264	7,616	18,718
Contributions					
Employers	-	470	461	1,732	2,663
Plan participants	-	-	568	832	1,400
	-	470	1,029	2,564	4,063
Payments from plan					
Benefits paid	-	(1,362)	(18,995)	(5,615)	(25,972)
Taxes, premiums and expenses paid	-	136	2,456	(300)	2,292
	-	(1,226)	(16,539)	(5,915)	(23,680)
Fair value of plans assets at the end of the year	-	6,024	72,475	55,403	133,902
Net liability - 2013					
Defined benefit obligation	29,307	8,670	333,958	57,531	429,466
Fair value of plan assets	-	6,024	72,475	55,403	133,902
Net liability	29,307	2,646	261,483	2,128	295,564
Amounts recognised in the statement of financial position – 2013					
Liabilities					
Provision for deferred government benefits for superannuation	-	2,646	261,483	2,128	266,257
Provision for pension entitlements	29,307	-	-	-	29,307
Total liabilities	29,307	2,646	261,483	2,128	295,564
add: On-costs on pension entitlements	4,601	-	-	-	4,601
Total pension entitlements (incl on-costs)	33,908	-	-	-	33,908
Total liabilities recognised in statement of financial position	33,908	2,646	261,483	2,128	300,165
Assets					
Receivable for deferred government contribution for superannuation	-	-	261,483	2,128	263,611
Total assets recognised in statement of financial position	-	-	261,483	2,128	263,611
Net liability recognised in the statement of financial position	33,908	2,646	-	-	36,554

36 DEFINED BENEFITS PLANS (continued)

(d) Statement of financial position amounts (continued)

	\$000	\$000	\$000	\$000	\$000
	Pension	SANCS	SSS	SASS	Total
Present value of obligation - 2012					
Defined benefit obligation at the start of the year	30,813	9,439	356,214	53,099	449,565
Current service cost	-	388	656	1,793	2,837
Interest expense	1,101	323	12,829	1,865	16,118
	31,914	10,150	369,699	56,757	468,520
Remeasurements					
Actuarial losses (gains) arising from changes in demographic assumptions	-	(75)	8,075	48	8,048
Actuarial losses (gains) arising from changes in financial assumptions	1,207	241	17,356	938	19,742
Actuarial losses (gains) arising from changes in financial assumptions	-	284	(2,045)	3,294	1,533
	1,207	450	23,386	4,280	29,323
Contributions					
Contributions from plan participants	-	-	706	833	1,539
	-	-	706	833	1,539
Payments from plan					
Benefits paid	(2,099)	(1,078)	(18,939)	(4,641)	(26,757)
Taxes, premiums and expenses paid	-	(113)	1,240	(356)	771
	(2,099)	(1,191)	(17,699)	(4,997)	(25,986)
Defined benefit obligation at end of year	31,022	9,409	376,092	56,873	473,396
Present value of plan assets - 2012					
Fair value of plan assets at the start of the year	-	5,934	81,806	45,478	133,218
Interest income	-	245	2,676	1,583	4,504
	-	6,179	84,482	47,061	137,722
Remeasurements					
Actual return on plan assets less interest income	-	450	7,445	4,790	12,685
	-	450	7,445	4,790	12,685
Contributions					
Employers	-	288	606	1,912	2,806
Plan participants	-	-	706	833	1,539
	-	288	1,312	2,745	4,345
Payments from plan					
Benefits paid	-	(1,078)	(18,939)	(4,641)	(24,658)
Taxes, premiums and expenses paid	-	(113)	1,240	(356)	771
	-	(1,191)	(17,699)	(4,997)	(23,887)
Fair value of plans assets at the end of the year	-	5,726	75,540	49,599	130,865
Net liability - 2012					
Defined benefit obligation	31,022	9,409	376,092	56,873	473,396
Fair value of plan assets	-	5,726	75,540	49,599	130,865
Net liability	31,022	3,683	300,552	7,274	342,531
Amounts recognised in the statement of financial position – 2012					
<i>Liabilities</i>					
Provision for deferred government benefits for superannuation	-	3,683	300,552	7,274	311,509
Provision for pension entitlements	31,022	-	-	-	31,022
Total liabilities	31,022	3,683	300,552	7,274	342,531
add: On-costs on pension entitlements	3,304	-	-	-	3,304
Total pension entitlements (incl on-costs)	34,326	-	-	-	34,326
Total liabilities recognised in statement of financial position	34,326	3,683	300,552	7,274	345,835
<i>Assets</i>					
Receivable for deferred government contribution for superannuation	-	-	300,552	7,274	307,826
Total assets recognised in statement of financial position	-	-	300,552	7,274	307,826
Net liability recognised in the statement of financial position	34,326	3,683	-	-	38,009

