

BUDGET ESTIMATES 2025-2026

Supplementary questions: Macquarie University
Portfolio Committee No. 3 – Education, Skills, TAFE and Tertiary Education
Hearing: Friday 29 August 2025

Questions from Ms Sue Hugginson MLC

University Investment

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
1	What is the total sum of university investments, both direct and indirect, in fossil fuels?			\$nil
2	Can you please provide a complete list of partnerships with fossil fuel companies or lobby groups over the last 5 years?			The University has a 10-year lease with Viva Energy Australia Pty Limited ('Viva') over land owned by the University. Viva holds an exclusive Australian license to sell Shell fuel and lubricants. The leased land houses a Shell-branded petrol station. The rental received by the University is approximately \$403,682 p.a. (excluding GST). The current lease expires on 15 July 2028. Macquarie has held contracts with the following companies, which undertake a wide range of activities. Most of these agreements have \$0 value as they are linked to either PACE partnerships, or to both parties participating in a CRC project where the funds are distributed by the CRC entity. Origin Energy BHP Rio Tinto Coal Australia ActewAGL United Nations Environment Programme The International Centre for Sustainable Carbon (ISCS) Coal Services Health and Safety Trust
3	What is the total sum of university investments, both direct and indirect, in Israeli corporations?			\$nil

4	Can you please provide a complete list of partnerships with Israeli corporations over the last 5 years?			Nil
5	What is the total sum of university investments, both direct and indirect, in weapons corporations?			\$nil
6	Can you please provide a complete list of partnerships with weapons corporations or lobby groups over the last 5 years?			Macquarie University does not have partnerships with weapons corporations or lobby groups over the last five years. The University is involved in CRC projects where the CRC has relationships with a number of these corporations. In these cases, funds are distributed by the CRC entity.
7	What is the total sum of university investments, both direct and indirect, in gambling companies?	(a) How much does the university have directly or indirectly invested in gambling companies or poker machine manufacturers?		\$nil
8	Can you please provide a complete list of partnerships with the gambling industry over the last 5 years?			None.
9	What existing partnerships does the University have with Israeli Academic Institutions?			Macquarie University has an MoU and a Study Abroad agreement with Tel Aviv University. The University also has a Faculty-level exchange agreement with The Coller School of Management - Tel Aviv University. Macquarie University also has a Study Abroad Agreement and MRes Student Exchange program with The Hebrew University of Jerusalem.
10	What is the total sum of money held in any assets with, or investment in directly or indirectly, the following companies:	(a) BAE Systems?		\$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 Group?	\$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) Oshkosh?		\$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?	\$725,871.74
			ii. Sponsorship of facilities, programs or events?	\$nil
			iii. Scholarships?	\$45,000
			iv. Consulting fees for university expertise?	\$nil
			v. Licensing fees?	\$nil
			vi. Equipment donations or discounted purchases?	\$nil
		(ggg) Has the University paid money to any of these companies for:	i. Licensing fees to use corporate .software, databases, or technology?	For the period 1 January 2024 to 12 September 2025 the University paid: • \$76,370 to IBM Australia for the licence of Envizi ESG software • \$88,396 to DXC Technology Australia Pty Limited for IT professional fees
			ii. Equipment and service purchases?	• DXC Red Rock - \$326,226 (managed services)
			iii. Consulting fees?	• Northrop Grumman (Q4 2020) -\$245,718 – for cyber security review
			iv. Facility rental or co-location costs?	\$nil
		(hhh) What is the total monetary value of costs paid by the University to these companies?		For the period 1 January 2024 to 12 September 2025 the total amount paid by the University was \$164,766.

		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?		Not applicable. Macquarie University has \$nil investments in these companies.
11	What is the total sum of money held in any assets with, or investment in directly or indirectly, the following companies:	(a) Woodside Energy Group?		\$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?	Other sources of funding: Refer response to Question 2 above in relation to Shell. \$2,515,000
			ii. Sponsorship of facilities, programs or events?	\$nil
			iii. Scholarships?	\$nil
			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?	\$nil
			iii. Consulting fees?	\$nil
			iv. Facility rental or co-location costs?	\$nil
		(qqq) What is the total monetary value of costs paid by the University to these companies?		For the period 1 January 2024 to 12 September 2025 the University spent: \$1,810,598 to Shell Energy Retail Pty Ltd (ERM Power Retail P/L) for purchase of gas \$39,920 to Ampol Australia Petroleum P/L for fuel and fleet costs.

		(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?		Not applicable. Macquarie University has \$nil investments in these companies.

Jillian Segal Recommendations

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
12	What steps has your University taken to push back against Jillian Segal's report's recommendation for government funding to be withheld from universities, programs or individuals within universities?			The University awaits the Commonwealth response to this report. It is appropriate to allow the Commonwealth to consider the report and its recommendations carefully.
13	Given Jillian Segal claimed in her report that "We are on a dangerous trajectory where young people raised on a diet of disinformation and misinformation about Jews today risk becoming fully-fledged antisemites tomorrow", can you point to any specific examples of this disinformation?	(a) Do you share the concerns of your students that genuine criticism of the genocide in Gaza is being conflated with criticism of Jewish people?		We do not have this information from students.
14	Is an individual who categorizes 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			This is a matter beyond the jurisdiction of the University.

