



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEE NO. 3 – EDUCATION

BUDGET ESTIMATES 2025-2026

Supplementary questions

Portfolio Committee No. 3 – Education

Skills, TAFE and Tertiary Education

(Whan)

Hearing: Friday 29 August 2025

Answers due by: Responses due by Thursday 25 September 2025

Budget Estimates secretariat

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BUDGET ESTIMATES 2025-2026
SUPPLEMENTARY QUESTIONS

Questions from Ms Sue Higginson MLC
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PROFESSOR ANNAMARIE JAGOSE

Campus Access Policy

- (1) What, if any, consultation was undertaken with key stakeholders prior to the University Senate's implementation of the Campus Access Policy on the 27th of June 2024?
 - (a) Was the National Tertiary Education Union consulted with?
 - i. If yes, when?
 - ii. If yes, what was their feedback?
 - iii. If not, why not?
 - (b) Was the University of Sydney SRC consulted with?
 - i. If yes, when?
 - ii. If yes, what was their feedback?
 - iii. If not, why not?
 - (c) Was the United Services Union consulted with?
 - i. If yes, when?
 - ii. If yes, what was their feedback?
 - iii. If not, why not?
- (2) Can you please provide an outline of which specific steps have been taken to implement the new Campus Access Policy?
- (3) Since the implementation of the Campus Access Policy 2024,
 - (a) How many demonstrations have been suspended due to alleged breaches?
 - i. Can you please provide a breakdown of the demonstrations and the basis on which they were suspended?
 - (b) How many fundraisers have been suspended due to alleged breaches?

- i. Can you please provide a breakdown of the fundraisers and the basis on which they were suspended?
- (c) How many events have been suspended due to alleged breaches?
 - i. Can you please provide a breakdown of the events and the basis on which they were suspended?
- (d) How many students have faced disciplinary proceedings for alleged breaches?
 - i. Can you please provide general advice on the nature of the breaches committed by students disciplined under this policy?
- (4) How is the Campus Access Policy enforced?
 - (a) What is the specific process for suspending events?
 - (b) What is the specific process for dispersing events?
- (5) What training or guidelines are provided to University security staff regarding the interpretation of the Campus Access Policy 2024?
- (6) Why has the Campus Access Policy 2024 given University security staff the capacity to detain students and staff?
- (7) Since its adoption, how many complaints have been made with regards to the Campus Access Policy 2024?
- (8) How does the University of Sydney square its commitment to “academic freedom and freedom of speech” whilst imposing significant restrictions on the capacity to freely demonstrate?
- (9) Can you please explain the rationale for shutting down a bake sale in support of Palestine in accordance with the Campus Access Policy?
- (10) How many students and staff were reprimanded in accordance with the Campus Access Policy for participating in the NTEU’s National Day of Action?
 - (a) How many letters were sent to students?
 - (b) What was the full text of the letters sent?
 - (c) How many of these students faced further discipline for speaking at this event?
 - (d) What was the nature of the discipline?

- (11) How do you respond to your SRC's allegation that "The CAP's requirement for notice of any demonstration is incompatible with international human rights standards, particularly those outlined in General Comment 37 of the UN Human Rights Committee, which emphasises the importance of spontaneous protest."
- (12) Are you concerned that your Campus Access Policy is legally defensible, given the right to freedom of political communication in New South Wales?
- (a) If not, can you please detail the specific legal advice you have received to substantiate your assertion?
- (b) If so, will you commit to a transparent and independent review of this policy?
- (13) To your knowledge, how many student visas have been cancelled as a result of actions taken against international students protesting for Palestine at your university?

Surveillance

- (14) Can you categorically rule out any knowledge of direction given to University staff to surveil the social media accounts of pro-Palestine protestors on your campus?
- (a) If not, can you please detail what formal and publicly available policy the University has in place for this process?
- (15) Can you categorically rule out that the University uses its Wifi network to surveil students in any way?
- (16) Has your University made any changes to its Wifi Terms and Conditions since 1 January 2023?
- (a) If so, what was the date or dates that the Terms and Conditions changed?
- (b) Can you please provide the text of the exact changes made?
- (17) Can you please outline the process undertaken at your University where a student faced disciplinary action for tapping on the window of the Michael Spence Building?
- (a) On what date did University staff become aware of this incident?
- (b) On what date was disciplinary action taken in response to this incident?
- (c) What was the nature of the disciplinary action?

