

SUPPLEMENTARY QUESTIONS

Questions from Ms Sue Higginson MLC

PROFESSOR ANDREW PARFITT

University Investments

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

Regarding direct investments, in 2019 UTS moved to a fossil free fund (Australian Ethical) to align our investments with the university's sustainability and social justice commitments, guided by the UTS Treasury and Investments Policy. This came about after a detailed review of our responsible investment strategy to find an investment partner with shared ambitions to integrate Environmental, Social and Governance outcomes, and to align with the global United Nations Sustainable Development Goals (SDGs).

Regarding indirect investments, UTS looks to the Ethical Charter of our investment manager – Australian Ethical. It is principles-based and seeks investments assessed to support the spirit of the SDGs, restricting investments assessed to unnecessarily:

- pollute land, air or water
- destroy or waste non-recurring resources
- extract, create, produce, manufacture, or market materials, products, goods or services which have a harmful effect on humans, non-human animals or the environment
- market, promote or advertise, products or services in a misleading or deceitful manner
- create markets by the promotion or advertising of unwanted products or services
- acquire land or commodities primarily for the purpose of speculative gain
- create, encourage or perpetuate militarism or engage in the manufacture of armaments
- entice people into financial over-commitment
- exploit people through the payment of low wages or the provision of poor working conditions
- discriminate by way of race, religion or sex in employment, marketing, or advertising practices
- contribute to the inhibition of human rights generally

The sum of university investments is disclosed in our annual reports which is available from here: <https://www.uts.edu.au/about/leadership-governance/annual-reports>

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

Deep connections with industry and community have always been part of our unique history and identity. We understand that mutually beneficial collaborations with the end-users of our education and research – businesses, governments, NGOs, and target communities both locally and globally – are the best way to magnify and accelerate impact, today and into the future.

When selecting partners, UTS evaluates each potential collaboration against our core values — excellence, innovation, entrepreneurship and social justice — alongside our commitment to academic freedom and adherence to regulatory and internally imposed standards. Each partnership is evaluated based on its unique context, weighing risks, benefits and potential impacts on UTS's reputation and values.

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

See response to question 1 above in relation to direct and indirect university investments.

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

See response to question 2 above for context about how UTS chooses partners. UTS does not currently have any current institutional-level partnerships with Israeli corporations.

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

See response to question 1 above in relation to direct and indirect university investments.

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

See response to question 2 above for context about how UTS chooses partners. Defence-related partnerships at UTS are focused on advancing knowledge in the context of national security. UTS has no direct research or investment link to any military conflict. We do not work in areas related to weapons manufacturing, and those partnerships we have with companies in the defence sector have a national focus on delivering on our responsibilities as a public institution to support national security.

Our current strategic and research partnerships are listed on our website:

<https://www.uts.edu.au/for-industry/how-to-partner-with-uts/defence-related-partnerships>

- (7) What is the total sum of university investments, both direct and indirect, in gambling companies?

See response to question 1 above in relation to direct and indirect university investments.

- (8) How much does the university have directly or indirectly invested in gambling companies or poker machine manufacturers?

See response to question 1 above in relation to direct and indirect university investments.

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

See response to question 2 above for context about how UTS chooses partners. UTS does not currently have any institutional-level partnerships with the gambling industry.

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

See response to question 2 above for context about how UTS chooses partners. UTS does not currently have an institutional-level partnership with Israeli Academic Institutions.

- (11) What is the total sum of money held in any assets with, or investment in directly or indirectly, the following companies:

- (a) BAE Systems? NIL
- (b) Lockheed Martin? NIL
- (c) Northrop Grumman? NIL
- (d) Elbit Systems? NIL
- (e) Electro Optic Systems? NIL
- (f) Raytheon? NIL
- (g) Thales? NIL
- (h) Boeing? NIL
- (i) Chrysos Corporation? NIL
- (j) NIOA Group? NIL
- (k) Airbus Group? NIL
- (l) ASC? NIL
- (m) IBM? NIL
- (n) QINETIQ? NIL
- (o) SAAB? NIL
- (p) DXC? NIL
- (q) ExecuJet MRO Services? NIL
- (r) Dassault? NIL
- (s) Bouygues? NIL
- (t) NSO Group? NIL
- (u) Q Cyber Technologies? NIL
- (v) Intellexa? NIL
- (w) Maravilhas Solutions? NIL

- (x) Stone & Chalk? NIL
- (y) AustCyber? NIL
- (z) Red Piranha? NIL
- (aa) Willyama Services? NIL
- (bb) Alethea NIL
- (cc) Cybersixgill? NIL
- (dd) Alchemy Security Consulting? NIL
- (ee) 11point2? NIL
- (ff) Vectra? NIL
- (gg) Splunk Sention? NIL
- (hh) R1i.Technology? NIL
- (ii) Providence Consulting Group? NIL
- (jj) Redarc? NIL
- (kk) Hanwha? NIL
- (ll) Ferra? NIL
- (mm) HTA? NIL
- (nn) Quickstep? NIL
- (oo) Ionize? NIL
- (pp) Insync Solutions? NIL
- (qq) Fifth Domain? NIL
- (rr) DTEX? NIL
- (ss) CyberOps? NIL
- (tt) Wabtec Corporation? NIL
- (uu) SOIO? NIL
- (vv) School of Information Operations? NIL
- (ww) Coherics? NIL
- (xx) Caterpillar? NIL
- (yy) Dassault Systèmes? NIL
- (zz) General Dynamics? NIL
- (aaa) shkosh? NIL
- (bbb) Rheinmetall AG? NIL
- (ccc) Rolls-Royce Power Systems? NIL
- (ddd) RTX? NIL
- (eee) ThyssenKrupp? NIL

- (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? \$2,181,158*
 - ii. Sponsorship of facilities, programs or events? \$324,468*
 - iii. Scholarships? \$1,499,000*
 - iv. Consulting fees for university expertise? \$103,810*
 - v. Licensing fees? NIL
 - vi. Equipment donations or discounted purchases? NIL

*From 2020 to date.

