

## UTS Answers to Questions on Notice

### 1. Nature of fixed term contracts:

UTS typically employs fixed term staff on contracts that cover the calendar year rather than the academic year, especially since there is often work required once the teaching period has concluded. Exceptions to this will generally be where the fixed term staff member is replacing another staff member on leave, or if the contract is attached to a research grant that has finite funding.

We have a mode of employment (sessional employment) in our enterprise agreement that allows for part-time/sessional academic staff to be employed for specified periods during the year, however, they would remain active employees on our systems during those parts of the year when they are not required to perform work. They can also request to have their salary payment averaged over the whole year if this suits their personal circumstances. Part-time or sessional staff are entitled to leave and other benefits.

### 2. the percentage of international students on your campuses, the percentage of revenue derived from international students and the source country percentage of international students, for the last three years:

Percentage of International students on campuses (Sydney Campus): 2017 - 29%; 2018 - 30%; 2019 - 31%

Percentage of revenue derived from international students: 2017 – 36%; 2018 – 38%; 2019 – 40%.

#### INTERNATIONAL STUDENT ENROLMENTS BY COUNTRY – (ORDERED BY 2019, DESCENDING)

	% SHARE OF 2017 TOTAL	% SHARE OF 2018 TOTAL	% SHARE OF 2019 TOTAL
CHINA	45%	49%	51%
INDIA	11%	11%	10%
NEPAL	5%	5%	5%
VIETNAM	6%	5%	5%
INDONESIA	3%	3%	3%
BANGLADESH	3%	2%	2%
SOUTH KOREA	2%	2%	2%
SAUDI ARABIA	1%	1%	2%
GERMANY	2%	2%	1%
UNITED STATES OF AMERICA	2%	2%	1%
PAKISTAN	2%	2%	1%

PHILIPPINES	2%	1%	1%
FRANCE	1%	1%	1%
MALAYSIA	1%	1%	1%
TOP 15 COUNTRIES	85%	86%	87%
GRAND TOTAL	100%	100%	100%

**3. Vice-Chancellor's pay after 25% donation:** The Vice-Chancellor's total take-home package for 2020, including superannuation, will be between \$893,000 and \$898,000. This is after his decision in April to donate 25% of his remaining package to the university and student hardships funds.

## **Inquiry into the future development of the NSW tertiary education sector: supplementary questions**

**University of Technology Sydney**

- 1. With the impending return of international students after COVID, will the university be:**
- (a) adopting a different approach to financial risk management and, if so, what will that approach be?**
  - (b) capping foreign student numbers either overall or in certain courses?**
  - (c) going back to its previous open door policy on foreign student numbers, with no change?**
  - (d) adopting a different approach to Chinese student numbers in light of concerns about Chinese political interference in Australia, and the deteriorating diplomatic relationship between the two countries? If so, what will the new approach be?**

UTS will continue to take a risk-balanced approach to the recruitment of international students. International students provide an important international perspective and experience for all of our students and we are looking forward to welcoming those not currently in Australia back on campus as soon as it is safe to do so. We are conscious of balancing the positive financial input of international student fees with the potential impact of shocks. One way that UTS will continue to do this is by aiming to maintain the numbers of international students we have on campus at roughly 30% of our total students. We also aim to provide at least 30% of our domestic students with an international experience, given the many benefits this brings.

### **2. What type and how many foundation programs does your university run?**

UTS Insearch currently delivers two Foundation Studies programs on behalf of UTS:

- 1. UTS Foundation Studies (Standard) – 2 semesters, 8 months duration
- 2. UTS Foundation Studies (Extended) – 3 semesters, 12 months duration

### **3. How many overseas students have been involved for each of the past 3 years, and which countries did they come from?**

<b>Country</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Afghanistan	1	1	0
Bangladesh	12	14	21
Brazil	0	2	0
Cambodia	14	26	23
China (PRC)	641	691	622
Colombia	1	0	1
Egypt	0	0	2
India	4	18	35
Indonesia	31	33	25
Iran	2	2	1
Italy	1	2	1
Japan	1	2	8
Jordan	1	2	1
Korea (South)	10	12	21
Laos	3	2	3

LIB	0	2	4
Macau	3	1	2
Malaysia	2	5	7
Mongolia	1	0	2
Mozambique	0	0	1
Myanmar	13	22	31
Nepal	320	201	43
Netherlands	0	1	1
New Zealand	0	0	1
Oman	6	8	1
Pakistan	6	15	13
Philippines	0	0	5
Portugal	0	0	1
Russia	0	0	2
Saudi Arabia	2	6	4
Singapore	1	0	1
Spain	0	1	0
Thailand	0	1	4
Ukraine	0	1	0
United Kingdom	0	1	1
USA	0	0	2
Vietnam	76	59	80
<b>Total</b>	<b>1152</b>	<b>1131</b>	<b>970</b>

#### 4. What was the minimum IELTS score?

For the UTS Foundation Studies (Standard) program: IELTS Academic Module 5.5 overall with no band less than 5.0.