Misconduct proceedings

- (18) How many students have faced misconduct proceedings resulting from protest activity in:

- (a) 2024?
 - (b) 2025?
- (19) How many warnings have been issued to students resulting from protest activity in:
- (a) 2024?
 - (b) 2025?
- (20) Why are students under the University of Sydney (Student Discipline) Rule 2016 required to keep the details, process and outcome of a disciplinary proceeding confidential?
- (21) What is the punishment for violation of the confidentiality clause in the University of Sydney (Student Discipline) Rule 2016?
- (22) Has the university employed external contractors or consultants to manage the misconduct and complaints processes?
- (a) If so, who?
 - (b) If so, how much money has been spent?
 - (c) If so, what training or advice is provided to ensure the procedural fairness of disciplinary proceedings?

University Investments

- (23) What is the total sum of university investments, both direct and indirect, in fossil fuels?
- (24) Can you please provide a complete list of partnerships with fossil fuel companies or lobby groups over the last 5 years?
- (25) What is the total sum of university investments, both direct and indirect, in Israeli corporations?
- (26) Can you please provide a complete list of partnerships with Israeli corporations over the last 5 years?
- (27) What is the total sum of university investments, both direct and indirect, in weapons corporations?
- (28) Can you please provide a complete list of partnerships with weapons corporations or lobby groups over the last 5 years?
- (29) What is the total sum of university investments, both direct and indirect, in gambling companies?

- (a) How much does the university have directly or indirectly invested in gambling companies or poker machine manufacturers?
- (30) Can you please provide a complete list of partnerships with the gambling industry over the last 5 years?
- (31) How can the University morally justify investments in gambling companies Aristocrat and Entain?
- (32) What existing partnerships does the University have with Israeli Academic Institutions?
- (33) What is the total sum of money held in any assets with, or investment in directly or indirectly, the following companies:
- (a) BAE Systems?
 - (b) Lockheed Martin?
 - (c) Northrop Grumman?
 - (d) Elbit Systems?
 - (e) Electro Optic Systems?
 - (f) Raytheon?
 - (g) Thales?
 - (h) Boeing?
 - (i) Chrysos Corporation?
 - (j) NIOA Group?
 - (k) Airbus Group?
 - (l) ASC?
 - (m) IBM?
 - (n) QINETIQ?
 - (o) SAAB?
 - (p) DXC?
 - (q) ExecuJet MRO Services?
 - (r) Dassault?

- (s) Bouygues?
- (t) NSO Group?
- (u) Q Cyber Technologies?
- (v) Intellexa?
- (w) Maravilhas Solutions?
- (x) Stone & Chalk?
- (y) AustCyber?
- (z) Red Piranha?
- (aa) Willyama Services?
- (bb) Alethea?
- (cc) Cybersixgill?
- (dd) Alchemy Security Consulting?
- (ee) 11point2?
- (ff) Vectra?
- (gg) Splunk Sention?
- (hh) R1i.Technology?
- (ii) Providence Consulting Group?
- (jj) Redarc?
- (kk) Hanwha?
- (ll) Ferra?
- (mm) HTA?
- (nn) Quickstep?
- (oo) Ionize?
- (pp) Insync Solutions?
- (qq) Fifth Domain?
- (rr) DTEX?
- (ss) CyberOps?

- (tt) Wabtec Corporation?
- (uu) SOIO?
- (vv) School of Information Operations?
- (ww) Coherics?
- (xx) Caterpillar?
- (yy) Dassault Systèmes?
- (zz) General Dynamics?
- (aaa) Oshkosh?
- (bbb) Rheinmetall AG?
- (ccc) Rolls-Royce Power Systems?
- (ddd) RTX?
- (eee) ThyssenKrupp?
- (fff) What is the total monetary value of funding received by the University of Sydney from these companies in the form of:
 - i. Research grants or other sources of funding?
 - ii. Sponsorship of facilities, programs or events?
 - iii. Scholarships?
 - iv. Consulting fees for university expertise?
 - v. Licensing fees?
 - vi. Equipment donations or discounted purchases?
- (ggg) Has the University of Sydney paid money to any of these companies for:
 - i. Licensing fees to use corporate software, databases, or technology?
 - ii. Equipment and service purchases?
 - iii. Consulting fees?
 - iv. Facility rental or co-location costs?
- (hhh) What is the total monetary value of costs paid by the University of Sydney to these companies?

