COUNCIL

The 448th meeting of the Council will be held at 9:15 am on Friday 5 October 2018 in the RC Mills Room, Chancelry. Any additional information will be available at the meeting.

All enquiries should be directed to the Secretary on 0416-277-014, or (02) 6125 2113, or by email: director.governance@anu.edu.au.

Chris Reid
Secretary – ANU Council
Director, Corporate Governance and Risk Office

AGENDA SUMMARY

Part 1 - Procedural Items
1. Announcements and Apologies ........................................... 4
2. Leave of Absence .......................................................... 4
3. Disclosure of Material Personal Interest ................................ 4
4. Arrangement of Agenda ................................................... 4
5. Minutes ........................................................................ 4

Part 2 – Key Business Items
C 6. Vice-Chancellor’s Report
C 8. Strategic Financial Forecast and Scenario Model
9. Philanthropic Presentation – 3A Institute .............................. 7

Part 3 – Strategic Issues
10. University Experience – Presentation .................................. 8

Part 4 – Other Matters for Decision
11. 2019 Council meeting dates and forward agenda ......................... 9
12. Student Services and Amenities Fee (SSAF) 2019 .......................11
13. Council Committee Memberships ......................................... 13
C 14. Honorary Degree Nominations
15. Kambri – Street Naming ....................................................16
16. ANU Foundation – Proposed Governance Structure ................18
17. Academic Board Charter – Revised ..................................... 21
18. Audit and Risk Management Committee Charter - Revised ........ 22

Part 5 – Other Matters for Noting
C 19. Academic Ranking of World Universities (ARWU)
20. 2018 Enrolment and Load Report (Full Year To Date) .............24
C 22. Kambri – Update
C 23. AHRC report on sexual assault and harassment - ANU Response - Update
C 24. Student Safety Report
C 25. Staff Work Health and Safety Report
C 26. Finance Committee – Executive Summary
27. Audit & Risk Management Committee – Executive Summary ..........29
28. Campus Planning Committee – Executive Summary ...................32
C 29. Academic Board – Executive Summary
C 30. Standard and Poor’s Ratings Report
31. Significant Visits and Events, Grants and Consultancies.................................37
32. Power of Attorney......................................................................................................38
33. Legislation ................................................................................................................39
34. University Seal .......................................................................................................40

Part 6 – Other Business
35. Other Business.........................................................................................................41
36. Next Meeting.............................................................................................................42

ATTACHMENTS ............................................................................................................43
GLOSSARY .......................................................................................................................44
IMPORTANT INFORMATION FOR MEMBERS

CONFIDENTIALITY
Members of Council and others receiving the agenda are reminded of the need for careful discretion in the use and communication of Council business, referring to the Director, Corporate Governance and Risk Office, or other appropriate officer of the Council when in doubt.

Council business marked or declared to be confidential is not at any stage to be communicated to others without prior reference to the Chairperson or the Director, Corporate Governance and Risk Office. Only papers considered especially confidential are so marked.

All matters relating to individual persons, including appointments, enrolment, candidacy for degrees, personal details, performance and conduct are declared to be confidential.

CONDUCT OF COUNCIL MEMBERS
Members of Council are considered officials for the purposes of the Public Governance, Performance & Accountability Act 2013. The definition of officials includes all members of the ANU Council, as well as all officers, employees and members of the University.

Division 3, sections 25 to 29 of the Public Governance, Performance & Accountability Act 2013, sets out the general duties of officials. As an official, a member of the Council may be removed from their position if they breach those general duties.

Duty of Care & Diligence
A member of the Council must exercise their powers, perform their functions and discharge their duties with the degree of care and diligence that a reasonable person would exercise if they:

- were a member of the Council in the University's circumstances; and
- occupied the position held by, and had the same responsibilities within the University as, the member of the Council.

Duty to Act in Good Faith and for Proper Purpose
A member of the Council must exercise their powers, perform their functions, and discharge their duties in good faith and for a proper purpose.

Duty in Relation to Use of Position
A member of the Council must not improperly use their position to gain an advantage for themselves or for any other person; or to cause detriment to the University, the Commonwealth or to any other person.

Duty in Relation to Use of Information
A member of the Council who obtains information because of that position, must not improperly use that information to gain an advantage for themselves or for any other person; or to cause detriment to the University, the Commonwealth, or any other person.

Duty to Disclose Interests
A member of the Council who has a material personal interest that relates to the affairs of the University must disclose the details of the interest.

SUBMISSION OF ITEMS BY MEMBERS OF COUNCIL
Members of Council should communicate to the Vice-Chancellor matters which they wish to have included on the agenda for a meeting of Council. Full details and documentation relating to any items to be included in the agenda should be submitted at least 16 days before the meeting.

AGENDA ON THE INTERNET
The agenda and minutes for meetings of Council are available on the Internet at:
http://www.anu.edu.au/about/governance/council

GLOSSARY
A glossary of common terms and acronyms used in the University has been provided in the Attachment section of this agenda.
PART 1 – PROCEDURAL ITEMS

1. ANNOUNCEMENTS AND APOLOGIES

Professor Matthew Colless, Associate Professor Ben Corry and Dr Ceridwen (Crid) Fraser join Council for their first meeting as academic staff representatives. Each will serve a term of two years.

Mr Zyl Hovenga-Wauchope also joins Council for his first meeting as the postgraduate student representative. He will serve a term of one year.

The Pro-Chancellor, Ms Naomi Flutter, has conveyed her apologies for this meeting an account of an interstate commitment.

Ms Anne-Marie Schwirtlich is also an apology for this meeting, leave having been granted at the Council meeting of 20 July 2018.

Council is also asked to note that this will be the final meeting for Council member Ms Eleanor Kay, the undergraduate student representative, whose term will expire on 30 November 2018.

Ms Kay’s successor, Ms Eden Lim, will be an observer at this meeting prior commencing her term on 1 December 2018.

2. LEAVE OF ABSENCE

Subsection 15(1)(d) of the Australian National University Act 1991 provides that if a member of the Council (other than an ex officio member) is absent without leave of the Council from three consecutive meetings of the Council, the member’s office becomes vacant.

The Chair will invite members to seek leave from meetings of Council which they expect to be unable to attend.

3. DISCLOSURE OF MATERIAL PERSONAL INTEREST

In accordance with section 29 of the Public Governance, Performance and Accountability Act 2013, members of Council are required to declare any direct or indirect material personal interest in matters on the agenda.

4. ARRANGEMENT OF AGENDA

1. The Chair will ask whether any further items should be considered confidential.
2. The Chair will ask whether any further items should be starred for discussion.
3. The Vice-Chancellor will move that the unstared items be dealt with as proposed in the agenda.
4. The Chair will invite members to foreshadow matters to be raised under Agenda Item 35, Other Business.
5. The Chair will ask if there are any agenda items that need to be re-sequenced.

C5. MINUTES

RECOMMENDATION

That Council approve the minutes of the meeting held on 20 July 2018 (179/2018).
THE AUSTRALIAN NATIONAL UNIVERSITY

COUNCIL MINUTES

The 447th meeting of the Council was held at 9:15am on Friday 20 July 2018, in the RC Mills Room, Chancelry.

Confidential until confirmed by Council
PART 2 – KEY BUSINESS ITEMS

C6 - 8. Confidential to Council Members
9. **PHILANTHROPIC PRESENTATION – 3A INSTITUTE**

**PURPOSE**
For Council members to receive a philanthropic presentation (a ‘pitch’) on the 3A Institute Graduate Program

**PREPARED BY**
Deputy Director (Operations), Advancement

**REVIEWED BY**
Vice-President (Advancement)

**APPROVED BY**
Vice-President (Advancement)

**SPONSOR**
Vice-Chancellor

**RECOMMENDATION**
That Council note the philanthropic presentation on the 3A Institute Graduate Program by Professor Genevieve Bell.

**ACTION REQUIRED**
☑ For discussion  ☐ For decision  ☑ For information

**CONSULTATION**
☐ Staff  ☐ Students  ☐ Alumni  ☐ Government  ☐ Other  ☑ Not applicable

**BACKGROUND**
During the More Partnership Advancement education session at the Council meeting in September 2017, the Vice-Chancellor suggested that a schedule of philanthropic presentations from researchers should periodically be delivered to Council. This is a 15-minute opportunity for researchers to inform, and receive feedback from, Council.

Previous philanthropic presentations have included the Sustainable farming project, delivered by Professor David Lindenmayer; the ANU Humanitarian Health Hub, presented by Dr Kamalini Lokuge and Professor Emily Banks; and the National Scholars Program supporting the Admissions, Scholarships and Accommodation project, presented by Professor Marnie Hughes-Warrington and ANU student, Lachlan Arthur.

**SUMMARY – 3A INSTITUTE**
Artificial Intelligence technologies are rapidly converging into cyber-physical systems, bringing profound, global economic, social and cultural shifts. We need to collectively develop new ways of thinking, building and doing to unlock the social and economic promises of this technological transformation. We need a new science.

Under the leadership of **Professor Genevieve Bell**, the Autonomy, Agency and Assurance Innovation Institute (3Ai) will build an applied science to train new practitioners who possess the knowledge and hands-on skills, to unlock the social and economic promises of this technological transformation and guard against the harms.

Council members are encouraged to provide further feedback following each presentation directly to vp.advancement@anu.edu.au.

**ATTACHMENT**
9.1 3A Institute Graduate Program proposal

**COMMUNICATION**
☐ For public release  ☐ For internal release  ☑ Not for release

---

**PART 2 – KEY BUSINESS ITEMS**
PART 3 – STRATEGIC ISSUES

10. UNIVERSITY EXPERIENCE – PRESENTATION

PURPOSE
To consider a strategic update on implementation of the University Experience Plan.

PREPARED BY
Pro Vice-Chancellor (University Experience)

REVIEWED BY
Vice-Chancellor

APPROVED BY
Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note the strategic update on implementation of the University Experience Plan.

ACTION REQUIRED
For discussion ☑ For decision ☐ For information ☑

CONSULTATION
Staff ☑ Students ☐ Alumni ☐ Government ☐ Other ☐ Not applicable ☐

BACKGROUND
The University Experience Plan is one of six Executive Plans, developed to operationalise and implement the ANU Strategic Plan.

The University Experience Plan is ‘owned’ and championed by the Pro Vice-Chancellor (University Experience), Professor Richard Baker, who takes primary responsibility for its progress.

The presentation will be delivered by Professor Baker.

ATTACHMENT
10.1 Presentation on the University Experience Plan

COMMUNICATION
☑ For public release ☐ For internal release ☐ Not for release
PART 4 – OTHER MATTERS FOR DECISION

11. 2019 COUNCIL MEETING DATES AND FORWARD AGENDA

PURPOSE
For Council to consider the proposed meeting dates and forward agenda plan for 2019.

PREPARED BY
Secretary, ANU Council

REVIEWED BY
Secretary, ANU Council

APPROVED BY
Chancellor

SPONSOR
Chancellor

RECOMMENDATION
That Council:

1. Approve the proposed meeting dates and forward agenda plan for 2019; and
2. Endorse the acquittal of governance responsibilities for 2018.

ACTION REQUIRED
☑ For discussion ☑ For decision ☐ For information

CONSULTATION
☐ Staff ☐ Students ☐ Alumni ☐ Government ☐ Other ☑ Not applicable

Proposed meeting dates were circulated by the Secretary to members of Council by email on 9 Aug 2018.

BACKGROUND
Each year Council is asked to approve its proposed meeting dates and forward agenda plan. An afternoon program (site visit, presentation, topical issue etc.) will follow each Council meeting.

The proposed Council meeting dates and strategic discussion topics for 2019 are:

<table>
<thead>
<tr>
<th>Meeting Dates 2019</th>
<th>Strategic Discussion Topic</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 and 15 February (ANU House, Melb)</td>
<td>Council Planning Day (various topics, including Resources Plan)</td>
<td></td>
</tr>
<tr>
<td>31 May</td>
<td>University Experience Plan</td>
<td>Afternoon program to match National Reconciliation Week.</td>
</tr>
</tbody>
</table>
The Corporate Governance and Risk Office have prepared the attached ‘2019 Acquittal of governance responsibilities’ to demonstrate that the proposed forward agenda plan for 2019 meets the Council’s responsibilities as the governing authority of the University.

The acquittal maps the Council’s activities against the following framework:

- Strategic oversight of the University:
- Ensuring effective overall governance and management of the University: and
- Ensuring responsible financial and risk management of the University.

ATTACHMENTS

11.1 2019 Council forward agenda plan
11.2 2019 Acquittal of governance responsibilities

COMMUNICATION

☐ For public release   ☑ For internal release   ☐ Not for release
12. STUDENT SERVICES AND AMENITIES FEE (SSAF) 2019

PURPOSE
To seek Council's approval of a process for consulting students on the expenditure of Student Services and Amenities Fee (SSAF) funds.

PREPARED BY
Pro-Vice-Chancellor, University Experience

REVIEWED BY
Acting Vice-Chancellor

APPROVED BY
Acting Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council approve a process for consulting students on the expenditure of Student Services and Amenities Fee (SSAF) funds for 2019.

ACTION REQUIRED
☒ For decision
☐ For discussion
☐ For information

CONSULTATION
☐ Staff
☒ Students
☐ Alumni
☐ Government
☐ Other
☐ Not applicable

The proposed consultation process has been agreed with student associations.

COUNCIL COMMITTEE / ACADEMIC BOARD CONSIDERATION
☐ Finance
☐ Audit & Risk Management
☐ Campus Planning
☒ Not Applicable
☐ Major Projects
☐ Honorary Degrees
☐ Nominations
☐ Academic Board

BACKGROUND
The Higher Education Legislation Amendment (Student Services and Amenities) Act 2011 (the Act) allows the universities to charge students a fee to support the provision to students of amenities and services not of an academic nature. This fee, known as the Student Services Amenities Fee or SSAF, may be spent on items such as sporting and recreational activities, employment and career advice, child care, financial and legal advice and food services.

The Student Services, Amenities, Representation and Advocacy Guidelines (the Guidelines) govern the administration of SSAF revenue. These Guidelines were revised in March 2014 and Item 3.2.5 of the revised Guidelines requires that

In relation to decisions regarding the specific uses of the proceeds from any compulsory SSAF, HEPS [Higher Education Providers] must establish and maintain a clearly defined and effective process by which students enrolled at the HEP are consulted that is reviewed and approved annually by the governing body of the HEP.

Council's approval of the process outlined at attachment 1 is being sought.

Item 3.2.2 of the previous version of the Guidelines required HEPs to ‘… publish the details of the mechanisms approved by the governing body of the HEP by which enrolled students are consulted and able to participate in the decision making processes of the HEP.’ At its meeting of 2 December 2011, Council was advised by the Vice-Chancellor that consultations were being undertaken with student organisations as required by the legislation.
The Guidelines were reviewed in 2013 and the requirement for a consultation process with students approved annually by the HEP’s governing body was included following the review. Advice from the Department of Education indicates that the Guidelines were amended with the overall intention of ensuring that they operate in ‘a manner that is clear in intent and purpose, transparent in process; visible; and consultative.’

Since the passage of the Act in 2011 the University has undertaken extensive annual negotiations with the four student associations (the ANU Students’ Association, the Postgraduate and Research Students’ Association, the ANU Sport and Recreation Association and ANU Student Media) on their budgets and expenditure on services and works which benefit all students. In 2017 another party was added to the negotiations. ANU Observer, a new student media organisation that publishes entirely online was added after meeting governance requirements set by ANU’s Corporate Governance and Risk Office. Draft expenditure is posted annually on the University’s website and all students invited by e-mail to comment on the draft before funding is finalised. We believe this has been a sound process of consultation which gives all students an opportunity to express their views on how SSAF revenue should be expended.

SUMMARY OF ISSUES

The consultation process and timetable at Attachment A has been endorsed by the acting Vice-Chancellor, and agreed with student associations (the ANU Students Association, the Postgraduate and Research Students Association, ANU Sport, ANU Observer and ANU Student Media).

Approving the proposed consultation process and timetable will enable the University to meet its obligations under the Guidelines.

ATTACHMENT

12.1 Student Services Amenities Fee 2019: allocations and process for consultation with students

COMMUNICATION

☐ For public release ☑ For internal release ☐ Not for release
13. COUNCIL COMMITTEE MEMBERSHIPS

PURPOSE
For Council to approve the membership on Council Committees.

PREPARED BY
Associate Director, Corporate Governance and Policy

REVIEWED BY
Director, Corporate Governance and Risk Office

APPROVED BY
Committee Chairs

SPONSOR
Chancellor

RECOMMENDATION
That Council approve the recommended Council Committee memberships.

ACTION REQUIRED
For discussion ☐ For decision ☑ For information ☒

CONSULTATION
Staff ☐ Students ☐ Alumni ☐ Government ☐ Other ☐ Not applicable ☒

BACKGROUND
All Committees of Council are governed by their respective Charter, as approved by the Council. The Charters provide for, amongst other things, the membership of each Committee.

At the May 2018 meeting of Council, the term of Professor Tim Senden as a member of Finance Committee and Campus Planning Committee was extended to 29 September 2018 to align with the date he will retire as a member of Council. Council is asked to approve the appointment of members to the Finance Committee and Campus Planning Committee as a result of this retirement.

SUMMARY OF ISSUES

Finance Committee
As a result of Professor Senden retiring from Council, he also retires from the Finance Committee in the membership category of ‘up to 3 Council members’. The only remaining Council member in this category is Dr Doug McTaggart (leaving two vacant positions in this category). Please note that Ms Naomi Flutter is also an ex officio member as Pro-Chancellor.

Notwithstanding Professor Senden’s retirement as a member of Council, the Chair of Finance Committee, Mr Graeme Samuel, has invited him to remain a member of this Committee. There are currently two vacancies in the membership category of ‘Up to 5 other members with appropriate experience’. It is recommended that Council appoint Professor Senden to this category of membership on the Finance Committee for the period 5 October 2018 to 30 June 2020.

Campus Planning Committee
As a result of Professor Senden retiring from Council, he also retires from the Campus Planning Committee in the membership category of ‘up to 3 Council members’. Following Professor Senden’s retirement, the remaining Council members in this category are Ms Naomi Flutter and Ms Anne-Marie Schwirtlich. It is recommended that Council appoint Mrs Claire Shrewsbury to this category of membership on the Campus Planning Committee for the period 5 October 2018 to 25 May 2020 (and extended until 30 June 2020, should Mrs Shrewsbury be re-elected for a second term).

Honorary Degrees Committee
Council is asked to note that, consistent with convention, the student member of Honorary Degrees Committee will alternate from the PARSA President to the ANUSA President on 1 December 2018. The new ANUSA President, Ms Eden Lim, will serve a term of one year on the Committee, before it will then alternate back to the PARSA President.
The ANU website will be updated to reflect the appointment of members to Council Committees and their terms of office.
C14. Confidential to Council Members
15. KAMBRI – STREET NAMING

PURPOSE  
For Council to consider and approve the proposed name for the Laneway in Kambri.

PREPARED BY  
Executive Office, Advancement

REVIEWED BY  
Deputy Vice-Chancellor (Academic)

APPROVED BY  
Provost

SPONSOR  
Chancellor

RECOMMENDATION  
That Council **approve** the proposal to name the Laneway in Kambri, ‘Germaine Joplin Lane’.

ACTION REQUIRED  
☐ For discussion  ✔️ For decision  ☐ For information

COUNCIL COMMITTEE / ACADEMIC BOARD CONSIDERATION  
☐ Finance  ☐ Audit & Risk Management  ☑ Campus Planning  ☐ Remuneration

☐ Nominations  ☐ Honorary Degrees  ☐ Academic Board

BACKGROUND  
At the May meeting of the Naming Committee, a proposal for the Teaching Building, West Loop Road and the Laneway in Kambri was endorsed for transmission to Campus Planning Committee. All recommendations were endorsed by the Campus Planning Committee and approved by Council, with the exception of the Laneway, which was not supported due to lack of current information about the honouree.

A revised proposal was considered and endorsed by the Campus Planning Committee on 17 September 2018.

