



**NSW Budget Estimates 2025-2026 | supplementary
questions | Western Sydney University answers
Portfolio Committee No. 3 – Education**

Questions from Hon Tania Mihailuk MLC

(1) Given that the Minister confirmed that 10,500 sqm of the 33,482 sqm at Western Sydney University tower is going to be leased for use for the relocation of Bankstown TAFE:

(a) When did you first notify Canterbury-Bankstown Council of the fact that 31.36% of your campus will be tenanted on commercial terms for non-university use?

8 September 2025

(b) Have you advised Canterbury-Bankstown Council that Western Sydney University has entered into a commercial lease arrangement beginning on 1 January 2026.

i. Will the university begin to pay commercial rent rather than the \$1 peppercorn lease?

Western Sydney University (WSU) has entered into a ground lease with Canterbury-Bankstown Council. It made the once-off payments to Council in return for the grant of the lease, effectively representing freehold value of the land and was determined via independent valuation.

Under the terms of the lease, the University pays the Council a peppercorn rent, unless more than 25 per cent of the building is not occupied by the University or used for University purposes. The University's occupied space satisfies this requirement.

Although the sublease to TAFE NSW represents a Net Lettable Area greater than 25 per cent but less than 50 per cent of the total building, TAFE NSW's occupation of the building will be characterised as a University Purpose as per the agreements and therefore does not trigger a liability for payment of Occupation Rent to Council.

This position is supported by the fact that the University has been granted, and continues to hold, the University Occupation Lease for the whole of the building. The sublease to TAFE NSW provides an increased opportunity for both educational institutions to preserve and strengthen their collaborative partnership in the region, providing a material benefit to the University's education, teaching, and research offerings, especially in the Canterbury Bankstown area.

(2) Did you use external consultants to negotiate the commercial arrangement with TAFE NSW?

(a) If yes, please name the consultancy.

No.

(3) How much did Western Sydney University receive in total from the sale of the former landholding in Milperra?

To date, WSU has received net proceeds of \$24.8 million from the sale of a portion of the land to 'The Trustees of the Roman Catholic Church for the Archdiocese of Sydney'. The remainder of the Milperra site has not been sold and is subject to a Project Development Agreement (PDA) with Mirvac, meaning the final proceeds cannot be quantified at this time.

(4) Have you provided or offered to provide the Minister for Tertiary Education with a report of your commercial activities, including the sale of land at Milperra, and the contractual arrangements at the Bankstown tower, as per sections 32C and 32D of the Western Sydney University Act 1997 (NSW)?

32C of the Western Sydney University Act (the Act) requires the University to maintain a Register of University commercial activities containing certain details. The University does maintain a Commercial Activities Register and therefore complies with this obligation. S32D requires the University to provide a report on its commercial activities to the relevant Minister if requested to do so. The University has not received such a request.

Questions from Ms Sue Higginson MLC

University Investments

(5) What is the total sum of university investments, both direct and indirect, in fossil fuels?

The University investments are held through a unit trust with Mercer, with the underlying assets managed directly by Mercer rather than by WSU. Mercer has the information on these underlying holdings. After discussing with this with them, they expect to take about four weeks to generate any further required information due to the complexity of the investment vehicle, the difficulty of categorising specific investments (for example, in regard to points six and seven below) and plus the information would only be at a particular point in time given ongoing portfolio movements.

The University's investment approach is guided by a formal Investment Policy, which contains a clear set of exclusions that Mercer is contractually required to comply with. These exclusions are based on ethical considerations, specifically where products or services have a significant negative impact on society and/or the environment. The University also ensures that all investments comply with Australian Law and relevant Sanctions Law.

Relevant exclusions clauses in the Investment Policy are:

- *Investment Policy Clause (48)*

The University consciously applies an allocation within its investment portfolio to Sustainable labelled funds. This helps to achieve greater outcomes in relation to the University's ESG objectives. In addition to the exclusions listed above, the Sustainable

labelled funds minimise exposure to companies that derive greater than 5 per cent revenue from the extraction of thermal coal and/or oil/tar sands. These funds also limit exposure to companies whose business activities derive greater than 50 per cent revenue from Adult Entertainment, Alcohol and Gambling.

– *Investment Policy Clause (49)*

The University's Funds Managers report annually to the Finance and Investment Committee in relation to the investment portfolio's compliance with the University's ESG framework, including excluded investments.

(6) Can you please provide a complete list of partnerships with fossil fuel companies or lobby groups over the last 5 years?

Please see above.

(7) What is the total sum of university investments, both direct and indirect, in Israeli corporations?

Please see above.

(8) Can you please provide a complete list of partnerships with Israeli corporations over the last 5 years?

The University's International Centre for Neuromorphic Systems (ICNS) used Towner Semi-Conductors Ltd to fabricate silicon chips as part of an Australian Government funded project on Space Situational Awareness.

The choice of silicon fabrication company was done in consultation with, and, at the request of the Australian Government. Tower Semi-Conductors Ltd has since been acquired by Intel, a US based company.

The University only records relationships between its academics and their international collaborators – including international companies – when projects are funded or require support. Individual academics may manage relationships that are not tracked centrally. WSU has a strong commitment to intellectual freedom and recognises the right of academics to partner with companies and entities in other countries so long as this does not breach the law. We have put in place an ethical framework to help guide decision-making but respect the fact that these decisions rest with the academic.