- (iii) Has the University of Sydney made any joint venture investments with any of these companies?
 - (jjj) Will the University of Sydney commit to divesting from these companies, who have been named by international lawyers as complicit in Israel's genocide in Gaza?
- (34) What is the total sum of money held in any assets with, or investment in directly or indirectly, the following companies:
- (a) Woodside Energy Group?
 - (b) Santos Limited?
 - (c) Origin Energy?
 - (d) Beach Energy Limited?
 - (e) Karoon Energy Ltd?
 - (f) AED Oil?
 - (g) Ampol?
 - (h) Australian Worldwide Exploration?
 - (i) Beach Energy?
 - (j) Blue Ensign Technologies?
 - (k) ExxonMobil Australia?
 - (l) Gull Petroleum?
 - (m) HWR Group?
 - (n) Penrite?
 - (o) Queensland Energy Resources?
 - (p) Roc Oil Company?
 - (q) Senex Energy?
 - (r) Shell Australia?
 - (s) Woodside Energy?
 - (t) Xtract Oil?

- (u) Chevron Corporation?
- (v) Shell PLC?
- (w) BHP?
- (x) BP PLC?
- (y) Anglo Coal Australia Ltd?
- (z) Bloomfield Collieries Pty Ltd?
- (aa) Hunter Valley Energy Coal (HVEC)?
- (bb) Centennial Coal?
- (cc) Coalpac Pty Ltd?
- (dd) Cornwall Coal?
- (ee) Donaldson Coal Pty Ltd?
- (ff) Enhance Place Pty Ltd?
- (gg) Ensham Resources Pty Ltd?
- (hh) Felix Resources Limited?
- (ii) Yancoal?
- (jj) Foxleigh Mining Pty Ltd?
- (kk) Idemitsu?
- (ll) Ensham Resources?
- (mm) Illawarra Coal Holdings Pty Ltd?
- (nn) Appin West?
- (oo) Jellinbah Group?
- (pp) Lithgow Coal Company Pty Ltd?
- (qq) Macarthur Coal?
- (rr) Muswellbrook Coal Company Ltd?
- (ss) New Hope Group?
- (tt) Peabody Energy Australia?
- (uu) Rio Tinto Coal Australia?

- (vv) Vale?
- (ww) Wesfarmers Coal Ltd?
- (xx) Whitehaven Coal?
- (yy) Glencore Holdings Pty Limited?
- (zz) ActewAGL?
- (aaa) Alinta Energy?
- (bbb) APA Group (Australia)?
- (ccc) Australian Gas Networks?
- (ddd) Carbon Energy?
- (eee) Engie Australia?
- (fff) Fremantle Gas and Coke Company?
- (ggg) Gladstone LNG?
- (hhh) Jemena?
- (iii) Kleenheat Gas?
- (jjj) Linc Energy?
- (kkk) Multinet Gas?
- (lll) QGC?
- (mmm) South Australian Gas Company?
- (nnn) State Energy Commission of Western Australia?
- (ooo) What is the total monetary value of funding received by the University from these companies in the form of:
 - i. Research grants or other sources of funding?
 - ii. Sponsorship of facilities, programs or events?
 - iii. Scholarships?
 - iv. Consulting fees for university expertise?
 - v. Licensing fees?
 - vi. Equipment donations or discounted purchases?

- (ppp) Has the University paid money to any of these companies for:
- i. Licensing fees to use corporate software, databases, or technology?
 - ii. Equipment and service purchases?
 - iii. Consulting fees?
 - iv. Facility rental or co-location costs?
- (qqq) What is the total monetary value of costs paid by the University to these companies?
- (rrr) Has the University made any joint venture investments with any of these companies?
- (sss) Will the University commit to divesting from these fossil fuel companies?

Investment Policies Working Group

- (35) The University of Sydney's investment policies working group recommended "At the earliest opportunity when practicable, the University of Sydney:
- 2.1 unwind all of its investments and not make any future investments, in:*
 - 2.1.1 direct equity holdings in assets that derive revenue from items listed on DSGL Part One*
 - 2.1.2 publicly traded investment instruments that derive revenue from items listed on DSGL Part One"*
- (a) What steps, if any, have been taken to adopt these recommendations?
- i. Why did the review's terms of reference fail to include any reference to Israel's genocide in Gaza, on which international law and consensus is clear?
- (36) What steps, if any, have been taken to divest from investments listed in the DSGL part one or publicly traded investment instruments that derive revenue from items listed on the DSGL part one?
- (37) Does the University support these recommendations in full?
- (a) If not, why not?
 - (b) If so, when does the University anticipate these recommendations will be implemented?