	Government” an appropriate person to be prescribing university policy on the protection of Jewish students?			
15	Is an individual whose husband donates to Advance Australia, a far-right lobby group who have supported Nazi-backed rallies, an appropriate person to be prescribing university policy on the protection of Jewish students?			This is a matter beyond the jurisdiction of the University.
16	Are you aware that your university’s definition has been described as “closely aligned” with the IHRA definition?			The University’s Equity, Diversity and Inclusion Policy sets out the University’s expectations including its position on discrimination and vilification on the basis of race or religious grounds and also incorporates the IHRA definition. Universities Australia’s members endorsed that each university should consider a working definition of antisemitism based on that developed by the Group of Eight.
17	Are you aware of the federal court judgement in Wertheim v Haddad [2025] FCA 720, where it was ruled “not all Jews are Zionists or support the actions of Israel in Gaza and that disparagement of Zionism constitutes disparagement of a philosophy or ideology and not a race or ethnic group. Needless to say, political criticism of Israel, however inflammatory or adversarial, is not by its nature criticism of Jews in general or based on Jewish racial or ethnic identity...The conclusion that it is not antisemitic to criticise Israel is the corollary of the conclusion that to blame Jews for the actions of Israel is antisemitic; the one flows from the other.” ?			Yes.
18	Are you concerned that your university’s definition of	(a) If not, on what basis?		See answer to question 16 above.

	antisemitism may contravene a federal court judgement?	(b) If so, what steps will you take to address this?		
19	How many students have faced misconduct proceedings resulting from protest activity in:	(a)2024		One student was found to be in breach of the Student Code of Conduct having disrupted a Student Representative Committee meeting by leading a protest.
		(b)2025		Nil

Misconduct

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
20	How many warnings have been issued to students resulting from protest activity in:	(a)2024?		Nil
		(b)2025?		Nil
21	Has the university employed external contractors or consultants to manage the misconduct and complaints processes?	(a)If so, who?		No
		(b)If so, how much money has been spent?		N/A
		(c)If so, what training or advice is provided to ensure the procedural fairness of disciplinary proceedings?		N/A

StandWithUs Australia and Israel-Is Affiliation

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
22	How many events has your university conducted with StandWithUsAustralia?			Nil
23	How many events has your university conducted with Israel-IS?			Nil
24	Who at your University was involved in the decision-making			N/A

	process for approval of these events?			
25	Does your University acknowledge that affiliations with these organizations, who seek to rationalize Israel's genocide in Gaza in the view of many human rights advocates, has harmful affects on Palestinian and Lebanese students on your campus?			N/A
26	Before having an event with IDF soldiers, did your university conduct any consultation with Palestinian students?			N/A
27	Does your University now acknowledge this was an error?			N/A
28	Has any mental health support been offered to Palestinian students in the wake of this decision?			N/A

Protest

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
29	How many protests have not been authorised under your University's protest policy in:	(a)2020?		Nil.
		(b)2021?		As above.
		(c)2022?		As above.
		(d)2023?		As above.
		(e)2024?		As above.
		(f)2025?		As above.

Surveillance

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
30	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?		Yes
31	Can you categorically rule out that the University uses its Wifi network to surveil students in any way?			Yes
32	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?		No
		(b) Can you please provide the text of the exact changes made?		N/A
33	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?	On what date did University staff become aware of this incident? On what date was disciplinary action taken in response to this incident? What was the nature of the disciplinary action?		This question is not relevant to Macquarie University. 'Michael Spence Building' is not a building located within the Macquarie University campus.

People's Inquiry into Campus Free Speech on Palestine

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
34	Have you read the Preliminary Report of the People's Inquiry into Campus Free Speech on Palestine?			Yes
35	What is your response to the Report's finding that "Australian universities have restricted the free speech and academic freedom	(a) Specifically, do you accept or reject the finding?		The University supports freedom of speech and academic freedom. The University is not in a position to verify claims made about the entire sector.

	of staff and students on the question of Palestine”?	(b)What specific steps have you taken to address the issues outlined in this finding?		Macquarie University does not restrict free speech or academic freedom.
36	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?		The University is not in a position to verify claims made about the entire sector.
		(b)What specific steps have you taken to address the issues outlined in this finding?		Not applicable.
37	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?		The University adheres to its Freedom of Speech and Academic Freedom policy which requires consideration of university-wide matters. The University is not in a position to verify claims made about the entire sector.
		(b)What specific steps have you taken to address the issues outlined in this finding?		Macquarie University does not target or censor students or staff.
38	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?		Nil
		(b)2024?		One
		(c)2025 to date?		Nil
39	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?		The University has a longstanding policy of viewpoint neutrality on politically and socially contentious issues.

