

Council OPEN Meeting

Schedule	Friday 26 November 2021, 8:30 — 10:30 AEDT
Venue	UNE Immersive Suite & Zoom Video Conference
Description	Theme: UNE Future Fit Priorities
Organiser	Pamela Neil

Agenda

1. MEETING OPENING 1

1.1. * Acknowledgement of Country 2

The University of New England respects and acknowledges that its people, courses and facilities are built on land, and surrounded by a sense of belonging, both ancient and contemporary, of the world's oldest living culture. In doing so, UNE values and respects Indigenous knowledge systems as a vital part of the knowledge capital of Australia.

We recognise the strength, resilience and capacity of the Aboriginal community and pay our respects to the Elders past, present and future.

Presented by James Harris

1.2. * Apologies 3

Presented by James Harris

1.3. * [Conflict of Interest Declaration and Disclosed Register of Interest](#) 4

[Council members are asked to disclose any material interest, consistent with Schedule 2A Clause 5 of the University of New England 1993 Act \(NSW\).](#)

[Council members are asked to update their Disclosed Register of Interest with the Secretariat as required.](#)

Presented by James Harris

1.4. * Order of Business 5

Council is asked to ACCEPT the order of business and ADOPT non-starred items.

For Approval - Presented by James Harris

2. MINUTES OF PREVIOUS MEETING 6

2.1. Confirmation of Minutes 7

Minutes of the meeting held on 24 September 2021 were approved as a true and correct record via email on 1 November 2021 and are available for viewing in the Convene Document Library.

2.2. Action Items and Matters Arising from the previous meeting 8

There are no open actions.
Presented by James Harris

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3.1. * Chancellor's Report to Council #21046 10

Council is asked to NOTE the Chancellor's report to Council, report #21046.

For Noting - Presented by James Harris

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3.2. * Vice-Chancellor and CEO's Report #21051 15

Council is asked to NOTE the Vice-Chancellor and CEO's Open report to Council, report #21051.

For Noting - Presented by Brigid Heywood

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3.3. * Chair Academic Board's Report #21026 39

Council is asked to:

1) APPROVE amendment to the Terms of Reference - Academic Board Standing Committee - Annex A to the Academic Board Terms of Reference;

2) NOTE an amendment to the UNE 2021 Principal Dates altering the "Withdraw Without Academic Penalty" date for Trimester 3 from 13 December 2021 to 04 February 2022; and

3) NOTE the Chair of Academic Board's report to Council, report #21026.
For Approval - Presented by Robyn Bartel

 #21026 Chair Report - Academic Board OPEN COMPLETE.pdf 40

3.3.1. * JMP 2022 Academic Calendar #21289 76

Council is asked to:

- 1) APPROVE the 2022 Bachelor of Medicine (BMed) JMP Academic Calendar;
- 2) APPROVE the 2022 Bachelor of Medical Science/Doctor of Medicine (BMedSc/MD) JMP Academic Calendar; and
- 3) NOTE the JMP 2022 Academic Calendar and Principal Dates report, #21289.

For Approval - Presented by Robyn Bartel


 #21289 JMP 2022 Academic Calendar COMPLETE.pdf 77

4. RELATED BUSINESS REPORTS 92

4.1. * Student Consultative Committee Report #21091 93

Council is asked to NOTE the Student Consultative Committee Report #21091

For Noting - Presented by Emma Wellham


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5. BUSINESS AS USUAL REPORTS 119

5.1. * Use of University Seal and Signing Documents Rule #21076 120

Council is asked to APPROVE the amendments to the Use of University Seal and Signing Documents Rule, report #21076.

For Approval - Presented by Gabrielle Price

 #21076 Use of the University Seal and Signing Documents Rule OPEN.pdf 121

5.2. * WHS - Due Diligence Obligations #21081 131

Council is asked to NOTE the UNE Council WHS - Due Diligence Obligations, report #21081.

For Noting - Presented by Peter Creamer

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6.1. * Next Meeting and Close 176

The next Council meeting is scheduled for Friday, 28 January 2022.

Presented by James Harris

1. MEETING OPENING

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Presented by James Harris

3. STRATEGIC ITEMS

3.1. * Chancellor's Report to Council #21046

Council is asked to NOTE the
Chancellor's report to Council, report
#21046.

For Noting

Presented by James Harris

Authority	COUNCIL OPEN	Date	26 November 2021
Report Ref	#21046	Item No	3.1
Proposer	Mr James Harris, UNE Chancellor		
Developed with	Secretariat		
Authorised by	Mr James Harris, UNE Chancellor		

#21046 – Chancellor’s Report to Council

Report Purpose & Origin

Purpose	To provide Council with the Chancellor’s Report for the November 2021 Open Council Meeting.
Origin	Standing item
Governance focus	Council Policy : Providing strategic leadership to the University. TEQSA Act 2011 Ref: 6. Governance and Accountability: 6.1.3a (Corporate Governance).
Accountability	UNE Council

Resolution

Council is asked to NOTE the Chancellor’s report to Council, report #21046.

Executive Summary

This report provides an update on the following:

- Matters of interest to Council; and
- Chancellor’s activities September to November 2021.

Key Information

Matters of Interest to Council

University Chancellor’s Council

Regrettably due to technical issues, I was not able to attend the full UCC meeting however attended in part. Discussions have continued on the Universities Australia Health Check Review and how the University Chancellor’s Council can be more involved with Universities Australia. Meetings are ongoing, with discussions continuing into 2022.

Other matters discussed at the October meeting included:

<i>Authority</i>	COUNCIL OPEN	<i>Date</i>	26 November 2021
<i>Report title</i>	Chancellor's Report to Council	<i>Report Ref</i>	#21046

- the Walker Review into Freedom of Speech;
- the National Conference on University Governance that has been postponed to 11-13 May 2022;
- the AICD *Foundations of Governance* 2021 courses that will be moved to 2022 – dates are still to be confirmed pending instructor availability, all are located in Brisbane; and
- Convenor succession and membership of the UCC Executive Committee.

Mr John Stanhope AM, Chancellor of Deakin University, was appointed Convenor of the University Chancellor's Council for 3 years and commenced office following the October meeting. Flinders University Chancellor Mr Stephen Gerlach AM was acknowledged for his service to the UCC over the past 3 years. I nominated to remain on the UCC Executive Committee, which was confirmed at the October meeting.