StandWithUs Australia and Israel-Is Affiliation

- (38) How many events has your university conducted with StandWithUsAustralia?

- (39) How many events has your university conducted with Israel-IS?
- (40) Who at your University was involved in the decision-making process for approval of these events?
- (41) Does your University acknowledge that affiliations with these organisations, who seek to rationalise Israel's genocide in Gaza in the view of many human rights advocates, has harmful affects on Palestinian and Lebanese students on your campus?
- (42) Before having an event with Israeli Defence Force (IDF) reservists, did your university conduct any consultation with Palestinian students?
 - (a) Does your University now acknowledge this was an error?
 - (b) Has any mental health support been offered to Palestinian students in the wake of this decision?

SafeWork NSW Report

- (43) You received a preliminary report into alleged antisemitism on your campus in February of 2025. The SafeWork NSW report labels "stop bombing Lebanon cut ties with genocide" as an antisemitic statement.
 - (a) Is it your view that this statement constitutes antisemitism?
 - (b) Has your university taken any steps to prevent this statement appearing on your campus again?
 - (c) If so, what steps did you take?
 - (d) How many individuals have been disciplined for making this statement?
- (44) The SafeWork NSW report labels "Organising student meetings to 'discuss our response to Israel's atrocities'" as an antisemitic activity.
 - (a) Is it your view that this constitutes antisemitism?
 - (b) Has your university taken any steps to prevent these activities from occurring on your campus again?
 - (c) If so, what steps did you take?
 - (d) How many individuals have been disciplined for taking part in these activities?

- (45) The SafeWork NSW report outlines “student activists entering lecture halls intent [on] disrupt[ing] lessons chanting anti-semitic slogans preventing other students from learning” as an antisemitic activity
- (a) Is it your view that this constitutes antisemitism?
 - (b) Has your university taken any steps to prevent these activities from occurring on your campus again?
 - (c) If so, what steps did you take?
 - (d) How many individuals have been disciplined for taking part in these activities?
- (46) The SafeWork NSW report defines “fright” and “intimidation” when used in reporting to articulate the allegedly “frightened and intimidated” Jewish students “confronted” by student activists?
- (a) Which activities specifically qualify as a confrontation?
 - (b) Which activities specifically qualify as restricting free movement?
 - (c) Which “opposing views and ideologies” to “student activists” does SafeWork NSW identify in point 9 of their list of allegedly antisemitic occurrences at the University of Sydney?
- (47) The SafeWork NSW report defines “Arabic writing” as antisemitism.
- (a) Is it your view that this statement constitutes antisemitism?
 - (b) Has your university taken any steps to prevent this statement appearing on your campus again?
 - (c) If so, what steps did you take?
 - (d) How many individuals have been disciplined for making this statement?
- (48) Were any changes made between the preliminary report into alleged antisemitism on University of Sydney campuses and the final report?
- (a) If so, can you provide a list of those changes?
- (49) Did you raise any concerns with SafeWork NSW, or the Minister for Work Health and Safety, with regard to the contents of this report?
- (a) If so, on what date?
 - (b) If not, why not?

- (50) Has your University developed or implemented any new policies since 1 January 2023 to combat racism or bigotry on campus?
- (a) What policies, if any, have specifically been implemented to combat antisemitism?
 - (b) What policies, if any, have specifically been implemented to combat islamophobia?
 - (c) What policies, if any, have specifically been implemented to combat racism towards First Nations people?
 - (d) What policies, if any, have specifically been implemented to combat xenophobia?
 - (e) What policies, if any, have specifically been implemented to combat homophobia or biphobia?
 - (f) What policies, if any, have specifically been implemented to combat transphobia?

Flag Policy

- (51) David Brophy wrote to you and requested that Palestinian flags be flown from his office until Israel's genocide in Gaza ceases. Will you grant this request?
- (52) Are you willing to extend the "temporary" period during which Palestinian flags are flown at the University of Sydney to continue until Israel's genocide in Gaza has concluded?