(9) What is the total sum of university investments, both direct and indirect, in weapons corporations?

Please see above.

As mentioned, the University's investment approach is guided by a formal Investment Policy, which contains a clear set of exclusions that Mercer is contractually required to comply with.

Relevant exclusions clauses in the Investment Policy are:

– *Investment Policy Clause (47)*

The University will work with its Funds Managers to ensure that investments comply with its position on excluded investments. At present, excluded investments in the context of the University's investment portfolio include:

- Controversial weapons: Companies that manufacture whole weapons systems, components, delivery platforms or components that were developed or are significantly modified for exclusive use in cluster munitions, anti-personnel landmines, biological or chemical weapons.

(10) Can you please provide a complete list of partnerships with weapons corporations or lobby groups over the last 5 years?

WSU developed an Memorandum of Understanding (MOU) with Lockheed Martin Australia in 2025. This MOU does not include any commercial relationship although it may lead to collaborative innovation work. The MOU framework is directed at supporting student activity and research that will support the Australian Air Force C130J transport aircraft, not combat aircraft. It does not relate to any weapons research and or manufacturing.

WSU has had engagements with Quickstep, a manufacturer of carbon fibre composite structures for the aerospace and defence sector. To the best of our knowledge, the only formal contract engagement undertaken with Quickstep was the provision of training through the NSW Government's Industry Skills Accelerator program.

See also above in regard to individual academic partnerships and intellectual freedom.

(11) 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?

Please see above.

(12) Can you please provide a complete list of partnerships with the gambling industry over the last 5 years?

As above.

See also above in regard to individual academic partnerships and intellectual freedom.

(13) What existing partnerships does the University have with Israeli Academic Institutions?

Our records show no funded grants with collaborators from Israeli academic institutions between 2020-2025.

Between 2020-2025 University staff co-published with Israel-based authors in 180 publications – around 1 per cent of the University's total publications in that period.

See also above in regard to individual academic partnerships and intellectual freedom.

(14) 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) Ri.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) shkosh?
- (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 from these companies in the form of:
 - i. Research grants or other sources of funding.

The University has received research funding totalling \$3.84 million from five of the listed companies.

Entity	Western Sydney Funding Body Name	\$ Research
BAE Systems	BAE Systems Australia Limited	\$778,125
Northrop Grumman	Northrop Grumman Corporation	\$63,100
Raytheon	Raytheon Australia Pty Ltd	\$74,451
Thales	Thales Australia Limited	\$1,206,296
QINETIQ	QINETIQ PTY LTD	\$863,069
BHP	BHP Building Products; BHP Reinforcing Products; BHP Research Laboratories	\$850,272

- 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 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 to these companies?
- (iii) Has the University made any joint venture investments with any of these companies?
- (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?

Please see above, including in regard to WSU's investment policies that contractually govern investments conducted for WSU by Mercer.

See also above in regard to individual academic partnerships and intellectual freedom.

(15) 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.

The University has received research funding totalling \$850,272 from one of the listed companies.

Entity	Western Sydney Funding Body Name	\$ Research
BHP	BHP Building Products; BHP Reinforcing Products; BHP Research Laboratories	\$850,272

Please see answer above.

- 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?

Please see above, including in regard to WSU's investment policies that contractually govern investments conducted for WSU by Mercer.

See also above in regard to individual academic partnerships and intellectual freedom.

Jillian Segal Recommendations

(16) 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?

The Federal Government is still considering the Special Envoy's Plan to Combat Antisemitism as well as the Special Envoy to Combat Islamophobia's report.

We note that Universities Australia, the peak group representing universities, said in a media release on 17 July 2025:

"There are many existing methods open to the government in reviewing antisemitism in universities including the National Student Ombudsman, which has specific powers with to assess complaints mechanisms and the Australian Tertiary Education Commission which can utilise compacts to ensure that universities deal with the specific issues that arise on their campuses. The Tertiary Education Quality Standards Authority will maintain overall regulatory responsibility for ensuring that universities take their responsibilities to tackle all forms of racism seriously. It is not clear that additional mechanisms dealing only with antisemitism are helpful in this context."

(17) 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?

WSU is an educational institution focused upon delivering higher education to students. It supports its staff and students as matter of intellectual freedom to express their views and does not otherwise take a position on these issues except to ensure the health and safety of our community.

As expressed in the welcome message sent to all staff and students on 24 February 2024:

*With the year well underway, I want to take a moment to acknowledge the incredible work you do to support our students, research and broader community.
We are more than a university; we are a unique community.
Western Sydney University reflects the values of our great region through our diversity, youthfulness and aspiration.
With us, you belong. You can be yourself. You can succeed.
Our mission is to ensure access to a world-class higher education, a great student experience, research that delivers impact, and dynamic, thriving Western Sydney communities.
Delivering our mission depends on all of us, whether you are a staff member or a new or returning student.*

In a challenging and rapidly changing world, kindness and respect matter. Caring, supporting and looking out for each other makes a difference. We must adhere to our values of boldness, excellence, integrity and fairness.