- (ggg) Has the University paid money to any of these companies for:
- i. Licensing fees to use corporate software, databases, or technology? NIL
 - ii. Equipment and service purchases? NIL
 - iii. Consulting fees? \$293,292*
 - iv. Facility rental or co-location costs? NIL

*From 2020 to date.

- (hhh) What is the total monetary value of costs paid by the University to these companies? See response to question 11(ggg) above.
- (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? As outlined in our response to question 1, UTS's investment decisions are guided by our Treasury and Investments Policy.

(12) 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? NIL
- (b) Santos Limited? NIL
- (c) Origin Energy? NIL
- (d) Beach Energy Limited? NIL
- (e) Karoon Energy Ltd? NIL
- (f) AED Oil? NIL
- (g) Ampol? NIL
- (h) Australian Worldwide Exploration? NIL
- (i) Beach Energy? NIL
- (j) Blue Ensign Technologies? NIL
- (k) ExxonMobil Australia? NIL
- (l) Gull Petroleum? NIL
- (m) HWR Group? NIL
- (n) Penrite? NIL
- (o) Queensland Energy Resources? NIL
- (p) Roc Oil Company? NIL
- (q) Senex Energy? NIL
- (r) Shell Australia? NIL
- (s) Woodside Energy? NIL
- (t) Xtract Oil? NIL
- (u) Chevron Corporation? NIL
- (v) Shell PLC? NIL
- (w) BHP? NIL
- (x) BP PLC? NIL
- (y) Anglo Coal Australia Ltd? NIL
- (z) Bloomfield Collieries Pty Ltd? NIL
- (aa) Hunter Valley Energy Coal (HVEC)? NIL
- (bb) Centennial Coal? NIL
- (cc) Coalpac Pty Ltd? NIL
- (dd) Cornwall Coal? NIL
- (ee) Donaldson Coal Pty Ltd? NIL
- (ff) Enhance Place Pty Ltd? NIL
- (gg) Ensham Resources Pty Ltd? NIL
- (hh) Felix Resources Limited? NIL
- (ii) Yancoal? NIL
- (jj) Foxleigh Mining Pty Ltd? NIL
- (kk) Idemitsu? NIL
- (ll) Ensham Resources? NIL
- (mm) Illawarra Coal Holdings Pty Ltd? NIL
- (nn) Appin West? NIL
- (oo) Jellinbah Group? NIL
- (pp) Lithgow Coal Company Pty Ltd? NIL
- (qq) Macarthur Coal? NIL
- (rr) Muswellbrook Coal Company Ltd? NIL
- (ss) New Hope Group? NIL
- (tt) Peabody Energy Australia? NIL
- (uu) Rio Tinto Coal Australia? NIL
- (vv) Vale? NIL
- (ww) Wesfarmers Coal Ltd? NIL
- (xx) Whitehaven Coal? NIL
- (yy) Glencore Holdings Pty Limited? NIL
- (zz) ActewAGL? NIL
- (aaa) Alinta Energy? NIL
- (bbb) APA Group (Australia)? NIL
- (ccc) Australian Gas Networks? NIL
- (ddd) Carbon Energy? NIL
- (eee) Engie Australia? NIL
- (fff) Fremantle Gas and Coke Company? NIL
- (ggg) Gladstone LNG? NIL
- (hhh) Jemena? NIL

- (iii) Kleenheat Gas? NIL
- (jjj) Linc Energy? NIL
- (kkk) Multinet Gas? NIL
- (lll) QGC? NIL
- (mmm) South Australian Gas Company? NIL
- (nnn) State Energy Commission of Western Australia? NIL
- (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? \$109,471*
 - ii. Sponsorship of facilities, programs or events? NIL
 - iii. Scholarships? \$911,000*
 - iv. Consulting fees for university expertise? NIL
 - v. Licensing fees? NIL
 - vi. Equipment donations or discounted purchases? NIL
- (ppp) Has the University paid money to any of these companies for:
 - i. Licensing fees to use corporate software, databases, or technology? NIL
 - ii. Equipment and service purchases? \$53,436,694.63* for utilities services from 2020 to present.
 - iii. Consulting fees? NIL
 - iv. Facility rental or co-location costs? NIL

*From 2020 to date.

- (qqq) What is the total monetary value of costs paid by the University to these companies?

See response to question 12(ppp) above.

- (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?

See response to question 1 above.

Jillian Segal Recommendations

- (13) 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?

Antisemitism has no place at UTS. We note the Federal Minister for Education has confirmed the Australian Government will respond to the Special Envoy's Plan to Combat Antisemitism. Our university is awaiting the response of the Government to the report from Ms Segal, along with the report from the Special Envoy to Combat Islamophobia and the forthcoming report from the Race Discrimination Commissioner. We welcome the opportunity to contribute to the development of an integrated, evidence-based response.

- (14) 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?

See response to question 13 above.

- (15) 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?

As the Special Envoy is an appointment made by the Australian Government, this question is more appropriately directed to government.

- (16) 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?

As the Special Envoy is an appointment made by the Australian Government, this question is more appropriately directed to government.

- (17) Are you aware that your university's definition has been described as "closely aligned" with the IHRA definition?

UTS's *Equity, Inclusion and Respect Policy* outlines the social, ethical and behavioural standards expected at UTS and provides definitions of discrimination, harassment, inclusive culture, victimisation and vilification.

We are aware of a range of views on the Universities Australia working definition of antisemitism but consider it a useful starting point for consultation with students and staff. However, we await the Australian Government's consideration of the Special Envoy's Plan to Combat Antisemitism which proposes a uniform definition of antisemitism.