Jillian Segal Recommendations

- (53) What steps has your University taken to push back against Jillian Segal's report's recommendation for government funding to be withheld from universities, programs or individuals within universities?
- (54) Given Jillian Segal claimed in her report that "We are on a dangerous trajectory where young people raised on a diet of disinformation and misinformation about Jews today risk becoming fully-fledged antisemites tomorrow", can you point to any specific examples of this disinformation?
- (a) Do you share the concerns of your students that genuine criticism of the genocide in Gaza is being conflated with criticism of Jewish people?
- (55) Is an individual who categorises Jewish organisations with which they disagree as "a fringe group with no representative mandate... [that] does not speak for the vast majority of Jewish Australians, nor for the long-established community organisations that have led the fight

against antisemitism for decades. Its opposition to the IHRA definition is completely out of step with national and international consensus including the Australian Government” an appropriate person to be prescribing university policy on the protection of Jewish students?

- (56) Is an individual whose husband donates to Advance Australia, a far-right lobby group who have supported Nazi-backed rallies, an appropriate person to be prescribing university policy on the protection of Jewish students?
- (57) Are you aware that your university’s definition has been described as “closely aligned” with the IHRA definition?
- (58) Are you aware of the federal court judgement in Wertheim v Haddad [2025] FCA 720, where it was ruled “not all Jews are Zionists or support the actions of Israel in Gaza and that disparagement of Zionism constitutes disparagement of a philosophy or ideology and not a race or ethnic group. Needless to say, political criticism of Israel, however inflammatory or adversarial, is not by its nature criticism of Jews in general or based on Jewish racial or ethnic identity...The conclusion that it is not antisemitic to criticise Israel is the corollary of the conclusion that to blame Jews for the actions of Israel is antisemitic; the one flows from the other.” ?
- (59) Are you concerned that your university’s definition of antisemitism may contravene a federal court judgement?
 - (a) If not, on what basis?
 - (b) If so, what steps will you take to address this?

People’s Inquiry into Campus Free Speech on Palestine

- (60) Have you read the Preliminary Report of the People’s Inquiry into Campus Free Speech on Palestine?
- (61) What is your response to the Report’s finding that “Australian universities have restricted the free speech and academic freedom of staff and students on the question of Palestine”?
 - (a) Specifically, do you accept or reject the finding?
 - (b) What specific steps have you taken to address the issues outlined in this finding?
- (62) What is your response to the Report’s finding that “Australian universities have targeted students and staff who express support for Palestine for surveillance and discipline;”?
 - (a) Specifically, do you accept or reject the finding?

- (b) What specific steps have you taken to address the issues outlined in this finding?
- (63) What is your response to the Report’s finding that “Universities have used existing policies and devised new policies in an opaque way to target and censor students and staff expressing support for Palestine.”?
 - (a) Specifically, do you accept or reject the finding?
 - (b) What specific steps have you taken to address the issues outlined in this finding?
- (64) Given the Inquiry found that there were multiple incidents of cancelled events on the Israel genocide,
 - (a) How many guest lectures, film screenings or other events have been cancelled or otherwise intervened upon by your university in:
 - i. 2023?
 - ii. 2024?
 - iii. 2025 to date?
- (65) Do you acknowledge the views of international genocide scholars and United Nations experts that Israel is committing the crime of genocide?
 - (a) If not, on what basis do you dispute the views of experts in international law?

University Complaints

- (66) How many complaints with regard to references to the Israel genocide have been received in:
 - (a) 2023?
 - (b) 2024?
 - (c) 2025 to date?
- (67) Of complaints received with regard to references to the Israel genocide, how many resulted in disciplinary cation in:
 - (a) 2023?
 - (b) 2024?
 - (c) 2025 to date?

University Enrolments

- (68) How many students enrolled at your University identify as:
- (a) Palestinian?
 - (b) Israeli?
 - (c) Lebanese?