External Review of Council

The external review process is close to completion and I express my thanks again to Council members, Executive Team members and staff for your confidential feedback and help in informing the review outcomes and improving the performance of the University Council. As external reviews are conducted every three years, in accordance with [the Voluntary Code of Best Practice for the Governance of Australian public universities](#). The next external review will be conducted in 2024.

Expressions of interest for Council Member vacancy

On 26 October, the University called for expressions of interest for the remaining vacancy for a Council-appointed role on the UNE Council. The key skills and experience focus for this appointment, as previously discussed by the Nominations Committee, are:

- experience in higher education governance;
- expertise in digital governance and innovation leadership; and
- financial expertise (as demonstrated by relevant qualifications and by experience in financial management at a senior level in the public or private sector).

The Nominations Committee will consider and recommend applications to the Council for approval, with a new member to be confirmed in the new year.

Alumni Awards

In early October I wrote to the 2021 UNE Alumni Award recipients to congratulate them on behalf of the University Council. The following awards were awarded, two of which were to current UNE staff members:

- Dr Mary McMillan, Senior Lecturer in Biomedical Science at UNE, was awarded a UNE Rising Star Award for her exemplary leadership, education and research skills in the field of molecular biology, molecular genetics and the biological basis of mental health disorders.

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<i>Report title</i>	Chancellor's Report to Council	<i>Report Ref</i>	#21046

- Associate Professor Stuart Wark from UNE's School of Rural Medicine was awarded a UNE Alumni Community Award for his significant contribution to supporting and caring for people with intellectual and developmental disabilities.
- Ms Trudie Larnach was awarded a UNE Rising Star Award for her strategy to improve environmental performance and sustainability and her excellence and innovation in gender diversity programs in the coal-mining industry.
- Ms Tricia Blombery was awarded a UNE Alumni Community Award for her significant contribution to developing initiatives in education essential for empowering women, reducing poverty, improving health, human rights and security and maintaining peace.
- Professor David Mellor was awarded a Distinguished Alumni Award for his ground-breaking research in Animal Welfare Science and Bioethics that is revolutionising the way in which animal welfare is viewed, implemented and monitored.
- Professor John Gillies was awarded a Distinguished Alumni Award for his exceptional contribution to Literature and Film Studies and his innovative attempts to explore new topics and new ways of understanding English Renaissance literature.
- Mr Gonzalo Perez del Castillo was awarded a Distinguished Alumni Award for his dedication to improving the circumstances of those disadvantaged by poverty, inequity and lack of access through his significant contribution to the United Nations Development Programme in South America.

Thank you to Estate & Built Environment (EBE) staff

Following the storm event on 14 October, I wrote to Ms Jo Scanlan, Director of UNE's Estate & Built Environment to express my thanks on behalf of the Council to the team on the extensive work they undertook to clean up, repair and assess the damage from the weather event. I acknowledged that staff and volunteers went above and beyond the call of duty to ensure the safety of our staff, students and community – this in addition to the significant amount of work that EBE has been involved with in managing the impacts of COVID and our COVID safe plan. I do hope that 2022 is a much easier year for Jo and the EBE team.

Summary of Chancellor's activities – August to September 2021

In addition to my regular meetings with the Vice-Chancellor, I have attended the following meetings and events since the September Council meeting:

- On 21 September, I attended a meeting with the Vice-Chancellor and members of the Wright family to discuss PA Wright's legacy;
- On 28 September, I had one on one meetings with the new Executive Principals (Professor Steve Warburton, Professor Shelley Kinash and Mr Anthony Smith) to congratulate them in person and discuss their aspirations for each portfolio;
- On 1 October, I met with Peter Forster for a final interview as part of the external review of Council process. I also met with DVC candidates and participated in a DVC panel meeting to finalise the recruitment process;

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- On 7 October, I participated in the Governance workshop to discuss strategic and operational risks and consider risk appetite;
- On 20 October, I participated in a University Chancellor's Council meeting via Zoom;
- On 21 October, I accompanied the Vice-Chancellor and Mr van Aanholt, Chair of Finance and Infrastructure Committee of Council, on a tour of the storm damage to UNE's Armidale campus, which was followed by attendance at a special Council meeting;
- On 6 November, I joined the Vice-Chancellor in hosting the Deputy Prime Minister, the Hon Barnaby Joyce, and Senator the Hon Bridget McKenzie, Minister for Emergency Management, National Recovery and Resilience, Regionalisation, Regional Communications and Regional Education, on a tour of the storm damage to Armidale UNE's campus; and
- On 16 November, I participated in a University Chancellor's Council Executive Committee meeting via Zoom.

Whilst COVID-19 restrictions have begun to ease across NSW, many of the events and meetings that I was scheduled to attend have been cancelled or postponed until 2022.

Future Fit Alignment

Goal 1: Crafting, adapting and supporting learning journeys that are distinctive in their accessibility and flexibility.

Goal 2: Creating and sharing knowledge to make a difference locally, regionally and globally.

Goal 3: Committing to environmental, social and financial resilience for the University, our staff, our students and our communities.

3.2. * Vice-Chancellor and CEO's Report #21051

Council is asked to NOTE the Vice-Chancellor and CEO's Open report to Council, report #21051.

For Noting

Presented by Brigid Heywood



Authority	COUNCIL OPEN	Date	26 November 2021
Report Ref	#21051	Item No	3.2
Proposer	Professor Brigid Heywood, Vice-Chancellor and CEO		
Developed with	OSM, Executive Team		
Authorised by	Mr James Harris, UNE Chancellor		

#21051 – Vice-Chancellor and CEO’s Report to Council

Report Purpose & Origin

Purpose	To provide the Council’s open session with an update regarding the performance, management and operations of the University.
Origin	Standing item
Governance focus	Council Policy : Monitor the performance of the University and Vice-Chancellor/CEO. TEQSA Act 2011 Ref: 6. Governance and Accountability: 6.2.1 (Corporate Monitoring and Accountability).
Accountability	UNE Council

Resolution

Council is asked to NOTE the Vice-Chancellor and CEO’s Open report to Council, report #21051.

Executive Summary

The Vice-Chancellor and CEO will provide information verbally to Council on matters that are not ‘commercial and confidential’.