- (18) 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.

- (19) 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?

No. See responses to questions 13 and 17 above.

- (20) How many students have faced misconduct proceedings resulting from protest activity in:
- (a) 2024? 0
 - (b) 2025? 0

It is important to emphasise that we work diligently to resolve concerns as early as possible, starting with relationship management before commencing formal complaints or misconduct actions available under our policies. Working with our students and staff to resolve concerns early relies on us actively building trust in our ability to act, and trust in the systems we have developed to manage issues that are brought to our attention.

Misconduct

- (21) How many warnings have been issued to students resulting from protest activity in:
- (a) 2024? 0
 - (b) 2025? 0
- (22) Has the university employed external contractors or consultants to manage the misconduct and complaints processes? No.
- (a) If so, who? Not applicable.
 - (b) If so, how much money has been spent? Not applicable.
 - (c) If so, what training or advice is provided to ensure the procedural fairness of disciplinary proceedings? Not applicable.

As outlined in question 20 above, we work diligently to resolve concerns as early as possible,

starting with relationship management before commencing formal complaints or misconduct actions available under our policies. Working with our students and staff to resolve concerns early relies on us actively building trust in our ability to act, and trust in the systems we have developed to manage issues that are brought to our attention.

StandWithUs Australia and Israel-Is Affiliation

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

None.

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

None.

However, a private event was held at UTS in April 2025 by the UTS Branch of the Australian Union of Jewish Students which was supported by Israel-IS.

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

The private event was organised by the UTS Branch of the Australian Union of Jewish Students through ActivateUTS's event application process. The university implemented stricter security measures due to safety concerns.

- (26) 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?

UTS is not affiliated with StandWithUs Australia nor Israel-IS and it is not for us to comment on their political activities. Our primary focus is ensuring the safety of our community while supporting a culture in which diverse views can be freely expressed in line with our public purpose as a university.

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

See response to question 25 above.

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

See response to question 25 above.

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

Ensuring that everyone feels welcome, safe and supported during their time at UTS is of utmost importance to us. We have implemented a range of measures, including expanding our support services (e.g. UTS counselling and UTS Multi-faith Chaplaincy), to ensure the safety and wellbeing of our community.

Our senior staff, including our Deputy Vice Chancellor (Education and Students), Pro Vice-Chancellor (Social Justice and Inclusion) and Head of Security meet regularly (scheduled and on request) with UTS student leaders from the Australian Union of Jewish Students, the UTS Muslim Society, the Palestinian Society, UTS Student Association and students from the Student Representative Council to check in on the welfare of our diverse student cohorts.

These meetings aim to reinforce UTS services available to students and to provide an opportunity for students to alert us to any areas of concern and continue into 2025.

Protest

- (30) How many protests have not been authorised under UTS' protest policy in:

- (a) 2020?
- (b) 2021?
- (c) 2022?

- (d) 2023?
- (e) 2024?
- (f) 2025?

There have been no unauthorised protests at UTS during the period 2020-2025. UTS Security has been advised of all protests, in advance, by organisers in accordance with our Campus Policy.

University Partnerships

(31) How many scholarships has weapons multinational Thales offered to UTS students in:

- (a) 2020
- (b) 2021
- (c) 2022
- (d) 2023
- (e) 2024
- (f) 2025
- (g) What is the total monetary value of these scholarships?

UTS offers over 400 scholarships to help support students during their studies. Thales offers three scholarship programs for students to gain work experience with the aim to develop engineering and technology talent:

- Thales Senior Cooperative Scholarship. This scholarship offers \$25,000 per place over a one-year period. 28 students have been placed.
- Women in Engineering and IT Co-op Scholarship. This scholarship offers \$66,000 per place over a four-year period. Two students have been placed.
- Thales Galuwa Indigenous Engineering Scholarship. This scholarship offers \$45,000 per place over a three-year period. Two students have been placed.

(32) Is UTS aware that Thales has a partnership with Elbit systems, who manufacture drones used by the Israeli Defence Force to kill innocent civilians in Gaza?

- (a) Does UTS view this partnership as appropriate?
- (b) Will UTS cease their partnership with Thales?

Defence-related partnerships at UTS are focused on advancing knowledge in the context of national security. UTS has no direct research or investment link to any military conflict. We do not work in areas related to weapons manufacturing, and those partnerships we have with companies in the defence sector have a national focus on delivering on our responsibilities as a public institution to support national security.

More information is available from here: <https://www.uts.edu.au/for-industry/how-to-partner-with-uts/defence-related-partnerships>.

(33) Has Lockheed Martin given the University of Technology Sydney any:

- (a) Research grants or other sources of funding?
- (b) Sponsorship of facilities, programs or events?
- (c) Scholarships?
- (d) Consulting fees for university expertise?
- (e) Licensing fees?
- (f) Equipment donations or discounted purchases?
- (g) What is the total monetary value of costs paid to the University of Technology Sydney by Lockheed Martin?

UTS received \$558,723 from Lockheed Martin for research into fatigue (2018 – 2021).

(34) Has the University of Technology Sydney paid to Lockheed Martin any:

- (a) Licensing fees to use corporate software, databases, or technology?
- (b) Equipment and service purchases?
- (c) Consulting fees?
- (d) Facility rental or co-location costs?
- (e) What is the total monetary value of costs paid to the University of Technology Sydney by Lockheed Martin?

No

- (35) Has the University of Technology Sydney made any Joint venture investments with Lockheed Martin?

No

- (36) Is UTS aware that Lockheed Martin supplies the Israeli Air Force with F-16 and F-35 fighter jets, as well as missiles, used to kill innocent civilians in Gaza?
- (a) Does UTS view this partnership as appropriate?
- (b) Will UTS cease any partnerships with or investments in Lockheed Martin?