Questions on behalf of the Opposition
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Questions to the University of Sydney Vice-Chancellor

- (69) Vice-Chancellor, I refer to reports from earlier this year that the University of Sydney were advertising for three positions to “indigenise and decolonise” the University curriculum. Can you explain what it means to “indigenise and decolonise” the curriculum? In straightforward language?
- (70) Are prospective employers and students calling for the curriculum to be “decolonised”?
- (a) Where is the actual evidence for this? Please provide data and findings.
- (71) So as I understand were there 3 positions advertised for? What were those roles?
- (a) Have these roles been filled?
 - (b) How much are they costing the University each year? What budget do these funds come from?
 - (c) Were those roles available only for Aboriginal and Torres Strait Islander candidates? And if so, why?
- (72) Can you please inform me what it is about Sydney University (Australia’s oldest university) and its curriculum that is so racist and objectionable that it needs to be “decolonised”?
- (73) I understand that all universities are facing into Budget headwinds. I’m assuming Sydney University is no different?
- (74) Is this sort of expenditure, and this sort of what quite frankly sounds like political activism, a good use of Budget resources?
- (75) I put it to you that isn’t this another example of entrenching separatism in our oldest university at a time we should be focusing on issues that unite us?
- (76) If you want to tackle racism on campus, wouldn’t it be better to use some of these funds to address the anti-Semitism that was on display at your University last year with the

encampments you allowed to remain for months on end despite the impact on students and academics alike?

Questions to all University Vice-Chancellors

- (77) Does your university have, or are you planning to have, a similar plan (as undertaken by Sydney University) to “indigenise and decolonise’ your own University curriculum? And if so, what actions are being undertaken?
- (78) How many jobs have been cut from administrative staff over the last 12 months and 24 months respectively?
- (79) How many jobs have been cut from academic staff over the last 12 months and 24 months respectively?
- (80) How many courses have been cancelled at the beginning of the academic years, 2023, 2024 and 2025 respectively?
- (81) How many courses have been cancelled mid academic year, 2023, 2024 and 2025?
 - (a) What impact has this had on students, including financial, emotional and social?
- (82) How has the University measured or assessed the impact?
- (83) How has the University assisted students, addressing financial, emotional and social impact and needs?
- (84) Can you provide a list of courses at your university in 2025 that focus on Gender Studies, Race Studies, or critiques of Western colonisation, and what is their enrolment?
- (85) How do you justify the inclusion of courses perceived as ‘woke’ in terms of their economic and social value to NSW?
- (86) What evidence do you have that graduates of these courses secure employment in roles that contribute to NSW’s economy?
- (87) Are there plans to review or adjust course offerings to prioritise disciplines with higher employment outcomes, given taxpayer funding?
- (88) Are there plans to review or adjust course offerings to meet identified skill shortages, given taxpayer funding?

Questions from Ms Abigail Boyd MLC

Questions to the University of Sydney

- (89) What skills matrix do you have in place for seeking members to your University Council/Senate/governing body?
- (90) Please provide an individual breakdown of the full-time student load cost for:
- (a) Master of National Security Policy
 - (b) Master of Applied Cybernetics
 - (c) Master of Public Policy
 - (d) Master of Philosophy
 - (e) Bachelor of Music
 - (f) Bachelor of International Relations
 - (g) Master of Climate Change
 - (h) Bachelor of Science
 - (i) Bachelor of Psychology
 - (j) Doctor of Medicine and Surgery
 - (k) Bachelor of Economics
 - (l) Master of Statistics

Accommodation

- (91) What accommodation is currently provided by the University?
- (a) Of this, what student accommodation sites are priced below market value?
- (92) In the pricing of University-owned student accommodation, how does the university conduct market research to establish rental costs that are below market value?
- (93) Has the outsourcing of the day-to-day management of student accommodation to the company Unilodge had any impact on the prices of student accommodation?
- (a) If yes, by how much?
- (94) Have the operating costs associated with running university owned accommodation increased since the outsourcing of day-to-day management to Unilodge?
- (a) If yes, by how much?

- (95) In 2021, the University of Sydney sold off \$70 million worth of property, a mix of office space and student housing. Why were these properties sold and not re-developed?
- (a) What is the University of Sydney doing to provide affordable housing options for students?
- (96) International House has been closed since the 31st of December 2020. Are there any ongoing plans to re-open or redevelop international houses to provide more accommodation options for students?
- (a) If yes, when will this re-opening or re-development take place?

Casual staff

- (97) How many casual and fixed-term staff applied for conversion to ongoing positions in 2024, and how many applications were approved versus rejected?
- (98) What is the total amount paid to casual and fixed-term staff in back-payments for underpayment of entitlements in each of the last three financial years?
- (99) What percentage of the University's teaching load is currently delivered by:
- (a) casual academic staff?
- (b) education focused staff?
- (c) teaching and research staff?
- (100) How many casual staff by headcount are currently employed by the University of Sydney who worked over the course of 2024:
- (a) No hours?
- (b) Between 0 and 0.2 FTE?
- (c) Between 0.2 and 0.4 FTE?
- (d) Between 0.4 and 0.6 FTE?
- (e) Between 0.6 and 0.8 FTE?
- (f) Between 0.8 and 1.0 FTE?
- (g) Greater than 1.0 FTE?