Student Safety

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
40	Do you acknowledge the views of international genocide scholars and United Nations experts that Israel is committing the crime of genocide?	(a) If so, how can you justify indirectly providing benefit to the Israeli military, given they are committing genocide?		As above, and therefore 40a) not applicable.
		(b) If not, on what basis do you dispute the views of experts in international law?		N/A
41	What is Macquarie doing to protect staff and students of Palestinian and other Arab backgrounds from being targeted by pro-Israeli students, staff and external stakeholders?			No formal complaints have been received from staff or students of Palestinian or other Arab backgrounds. The University provides all our staff and students the same level of safety and concern and clear communications on support services.
42	Macquarie University has insisted that it is neutral when it comes to political issues like the Gaza Genocide. In management's meetings or correspondence with members of pro-Israel groups like 5A or ECAJ, how have they sought to influence Macquarie's decisions regarding Palestine on your campus?	(a) How many meetings have occurred?		The Vice Chancellor has made himself available to meet with and correspond with a range of individuals and groups in relation to the Israel/Palestine conflict, including student and staff groups and groups outside of the university. In these interactions he has respectfully listened to concerns and provided assurances that University policies will be upheld and procedures followed within the parameters of the law.
		(b) On what dates did the meetings occur?		The Vice Chancellor corresponded with 5A in March 2024 and met with Macquarie University members of 5A in August 2025. He met with a member of the ECAJ in January 2025 and had a phone call with a member of the ECAJ in February 2025.
		(c) Did the meetings include minutes?		No.
		(d) Did the meetings include action items?		No.
43	Student complaints against lecturers who speak about Palestine are not uncommon. How			The University takes all complaints from students very seriously. Each complaint is addressed in accordance with

	has Macquarie ensured the impartiality of its process?			our staff and student Codes of Conduct with a commitment to upholding the principles of Academic Freedom.
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University Complaints

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
44	How many complaints with regard to references to the Israel genocide have been received in:	(a)2023?		Nil
		(b)2024?		The University received two complaints through its formal complaints process about academic staff. It has received a range of correspondence from third parties.
		(c)2025 to date?		The University received one complaint through its formal complaints process about a member of academic staff. It has received a range of correspondence from third parties.
45	Of complaints received with regard to references to the Israel genocide, how many resulted in disciplinary cation in:	(a)2023		Nil
		(b)2024		Nil
		(c)2025 to date		Nil

University Enrolments

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
46	How many students enrolled at your University identify as:	(a)Palestinian?		Data not held
		(b)Israeli?		Data not held
		(c)Lebanese?		Data not held

Questions of behalf of the Opposition – Questions to all University Vice-Chancellors

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
47	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			There is no whole-of-University directive to Indigenise the curriculum. The University does have an Indigenous Academic Director who works collaboratively with faculties to embed Indigenous perspectives into their curriculum where appropriate.

	curriculum? And if so, what actions are being undertaken?			
48	How many jobs have been cut from administrative staff over the last 12 months and 24 months respectively?			Two (2) professional staff positions which have been made redundant over the past 12 months. Twenty-six (26) professional staff positions have been made redundant over the past 24 months. This includes the two (2) positions made redundant over the past 12 months.
49	How many jobs have been cut from academic staff over the last 12 months and 24 months respectively?			Two (2) academic staff positions have been made redundant over the past 12 months. Three (3) academic staff positions have been made redundant over the past 24 months. This includes the one (1) position made redundant over the past 12 months.
50	How many courses have been cancelled at the beginning of the academic years, 2023, 2024 and 2025 respectively?			2024 - 0 (reporting collated 2023) 2025 - 28 (reported July 2024) 2026 - 2 (reported July 2025) Course discontinuation is managed in accordance with the Course of Study Discontinuation Policy. The process involves ceasing new admissions while ensuring appropriate arrangements are in place for currently enrolled students to complete their studies in a timely manner. All discontinued courses are reported to the Federal Government.
51	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?		As above
52	How has the University measured or assessed the impact?			For most students, the changes, if implemented, will result in minimal disruption. Changes would only apply to new students and not those currently enrolled. The University undertook impact analysis for courses proposed for discontinuation and has teach-out provisions in place that would allow for additional flexibility.
53	How has the University assisted students, addressing financial, emotional and social impact and needs?			The University has a Support for Students Policy and provides a range of support services aimed at addressing students' diverse needs.
54	Can you provide a list of courses at your university in 2025 that focus on Gender Studies, Race Studies, or critiques of Western			The University does not offer Undergraduate courses in Gender Studies, Race Studies, or critiques of Western colonization.

	colonisation, and what is their enrolment?			The University does offer a Master of Indigenous Education with EFTSL of 7.9 (27 headcount).
55	How do you justify the inclusion of courses perceived as 'woke' in terms of their economic and social value to NSW?			The University does not offer courses characterised in this way.
56	What evidence do you have that graduates of these courses secure employment in roles that contribute to NSW's economy?			NA.
57	Are there plans to review or adjust course offerings to prioritise disciplines with higher employment outcomes, given taxpayer funding?			The University continually monitors course offerings in light of evolving national priorities, technological and social developments, areas of identified skill need and student demand.
58	Are there plans to review or adjust course offerings to meet identified skill shortages, given taxpayer funding?			The University continually monitors course offerings in light of evolving national priorities, technological and social developments, areas of identified skill need and student demand.