Future Fit Alignment	Contribution of this initiative
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<input checked="" type="checkbox"/> Goal 1: Crafting, adapting and supporting learning journeys that are distinctive in their accessibility and flexibility.	Strategic Projects mentioned in this report are aligned to Future Fit
<input checked="" type="checkbox"/> Goal 2: Creating and sharing knowledge to make a difference locally, regionally and globally.	Strategic Projects mentioned in this report are aligned to Future Fit
<input checked="" type="checkbox"/> Goal 3: Committing to environmental, social and financial resilience for the University, our staff, our students and our communities.	Strategic Projects mentioned in this report are aligned to Future Fit

Appendices / Supporting Documentation

Attachment 1: Council Open Presentation Final



Vice-Chancellor and CEO Open Report

November 2021

#21051 Council Attachment One _ Open Presentation



Acknowledgement of Country

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Pictured: **Warwick Keen** "Always was, always will be" 2008
Gifted by the artist to UNE in 2008

Agenda

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General Updates

- Supercell Event
- Covid-19 Update
- Environmental Scan
- Environmental Scan Update – Cost of Delivery Report
- International Students
- TEQSA

Performance and Reporting

- Key Operational Performance Targets
- Student Load
- Plus Pillars

People and Culture

- Executive Appointments

Supercell Event: 14-10-21

- Supercell 83-2122 (Federal Natural Disaster 979)
40km path/4km wide.
- Emergency Response Team activated and meets daily.
 - *Assessment of nominated RED Zone and development of plans for Red to Green transitions & relocation of key functions*
 - *Working with insurers to assess damage and calculate the likely extent of the insurance claim.*
- UNE provided emergency accommodation for families, emergency office space and resources, and the use of land as temporary storage facilities.
- Many UNE staff assisted community through SES, specialist community and religious groups.
- Some BAU capacity issues as key staff working on COVID-19 transition plans and Supercell response simultaneously.
- UNE engaged in regional NSW Resilience response group.
- No injuries or loss of life.



UNE Storm Damage Overview

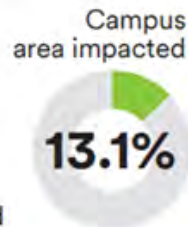
Supercell 83-2122 hit Armidale overnight on Thursday 14th October 2021. It cut a 40km path and a 4km wide swathe through rural, residential and educational domains in Armidale.



Damage to the Armidale Academic Campus:

17.6
Hectares impacted*

175,645.8
Square meters impacted



*area of Academic Campus **134 Hectares**



Tree Damage:

250 require removal

150 of these are native

74 Koala habitat and food source trees require removal

70 will require habitat pruning



Business Impact:

Estimated considerable loss from lost productivity, building damage, business interruption and interruption to commercial activities:



25 buildings impacted – 24% of buildings

14 days emergency closure to all staff and students

472 staff displaced by building damage

2 weeks of intensive teaching cancelled or postponed

Green Zone/Red Zone strategy in place – damaged Red Zone still closed

Waste removed from Campus to November 2021:



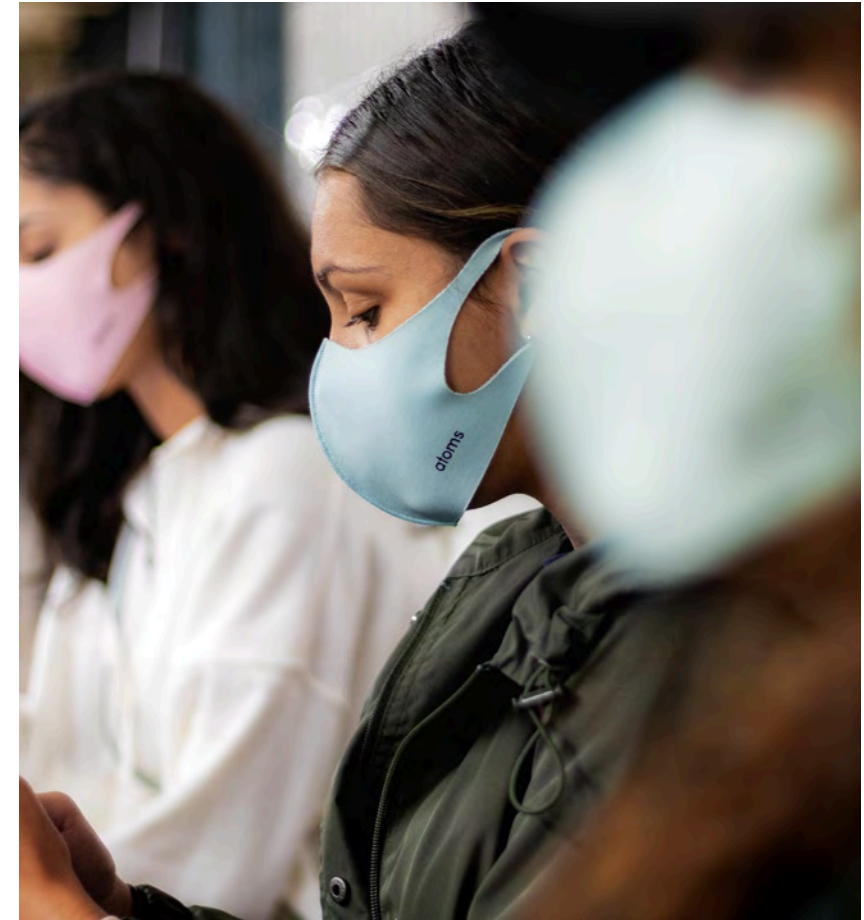
700+ tonnes
of green waste

12 tonnes
of building waste

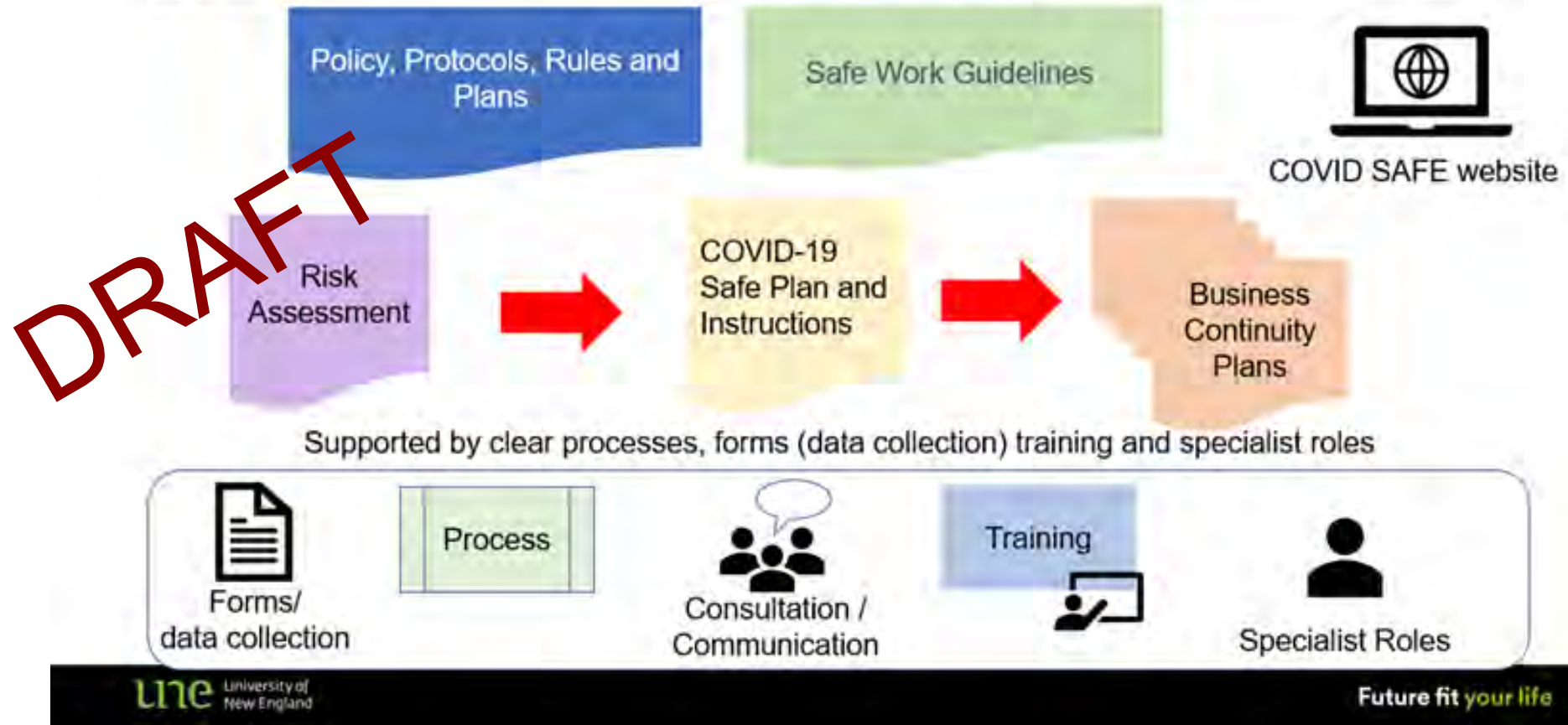
NOTE: detailed analysis of business impact pending

COVID-19 Update

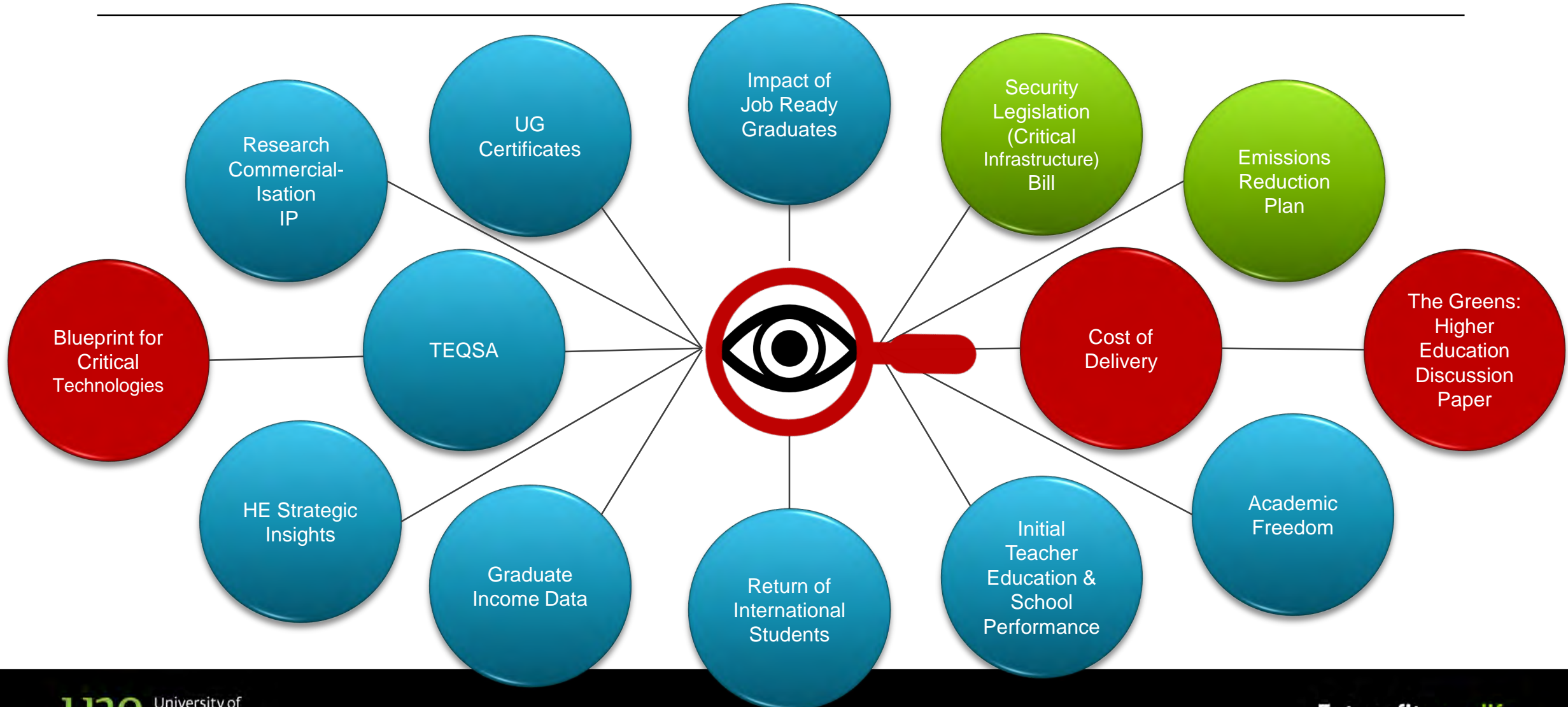
- Special Incident Group (SIG) and academic quality assurance response team (CART) meeting regularly to review UNE's response.
- Priority is to address staff and student safety needs within operational plans – adopting risk management approach rather the stipulating mandatory practices.
- UNE WHS controls align with needs of diverse community and complex business model, and UN, WHO, International and national data.
- As UNE anticipates NSW moving towards 95% double vaccinated status, consideration has been to how UNE will operate from that date.
- Draft version of the COVID Safe framework to be presented to Council's Risk and Audit Committee (Nov 2021). The final framework will be presented to Audit and Risk in December.
- UNE Life coordinating a Covid-19 vaccine rollout across the New England. To date more than 7,000 vaccines have been administered.
- UNE Life has established and maintains a [Rapid Antigen Testing](#) (RAT) facility on UNE Armidale campus.