As a university community we have clear expectations of each other. These enable us to work together to achieve our ambitions. At Western Sydney University we prioritise the safety and wellbeing of our students, staff and communities. We draw clear lines against antisemitism, homophobia, intolerance, Islamophobia, racism or sexism.

I'm proud to lead our university and know your time here with us will be enjoyable, fulfilling and will deliver a future that is unlimited.

I look forward to what we will achieve together in the months ahead.

Kind regards,

George

(18) 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?

See above.

(19) 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?

See above.

(20) Are you aware that your university's definition has been described as “closely aligned” with the IHRA definition?

This description does not seem to apply to Western Sydney University. It is not clear what definition this is referring to.

(21) 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.” ?

Yes, the University is aware of the judgement.

(22) 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?

See above.

(23) How many students have faced misconduct proceedings resulting from protest activity in:
(a) 2024?

Two misconduct proceedings, plus one matter awaiting court outcome before progressing.

(b) 2025?

Zero (two cases from 2024 were heard in 2025 following the conclusion of court proceedings).

Misconduct

(24) How many warnings have been issued to students resulting from protest activity in:
(a) 2024?

Zero formal warnings issued.

(b) 2025?

Zero formal warnings issued.

(25) Has the university employed external contractors or consultants to manage the misconduct and complaints processes?

Yes.

(b) If so, who?

HWL Ebsworth has been engaged to manage complaints relating to cyber security incidents only. No other external contractors or consultants have been engaged in relation to misconduct or complaints.

(c) If so, how much money has been spent?

\$251,397.41

(c) If so, what training or advice is provided to ensure the procedural fairness of disciplinary proceedings?

N/A. HWL Ebsworth have not been involved in disciplinary proceedings.

StandWithUs Australia and Israel-Is Affiliation

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

None. There have been no venue hire arrangements with this organisation.

(27) How many events has your university conducted with Israel-IS?

None. There have been no venue hire arrangements with this organisation.

(28) Who at your University was involved in the decision-making process for approval of these events?

N/A.

(29) 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 effects on Palestinian and Lebanese students on your campus?

N/A.

(30) Before having an event with IDF soldiers, did your university conduct any consultation with Palestinian students?

N/A.

(31) Does your University now acknowledge this was an error?

N/A.

(32) Has any mental health support been offered to Palestinian students in the wake of this decision?

N/A.

Protest

(33) How many protests have not been authorised by your University in:

The event organisers for protests held on University campuses did not seek University approvals for the protests. Some have been union organised activities, some are and some are organised by various collectives. Therefore, the number of protests not authorised is zero.

The total number of protests held on our campuses over the last five years is as noted below.

(a) 2020?

2.

(b) 2021?

0.

(c) 2022?

1.

(d) 2023?

1.

(e) 2024?

7.

(f) 2025?

9.

(34) Can you please justify the decision made to have security staff attend a pro-Palestine student meeting, monitor social media, and feed information to police with regard to a student demonstration, revealed in an email sent on August 13, 2024?

Security staff are routinely present at University meetings, demonstrations, and protests. Their role is to support the safety of participants and others, and to ensure University operations are not unduly impacted.

Only publicly available information on social media is accessed. This is consistent with routine operational readiness and is used solely to anticipate likely locations, group sizes, and timing to enable appropriate resourcing and safety.

The University maintains standing relationships with local law enforcement for each campus. Information shared is operational in nature (e.g., protest location, estimated participant numbers, timing). No individuals are monitored, profiled, or placed under surveillance.

(35) Why does a video after the protest in October 2024 show provost Kevin Dunn speaking to students and informing them that “We did not request them” in regard to police involvement, when leaked emails now show that was not the case?

(a) Has any statement been put out to clarify that Mr Dunn’s statement was false?

(b) To your knowledge, was Mr Dunn aware of police involvement at the time?

Then Provost, Professor Kevin Dunn’s statement was not false.

As our Annual Report for the year ended 31 December 2024 (tabled in the NSW Parliament on Friday 30 May 2025) states on page 52 “NSW Police made an operational decision to be on campus during this protest” on 9 October 2024.

(36) Since this process, has police assistance or oversight been requested for any other protest activity or event at the WSU campus?

(a) If so, on what dates was police assistance requested and on what basis?

The University has not requested police assistance at protests or other events.

(37) How do you respond to the allegation that racial profiling occurred by police as a consequence of your University’s decision to contact police in relation to this matter?

As stated above, NSW Police made an operational decision to be on campus on 9 October 2024.

Surveillance

(38) 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?

Western Sydney University rules out any knowledge of direction being given to staff to undertake such activity.

(a) If not, can you please detail what formal and publicly available policy the University has in place for this process?

Where monitoring occurs, it is guided by the University's Workplace Surveillance Policy, which outlines the circumstances and processes under which surveillance may lawfully be conducted.

(39) Can you categorically rule out that the University uses its Wifi network to surveil students in any way?

The University does not conduct targeted surveillance of students through the Wi-Fi network.

However, consistent with the Workplace Surveillance Policy and the Acceptable Use of Digital Services Policy, the University undertakes monitoring of its digital networks to:

- maintain the integrity, security, and performance of systems,
- protect the safety and welfare of the University community, and
- meet compliance and legal obligations.