SUMMARY OF ISSUES  
Following the principles used to select names for the Teaching Building and West Loop Road, an alternative name for the Laneway has been chosen from the Kambri street names shortlist. This list was circulated for consideration by the ANU community, who voted on their preferred honourees. Based on the poll results and deliberations of the Naming Committee, Dr Germaine Joplin was chosen as the preferred honouree.

Dr Germaine Joplin was a Research Fellow in Department of Geophysics from 1952 and an ANU Council member from 1969. She was awarded the W. R. Browne Medal for distinguished contributions to the Geological Sciences of Australia’ in 1982 and became a Member of the Order of Australia (AM) in 1982.

Advancement (previously Alumni Relations & Philanthropy) have initiated a search for representatives of the nominee and have identified Dr Joplin’s closest living relative. The Deputy Vice-Chancellor (Academic), as Kambri Project Officer, will contact them to seek support for the use of the name.

SCAPA is developing a communication plan for announcement of all named assets within Kambri. Timing of announcements will take into account efforts to gain support of the living relatives of the honourees.

The proposal to name the Laneway, ‘Germaine Joplin Lane’, was endorsed by the Campus Planning Committee on 17 September 2018.

PART 4 – OTHER MATTERS FOR DECISION
COMMUNICATION
☐ For public release  ☐ For internal release  ☑ Not for release
16. **ANU FOUNDATION – PROPOSED GOVERNANCE STRUCTURE**

**PURPOSE**
For Council to consider proposed governance structure for the ANU Foundation.

**PREPARED BY**
Executive Officer, Advancement

**REVIEWED BY**
ANU Foundation Board Chair

**APPROVED BY**
Vice-President (Advancement)

**SPONSOR**
Chancellor

**RECOMMENDATION**
That Council:

1. **Approve** the revised role and structure of the ANU Foundation and ANU Foundation Board;

2. **Approve** the proposed strategies of action for the existing Foundations of the Endowment; and

3. **Note** the development of an ANU Foundation Board Charter.

**ACTION REQUIRED**
- ☐ For discussion
- ☑ For decision
- ☐ For information

**CONSULTATION**
- ☐ Staff
- ☐ Students
- ☐ Alumni
- ☐ Government
- ☐ Other
- ☑ Not applicable

**BACKGROUND**
At its April meeting, ANU Council passed a resolution to rename the ANU Endowment for Excellence as the ANU Foundation. It was further resolved that the ANU Endowment for Excellence Board of Governors be renamed the ANU Foundation Board.

These resolutions support ongoing work within Advancement (previously, Alumni Relations & Philanthropy) to strengthen mechanisms of donor assurance, including governance of the University’s gift funds and oversight of both the funds and the University’s fundraising activities. These preparations are essential to the successful launch of an ANU-wide comprehensive campaign.

The revised legislative framework for the ANU Foundation and the Board—an *ANU Foundation Statute*—will be submitted for Council approval before the end of 2018.

**SUMMARY OF ISSUES**

**ANU Foundation role and structure**
The launch of the revitalised ANU Foundation, when the revised Statute is passed at the end of the year, presents a unique opportunity to implement a clear and robust framework for the ongoing governance of gifts to the University. It also presents an opportunity to clearly articulate the role of the ANU Foundation, the functions of the Board, and the relationship of both to the University’s executive structure.

The ANU Foundation is the governance framework for all gifts made to the University. It ensures that the University maintains the highest standards in relation to its fundraising activities and that gifts made to the University are properly used and appropriately accounted for.

The ANU Foundation Board is the key oversight body for the ANU Foundation, advising Council and the Vice-Chancellor on the governance, management and performance of the University’s fundraising activities and of all gift funds. The Board holds the University accountable for the responsible financial and risk management of all gift funds within the ANU Foundation, ensuring that monies are disbursed...
and activities supported in line with donor wishes and for the life of each gift. The Board is a key stakeholder in the development and review of the University’s policies and procedures relating to fund governance and fundraising-related matters. Board members also act as advocates both within and without ANU for the fundraising activities of the University.

Under the revised organisational structure (Attachment 16.1), the ANU Foundation Board may establish committees as required. The proposed Campaign Steering Committee, which will be dissolved on establishment of the Campaign Council at the public launch of the Campaign, will report to and have overlapping membership with the ANU Foundation Board. The Board will also have oversight of those University Committees with remit relating to the strategy and practise of fundraising and fund governance. This includes the ANU Fund Disbursement Committee and the Gift Acceptance Committee.

The day-to-day management of the ANU Foundation’s activities is undertaken by Advancement, under the direction of the Vice-President (Advancement). Secretariat support of the ANU Foundation Board and its Committees is also provided by Advancement.

The ANU (UK) Foundation and ANU (US) Foundation are independently governed by their host country’s legislation relating to tax-exempt donations. A detailed report on these Foundations will be tabled at the December meeting of the ANU Foundation Board, with recommendations on how they should be included within the proposed governance structure.

Foundations of the Endowment
Council also resolved that stewardship of significant gifts to the University no longer be governed under the Foundations of the Endowment model.

Each of the existing Foundations of the Endowment was established at a time when fundraising activities and fund governance were not clearly articulated or particularly well managed at ANU. With the completion and rollout of the University’s Endowment Review Project, governance of individual funds is now robust enough to provide donor assurance for gifts at all levels over any length of time. Going forward, the Foundations of the Endowment structure is no longer required.

Advancement is in conversation with key stakeholders at three of the remaining six Foundations of the Endowment, with the aim of negotiating an alternative structure before the ANU Foundation Statute is passed. Per Council resolution (April 2018), the remaining Foundations of the Endowment will be managed under more clearly articulated performance and reporting measures, over a two-year review period.

Four strategies are proposed for the existing Foundations of the Endowment, each tailored to the individual requirements of that Foundation, its performance and purpose:

- **Devolve from Foundation to fund**: The Foundation is dissolved, but the fund continues to disburse monies to existing activities in line with donor wishes. The Foundation Board becomes an advisory or disbursement committee. (Herbert & Valmae Freilich Foundation, Visual Arts Foundation.)
- **Monitor and manage performance**: Provisions are made for the Foundation under the revised legislation, including performance review and monitoring over a two-year period. (Edith & Joy London Foundation, School of Music Foundation.)
- **Transfer governance from ANU Foundation**: The Foundation is performing well, but the future funding of its activities is no longer exclusively philanthropic. An alternative structure though equally robust of governance is proposed, outside the remit of the ANU Foundation. (Sir Roland Wilson Foundation.)
- **Do nothing**: The Foundation is transitional only (as the future enterprise is being managed by an alternative structure) and will be dissolved once all monies within its fund have been spent down. (Tuckwell Scholarship Foundation.)

An update on the outcomes or next steps in the implementation of these strategies will be reported to the December meeting of the ANU Foundation Board and the first meeting of Council in 2019.

**Legislation review update**
The revised framework of the ANU Foundation, the role, functions and composition of the ANU Foundation Board, and provisions for governance of the remaining Foundations of the Endowment will all be articulated in a revised ANU Foundation Statute.
Drafting instructions for the revised Statute have been developed by Advancement, in consultation with the Legal Office and the Corporate Governance and Risk Office. The conceptual framework proposed within the new Statute is under review by Ernst & Young. The Statute is being written by the University’s legislative drafter, in consultation with Advancement.

A complete draft of the revised legislation will be circulated in October for review by the ANU Foundation Board. The final draft will be presented for approval at the December meeting of Council.

**ANU Foundation Board Charter**

Since mid-2017, work has been ongoing to implement the recommendation of the More Partnership review of what was then the Endowment for Excellence Board of Governors. One of the key recommendations was to review and update the ANU Endowment Statute and Rules to give a clearer remit for the Board. This recommendation is being broadly implemented in the revised ANU Foundation Statute and will cover establishment, role and functions of the Board; Board composition, including term, qualifications, vacancy and termination; duties of Board members, annual reporting requirements, proceedings and Committees of the Board.

While the revised Statute will provide a robust and clearly articulated framework for the Board and its activities, it will only do so at a very high level. It is proposed that a comprehensive Charter be drafted, to set out the authority, responsibilities and operation of the ANU Foundation Board, based on principles of good corporate governance for the University and its controlled entities.

The draft Charter will be developed in consultation with the Chair and Deputy Chair of the Board, and will form part of a suite of Board governance materials subject to internal audit by Ernst & Young in Q2-3 2019.

**CONSULTATION AND DISCUSSION RECORD**

ANU Council (6 April 2018) resolved to approve:

1. renaming the ‘ANU Endowment for Excellence’ as the ‘ANU Foundation’;
2. renaming the ‘ANU Endowment for Excellence Board of Governors’ as the ‘ANU Foundation Board’;
3. that stewardship of future gifts of significance and complexity no longer be governed under the Foundations of the Endowment structure; and
4. the proposed measures of performance monitoring and management, for both future gifts of significance and existing Foundations of the Endowment.

**ATTACHMENT**

16.1 Proposed organisational structure of the ANU Foundation Board

**COMMUNICATION**

☐ For public release  ☐ For internal release  ☑ Not for release
17. ACADEMIC BOARD CHARTER - REVISED

PURPOSE
For Council to approve amendments to the Academic Board Charter.

PREPARED BY
Secretary, Academic Board

REVIEWED BY
Director, Corporate Governance and Risk Office

APPROVED BY
Chair, Academic Board

SPONSOR
Chair, Academic Board

RECOMMENDATION
That Council approve the revised Academic Board Charter.

ACTION REQUIRED
For discussion ☐ For decision ☑ For information ☐

CONSULTATION
☐ Staff ☐ Students ☐ Alumni ☐ Government ☐ Other ☑ Not applicable

COUNCIL COMMITTEE / ACADEMIC BOARD CONSIDERATION
☐ Finance ☐ Audit & Risk Management ☐ Campus Planning ☐ Remuneration
☐ Major Projects ☐ Honorary Degrees ☐ Nominations ☑ Academic Board

BACKGROUND
At its meeting of 3 July 2018, Academic Board approved the ANU Statement on Academic Freedom.

This was reported in the Academic Board Executive Summary to Council on 20 July 2018.

In agreeing to the Statement, Academic Board endorsed seeking Council approval to update the Academic Board Charter, reflecting the Board’s responsibility to, among other things, safeguard Academic Freedom.

ACADEMIC BOARD CHARTER
Academic Board recommends amendments to the Charter, under its ‘Roles and Responsibilities.’ Specifically, it asks Council to approve the addition of the following words in paragraph 12:

   a. Developing and promoting principles pertaining to academic freedom within the ANU and of its staff, students and official visitors; and
   
   b. Advising the Vice-Chancellor and Council on the safeguarding and implementation of ANU academic freedom policy in general terms and in particular cases, as they arise.

The inclusion of these additional roles will allow Academic Board to support to strategic intent of the University, and provide an appropriate forum for operational level discussion of Academic Freedom issues should they arise.

ATTACHMENT
17.1 Draft – Revised Academic Board Charter

COMMUNICATION
For public release ☑ For internal release ☐ Not for release ☐
18. AUDIT AND RISK MANAGEMENT COMMITTEE CHARTER - REVISED

PURPOSE
To consider a revised Audit & Risk Management Committee Charter in line with the new Department of Finance guidelines.

PREPARED BY
Auditor, Corporate Governance and Risk Office

REVIEWED BY
Manager, Audit and Risk, Corporate Governance and Risk Office

APPROVED BY
Director, Corporate Governance and Risk Office

SPONSOR
Chair, Audit & Risk Management Committee

RECOMMENDATION
That Council approve the revised Audit and Risk Management Committee Charter.

ACTION REQUIRED
☐ For discussion ☑ For decision ☐ For information

CONSULTATION
Staff ☐ Students ☐ Alumni ☐ Government ☐ Other ☐ Not applicable ☑

COUNCIL COMMITTEE / ACADEMIC BOARD CONSIDERATION
☐ Finance ☑ Audit & Risk Management ☐ Campus Planning ☐ Remuneration
☐ Major Projects ☐ Honorary Degrees ☐ Nominations ☐ Academic Board

BACKGROUND
At its meeting of 19 September 2018, and following the meeting out-of-session, the Audit and Risk Management Committee endorsed revisions to the ARMC Charter to reflect new Department of Finance guidelines concerning the role of Audit Committees in performance reporting (See sections 11-15), as well as other minor amendments proposed to streamline the document.

Attached is the current (September 2017) ARMC Charter, 'marked-up' to indicate the proposed changes.

ATTACHMENT
18.1 Audit & Risk Management Committee Charter - September 2017 (revised with 'mark-ups')

COMMUNICATION
For public release ☐ For internal release ☐ Not for release ☑
PART 5 – OTHER MATTERS FOR NOTING

C19.  Confidential to Council Members
20. 2018 ENROLMENT AND LOAD REPORT (FULL YEAR TO DATE)

PURPOSE
To provide a summary report on load and student enrolments based on 2018 full year-to-date data

PREPARED BY
Planning and Performance Measurement

REVIEWED BY
Director of Planning and Performance Measurement

APPROVED BY
Chief Operating Officer

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note the report

ACTION REQUIRED
For discussion ☑ For decision ☐ For information ☑

CONSULTATION
Staff ☑ Students ☐ Alumni ☐ Government ☐ Other ☐ Not applicable ☐

BACKGROUND
This report provides information on student load (EFTSL) and student enrolments (headcount), using data reported to the Department of Education and preliminary data held in the Student System as at 3 September 2018.

ANU Institution Total Load (Chart 1)
- Total ANU load is 19,899.3 EFTSL, a 4% increase on 2018 budget. This is 1,283.4 EFTSL higher than 2017 actuals at 18,615.9 EFTSL. This 2018 load increase is within both undergraduate and postgraduate cohorts and due to strong continuing pipelines.
- International load represents 42.7% of total institutional load with domestic at 57.3%.

ANU Domestic Total Load (Chart 2)
- Total domestic load is 11,411.7 EFTSL, a 2.2% decrease against 2018 budget.
- Postgraduate is 2,238.3 EFTSL and has the largest decrease against 2018 budget at 14.1% with a reduced load of 282.4 EFTSL on 2017 actuals at 2,451.0 EFTSL.
- Undergraduate is 7,954.1 EFTSL, and increased by 282.4 EFTSL on 2017 actuals at 7,671.7 EFTSL, and 1.8% higher than 2018 budget.
- Domestic undergraduate is 40% of total institution load followed by postgraduate at 11.2% and HDR at 6.1%.

ANU International Total Load (Chart 3)
- Total international load as at is 8,487.6 EFTSL, a 13.7% increase against 2018 budget. This is an increase of 1,287.5 EFTSL on 2017 actuals at 7,200.1 EFTSL.
- Both undergraduate and postgraduate increased against budget load, 16.1% and 12.8%.
- International postgraduate is 22.5% of total institutional load followed by undergraduate at 16.4% and HDR at 3.8%

ANU Commencing Load (Chart 4)
- Total ANU commencing load is 6,380.5 and 68.6 EFTSL down on 2017 actuals at 6,449.1 EFTSL. The majority of this decrease is within the undergraduate cohort which saw a reduction of 167.8 EFTSL.

ANU Domestic Commencing Load (Chart 5)
- Domestic commencing load is 3,191.8 EFTSL, a 13.2% reduction against 2018 budget.
- Overall, domestic load is down across all careers, with a 339.4 EFTSL reduction on 2017 actuals at 3,531.2 EFTSL.
Undergraduate commencing load is 1,933.6 EFTSL, a 9.4% reduction against 2018 budget. This is a decrease of 209.2 EFTSL on 2017 actuals at 3,079.4 EFTSL as the University closed its programs early in response to the Governments caps.

**ANU International Commencing Load (Chart 6)**
- International commencing load is 3,188.7, an 11.3% increase against 2018 budget. Overall, international is up by 270.8 EFTSL on 2017 actuals at 2,917.9.
- Postgraduate load is 2,079.3 EFTSL, a 14.4% increase against 2018 budget. Overall, international is up by 228.0 EFTSL on 2017 actuals at 1,851.3 EFTSL.

**COLLEGES**

**Total Higher Degree Research Load (Chart 7)**
- The Colleges of Engineering & Computer Science, and Science are the only colleges to meet budget for domestic HDR, being 3.7% and 0.5% over 2018 budget respectively.
- Colleges meeting 2018 budget for international HDR load are; Arts & Social Sciences at 5.8%, Engineering & Computer Science at 28.5%, Science at 9.4%, and Health & Medicine at 40.4%.

**Total Postgraduate Coursework Load (Chart 8)**
- The Colleges of Arts & Social Sciences, and Business & Economics are the only colleges to meet budget for domestic postgraduate, being 0.8% and 13.4% over 2018 budget respectively.
- Colleges exceeding budget for international postgraduate coursework enrolments are; Business & Economics at 13.1%, Engineering & Computer Science at 21.6%, Law at 53.7%, and Science at 64.1%.

**Total Undergraduate Load (Chart 9)**
- The College of Science is the only college to remain under 2018 budget for domestic undergraduate studies, being 3.9%.
- All colleges have significantly exceeded 2018 budget for international undergraduate studies.

**ANU Total Enrolments**
- Domestic postgraduate enrolments dropped from 4,755 in 2017 to 4,080 in 2018, with a difference of 675.
- International postgraduate enrolments have increased from 4,964 in 2017 to 5,912 in 2018, an increase of 948 enrolments (Chart 10).
- International undergraduate increased from 3,205 in 2017 to 3,693 in 2018, an increase of 488 enrolments.

**ANU Total Enrolments by State and Country**
- More than half, 55.1% of domestic students are from the ACT and local NSW area, followed by NSW with 22.9% and Victoria with 9.2%. (Chart 11)
- Chinese students are 70.3% of our international student body. India's proportion has more than doubled to 5.6% in 2018 from 2014. Singapore and Malaysia proportion has marginally reduced on 2017 levels. (Chart 12).

**ATTACHMENT**

*20.1 2018 Full YTD Enrolment and Load Dashboard*

**COMMUNICATION**

For public release ☐  For internal release ☑  Not for release ☐
21. WORKPLACE GENDER EQUALITY AGENCY – REPORT & NOTICE OF COMPLIANCE 2018

PURPOSE
To present the 2018 Workplace Gender Equality Agency (WGEA) report and to note receipt of the Notice of Compliance issued to the University by WGEA.

PREPARED BY
Workforce Planning Branch, HR Division

REVIEWED BY
Director - Human Resources

APPROVED BY
Chief Operating Officer

SPONSOR
Chief Operating Officer

RECOMMENDATION
That Council note:

1. The University’s report submitted to the Workplace Gender Equality Agency (WGEA); and
2. The Notice of Compliance with the Workplace Gender Equality Act 2012 (the Act) issued to the University by WGEA.

ACTION REQUIRED
☐ For discussion  ☑ For decision  ☐ For information

CONSULTATION
☐ Staff  ☐ Students  ☐ Alumni  ☐ Government  ☐ Other  ☑ Not applicable

BACKGROUND
The Australian National University lodged its annual report with the Workplace Gender Equality Agency (WGEA) on 25 July 2018. The University’s 2018 report covers the 12 month reporting period from 1 April 2017 to 31 March 2018. A copy of the report is at Appendix 1.

Under the notification and access requirements of the Act a public version of the report was also made available to all employees and employee organisations with members in the workplace.

On 22 August 2018 WGEA issued the University’s certificate of compliance with the Act. Reporting organisations require this Notice of Compliance if they wish to buy goods and services from, or enter into a contract with, the Australian Government. The University’s 2018 Notice of Compliance is attached in Appendix 2.

SUMMARY OF ISSUES
The data within the 2017-18 Workforce Profile is consistent with last year’s results.

- 46.4% of all managers were female (1.6 percentage points below the 2016-17 results).
  - Key management personnel (KMP) was the only manager category with more females than males (52.9% v 47.1%).

- 51.3% of all non-managers were female (0.4 percentage points below the 2016-17 results).
  - Clerical and administrative job category had the highest proportion of females (71.7% v 28.3%).

- 24.5% of the workforce were casual staff (0.2 percentage points above the 2016-17 results)

Towards the end of 2018, WGEA will release a benchmarking report comparing the University’s 2018 results with other organisations.