36 DEFINED BENEFITS PLANS (continued)

(e) Amounts recognised in other statements

	\$000 Pension	\$000 SANCS	\$000 SSS	\$000 SASS	\$000 Total
Amounts recognised in the Income statement - 2013					
The amounts recognised in the income statement are restricted to the SANCS scheme and Pension in accordance with note 1(q). The amounts are included in employee benefits expense (note 9).					
Current service cost	-	373	-	-	373
Interest expense	993	294	-	-	1,287
Interest income	-	(216)	-	-	(216)
Total expense recognised in the Income statement	993	451			1,444
Amounts recognised in the Statement of comprehensive income - 2013					
The amounts recognised in the statement of comprehensive income are restricted to the SANCS scheme and Pension in accordance with note 1(q). The amounts are included in reserves (note 26(a)).					
<i>Remeasurements</i>					
Actuarial losses (gains) arising from changes in financial assumptions - 2013	(832)	(430)	-	-	(1,262)
Actuarial losses (gains) arising from changes in financial assumptions - 2012	1,207	-	-	-	1,207
Actuarial losses (gains) arising from liability experience	-	250	-	-	250
Actual return on plan assets less interest income	-	(838)	-	-	(838)
Total remeasurements for 2013	375	(1,018)	-	-	(643)
Total remeasurements recognised in the Statement of comprehensive income for 2013	375	(1,018)	-	-	(643)

37 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE

(a) Education – CGS and other Education grants

	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000
Parent (University) only												
Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)												
Net accrual adjustments	213,301	207,623	2,486	2,150	6,184	6,145	122	185	-	-	-	-
Revenue for the period	(65)	(966)	(118)	118	-	-	-	-	-	-	-	-
Surplus (deficit) from the previous year	213,236	206,657	2,368	2,268	6,184	6,145	122	185	-	-	-	-
Total revenue including accrued revenue	-	-	-	-	-	223	86	51	-	-	-	503
Less expenses including accrued expenses	213,236	206,657	2,368	2,268	6,184	6,368	208	236	-	-	-	503
Surplus (deficit) for the reporting period	(213,236)	(206,657)	(2,368)	(2,268)	(5,384)	(6,368)	(208)	(151)	-	-	-	(503)
	-	-	-	-	800	-	-	85	-	-	-	-

	Diversity and Structural Adjustment Fund #3	Transitional Cost Program	Promotion of Excellence in Learning and Teaching	Total
Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)	-	-	109	180
Net accrual adjustments	-	-	(17)	-
Revenue for the period	-	-	92	180
Surplus (deficit) from the previous year	-	19	-	(25)
Total revenue including accrued revenue	-	19	92	155
Less expenses including accrued expenses	-	(19)	(92)	(160)
Surplus (deficit) for the reporting period	-	-	-	(5)
	-	-	-	795

#1 Basic CGS grant amount, CGS – Regional loading, CGS – Enabling loading, maths and science transition loading, full fee places transition loading, and Higher Education performance funding
#2 Includes Equity Support Program.
#3 Includes Collaboration and Structural Adjustments Program

37 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(b) Higher education loan programmes (excl OS-HELP)

Note

	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000
	HECS-HELP					
	(Australian Government payments only)					
			FEE-HELP #4	SSAF-HELP	Total	
Parent (University) only						
Cash payable (receivable) at the beginning of the year	-	-	-	-	-	-
Financial assistance received in cash during the reporting period	116,107	96,189	17,283	13,488	2,730	881
Cash available for the period	116,107	96,189	17,283	13,488	2,730	881
Revenue earned	(116,105)	(96,052)	(15,891)	(13,438)	(2,642)	(970)
Cash payable (receivable) at the end of the year	2	137	1,392	50	88	(89)
					1,482	98