Such monitoring is undertaken in line with Workplace Surveillance Policy and approval requirements. The policy applies to all users of University systems (including students).

The Acceptable Use of Digital Services states "the University undertakes monitoring of Digital Services in accordance with the Workplace Surveillance Policy".

(40) Has your University made any changes to its Wifi Terms and Conditions since 1 January 2023?

No. The University has not made any approved changes to Wi-Fi Terms and Conditions since 1 January 2023.

(a) If so, what was the date or dates that the Terms and Conditions changed?

N/A.

(b) Can you please provide the text of the exact changes made?

N/A.

(41) 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?

N/A. WSU does not have a Michael Spence Building.

People's Inquiry into campus Free Speech on Palestine

(42) Have you read the Preliminary Report of the People's Inquiry into Campus Free Speech on Palestine?

Yes.

(43) 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?

The finding is in regard to Australian universities generally. We do not have knowledge of what happens at other universities and so do not have a view at that. WSU has a charter of academic freedom that safeguards speech and protest on our campuses. This is subject to protecting the health and safety of our community. We have zero tolerance for any form of hate speech, including Islamophobia and anti-Semitism, intimidation and all forms of racism.

(44) 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?

See above.

Our staff, students and communities are proudly multifaith and multicultural. We champion tolerance, respect and diversity.

(45) 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?

See above.

(46) 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?

None.

Syqe Affiliation

(47) On what date was the research agreement between Syqe and NICM Health Research Institute first proposed?

Western Sydney University and NICM do not have a research agreement with Syqe. Our role is limited to participant recruitment in Australia under a fee-for-service arrangement with Australian contract research organisation Syneos. This arrangement is directed to helping millions of people living in Australia and overseas with common nerve pain associated with diabetes. Further information is available here:

https://www.westernsydney.edu.au/newscentre/news_centre/more_news_stories/statement_nicm_clinical_trial_on_medicinal_cannabis_for_diabetic_peripheral_neuropathy

(48) On what date was the research agreement between Syqe and NICM Health Research Institute first agreed to?

(a) Who made the final determination at WSU?

(b) What consultation occurred with students and staff in relation to this decision?

See above.

(49) Do you acknowledge that Syqe will benefit if regulatory approval is given as a result of WSU research?

This is an international clinical trial, not research.

(50) Do you acknowledge the views of international genocide scholars and United Nations experts that Israel is committing the crime of genocide?

Yes, there has been media commentary on this.

(a) If so, how can you justify indirectly providing benefit to the Israeli military, given they are committing genocide?

WSU is not providing benefits to the Israeli military.

(b) If not, on what basis do you dispute the views of experts in international law?

(c) Do you acknowledge that thousands of children have lost limbs in Gaza?

WSU does not have first-hand knowledge but is aware of media reports.

(51) Do you acknowledge that Syqe medical have stated “We are proud of the strategic partnership with the [Israeli] Ministry of Defence”, and “honored for the opportunity to make a positive impact”?

We are unaware of this quotation, its source or verification.

(52) On what basis do you disagree with the NSW Nurses and Midwives Association, who have passed a motion calling for the NICM to boycott their affiliation with Syqe?

We are unaware of this motion. In any event, WSU does not have an affiliation with Syqe.

(53) What actions have you taken to support the democratic decision of the Student General Meeting on Thursday 21st of August 2025 that WSU should:

(a) Cut all ties with Syqe medical?

As stated, WSU does not have a research agreement or other form of affiliation with Syqe.

(b) Reinstate suspended students?

We cannot comment on matters that are either before the courts or part of ongoing internal processes.

(c) Halt job cuts.

Western Sydney University is working through a formal change process under its Enterprise Agreements. We are working hard to reduce the number of jobs impacted.

(d) Call for Sanctions on Israel?

This is not a role for Western Sydney University. We comply with whatever sanctions are put in place by the Australian government. In

Israeli University Partnerships

(54) Given WSU has engaged in an International Social Work Summer School, where Hebrew University of Jerusalem is a participating university, and HUJ is deeply enmeshed in Israel's military occupation, how can you justify WSU partnering with universities that develop technology used in repression and surveillance of Palestinians?"

There are currently nine universities, from all over the world, in this consortium that seeks to promote scientific, social and cultural exchanges between participants and to engage critically with global issues concerning social work theories and practices.

(55) Universities in South Africa were once boycotted for their role in upholding apartheid. Why is WSU today taking the opposite path, building ties with Israeli institutions that are part of an apartheid regime?

WSU does not itself conduct foreign policy and instead complies with Australian Government sanctions.

(56) WSU's Code of Conduct and ethical research standards require research to avoid harm and conflicts of interest. How does collaborating with a company supplying the Israeli military fit within those standards?

See the answer to question 47.

(57) Given the widespread global condemnation of Israel's actions in Gaza—including by United Nations experts who describe it as genocide—why is WSU choosing to continue business-as-usual with Israeli companies and institutions?

See the answer to question 47.

University Complaints

(58) How many complaints with regard to references to the Israel genocide have been received in:

(a) 2023?

0

(b) 2024?

0

(c) 2025 to date?

0

(59) Of complaints received with regard to references to the Israel genocide, how many resulted in disciplinary cation in:

(a) 2023?

0

(b) 2024?

0

(c) 2025 to date?