The Reporting Questionnaire examines the 12 month reporting period from 1 April 2017 to 31 March 2018. The Questionnaire consists of 18 questions covering six Gender Equity Indicators (GEI). There are no new questions from 2016-17. However there were additional response options, which enable organisations to provide more specific information should it be relevant.
Minimum standards are in place for relevant employers with 500 or more employees who are required to have a policy or strategy in one of the following areas:

- GEI 1 – gender composition of the workforce
- GEI 2 – gender composition of governing bodies/boards
- GEI 3 – equal remuneration between women and men
- GEI 4 – availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
- GEI 6 – sex-based harassment and discrimination.

Information contained in the University’s annual compliance report has been assessed by WGEA to determine whether the minimum standard has been met. **WGEA has determined that the ANU has met this minimum standard.**

Further information is available on the WGEA website at: [https://www.wgea.gov.au](https://www.wgea.gov.au).

**ATTACHMENTS**

- 21.1 ANU WGEA Public Report 2018
- 21.2 ANU Notice of Compliance (issued on 22 August 2018)

**COMMUNICATION**

☐ For public release   ☐ For internal release   ☑ Not for release

**PART 5 – OTHER MATTERS FOR NOTING**
C22-26. Confidential to Council Members
27. **AUDIT AND RISK MANAGEMENT COMMITTEE – EXECUTIVE SUMMARY**

**PURPOSE**
To note a summary of major items considered by the Audit & Risk Management Committee at its meeting held on 19 September 2018.

**PREPARED BY**
Auditor, Corporate Governance and Risk Office

**REVIEWED BY**
Manager, Audit and Risk, Corporate Governance and Risk Office

**APPROVED BY**
Director, Corporate Governance and Risk Office

**SPONSOR**
Chair, Audit & Risk Management Committee

**RECOMMENDATION:** That Council note the summary of major items considered by the Audit & Risk Management Committee at its meeting held on 19 September 2018.

**ACTION REQUIRED**
For discussion ☐  For decision ☐  For information ☑

**CONSULTATION**
☐ Staff  ☐ Students  ☐ Alumni  ☐ Government  ☐ Other  ☑ Not applicable

**COUNCIL COMMITTEE / ACADEMIC BOARD CONSIDERATION**
☐ Finance  ☑ Audit & Risk Management  ☐ Campus Planning  ☐ Remuneration
☐ Major Projects  ☐ Honorary Degrees  ☐ Nominations  ☐ Academic Board

**SUMMARY**

**ITEM 2.1 CHAIR’S REPORT**

The report summarised major items considered by Council at its meeting of 20 July 2018, as listed in the papers.

The Chair also provided a verbal update on key matters considered by the Finance Committee on 14 September 2018, including: further work being performed on 5-year Strategic Financial Forecasting and Scenario Modelling, and further financial modelling being required for the CECS Re-imagine project. The Finance Committee also considered the options available to manage the CSS liability.

**Resolved:**
The Committee noted the report from the Chair.

**ITEM 2.2. VICE-CHANCELLOR’S REPORT**

The Vice-Chancellor explained that the University has appointed a Chief Information Security Officer, whose term will begin in early October. The Committee was also updated on completion of the Academic Autonomy statement to support academic freedom at the University, ongoing work in relation to Respectful Relationships and the University’s presence in the Academic Ranking of World Universities (ARWU).

**Resolved:**
The Committee noted the report from the Vice-Chancellor.

**ITEM 2.3 PROGRESS UPDATE ON LEARNING AND DEVELOPMENT FOR ACADEMIC STAFF**

The Deputy Vice-Chancellor (Academic) presented a progress update on the implementation of the recommendations from the audit of learning and development for academic staff. The Committee
discussed in detail the level of engagement with the program by academic staff, progress being made as well as challenges presented.

Resolved:
The Committee noted the progress update and requested that a further update be presented to the March 2019 meeting of the Committee.

ITEM 2.4 CECS RE-IMAGINED PROJECT UPDATE

The project’s Risk Register and progress report was presented to the Committee. In discussion, the Committee noted the extreme rating in the Register concerning the difficulty that is recruiting and retaining highly talented academics for the project. In response, the University is taking a flexible and open approach in the search and negotiation phase of the recruitment process to attract the best possible candidates.

Resolved:
The Committee endorsed the updated Risk Register, noted the progress report and required that management reports be presented to the Committee quarterly.

ITEM 3.1 INTERNAL AUDIT REPORTS ON INTERNATIONAL CONTRACTS AND PARTNERSHIPS

Ernst & Young presented the International Contracts and Partnerships report as outlined in the papers. The report highlighted an absence of structured policy and process required to best manage the risks and performance of the University’s international agreements and partnerships. The Committee discussed the management responses, which accepted the findings together with making a commitment to implementing the recommendations made in the report.

Resolved:
The Committee endorsed the report and noted the management responses.

ITEM 3.2 REVISED AUDIT AND RISK MANAGEMENT COMMITTEE CHARTER UPDATE

The Director, Corporate Governance and Risk Office, presented the updated Audit and Risk Management Committee Charter, revised to reflect new Department of Finance guidelines concerning the role of Audit Committees, as well as other minor amendments proposed to streamline the document.

In supporting the revised Charter, the Committee requested that alternative wording be applied to the Roles and Responsibilities section, for Committee endorsement out-of-session.

Resolved:
The Committee endorsed the revised Charter, subject to alternative wording being agreed out-of-session with respect to the Roles and Responsibilities section, prior to seeking Council approval.

ITEM 4.1. AUDIT REPORT ON THE UNIVERSITY’S 2017 HERDC RETURN

The Chief Financial Officer presented to the Committee the University’s 2017 HERDC audit report, which received an unqualified opinion, noting minor adjustments to the returns.

Resolved:
The Committee noted the University’s 2017 HERDC audit report.

ITEM 4.2 UNIVERSITY 2018 FINANCIAL PROJECTION AND 2019 BUDGET

The Chief Financial Officer presented the University’s 2018 Financial Projection and 2019 Budget to the Committee.

Resolved:
The Committee noted the University’s 2018 Financial Projection and 2019 Budget.

PART 5 – OTHER MATTERS FOR NOTING
ITEM 4.3 RIMS PROJECT STATUS UPDATE

The Chief Operating Officer presented the RIMS project status update to the Committee which confirmed the immediate cessation of the RIMS project on 16 July 2018. The Chief Operating Officer also confirmed that the contract with the system supplier will lapse in November, 2018.

The University is actively managing the situation, including where ‘lessons’ learned’ is concerned.

Resolved:
The Committee noted the update on the RIMS Project, and requested a further progress report at the next meeting of the Committee in November.

ITEM 4.4 STUDENT SELECTION FRAMEWORK PROJECT

The Chief Operating Officer presented the student selection framework project report to the Committee.

Resolved:
The Committee noted the report on the student selection framework project.

ITEM 4.5 MANAGEMENT RESPONSES TO THE AUDIT OF COUNSELLING SERVICES

The Chief Operating Officer presented the management responses to the audit of counselling services to the Committee. The Committee commended the responses and management’s commitment to building and sustaining integrated counselling services.

Resolved:
The Committee noted the responses to the audit of counselling services.

ITEM 4.9 ARMC CHARTER AND PGPA RESPONSIBILITIES FOR 2018

The Committee was briefed on the activities undertaken by the Corporate Governance and Risk Office to support the Committee to meet its obligations under section 17(2) of Public Governance, Performance and Accountability Rule (PGPA Rule).

Resolved:
The Committee noted its responsibilities pursuant to section 17(2) of the Public Governance, Performance and Accountability Rule (PGPA Rule).

ITEM 4.10 INTERNAL AUDIT PLAN PROGRESS REPORT

The Director, Corporate Governance and Risk Office presented to the Committee the 2018 Internal Audit Work Plan Progress Report.

Resolved:
The Committee noted the progress report.

Also, given that significant progress has been made on the implementation of the nine recommendations made in the Australian Human Rights Commission report on sexual assault and sexual harassment at Australian universities, and that the ANU Response to this is a standing item for discussion at Council meetings, the Committee approved the removal of the audit concerning this issue from the 2018 Internal Audit Work Plan.

COMMUNICATION

For public release ☐  For internal release ☐  Not for release ☑

PART 5 – OTHER MATTERS FOR NOTING
28. CAMPUS PLANNING COMMITTEE – EXECUTIVE SUMMARY

PURPOSE To note a summary of major items considered by the Campus Planning Committee at its meeting held on 17 September 2018.

PREPARED BY Senior Governance Officer

REVIEWED BY Director, Corporate Governance and Risk Office

APPROVED BY Director, Corporate Governance and Risk Office

SPONSOR Chancellor

RECOMMENDATION That Council note the summary of major items considered by the Campus Planning Committee at its meeting of 17 September 2018.

ACTION REQUIRED
For discussion ☐ For decision ☐ For information ☑

CONSULTATION
☐ Staff ☐ Students ☐ Alumni ☐ Government ☐ Other ☑ Not applicable

COUNCIL COMMITTEE / ACADEMIC BOARD CONSIDERATION
☐ Finance ☐ Audit & Risk Management ☑ Campus Planning ☐ Remuneration
☐ Major Projects ☐ Honorary Degrees ☐ Nominations ☐ Academic Board

SUMMARY OF ISSUES

ITEM 5 – KAMBRI UPDATE

The Committee was provided with an update on the Kambri redevelopment. Main points made during the discussion included:

- The buildings in Kambri are approaching the watertight stage and construction remains on schedule to achieve an opening by the beginning of the academic year in 2019.
- Negotiations are underway with potential tenants for the four remaining retail tenancies and three sohos.
- A financial close has been achieved for SA7 with the valuation amounting to $52.236m, an increase of $5.236 million on previous estimates.
- A Steering Group has been established to support communications and marketing initiatives for Kambri, and to ensure co-ordination with other University activities.
- Proposed fitouts to level 1 and 2 of the Chifley Library will impact on some sections of the existing facade.

The Committee agreed to the following placeholder names for building precincts in Kambri:

- Cultural Centre
- Health and Well-being Centre
- Marie Reay Teaching Centre
- Student Centre (noting that a proposed formal name is expected to be presented to the Naming Committee in October).
The Committee also noted that:

- The name of SA7 has been confirmed as Fenner Hall.
- The Reserve Bank has donated to the University Sidney Nolan’s ‘Eureka Stockade’ artwork; and
- A University flood mitigation strategy is being developed and will be presented at the November meeting.

Resolved:
The Committee noted the Kambri related updates.

ITEM 6.1 MAJOR CAPITAL WORKS PROJECTS – STATUS UPDATES

The Committee received an update on all major projects and noted that work has commenced on the ANU College of Arts and Social Sciences, Research School of Social Sciences building and the Research School of Physics and Engineering precinct redevelopment.

Resolved:
The Committee noted the update on all major projects currently progressing at the University.

ITEM 6.2 STUDENT ACCOMMODATION (SA8) UPDATE

The Committee received a presentation on the design for SA8. The new site will provide for a total of 1759 beds (stage 1 and 2) for both undergraduate and postgraduate students (and will include family accommodation). The main points made in the presentation included:

- Stage 1 of the project, planned to be completed in January 2021 (with circa 1000 beds), is based on a village design that includes three buildings for postgraduates, two for undergraduates and two buildings providing family units. There will be a range of appropriate physical spaces e.g. gardens, basketball courts, playgrounds, BBQs to enrich the environment and bring people together;
- The buildings are of a smaller scale to that developed previously for student accommodation in order to contribute to the creation of the village;
- The design development is being co-ordinated with the Master Planning team to ensure appropriate allocation and integration of uses; infrastructure (services and transportation); and place making and activation; and
- The design includes shared rooms with four beds. The lack of privacy in this regard was raised as a matter of concern by the Committee.

Resolved:
The Committee noted the general update and requested that the design team address the issues raised by the Committee and resubmit the proposal for endorsement at the November 2018 meeting.

ITEM 6.3 JOHN XXIII MASTER PLAN AND EXTENSION

The Committee was provided with a presentation of the design for the extension, refurbishment and facade upgrades to the John XXIII College, including:

- An upgraded dining hall; new entry and administration area; new student office; meeting rooms; a learning common area; a new music room and study area;
- A proposed new level above the existing second storey; and
- Project funding from the College amounting to $15 million.

Resolved:
The Committee endorsed the John XXIII College extension and refurbishment.
ITEM 7 CAMPUS MASTER PLAN

The Committee was provided with a presentation on the progress of the Master Plan. The presentation highlighted the following:

- There is generally strong support for the direction of the master plan from stakeholders;
- The Master Planning team have explored the format of the master plan design guide, particularly its capacity to deliver the master plan and to provide a robust document against which to review projects moving forward;
- A focus for the Master Plan in the next period (September – October) will be the finalisation of campus wide strategies and testing with stakeholders;
- The team will finalise the design guidelines, which will include directions for contextually responsive development outcomes including architectural and landscape qualities.

The Committee noted that the Campus Master Plan remains on schedule.

Resolved:
The Committee noted the update on the Campus Master Plan.

ITEM 8 THE FUTURE OF UNIVERSITY LIBRARY FACILITIES

The Committee was provided with a presentation on the future provision of library services at the University, including:

- Globally, there are significant differences between the needs of research oriented staff and students and undergraduate populations.
- Integrating research commons and digital scholarship within research oriented library facilities is a common and valid approach.
- All world class universities are consolidating small branch or discipline based libraries.
- Most universities have dedicated arrangements/facilities for profiling their special collections.
- The issue of onsite and offsite storage is a complex issue but, in principle, off site storage is the way of the future.

Resolved:
The Committee:

- Endorsed the findings of the report on “The Library of the Future”;
- Endorsed in principle management’s recommendations for future library facilities. Specifically, options around refurbishing the Chifley Library as a research oriented library, the construction of a new undergraduate library, the repurposing of Menzies as a special collections cultural centre focused on Asia and the Pacific and to explore options for onsite versus offsite storage facilities; and
- Approved the engagement of architects to develop design and cost plans for the changes proposed above.

ITEM 9 KAMBRI STREET NAMING PROPOSAL

Resolved:
The Committee endorsed for Council approval the proposal to name The Laneway in Kambri, ‘Germaine Joplin Lane’.

PART 5 – OTHER MATTERS FOR NOTING
ITEM 10 NAMING STRATEGY CAMPUS MASTERPLAN HUBS

Resolved:
The Committee agreed to the following placeholder names for the five hubs being proposed in the Masterplan:

- Kambri
- Fellows (HC Coombs, Menzies library, University House, ANU College of Law, Chancelry)
- Peninsula (end of Liversidge Street, the Crawford School, Acton Ridge Walk)
- Sullivans (Research School of Physics & Engineering, John Curtin School of Medical Research)
- Barry (CSIRO, ANU College of Engineering and Computer Science)

The Committee noted the frameworks to aid future thinking.

COMMUNICATION

For public release ☐ For internal release ☐ Not for release ☑
C29-30  Confidential to Council Members
31. SIGNIFICANT VISITS AND EVENTS, GRANTS AND CONSULTANCIES

PURPOSE
To consider a report of significant visits and events, grants and consultancies.

PREPARED BY
Communications Officer (Special Events)
Research Services Division

REVIEWED BY
Vice-Chancellor

APPROVED BY
Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note the report of significant visits and events, grants and consultancies.

ACTION REQUIRED
☐ For discussion  ☐ For decision  ☑ For information

ATTACHMENTS
31.1 Significant Events Register
31.2 Grants and Consultancies Report

COMMUNICATION
☐ For public release  ☐ For internal release  ☑ Not for release
32. POWER OF ATTORNEY

PURPOSE For Council to note any transactions signed under Power of Attorney by the Investment Manager since the last meeting of Council.

PREPARED BY Investment Manager

REVIEWED BY Chief Financial Officer

APPROVED BY Chief Financial Officer

SPONSOR Vice-Chancellor

RECOMMENDATION That Council note any transactions over which the Investment Manager, exercised Power of Attorney since the meeting of Council on 20 July 2018.

ACTION REQUIRED
- For discussion
- For decision ☑ For information

CONSULTATION
- Staff
- Students
- Alumni
- Government
- Other ☑ Not applicable

BACKGROUND
This Power of Attorney was granted to the Investment Manager and executed under the Common Seal of the University on 4 September 2003. Uses of the Power of Attorney are required to be reported to Council.

SUMMARY OF ISSUES
This report confirms that no transactions have been signed under Power of Attorney by the Investment Manager since the last meeting of Council.

COMMUNICATION
- For public release
- For internal release
- Not for release ☑

PART 5 – OTHER MATTERS FOR NOTING
33. LEGISLATION

PURPOSE
For Council to note any legislation approved by the Vice-Chancellor since the last meeting of Council.

PREPARED BY
Associate Director, Corporate Governance and Policy

REVIEWED BY
Director, Corporate Governance and Risk Office

APPROVED BY
Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note any legislation approved by the Vice-Chancellor since the last meeting of Council on 20 July 2018.

ACTION REQUIRED
☐ For discussion ☐ For decision ☑ For information

CONSULTATION
☐ Staff ☐ Students ☐ Alumni ☐ Government ☐ Other ☑ Not applicable

BACKGROUND
Section 9.6 of the Vice-Chancellorship Statute 2013 requires that if the Vice-Chancellor exercises his power to make a Rule or Order, it must be reported to the Council at the next meeting of the Council after the Rule or Order concerned was made.

This report confirms that no legislation has been approved by the Vice-Chancellor since the last meeting of Council on 20 July 2018.

COMMUNICATION
For public release ☑ For internal release ☑ Not for release ☐
34. UNIVERSITY SEAL

PURPOSE
For Council to note any uses of the University Seal since the last meeting of Council.

PREPARED BY
Executive Officer, Office of the Vice-Chancellor

REVIEWED BY
Director, Office of the Vice-Chancellor

APPROVED BY
Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note any documents to which the University Seal has been affixed since the meeting of Council held on 20 July 2018.

ACTION REQUIRED
- For discussion
- For decision
- For information

CONSULTATION
- Staff
- Students
- Alumni
- Government
- Other
- Not applicable

BACKGROUND
The University Seal Statute 2002 provides that the seal of the University must not be used except upon the order of the Council or as provided by the Statute. Section 5 of the Statute provides that:

5. Affixing of seal to other documents
5.1 If a document is required to be under the seal of the University but the affixing of the seal is not authorised by section 4, the Chancellor or the Vice-Chancellor may direct the custodian to affix the seal of the University to the document, and, at the first opportunity, the Chancellor or the Vice-Chancellor, as the case requires, must report to the Council the action so taken.

SUMMARY OF ISSUES
The University Seal was affixed to a document prior to the last meeting of Council on 20 July 2018, but after agenda papers were circulated to members, as follows:

17 July 2018 Deed of Indemnity and Access – Mrs Claire Shrewsbury

COMMUNICATION
For public release
- For internal release
- Not for release

PART 5 – OTHER MATTERS FOR NOTING
PART 6 – OTHER BUSINESS

35. OTHER BUSINESS

PURPOSE  For Council members to raise any other business for the consideration at the meeting.

SPONSOR  Chancellor

RECOMMENDATION  That the Council consider any other business raised.