See response to question 32 above.

Surveillance

- (37) 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?

As part of our daily media and communications practice, UTS monitors Public Social Media accounts for upcoming activities that may be held on the UTS campus. UTS does not consider this form of monitoring to constitute surveillance.

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

The use of WiFi is covered by UTS's Acceptable Use of Information Technology Resources Policy: <https://www.uts.edu.au/about/leadership-governance/policies/a-z/acceptable-use-information-technology-resources-policy>.

- (39) 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?

Yes. Version updates to the policy are listed in the version history of the policy, accessible from here: <https://www.uts.edu.au/about/leadership-governance/policies/a-z/acceptable-use-information-technology-resources-policy>.

- (40) 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?

UTS does not have a building named the Micheal Spence Building.

People's Inquiry into Campus Free Speech on Palestine

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

UTS is aware of the report through the media. Academic freedom and freedom of expression are paramount values of UTS, upholding the tradition of universities as places where knowledge is challenged and developed. These values are part of our ethos, without which we could not fulfil our vision. They are embedded in the way we do business — they are present in the University of Technology Sydney Act 1989 under which UTS was established — and expressed in our policies, codes and procedures.

- (42) 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?

UTS is committed to freedom of speech and academic freedom, while safeguarding student and

staff wellbeing. We have clearly and repeatedly communicated this commitment to members of our university community.

- (43) 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 response to question 41 above.

- (44) 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 response to question 41 above.

- (45) 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. Our campus regularly hosts events organised by staff, students and external stakeholders for a variety of reasons. When permitting events to be held on campus, UTS always takes into account health and safety considerations and if any additional safety risks are identified, the university works with stakeholders to implement additional security measures.

- (46) 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?

Yes.

University Complaints

- (47) 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? 2

The above data is based on complaints received referencing "Israel genocide". It is important to emphasise that we work diligently to resolve concerns as early as possible, starting with relationship management before commencing formal complaints or misconduct actions available under our policies. Working with our students and staff to resolve concerns early relies on us actively building trust in our ability to act, and trust in the systems we have developed to manage issues that are brought to our attention.

- (48) 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

The above data is based on complaints received referencing "Israel genocide". It is important to emphasise that we work diligently to resolve concerns as early as possible, starting with relationship management before commencing formal complaints or misconduct actions available under our policies. Working with our students and staff to resolve concerns early relies on us actively building trust in our ability to act, and trust in the systems we have developed to manage issues that are brought to our attention.

University Enrolments

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

As of 11 September 2025, the following data is sourced from our student record management system where 'Country of Birth' is self-reported for actively enrolled students:

- a) Palestinian Territory 9
- c) Israel 47
- b) Lebanon 126

Questions on behalf of the Opposition

Questions to all University Vice-Chancellors

- (50) 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?

UTS is unable to comment on what is meant by 'indigenise and decolonise' courses.

UTS has had a university-wide Indigenous Education and Research Strategy since 2011. The Indigenous Education and Research Strategy 2025-2030 builds on the success of UTS's previous strategies, with focused areas for this iteration including:

- increasing Indigenous student participation and supporting a positive student experience
- growing Indigenous-led research
- providing a culturally safe environment for Indigenous students and staff
- increasing internationalisation
- recognising Indigenous data sovereignty and stewardship
- measuring Indigenous impact
- protecting Indigenous Cultural and Intellectual Property
- ensuring Indigenous-led innovation and creative practice.

As part of this strategy, UTS is committed to progressing development of a nationally significant Indigenous Graduate Attribute (IGA) in our teaching and learning. The IGA continues to be implemented in all onshore award courses to ensure that UTS graduates have knowledge of Indigenous Australian contexts to inform their capability to work effectively for and with Indigenous Australians within their profession.

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

For the period 1 January 2024 to 31 December 2024 (12 months), there were 16 organisation-initiated terminations of Professional Staff. For the period 1 January 2023 to 31 December 2024 (24 months), there were 28 organisation-initiated terminations of Professional Staff.

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

For the period 1 January 2024 to 31 December 2024 (12 months), there was 1 organisation-initiated termination of Academic Staff. For the period 1 January 2023 to 31 December 2024 (24 months), there were 5 organisation-initiated terminations of Academic Staff.

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

Courses are discontinued for various reasons. In the majority of cases it is because of low demand. However, the decision to discontinue a course may also consider the impact of the decision on continuing students (if any), applicants, graduates, relevant stakeholders, and any transfer or

articulation arrangements.

The following table shows the number of courses discontinued, and phased out to discontinue, in the requested period (inclusive of mid-year occurrences):

Effective dates	Discontinued	Phased out	Total
January 2023	32	12	44
July 2023	3	33	36
January 2024	8	15	23
July 2024	0	7	7
January 2025	0	26	26
July 2025	0	7	7
TOTAL	43	100	143

- (54) 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?

See response to question 53 above for mid academic year data, and question 56 below for how UTS assists students with their financial, emotional and social needs.

The discontinuation of courses at UTS typically occurs only when enrolments are nil or very low. In these circumstances, current students are not disadvantaged, they are supported to complete their studies through a formal teach-out plan, and are offered individual consultation to ensure their progression. Where appropriate, students may also be provided with the option to transfer to another course. Importantly, under the Operational Sustainability Initiative (OSI), no decision has been made to discontinue courses.

- (55) How has the University measured or assessed the impact?

The University assesses the impact of discontinuing courses through formal governance processes requiring a teach-out-plan, approved by Academic Board ([Course Approval Policy](#)). These plans set out the number of students affected, completion timeframes, communication and support measures, and any alternate pathways, ensuring minimal financial, academic, or social impact on students.