COVID-19 Safe Governance Framework

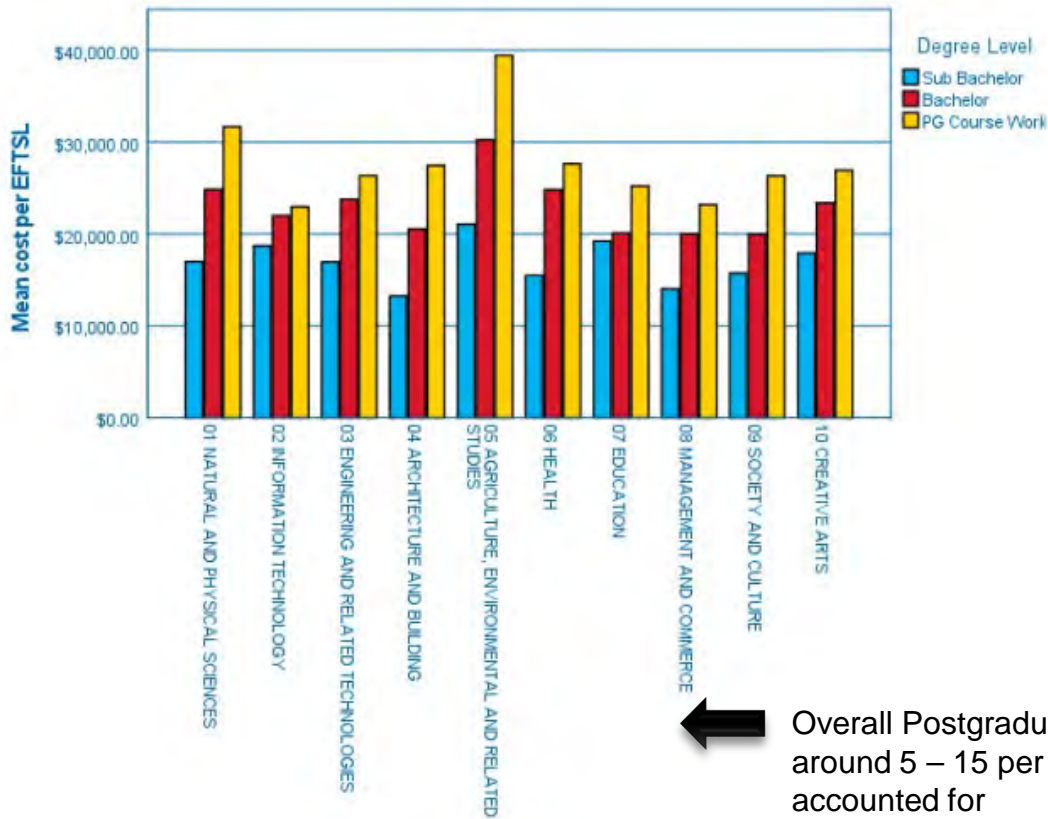


Environmental Scan



What does it cost to educate a university student in Australia?

Recent report from CSHE raises questions about current Commonwealth funding model and the cost of delivery.



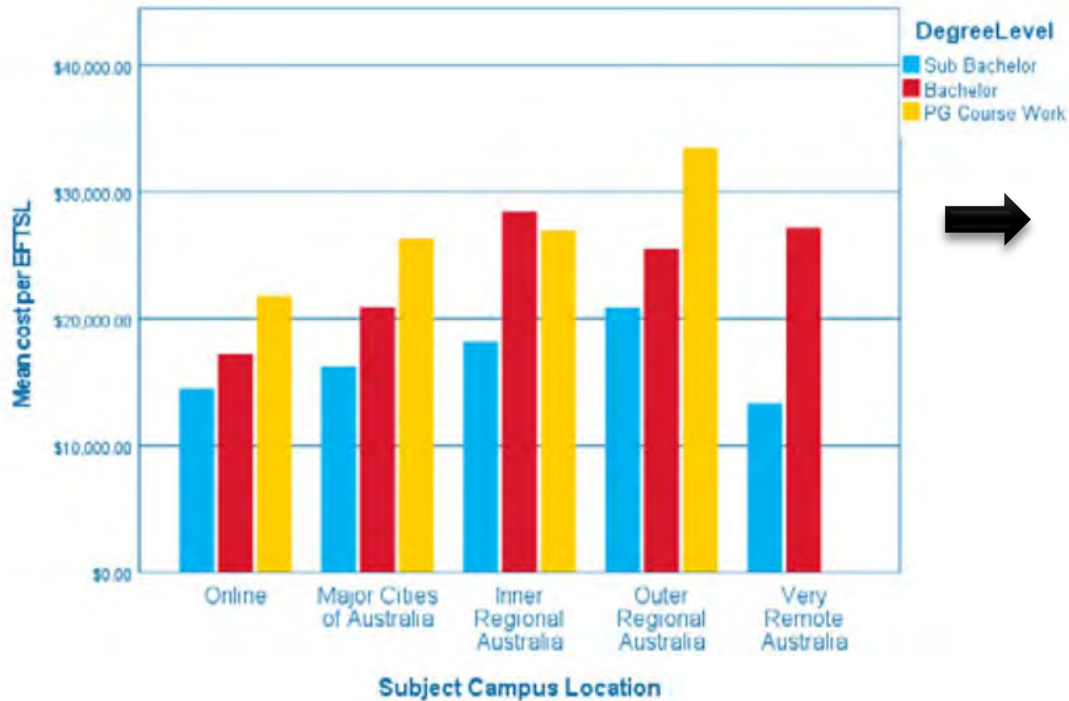
Overall Postgraduate: estimated increase in cost of around 5 – 15 per cent once smaller subjects accounted for

