

# Who we are and what we do

UON stands as a global leader distinguished by a commitment to equity and excellence and to creating a better future for its regions through a focus on innovation and impact.

For more than 50 years, UON has demonstrated that equity of access to higher education and excellence of education and research programs are the foundations of a world-class university. UON has been clear that a first-rate education should be available to any individual with the talent and commitment to succeed, independent of their social, cultural or financial background. This commitment to equity and social justice is a core UON value and is a part of our 'institutional DNA.'

Across our five faculties - Business and Law, Education and Arts, Engineering and Built Environment, Health and Medicine and Science and Information Technology - UON offers 213 undergraduate and postgraduate coursework programs and 173 research masters and PhD programs. We prepare graduates to be global citizens, leaders and entrepreneurs who are eager for life's challenges.

We attract students from more than 115 countries and collaborate with global partners to deliver leading education and research. We have been a leader in Indigenous education in Australia for more

than 30 years, through the work of our Indigenous leaders and the support of our Indigenous communities and Elders. The Wollotuka Institute stands proudly at the centre of UON's commitment to Indigenous education and research, ensuring that cultural integrity is at the forefront of our endeavours. In 2015\* we had the highest number of Indigenous students of any university in Australia with a participation rate of 3.2 per cent compared with the national participation rate of 1.6 per cent.

UON offers students an engaged approach to learning through programs that integrate study with work experience, internships, paid employment and research experience. More than 90 per cent of undergraduate programs provide work placements and our career-ready graduates have some of the highest starting salaries in Australia. Just over 90 per cent of UON graduates are in fulltime or part-time employment within four months of completing their degree.

UON is a research-intensive university focused on tackling major national and global challenges. UON was ranked in the top eight universities in Australia for research that is 'well above world standard.\*\*' We work closely with our partners to translate our research excellence into world-class innovation, through the work of

our flagship research institutes - Newcastle Institute for Energy and Resources and Hunter Medical Research Institute and our Priority Research Centres and leading groups across UON.

Throughout our history, UON has built strong relationships with our alumni and donors, our business partners and sponsors, and with leaders and friends in our communities in our primary regions of Newcastle, the Central Coast, across New South Wales and in Sydney and Singapore. We work together with our partners to strengthen regional communities and to support their economic, social and cultural transformation.

\*At the time of publishing, data from 2015 is the most recent for national Indigenous participation  
\*\* Excellence in Research Australia 2015

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## Our values

### 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.

### 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.

### Innovation

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

# Delivering on our strategic plan

## Our Vision

UON aspires to be a global leader in each of its focus areas. Through engagement with partners, UON will deliver world-class

innovation to support the development of strong regional communities.

# NeW Futures Strategic Plan 2016-2025

In the NeW Futures Strategic Plan 2016-2025, UON has defined a clear set of goals and strategies to build our national and global performance and reputation in education and in research and innovation.

Our 10-year roadmap, supported by eight themes, underpins our financial sustainability and the development of our future workforce, our campuses and our physical and virtual infrastructure.

In this Annual Report we highlight and celebrate our NeW Futures year one achievements.

**An enduring commitment to equity and social justice**

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

**Graduates who make a difference**

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

**A passion for excellence and discovery**

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

**Driving global and regional impact**

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

**NeW Futures 2016-2025**

**Engaging across the globe**

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

**A shared future with our communities**

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

**Staff who make their mark**

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

**Building a sustainable future**

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