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

UTS has established a comprehensive framework to address the financial, emotional and social needs of our students. These supports are guided by the Support for Students Policy and the Student Experience Framework, and are subject to continuous monitoring, external referencing, and quality assurance programs. An overview of our full services suite to support students in academic, administrative and wellbeing domains is available at <https://www.uts.edu.au/for-students/current-students/support>

UTS provides targeted financial support through the Financial Assistance Service, bursaries, and emergency relief programs. Monitoring mechanisms, including the Academic Caution Process, enable early identification of students experiencing financial stress that may impact their progression. These mechanisms ensure appropriate and timely referral to assistance.

The University's Teaching and Learning Committee has oversight of many aspects of the student experience, as outlined in its Terms of Reference:

- Teaching and learning quality and performance, including:
 - activities, strategies, policy and projects focused on enhancement of student experience and success including recognition of and support for student diversity, study modes, and learning needs.
 - teaching and learning risk management including identification, assessment and monitoring of risks to the teaching and learning activities, and reporting on these risks and the effectiveness of relevant mitigations.
- For UTS subjects, courses and student cohorts, the committee will:
 - receive regular reports on subject, course and cohort performance.

- approve and monitor planned actions proposed by faculties to improve courses and subjects performing unsatisfactorily, and actions by faculties or support units to improve academic support for particular student cohorts.

Student success is externally referenced through retention, progression and completion data and learning outcomes are benchmarked against national providers and aligned to the Higher Education Standards Framework.

- (57) 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?

For the public's convenience, UTS has a searchable course handbook which is available from here: <https://www.uts.edu.au/courses>. We do not have any courses focused on 'Gender Studies', 'Race Studies' or 'critiques of Western colonisation'.

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

UTS is unable to comment on what the Committee perceives as 'woke' courses. All UTS courses are subject to rigorous internal and external accreditation processes, ensuring that they meet the Higher Education Standards Framework and deliver measurable economic and social outcomes. The inclusion of courses addressing contemporary social issues reflects the university's responsibility to prepare graduates for the realities of the modern workforce and to contribute to the prosperity and cohesion of NSW.

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

In addition to our response to question 58 above, UTS draws on multiple sources of evidence to assess graduate employment outcomes and their contribution to the NSW economy. In particular, the Graduate Outcomes Survey, undertaken nationally, provides robust longitudinal data on the employment destinations, industry sectors, and salary outcomes of our graduates. This survey demonstrates that UTS graduates, including those from courses sometimes labelled as "emerging" or "socially oriented" secure employment across a wide range of industries in NSW, contributing to the state's workforce and economic growth.

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

UTS regularly reviews its course offerings to ensure alignment with student demand and employment outcomes. Courses are also developed in partnership with industry using practice-based learning, and portfolio decisions are informed by national workforce priorities and labour market intelligence.

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

UTS is aligning future course portfolio strategy with employer and skills needs, temporarily suspending low-demand intakes and refocusing resources on disciplines where UTS has demonstrable strength, linked to identified skill shortages, guided by UTS 2030 strategy and external priorities set by government. For example, the NSW Skills Plan and Jobs and Skills Australia reports.

Questions from Hon. Dr Sarah Kaine MLC

Professor ANDREW PARFITT, Vice-Chancellor and President, University of Technology Sydney

- (62) 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?

UTS Council approves the composition of the Remuneration Committee. The Charter of the Committee is published on the University's web site and includes information in relation purpose, responsibilities and composition.

More information is available from here: <https://www.uts.edu.au/about/leadership-governance/governance/committees/uts-council/council-committees/remuneration-committee>

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

The Remuneration Committee determines the remuneration of the Vice-Chancellor and Provost. Council is advised of the Committee's decision.

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

UTS has adopted the voluntary set of principles and processes outlined by the Australian Universities Vice-Chancellor and Senior Staff Remuneration Code. The UTS Annual Report includes a Statement in relation to the Code and also provides a summary of senior executive remuneration by band.

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

UTS offers competitive remuneration and biannual increases to all staff at UTS as provided in our Enterprise Agreements, plus:

- 17% superannuation for fixed-term and continuing staff.
- Salary packaging options for additional superannuation contributions, vehicle leasing and FBT exempt benefits including work-related subscriptions and memberships fees, parking fees, and airport lounge membership.
- Access to on-campus UniSuper superannuation advice, seminars and support.
- Perks and discounts on electronics, travel, food, and more through partnerships with JB Hi-Fi, Flight Centre, and TELUS Health.

More information is available from here: <https://www.uts.edu.au/staff/working-uts>

- (64) What is the annual budgeted expenditure for the operation of the Council?

- (a) 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?

Council members do not receive remuneration or allowances. Nor do Council members receive any payment for attendance at meetings or University events. Members may be reimbursed for reasonable expenses incurred to attend the University that is generally limited to travel expenses. These expenses are considered under clause 10, Rule G1 of the UTS General Rules which provides: *If a member of the Council incurs out of pocket expenses while engaged on University business, the University Secretary may authorise the payment of the whole or any part of the expenses so incurred to that member.*

- (65) I note that UTS has recently announced the election of a new UTS Chancellor. In regards to the process of electing the new Chancellor can you please advise:

- (a) Can you outline the process that was undertaken to determine and elect the new UTS Chancellor

Council approved the appointment of a sub-group, comprising 7 members, to oversee the shortlisting of potential candidates.

- (b) I've been advised there was a sub-committee that determined the shortlist for the replacement Chancellor, is there a student or staff representative on that sub- committee?

The Vice-Chancellor and Chair of Academic Board were members of the sub-group. There were no student members on the sub-group.

- (c) How many people were shortlisted for the role?

Over forty potential candidates for the role were considered by the sub-group. Candidates considered came from a variety of backgrounds including from general business, finance, university, science and innovation, and the public sector. The sub-group identified ten candidates to seek their interest in the role.

- (d) How was the position advertised and applications received? If it was by invitation how was the list of invitees decided?