For the UTS Foundation Studies (Extended) program: IELTS Academic Module 5.5 overall with minimum of 5.0 in writing.

All undergraduate students must meet UTS's English language proficiency thresholds (6 or higher) before transferring their studies to the university.

#### 5. How many of these Foundation overseas students were ultimately admitted to university courses (last 3 years please)?

UTS records the number of commencements at UTS from Insearch Foundation Studies which are as follows:

2017: 404; 2018: 429; 2019: 378

#### 6. What lessons has the university learned from its experience with Huang Xiangmo and how have its due diligence policies and practices changed for the acceptance of donations/endowments and involving the donor/benefactor in university governance structures?

University research centres worldwide rely on a mix of funding sources, including private philanthropic gifts and corporate contributions. At the same time, these centres have fully independent, academically rigorous and transparent research agendas. This is fundamental to university research.

UTS, like other universities, employs a number of safeguards to ensure the independence of academic research and teaching, including research codes of conduct and commitment to free speech, conflict of interest and donations policies, and the peer review nature of academic research.

The Australia China Research Institute at UTS was established with a foundational donation by Mr Huang Xiangmo in 2013, and was launched by then-Foreign Minister Julie Bishop and then-Shadow Foreign Minister Tanya Plibersek in 2014. However, its operations are now fully funded by the university, and it is run by a university management committee. UTS donors do not receive benefit from their giving, other than the understanding that their gifts make a real and beneficial difference in the world.

Like all universities, UTS undertakes due diligence before accepting any donation (see [Philanthropic Fundraising Policy](#)), and makes decisions based on the best information available at the time. All major gifts and benefits are publicly disclosed (see [Donor Reports](#)).

**7. Universities are significant economic hubs, due to their physical presence. Have you done any modelling on job losses on campus - not academics, or professional staff, but in the retail, food and other outlets? I understand they often aren't run by the university, but they are almost solely reliant on them.**

UTS has not done specific modelling on job losses related to the retail, food and other outlets that operate on campus. Given parts of the campus were closed for several months there has been a negative impact. UTS has given significant rent relief to the retailers on campus to help ameliorate this impact.

**8. What efforts have you made to diversify the make-up of your university's international students in recent years?**

UTS currently has students from over 100 countries. In recent years, UTS has strengthened its focus on regions such as Middle East, Latin America, Europe and the Pacific although these do not provide large numbers of students. In addition to this, UTS has been active in Africa since 2019 with a view to increasing the number of students from this region. South East Asia continues to be an important source country for UTS especially with emerging demand from Cambodia and Myanmar. Our activity in South Asia has also seen a steady pre-COVID increase in student numbers from India and Pakistan.

UTS:Insearch course delivery in-country in Indonesia, South Korea and Sri-Lanka has provided students a pathway to UTS and helped UTS increase student numbers from these markets. UTS has recently established articulation agreements in Vietnam, India, Malaysia and Indonesia with the hope of building a more diversified pipeline of students for the future.

**9. Have you piloted or introduced any innovative ways to support online learning either here or overseas as a result of the COVID-19 pandemic? For example, learning hubs.**

Support for online learning has been undertaken in the following ways: an intensive development program for staff incorporating a digital skills uplift and online teaching and learning coaching and support; an online program for students to support online learning as well as online social and networking opportunities; a move to online and other forms of assessment; and the establishment of online learning centres in China and Vietnam to assist those students temporarily unable to return to Australia continue their studies.

Staff were supported in the rapid move online with a series of workshops (initially face-to-face but thereafter online), development of an online/remote teaching toolkit, a Spring semester reactivation toolkit, live chat, daily drop-in sessions and regular email communications.

For students, an online study portal was developed with features changed regularly according to the stage of semester. For example, at the beginning of semester there were guides for students to assist them in logging in to Zoom and Teams, and at the end of semester the site featured advice and guidance on undertaking online assessments.

The traditional on-campus formal exams were replaced with: online live proctored exams; online AI invigilated exams; timed computer-based tests; and take-home exams. Overall students were satisfied with these arrangements, and 70% of students reported that exams were either more convenient or no different than on-campus exams.

**10. WSU has recommended a conditional waiver of payroll tax for NSW universities. Would you support a waiver? What conditions would you support being attached to this waiver?**

UTS supports a waiver of payroll tax for NSW universities. UTS would support conditions such as those WSU propose.