ACTION REQUIRED

☑ For discussion  ☐ For decision  ☐ For information
36. **NEXT MEETING**

**PURPOSE** For Council members to note the date of the next meeting of Council.

**SPONSOR** Chancellor

**RECOMMENDATION** That Council note that its next meeting will be held on Friday 7 December 2018.

**ACTION REQUIRED**

- For discussion
- For decision
- For information
ATTACHMENTS
# GLOSSARY OF ANU TERMS

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>AB</td>
<td>Academic Board</td>
</tr>
<tr>
<td>AQAC</td>
<td>Academic Quality Assurance Committee</td>
</tr>
<tr>
<td>AHEGS</td>
<td>Australian Higher Education Graduation Statement</td>
</tr>
<tr>
<td>ANIP</td>
<td>Australian National Internships Program</td>
</tr>
<tr>
<td>ANU</td>
<td>Australian National University</td>
</tr>
<tr>
<td>ANUE</td>
<td>ANU Enterprise</td>
</tr>
<tr>
<td>AOU</td>
<td>Academic Organisational Unit</td>
</tr>
<tr>
<td>AQF</td>
<td>Australian Qualifications Framework</td>
</tr>
<tr>
<td>ARC</td>
<td>Australian Research Council</td>
</tr>
<tr>
<td>ARMC</td>
<td>Audit and Risk Management Committee</td>
</tr>
<tr>
<td>ARP</td>
<td>Alumni Relations &amp; Philanthropy Division</td>
</tr>
<tr>
<td>CAP</td>
<td>ANU College of Asia &amp; the Pacific</td>
</tr>
<tr>
<td>CASS</td>
<td>ANU College of Arts &amp; Social Sciences</td>
</tr>
<tr>
<td>CBE</td>
<td>ANU College of Business &amp; Economics</td>
</tr>
<tr>
<td>CECS</td>
<td>ANU College of Engineering &amp; Computer Science</td>
</tr>
<tr>
<td>CFO</td>
<td>Chief Financial Officer</td>
</tr>
<tr>
<td>CGRO</td>
<td>Corporate Governance and Risk Office</td>
</tr>
<tr>
<td>CHELT</td>
<td>Centre for Higher Education, Learning &amp; Teaching</td>
</tr>
<tr>
<td>CHM</td>
<td>ANU College of Health and Medicine</td>
</tr>
<tr>
<td>CoL</td>
<td>ANU College of Law</td>
</tr>
<tr>
<td>COO</td>
<td>Chief Operating Officer</td>
</tr>
<tr>
<td>CoS</td>
<td>ANU College of Science</td>
</tr>
<tr>
<td>CPC</td>
<td>Campus Planning Committee</td>
</tr>
<tr>
<td>CRICOS</td>
<td>Commonwealth Register of Institutions and Courses for Overseas Students</td>
</tr>
<tr>
<td>CSP</td>
<td>Commonwealth Supported Place</td>
</tr>
<tr>
<td>CSS</td>
<td>Commonwealth Support Student</td>
</tr>
<tr>
<td>DET</td>
<td>Commonwealth Department of Education and Training</td>
</tr>
<tr>
<td>DSA</td>
<td>Division of Student Administration</td>
</tr>
<tr>
<td>Acronym</td>
<td>Explanation</td>
</tr>
<tr>
<td>---------</td>
<td>-------------</td>
</tr>
<tr>
<td>DSL</td>
<td>Division of Student Life</td>
</tr>
<tr>
<td>DTF</td>
<td>Domestic Tuition Fees</td>
</tr>
<tr>
<td>DVC(A)</td>
<td>Deputy Vice-Chancellor (Academic)</td>
</tr>
<tr>
<td>DVC(GE)</td>
<td>Deputy Vice-Chancellor (Global Engagement)</td>
</tr>
<tr>
<td>DVC(RI)</td>
<td>Deputy Vice-Chancellor (Research and Innovation)</td>
</tr>
<tr>
<td>EFT</td>
<td>Equivalent Full Time</td>
</tr>
<tr>
<td>EFTSL</td>
<td>Equivalent Full Time Student Load</td>
</tr>
<tr>
<td>ERMC</td>
<td>Electronic Records Management System</td>
</tr>
<tr>
<td>ESOS</td>
<td>Educational Services for Overseas Students Act 2000</td>
</tr>
<tr>
<td>F&amp;BS</td>
<td>Finance and Business Services Division</td>
</tr>
<tr>
<td>F&amp;S</td>
<td>Facilities and Services Division</td>
</tr>
<tr>
<td>FBT Act</td>
<td>Fringe Benefits Tax Assessment Act 1986</td>
</tr>
<tr>
<td>FC</td>
<td>Finance Committee</td>
</tr>
<tr>
<td>FOI</td>
<td>Freedom of Information</td>
</tr>
<tr>
<td>GMSDD</td>
<td>College General Managers and Service Division Directors (group)</td>
</tr>
<tr>
<td>Go8</td>
<td>Group of Eight</td>
</tr>
<tr>
<td>HDC</td>
<td>Honorary Degrees Committee</td>
</tr>
<tr>
<td>HDR</td>
<td>Higher Degree Research</td>
</tr>
<tr>
<td>HECS</td>
<td>Higher Education Contribution Scheme</td>
</tr>
<tr>
<td>HELP</td>
<td>Higher Education Loan Program</td>
</tr>
<tr>
<td>HESA</td>
<td>Higher Education Support Act 2003</td>
</tr>
<tr>
<td>HRD</td>
<td>Human Resources Division</td>
</tr>
<tr>
<td>ISF</td>
<td>International Student Fees</td>
</tr>
<tr>
<td>ISP</td>
<td>International Strategy &amp; Partnerships</td>
</tr>
<tr>
<td>ITS</td>
<td>Information Technology Services Division</td>
</tr>
<tr>
<td>LO</td>
<td>University Legal Office</td>
</tr>
<tr>
<td>MSRD</td>
<td>Marketing &amp; Student Recruitment Division</td>
</tr>
<tr>
<td>MPJSC</td>
<td>Major Projects Joint Sub-Committee</td>
</tr>
<tr>
<td>NC</td>
<td>Nominations Committee</td>
</tr>
<tr>
<td>NCIS</td>
<td>National Centre for Indigenous Studies</td>
</tr>
<tr>
<td>Acronym</td>
<td>Explanation</td>
</tr>
<tr>
<td>---------</td>
<td>-------------</td>
</tr>
<tr>
<td>NHMRC</td>
<td>National Health and Medical Research Council</td>
</tr>
<tr>
<td>OVC</td>
<td>Office of the Vice-Chancellor</td>
</tr>
<tr>
<td>PG</td>
<td>Postgraduate</td>
</tr>
<tr>
<td>PGPA</td>
<td>Public Governance, Performance &amp; Accountability Act 2013</td>
</tr>
<tr>
<td>PID</td>
<td>Public Interest Disclosure</td>
</tr>
<tr>
<td>PPM</td>
<td>Planning &amp; Performance Measurement Division</td>
</tr>
<tr>
<td>PVC(E)</td>
<td>Pro Vice-Chancellor (Education)</td>
</tr>
<tr>
<td>PVC(I)</td>
<td>Pro Vice-Chancellor (Innovation)</td>
</tr>
<tr>
<td>PVC(UE)</td>
<td>Pro Vice-Chancellor (University Experience)</td>
</tr>
<tr>
<td>RC</td>
<td>Remuneration Committee</td>
</tr>
<tr>
<td>RSD</td>
<td>Research Services Division</td>
</tr>
<tr>
<td>RTS</td>
<td>Research Training Scheme</td>
</tr>
<tr>
<td>SCAPA</td>
<td>Strategic Communications &amp; Public Affairs</td>
</tr>
<tr>
<td>SIG</td>
<td>Service Improvement Group</td>
</tr>
<tr>
<td>SIS</td>
<td>Scholarly Information Services Division</td>
</tr>
<tr>
<td>SMG</td>
<td>Senior Management Group</td>
</tr>
<tr>
<td>TEQSA</td>
<td>Tertiary Education Quality and Standards Agency</td>
</tr>
<tr>
<td>Tjabal</td>
<td>Tjabal Indigenous Higher Education Centre</td>
</tr>
<tr>
<td>TLDC</td>
<td>Teaching and Learning Development Committee</td>
</tr>
<tr>
<td>TTO</td>
<td>Technology Transfer Office</td>
</tr>
<tr>
<td>UA</td>
<td>Universities Australia</td>
</tr>
<tr>
<td>UAC</td>
<td>University Admissions Centre (for NSW and ACT)</td>
</tr>
<tr>
<td>UG</td>
<td>Undergraduate</td>
</tr>
<tr>
<td>URC</td>
<td>University Research Committee</td>
</tr>
<tr>
<td>VC</td>
<td>Vice-Chancellor</td>
</tr>
<tr>
<td>VP(A)</td>
<td>Vice-President (Advancement)</td>
</tr>
<tr>
<td>VP(E&amp;CA)</td>
<td>Vice-President (Engagement &amp; Corporate Affairs)</td>
</tr>
</tbody>
</table>
Artificial Intelligence technologies are rapidly converging into cyber-physical systems, bringing profound, global economic, social and cultural shifts. We need to collectively develop new ways of thinking, building and doing to unlock the social and economic promises of this technological transformation.

We need a new science.

Under the leadership of Professor Genevieve Bell, the Autonomy, Agency and Assurance Innovation Institute (3Ai) is building a new applied science. We are training new practitioners who will possess the knowledge and hands-on skills to unlock the social and economic promises of this technological transformation, and guard against the harms.

**WHEN ASKED WHETHER SHE IS OPTIMISTIC OR PESSIMISTIC ABOUT THE FUTURE, PROFESSOR BELL’S REPLY IS ALWAYS...**

’NEITHER. I’D RATHER TALK ABOUT BUILDING THE FUTURE THAT I WANT TO SEE.’

**WHAT FUTURE ARE WE BUILDING?**

Our institute’s five-year journey begins with an ambitious program to **create** a body of knowledge, **engage** a community of change agents and begin to **transmit** the intellectual framework underpinning the new applied science to the world.

The challenge that AI presents our society calls for training that will profoundly disrupt the educational status quo.

With this in mind, our approach is to begin with a radical pilot to inform the creation of the new applied science, inspired by lean start-up methodology.

The pilot will create the blueprint for our new practitioners.

They will be change agents, forged in an intensive, research-driven, collaborative and participatory experiment in shaping the new applied science through an educational lens.
Right now, we have the opportunity to shape and control the future of society as we transition from human-computer interfaces, to algorithmic decision-making to cyber-physical systems, run on big data and AI, operating alongside us.

The 3A Institute is committed to building the knowledge and tools needed to do this.

But we can’t do it without your support.

We are calling for financial support from people who recognise the critical need to build this capability and create global leaders.

We are looking for people who are willing to invest in radical new thinking to create a new breed of professionals who can ask the right questions – both technical and social – to proactively drive beneficial technological development.

To learn how you can support 3Ai please contact:

Professor Genevieve Bell
Director, Autonomy, Agency & Assurance (3A) Innovation Institute
Florence Violet Mckenzie Chair
College of Engineering & Computer Science, Australian National University
E: Genevieve.bell@anu.edu.au
T: +61 2 6125 8551
Twitter: @feraldata
University Experience Plan

Professor Richard Baker
Pro Vice-Chancellor (University Experience)
October 2018
University Experience Plan

• Principles of the UE Plan

• The Plan: why and how
  – Our responsibility to Indigenous Australia
  – Achieving equity within ANU and in society
  – Other societal transformative initiatives

• Progress

• Reflections
Principles of the University Experience Plan

Achieving equity within ANU and in Society
Supporting students and staff in the creation of an inclusive, diverse, equitable and accessible work and study environment

ANU Values
- We bring a distinctive excellence to our work and have the confidence to pursue original ideas
- We are inclusive, open and respectful, reflecting the diversity of our nation
  - We are committed to integrity and ethical behaviour
  - We value, enable, reward and celebrate collegiality
- We embrace informed risk-taking in pursuit of our objectives
- We are committed to better outcomes for our community, the environment our nation and the world
- We are committed to the service of our nation, through original thinking and through courage in advancing our ideas

Societal Transformation
Leading the sector in providing a safe and respectful work and study environment

Indigenous Engagement
Fulfilling our responsibility to Indigenous Australia
Our Unique National Responsibilities

Our Responsibility to Indigenous Australia

Objective:
• Establishing ANU as a destination of choice for Aboriginal and Torres Strait Islander intellectual leaders

How:
• Implementation of the Reconciliation Action Plan
• Develop comprehensive support systems for Indigenous students and staff at all levels
• Indigenous academic recruitment – Honours, Doctoral, Post-doctoral and Visiting Fellowships
• Annual review of ANU Indigenous engagement
Achieving equity within ANU and in Society

Commitment to IDEA (Inclusion, Diversity, Equity and Access)

Objective:
• Supporting students and staff in the creation of an inclusive, diverse, equitable and accessible work and study environment

How:
• Establishment of the IDEA Governance Framework to consolidate decision-making and accountability structures, and provide consistency across ANU
• Promoting gender equity and diversity – SAGE
• ANU engagement with the Male Champions of Change program
• The ANU Disability Action Plan – a holistic and strategic approach
• The Social Inclusion Action Plan – Family Friendly Committee; LGTBQI+ and ANU Ally; multiculturalism;
Transition: from current structures to ‘IDEA’

IDEA: a new governance approach to managing issues / initiatives relating to inclusion, diversity, equity, access

Why?
• ANU structures have grown organically
• Can be inconsistent and ineffective
• These issues are too important to tolerate sub-optimal governance

How?
• Consultation across ANU to introduce a new common structure for committees and decision-making: IDEA
Transition: from current structures to ‘IDEA’

Planning Document
Current Diversity, Inclusion and Equity Governance Framework

Executive/SMG

Access and Equity Committee

RAP Implementation Group

RAP WG
Reporting on the Implementation of the RAP

RAP WG
Implementation of the RAP within Colleges/Units

SAGE (staff only in Bronze but will involve students in Silver and Gold)

SAGE SAT
Reporting on the Implementation of SAGE

Equity and Inclusion committees

Access and Inclusion Committees (various)
Proposed ANU IDEA Governance Framework

ANU IDEA Oversight Committee
(IDEA: Inclusion, Diversity, Equity and Access)
“Fostering a healthy working, learning and living environment for students, faculty and staff.
(Meet 2 x per year to enable effective strategic and policy review, monitoring, evaluating, resourcing)

VC/SMG

ASAP Athena
Swan Action Plan
(in progress)
Working Group

Reconciliation
Action Plan
(completed)
Working Group

Disability Action
Plan

Social Inclusion Plan
- LGBTIQ*
- Ethnicity
- Low SES
- First in Family
- Family Friendly

IDEA Committee Chairs
Sharing of practice (Facilitated by the PVCUE) – Meet 2 x per year

College IDEA Committees
- Implementation of IDEA action plans within the Colleges
- Chairs [AD (IDEA)] to report to the ANU IDEA Oversight Committee in an annual IDEA Forum

Division IDEA Committee
- Implementation of IDEA action plans within the Divisions
- Chair to report to the ANU IDEA Oversight Committee

- Provost (Chair)
- COO
- PVCUE
- Dean, HDR
- DHR
- Dean of Staff
- Dean of Students
- Convenor, Gender Institute
- Director of Facilities and Services
- Director of Tjabal
- Director of SCAPA
- PARSA representative
- ANUSA representative
- Rep halls of residences
- 2 x College Deans (IDEA Chairs)
- 2 x School Directors
Other Societal Transformation Initiatives

Commitment to a Healthy, Safe and Respectful Campus

Objective:
• Leading the sector in providing a safe and respectful environment

How:
• Leadership: VC/ Executive setting ‘zero tolerance’ expectations
• ANU responses to AHRC report – ‘Changing the Course’
• Establishment of the Respectful Relationships Unit
• The Healthy University Strategy and Action Plan
• The Campus Safety Action Plan
Progress:

Our Responsibility to Indigenous Australia

- Following the First Nations Governance Forum and NCIS review, Indigenous Workshop focused on commitment to Indigenous Australia
- Annual Indigenous Research Forum
- Second round of Indigenous academic recruitment strategy

Achieving equity within ANU and in society

- Establishment of the IDEA Governance Framework.
- Progress towards Bronze status – SAGE Program.

Other societal transformative initiatives

- Establishment of the Respectful Relationships Unit
  - independent review of policies and procedures;
  - extensive consent, disclosure and bystander training;
  - development of web and other resources on supports available
Progress:

• Insert Gant Chart inclusive of major timelines
Reflections

Our Responsibility to Indigenous Australia

• Be more strategic in our Indigenous recruitment strategy. We have a strong interest in Honours scholarships – focus.
• Better communication across campus on Indigenous activities - collaboration

Achieving equity within ANU and in society

• Creating a clear governance framework to underpin IDEA initiatives will assist the socialisation and implementation of the IDEA Action Plans.

Other societal transformative initiatives

• Clear communications around the integrated network of support available for support in Respectful Relationships/Counselling
• Socialisation of the Healthy University Strategy and Action Plan and Campus Safety Plan – better communication.
### ANU COUNCIL

#### 2019 FORWARD AGENDA PLAN

**(At 21 September 2018)**

<table>
<thead>
<tr>
<th>Council meeting date</th>
<th>Key Agenda Items</th>
</tr>
</thead>
</table>
| 14 & 15 February 2019, ANU House, Melbourne (Council meeting and Planning Day) | - Vice-Chancellor’s report  
- The Chancellorship – progress report  
- ANU Strategic & Executive Plans – 2018 report (part of Planning Day)  
- ANU Melbourne office – 2018 report and 2019 engagement strategy  
- Remuneration Committee and Executive Remuneration – 2018 report  
- CECS Re-imagine – update  
- Innovation Hub – update  
- Philanthropy – presentation  
- AHRC Report on Sexual Assault and Harassment – ANU Response  
- New ANU Act progress report, as applicable  
- Campus Master Plan – update (Next: Jul)  
- Kambri – update (Next: Oct)  
- Honorary Degrees - Nominations  
- Declarations of Interest – Annual Disclosures 2018  
- Workers Compensation Self-insurance—progress report (Next: Oct)  
- Work Health and Safety – 2018 report (including 2019 KPIs)  
- ANU Emeritus Faculty – 2018 report  
- Academic Board – Executive Summary  
- Finance Committee – Executive Summary  
- Audit and Risk Management Committee – Executive Summary  
- Campus Planning Committee – Executive Summary  
- Power of Attorney report  
- University Seal report  
- Report of Significant Visits and Events, Grants and Consultancies  
- Legislation  
- Planning day: Strategic Plan and related topics |
| 29 March 2019 | - Vice-Chancellor’s report  
- The Chancellorship – progress report  
- 2018 Annual Financial Statements, including subsidiaries and ANAO Audit Clearance Statement  
- 2018 Annual report of Audit and Risk Management Committee activities and acquittal of Internal Audit Charter responsibilities  
- 2018 ANU annual report, including NIG report to Minister  
- Strategic Financial Forecast (Next: Oct)  
- CECS Re-imagine - progress report  
- Strategic Risk Register 2019 (Next: Dec)  
- Reconciliation Action Plan Implementation-Progress Report (Next: Dec)  
- Philanthropy – presentation  
- AHRC Report on Sexual Assault & Harassment - Response - update  
- New ANU Act progress report, as applicable  
- Investment Strategy and Socially Responsible Investment Policy - compliance report  
- Student enrolments - progress report (Next: Oct)  
- ANU 75th Anniversary Project – update  
- Emeritus Professors and Emeritus Fellows appointments report  
- National Centre for Indigenous Genomics - Annual Report 2018 |
<table>
<thead>
<tr>
<th>Council meeting date</th>
<th>Key Agenda Items</th>
</tr>
</thead>
</table>
| 31 May 2019         | - Vice-Chancellor’s report (Including Federal Budget report)  
                      - The Chancellorship – progress report  
                      - CECS Re-imagine - progress report  
                      - Projected 2019 Financial Results and KPIs  
                      - ANU Enterprise Business Plan – Implementation update  
                      - New ANU Act progress report, as applicable  
                      - AHRC Report on Sexual Assault & Harassment - Response - update  
                      - Philanthropy – presentation  
                      - Administrative Reform - update (Next: Dec)  
                      - Academic Leadership and Management Program – update (Next: Dec)  
                      - Council Committee membership - appointments  
                      - Honorary Degrees nominations  
                      - Work Health and Safety - report  
                      - Student Safety Report  
                      - Academic Board Executive Summary  
                      - Finance Committee – Executive Summary  
                      - Audit and Risk Management Committee – Executive Summary  
                      - Campus Planning Committee – Executive Summary  
                      - Power of Attorney report  
                      - University Seal report  
                      - Report of Significant Visits and Events, Grants and Consultancies  
                      - Legislation |