The Sub-group sought the assistance of a search firm to identify potential candidates for the consideration by the sub-group. Shortlisted potential candidates were then approached to seek their interest and availability in relation to the role of Chancellor.

(66) Can you please provide clarity on the matters below relating to UTS Council?

- (a) Are the agenda of the UTS Council meetings publicly available?

No.

- (b) Are minutes taken at UTS Council meetings, and if yes who has access to those minutes?

Minutes are taken at Council meetings and are subject to Council approval. Access to Council minutes is limited to members of Council and designated staff in attendance.

- (c) I note that the minutes are not made publicly available but instead a report is provided on the UTS website which 'is not to be considered minutes of the meeting'. Why does UTS prepare a report rather than releasing the minutes?

Minutes of the meeting are confidential. There is no requirement for the University to publish minutes or a report summarising Council meeting discussions. As a consequence there is a variable approach taken by universities across the Australian higher education sector. The intent of the report (which is not to be considered as minutes of the relevant meeting) is to provide an indicative summary of areas of focus at each meeting.

- i. Who prepares the report?

The Secretary to Council prepares the report.

- ii. What is the cost associated with preparing the report?

The cost of preparing the report is not itemised.

- iii. Who approves the final report for release?

The Secretary to Council approves the report for release once the minutes of the meeting related to the report have been approved.

- iv. How long after the meeting is the report released? Is this standardised? How are interested parties able to keep track of when reports are available?

A Council meeting report will be prepared after the minutes of the related meeting have been approved. Council meets approximately every two months, so a Report will not be published. Reports are published on the University's website once finalised. There is currently no communication advice as to when the Report is published.

- (d) I've had concerns raised with me that decisions by Council are actioned prior to the release of reports from the UTS Council meetings and before anyone has an opportunity to raise any concerns regarding the contents of the report, or decisions contained in the report. What would your response to this be?

Reports of Council meetings are not minutes. At Council meetings the proposed recommendations are clearly articulated in the papers to provide clarity with respect to

decisions sought. Furthermore, at each meeting of Council, members are provided with a summary of all recommendations being considered at the meeting. There is an understanding that the recommendations approved at each meeting enable Management to implement decisions in accordance with the recommendations, and therefore Management is not bound by having to wait for the confirmation of minutes at the subsequent meeting.

- (67) Under the UTS General Rules, Schedule g2 -Strategic Delegations it states "At its 18/4 meeting Council approved (COU/18-4/78), in accordance with s17(2.) of the UTS Act, a delegation to the Vice-Chancellor to approve amendments to staff positions (additions, deletions or amendments)" – can you clarify at which meeting this delegation was approved, and can you explain the purpose of this delegation?

At its 15 August 2018 meeting, Council exercised its authority (under s17(2) of the UTS Act) to delegate powers to the Vice-Chancellor to sub-delegate to other UTS officers. The August 2018 Council decision was that the Vice-Chancellor could make amendments to the positions holding certain financial authorities. Council limited this ability to sub-delegate to the financial delegations for General Expenditure, Capital Expenditure and Maintenance Expenditure. The practical expression of this authority is that the Vice-Chancellor has authority to add, delete or amend the positions holding financial delegations in the above three categories. Without that delegation, every time a new position required financial authority, it would have to go to Council for approval.

- (68) How much does the university spend on advertising across various platforms (TV, radio, social media, etc.)?

In 2024 financial year (Jan-Dec), UTS spent \$4,222,687 on paid advertising (ad cost and management fee) across marketing channels domestically and internationally.

- (69) There seem to be security concerns regarding your Operational Sustainability Initiative. I've been told by staff that they were advised that in some cases security was going to be at meetings, but this was reversed when they were questioned about why. Why would you think security's presence would be necessary?

Security were informed that these meetings were happening and it was discussed with UTS Security for them to be present in some of the meetings (School of Public Health and the School of Education). However, this decision was reversed before the first proposed meetings and Security would no longer be required at the meetings. UTS Security were given all the times and places of the OSI Faculty Town Halls in case a response was required.

UTS Security was deemed as necessary in case a staff member did not receive the OSI news well and became upset and disruptive toward the presenter. UTS Security's presence would also be required should a staff member require First Aid or indicate that they felt unsafe at the meeting.

- (70) I've been advised that the Information Commissioner has received a complaint, which provided evidence that a 'master spreadsheet' containing academic research metrics, exists, despite previous denials by UTS under GIPA. Can you confirm the existence of this spreadsheet, how it was used in decision making and why its existence was originally denied?

In responding to a GIPA request decided in September 2025, the university became aware of the existence of a list of researchers prepared by KPMG in 2024. This list has been released as part of this recent request.

UTS has previously responded to GIPA and information requests relating to KPMG documents. However, those responses did not include an excel spreadsheet that has now been provided via this more recent GIPA request. This may have been due to search parameters being poor, too broad or lacking specificity, inaccurate assessment of the documents or genuine human error. UTS takes its GIPA obligations very seriously.

Throughout the OSI process we have been as transparent as possible and have communicated as proactively, openly and honestly as possible at all times.

The list was developed by KPMG in October 2024 as part of their preliminary diagnostic work to provide proposals to UTS and provided to the Deputy Vice Chancellor Research (DVCR). This work

was discontinued and regarded as a completed activity after being reviewed by the DVCR in November and December 2024. The DVCR determined the list was neither reliable nor required as part of developing change proposals.

No further work developing the list to include all researchers was undertaken, and it was not an output of the March 2025 contract.

As the change proposal states, courses and subjects proposed for discontinuation, and the staff reductions associated with that proposed reduction in curriculum offering, are based on annual student demand, enrolment trend, strategic alignment and financial viability.