**11. Have you been invited or participated in any NSW government trade delegations in the past five years? Could you please provide a list of any delegations you have participated in?**

Yes. In 2017 the Vice Chancellor joined the NSW Education Services Delegation to the 26<sup>th</sup> NSW-Guangdong Joint Economic Meeting, in Guangdong China.

**12. What is the current amount in your reserve fund/general reserve fund? And 13. What is the stated purpose of your reserve fund/general reserve fund? Where is this stated?**

UTS does not have a cash reserve fund for general use. In recent years UTS has invested heavily in our campus and facilities, our services to students and the development of our research profile. UTS carries cash reserves which are more than adequate to meet our commitments but also carries debt as a result of these investments.

**14. How much of the money in reserve has restrictions on how it can be spent?**

As explained above, UTS does not have a general cash reserve fund. UTS does hold money tied to specific research projects as well as philanthropic donations that are almost always tied to a specific purpose.

**15. When was the last time you drew upon your reserve/general reserve? How much did you draw upon and for what purpose? When would you usually draw upon your reserves?**

N/A

**16. Is your general reserve more valuable than the total deficit you expect to achieve in the next five years due to COVID-19? How much more valuable?**

N/A

**17. Do you plan to draw upon your reserve/general reserve in order to cover some or all of your total deficit over the next five years? If so, how much do you plan to draw upon? If not, why are you not planning to use your reserve/general reserve to cover some or all of your deficit?**

N/A

**18. What measures do you plan to take to cover your losses in revenue due to COVID-19, and why have you chosen those measures rather than choosing to draw upon your reserves/general reserves?**

UTS has experienced a significant financial impact as a result of the inability of international students to travel to Australia in 2020. While our risk plans addressed a range of scenarios with the potential to negatively impact international student participation, the extent of the pandemic's impact cannot be completely mitigated.

Mitigations have so far been focussed on non-salary and capital savings, the generation of new revenue, additional borrowing, and encouraging voluntary measures such as a voluntary separation program in 2020.

While these mitigations mean the impact for 2020 has been managed without significant job losses, UTS faces a worsening financial situation for 2021 and 2022 due to the long term cumulative nature of the impacts. The increasing likelihood of a significantly diminished Autumn 2021 international student intake means the impact will likely be in excess of \$200m.

This will result in a greater impact on staff positions in 2021, currently estimated at 400-500 FTE but still significantly dependent on the emerging future outlook for international student mobility.

Until we get a clearer indication of the take-up of the voluntary measures we cannot be more precise about the total impact on jobs.

**19. What proportion of job cuts at your institution are estimated to be a result of a drop in student enrolments?**

Staff numbers at UTS will be adjusted to reflect our overall revenue position. This will include the impact of lower international student numbers, the cap on Commonwealth funding, and reduction of research revenue as result of industry contraction.

**20. How many highly paid executive staff will be made redundant in your institution? And 21. Will they be offered voluntary redundancies?**

UTS's voluntary separation program, currently underway, is open to all continuing members of staff. Decisions about which staff members will be offered voluntary separation will be made in accordance with UTS's operational needs.

**22. How have your sources of corporate funding been affected by COVID?**

The COVID-19 crisis means UTS has experienced a significant negative impact in the revenue derived from commercial activities that we expect will continue to 2021 and 2022. Revenue derived from food and beverage, student accommodation and the leasing of our premises have all been negatively affected.

**23. To what extent have your other sources of funding been affected - reduced or increased, and by how much?**

Please see response to 24 a-h.

**24. What restrictions exist on funding – for what amounts, from what sources and what are those restrictions?**

UTS's major funding sources are listed in the table below. The amounts shown for research funding, and corporate and philanthropic donations are generally tied to the fulfilment of specific activities such as research projects, scholarships and prizes. UTS has discretion on the specific use of Government funding for student places, student fees and commercial activities.

(a) Please provide a breakdown of aggregate funding from all sources for the previous three years and forward estimates for the next three years including:

(b) government funding,

(c) corporate donations,

(d) bequests,

(e) commercial activities carried out by the University,

(f) student fees - both domestic and overseas,

(g) academic grants (provide sources), and

(h) all others.

UTS - \$M	2017	2018	2019
<b>Total funding</b>	953	1,049	1,097
<b>Government funding</b>	475	496	498
<b>Corporate donations</b>	1.5	1.3	1.3
<b>Bequests</b>	0	0	0
<b>Commercial activities</b>	36	41	44
<b>Student fees domestic and overseas</b>	376	439	480
<b>Academic grants</b>	3.6	4.4	5.3
<b>All others</b>	60	67	68

\*2017-2019 figures are taken from UTS annual reports.

UTS is in the process of developing its budget and medium-term finance plan for 2021-2025.