Approximate Mapping to Funding Clusters

FoE	Cluster Rate Student	Cluster Rate Government	Total
Natural & Physical Sciences	\$ 7,950	\$ 16,250	\$ 24,200
Information Technology	\$ 7,950	\$ 13,250	\$ 21,200
Engineering & Related Technologies	\$ 7,950	\$ 16,250	\$ 24,200
Architecture and Building	\$ 7,950	\$ 13,250	\$ 21,200
Agriculture, Environmental and Related Studies	\$ 3950 (Ag)	\$ 27,000	\$ 30,950
	\$ 7950 (Env)	\$ 13,250	\$ 21,200
Health	\$ 7,950	\$ 13,250	\$ 21,200
Education	\$ 3,950	\$ 13,250	\$ 17,200
Management & Commerce	\$ 14,500	\$ 1,100	\$ 15,600
Society & Culture	\$ 14,500	\$ 1,100	\$ 15,600
Creative Arts	\$ 7,950	\$ 13,250	\$ 21,200

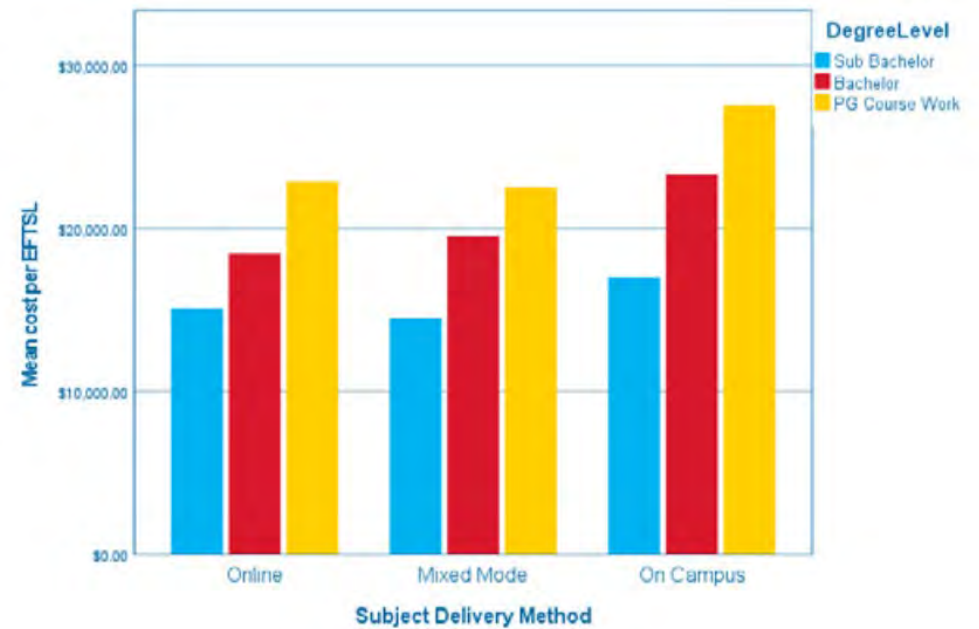
Mean cost per EFTSL appears to exceed funding for Bachelor

[what-does-it-cost-to-educate.pdf \(unimelb.edu.au\)](http://what-does-it-cost-to-educate.pdf(unimelb.edu.au))



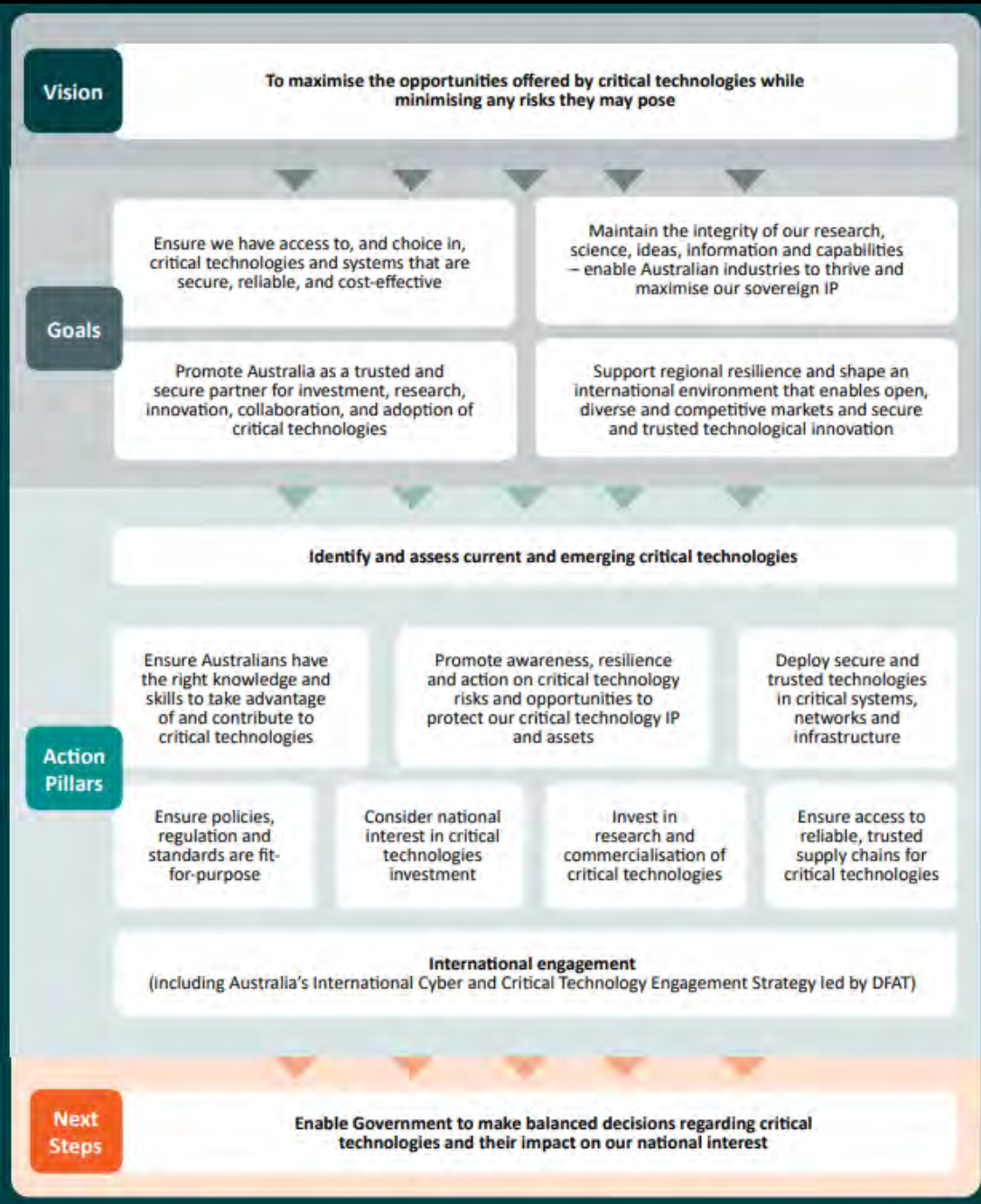
“Regional campuses appear to have additional costs when controlling for subject size and will need supplementary financial support if they are to operate effectively. This would mean that they can continue to deliver the social benefits accruing to a region from having a university campus. In addition to the multiplier effects on businesses and schools, other likely benefits include helping regional communities stay connected to advances in knowledge and the latest scholarship. This should be factored into the cost-benefit analysis of regional campuses, including determining the minimum enrolment size for subject viability”