**Strategic topic: Academic Plan (DVC A)**

<table>
<thead>
<tr>
<th>26 July 2019</th>
<th>Key Agenda Items</th>
</tr>
</thead>
</table>
|              | - Vice-Chancellor’s report, including VC expenditure over $10 million  
                      - The Chancellorship – progress report  
                      - ANU Executive Plans – Mid Year report  
                      - CECS Re-imagine - progress report  
                      - New ANU Act progress report, as applicable  
                      - Philanthropy – presentation  
                      - AHRC Report on Sexual Assault & Harassment - Response - update  
                      - Crawford Leadership Forum 2019 – report  
                      - Campus Master Plan – update (Next: Dec)  
                      - National Institutes Grant Framework – Implementation Report (Annual)  
                      - Capital Management Plan 2018  
                      - Constitution changes – student organisations (Annual)  
                      - Work Health and Safety – report  
                      - Student Safety Report  
                      - Ethics Committees - Annual Reports 2018  
                      - ANU Foundation - Annual Report to donors  
                      - Tuition Fee Bands for 2020  
                      - ANU Higher Degrees by Research fee setting for 2020 and 2021  
                      - ANU College Coursework fee setting for 2020  
                      - 2018 Report to Donors: The Impact of Giving |
<table>
<thead>
<tr>
<th>Council meeting date</th>
<th>Key Agenda Items</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Academic Board – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Finance Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Audit and Risk Management Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Campus Planning Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Power of Attorney report</td>
</tr>
<tr>
<td></td>
<td>• University Seal report</td>
</tr>
<tr>
<td></td>
<td>• Report of Significant Visits and Events, Grants and Consultancies</td>
</tr>
<tr>
<td></td>
<td>• Legislation</td>
</tr>
<tr>
<td><strong>Strategic topic: Societal Transformation Plan (VC)</strong></td>
<td></td>
</tr>
<tr>
<td>4 October 2019</td>
<td>• Vice-Chancellor’s report</td>
</tr>
<tr>
<td></td>
<td>• The Chancellorship – progress report</td>
</tr>
<tr>
<td></td>
<td>• 2019 Consolidated University financial projections</td>
</tr>
<tr>
<td></td>
<td>• 2020 University Budget</td>
</tr>
<tr>
<td></td>
<td>• Strategic Financial Forecast (Next: Mar 2020)</td>
</tr>
<tr>
<td></td>
<td>• CECS Reimagine Project Update</td>
</tr>
<tr>
<td></td>
<td>• New ANU Act progress report, as applicable</td>
</tr>
<tr>
<td></td>
<td>• Philanthropy – presentation</td>
</tr>
<tr>
<td></td>
<td>• ANU Advancement - progress report</td>
</tr>
<tr>
<td></td>
<td>• AHRC Report on Sexual Assault &amp; Harassment - Response - update</td>
</tr>
<tr>
<td></td>
<td>• Academic Ranking of World Universities</td>
</tr>
<tr>
<td></td>
<td>• Kambri – update (Next: Feb 2020)</td>
</tr>
<tr>
<td></td>
<td>• Staff Engagement Survey 2019 - Voice Survey results</td>
</tr>
<tr>
<td></td>
<td>• Student enrolments - progress report (Next: Mar 2020)</td>
</tr>
<tr>
<td></td>
<td>• Standard &amp; Poor’s Rating of the ANU</td>
</tr>
<tr>
<td></td>
<td>• Workers Compensation Self-insurance–Annual Report 2018 (Next: Feb 2020)</td>
</tr>
<tr>
<td></td>
<td>• Workplace Gender Equality Agency annual report</td>
</tr>
<tr>
<td></td>
<td>• Student Services and Amenities Fee 2019</td>
</tr>
<tr>
<td></td>
<td>• 2020 Council meeting dates and forward agenda</td>
</tr>
<tr>
<td></td>
<td>• Honorary Degrees - nominations</td>
</tr>
<tr>
<td></td>
<td>• Academic Board- Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Finance Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Audit and Risk Management Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Campus Planning Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Power of Attorney report</td>
</tr>
<tr>
<td></td>
<td>• University Seal report</td>
</tr>
<tr>
<td></td>
<td>• Report of Significant Visits and Events, Grants and Consultancies</td>
</tr>
<tr>
<td></td>
<td>• Legislation</td>
</tr>
<tr>
<td><strong>Strategic topic: Global Engagement Plan (DVC GE)</strong></td>
<td></td>
</tr>
<tr>
<td>6 December 2019</td>
<td>• Vice-Chancellor’s report, including VC expenditure over $10 million</td>
</tr>
<tr>
<td></td>
<td>• The Chancellorship – progress report</td>
</tr>
<tr>
<td></td>
<td>• 2019 Consolidated financial projection</td>
</tr>
<tr>
<td></td>
<td>• 2020 Consolidated University budget</td>
</tr>
<tr>
<td></td>
<td>• 2020 Subsidiaries budget and performance reports</td>
</tr>
<tr>
<td></td>
<td>• CECS Re-imagine - progress report</td>
</tr>
<tr>
<td></td>
<td>• Campus Master Plan – update (Next: Jul 2020)</td>
</tr>
<tr>
<td></td>
<td>• New ANU Act progress report, as applicable</td>
</tr>
<tr>
<td></td>
<td>• Philanthropy – presentation</td>
</tr>
<tr>
<td></td>
<td>• AHRC Report on Sexual Assault &amp; Harassment - Response - update</td>
</tr>
<tr>
<td></td>
<td>• Investment performance report (Plato; Portfolio Performance)</td>
</tr>
<tr>
<td></td>
<td>• Reconciliation Action Plan Implementation - Progress Report (Next: Mar 2020)</td>
</tr>
<tr>
<td></td>
<td>• Academic Leadership and Management Program – update (Next: May 2020)</td>
</tr>
<tr>
<td></td>
<td>• Capital building financial summary report</td>
</tr>
<tr>
<td></td>
<td>• Strategic Risk Register 2019 (Next Mar 2020)</td>
</tr>
<tr>
<td></td>
<td>• Risk Management Framework and risk appetite statements – Annual Update</td>
</tr>
<tr>
<td>Council meeting date</td>
<td>Key Agenda Items</td>
</tr>
<tr>
<td>----------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td></td>
<td>- Annual Internal Audit Work Plan 2020</td>
</tr>
<tr>
<td></td>
<td>- Student enrolments - end of year results</td>
</tr>
<tr>
<td></td>
<td>- Administrative Reform - update (Next: Jul 2020)</td>
</tr>
<tr>
<td></td>
<td>- Work Health and Safety - report</td>
</tr>
<tr>
<td></td>
<td>- Statement of Compliance - ANU Act, PGPA Act, Voluntary Code of Best Practice in University Governance and TEQSA Threshold Standards (Corporate &amp; Academic Governance)</td>
</tr>
<tr>
<td></td>
<td>- Council Committee annual reports 2019</td>
</tr>
<tr>
<td></td>
<td>- Council and Council Committee Members - Skills Matrix</td>
</tr>
<tr>
<td></td>
<td>- Privacy - report</td>
</tr>
<tr>
<td></td>
<td>- Public Interest Disclosure - report</td>
</tr>
<tr>
<td></td>
<td>- Freedom of Information report</td>
</tr>
<tr>
<td></td>
<td>- Academic Board – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>- Finance Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>- Audit and Risk Management Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>- Campus Planning Committee – Executive Summary</td>
</tr>
<tr>
<td></td>
<td>- Power of Attorney report</td>
</tr>
<tr>
<td></td>
<td>- University Seal report</td>
</tr>
<tr>
<td></td>
<td>- Report of Significant Visits and Events, Grants and Consultancies</td>
</tr>
<tr>
<td></td>
<td>- Legislation</td>
</tr>
<tr>
<td><strong>Strategic topic:</strong></td>
<td><strong>Research and Innovation Plan – DVC(R&amp;I)</strong></td>
</tr>
</tbody>
</table>
# ANU COUNCIL

## EXPECTED ACQUITTAL OF GOVERNANCE RESPONSIBILITIES IN 2019

<table>
<thead>
<tr>
<th>Function</th>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic oversight of the University</td>
<td>1.1</td>
<td>Strategic planning day (various topics including the Resources Plan)</td>
<td>All Executive members</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.2</td>
<td>Strategic topic: Academic Plan</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.3</td>
<td>Strategic topic: University Experience Plan</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.4</td>
<td>Strategic topic: Societal Transformation Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.5</td>
<td>Strategic topic: Global Engagement Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.6</td>
<td>Strategic topic: Research and Innovation Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>
2. Ongoing review of the success of University strategies

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>Strategic planning day: 14-15 February 2019</td>
<td>All Executive members</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.2</td>
<td>Strategic topic: Academic Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>2.3</td>
<td>Strategic topic: University Experience Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>2.4</td>
<td>Strategic topic: Societal Transformation Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>2.5</td>
<td>Strategic topic: Global Engagement Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>2.6</td>
<td>Strategic topic: Research and Innovation Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>2.7</td>
<td>ANU Strategic Plan – End of 2018 report</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>2.8</td>
<td>ANU Strategic Plan – Mid Year report 2019</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>
### 3. Appointing the Chancellor and Pro-Chancellor

<table>
<thead>
<tr>
<th>Function</th>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Chancellorship</td>
<td>Pro-Chancellor</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

### 4. Ensuring the effective operation of Council including the induction and professional development of Council members and the evaluation of the performance of Council and its committees

<table>
<thead>
<tr>
<th>Function</th>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td>Annual Council self-evaluation 2018-19</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.2</td>
<td>New ANU Act progress report, as applicable</td>
<td>Chancellor</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>4.3</td>
<td>Council membership – Noting nominations to the Minister</td>
<td>Chancellor</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.4</td>
<td>2018 Declarations of Interest – Annual Disclosures</td>
<td>Chancellor</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.5</td>
<td>Finance Committee – Executive Summary</td>
<td>Chair, Finance Committee</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>4.6</td>
<td>Audit and Risk Management Committee – Executive Summary</td>
<td>Chair, Audit and Risk Management Committee</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>4.7</td>
<td>Campus Planning Committee – Executive Summary</td>
<td>Chancellor</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>
## 2019 Acquittal of governance responsibilities

<table>
<thead>
<tr>
<th>Function</th>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.8</td>
<td>Academic Board – Executive Summary</td>
<td>Chair, Academic Board</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>4.9</td>
<td>Council Committee membership (re)appointments</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>4.10</td>
<td>2020 Council meeting dates and forward agenda</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>4.11</td>
<td>Council Committee - Annual Reports 2019</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>4.12</td>
<td>Statement of Compliance - ANU Act, PGPA Act, Voluntary Code of Best Practice in University Governance and TEQSA Threshold Standards (Corporate &amp; Academic Governance)</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>4.13</td>
<td>Council and Council Committee Members - Skills Matrix</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

### 5. Appointing the Vice-Chancellor as principal academic and chief executive officer of the University, and monitoring his or her performance

<table>
<thead>
<tr>
<th>Function</th>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5.1</td>
<td>Vice-Chancellor’s report</td>
<td>VC</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>5.2</td>
<td>2018 report of Remuneration Committee and ANU Executive Remuneration</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>
### 6. Overseeing and reviewing the management of the University and its performance

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.1</td>
<td>Campus Master Plan – review/update</td>
<td>COO</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.2</td>
<td>Strategic Financial Forecasting</td>
<td>COO</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.5</td>
<td>Workers Compensation Self-insurance - progress and Annual Report</td>
<td>COO</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.6</td>
<td>ANU Foundation - Annual Report to donors</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.7</td>
<td>CALF Forum 2019</td>
<td>Chancellor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>6.9</td>
<td>Kambri – Opening in Feb 2019 (report)</td>
<td>COO</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Function</td>
<td>No.</td>
<td>Item</td>
<td>Report from</td>
<td>Feb</td>
<td>Mar</td>
<td>May</td>
<td>Jul</td>
<td>Oct</td>
</tr>
<tr>
<td>----------</td>
<td>-----</td>
<td>----------------------------------------------------------------------</td>
<td>-------------</td>
<td>-----</td>
<td>-----</td>
<td>-----</td>
<td>-----</td>
<td>-----</td>
</tr>
<tr>
<td></td>
<td>7.</td>
<td>Ensuring that the strategic goals set by the Council are delivered by effective management systems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.1</td>
<td></td>
<td>Student Safety - report</td>
<td>COO</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>7.2</td>
<td></td>
<td>Work Health and Safety - report</td>
<td>COO</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>7.3</td>
<td></td>
<td>Power of Attorney – report</td>
<td>COO/CFO</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>7.4</td>
<td></td>
<td>University Seal - report</td>
<td>VC</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>7.5</td>
<td></td>
<td>Investment Strategy and Socially Responsible Investment Policy compliance report</td>
<td>COO/CFO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.6</td>
<td></td>
<td>Administrative Reform - update/report</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>7.7</td>
<td></td>
<td>AHRC report on sexual assault and harassment at Australian universities – ANU Response – update</td>
<td>VC</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>7.8</td>
<td></td>
<td>Reconciliation Action Plan – report</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>7.9</td>
<td></td>
<td>Workplace Gender Equality Agency - Annual Report</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 2019 Acquittal of governance responsibilities

#### Function

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.10</td>
<td>Student Services and Amenities Fee (SSAF) 2020 - Process for consultation with students</td>
<td>PROVOST</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>7.11</td>
<td>Investment performance report (Plato performance; Portfolio Performance)</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

#### 8. Overseeing and monitoring the academic activities of the University

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.1</td>
<td>Honorary Degrees - nominations</td>
<td>Chancellor</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.2</td>
<td>ANU Emeritus Faculty annual report 2018</td>
<td>Chair, Emeritus Faculty</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.3</td>
<td>Report of Significant Visits and Events, Grants and Consultancies</td>
<td>VC</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>8.4</td>
<td>Student Enrolments - progress report</td>
<td>PROVOST</td>
<td>X</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.5</td>
<td>Emeritus Professors and Emeritus Fellows - appointments – Annual Report</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>8.6</td>
<td>Ethics Committees - Annual Reports 2018</td>
<td>PROVOST</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>8.7</td>
<td>CECS Re-imagine – update</td>
<td>VC</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>
### 9. Establishing policy and procedural principles, consistent with legal requirements and community expectations

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.1</td>
<td>Setting University legislation and policy, as required</td>
<td>VC</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

### 10. Approving the annual budget, business plan and annual report

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.1</td>
<td>2018 Annual Financial Statements, including subsidiaries and ANAO Audit Clearance Statement</td>
<td>COO/CFO</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.2</td>
<td>2018 Annual report of Audit and Risk Management Committee activities and acquittal of Internal Audit Charter responsibilities</td>
<td>Chair, Audit and Risk Management Committee</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.3</td>
<td>2018 ANU Annual Report, including National Institutes Grant report to the Minister</td>
<td>VC</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.4</td>
<td>Tuition Fee Bands for 2020</td>
<td>PROVOST</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.5</td>
<td>ANU Higher Degrees by Research fee setting for 2020 and 2021</td>
<td>PROVOST</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.6</td>
<td>ANU College Coursework fee setting for 2020</td>
<td>PROVOST</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 2019 Acquittal of governance responsibilities

<table>
<thead>
<tr>
<th>Function</th>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10.7</td>
<td>2020 University budget</td>
<td>COO/CFO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>10.8</td>
<td>Projected 2019 Financial Results and KPIs</td>
<td>COO/CFO</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>10.9</td>
<td>2019 Consolidated financial projections</td>
<td>COO/CFO</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

#### 11. Overseeing and monitoring the assessment and management of risk across the University, including in its commercial undertakings

<table>
<thead>
<tr>
<th>Function</th>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>11.1</td>
<td>2019/20 Federal Budget report</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>11.2</td>
<td>ANU Enterprise Business Plan – Implementation update and performance reports</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>11.3</td>
<td>Standard &amp; Poor’s Rating of the ANU</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>11.4</td>
<td>Entity-wide Risk Management Framework, profile, Strategic Risk Register and strategic risk appetite statements – annual update</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>11.5</td>
<td>Privacy – Annual Report</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>
### 12. Approving and monitoring systems of control and accountability for the University and any entities controlled by the University

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Report from</th>
<th>Feb</th>
<th>Mar</th>
<th>May</th>
<th>Jul</th>
<th>Oct</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.1</td>
<td>2020 Subsidiaries budget and performance reports</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>12.2</td>
<td>Annual Internal Audit Work Plan 2020</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>12.3</td>
<td>Public Interest Disclosure – Annual Report</td>
<td>VC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>12.4</td>
<td>Freedom of Information – Annual report</td>
<td>COO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

### 13. Approving significant commercial activities of the University

No new significant commercial activities anticipated at this time.
MEMO

SUBJECT  Allocations of Student Services Amenities Fee funds to Student Associations in 2019

TO  Professor Mike Calford, Acting Vice-Chancellor

FROM  Professor Richard Baker, Pro Vice-Chancellor (University Experience)

DATE  11th September, 2018

Acting Vice-Chancellor

Item 3.2.5 of the Student Services, Amenities, Representation and Advocacy Guidelines requires that in relation to decisions regarding the specific uses of the proceeds from any compulsory SSAF, HEPs must establish and maintain a clearly defined and effective process by which students enrolled at the HEP are consulted that is reviewed and approved annually by the governing body of the HEP.

Our funding agreements with the student associations set out a broad timeline and process for consulting students on the use of the proceeds raised from compulsory SSAF at ANU. The detailed timeline for 2018 allocations is as follows.

<table>
<thead>
<tr>
<th>Indicative Date</th>
<th>Event</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 September</td>
<td>Meeting to consider the allocations process and association/ DSL priorities for 2018</td>
<td>PVCUE, associations</td>
</tr>
<tr>
<td>27 September</td>
<td>Notice of meeting of associations given; call for agenda items</td>
<td>EO</td>
</tr>
<tr>
<td>5 October</td>
<td>Student Associations, DSL submit budgets in Alliance</td>
<td>Student associations</td>
</tr>
<tr>
<td>5 October</td>
<td>Agenda for 12 October meeting available in Alliance</td>
<td>EO</td>
</tr>
<tr>
<td>12 October, 9am to 1pm</td>
<td>Meeting with all associations &amp; DSL - 4 hour meeting time to be scheduled. Each association/ DSL to give a 20 minute presentation with 20 minute Q&amp;A. Items taken on notice included as part of 20 October meeting.</td>
<td>PVCUE/Associations</td>
</tr>
<tr>
<td>15 October 2pm</td>
<td>Associations/DSL submit questions on other bids for circulation and response.</td>
<td>Associations/DSL/ EO</td>
</tr>
<tr>
<td>18 October 9am</td>
<td>Associations/DSL provide their responses to questions for circulation.</td>
<td></td>
</tr>
<tr>
<td>19 October, 10am to 12 midday</td>
<td>Questions and follow up from meeting of 12 October. Each association/ DSL to report back on items taken on notice and present any adjustments made at the request of the Student Associations Committee.</td>
<td>PVCUE/ associations</td>
</tr>
<tr>
<td>Date</td>
<td>Activity Description</td>
<td>Responsible Party</td>
</tr>
<tr>
<td>--------------------</td>
<td>--------------------------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>Week of 22 October</td>
<td>One on one discussions with associations/DSL</td>
<td>PVCUE/Associations</td>
</tr>
<tr>
<td>25 October</td>
<td>Associations/DSL advised of draft allocations</td>
<td>PVCUE/Associations</td>
</tr>
<tr>
<td>Late October</td>
<td>Students invited to comment on draft allocations</td>
<td>EO/DSA</td>
</tr>
<tr>
<td>23 November</td>
<td>Closing date for student comments</td>
<td></td>
</tr>
<tr>
<td>3 December</td>
<td>Associations/DSL respond to comments</td>
<td>Associations</td>
</tr>
<tr>
<td>7 December</td>
<td>Allocations approved by delegate</td>
<td>EO/PVCUE/DVCA</td>
</tr>
</tbody>
</table>

**Recommendation:**

That you approve these arrangements for determining SSAF recommended allocations in 2018.

Consistent with the requirements of the Student Services, Amenities, Representation and Advocacy Guidelines, I will ask Mr Reid to include your approval in the Council papers for noting.