Questions from Ms Abigail Boyd MLC to Macquarie University

Rationale and Relevance of Proposed Cuts at Macquarie

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
59	What is the enrolment threshold for a financially viable unit and major at Macquarie in the respective Faculties?	(a)Of the units and majors proposed to be cut, how many were below this threshold in 2024?		There is no notion of, nor fixed threshold set for, a "financially viable unit". Curriculum review decisions are considered within the broader context of academic planning, resource allocation, and strategic priorities.
60	According to the Change Proposal for the Faculty of Arts, the University notes the aim of bringing 'HASS education directly into the challenge of solving global and local problems'. How is this statement compatible with major reductions in staffing and unit offerings in subjects like Politics and Sociology at Macquarie?			The Bachelor of Social Science and the new Bachelor of International Studies have been designed with an explicit focus on addressing real world challenges. There are many areas within arts and social science research, including beyond politics and sociology. The curriculum changes are based on careful consultation across various considerations on the areas of work that are proposed as the future focus of the Faculty of Arts.
61	There is a strong appetite for studying politics among students,	(a)Will the University commit to offering a		While enrollments in first year Politics have been strong, of the~380 MQ students in 1000 level politics, only half are first

	reflected in record enrolments in first year Australian politics. There were approximately 400 students in 2025, up by more than 20 percent on the previous year, and more than double in 2019. Why did the University propose to delete the Politics major given these strong enrollment trends are likely to boost the numbers studying in the Politics major in 2026 and beyond?	dedicated first year politics unit like this, with such positive enrolments?		year students, and only 18 have committed to studying politics for anything longer than a single unit, prompting the development of a new Major in Sociology. Students interested in Politics will be able to pursue the new major in <i>International Relations and Politics</i> .
62	What lessons from this experience might be applied to other proposals to make major cuts in these two Faculties?			As above.
63	How many units in total are currently proposed to be cut, 'rested' or 'paused' in 2026 from the Faculty of Arts and Faculty of Science and Engineering?			The final number is not yet known as the details are still being carefully analysed to ensure that any units rested do not negatively impact student progression. This is being considered in detail at the local level with central oversight.
64	Understood as a broad approach to future study options at Macquarie, does the University agree that these cutbacks significantly restrict student choice and compromise the quality and range of humanities, arts and social sciences education that Macquarie students will receive?			The University does not agree with this characterisation. Recent change proposals have been made to support the long-term sustainability and relevance of our offerings. Course design aims to provide students with a clear structure and an appropriate level of choice to support meaningful learning and positive outcomes for their future.

Financial performance and revenue, impacts of cuts

	Main Question	Sub-Questions	Additional Sub-Question	Answer
65	The University has noted (in an earlier response to the NSW Parliament) that indirect costs are a consideration in assessing the performance of the two Faculties (Arts, and Science and Engineering) that has justified the Change Proposals. Could the University			For Year ended 31 December 2024: In 2024 the Faculty of Arts earned Teaching revenue of \$215 million, Research revenue of \$14 million and total revenue of \$231 million. Direct Faculty costs amounted to \$97 million (Staff Costs \$91 million; Non-Staff Costs \$6 million) and allocated indirect costs totalled \$108 million. Note this does not include allocation of items such as space.

	provide a summary of the 2024 and 2025 (to date) financial performance of both the Faculty of Arts and the Faculty of Science and Engineering that includes direct as well as indirect costs?			In 2024 the Faculty of Science and Engineering earned Teaching revenue of \$193 million, Research Revenue of \$75 million and total revenue of \$269 million. Direct Faculty costs amounted to \$163 million (Staff Costs \$136 million; Non-Staff Costs \$27 million) and allocated indirect costs totaled \$149 million. Note this does not include allocation of items such as space. For YTD 2025: The allocation of indirect costs is an annual exercise and data is not yet available for 2025.
66	What were the combined gross revenues for Faculty of Arts subjects in 2024, and what were the gross salary costs associated with that teaching?	(a) Even after a reasonable attribution of indirect costs to the Faculty of Arts, would the University accept that, at present staffing levels, the Faculty makes a positive net contribution to University finances?		Refer to answer to question 65. Taken as a whole, the Faculty of Arts makes a positive contribution to the University's finances. That does not mean that every part of the Faculty contributes equally.