#4 Program is in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP

37 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(c) Scholarships

Note	2013		2012		2013		2012		2013		2012		2013		2012	
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Parent (University) only	Australian Postgraduate Awards		International Postgraduate Research Scholarships		Commonwealth Education Cost Scholarships^{#5}		Commonwealth Accommodation Scholarships^{#5}		Indigenous Access Scholarship							
Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)																
Net accrual adjustments																
Revenue for the period	5,919	5,550	513	512	(416)	1,550	(226)	285	(328)	314						
Surplus (deficit) from the previous year	-	-	-	-	531	(754)	420	143	326	-						
Total revenue including accrued revenue	5,919	5,550	513	512	115	796	194	428	(1)	314						
Less expenses including accrued expenses	1,222	1,370	(6)	-	168	29	107	32	175	(13)						
Surplus (deficit) for the reporting period	7,141	6,920	507	512	283	825	301	460	173	301						
	(6,226)	(5,698)	(513)	(518)	(185)	(657)	(178)	(353)	(94)	(126)						
	915	1,222	(6)	(6)	98	168	123	107	79	175						

	Indigenous Staff Scholarships		Indigenous Access Scholarship		Indigenous Access Scholarship		Indigenous Access Scholarship		Indigenous Access Scholarship		Indigenous Access Scholarship		Indigenous Access Scholarship		Indigenous Access Scholarship	
Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)																
Net accrual adjustments																
Revenue for the period	43	76	5,505	8,287												
Surplus (deficit) from the previous year	-	-	1,277	(611)												
Total revenue including accrued revenue	43	76	6,783	7,676												
Less expenses including accrued expenses	2	36	1,668	1,454												
Surplus (deficit) for the reporting period	45	112	8,450	9,130												
	(2)	(110)	(7,198)	(7,462)												
	43	2	1,252	1,668												

^{#5} Includes Grandfather Scholarships, National Priority and National Accommodation Priority Scholarships respectively

37 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(d) Education Research

	Note	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000
		Joint Research Engagement ^{#7}	Research Training Scheme	Infrastructure Block Grants	Commercialisation Training Scheme		
Parent (University) only^{#7}							
Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)	2(d)	8,394	15,290	5,522	5,971	-	-
Surplus (deficit) from the previous year		1,761	798	1,008	784	287	287
Total revenue including accrued revenue		10,155	16,088	6,530	6,755	287	287
Less expenses including accrued expenses		(9,641)	(16,040)	(5,883)	(5,747)	(287)	-
Surplus (deficit) for the reporting period		514	48	647	1,008	-	287

	Sustainable Research Excellence in Universities	Total
Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)	4,068	33,274
Surplus (deficit) from the previous year	-	3,854
Total revenue including accrued revenue	4,068	37,128
Less expenses including accrued expenses	(4,068)	(35,919)
Surplus (deficit) for the reporting period	-	1,209

^{#6} Includes Institutional Grants Scheme

^{#7} The reported surplus for Joint Research Engagement, Research Training Scheme, Research Infrastructure Block Grants, and Commercialisation Training Scheme) (\$1,209 million) for 2013 are expected to be rolled over for future use by Education.

37 ACQUIT TAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(e)	Other capital funding		2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
		Note	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
	Parent (University) only		Better Universities Renewal Fund		Teaching and Learning Capital Fund		Education Investment Fund		Total				
	Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)		-	-	-	-	26,414	14,143	26,414	14,143	26,414	14,143	
2(e)	Surplus (deficit) from the previous year		-	32	3,297	5,988	17,699	13,752	20,996	19,772	20,996	19,772	
	Total revenue including accrued revenue		-	32	3,297	5,988	44,113	27,895	47,410	33,915	47,410	33,915	
	Less expenses including accrued expenses		-	(32)	(3,297)	(2,691)	(14,045)	(10,196)	(17,342)	(12,919)	(17,342)	(12,919)	
	Surplus (deficit) for the reporting period		-	-	-	3,297	30,068	17,699	30,068	20,996	30,068	20,996	