Agreed

[Signature]

11.9.18
PROPOSED ORGANISATIONAL STRUCTURE OF THE ANU FOUNDATION BOARD

- ANU Council
- Vice-Chancellor
- Vice-President (Advancement)
- ANU Foundation Board
  - ANU Fund Disbursement Committee
  - Campaign Steering Committee
  - Campaign Council
  - Gift Acceptance Committee
- Foundations of the Endowment
  - Edith & Joy London
  - Herbert & Valmae Freilich
  - School of Music
  - Tuckwell Scholarship
  - Visual Arts
- ANU Advancement
- ANU (UK) Foundation
- ANU (US) Foundation
Academic Board Charter

Introduction

1. The Academic Board of the Australian National University (‘the Board’) has been established in accordance with section 4 of the Australian National University (Academic Board) Statute 2017.

2. This Charter sets out the Board’s objective, authority, composition and tenure, roles and responsibilities, reporting and administrative arrangements.

Objective

3. The objective of the Board is to ensure the University maintains the highest standards in teaching, scholarship and research.

Authority

4. The Academic Board, within the scope of its role and responsibilities, is authorised to:
   - obtain any information it needs from any ANU staff and/or external party (subject to their legal obligation to protect information);
   - request the attendance of any ANU staff at Board meetings;
   - discuss any matters with external parties (subject to confidentiality considerations); and
   - obtain professional external advice, as considered necessary to meet its responsibilities, at the University’s expense.

Composition and Tenure

5. The Board consists of the members set out in section 10 of the Academic Board Rule 2017.

6. The Board may appoint a Deputy Chair from amongst its members, who serves in that role for a period two years.

7. Elected members serve a term of two years and are eligible for re-election. The student members of the Board are appointed for one year and are eligible for re-appointment.

8. An appointed member may resign from the Board in writing to the Chair.
9. If an elected or appointed member of the Board is absent from 3 meetings of the Board without the written approval of the Chair, or an appointed member ceases to be eligible for appointment, the Chair may declare the member’s position vacant.

10. When a vacancy occurs in the membership of the Board, it is filled in accordance with section 12 of the Academic Board Rule 2017.

Roles and Responsibilities

11. The Board exercises such power, roles and responsibilities as are assigned to it by Academic Board Rule 2017, but no others, unless explicitly delegated to it.

12. The Board’s responsibilities are:
   a. accrediting and reaccrediting academic programs and changes to existing academic programs;
   b. ensuring the maintenance of the highest standards in teaching, scholarship and research within the University;
   c. approving degrees and other awards;
   d. discussing and developing policy recommendations in relation to academic matters;
   e. maintaining an effective overview of the academic activities of the University, and advising on them and assisting in their coordination;
   f. advising on the academic aspects and content of the University’s strategic plan;
   g. developing and promoting principles pertaining to academic freedom within the ANU and of its staff, students and official visitors;
   h. advising the Vice-Chancellor and Council on the safeguarding and implementation of ANU academic freedom policy in general terms and in particular cases, as they arise.
   i. providing a forum to facilitate information flow and debate within the University and between the senior executive officers of the University and the wider academic community;
   j. reporting to the Council on the exercise of its functions, at the times, and in the way, required by the Council;
   k. undertaking any other functions given to it by this instrument or that the Vice-Chancellor from time to time directs.

13. The Chair is authorised, where necessary, take executive action on behalf of the Board between meetings and must report to the Board as soon as practicable on any executive action taken.

Responsibilities of Members

14. Members of the Board are expected to understand and observe the legal
requirements of the *Australian National University Act 1991*, the *Public Governance, Performance and Accountability Act 2013* and University legislation.

15. Members are also expected to:
• act in the interests of the University as a whole;
• contribute the time needed to study and understand the papers provided; and
• apply good analytical skills, objectivity and good judgment.

Reporting

16. The Board regularly, but at least once a year, reports to the ANU Council on its operation and activities. The report includes:

• a summary of the work it performed to fully discharge its responsibilities during the preceding year;
• details of meetings, including the number of meetings held during the relevant period, and the number of meetings each member attended.

17. The Board may, at any time, report to the Academic Board any other matter it deems of sufficient importance to do so.

Administrative Arrangements

Meetings and Planning

18. The Board meets at least six times per year on dates determined by the Board.

19. A forward meeting plan, including meeting dates, location and agenda items, is agreed by the Board each year. The forward meeting plan covers all its responsibilities, as detailed in this Charter.

20. The Chair is required to convene a meeting if asked to do so by at least 50% of the Board members.

21. The Chair convenes and presides at all meetings of the Board at which they are present. The Chair has a deliberative and a casting vote on all matters before a meeting of the Board. When the Chair is unable to preside at a meeting, the Deputy Chair presides.

22. The procedure at meetings of the Board is determined by the person presiding over the meeting, taking into account the advice of the Board members.

23. All matters relating to individual persons, including appointments, enrolment candidacy for degrees, personal details, performance and conduct are treated as confidential. Confidential items are so marked on the agenda and taken before any observers are admitted to the meeting. At the beginning of the meeting, members of the Board may ask that other particular items on the agenda be treated as confidential and the Board will determine this. During the course of the meeting, the Chair may declare a particular item to be confidential and observers are asked to leave until consideration of that item has finished.
Attendance at Meetings and Quorums

24. A quorum consists of at least 50 per cent of Board members who hold office for the time being.

25. Meetings are held in person, and a Board member may only participate in a meeting by telephone or videoconference with the prior consent of the Chair.

26. An member of the Board who is unable to attend a meeting of the Board may nominate an alternate if permitted and as provided for in the Academic Board Rule 2017.

27. Alternates have the same rights and responsibilities as Board members. An alternate may not be appointed Deputy Chair.

28. Meetings of the Board are open to members of the ANU Council, academic and professional staff of University and to undergraduate and postgraduate students of the University, as observers. Observers register their intention to attend a meeting with the Board Secretary in advance of the meeting; and are admitted by the Board Secretary on a "first come first served" basis and within the constraints of available space in the meeting venue.

29. Observers have no speaking rights and may not communicate with members of the Board during the meeting. Observers may not bring recording equipment or cameras into the meeting.

30. The Chair may request any other ANU staff and/or external party to attend Board meetings or participate in certain agenda items.

Committees and Working Parties

31. The Board may establish one or more committees or working groups to assist it in the carrying out of its functions.

Secretariat

32. The Corporate Governance and Risk Office provides secretariat support to the Board.

33. Relevant staff in the Academic Portfolio, Research and Innovation Portfolio and Global Engagement Portfolio will be responsible for the development and preparation of reports and other papers to be presented to the Board. Such reports and papers will be submitted to the Corporate Governance and Risk Office for inclusion in the agenda papers.

34. The Corporate Governance and Risk Office will ensure the agenda and supporting papers for each meeting are circulated (via the Board’s Alliance site) after approval from the Chair and at least 7 days before the meeting.
35. The Corporate Governance and Risk Office will ensure the minutes of the meetings are prepared and maintained. Minutes must be approved by the Chair and circulated to each member of the Board.

Conflicts of Interest

36. Board members must declare any material personal interests, whether they are actual, potential or perceived, at the start of each meeting or before discussion of the relevant agenda item or topic. Details of material personal interests declared by Board members, and actions taken, are appropriately recorded in the minutes.

Induction

37. The Corporate Governance and Risk Office maintains a program of induction for Board members to assist them to meet their Board responsibilities. The Academic Portfolio, Research and Innovation Portfolio and Global Engagement Portfolio assists the Corporate Governance and Risk Office in this task whenever requested.

Assessment and Review

38. The Chair, in consultation with the Vice-Chancellor, initiates every second year a review of the performance of the Board, and this Charter, with appropriate input sought from Board members, the University Executive, College Deans and any other relevant stakeholders. The review of performance will be conducted on a self-assessment basis unless otherwise determined by the ANU Council or Vice-Chancellor.

Approved by resolution of the Australian National University Council meeting of 5 October 2018.
Audit and Risk Management Committee Charter

Introduction

1. The Australian National University (ANU) Council has established the Audit and Risk Management Committee (the Committee) in compliance with section 45 of the Public Governance, Performance and Accountability Act 2013 (PGPA Act) and section 17 of the Public Governance and Accountability Rule 2014 (PGPA Rule).

2. This Charter sets out the Committee’s objective, authority, composition and tenure, roles and responsibilities, reporting and administrative arrangements.

Objective—(provided for under Roles and Responsibilities)

3. The objective of the Committee is to provide independent assurance, advice and assistance to the Council on the University’s risk, control, compliance, internal audit and governance framework, and its external accountability responsibilities including in relation to financial statements.

Authority

3. The Council authorises the Committee, within the scope of its role and responsibilities, to:

   • obtain any information it needs from any employee and/or external party (subject to their legal obligation to protect information);

   • discuss any matters with the University’s external auditors, or other external parties (subject to confidentiality considerations);

   • request the attendance of any ANU employee or Council member at Committee meetings; and

   • obtain external legal or other professional advice, as considered necessary to meet its responsibilities, at the University’s expense.

Composition and Tenure

4. The Committee shall consist of:

   • a Chair, appointed by the Council, who may be a member of the Council, but not the Chancellor, nor a student or employee of the University;
• up to two members of Council, appointed by the Council, who may not be a student or an employee of the University; and

• up to four independent members, appointed by the Council, who may not be a members of Council, nor a student or employee of the University.

5. The Committee may appoint a Deputy Chair from amongst its members.

6. The members, taken collectively, will have a broad range of skills and experience relevant to the operations of the ANU. At least three members shall have appropriate qualifications, knowledge, skills or experience to assist the Committee to perform its functions, with at least one member having accounting or related financial management experience with an understanding of accounting and auditing standards in a public sector environment.

7. Members shall be appointed for up to two years and are eligible for re-appointment.

8. The Council will have regard to the University’s objectives on gender equity, and the need for both continuity and regular renewal, in filling positions on the Committee.

9. Council members may attend Committee meetings, and when they elect to do so, will be provided with Committee papers.

Roles and Responsibilities

10. The Committee exercises such functions, responsibilities and authorities as may be assigned or delegated to it by Council from time to time, but only such executive powers as are explicitly delegated to it.

11. The Committee’s responsibilities, subject to revision by Council, are to monitor, review and where appropriate make recommendations to Council with respect to:

• financial reporting
• performance reporting
• system of risk oversight and management
• system of internal control.

Financial reporting

12. The Committee will review and advise Council as to whether the University’s:

• annual audited financial statements and related management representations comply with the PGPA Act, the PGPA Rules, Accounting Standards and supporting guidelines and endorse signing of the statements; and

• financial reporting as a whole is appropriate, with reference to any specific areas of concern or suggestions for improvement.
Performance reporting

13. The Committee will review and advise Council on the appropriateness of the University’s performance framework including:

- the development and annual rolling update of the University’s Strategic Plan (corporate plan), key performance indicators and supporting Executive Plans;
- systems and procedures for assessing, monitoring and reporting on performance, including the preparation of the University’s annual performance statement for inclusion in the annual report; and
- the approach to measuring performance throughout the financial year against the performance measures included in the Executive and Strategic Plans. This may include reviewing, over time, particular elements of the performance measures.

System of Risk Oversight and Management

14. The Committee will review and advise Council on the appropriateness of the University’s:

- enterprise risk management framework and associated processes for effective identification and management of the University’s strategic, operational, regulatory and financial risks, including fraud risks and those associated with individual projects, program implementation and activities; and
- business continuity planning arrangements, including whether business continuity and disaster recovery plans have been periodically updated and tested;

System of Internal Control

15. The Committee will review and advise Council on the appropriateness of the University’s:

- overall control environment, as reflected in its governance, risk management and compliance arrangements;
- proposed internal audit resourcing and coverage, the extent to which that coverage takes into account the University’s key risks, and recommending approval of the annual Internal Audit Work Plan (IAWP) by Council; and
- internal and external audit reports, providing advice to Council about significant issues identified, and monitoring the implementation of agreed actions.

a. Financial Reporting: Review and give independent advice and assurance about the appropriateness of the University’s financial reporting, including reviewing the annual audited financial statements and related management representations, and recommending the signing of those statements.

b. Performance Reporting: Review and give independent advice and assurance about the appropriateness of the University’s performance reporting, including the
framework for developing and reporting key performance indicators and the annual activities and performance as outlined in the University’s annual report to Parliament.

c. System of Risk Oversight and Management: Review and give independent advice and assurance about the appropriateness of the University’s system of risk oversight and management – whether it has a sound enterprise risk management framework and associated processes for effective identification and management of the entity’s business and financial risks, including fraud risks and those associated with individual projects, program implementation and activities.

d. System of Internal Control: Review and give independent advice and assurance about the appropriateness of the University’s system of internal control, including approaches to governance, compliance and assurance, and including consideration of:

- the University’s overall control environment, as reflected in its governance, risk management and compliance arrangements;
- proposed internal audit resourcing and coverage, the extent to which that coverage takes into account the University’s key risks, and recommending approval of the annual Internal Audit Work Plan (IAWP) by Council; and
- internal and external audit reports, providing advice to Council about significant issues identified, and monitoring the implementation of agreed actions.

Responsibilities of Members

16. Members of the Committee are expected to understand and observe the legal requirements of the Australian National University Act 1991 and the Public Governance, Performance and Accountability Act 2013.

17. Members are also expected to:

- act in the interests of the University;
- contribute the time needed to study and understand the papers provided; and
- apply good analytical skills, objectivity and good judgment.

Reporting

18. The Committee will regularly, but at least once a year, report to the Council on its operation and activities during the year. The report should include:

- a summary of the work it performed to fully discharge its responsibilities during the preceding year;
• a summary of the University’s progress in addressing the findings and recommendations made in internal and external reports;

• an overall assessment of the University’s risk, control and compliance framework, including details of any significant emerging risks or legislative changes impacting the ANU; and

• details of meetings, including the number of meetings held during the year.

19. The Committee may, at any time, report to the Council any other matter it deems of sufficient importance to do so. In addition, at any time an individual Committee member may request a meeting with the Chair of the Council (Chancellor).

Administrative Arrangements

Meetings and Planning

20. The Committee will meet six times per year. A special meeting will be held to review the University’s annual financial statements.

21. The Chair is required to call a meeting if asked to do so by the Council and decide if a meeting is required if requested by another Committee member, internal audit or the ANAO.

22. A forward meeting plan, including meeting dates, location and agenda items, will be agreed by the Committee each year. The forward meeting plan will cover all of its responsibilities, as detailed in this Charter.

23. The Chair is invited to attend at least one Council meeting per year.

24. The Chair will be regularly updated with the ANU audit and risk management activities and emerging issues by the Director, Corporate Governance & Risk Office.

Attendance at Meetings and Quorums

25. A quorum will consist of 50 per cent of Committee members who hold office for the time being.

26. Meetings can be held in person, by telephone or by videoconference.

27. The Director, Corporate Governance and Risk Office (as the officer accountable for internal audit) shall attend all meetings of the Committee unless requested by the Chair of the Committee not to attend a particular Committee meeting or participate in certain agenda items. The Committee may meet with the Director, Corporate Governance and Risk Office in camera and without other members of management in attendance.

28. The Vice-Chancellor, the Deputy Vice-Chancellors, the Pro Vice-Chancellors, the Executive Director (Administration & Planning), the Chief Finance Officer Members of...
the University Executive and representatives of the Australian National Audit Office may, subject to the Committee requesting otherwise, attend each meeting and contribute to its deliberations.

29. The Chair of the Committee may request any other ANU employee and/or external party to attend Committee meetings or participate in certain agenda items.

30. External Audit and Internal Audit are to be afforded the opportunity of meeting privately with Committee members only as required.

31. The Chair of the Council (Chancellor) may be invited to attend Committee meetings to participate in specific discussions or provide strategic briefings to the Committee.

**Secretariat**

32. The Corporate Governance and Risk Office will provide secretariat support to the Committee. The Corporate Governance and Risk Office will ensure the agenda for each meeting and supporting papers are circulated, after approval from the Chair, at least 7 days before the meeting, and ensure the minutes of the meetings are prepared and maintained. Minutes shall be approved by the Chair and circulated to each member, as appropriate.

**Conflicts of Interest**

33. Once a year Committee members shall provide written declarations to the Council declaring any material personal interests that would preclude them from being members of the Committee. External members will be asked to consider past employment, consultancy arrangements and related party issues in making these declarations. Council will need to be satisfied that there are sufficient processes in place to manage any real or perceived conflict of interest.

34. Committee members shall declare any material personal interests at the start of each meeting or before discussion of the relevant agenda item or topic. Details of material personal interests declared by Committee members, and actions taken, shall be appropriately recorded in the minutes.

**Induction**

35. The Corporate Governance and Risk Office, will maintain a program of induction, training and awareness-raising for Committee members, with the objective of enabling the Committee to keep abreast of contemporary developments and leading practice to assist them to meet their Committee responsibilities.

**Assessment and Review**

36. The Chair of the Committee shall initiate annually a review of the performance of the Committee, and this Charter, with appropriate input sought from the Council, the
Vice-Chancellor, management and any other relevant stakeholders, as determined by the Council. The review of performance shall be conducted on a self-assessment basis unless otherwise determined by the Council.

Approved by the ANU Council:

- 29 September 2017
- 5 October 2018 (as revised).
Provided for in Section 15.

**Internal Audit and Management Initiated Review reporting protocols**

**Reviews conducted as part of the Annual Audit Plan**

<table>
<thead>
<tr>
<th>Management report</th>
<th>Audit &amp; Risk Management Committee report</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Internal Audit distributes a draft Management Report to areas involved in the review to check the factual accuracy of the information on which the internal audit conclusions have been drawn. <em>(Note: The Vice-Chancellor will be briefed immediately in the event a potential Extreme finding has been confirmed with the auditee representative.)</em></td>
<td><em>(Note: Audit and Risk Management Committee chair advised of potential Extreme findings once this has been confirmed with the Vice-Chancellor)</em></td>
</tr>
<tr>
<td>2. Exit meeting between nominated auditee representative and Internal Audit to discuss and agree findings and recommendations.</td>
<td></td>
</tr>
<tr>
<td>3. Where the Draft Management Report includes Extreme, High or Moderate rated findings a detailed management action plan is required. This will be prepared by the responsible area for inclusion in the report and will include agreed due dates for management action. <em>(In some cases, ‘management action plans’ will be management actions rather than only plans for action.)</em></td>
<td></td>
</tr>
<tr>
<td>4. Management Report sign-off by Director Corporate Governance and Risk Office, and ANU auditee representative(s).</td>
<td></td>
</tr>
<tr>
<td>5. Audit and Risk Management Committee report prepared comprising a synopsis of overall findings plus detailed findings, recommendations and management action plans in respect of confirmed Extreme, High or Moderate rated findings.</td>
<td></td>
</tr>
</tbody>
</table>

**Reviews initiated by management**

The Audit & Risk Management Committee will be informed of any internal audit activities which have been initiated by management. The Committee will not however receive a summary report unless:

- It requests a copy; and / or
- The review has identified Extreme, High or Moderate matters.
### 1. ANU total load by award level (career)

<table>
<thead>
<tr>
<th>Year</th>
<th>HDR</th>
<th>Postgraduate Coursework</th>
<th>Undergraduate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>2,118.5</td>
<td>4,887.3</td>
<td>8,581.1</td>
<td>15,586.9</td>
</tr>
<tr>
<td>2015</td>
<td>2,164.0</td>
<td>5,081.1</td>
<td>8,809.9</td>
<td>16,055.1</td>
</tr>
<tr>
<td>2016</td>
<td>2,066.4</td>
<td>5,384.6</td>
<td>9,457.4</td>
<td>16,874.5</td>
</tr>
<tr>
<td>2017</td>
<td>2,010.1</td>
<td>6,171.0</td>
<td>10,434.8</td>
<td>18,616.9</td>
</tr>
<tr>
<td>2018 Budget Load</td>
<td>1,940.0</td>
<td>6,578.0</td>
<td>10,616.0</td>
<td>19,134.0</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>1,970.1</td>
<td>6,720.9</td>
<td>11,208.3</td>
<td>19,899.3</td>
</tr>
</tbody>
</table>

**Variance to Budget:** -2.9% -14.1% 1.8% -2.2% 

| % of Dom total | 10.7% | 19.6% | 69.7% | 100.0% |
| % of ANU total | 6.1%  | 11.2% | 40.0% | 57.3%  |