67	The University aims to save \$15 million from the redundancies it proposes to make. How was this figure arrived at, and what modelling was done on prospective losses to revenue from cuts planned for units, programs and degrees?	(a) If that modelling has been done, what were the relevant assumptions made?		The combined annualised net saving from the two proposed workplace changes is now estimated at approximately \$13.7 million. Each of the Faculties used academic workload models to determine the academic workforce needed to teach its planned course programs and to align research effort with the University's strategic research objectives. Where departments, schools or disciplines were found to be over-resourced, staff reductions are proposed. Similarly, where a department, school or discipline is determined to be under-resourced, plans are proposed to recruit into those areas. In the Faculty of Arts, there are net 37.5 Full Time Equivalent positions proposed to be removed, equating to annual savings of approximately \$9.2 million. In the Faculty of Science and Engineering, there are net 17 Full Time Equivalent positions proposed to be removed, equating to annual savings of approximately \$4.5 million. As indicated in the Workplace Change Proposal, it is also planned that there will be future reinvestment in the Faculty in areas of strategic priority of approximately 10 Full Time Equivalent positions (approximately \$2 million). (a) The loss of revenue arising from courses and units planned to be rested is expected to be minimal. Each faculty has reviewed its course and unit offering to ensure that it best meets the needs and expectations of students, of prospective employers and of the nation more broadly. The University is also acutely aware of the need to operate efficiently and focus its resources on areas of student demand and strategic importance. A review of the University's curriculum has resulted in the removal or resting of courses and units that: · Are low enrolment (indicating lack of demand); and/or · Have not been taught for several semesters (indicating lack of demand); and/or · Are duplicative (and therefore can be substituted for a similar course or unit).
68	Can the University confirm that the significant increase in enrolments in the Faculty of Arts in 2025 will further strengthen the University's financial position?			Generally, an increase in enrolments will likely help to improve the University's financial position. However, this is not true in all instances, for example where the cost to teach a particular unit exceeds the extra revenue earned, particularly in an environment where the Government contribution is capped.

69	Can the University confirm that fee revenue from overseas students increased by 27% in 2023-2024, following on from the 23% increase in the previous year?	(a)What are the current projections for overseas student numbers growth in 2025 and 2026?		In 2024, fees from overseas students totaled \$282 million, 26% higher than 2023 (\$223 million) and -13% lower than 2019 pre-COVID levels (\$324 million), while costs have continued to escalate including for staff as per the enterprise agreement Fees from overseas students in 2023 totaled \$223 million, which was -31% lower than 2019 pre-COVID levels, while costs have continued to escalate including for staff as per the enterprise agreement
70	Can you confirm that, despite the University's \$3.7 million deficit in 2024 (0.2% of \$1.3bn in revenue), its Operating Cashflow (which excludes non-cash items like depreciation and amortisation) was significantly positive at \$110.81 million, up by 33% from the previous year?			The University (Parent) reported a net deficit of -\$8.9 million in 2024 (2023: net deficit -\$88.4 million), from revenues of \$1,093 million (2023: 961 million). The University's Cashflow from Operations was \$105.6 million in 2024 (2023: \$73.1 million).
71	Do the answers given to the questions immediately above comport with the 'grim' financial narrative that University management has circulated publicly over months, a narrative that insists that cutting millions of dollars from teaching is a necessity that cannot be delayed?			The university has presented a factual account of the financial position and has never used the term 'grim'.

The impact of redundancy proposals on senior elected NTEU Branch officials

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
72	Would you describe the University as a safe place for union members to raise their voices and concerns about changes in the University on behalf of colleagues?			Yes
73	What measures are in place to ensure union members who raise questions about or criticise			No staff member who raises questions about or criticises University decision making faces professional disadvantage, regardless of whether they are union members or union

	University decision-making do not face professional disadvantage as a result of their representation of member interests?			delegates making representation on behalf of staff. The University recognises that unions are legitimate representatives of their members and through its Enterprise Agreement provides support for union activities through availability of union meetings on the premises of the University, availability of office space and facilities for unions on campus, time release for union representatives to carry out responsibilities arising from the implementation of the Enterprise Agreement without any reduction in salary or conditions, as well as 20% time release for the Branch President of the NTEU and time off for union members to attend trade union courses.
74	How are senior managers of the University informed about how to fairly and constructively treat and interact with union members who raise concerns?			Senior managers are expected to treat all staff fairly and constructively when they raise concerns, irrespective of whether they are union members.
75	Is the University aware that all the senior elected academic officials, including the current President, Secretary, and Vice President (Academic), of the Macquarie University Branch of the NTEU are 'in scope' for redundancy? If so, does the University consider such an impact fair and proportionate?			At present the University is consulting with staff on an implementation plan in accordance with the enterprise agreement. The University is not aware which of its members of staff are members of the NTEU. It does not know who holds all senior elected academic positions.
76	Would the University accept that it seems statistically unlikely that the burden of redundancy would fall so heavily on senior elected union officials given the overall staff numbers of the University and the overall staff numbers of the respective Faculties where there are Change Proposals?			See answer to 75.

Expenditure on consultants, travel, building works

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
77	Macquarie and one other NSW university do not provide itemised expenditures on external consultants and contractors in their annual reports. Would you be prepared to join the majority of NSW's			Disclosures in Macquarie University's annual report are based on and fully compliant with the Government Sector Finance Act 2018 (NSW) (the Act), associated regulations and Treasurer Directions. This includes disclosures related to engagement of consultants and contractors.

