

Portfolio Committee No. 3 – Education

Examination of proposed expenditure for the portfolio area

Skills, TAFE and Tertiary Education

29 August 2025

Answers to supplementary questions to
Professor Tyrone Carlin
Vice-Chancellor and President
Southern Cross University

Questions from Ms Sue Higginson	
1	What is the total sum of university investments, both direct and indirect, in fossil fuels?
	I provide details of direct investments for the companies listed at various points below. However, it is not possible to stipulate information in relation to indirect holdings.
2	Can you please provide a complete list of partnerships with fossil fuel companies or lobby groups over the last 5 years?
	Not applicable.
3	What is the total sum of university investments, both direct and indirect, in Israeli corporations?
	I am advised that the University has no direct investments in corporations domiciled in Israel.
4	Can you please provide a complete list of partnerships with Israeli corporations over the last 5 years?
	Not applicable.
5	What is the total sum of university investments, both direct and indirect, in weapons corporations?
	It is not clear what is meant by weapons corporation. However, to the extent that this means a corporation whose principal business is the sale of arms, it is my understanding that the university does not have direct holdings in such corporations.
6	Can you please provide a complete list of partnerships with weapons corporations or lobby groups over the last 5 years?
	Not applicable.
7	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?
	I am advised that the University has no direct investments in gambling companies or poker machine manufacturers.
8	Can you please provide a complete list of partnerships with the gambling industry over the last 5 years?
	Not applicable.
9	What existing partnerships does the University have with Israeli Academic Institutions?
	None.

10	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?
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	tt. Wabtec Corporation? uu. SOIO? w. School of Information Operations? ww. Coherics? xx. Caterpillar? yy. Dassault Systèmes? zz. General Dynamics? aaa. shkosh? bbb. Rheinmetall AG? ccc. Rolls-Royce Power Systems? ddd. RTX? eee. ThyssenKrupp?
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	I am advised that the University has no direct investments in these companies.
	fff. 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?
	Zero.
	ggg. 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?
	No.
	hhh. What is the total monetary value of costs paid by the University to these companies?
	Zero.
	iii. Has the University made any joint venture investments with any of these companies?
	No.
	jjj. Will the University commit to divesting from these companies, who have been named by international lawyers as complicit in Israel's genocide in Gaza?
	The university has no direct holdings in these companies.
11	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?
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	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?
	I am advised of the following direct investments: Origin Energy – c. \$305,000 Ampol – c. \$606,000 BHP – c. \$1.17m BP PLC – c. \$750,000 Tinto Limited - c. \$1.2m Wesfarmers Limited – c. \$466,000 APA Group (Australia) – c. \$966,000
	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?
	In 2025 (YTD) the University has contracted with one of the named companies for the provision of commercial laboratory testing services with a total value of c. \$1,000.
	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?
	In 2025 (YTD) the University has paid a total of \$1.74 million to companies noted on the list above for the provision of electricity and gas supplies.
	rrr. Has the University made any joint venture investments with any of these companies?
	No.
	sss. Will the University commit to divesting from these fossil fuel companies?
	The University maintains a balanced portfolio to support the achievement of its long-term objectives.

12	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?
13	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?
14	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?
15	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?
16	Are you aware that your university's definition has been described as "closely aligned" with the IHRA definition?
17	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." ?
18	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?
	These questions relate to a report that is currently under consideration by the Australian Government. The University looks forward to understanding the Commonwealth's response to the report and will take account of that in any relevant future policy decisions and deliberations.
19	How many students have faced misconduct proceedings resulting from protest activity in: a. 2024 b. 2025
20	How many warnings have been issued to students resulting from protest activity in:

	a. 2024 b. 2025
21	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?
	I am advised that there have been no misconduct proceedings or warnings arising from protest activity in those years.
	d. How many events has your university conducted with StandWithUsAustralia? e. How many events has your university conducted with Israel-IS? f. Who at your University was involved in the decision-making process for approval of these events?
	I am not aware of any such events.
	g. 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?
	The University is not affiliated with either of these groups.
	h. Before having an event with IDF soldiers, did your university conduct any consultation with Palestinian students? i. Does your University now acknowledge this was an error? j. Has any mental health support been offered to Palestinian students in the wake of this decision?
	This question appears to have been directed to Southern Cross University in error.
22	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?
	I have not given any such direction, nor am I aware of any direction.
23	Can you categorically rule out that the University uses its Wifi network to surveil students in any way?
	To the extent that the thrust of question 23 relates to the content of question 22, yes, I can so stipulate.
24	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?
	No.
25	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?
	This question appears to have been directed to Southern Cross University in error. There is no Michael Spence building on any of the campuses of Southern Cross University.
26	Have you read the Preliminary Report of the People's Inquiry into Campus Free Speech on Palestine?
27	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?
28	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?
29	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?
	I have not read the report and am not aware of it.
30	Given the Inquiry found that there were multiple incidents of cancelled events on the Israel genocide, how many guest lectures, film screenings or other events have been cancelled or otherwise intervened upon by your university in: a. 2023? b. 2024? c. 2025 to date?
	I am not aware of any.
31	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?
	I am not aware of these views or the basis for them.
32	How many complaints with regard to references to the Israel genocide have been received in: a. 2023? b. 2024? c. 2025 to date?
33	Of complaints received with regard to references to the Israel genocide, how many resulted in disciplinary action in: a. 2023? b. 2024? c. 2025 to date?
	I am not aware of any such complaints.
34	How many students enrolled at your University identify as: a. Palestinian? b. Israeli? c. Lebanese?
	The University does not collect this data.
Questions on behalf of the Opposition	
35	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?
	The University includes in many of its course curricula opportunities for students to learn about indigenous knowledge and culture. The University also adheres to all professional accreditation requirements for the programs of study it offers, and these may stipulate learning outcomes with respect to indigenous culture and communities.
36	How many jobs have been cut from administrative staff over the last 12 months and 24 months respectively?
37	How many jobs have been cut from academic staff over the last 12 months and 24 months respectively?
	Over the past two years the university has grown 81 FTE in professional staff and 82 FTE in academic staff. From time to time there are changes to organisational structures within the university and over the relevant timeframe to date, this has resulted in a total of 15 positions being made redundant.
38	How many courses have been cancelled at the beginning of the academic years, 2023, 2024 and 2025 respectively?
39	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?
40	How has the University measured or assessed the impact?
41	How has the University assisted students, addressing financial, emotional and social impact and needs?
	During 2024, the University council considered and approved a comprehensive plan to cease admitting further students to three undergraduate degree programs, being the Bachelor of Contemporary Music, the Bachelor of Art and Design, and the Bachelor of Digital Media. A comprehensive approach to supporting staff and students through this change has been implemented and is being monitored on an ongoing basis. The University has made strong commitments to continue to support all ongoing students to progress to completion of their programs.
42	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?
	The University's degree programs at the undergraduate and postgraduate level are dominantly professionally accredited programs, rather than generalist programs. As such none of the university's programs have these themes as their dominant focus.
43	How do you justify the inclusion of courses perceived as 'woke' in terms of their economic and social value to NSW?
44	How do you justify the inclusion of courses perceived as 'woke' in terms of their economic and social value to NSW?
45	Are there plans to review or adjust course offerings to prioritise disciplines with higher employment outcomes, given taxpayer funding?
46	Are there plans to review or adjust course offerings to meet identified skill shortages, given taxpayer funding?
	As noted above, the University's suite of degree programs is dominated by professionally accredited courses and the University's overall graduate employment profile is very strong. In fact, the Australian Government's most recent Graduate Outcome Survey showed full-time employment outcomes for Southern Cross University graduates measurably higher than the national average at both undergraduate and postgraduate levels.
Questions from Ms Abigail Boyd MLC	
47	Why are some academics working in small units required to work more hours than those working in larger units and why are they not paid for the extra time they are required to do so? a. In your opinion, does this constitute underpayment of employees?
48	Can the VC explain why requests for changes to Timetabling creates stress for faculties and academics?