37 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(f) Australian Research Council Grants

Note

Parent (University) only

(i) Discovery

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)

Surplus (deficit) from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus (deficit) for the reporting period

	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000	2013 \$000	2012 \$000
	Projects		Fellowships		Indigenous Researchers Development		Total	
	8,097	9,351	3,759	3,636	176	199	12,032	13,186
	5,497	4,427	2,322	1,103	125	47	7,944	5,577
	13,594	13,778	6,081	4,739	301	246	19,976	18,763
	(7,599)	(8,281)	(3,707)	(2,417)	(171)	(121)	(11,477)	(10,819)
	5,995	5,497	2,374	2,322	130	125	8,499	7,944

(ii) Linkages

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)

Surplus (deficit) from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus (deficit) for the reporting period

	Infrastructure		International		Projects		Total	
	480	890	-	-	2,546	3,204	3,026	4,094
	821	488	-	-	2,901	1,919	3,722	2,407
	1,301	1,378	-	-	5,447	5,123	6,748	6,501
	(687)	(557)	-	-	(3,181)	(2,222)	(3,868)	(2,779)
	614	821	-	-	2,266	2,901	2,880	3,722

(iii) Networks and Centres

Financial assistance received in CASH during the reporting period (total cash received from Australian Government for the program)

Surplus (deficit) from the previous year

Total revenue including accrued revenue

Less expenses including accrued expenses

Surplus (deficit) for the reporting period

	Centres		Total	
	2,300	2,215	2,300	2,215
	942	1,407	942	1,407
	3,242	3,622	3,242	3,622
	(2,833)	(2,680)	(2,833)	(2,680)
	409	942	409	942

37 ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

(g) OS-HELP

	<i>Note</i>	Parent	
		2013	2012
		\$000	\$000
Cash received during the reporting period		1,073	1,123
Cash spent during the reporting period		(1,498)	(797)
Net cash received		(425)	326
Cash surplus (deficit) from the previous period		697	371
Cash surplus (deficit) for the reporting period		272	697

(h) Student Services and Amenities Fee (SSAF)

		Parent	
		2013	2012
		\$000	\$000
Unspent (overspent) revenue from previous period		-	-
SSAF-HELP	2(b)	2,642	970
Student Services and Amenities Fee	4	4,068	1,314
Total amounts available to be expended		6,710	2,284
Student services expenses during the period		(6,361)	(2,284)
Unspent (overspent) Student Services and Amenities Fee		349	-

38 LAND USE AND VALUES

In accordance with Section 41B 1(d) of the *Public Finance and Audit Act 1983 (NSW)*, the summary of land use and valuations is as follows:

	Parent	
	2013	2012
	\$000	\$000
Land Use		
Mixed teaching, research, student accommodation and other University purposes including commercial tenancies.	35,475	35,475
Student accommodation or leased to residential tenants	7,055	7,055
Teaching research and other University purposes	9,000	9,000
	51,530	51,530

THE UNIVERSITY OF NEWCASTLE
Statement by Members of Council
For the year ended 31 December 2013

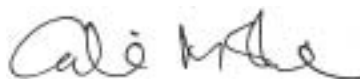
In accordance with a resolution of the members of Council under s.16 of the *University of Newcastle Act 1989 (NSW)* and pursuant to Section 41C of the *Public Finance & Audit Act 1983 (NSW)*, we state that to the best of our knowledge and belief:

1. The attached general purpose financial reports present a true and fair view of the financial position of the University at 31 December 2013 and its financial performance for the year then ended
2. The financial reports have been prepared in accordance with the provisions of the *Public Finance & Audit Act 1983 (NSW)*, the *Public Finance & Audit Regulations 2010 (NSW)* and the Financial Statement Guidelines for Australian Higher Education Providers for the 2012 Reporting Period issued by the Australian Government Department of Education
3. The financial reports has been prepared in accordance with Australian Accounting Standards (AASB), AASB Interpretations and other mandatory professional reporting requirements
4. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate
5. There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due
6. The amount of Australian Government financial assistance expended during the reporting period was for the purpose for which it was intended and the University has complied with applicable legislation, contracts, agreements and programme guidelines in making expenditure
7. The University of Newcastle charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003 (Cwth)* and the Administration Guidelines made under the Act. Revenue from the fee was spent strictly in accordance with that Act and only on services and amenities specified in subsection 19-38(4) of that Act.