	universities in providing these disclosures, and begin this by producing data for 2024?			A review of the annual reports of the ten New South Wales universities for 2024, has identified only one university (University of Technology Sydney) that goes beyond the above requirements and includes “itemised expenditures on external consultants and contractors”. This information is provided in the unaudited ‘front half’ of the UTS annual report. The remaining nine NSW universities do not provide itemised information in their respective 2024 annual reports. The second half of the question is not applicable because disclosures by Macquarie University are already consistent with the majority of New South Wales universities.
78	How has the expenditure of around \$124 million on consultants and contractors over the previous two years contributed to the University’s core mission of teaching and research?			The University spent \$121.053 on “consultants and contractors” in 2023 and 2024. This classification is based on <i>NSW Government Procurement Board Direction 2023-05</i>. ‘Contractors’ are generally individuals hired for defined (usually short) periods to work on specific IT or other projects, in lieu of hiring staff on fixed term or permanent contracts. Whereas ‘consultants’ operate more independently and focus more on provision of advice. In 2024 this can be split as follows: 1. Contractors \$35.5M - mainly relating to externally funded research (\$14.3M) and IT Program (\$11.6M) 2. Professional Fees \$20.3M – mainly from IT Program \$11.6M and Fee for service research \$3.0M 3. Consultants \$1.4M 4. Intercompany charges \$5.8M – mainly staff cost recharges from MQ Health for externally funded research and teaching services The biggest single IT Professional Fee spend in 2024 was for KPMG (\$9.6M) for work on the new Student CRM. Each of these are enablers to the delivery of the University’s core mission.
79	In light of recent publicity about university staff cuts, do you think the public now expects greater efforts to avoid involuntary redundancies in the sector?			The public expects universities to contribute to the economic prosperity of the nation by educating future workforce and contributing to solving the most pressing societal issues through basic and applied research. The public expects universities to manage their affairs within their means and be accountable to the public via the annual audit processes conducted by the Audit Office of NSW and presented publicly in the NSW Parliament.

80	Of the \$20.9 million spent on 'travel and training' in 2024, what percentage was spent on University Executive travel and training (with Executive here understood as the ten office holders occupying Bands 1, 2, and 3 of senior executive staff)?			Of the \$20.9 million spent on 'travel and training' in 2024: • 2.7% relates to spend on Executive travel • 0.2% relates to spend on Executive training
81	How is the return on executive travel expenditures evaluated?			All overseas travel by members of the University Executive is approved by the Office of the Vice-Chancellor.
82	Can you confirm that a reduction of around 18% of this \$20.9 million spend on 'travel and training' in 2024 would have produced an overall surplus rather than a deficit?			No. A reduction in travel spend would undoubtedly have resulted in the University earning less revenue and reporting a significantly higher deficit.
83	What, if any, savings have the Executive undertaken as part of their contribution to Macquarie's financial position?	(a) In the present round of change proposals involving redundancies, has there been a parallel process of reducing executive travel expenditure, office costs, and/or executive remuneration?		Since 2019 the Vice-Chancellor has neither sought nor accepted any increase in remuneration. During that same period the remuneration increase approved by the Nominations and Remuneration Committee for other Executive Group members has been the same as that paid to all academic and professional staff. The number of staff in the Office of the Vice Chancellor has been reduced from 13 in 2017 to 6 in 2025.

Governance and transparency at Macquarie

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
84	There is a rising public perception that universities are no longer effectively governed. Do you believe that governance structures of Macquarie are optimal, and if not, how would you see these being improved?			Governance structures are effective.
85	What proportion of the key governance bodies of the University (including University Council, Academic Senate, Faculty Boards and the Tier 1 Work, Health and Safety Committee) comprise academic staff elected by their peers?			All.
86	Would you agree that there is insufficient staff input into these	(a) Would you support greater elected staff		No.

	key decision-making bodies of the University, and would you also agree that higher staff representation would produce very different decision-making about Macquarie's priorities?	representation on each of these key bodies?		
87	Were all members of University Council, the highest governing body of the University, provided with full Workplace Change proposals for the Faculties of Arts and Science and Engineering before they were released to staff?	(a) If they were provided, on what date did this take place?		The Council received briefings on the matter at the 10 April 2025, 12 June 2025 and 14 August Council meetings, but the full change proposals were not provided.
		(b) If not, why not?		The Council's role is to set the strategic direction, oversee strategic risks, fulfill fiduciary duties, and ensure regulatory compliance. It would therefore be unusual for a complete workplace change proposal to be presented to the Council as such matters fall under management's responsibility rather than governance. This position is consistent with the University's Delegations of Authority policy .
88	What role, if any, did the Academic Senate play in shaping or approving the Change Proposals?	(a) Were their recommendations sought or adopted?		Under the Enterprise Agreement the Academic Senate does not have responsibility for reviewing or approving workplace change proposals. As per the University's Register of Delegations the Academic Senate has been involved in approving the discontinuation of courses and proposals for new courses.
89	Were faculty boards asked to review or endorse the proposals before they were made public?	(a) If not, why were the normal channels of academic governance bypassed?		Under the Enterprise Agreement Faculty Boards do not have responsibility for reviewing or approving workplace change proposals. As per the University's Register of Delegations, Faculty Boards have been involved in approving the resting of units and establishment of new units.
90	Can you explain the process by which staff, students, and community stakeholders were consulted before the release of the Faculty of Arts and the Faculty of Science and Engineering Change Proposals?	(a) Why were staff and students not represented in the decision-making bodies that drafted or approved these Change Proposals?		The Workplace Change proposals initiated a period of consultation with affected staff on specific change proposals relating to curriculum and staffing in two Faculties. Consultation on implementation is ongoing.
91	How were staff contributions during the consultation phase formally considered in revising these proposals?	(a) Can you provide examples where feedback to management substantially altered the proposed changes, eliminating the need for forced redundancies?		Staff and union feedback was carefully considered and taken into account in the development of an implementation plan. This is currently under consultation with affected staff. Two examples of modifications which will reduce (rather than eliminate) redundancies are:

				- The change proposal suggested discontinuing the Bachelor of Music and the redevelopment of a major in Music within the Bachelor of Arts to cater for students seeking to become music teachers. Feedback indicated the need for a more interdisciplinary approach that reflects the evolving nature of creative work. Feedback also suggested that the Faculty's current workforce profile is unable to resource and facilitate a music major that can meet NESA requirements. In response the Faculty is now considering the discontinuation of the Music major, as well as the Bachelor of Music. Instead, the Faculty is considering the creation of a new Creative Industries Major within the Bachelor of Arts. This major would have explicit alignment with the Master of Creative Industries and would incorporate meaningful contributions from the Media and Communications discipline. - The change proposal suggested discontinuing the major in Politics and including a redeveloped major in International Relations within the Bachelor of International Studies. Feedback suggested that a combined International Relations and Politics major would more effectively consolidate the global focus in the School of International Studies. In response the Faculty is now considering the development of a new International Relations and Politics major within the Bachelor of International Studies.
92	How do you reconcile the principle of 'shared governance', which is central to university decision-making in Australia, with the top-down process by which these changes have been introduced?			The principle of shared governance is established in the Macquarie University Act and provides for participation of staff in relation to matters of university governance. Staff have been consulted on change proposals in accordance with the Enterprise Agreement as required by law.
93	Was any independent impact assessment conducted on how the proposed cuts would affect student choice, staff morale, and the broader community before the proposals were announced? If not, why not?			The University did not engage consultants to conduct an "independent" impact assessment. Rather, there was an extensive process of internal and external consultation, consistent with the regulatory requirements and in response to demonstrated student demand (or lack thereof). We note that currently enrolled students will be given the opportunity to complete the degree program they have started.

Research priorities and academic freedom

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
94	Could you explain how the University supports academic freedom of its staff?	(a) Do you see emerging tensions between Macquarie's emphasis on 'industry-focused research' and the ideal of freely chosen academic discovery?		The Freedom of Speech and Academic Freedom Policy applies to staff and students and: - o Notes the University's commitment to freedom of speech; - o Freedom of speech to be exercised lawfully and must not be defamatory or involve racial vilification. The University's Freedom of Speech and Academic Freedom Policy adopts key principles from the Model Code produced following the review by former Justice French (the "French Review").
95	How will the University ensure a genuine diversity of research that serves multiple constituencies, including research that does not necessarily involve an immediate benefit to business or industry?			Macquarie University is committed to fostering a genuinely diverse research ecosystem that serves multiple constituencies. Research at Macquarie is researcher-led, ensuring academic freedom and intellectually curious inquiry. Research Strategy 2025–2035 was developed through extensive consultation across all four faculties, capturing a broad spectrum of disciplinary and interdisciplinary priorities. We support both fundamental and applied research through internal funding schemes that prioritise quality and excellence. Our strategic approach includes diversifying research income sources while maintaining, and where possible increasing, Category 1 funding, which underpins foundational research with long-term societal impact. This balanced model ensures Macquarie researchers can pursue their research, respond to emerging societal challenges, and contribute to knowledge creation across a wide range of fields, including those not immediately aligned with commercial outcomes.

Vision, students, and quality assurance

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
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96	Could you please outline the University's vision for higher education—what it is for, who it serves, and what its value is?	(a) Could you explain how the proposed cuts at Macquarie, which will diminish student choice and harm staff livelihoods, contribute to this vision?		Macquarie University aspires to be a transformative power. We will be renowned for the exceptional quality of our education and the experiences of our students, our world-class research with far-reaching impact, and the highest standards in Australia in our progressive academic health system. Macquarie University will respond to the needs of a rapidly changing world and shape its future, becoming: • a destination of choice for students • a continuously accelerating powerhouse of impactful research • an employer of choice for our staff • a provider of choice for people engaged with our health enterprise • a community where everyone is valued, included and respected • more deeply aligned with First Nations peoples • a nexus for partnership and innovation in Australia and around the world • a place of pride for graduates and alumni • agile in response to the rapidly changing national and global landscape • enduring and sustainable. From the above you will note the university's vision and responsibilities are broad, requiring the need for ongoing response to a dynamic environment.
97	According to section 1.4.3 of the Higher Education Standards Framework (Threshold Standards) 2021, methods of assessment must be 'capable of confirming that all specified learning outcomes are achieved and that grades awarded reflect the level of student attainment'. Given the ability of students to complete non-invigilated assessment tasks using AI, do you believe that the University is compliant with this requirement?	(a) If so, how have you satisfied yourself that this is the case?		Macquarie University offers a wide variety of assessment types, including many directly observable tasks such as written exams, viva presentations, simulations, placements, and fieldwork. We are confident that we meet the requirements set by the Higher Education Standards Framework.
98	In addressing the risks of AI, does the University track what proportion of assessment tasks are invigilated?	(a) If so, what is this proportion?	i. If so, how does the University manage the risk of over-reliance on AI?	Invigilated written examinations are just one form of directly observable assessment. The University supports academic integrity and assessment quality through a diverse suite of assessment types. Currently, observable assessments account for 42.4% of all assessments (3,501 out of 8,254).