“As high-quality online education becomes expected, it will lead to additional costs that are not always acknowledged, for example, in the production of online materials and in the provision of support services equivalent to those students would normally receive on campus. This may mean it will cost more than what previously passed for online learning and as much as – if not more than – campus-based learning”.



[what-does-it-cost-to-educate.pdf \(unimelb\)](#)

Blueprint for Critical Technologies



Actions

In order to take advantage of the opportunities offered by critical technologies, Australians will need the right skills to confidently adopt them. Many of these skills will come from enhancing our digital capabilities. Through the Digital Economy Strategy, the Australian Government is investing in the skills and training needed to make Australia a leading digital economy by 2030:

- \$10.7 million for the Digital Skills Cadetship Trial to deliver work-based learning opportunities for in-demand digital jobs
- \$43.8 million for the Expansion of Cyber Security Skills Partnership Innovation Fund to fund additional innovative projects to quickly improve the quality and quantity of cyber security professionals in Australia
- \$24.7 million over six years for the Next Generation Artificial Intelligence Graduates Program to attract and train home-grown, job-ready AI specialists through competitive national scholarships
- \$22.6 million over six years for the Next Generation Emerging Technology Graduates Program that will provide more than 200 competitive national scholarships in emerging technologies.

The Greens – Higher Education Discussion Paper

First major higher education manifesto of the faux-election campaign.

- Run by and for their staff and students
- Properly funded for learning, teaching and research
- Protective of academic freedom
- Transparent
- Encouraging of student activism
- Free of corporate interests
- Platforming First Nations knowledges, research & leadership
- Providing secure jobs for both academic and professional staff
- Accessible to all
- Supportive of international students
- Decolonised and actively anti-racist

[The University of the Future | Australian Greens](#)



International Students

- Education Minister Alan Tudge confident international students will start to return.
- Note that flight bookings slower than expected.
- International competitor landscape for mobile students increasingly contested, with the United Kingdom and Canada becoming more popular as study destinations.
- Appetite for providers to host international students unlikely to change in spite of government calls for greater diversification.
- Still no release of national strategy - skills deficits/needs in workforce will likely drive model of support and engagement at national level.



TEQSA

- Two year extension granted with expiry of registration now falling due in July 2025.
- This extension is a mark of the overall risk assessment for UNE, and the quality enhancement work that has been undertaken throughout 2021.
- The extension will assist staff in managing academic key tasks under the ongoing impact of COVID, and also with regard to interruptions associated with the recent supercell event.

2021 Threshold Standards

Learn more about the revised Higher Education Standards Framework

Key Operational Performance Targets



Governance Metrics Our Finances

Measurement

YTD Revenue to Budget (\$'000):



\$358,528 (Full Year Budget)
\$307,852 (YTD Budget)
\$307,903 (YTD Revenue)

Current Ratio:



Annual Leave Liability (\$'000):



LSL Liability (\$'000):



Governance Metrics Our Staff

Staff ratios

Professional to academic staff ratio (31 October):

1.45 prof staff to academic (ex.casual)
1.35 prof staff to academic (inc.casual)

% Staff with completed PPDR:

76.23% (4 November)

% Staff engaging with quarterly check in survey:

28.75% Voice Survey 2019
33% Voice Survey 2021



Governance Metrics Our Students

Measurement



Student Grievances:

T1 2021: 260
T2 2022: 205



Student Commitment external:


2020: 62.51%
2021: 66.51%



Student Commitment internal:




2020: 81.64%
2021: 83.1%


Key Operational Performance Targets



Governance Metrics
Our Course Attractiveness




Measurement


-  **Conversion rate offer to enrolment**
Target 100%
YTD 2021: 54.5%
-  **Sticking rate - enrolment to census**
T1 2021 16.85%
T2 2021 15.73%
-  **% low enrolment units**
T1 2021 10.17%
T2 2021 13.36%



Governance Metrics
Our Partners

Measurement


-  **Cat 2-4 grant activity**
2019: Applied 22 Million
Awarded 11 Million
2020: Applied 9 Million
Awarded 4 Million
2021: Applied 22 Million
Awarded 10 Million
-  **# Place based partnerships**
Update in 2022
-  **Growth in industry courses**
Update in 2022



Governance Metrics
Our Risks


Measurement

- Stability of risk profile# new risks:**
Update in 2022
- Ratio of risks R:A:G:**
Update in 2022




Governance Metrics
Our research and scholarship

Open Access publication data





2020:
Total Publications: 976
% OA Publications: **39%**



2021 YTD:
Total Publications: 569
% OA Publications: **43%**

Measurement

-  **%PhD Students confirmation of candidature on time:**
70% of cohort
(Aug to Oct 2020 Commencement)
-  **ERA Eligible Publications in RUNE:**
ERA 2018 Submission: 5249
ERA 2023 Eligible Publications: 6613
+25% volume of potential ERA eligible publications

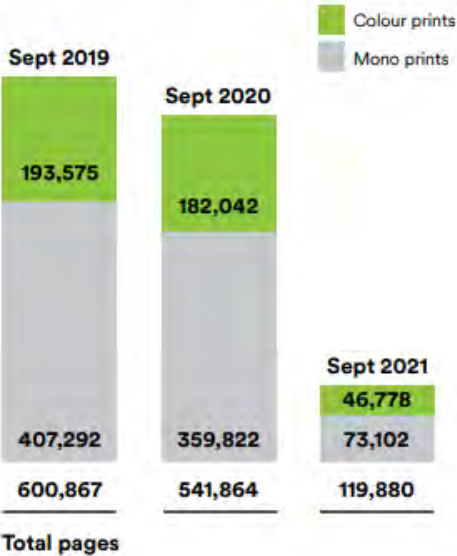
Key Operational Performance Targets



Governance Metrics

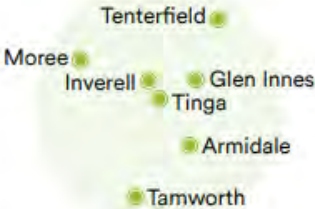
Our Spaces

% Reduction in printed material



COVID Clinics (to 31 October)