### 2. ANU total Domestic load by career

<table>
<thead>
<tr>
<th>Year</th>
<th>HDR</th>
<th>Postgraduate Coursework</th>
<th>Undergraduate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>771.4</td>
<td>2,176.4</td>
<td>1,867.4</td>
<td>4,815.3</td>
</tr>
<tr>
<td>2015</td>
<td>764.7</td>
<td>2,217.3</td>
<td>1,922.1</td>
<td>4,904.1</td>
</tr>
<tr>
<td>2016</td>
<td>736.9</td>
<td>2,815.6</td>
<td>2,284.0</td>
<td>5,836.5</td>
</tr>
<tr>
<td>2017</td>
<td>717.0</td>
<td>3,720.0</td>
<td>2,793.1</td>
<td>7,220.1</td>
</tr>
<tr>
<td>2018 Budget Load</td>
<td>684.4</td>
<td>3,973.6</td>
<td>2,804.1</td>
<td>7,462.2</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>750.7</td>
<td>4,482.6</td>
<td>3,254.3</td>
<td>8,487.6</td>
</tr>
</tbody>
</table>

**Variance to Budget:** 9.7% 12.8% 16.1% 13.7% 

| % of int total | 8.8% | 52.8% | 38.3% | 100.0% |
| % of ANU total | 3.6% | 22.5% | 16.4% | 42.7%  |

### 3. ANU total International load by career

<table>
<thead>
<tr>
<th>Year</th>
<th>HDR</th>
<th>Postgraduate Coursework</th>
<th>Undergraduate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>1,347.1</td>
<td>2,710.8</td>
<td>6,713.7</td>
<td>10,771.6</td>
</tr>
<tr>
<td>2015</td>
<td>1,399.4</td>
<td>2,863.8</td>
<td>6,887.8</td>
<td>11,151.0</td>
</tr>
<tr>
<td>2016</td>
<td>1,329.5</td>
<td>2,569.1</td>
<td>7,173.4</td>
<td>11,072.0</td>
</tr>
<tr>
<td>2017</td>
<td>1,293.1</td>
<td>2,451.0</td>
<td>7,671.7</td>
<td>11,415.8</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>1,219.3</td>
<td>2,238.3</td>
<td>7,954.1</td>
<td>11,411.7</td>
</tr>
</tbody>
</table>

**Variance to Budget:** -2.9% -14.1% 1.8% -2.2% 

| % of Dom total | 10.7% | 19.6% | 69.7% | 100.0% |
| % of ANU total | 6.1%  | 11.2% | 40.0% | 57.3%  |
4. ANU Commencing load by award level (career)

<table>
<thead>
<tr>
<th>Year</th>
<th>HDR</th>
<th>PGC</th>
<th>UG</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>242.1</td>
<td>1,618.9</td>
<td>1,834.6</td>
<td>3,695.7</td>
</tr>
<tr>
<td>2015</td>
<td>237.9</td>
<td>1,517.2</td>
<td>2,026.6</td>
<td>3,781.7</td>
</tr>
<tr>
<td>2016</td>
<td>191.5</td>
<td>1,330.6</td>
<td>2,097.4</td>
<td>3,619.6</td>
</tr>
<tr>
<td>2017</td>
<td>191.7</td>
<td>1,186.7</td>
<td>2,142.8</td>
<td>3,531.2</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>191.3</td>
<td>1,351.0</td>
<td>2,134.1</td>
<td>3,676.4</td>
</tr>
</tbody>
</table>

Variance to Budget:
- 2014: -15.0%
- 2015: -18.9%
- 2016: -9.4%
- 2017: -13.2%

% Domestic:
- 2014: 5.1%
- 2015: 34.3%
- 2016: 60.6%
- 2017: 100.0%
- 2018 YTD: 60.6%

% of ANU total:
- 2014: 2.5%
- 2015: 17.2%
- 2016: 30.3%
- 2017: 50.0%
- 2018 YTD: 30.3%

5. ANU Domestic commencing load by career

<table>
<thead>
<tr>
<th>Year</th>
<th>HDR</th>
<th>PGC</th>
<th>UG</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>120.4</td>
<td>1,294.5</td>
<td>683.3</td>
<td>2,098.2</td>
</tr>
<tr>
<td>2015</td>
<td>124.7</td>
<td>1,043.5</td>
<td>588.6</td>
<td>1,756.9</td>
</tr>
<tr>
<td>2016</td>
<td>99.2</td>
<td>1,411.7</td>
<td>789.1</td>
<td>2,300.0</td>
</tr>
<tr>
<td>2017</td>
<td>130.0</td>
<td>1,851.3</td>
<td>936.6</td>
<td>3,079.7</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>108.5</td>
<td>1,817.3</td>
<td>938.9</td>
<td>2,864.7</td>
</tr>
</tbody>
</table>

Variance to Budget:
- 2014: 21.1%
- 2015: 14.4%
- 2016: 4.2%
- 2017: 11.3%
- 2018 YTD: 12.1%

% of Int total:
- 2014: 4.1%
- 2015: 65.2%
- 2016: 30.7%
- 2017: 100.0%
- 2018 YTD: 100.0%

% of ANU total:
- 2014: 2.1%
- 2015: 32.6%
- 2016: 15.3%
- 2017: 50.0%
- 2018 YTD: 50.0%

6. ANU International commencing load by career

<table>
<thead>
<tr>
<th>Year</th>
<th>HDR</th>
<th>PGC</th>
<th>UG</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>362.5</td>
<td>2,913.4</td>
<td>2,517.9</td>
<td>5,793.9</td>
</tr>
<tr>
<td>2015</td>
<td>362.6</td>
<td>2,560.7</td>
<td>2,615.3</td>
<td>5,538.5</td>
</tr>
<tr>
<td>2016</td>
<td>290.7</td>
<td>2,742.3</td>
<td>2,886.6</td>
<td>5,819.6</td>
</tr>
<tr>
<td>2017</td>
<td>321.7</td>
<td>3,048.0</td>
<td>3,079.4</td>
<td>6,449.1</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>294.0</td>
<td>3,174.9</td>
<td>2,911.6</td>
<td>6,380.5</td>
</tr>
</tbody>
</table>

Variance to Budget:
- 2014: -1.9%
- 2015: 0.2%
- 2016: -5.3%
- 2017: -2.5%
- 2018 YTD: -2.5%

% Domestic:
- 2014: 55.3%
- 2015: 34.5%
- 2016: 66.4%
- 2017: 50.0%
- 2018 YTD: 50.0%

% of Dom total:
- 2014: 66.4%
- 2015: 66.4%
- 2016: 66.4%
- 2017: 66.4%
- 2018 YTD: 66.4%

% of ANU total:
- 2014: 4.6%
- 2015: 49.8%
- 2016: 45.6%
- 2017: 100.0%
- 2018 YTD: 100.0%
7. ANU Higher Degree Research: College load by citizenship

<table>
<thead>
<tr>
<th>Year</th>
<th>Arts and Social Sciences</th>
<th>Asia and the Pacific</th>
<th>Business and Economics</th>
<th>Engineering and Computer Science</th>
<th>Law</th>
<th>International Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>380.0</td>
<td>90.1</td>
<td>197.7</td>
<td>38.3</td>
<td>43.7</td>
<td>117.6</td>
</tr>
<tr>
<td>2015</td>
<td>391.8</td>
<td>85.3</td>
<td>220.3</td>
<td>39.3</td>
<td>48.2</td>
<td>106.5</td>
</tr>
<tr>
<td>2016</td>
<td>353.2</td>
<td>78.3</td>
<td>208.4</td>
<td>43.7</td>
<td>55.8</td>
<td>118.6</td>
</tr>
<tr>
<td>2017</td>
<td>328.1</td>
<td>67.2</td>
<td>196.4</td>
<td>54.6</td>
<td>66.0</td>
<td>114.4</td>
</tr>
<tr>
<td>2018 Budget Load</td>
<td>324.5</td>
<td>64.8</td>
<td>187.7</td>
<td>56.0</td>
<td>64.8</td>
<td>104.9</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>304.1</td>
<td>68.8</td>
<td>179.8</td>
<td>53.2</td>
<td>61.2</td>
<td>103.9</td>
</tr>
</tbody>
</table>

Variance to Budget:
-5.4% 5.8% -3.7% -2.5% -3.9% -4.8% 3.7% 26.5% -5.3% -77.4% -2.5% 40.4% 0.5% 9.4%

% of College career:
81.6% 18.4% 51.9% 48.1% 46.5% 53.5% 43.5% 56.5% 99.1% 0.9% 72.3% 27.7% 58.8% 41.2%
## Council Dashboard: 2018 year-to-date
### Full-Year Load (EFTSL)

**YTD as at 03 September 2018**

### Variance to Budget: percentage difference of 2018 YTD actuals from budget

<table>
<thead>
<tr>
<th>Year</th>
<th>Arts and Social Sciences</th>
<th>Asia and the Pacific</th>
<th>Business and Economics</th>
<th>Engineering and Computer Science</th>
<th>Law</th>
<th>Health and Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>186.4</td>
<td>70.9</td>
<td>483.2</td>
<td>536.3</td>
<td>102.6</td>
<td>1,250.0</td>
</tr>
<tr>
<td>2015</td>
<td>165.8</td>
<td>70.6</td>
<td>463.0</td>
<td>457.3</td>
<td>98.6</td>
<td>1,311.3</td>
</tr>
<tr>
<td>2016</td>
<td>153.1</td>
<td>111.3</td>
<td>468.9</td>
<td>449.1</td>
<td>107.3</td>
<td>1,742.6</td>
</tr>
<tr>
<td>2017</td>
<td>168.6</td>
<td>147.4</td>
<td>446.5</td>
<td>522.0</td>
<td>113.5</td>
<td>2,391.9</td>
</tr>
<tr>
<td>2018 Budget Load</td>
<td>162.1</td>
<td>172.6</td>
<td>504.9</td>
<td>579.9</td>
<td>107.5</td>
<td>2,533.4</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>160.6</td>
<td>167.1</td>
<td>467.0</td>
<td>559.8</td>
<td>117.8</td>
<td>2,869.4</td>
</tr>
</tbody>
</table>

**Variance to Budget**

- Domestic: 0.8%
- International: -3.0%
- Asia and the Pacific: -6.5%
- Business and Economics: -3.5%
- Engineering and Computer Science: -6.5%
- Law: -22.8%
- Health and Medicine: -25.0%

**% of College career**

- Domestic: 49.0%
- International: 51.0%
- Asia and the Pacific: 45.5%
- Business and Economics: 54.5%
- Engineering and Computer Science: 3.9%
- Law: 96.1%
- Health and Medicine: 8.7%

### ANU Postgraduate Coursework: College load by citizenship

#### 2014

- Arts and Social Sciences: 186.4
- Business and Economics: 102.6
- Engineering and Computer Science: 19.4
- Law: 128.4
- Health and Medicine: 1,666.4
- Science: 94.4

#### 2015

- Arts and Social Sciences: 165.8
- Business and Economics: 98.6
- Engineering and Computer Science: 25.1
- Law: 179.6
- Health and Medicine: 1,724.9
- Science: 80.7

#### 2016

- Arts and Social Sciences: 153.1
- Business and Economics: 98.6
- Engineering and Computer Science: 31.7
- Law: 265.1
- Health and Medicine: 1,349.8
- Science: 79.0

#### 2017

- Arts and Social Sciences: 168.6
- Business and Economics: 113.5
- Engineering and Computer Science: 51.6
- Law: 371.4
- Health and Medicine: 1,186.7
- Science: 67.4

#### 2018 Budget Load

- Arts and Social Sciences: 162.1
- Business and Economics: 117.8
- Engineering and Computer Science: 63.0
- Law: 405.7
- Health and Medicine: 1,277.5
- Science: 91.1

#### 2018 YTD

- Arts and Social Sciences: 160.6
- Business and Economics: 117.8
- Engineering and Computer Science: 63.0
- Law: 405.7
- Health and Medicine: 1,186.7
- Science: 67.4

**Variance to Budget**

- Domestic: 0.8%
- International: -3.0%
- Asia and the Pacific: -6.5%
- Business and Economics: -3.5%
- Engineering and Computer Science: 13.4%
- Law: 13.1%
- Health and Medicine: -22.8%
- Science: -25.0%

**% of College career**

- Domestic: 49.0%
- International: 51.0%
- Asia and the Pacific: 45.5%
- Business and Economics: 54.5%
- Engineering and Computer Science: 3.9%
- Law: 96.1%
- Health and Medicine: 8.7%
- Science: 91.3%
9. ANU Undergraduate Studies: College load by citizenship

<table>
<thead>
<tr>
<th>Year</th>
<th>Domestic Arts and Social Sciences</th>
<th>International Asia and the Pacific</th>
<th>Domestic Business and Economics</th>
<th>International Business and Economics</th>
<th>Domestic Engineering and Computer Science</th>
<th>International Engineering and Computer Science</th>
<th>Domestic Law</th>
<th>International Law</th>
<th>Domestic Health and Medicine</th>
<th>International Health and Medicine</th>
<th>Domestic Science</th>
<th>International Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>2,081.9</td>
<td>169.9</td>
<td>455.5</td>
<td>209.3</td>
<td>1,098.9</td>
<td>777.4</td>
<td>517.9</td>
<td>298.2</td>
<td>810.0</td>
<td>71.1</td>
<td>535.3</td>
<td>77.1</td>
</tr>
<tr>
<td>2015</td>
<td>2,158.8</td>
<td>195.2</td>
<td>447.6</td>
<td>108.0</td>
<td>1,155.5</td>
<td>871.5</td>
<td>569.9</td>
<td>347.8</td>
<td>908.6</td>
<td>57.4</td>
<td>416.9</td>
<td>74.2</td>
</tr>
<tr>
<td>2016</td>
<td>2,314.2</td>
<td>242.7</td>
<td>501.0</td>
<td>132.9</td>
<td>1,189.5</td>
<td>1,033.9</td>
<td>587.4</td>
<td>425.4</td>
<td>974.6</td>
<td>39.9</td>
<td>365.9</td>
<td>72.8</td>
</tr>
<tr>
<td>2017</td>
<td>2,541.0</td>
<td>309.8</td>
<td>565.2</td>
<td>143.1</td>
<td>1,252.4</td>
<td>1,187.3</td>
<td>624.7</td>
<td>551.8</td>
<td>993.6</td>
<td>31.1</td>
<td>421.7</td>
<td>87.7</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>2,641.6</td>
<td>309.4</td>
<td>606.0</td>
<td>151.0</td>
<td>1,262.5</td>
<td>1,173.7</td>
<td>616.5</td>
<td>609.0</td>
<td>935.8</td>
<td>26.9</td>
<td>377.0</td>
<td>77.0</td>
</tr>
<tr>
<td>2018 Budget Load</td>
<td>2,638.7</td>
<td>378.1</td>
<td>623.1</td>
<td>201.6</td>
<td>1,273.3</td>
<td>1,284.8</td>
<td>656.5</td>
<td>694.9</td>
<td>973.4</td>
<td>34.5</td>
<td>476.9</td>
<td>140.4</td>
</tr>
<tr>
<td>Variance to Budget</td>
<td>1.2%</td>
<td>22.4%</td>
<td>3.8%</td>
<td>33.5%</td>
<td>2.3%</td>
<td>9.6%</td>
<td>7.7%</td>
<td>14.6%</td>
<td>5.4%</td>
<td>28.4%</td>
<td>27.3%</td>
<td>82.3%</td>
</tr>
<tr>
<td>% of College Career</td>
<td>87.5%</td>
<td>12.5%</td>
<td>75.6%</td>
<td>24.4%</td>
<td>49.8%</td>
<td>50.2%</td>
<td>48.6%</td>
<td>51.4%</td>
<td>96.6%</td>
<td>3.4%</td>
<td>77.3%</td>
<td>22.7%</td>
</tr>
</tbody>
</table>

Variance to Budget: percentage difference of 2018 YTD actuals from budget
% of College career: 2018 cohort percentage of total college career
10. ANU Total enrolment by award level (career) and citizenship

<table>
<thead>
<tr>
<th>Year</th>
<th>Higher Degree Research</th>
<th>Postgraduate Coursework</th>
<th>Undergraduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>1,929</td>
<td>6,395</td>
<td>8,179</td>
</tr>
<tr>
<td>2015</td>
<td>1,987</td>
<td>5,740</td>
<td>8,629</td>
</tr>
<tr>
<td>2016</td>
<td>1,939</td>
<td>5,232</td>
<td>9,165</td>
</tr>
<tr>
<td>2017</td>
<td>1,908</td>
<td>4,080</td>
<td>9,956</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>1,792</td>
<td>4,080</td>
<td>9,956</td>
</tr>
</tbody>
</table>

% of ANU career:
- 66.5% Higher Degree Research
- 40.8% Postgraduate Coursework
- 72.9% Undergraduate

% of ANU total:
- 6.8% Higher Degree Research
- 15.5% Postgraduate Coursework
- 37.8% Undergraduate

11. Domestic enrolment by home area

<table>
<thead>
<tr>
<th>Year</th>
<th>Local</th>
<th>NSW</th>
<th>Vic.</th>
<th>Qld.</th>
<th>WA</th>
<th>SA</th>
<th>Tas.</th>
<th>NT</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>52.8%</td>
<td>23.4%</td>
<td>8.9%</td>
<td>4.5%</td>
<td>2.5%</td>
<td>3.3%</td>
<td>0.9%</td>
<td>0.7%</td>
<td>2.9%</td>
</tr>
<tr>
<td>2015</td>
<td>54.0%</td>
<td>23.2%</td>
<td>8.8%</td>
<td>4.4%</td>
<td>2.5%</td>
<td>2.6%</td>
<td>1.0%</td>
<td>0.7%</td>
<td>2.7%</td>
</tr>
<tr>
<td>2016</td>
<td>54.4%</td>
<td>22.6%</td>
<td>9.1%</td>
<td>4.8%</td>
<td>2.8%</td>
<td>2.2%</td>
<td>0.9%</td>
<td>0.8%</td>
<td>2.5%</td>
</tr>
<tr>
<td>2017</td>
<td>54.3%</td>
<td>23.1%</td>
<td>9.3%</td>
<td>4.6%</td>
<td>2.6%</td>
<td>2.0%</td>
<td>0.9%</td>
<td>0.7%</td>
<td>2.4%</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>55.1%</td>
<td>22.9%</td>
<td>9.2%</td>
<td>4.6%</td>
<td>2.6%</td>
<td>1.8%</td>
<td>0.8%</td>
<td>0.5%</td>
<td>2.4%</td>
</tr>
</tbody>
</table>

12. International enrolment by home country

<table>
<thead>
<tr>
<th>Year</th>
<th>China</th>
<th>India</th>
<th>Indonesia</th>
<th>Singapore</th>
<th>Malaysia</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>51.3%</td>
<td>2.6%</td>
<td>4.6%</td>
<td>4.8%</td>
<td>5.6%</td>
<td>31.1%</td>
</tr>
<tr>
<td>2015</td>
<td>55.2%</td>
<td>3.7%</td>
<td>4.6%</td>
<td>4.2%</td>
<td>4.7%</td>
<td>27.7%</td>
</tr>
<tr>
<td>2016</td>
<td>60.8%</td>
<td>5.4%</td>
<td>3.7%</td>
<td>3.2%</td>
<td>2.9%</td>
<td>18.0%</td>
</tr>
<tr>
<td>2017</td>
<td>66.8%</td>
<td>5.4%</td>
<td>3.7%</td>
<td>3.2%</td>
<td>2.9%</td>
<td>18.0%</td>
</tr>
<tr>
<td>2018 YTD</td>
<td>70.3%</td>
<td>5.6%</td>
<td>3.5%</td>
<td>2.6%</td>
<td>2.4%</td>
<td>15.7%</td>
</tr>
</tbody>
</table>
Public report