On Behalf of the Council of the University of Newcastle.



Mr Paul Jeans
Chancellor



Professor Caroline McMillen
Vice-Chancellor and President

Dated 31 March 2014



INDEPENDENT AUDITOR'S REPORT

The University of Newcastle

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the University of Newcastle (the University), which comprise the statements of financial position as at 31 December 2013, the income statements, the statements of comprehensive income, the statements of changes in equity and the statements of cash flow for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information of the University and the consolidated entity. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

Opinion

In my opinion, the financial statements:

- give a true and fair view of the financial position of the University and the consolidated entity, as at 31 December 2013, and of the financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2013 Reporting Period' (the Guidelines), issued by the Australian Government Department of Education, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

My opinion should be read in conjunction with the rest of this report.

University Council's Responsibility for the Financial Statements

The Council of the University is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards, the PF&A Act and the Guidelines, and for such internal control as the Council determines is necessary to enable the preparation of the financial statements that give a true and fair view and that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Council, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the University or the consolidated entity
- that they have carried out their activities effectively, efficiently and economically
- about the effectiveness of their internal control
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards and other relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by the possibility of losing clients or income.



Jack Kheir,
Director, Financial Audit Services

1 April 2014
SYDNEY

Compliance Index

A	
Access	inside back cover
Additional matters for inclusion in annual reports	inside back cover, 84, 143
Agreements with the Community Relations Commission	83
Aims and Objectives	9–11, 13
B	
Budgets	100, 104
C	
Charter	13
Consumer Response	52, 68, 88
D	
Disability Plans	69
Disclosure of Controlled Entities	101, 143
Disclosure of Subsidiaries	101, 143
E	
Economic or other factors	99
Equal Employment Opportunity	69–72
F	
Financial Statements	105–163
Funds granted to non-government community organisations	103
G	
Government Information (Public Access) Act 2009	85–88
H	
Human resources	65–77
I	
Identification of audited financial statements	105–163
Inclusion of unaudited financial statements	not applicable
Investment performance	101
L	
Land Disposal	102
Legal Change	89–91
Letter of Submission	inside front cover
Liability management performance	102
M	
Management and activities	15–104
Management and structure	15–17, 24–26
Multicultural Policies and Services Program (formerly EAPS)	69
O	
Occupational Health and Safety	67–68
P	
Payment of Accounts	102
Performance and numbers of executive officers	93–97
Printing and distribution requirements	inside back cover
Promotion	91
Public availability of annual reports	inside back cover
Public Interest Disclosures	89
R	
Requirements arising from employment arrangements	not applicable
Research and Development	53–64
Risk management and insurance activities	92
S	
Summary review of operations	2–8
T	
Time for Payment of Accounts	102
W	
Waste	82

Access and printing costs

We welcome feedback and enquiries from the public by telephone, postal mail, email or in person.

Office hours

9am to 5pm

Monday to Friday

Postal address

University Secretary
The University of Newcastle
Callaghan NSW 2308
Australia

T +61 2 4921 5000 (General Enquiries)

T + 61 2 4921 6934 (Media Unit)

F +61 2 4921 7417 (Secretariat, Council Services and Chancellery)

E secretariat@newcastle.edu.au

W www.newcastle.edu.au

This annual report is available in electronic form at the following address:

www.newcastle.edu.au/about-uon/our-university/annual-report

Edited by

Micky Pinkerton and Jordana Read, Council Services and Chancellery, The University of Newcastle

Design

Marketing and Public Relations, The University of Newcastle

Photography

Cover image – Murray McKean Photography

P72 – image courtesy Coalface Magazine

All other images sourced from existing University projects

ABN 15 736 576 735

Total external cost \$770.40

ISSN 0313-007X (print)

ISSN 2200-4572 (online)

UON 2014/1006 CRICOS Provider 00109J