0

University enrolments

(60) How many students enrolled at your University identify as:

(a) Palestinian?

(b) Israeli?

(c) Lebanese?

WSU has limited information based upon how students identify, including in cases where they may identify with multiple nationalities including Australia. In 2025, we had a) 6 students enrolled from Palestine, b) 17 students from Israel, and c) 341 from Lebanon.

Questions on behalf of the Opposition

(61) 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?

Western Sydney University does not have a plan to decolonise our curricula.

(62) How many jobs have been cut from administrative staff over the last 12 months and 24 months respectively?

Employment Type	Terminated Last 12 months	Terminated Last 12 to 24 Months
Academic	0	1
Professional	10	6
Senior Professional	21	0
Grand Total	31	7

(63) How many jobs have been cut from academic staff over the last 12 months and 24 months respectively?

See above.

(64) How many courses have been cancelled at the beginning of the academic years, 2023, 2024 and 2025 respectively?

Zero.

(65) 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?

The University has approved to retire a limited number of programs following completion of teach out between 2023-2025, in accordance with our academic approval processes. Where this has occurred, impacted students are contacted and provided with options to transfer to replacement programs where applicable, or continue and complete their studies in their existing program.

From time to time the University will suspend intake of a program for a particular term or period, in accordance with our academic approval processes, but has not cancelled a program after advertisement in 2023-2025.

(66) How has the University measured or assessed the impact?

No impact on students.

(67) How has the University assisted students, addressing financial, emotional and social impact and needs?

Western Sydney University adopts a holistic approach to student support, recognising the interconnection between financial, emotional, and social wellbeing. The University delivers a comprehensive suite of scholarships, bursaries, and emergency relief programs to assist students in meeting living costs, placement requirements, and study-related expenses.

Through the Student Services Hub and dedicated Wellbeing Services, students are able to access counselling, psychological care, and tailored wellbeing initiatives. Western Success advisers provide proactive outreach and ongoing support to students identified as at risk, ensuring continuity of engagement and connection throughout their studies.

The University also cultivates a strong sense of belonging and community through peer mentoring, structured orientation programs, student clubs and societies, and a wide range of cultural initiatives.

Collectively, these measures demonstrate the University's ongoing commitment to addressing the multifaceted challenges experienced by students and to ensuring that all students are equipped with the resources, support, and opportunities necessary to succeed.

(68) 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 has fields of study within programs that focus on the listed areas, and courses provide exposure to a variety of topics within the discipline. A minor field of study is available in Gender Studies for the Bachelor of Arts, Bachelor of Social Sciences and Bachelor of Humanitarian and Development Studies.

Fields of study in Indigenous Studies are available in the Bachelor of Arts, Bachelor of Business, Bachelor of Social Sciences, and Bachelor of Psychological and Social Sciences. Fields of study in culture and society are available in the Bachelor of Arts, Bachelor of Creative Industries and the Bachelor of Education (Secondary). Since these areas are not the core focus of the courses, enrolment numbers cannot be provided as students are not separately enrolled.

(69) How do you justify the inclusion of courses perceived as 'woke' in terms of their economic and social value to NSW?

It is difficult to comment on this as it is not clear which of our courses are being referred to.

Our courses enable graduates to demonstrate a commitment to educational excellence, grounded in the core competencies of critical thinking, ethical reasoning, and historical awareness.

The University is committed to driving the region's transformation from 'peripheral' to 'core' economy. Western Sydney is one of the most culturally and linguistically diverse regions in Australia.

Courses that explore race, gender, disability, and cultural identity equip graduates to work effectively in multicultural environments, vital for public industries such as healthcare, education, public service, and community development. These courses encourage creative problem-solving that reflects the lived experiences of Western Sydney communities, enabling graduates to address systemic barriers for underrepresented groups, boosting overall productivity.

The University is also committed to attracting and uniting students to drive social, cultural and sustainable transformation. Courses that explore social justice help students understand and navigate complex social dynamics, which contributes to safer, more inclusive communities, which is essential for mental health, civic engagement, and public trust.

Australia's professional workplace standards and laws require graduates to meet ethical and legal standards in their fields, and studies in these areas ensure that students are equipped to meet these and advocate for continued fair and inclusive practices.

(70) What evidence do you have that graduates of these courses secure employment in roles that contribute to NSW's economy?

It is not clear which courses specifically are being referred to. The Graduate Outcomes Survey 2025 results show for example the Humanities and Geography study area with 74.6 per cent students overall employed, 48.5 per cent in full time employment and 53.2 per cent in full time study.

(71) Are there plans to review or adjust course offerings to prioritise disciplines with higher employment outcomes, given taxpayer funding?

The University is developing an annual cycle of program review to evaluate our suite of courses based on a set of holistic performance measures. Initiatives to date include clean-up of non-active curriculum.

(72) Are there plans to review or adjust course offerings to meet identified skill shortages, given taxpayer funding?

The University is planning strategic uplift and designing new programs to support the Western Sydney region and beyond with focus on required skills, such as the new Western Sydney International (WSI) Airport. Those programs will be available for 2027 offering and will be announced in 2026.