	I refer you to the answer I gave to the Hon. Wes Fang MLC during the hearing.
49	In the hearing on 29 August 2025, the Vice Chancellor stated that at the inquiry into early childhood education, every single academic on the panel considered that the 10-month fast-track qualification like the one that the university is offering to be dangerous, inappropriate and even offensive to those early childhood education professionals working every day in the sector. How much revenue does the university generate annually from this Graduate Diploma program in early childhood? a. What percentage of the university's international tuition revenue comes from this single program?
	I did not make that statement. The university does not disclose financial details relating to individual programs of study.
	a. Has the university conducted any independent reviews or audits of the Graduate Diploma of Early Childhood Education, and if so, can you please provide a copy of those reports or surveys?
	An independent review is currently being conducted, and the University maintains ongoing oversight of the quality of all programs through the work of its governing bodies.
50	Have concerns been raised internally by staff or externally by services about the capability of students? a. What does this indicate about suitability of entrants and preparedness to teach children under 5?
	I have seen feedback from a number of providers indicating their happiness with the quality of graduates from the program that they employ and their intention to employ further graduates in future.
51	How does the university ensure supervising teachers are appropriately qualified and experienced to mentor students? Arrangements for supervising teachers are in accordance with the AITSL Professional Experience Guidelines, which are available on the AITSL website. In addition, the University provides supervising teachers with various forms of support, including professional development.
52	What responsibility does the university take if graduates from this program are found to be under-prepared, potentially lowering the quality of care and education for Australian children? It is of central interest to the University that graduates display skills aligned to course learning outcomes and the university's graduate attributes.

53	Does the Vice Chancellor accept that programs designed and marketed in ways that primarily attract students for residency undermine public trust in both the tertiary and ECEC sectors?
	Students are admitted to the program on the basis of their satisfaction of the university's academic admissions requirements and as relevant, genuine student tests. The university does not admit candidates to its programs on any other basis.
54	What assessments did the university do to determine the Faculty of Education's staffing capacity to service uncapped intake of students into the thousands for the Graduate Diploma of Education (Early Childhood) program?
	The University evaluates and allocates resources through its Academic Workload Framework and the Academic Workload Tool, and an annual review of workforce to ensure it aligns with load targets for the coming year.
55	What assessments did the university do to determine the ECEC sector's capacity to service thousands of Graduate Diploma of Education (Early Childhood) students on placement?
	The University took into account sector capacity need and demand, its prior success in placing students, and its ongoing engagement and relationships with the sector to understand anticipated placement capacity.
56	What Workcover and workplace health safety reports have there been due to unsafe/harmful working hours, especially to meet demands of student cohorts of over 2000?
	I am aware of one WHS report in early 2024 in which Faculty of Education workload was mentioned, and I am advised that there have been no reports in which Faculty of Education workload was mentioned in the last 12 months.
57	What actions have you taken to address evidence that 82% SCU staff respondents reported psychosocial hazards at the university which are not addressed by management and most fear reprisal or job loss if reported?
	The university conducts regular surveys of all staff in relation to a wide range of matters, including safety within the workplace. These surveys have high response rates and provide a sound basis for understanding staff sentiment and concerns. These surveys do not support the proposition embedded within the question with respect to the prevalence of psychosocial hazards. However, the university is vigilant to matters of psychosocial risk and has a rigorous framework for reporting and managing such hazards in the workplace.
58	Why is the university's Faculty of Education's resignation rate at more than 30% p.a?

	The measured attrition rate within the Faculty of Education is not greater than 30%.
59	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
	With the exception of the Bachelor of Science, Southern Cross University does not offer any of the degrees named in the list above. It would appear that this question has been misdirected. The University is unable to provide full time student load coast for the Bachelor of Science.
Questions from Hon Dr Sarah Kaine MLC	
60	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?
	The university does not have a provost. Remuneration decisions with respect to the Vice-Chancellor and executive members is overseen and approved by the People & Culture committee of council, which applies a rigorous process including reference to performance against agreed KPIs and, as necessary, independent external expert advice.
61	How is the remuneration for staff in the Chancellery determined?
	Remuneration for executive staff of the University is overseen by the People & Culture Committee of council.
62	Can you please provide clarity on the matters below relating to your University's Council/Senate/Board of Trustees? a. 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?
	A non-confidential version of the minutes is prepared by the Council Secretary approved by the Council at the next Council meeting. Once approved, it is made available on the University website.
	e. What is the annual budgeted expenditure for the operation of your University's Council/Senate/Board of Trustees?
	In 2025 the budget was \$190,000.
	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?
	Payments to Council members are in accordance with the Council Charter which is available on the University website.