UTS has not nor would address individual staff performance issues in a change proposal, as these are performance management matters

- (71) What other alternative strategies were explored beyond the current change proposal, where 80% of the proposed \$100 million savings is from workforce savings, to meet the needs of the Operational Sustainability Initiative?

- (a) Are you able to share documentation about the options that were considered?

UTS took the following steps to minimise the impact on staff numbers:

- Asset sales during COVID, and more recently in 2024 with the sale of Blackfriars for \$53 million, to support cash reserves.
- Bonus removal in 2025, and 50% reduction in 2024.
- Removal of leadership roles are actively underway.
- Cost management program, part of OSI, aims to bring \$20 million of savings to UTS as part of the \$100 million savings target.
- \$5 million reduction in IT operating costs.
- Optimisation of investment returns and other income.

- (72) Why did UTS choose to use consultants to undertake the Operational Sustainability Initiative planning? What analysis was undertaken to justify outsourcing the work rather than relying on internal expertise?

- (a) Was a cost-benefit analysis undertaken on the use of consultants vs internal expertise? If so can you table relevant documents associated with this?
- (b) Given the purpose of the Operational Sustainability Initiative is to propose savings, why was spend on consultants for this initiative prioritised over both savings and retaining staff jobs?

Given the complexity of the organisation and the challenge of reducing annual costs by \$100 million, consultants were required to conduct data intensive analysis, provide advice based on sector benchmarking and also support internal capacity and knowledge. Additionally, engaging external skilled resources introduces objectivity through independent review, complemented by diverse perspectives and specific expertise.

The work undertaken by KPMG was within the overall budget for OSI and is anticipated to deliver over \$350 million in benefit to the university over the next five years, depending on the outcome of the consultation process and timing of implementation.

- (73) Can you provide an overview of when the UTS Council made the decision to adopt the Operational Sustainability Initiative?

- (a) What information was provided to the Council prior to the decision being made?
- (b) How long after the new Council was elected was this decision made?

UTS Council sets the strategic direction for the University and approves the annual budget, annual plan that identifies area of focus for the Strategy implementation, and the five-year financial plan. The five-year finance plan as approved requires the financial savings from the OSI.

Council was provided with a copy of the Operational Sustainability discussion paper that was distributed to UTS staff in late 2024, and the response to the discussion paper in March 2025.

Council and the Finance Committee have been provided with regular updates on the progress of OSI.

- (74) Have staff been consulted on risk assessments related to both the operational sustainability initiative and the suspension of courses?
- (a) Can you advise us of any actions undertaken by Safework NSW regarding both the Operation Sustainability Initiative and the suspension of courses, including and not limited to investigations and issuing of notices.
 - (b) What have you done to ensure the psychological safety of staff given the Prohibition Order issued on 02 September 2025?

We take seriously the importance of working to identify and put in place mitigations to manage psychosocial risk. And we know that any change with the potential to impact jobs is distressing.

Psychosocial risk assessments for OSI have been undertaken in accordance with requirements under the Work Health and Safety Act (WHS Act) and our obligations under Clause 52.13 (d) of the *UTS Staff Agreement 2021*, subject to staff consultation.

UTS has received three notices from SafeWork NSW in relation to OSI:

- Issued 12 June 2025 for the **provision of information** regarding “alleged failures to adequately consult with workers in relation to workplace health and safety matters, and alleged failures to adequately identify and manage psychosocial hazards and risks, so far as is reasonably practicable”.
- Issued 15 August 2025 for the **provision of information** regarding “alleged failures to consult and minimise risks so far as is reasonably practicable in relation to the temporary suspension of new student intake for some courses up to and including for Autumn 2026”.
- Issued 2 September 2025 **prohibiting the carrying on of activity** regarding meetings scheduled with impacted workers on 3 September 2025 relating to the release of the Academic Change Proposal. On Friday 5 September SafeWork NSW advised UTS that the prohibition notice had been complied with (resolved) after making changes to the Academic Change Proposal Release Plan: increase notice of meetings, further clarify meeting purpose, controls for online meetings, and increase in counselling support to allow for attendance at more meetings.

- (75) How many students are currently enrolled across the degrees that UTS has announced it is suspending enrolments in? Has the University conducted a risk assessment regarding both the impact on current students and their degree progression, and the impacts of suspending those degrees (whether they are then re-opened, or discontinued)?
- (a) For each course that has been suspended, can you confirm whether a business case was prepared in consultation with staff and industry partners affected by suspended courses?
 - (b) What will the impact of these course suspensions be on strategically important issues including teacher education, the New Colombo Plan (NCP) and management for First Nations healthcare workers?
 - (c) Why is it that academic staff in some suspended courses have been advised that: if these courses are discontinued on release of the OSI and staff are made redundant, they will be given adjunct positions and asked to continue supervision of higher degree research students - presumably without pay?
 - (d) What is the authority of the Academic Board? One of the programs whose intake has been suspended was reaccredited by Academic Board in May 2025 – less than 3 months prior to the announcement of the pause. Why didn't the university raise issues about the program leading up to the reaccreditation – that is at the time when programs are being reviewed, stakeholders consulted, future needs assessed?

As announced on 14 August 2025, UTS temporarily suspended new student intakes for some courses up to and including Autumn 2026 semester. This temporary suspension has no impact on current students at this time and is aimed only at prospective new students for 2026.

The total number of prospective students who might be impacted in 2026 is speculative. But, based on 2025 commencement data for both domestic and international students, this could be near to 889 EFTSL out of a total EFTSL of 41,808.

Current students remain enrolled and can progress to completion with no change to their enrolment status. If a course is subsequently discontinued, a teach-out plan will be developed and approved by Academic Board, in accordance with university policy. These plans ensure that students are able to complete their degree, though there may be minor adjustments to subject sequencing or, where appropriate, students may be offered the option to transfer to another program.