Questions from Ms Abigail Boyd MLC

(73) The VC has this year pointed to 'pay confidence' (wage theft remediation) and cybersecurity upgrades as a major contributors to the projected deficits for 2025, 2026 and beyond. A combined figure for these initiatives has been offered which has varied between \$20 and \$26M a year over multiple years. But no breakdown of these costs has ever been provided. What is this money being spent on?

Pay confidence is an important program of work to ensure that the University is correctly paying its employees, now and into the future, as well as remediating where required.

A figure of \$13.2m was included in the 2024 financial statements for wage remediation under the pay confidence program to cover remediation payments to affected employees as well as costs associated with system upgrades and improvements to remain compliant with legislation and regulatory body requirements. Further work is currently being undertaken to determine any additional need for wage remediation. Costings are not available until this is complete.

WSU has experienced repeated and damaging cyber-attacks over the past 18 months that have caused harm to many people in our community. An alleged threat actor is currently before the courts.

As part of its regulatory response, WSU has committed to the NSW Information and Privacy Commission and federal agencies to significantly uplift its cyber posture and incident response as part of a Cyber Resilience and Remediation Program.

2025 expenditure of \$26m including:

- \$6m in core operational staffing from existing ITDS staff who have supported Cyber security run and remediation activities.
- \$11m in program based staffing, consulting and implementation spend to lift the cyber security maturity of the University.
- 6m in direct Cyber incident response. This includes spend on implementation consulting, legal and communication spend.

- \$3m in software and infrastructure uplift and licencing, forming part of the longer-term remediation and resilience program planned through 2025-2028.

2026 potential expenditure of \$23m including:

- \$5.5m in core operational staffing from existing ITDS staff who have supported Cyber security run and remediation activities.
- \$6.5m in program based staffing, consulting and implementation spend to lift the cyber security maturity of the University.
- \$3m in software and infrastructure uplift and licencing, forming part of the longer-term remediation and resilience program planned through 2025-2028.
- \$8m is currently being assessed for infrastructure and network capability uplift.

Advice from the Australian government is that this may be insufficient and may need to be uplifted because of an anticipated increase in threat activity, including by using new AI tools, against WSU and other institutions.

(74) The 2024 annual report, and information subsequently released to the University, seem to suggest that actual pay remediation has been a very small part of the 'pay confidence' budget, and that by far the largest expense has been in auditing and consultancy costs. What is the breakdown between payments to external providers and pay remediation to staff?

The 2024 Annual Report referenced a provision that had been set aside to rectify any identified payment shortfalls for current and former employees. To date, nearly \$1m in repayments have been made to impacted staff.

The remainder of the provision has not yet been allocated, as a full audit and diagnostic is being conducted in line with the 'Payroll Remediation Program Guide' authored by the Fair Work Ombudsman.

In addition to remediation payments, the University expects to incur approximately \$3m in system upgrades and consultancy costs across 2024-2026 to strengthen payroll processes and compliance. This though is subject to the completion of the audit and diagnostic work that is currently underway.

(75) A major rationale for the 'Reset' restructure commenced in 2025 was the introduction of AI – and specifically the AI chatbot for student services known as Western100. However, I understand no information about Western 100 has been provided to the University community- or to staff potentially affected by this technology. What is the size and scope of the contract with Microsoft (and potentially also other outside firms) to create and maintain Western 100?

WSU has signed an MOU with Microsoft related to the future development of digital technology and AI in alignment with the "digital shift" identified in the University's WESTERN 2030 strategic plan communicated to staff. This MOU is targeted at three key areas:

1. improving student success
2. improving staff experience, and
3. developing future skills for staff and students.

This MOU does not include any direct commercial engagement, although WSU does procure Microsoft systems and infrastructure to support the type of work that is undertaken in this space as part normal operations.

The Western 100 project has a contract with a Microsoft partner business (integrator) business called Agile Insights. This contract is valued at approximately \$160,000 but has no direct commercial involvement of Microsoft as it is purely related to app development and integration work.

(a) Why has there been no change process connected to the introduction of Western 100?

Western 100 is an initiative designed to enhance the student experience as part of the University's broader student success strategy. It does not have a direct relationship to the RESET program. The focus of Western 100 is on providing students with timely, real-time information and support during their first 100 days at university. Importantly, it becomes a journey companion for students across their entire education career, continuing to provide guidance, prompts, and connection well beyond the initial transition period.

(b) Why did the VC's most recent webinar fail to mention AI as a rationale for change – even though it had featured prominently in previous webinars?

AI is not a rationale for the changes that are being proposed at the University. Technology, where appropriate, will be utilised to support and enable staff to best perform their roles but is not a driver of these changes.

(c) Why has there been no mention of AI in initial discussion with directly affected staff in the restructure?

AI is not a driver of the proposed changes, which is why it has not featured in initial discussions with staff. The focus of conversations has been on the structural and operational adjustments required to ensure the University is set for future success.

(76) I understand the VC has told the University and multiple media sources that the 'Reset' restructure is being conducted in-house, and that no use is being made of external consultants. However, in other communications with the University and the NTEU the VC has suggested instead that external consultations are being used to 'supplement' the work of staff in HR. What is the actual role of external consultants in the 'Reset' process?