17 locations across the NE/NW



Clinics:



Doses given:



Resources consumption to 30 September 2021

Resources consumption	2020	2021	Variation
Electricity	\$1,811,524	\$1,417,370	↓22%
Gas	\$1,382,920	\$1,702,328	↑23%
Water	\$203,891	\$380,130	↑86%
Waste & Recycling	\$215,180	\$246,634	↑15%
Solar Farm Generation	236,361	3,910,974	↑1555%
Lake Zot Capacity	0	99%	↑100%
Corporate Travel (tCO2-e)	10.79	0.97	↓91%

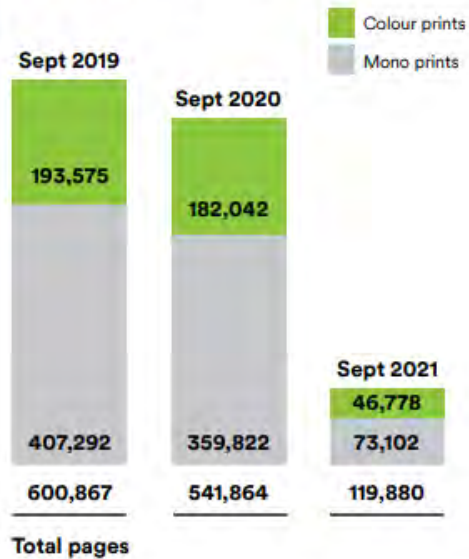
Key Operational Performance Targets



Governance Metrics

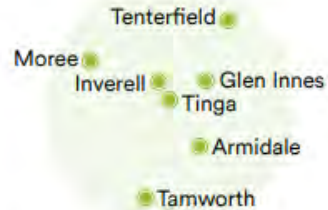
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COVID Clinics (to 31 October)

17 locations across the NE/NW



Clinics:



Doses given:



Resources consumption to 30 September 2021

Resources consumption	2020	2021	Variation
Electricity	\$1,811,524	\$1,417,370	↓22%
Gas	\$1,382,920	\$1,702,328	↑23%
Water	\$203,891	\$380,130	↑86%
Waste & Recycling	\$215,180	\$246,634	↑15%
Solar Farm Generation	236,361	3,910,974	↑1555%
Lake Zot Capacity	0	99%	↑100%
Corporate Travel (tCO2-e)	10.79	0.97	↓91%


Key Operational Performance Targets





Governance Metrics

Our Quality and Compliance

Measurement

- 

Course reviews on target:
Completed: 9/79
Underway: 51/70
- 

Overall unit satisfaction on a trimesterly basis internal
T1 2021: 3.95
T2 2021: 3.89
- 

Overall unit satisfaction on a trimesterly basis external
T1 2021: 4.09
T2 2021: 4.10



Governance Metrics

Our Resilience

Measurement:

Ratio casual : non casual staff EFT and head count

Professional:

Professional Headcount: 719
(Includes permanent/temporary professional staff & non-academic executives)
Professional FTE: 671.00001
Casual Headcount (Professional): 418
Casual FTE (Professional): 217.86
(12 months 31-OCT-20 to 31-OCT-21)

Academic:

Academic Headcount: 511
(Includes permanent/temporary academic staff & academic executives)
Academic FTE: 461.55013
Casual Headcount (Academic): 607
Casual FTE (Academic): 194.63
(12 months 31-OCT-20 to 31-OCT-21)

Targets and outcomes towards achieving RAP:

2022 Update

Student Load

Current Load

- Cumulative Applicants for Trimester 3 are -5.3% and -1.0% lower than last year and 2019 respectively. Applications for Trimester 3 have closed.
- Trimester 3 Load has fallen considerably compared with last year and is now 204 EFTSL below budget (-6.9%). Prior to Trimester 3 2020 lecture commencement there was a sharp increase in load which was not replicated in the lead-up to Tri 3 2021. The 2020 result may have been a response to the announcement of the Jobs-Ready Graduates funding changes and a change in applicant behaviour (i.e. applicants bringing forward their application to take advantage of grandfathering arrangements).
- Full-Year load is currently 1049 EFTSL below target.

Application Data 2022

- Cumulative Applicants for Trimester 1 2022 are 17.9% higher than last year.
- There are 3614 applicants who have submitted an Early Entry Application or UAC School-Leaver Preferences. This is 10.8% higher than last year.



Plus Pillars

- Dashboards available for each pillar for Council review.



- 19 Business Cases developed and moving through the approval process.
- Consultations held with stakeholders in the Sydney, Moree Plains Shire Council and Taree.
- Tamworth Deed ready for signing by 29th November 2021
- Draft engagement plan for Moree provided to Council as part of the Confidential papers with UNE in-person engagement delayed until early February 2022.

Business Cases

Portfolio	Business Case
Digital+	<ul style="list-style-type: none"> • Data Insights • Connected learning (LMS & Future Campus) • CAUC • Micro credentials • SRM and MyUNE Improved Functionality • RIMS
Place+	<ul style="list-style-type: none"> • Campus Masterplan phase 1 • Leading Regional University • UNE Tamworth Stage 1 • UNE Moree • UNEF Review
Sustainability+	<ul style="list-style-type: none"> • Retention and Engagement Strategy Implementation • Academic Calendar • CDF • Growth Agenda • ERA uplift • Strategic Course Profile
People+	<ul style="list-style-type: none"> • PhD Innovation Model • Academic Workload implementation

People & Culture

- Third 'Check-In' Survey in progress November (engagement routinely above 30% from <25%)
- Over 40% UNE staff attended 'UNE In Conversation' briefings November with notable positive engagement
- Over 76% of staff have completed PPDR (rise from 26% in 2020)
- Registered number of staff complaints Jan to Dec 2020 = 14; Jan 2021 to Oct 2021 = 19
- All executive appointments completed within approved schedule. All new members of Executive will be in place by mid-February next year. Contribution of Interim/acting role holders to be acknowledged
- 2021 Student Safety Survey UNE records 15% response rate against national average of 11%