As outlined in the student-facing FAQs for Higher Degree Research (HDR) students, the university's approach prioritises continuity and minimal disruption. If a HDR supervisor is affected by the change proposal, students are assured that their supervisory panel will be restructured, and a new supervisor appointed by the end of the implementation process. HDR supervision responsibilities may extend beyond the formal conclusion of teach-out or research activities, but this is managed on a case-by-case basis to reflect individual circumstances.

Regarding the role of Academic Board, it is responsible for assuring educational quality, including course accreditation and reaccreditation. The decision to temporarily suspend new student intakes is a management decision taken under the Course Approval Policy (see response to question 77 below) and does not affect the accreditation status of a course for current students. Courses must remain accredited while there are students enrolled in them.

Any final decision to discontinue course offerings will only be made following consultation with staff and unions through the Academic Change Proposal which was released on 17 September.

- (76) What consultation was undertaken with students in relation to both the Operational Sustainability Initiative and the suspension of courses?

UTS has actively communicated with students throughout the Operational Sustainability Initiative (OSI) and the associated course suspension process. Student communications have been enhanced through the publication of website FAQs and regular updates in the student newsletter, ensuring timely and transparent information on changes.

In addition, Professor Kylie Readman, Deputy Vice-Chancellor (Education and Students), has met regularly with student representatives to listen to their views and address concerns. These forums provide opportunities for direct student feedback and ensure that the student voice is considered in decision-making.

Students were also provided with clear channels to raise questions, including a dedicated studentfeedback@uts.edu.au email address, with responses consolidated into updated FAQs for all students. Support services such as Health and Wellbeing were also highlighted to ensure that students had access to advice and assistance.

- (77) What consultation was undertaken with staff, faculty boards, and Faculty Deans regarding the courses that have been suspended?

- (a) How were recommendations about suspended courses made – were they suggested by the faculty or to the faculty and on what grounds? Were faculties given a minimum number of courses to cut? If no courses had been recommended by the faculty what steps would have been taken?
- (b) Members of Faculty Boards in Business say there was no discussion on which courses to suspend. If the VC means that the decisions were based on "recommendations made by Deans" (email sent 15/08), then were you aware that the Deans did not consult with faculty boards, and/or did you ask the Deans to consult with faculty boards?
- (c) Who made the final decision on which courses would be suspended?

UTS continually reviews its course offerings to make sure our curriculum is relevant to student and employer needs. The courses to be temporarily suspended were recommended by the Faculty Deans and approved by the Provost on 13 August 2025.

It was agreed in our recent conciliation conference with the NTEU in the Fair Work Commission the university could temporarily suspend new student intakes for some courses before the release of the academic change proposal.

These steps align with the UTS Course Approval Policy (section 6) which provides that suspension of intake is approved by the Provost. Academic Board approval is not required.

The courses to be temporarily suspended are courses for which there has been low student enrolments over a period of time. This has no impact on current students at this time.

Any final decision to discontinue course offerings will only be made following consultation with staff and unions through the in progress academic change proposal process.

- (78) What consultation with industry stakeholders has been held for each of the courses whose Autumn 2026 intake is being suspended? Have the staff working on these courses been consulted about who are the relevant stakeholders to consult?
- (a) What risk assessment has been undertaken on the reputational damage of the pause in intake, and the manner in which it was decided?
 - (b) What risk assessment has been undertaken on the impact of the pause on the industries in which graduates of the paused courses work?

Consultation with industry stakeholders was managed at the faculty level. Each faculty identified key stakeholders and are putting in place ways of engaging with them appropriately.

- (79) Why did the University believe it was necessary NOT to consult staff in the affected areas before announcing the course suspensions?

See answer to question 77 above.

- (80) Noting the commitment in the UTS Indigenous Education and Research Strategy 2025-30 to “increasing Indigenous student participation and supporting a positive students experience” (2.4a). How many Indigenous students are enrolled in the currently suspended degrees?
- (a) What proportion of the overall Indigenous student cohort does this represent?
 - (b) Has there been any consideration of the impact on faculty Indigenous enrolment targets or broader Indigenous student participation when considering future course offerings under OSI and if so, what is the predicted impact?
 - (c) Noting the commitment in this strategy to “Inclusion of strategic Indigenous objectives and consultation before planning phases”. In what ways has OSI referred to Indigenous objectives and consulted Indigenous staff in the development and planning phase? Are there any formal documents which outline this process or these considerations?

UTS maintains its commitment to the targeted recruitment of Aboriginal and Torres Strait Islander staff, including an employment target of 3%. In addition, the university has taken steps to identify potentially impacted Indigenous staff and consider appropriate options for support. All affected Indigenous staff retain the same rights as other staff under the Agreement, and it is noted that a blanket exemption could inadvertently limit access to entitlements or options that may be available to these staff in a change process. While the university acknowledges that staff may feel distressed, there is no current evidence of a marked impact on Indigenous student enrolments or engagement. UTS remains committed to ensuring relevant strategic objectives including those articulated in our *Indigenous Education and Research Strategy 2023-2030* and Indigenous equity considerations are embedded in all change processes.

- (81) UTS recently announced a partnership with CinLearn to deliver online postgraduate programs to Chinese professionals. What percentage of the student fees are paid to CinLearn for the delivery of the course?

The percentage is commercial-in-confidence. However, Cinlearn is paid to deliver a range of services on UTS’s behalf, primarily related to marketing, recruitment and student support.

- (82) I note KPMG’s contract extension was due to end 31 August 2025, has this been extended? If so for how long and what is the expected cost of the extension?

No extension has been applied.

ALL UNIVERSITY WITNESSES APPEARING DURING THE VICE CHANCELLOR SESSION

- (83) 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?

See response to question 62 above.

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

See response to question 63 above.

- (85) 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) Remain 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?

See response to questions 64 and 66 above.