The Reset program is being led and delivered by University staff. To support these staff and ensure we can deliver on our commitments, some temporary roles have been created that have been filled on a temporary basis. The volume of work has required this additional support to prevent University staff from being overloaded. In limited circumstances, additional expertise has also been brought in to supplement the core team and provide technical expertise, however this has been limited in nature and under the direction of University staff.

The core strategy, structure and decision-making has always been the responsibility of the University's leadership.

a. Can you please table any relevant documents about external services?

N/A.

(77) The interim CPO – who has general oversight of the ‘Reset’ process - is according to his LinkedIn page an external consultant. He now appears to have been put on some form of retainer by the University – even though his self-description on his LinkedIn page had not changed at last viewing. The same appears to be true of the interim CDO, In addition, at least four other members of the ‘Reset team’ state on their LinkedIn pages that they are consultants outside the University. The VC has insisted that all of these individuals are actually employees of the University. What is the actual employment status and situation of these individuals?

While the Interim CPO may have worked in a consulting capacity previously, or described himself as such on his personal social media platform, his engagement with the University is on a full-time basis as a contractor pending the long-term filling of this role.

The Interim CDO has been engaged via her consultancy on a full-time basis to provide the University with critical data expertise that does not currently exist while the function is established. The Interim CDO is not involved in the management of the Reset program.

(78) Why has the interim CDO, if working as a member of staff, been utilising the staff in her consultancy to carry out instructions within the ‘Reset team’?

The consultancy is not engaged under the Reset program. The University has engaged a consultant, of which they are providing the services of Interim Chief Data Officer as part of the statement of work. Other staff within the consultancy are utilised on an as required basis to support the data expertise and services provided as established under the service agreement.

The arrangement is in place to assist with establishing the data function and maintaining continuity of service pending the CDO role being filled, which has been advertised with recruitment underway.

(a) Are these people on some form of retainer, and if so what is the nature of this arrangement?

See above.

(b) Why are these people in turn issuing instructions to University staff?

Both the interim CPO and interim CDO fulfil the normal responsibilities of someone holding these positions.

(79) In his April webinar announcing 300-400 proposed job cuts, the VC reference student load projections from March for 2025, 2026 and 2027 as suggesting a financial crisis. Subsequently (since HECS census date) these student load projections have change markedly. But no information has been released to the University community about these changes. What is the difference between the student load projections as of August 2025 compared with March?

The improvement in student load over the 2025-2027 period compared the March projections is 5.5 per cent across the 3 years Information has been regularly provided to the WSU community as load and other figures have altered via email, all-staff webinars and town hall meetings. The change in load and other factors meant that the projected 2026 deficit communicated to WSU staff early in 2025 of \$79.1 was reduced to \$74.5 million. This, among other factors such as large savings in non-salary costs and job cuts of senior leaders, has greatly reduced the number of impacted staff.

(a) What difference has this made to the projected budget deficit?

The projected budget deficit relating directly to student revenue growth is expected to improve by \$9 million over the 2025-2027 period.

(80) In 2025 the University has successfully tendered for the police training contract previously held by CSU. These are full fee paying domestic students. The new student load projections for 2026, 2027 and 2028 suggest that these students will as much as treble the domestic fee-paying (DFP) student load of the University. This information has not been communicated to the University community. What will the impact of the policing contract be on student load and revenue, and how will that impact the proposed budget deficits?

Student load forecasts for Western for 2026 have included the projected load from the NSW Police Force Constable Education Program.

Based on current cash flow analysis, the program is projected to contribute 4,738 EFTSL over the 2026-2028 period.

The additional enrolments will improve the university's budget position by \$12.4m over the 2026-2028.

As noted in the university's response in 79(a) above, the additional enrolment from this program contributes \$6m of the total \$9m increase.

(81) The former Bankstown (Milperra) campus is still in University hands, and has reportedly been valued as worth up to \$500M. It is currently under development for medium-density housing. Yet in the 2024 annual report it appears only as a liability (maintenance costs). What is the actual value of this property, how and when is that value to be realised, and what impact will that have on the financial situation of the University?

In the 2024 annual report the Milperra site is reported as a 'Non-Current Asset' with a value of \$130m. To date, WSU has received net proceeds of \$24.8 million from the sale of a portion of the land to 'The Trustees of the Roman Catholic Church for the Archdiocese of Sydney'.

The remainder of the Milperra site has not been sold and is subject to a Project Development Agreement (PDA) with Mirvac, meaning the final proceeds cannot be quantified at this time.

(82) Has the 'Reset program', potentially involving the loss of 300-400 jobs, received any substantial discussion on the Board of Trustees, and if so which meetings of the Board?

The Board of Trustees discussed the 'Reset Western' program, or Operating Model Reset, at its meetings on 9 April 2025, 4 June 2025, 5 June 2025 and 12 September 2025.

(83) Please provide an individual breakdown of the full-time student load cost for:

(a) Master of National Security Policy

This program was either not available or undertaken in 2024 and is not part of current offerings. Therefore no costing data is available.

(b) Master of Applied Cybernetics

This program was either not available or undertaken in 2024 and is not part of current offerings. Therefore, no costing data is available.

(c) Master of Public Policy

This program was either not available or undertaken in 2024 and is not part of current offerings. Therefore, no costing data is available.

(d) Master of Philosophy

The average cost per full-time student load (EFTSL) is \$70,504.