Change Management

(101) How many formal change management processes has the University initiated since 2023, and how many staff positions were affected by each?

(102) Has the University conducted any assessment of the mental health impacts of repeated restructuring on staff? If so, what were the findings?

Intellectual Freedom

(103) Following the implementation of the Campus Access Policy, what specific measures are in place to protect academic freedom and freedom of expression?

(104) Have any academic staff faced disciplinary action for their research, teaching, or public commentary?

(a) If yes, on what grounds?

(105) What processes exist for staff to raise concerns about potential restrictions on their academic freedom?

Research Connections

(106) Can you provide a complete list of all research partnerships, collaborations, or funding arrangements the University has with Israeli institutions, including military or defence-related entities?

(107) What due diligence processes does the University follow when entering into research partnerships with foreign institutions or defence-related entities?

(108) Has the University received any funding from Israeli government agencies, defence contractors, or military-linked institutions in the past five years?

(a) If yes, can you please provide the amounts and purposes?

(109) What is the University's policy regarding research that may have military applications, and how is this monitored?

Questions from Hon Dr Sarah Kaine MLC
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**PROFESSOR ANNAMARIE JAGOSE, SENIOR DEPUTY VICE-CHANCELLOR
AND PROVOST, UNIVERSITY OF SYDNEY**

(110) How many casual and fixed-term staff applied for conversion to ongoing positions in 2024, and how many applications were approved versus rejected?

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- (113) How many casual staff by headcount are currently employed by the University of Sydney who worked over the course of 2024:
- (a) No hours
 - (b) Between 0 and 0.2 FTE
 - (c) Between 0.2 and 0.4 FTE
 - (d) Between 0.4 and 0.6 FTE
 - (e) Between 0.6 and 0.8 FTE
 - (f) Between 0.8 and 1.0 FTE
 - (g) Greater than 1.0 FTE.
- (114) Following the implementation of the Campus Access Policy, what specific measures are in place to protect academic freedom and freedom of expression?
- (115) Have any academic staff faced disciplinary action for their research, teaching, or public commentary? If so, on what grounds?
- (116) What processes exist for staff to raise concerns about potential restrictions on their academic freedom?
- (117) What due diligence processes does the University follow when entering into research partnerships with foreign institutions or defence-related entities?
- (118) What is the University's policy regarding research that may have military applications, and how is this monitored?
- (119) Can you provide a complete list of all research partnerships, collaborations, or funding arrangements the University has with Israeli institutions, including military or defence-related entities?

- (120) Has the University received any funding from Israeli government agencies, defence contractors, or military-linked institutions in the past five years? If so, please provide amounts and purposes.

ALL UNIVERSITY WITNESSES APPEARING DURING THE VICE CHANCELLOR SESSION

- (121) Can you confirm how the Council makes decisions with respect to the remuneration of the VC and the Provost?

- (a) How is the make-up of the Remuneration Committee determined?
- (b) What information is provided to the broader Council prior to them approving the VC and Provost's remuneration?
- (c) How much information about the decision making process is publicly available?

- (122) How is the remuneration for staff in the Chancellery determined?

- (123) Can you please provide clarity on the matters below relating to your University's Council/Senate/Board of Trustees?

- (a) Is the agenda of your University's Council/Senate/Board of Trustees meetings publicly available?
- (b) Are minutes taken at your University's Council/Senate/Board of Trustees meetings, and if yes who has access to those minutes, are they made publicly available?
- (c) If minutes are not made publicly available what is made publicly available as a record of the meeting? What format is it available in?
 - i. Who prepares the publicly available record of the meeting?
 - ii. What is the cost associated with preparing the publicly available record of the meeting?
 - iii. Who approves the final public record of the meeting for release?
- (d) How long after the meeting is the publicly available record released? Is this standardised? How are interested parties able to keep track of when reports are available?
- (e) What is the annual budgeted expenditure for the operation of your University's Council/Senate/Board of Trustees?

- i. Are Council members provided any payments, allowances, or reimbursements for their membership on the Council, their attendance at Council meetings or their participation in Council activities?