		(b)For any given unit, are there policies or guidelines that constrain the proportion of the overall assessment that comprises invigilated written exams?		Written examinations are only one type of assessment that can be delivered in an observable, invigilated manner. As per above, there are many types of assessment that provide a secure, invigilated mode of assessment and reflect a more authentic environment in which to adequately assess the application of knowledge and skills within a context complexity aligned to the stage of course. Our approach to assessment is to ensure units of study use a variety of assessments appropriate to ensuring students are assessed in varied and authentic modes. Therefore, we limit units to having no more than one written examinations up to a maximum of 50% unless required by external accreditation standards. This does not mean that a unit only has one invigilated form of assessment, only that the restriction is on written examinations.
99	Given there is a clear financial incentive to pass students, how has the University ensured that academic standards are maintained?	(a)Has the University undertaken any benchmarking of unit quality over time or with other universities?	i.If so, which units were benchmarked, what were they benchmarked against, and what were the results?	The University's coursework suite undergoes rigorous internal reaccreditation processes. These processes include external review and benchmarking at the course level to ensure quality and alignment with sector standards.
100	Is the University committed to reviewing its policies on a timely basis?	(a)What proportion of University policies listed on Policy Central are now overdue for review?		The University is committed to reviewing its policies on a timely basis. The process and the timelines of Policy Reviews are outlined in the Policy Framework Policy and the Policy Framework Procedure with the following information provided as requested: (a) 44 policies (26%) are classified as overdue; and
		(b)When will these overdue policies be reviewed?		(b) review work is already underway for 80% of these overdue policies; 12 of these reviews are expected to be completed by the end of 2025, with the rest prioritised according to their importance and relevance to our students, staff and to University operations.
101	Please provide an individual breakdown of the full-time student load cost for:	(a)Master of National Security Policy		Macquarie has a Master of Security and Strategic Studies 2025 annual cost: \$32,900 2025 student load: 6.8 EFTSL
		(b)Master of Applied Cybernetics		72.9 EFTSL
		(c)Master of Public Policy		Macquarie offers a Master of Public and Social Policy 2025 annual cost: \$33,300 2025 student load: 10.1 EFTSL
		(d)Master of Philosophy		2025 student load: 199.1 EFTSL
		(e)Bachelor of Music		2025 CSP: \$11,900 2025 student load: 41.1 EFTSL

	(f) Bachelor of International Relations	Macquarie offers a Bachelor of International Studies 2025 CSP: \$10,300 2025 student load: 17.5 EFTSL
	(g) Master of Climate Change	N/A
	(h) Bachelor of Science	2025 CSP: \$8,600 2025 student load: 251.4 EFTSL
	(i) Bachelor of Psychology	2025 CSP: \$9,800 2025 student load: 576.6 EFTSL
	(j) Doctor of Medicine and Surgery	Macquarie offers a Doctor of Medicine 2025 annual cost: \$85,900 2025 student load: 74.4 EFTSL
	(k) Bachelor of Economics	2025 CSP: \$14,500 2025 student load: 66.9 EFTSL
	(l) Master of Statistics	N/A

Questions from the Hon Dr Sarah Kaine MLC

#	Main Question	Sub-Questions	Additional Sub-Question	Answer
102	How does the Council make decisions regarding VC and Provost remuneration?	(a) How is the make-up of the Remuneration Committee determined? (b) What information is provided to the broader Council prior to approval? (c) How much of the decision-making process is publicly available?		Macquarie University does not have a Provost. Vice Chancellor remuneration at Macquarie University is considered by the Nominations and Remuneration Committee, a sub-committee of the University Council. The committee meets annually to review proposed salary information and available benchmarking data. The University's annual reports contain information regarding Executive remuneration. In addition, at its meeting on 10 April 2025, the Council formally resolved to adopt the University Chancellor's Council Code of Executive Remuneration Principle and Practice for Australian Public Universities (April 2025) . This Code seeks to ensure that executive remuneration enables the sector to attract and retain leadership of the highest calibre, and that it reflects wider community expectations and maintains public trust.
103	How is remuneration for staff in the Chancellery determined?			As above.
104	Clarity on matters relating to Council/Senate/Board of Trustees	(a) Is the agenda of meetings publicly available?		Meetings of the University Council (and its Committees), the Academic Senate (and its Committees), and Faculty Boards are published on the University's website and include due dates for submissions and other details. While the Agenda for meetings of Council are not published, a digest of each meeting of Council is published after each meeting.