(e) Bachelor of Music

The average cost per EFTSL is \$21,905.

(f) Bachelor of International Relations

The university offers a Bachelor of International Studies and the average cost per EFTSL is \$20,802.

(g) Master of Climate Change

This program was either not available or undertaken in 2024 and is not part of current offerings. Therefore no costing data is available.

(h) Bachelor of Science

The average cost per EFTSL is \$22,417.

(i) Bachelor of Psychology

The average cost per EFTSL is \$18,068.

(j) Doctor of Medicine and Surgery

The average cost per EFTSL is \$29,000.

(k) Bachelor of Economics

This program was either not available or undertaken in 2024 and is not part of current offerings. Therefore, no costing data is available.

(l) Master of Statistics

This program was either not available or undertaken in 2024 and is not part of current offerings. Therefore, no costing data is available.

(84) The financial briefing provided to the Board (and to the unions) in early May this year contained some important errors – most conspicuously in the PowerPoint labelled ‘Student Numbers Trends’. The graph in this PowerPoint presented alarming EFTSL load figures (dotted line) for 2025, 2026 and 2027 – figures which are not available in any known data-source, and which are far more pessimistic than any figures subsequently released. These figures were then used as a rationale for the supposed existence of a ‘structural budget deficit’. Were these numbers incorrect?

The student number trends provided in early May were estimates based on pre-census student load data from the University’s student load forecasting system. Student load estimates are inherently dynamic in the lead-up to semester census dates.

These figures were not the primary basis for identifying a structural budget deficit at WSU. That information is contained in the audited accounts for WSU for 2023 and 2024.

(a) How did this mistake happen?

As noted above, these were early pre-census student load estimates.

(b) And when, if ever, was the Board notified that it had been misled?

As noted above, these were early pre-census estimates. Once post-census enrolment data became available, revised student load projections were developed and communicated to the Board of Trustees through the regular reporting process.

Questions from Hon Dr Sarah Kaine MLC

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

The remuneration of the Vice-Chancellor is initially set during the recruitment session through discussions with the candidate and the Chancellor, and through endorsement of the Vice-Chancellor Nominations Committee, the Remuneration and Nominations Committee and is then approved by the Board of Trustees.

The Board reviews the performance plan of the Vice-Chancellor annually at its February meeting and also reviews the Vice-Chancellor’s performance review annually at its December meeting. Part of this review includes the remuneration of the Vice-Chancellor, with endorsement from the Board’s Remuneration and Nominations Committee.

(a) How is the make-up of the Remuneration Committee determined?

The University’s Remuneration and Nominations Committee membership is set out within the Committee’s Charter, which is approved by the Board of Trustees. Individual members of the Remuneration and Nominations Committee are endorsed by the Committee itself and approved by the Board of Trustees.

(b) What information is provided to the broader Council prior to them approving the VC and Provost's remuneration?

In relation to the Vice-Chancellor's performance (plan and review) and remuneration, a report is provided annually to the Remuneration and Nominations Committee (RNC) for noting. This matter is considered in-camera and papers are available to RNC members only. This paper is also considered by the Board of Trustees in-camera and the papers are available to Board members only.

In relation to the Senior Executive remuneration, a report is provided to RNC annually for noting. This matter is considered in-camera and papers are available to members only. This paper is not provided to the Board of Trustees; however, the confidential addendum of the in-camera session is attached to the RNC meeting minutes, and are made available to Board members only.

(c) How much information about the decision making process is publicly available?

The information about the decision-making process is not publicly available.

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

Staff in the Chancellery include those covered by the University's Enterprise Agreements as well as staff on senior and executive employment contracts. Salaries for senior and executive staff remain frozen from last year in response to sector-wide financial challenges.

The University supports sector-wide, independent benchmarking through the federal Remuneration Tribunal to ensure transparency and alignment with public service standards. The Board of Trustees' Remuneration and Nomination Committee endorses this approach for current and future Vice-Chancellors and all senior staff.

(87) 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?

A 'Notice of the next Board of Trustees Meeting' is published via E-Update 2-3 days before the meeting advising staff of the upcoming meeting and the matters that will be considered in Open Session.

(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?

Minutes are taken for each meeting and are made available to Board members. University staff members may access these upon request.

A summary of the Open Session of each meeting is made available on the University's website. Meeting summaries for 2025 are in the process of being put on the website.

(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?

Meeting summaries of the Open Sessions of Board meetings are made available on the Board of Trustees website. These summaries include the date, time and location of the meeting, and a summary of the main items considered by the Board.

i. Who prepares the publicly available record of the meeting?

The Board Secretariat and the General Counsel and University Secretary

ii. What is the cost associated with preparing the publicly available record of the meeting?

This has not been quantified

ii. Who approves the final public record of the meeting for release?

General Counsel and University Secretary

(c) 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?

Summaries are available after the minutes are drafted and reviewed by the General Counsel and University Secretary.

(e) What is the annual budgeted expenditure for the operation of your University's Council/Senate/Board of Trustees?

The budgeted expenditure of the Board, Committees and Academic Senate varies per year depending on expenditure requirements, however the average budget per annum (based on allocated and forecast figures between 2024 and 2028) is \$404,908.

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?

Yes, honorariums and coverage of costs.