2017-18

Submitted by

Legal Name:
Australian National University
## Organisation and contact details

<table>
<thead>
<tr>
<th>Submitting organisation details</th>
<th>Legal name</th>
<th>Australian National University</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABN</td>
<td>52234063906</td>
<td></td>
</tr>
<tr>
<td>ANZSIC</td>
<td>P Education and Training</td>
<td>8102 Higher Education</td>
</tr>
<tr>
<td>Business/trading name/s</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASX code (if applicable)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postal address</td>
<td>The Australian National University</td>
<td>ANU ACT 2601</td>
</tr>
<tr>
<td></td>
<td></td>
<td>AUSTRALIA</td>
</tr>
<tr>
<td>Organisation phone number</td>
<td>(02) 6125 5111</td>
<td></td>
</tr>
<tr>
<td>Reporting structure</td>
<td>Ultimate parent</td>
<td>Australian National University</td>
</tr>
<tr>
<td>Number of employees covered by this report</td>
<td>5,416</td>
<td></td>
</tr>
</tbody>
</table>
## Workplace profile

### Manager

<table>
<thead>
<tr>
<th>Manager occupational categories</th>
<th>Reporting level to CEO</th>
<th>Employment status</th>
<th>No. of employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO/Head of Business in Australia</td>
<td>0</td>
<td>Full-time permanent</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
</tr>
<tr>
<td>Key management personnel</td>
<td>-1</td>
<td>Full-time permanent</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
</tr>
<tr>
<td>Other executives/General managers</td>
<td>-2</td>
<td>Full-time permanent</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>-3</td>
<td>Full-time permanent</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>-4</td>
<td>Full-time permanent</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
</tr>
<tr>
<td>Manager occupational categories</td>
<td>Reporting level to CEO</td>
<td>Employment status</td>
<td>No. of employees</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>------------------------</td>
<td>-------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>F</td>
<td>M</td>
</tr>
<tr>
<td>Senior Managers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>-3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>14</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>14</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>-4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>18</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>-5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other managers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>-3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>-4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>40</td>
<td>53</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>-5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>24</td>
<td>27</td>
</tr>
<tr>
<td>Manager occupational categories</td>
<td>Reporting level to CEO</td>
<td>Employment status</td>
<td>No. of employees</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>------------------------</td>
<td>-----------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>F</td>
<td>M</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Full-time contract</td>
<td></td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Part-time permanent</td>
<td></td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Part-time contract</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>No. of employees</td>
<td></td>
<td>193</td>
<td>224</td>
</tr>
</tbody>
</table>

Grand total: all managers
## Workplace profile

### Non-manager

<table>
<thead>
<tr>
<th>Non-manager occupational categories</th>
<th>Employment status</th>
<th>No. of employees (excluding graduates and apprentices)</th>
<th>No. of graduates (if applicable)</th>
<th>No. of apprentices (if applicable)</th>
<th>Total employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>F</td>
<td>M</td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>Professionals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>845</td>
<td>1,034</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>256</td>
<td>331</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>198</td>
<td>82</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>102</td>
<td>75</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>419</td>
<td>476</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Technicians and trade</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>28</td>
<td>78</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>8</td>
<td>6</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>15</td>
<td>11</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>8</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>33</td>
<td>38</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Community and personal service</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>7</td>
<td>17</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>55</td>
<td>41</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Clerical and administrative</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>230</td>
<td>80</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>55</td>
<td>22</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>105</td>
<td>15</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>30</td>
<td>7</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>158</td>
<td>104</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sales</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Machinery operators and drivers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Full-time permanent</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-manager occupational categories</td>
<td>Employment status</td>
<td>No. of employees (excluding graduates and apprentices)</td>
<td>No. of graduates (if applicable)</td>
<td>No. of apprentices (if applicable)</td>
<td>Total employees</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>-----------------------</td>
<td>--------------------------------------------------------</td>
<td>----------------------------------</td>
<td>-----------------------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>F</td>
<td>M</td>
<td>F</td>
<td>M</td>
</tr>
<tr>
<td>Labourers</td>
<td>Full-time permanent</td>
<td>0</td>
<td>10</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>1</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Others</td>
<td>Full-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Grand total: all non-managers</td>
<td></td>
<td>2,562</td>
<td>2,437</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

• References to the Act mean the Workplace Gender Equality Act 2012.
• A formal ‘policy’ and/or ‘formal strategy’ in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
• Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2017 to 31 March 2018. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
• Answers need to reflect ALL organisations covered in this report.
• If you select “NO, Insufficient resources/expertise” to any option, this may cover human or financial resources.

1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1 Recruitment

☐ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.2 Retention

☐ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority

1.3 Performance management processes

☐ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
1.4 Promotions

☐ Yes (select all applicable answers)
   ☑ Policy
   ☐ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Not a priority

1.5 Talent identification/identification of high potentials

☐ Yes (select all applicable answers)
   ☑ Policy
   ☐ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Not a priority

1.6 Succession planning

☐ Yes (select all applicable answers)
   ☑ Policy
   ☐ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Not a priority

1.7 Training and development

☐ Yes (select all applicable answers)
   ☑ Policy
   ☐ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Not a priority

1.8 Key performance indicators for managers relating to gender equality

☐ Yes (select all applicable answers)
   ☑ Policy
   ☐ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Not a priority

1.9 Gender equality overall

☐ Yes (select all applicable answers)
   ☑ Policy
   ☐ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Not a priority
1.10 How many employees were promoted during the reporting period against each category below?

**IMPORTANT:** Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

<table>
<thead>
<tr>
<th>Category</th>
<th>Managers</th>
<th>Non-managers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

**IMPORTANT:** promotions need to be added to these totals because they are considered internal appointments.

<table>
<thead>
<tr>
<th>Number of appointments made to MANAGER roles (including promotions)</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of appointments made to NON-MANAGER roles (including promotions)</td>
<td>2297</td>
<td>2017</td>
</tr>
</tbody>
</table>

1.12 How many employees resigned during the reporting period against each category below?

<table>
<thead>
<tr>
<th>Category</th>
<th>Managers</th>
<th>Non-managers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

The University Enterprise Agreement 2017-2021 includes provisions to support gender equality at ANU including flexible work, paid parental leave for primary carer and partner of up to 26 weeks; career re-entry assistance of 6 weeks additional leave for primary carers returning from parental leave. In addition policies and procedures that promote gender equality include: i) Equal opportunity, ii) Procedure for the prevention of discrimination, harassment and bullying, iii) Protocol for responding to domestic violence iv) Carers’ Career Development Assistance Fund.

The University provides additional support for female academics seeking promotion including providing mentors who assist applicants to prepare for the interview with the assessment committee, as well as formal and informal panel discussions targeting female academics to coincide with the promotion round. The University’s female staff are also supported through ensuring gender representation of selections and promotions committees, access to senior women leadership program, and NECTAR, the ANU Mentors for new ANU women in leadership program.

The University’s 2017 - 2021 strategic plan emphasises on a continued commitment to gender equity and the university’s 2020 strategic goals that aims to hire a 50:50 gender balance in leadership roles across university, including Head of Schools, Directors, Deans, General Managers, the university executive, and administrative executive. The strategic plan also states ANU will complete requirements for achieving an Australian SAGE Athena SWAN institutional Bronze Award in 2019. ANU formally commenced the pilot in September 2016 and established the self-assessment team (SAT). The SAT has gathered a range of quantitative and qualitative data to identify gaps and opportunities for improving gender equity.
The ANU has a number of prizes recognizing achievements for promoting research relating to gender equity. This includes the Clare Burton Award for Excellence in Equity and Diversity, ANU Gender Institute grants and prizes, and the Judith Whitworth Fellowship for Gender Equity in Science.

The third ANU Staff Engagement Survey, conducted every two years, was completed in October 2016. The process presents all staff with the opportunity to provide their views anonymously on matters affecting their work at ANU. The 2016 Survey included three additional questions on gender equality in the workplace. Results of the survey are used to analyse previous benchmark data and continue to track and compare how we are progressing over time in improving the perceived quality of working at ANU. A summarised, high-level action plan report was submitted to ANU Council in September 2017. Staff survey data is used to inform the development of strategies and action plans to improve workplace practices, including the area of diversity and gender equity. In addition, ad hoc equity surveys are conducted at a school level with the aim of gathering staff views on diversity and equity related issues, including gender equity, specific to local workplaces.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term “governing body” in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”. This question relates to the highest governing body for your Australian entity, even if it is located overseas.

2.1 Please answer the following questions relating to each governing body covered in this report.

Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation’s governing body is the same as your parent entity’s, you will need to add your organisation’s name BUT the numerical details of your parent entity’s governing body.

2.1a.1 Organisation name?

Australian National University

2.1b.1 How many Chairs on this governing body?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>8</td>
<td>6</td>
</tr>
</tbody>
</table>

2.1d.1 Has a target been set to increase the representation of women on this governing body?

☐ Yes
☐ No (you may specify why a target has not been set)
☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
Do not have control over governing body/board appointments (provide details why):

The ANU Council membership is prescribed under the Australian National University Act 1991 and comprises the Chancellor, Vice-Chancellor, one elected Dean or head of a research school, three members elected by staff (from research schools, faculties and general staff), one post graduate and one undergraduate student member elected by the post graduate and undergraduate students and seven members appointed by the Minister on recommendation of the Council’s Nominations Committee. The Nominations Committee, which consists of the Chancellor and six other persons appointed by the Chancellor, has a succession plan for appointed members of Council that recognises the importance of achieving gender equity in Council’s composition. The University has limited control of the gender balance of elected members.

☐ Not a priority
☐ Other (provide details):

2.1g.1 Are you reporting on any other organisations in this report?
☐ Yes
☒ No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

☒ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal selection policy or formal selection strategy is in place)
☐ In place for some governing bodies
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Do not have control over governing body appointments (provide details why)
☐ Not a priority
☐ Other (provide details):

2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an “incorporated” entity - Pty Ltd, Ltd or Inc; or an “unincorporated” entity)?

☒ Yes
☐ No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women’s economic security and progressing gender equality.

3. Do you have a formal policy and/or formal strategy on remuneration generally?

☒ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Salaries set by awards/industrial or workplace agreements
☐ Non-award employees paid market rate
☐ Not a priority
3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?

☑ Yes (provide details in question 3.2 below)
☒ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
☐ Currently under development, please enter date this is due to be completed
☐ Salaries set by awards/industrial or workplace agreements
☐ Insufficient resources/expertise
☒ Non-award employees paid market rate
☐ Not a priority
☐ Other (provide details):

3.2 Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?

☑ To achieve gender pay equity
☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)
☑ To be transparent about pay scales and/or salary bands
☑ To ensure managers are held accountable for pay equity outcomes
☐ To implement and/or maintain a transparent and rigorous performance assessment process
☐ Other (provide details):

The University’s 2017 - 2021 strategic plan emphasises on a continued commitment to gender equity and the university’s strategic goals that aims to hire a 50:50 gender balance in leadership roles across university, including Head of Schools, Directors, Deans, General Managers, the university Executive, and administrative executive. The strategic plan also states ANU will complete requirements for achieving an Australian SAGE Athena SWAN institutional Bronze Award in 2019. ANU formally commenced the pilot in September 2016 and established the self-assessment team (SAT). In 2017, the SAT conducted a pay analysis to identify any gaps in remuneration.

4. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?

☑ Yes - the most recent gender remuneration gap analysis was undertaken:
☐ Within last 12 months
☐ Within last 1-2 years
☐ More than 2 years ago but less than 4 years ago
☐ Other (provide details):

☒ No (you may specify why you have not analysed your payroll for gender remuneration gaps)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
☐ Non-award employees paid market rate
☐ Not a priority
☐ Other (provide details):

4.01 You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).

4.1 Did you take any actions as a result of your gender remuneration gap analysis?

☑ Yes – indicate what actions were taken (select all applicable answers)
☐ Created a pay equity strategy or action plan
Identified cause/s of the gaps
☐ Reviewed remuneration decision-making processes
☐ Analysed commencement salaries by gender to ensure there are no pay gaps
☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias)
☐ Trained people-managers in addressing gender bias (including unconscious bias)
☐ Set targets to reduce any like-for-like gaps
☐ Set targets to reduce any organisation-wide gaps
☐ Reported pay equity metrics (including gender pay gaps) to the governing body
☐ Reported pay equity metrics (including gender pay gaps) to the executive
☐ Reported pay equity metrics (including gender pay gaps) to all employees
☐ Reported pay equity metrics (including gender pay gaps) externally
☐ Corrected like-for-like gaps
☐ Conducted a gender-based job evaluation process
☐ Implemented other changes (provide details):
☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)
☐ No unexplainable or unjustifiable gaps identified
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Salaries set by awards/industrial or workplace agreements
☐ Non-award employees are paid market rate
☐ Unable to address cause/s of gaps (provide details why):
☐ Not a priority
☐ Other (provide details):

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia’s skilled workforce.

5. A “PRIMARY CARER” is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?

☐ Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
  ☐ By paying the gap between the employee’s salary and the government’s paid parental leave scheme
  ☒ By paying the employee’s full salary (in addition to the government’s paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
  ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
☐ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY):
  ☐ By paying the gap between the employee’s salary and the government’s paid parental leave scheme
  ☐ By paying the employee’s full salary (in addition to the government’s paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
  ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
☐ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):
  ☐ By paying the gap between the employee’s salary and the government’s paid parental leave scheme
  ☐ By paying the employee’s full salary (in addition to the government’s paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
  ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:

26

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

- Consistent with community standards of shared parental responsibility, the University introduced a major expansion of parental leave entitlements. Under this expansion, where a partner becomes a primary carer within the first year of a child’s life, the partner may be eligible for up to 26 weeks of paid primary carer partner leave. Primary carer partner leave must be taken prior to the child’s first birthday.
- Access to paid parental leave is subject to 12 months of continuous service with the University, however the first 26 weeks of unpaid parental leave counts as service, therefore a staff member with less than 12 months service may become eligible for a portion of paid parental leave by virtue of accumulating additional service.
- Fixed term staff are not eligible for parental leave beyond expiry of their employment contract.

5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?

- In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

6. A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

- Yes

- □ No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)
- □ No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY
- □ No (you may specify why employer funded paid parental leave for secondary carers is not paid)

- □ Currently under development, please enter date this is due to be completed
- □ Insufficient resources/expertise
- □ Government scheme is sufficient
- □ Not a priority
- □ Other (provide details):

6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

Leave can be taken as a single block of time, or multiple episodes of leave over a period of time. Leave to be taken within 12 months from the birth or placement of the child.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?
- In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Managers</td>
<td>10</td>
<td>0</td>
</tr>
</tbody>
</table>

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Non-managers</td>
<td>151</td>
<td>5</td>
</tr>
</tbody>
</table>

8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- ‘Ceased employment’ means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- ‘Ceased employment’ means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.
9. **Do you have a formal policy and/or formal strategy on flexible working arrangements?**

- Yes (select all applicable answers)
  - Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Don’t offer flexible arrangements
  - Not a priority
  - Other (provide details):

10. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

- Yes (select all applicable answers)
  - Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Included in award/industrial or workplace agreement
  - Not a priority
  - Other (provide details):

11. **Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?**

- Yes
- No (you may specify why non-leave based measures are not in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
  - Other (provide details):

11.1 **Please select what support mechanisms are in place and if they are available at all worksites.**

- Where only one worksite exists, for example a head-office, select “Available at all worksites”.

- Employer subsidised childcare
  - Available at some worksites only
  - Available at all worksites
- On-site childcare
  - Available at some worksites only
  - Available at all worksites
- Breastfeeding facilities
  - Available at some worksites only
  - Available at all worksites
- Childcare referral services
  - Available at some worksites only
  - Available at all worksites
- Internal support networks for parents
  - Available at some worksites only
  - Available at all worksites
- Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
  - Available at some worksites only
  - Available at all worksites
- Information packs to support new parents and/or those with elder care responsibilities
  - Available at some worksites only
  - Available at all worksites
12. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

☐ Yes (select all applicable answers)
   ☑ Policy
   ☑ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Included in award/industrial or workplace agreements
   ☐ Not aware of the need
   ☐ Not a priority
   ☐ Other (please provide details):

13. Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?

☐ Yes (select all applicable answers)
   ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor)
   ☑ Training of key personnel
   ☑ A domestic violence clause is in an enterprise agreement or workplace agreement
   ☑ Workplace safety planning
   ☑ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
   ☑ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
   ☑ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
   ☑ Access to unpaid leave
   ☑ Confidentiality of matters disclosed
   ☑ Referral of employees to appropriate domestic violence support services for expert advice
   ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence
   ☑ Flexible working arrangements
   ☑ Provision of financial support (e.g. advance bonus payment or advanced pay)
   ☐ Offer change of office location
   ☐ Emergency accommodation assistance
   ☐ Access to medical services (e.g. doctor or nurse)
   ☐ Other (provide details):

☐ No (you may specify why no other support mechanisms are in place)
   ☐ Currently under development, please enter date this is due to be completed
   ☐ Insufficient resources/expertise
   ☐ Not aware of the need
   ☐ Not a priority
   ☐ Other (provide details):
14. Where any of the following options are available in your workplace, are those option/s available to both women AND men?

- flexible hours of work
- compressed working weeks
- time-in-lieu
- telecommuting
- part-time work
- job sharing
- carer’s leave
- purchased leave
- unpaid leave.

Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

- Yes, the option/s in place are available to both women and men.
- No, some/all options are not available to both women AND men.

14.1 Which options from the list below are available? Please tick the related checkboxes.

- Unticked checkboxes mean this option is NOT available to your employees.

<table>
<thead>
<tr>
<th></th>
<th>Managers</th>
<th>Non-managers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Formal</td>
<td>Informal</td>
</tr>
<tr>
<td>Flexible hours of work</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Compressed working weeks</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Time-in-lieu</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Telecommuting</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Part-time work</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Job sharing</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Carer’s leave</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Purchased leave</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Unpaid leave</td>
<td>☒</td>
<td>☐</td>
</tr>
</tbody>
</table>

14.3 You may specify why any of the above options are NOT available to your employees.

- Currently under development, please enter date this is due to be completed
- Insufficient resources/expertise
- Not a priority
- Other (provide details):

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15. Have you consulted with employees on issues concerning gender equality in your workplace?

- Yes
- No (you may specify why you have not consulted with employees on gender equality)
- Not needed (provide details why):
15.1 How did you consult with employees on issues concerning gender equality in your workplace?

- Survey
- Consultative committee or group
- Focus groups
- Exit interviews
- Performance discussions
- Other (provide details):

15.2 Who did you consult?

- All staff
- Women only
- Men only
- Human resources managers
- Management
- Employee representative group(s)
- Diversity committee or equivalent
- Women and men who have resigned while on parental leave
- Other (provide details):

15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

The third ANU Staff Engagement Survey was completed in October 2016. This survey is conducted every two years. The process presents all staff with the opportunity to provide their views anonymously on matters affecting their work at ANU. The 2016 Survey included three additional questions on gender equality in the workplace. Results of the survey are used to analyse previous benchmark data and continue to track and compare how we are progressing over time in improving the perceived quality of working at ANU. Staff survey data is used to inform the development of strategies and action plans to improve workplace practices, including the area of diversity and gender equity. A summarised, high-level action plan report was submitted to ANU Council in September 2017. In addition, ad hoc equity surveys are conducted at a school level with the aim of gathering staff views on diversity and equity related issues, including gender equity, specific to their local workplaces.

ANU is participating in the Athena SWAN Pilot which is an accreditation program that recognises, promotes and rewards excellence in advancing gender equity and diversity. As part of the preparation of the application for SAGE Athena SWAN institutional Bronze Award the Self-Assessment Team is conducting consultation across the University through specialist sub-groups, surveys and key informant interviews to identify key gender equity issues, barriers to gender equity and support required to improve gender equity.

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

- Yes (select all applicable answers)
  - Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Included in award/industrial or workplace agreement
16.1 **Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?**

- [x] Yes
- [ ] No (you may specify why a grievance process is not included)
  - [ ] Currently under development, please enter date this is due to be completed
  - [ ] Insufficient resources/expertise
  - [ ] Not a priority
  - [ ] Other (provide details):

17. **Do you provide training for all managers on sex-based harassment and discrimination prevention?**

- [x] Yes - please indicate how often this training is provided:
  - [ ] At induction
  - [ ] At least annually
  - [ ] Every one-to-two years
  - [ ] Every three years or more
  - [ ] Varies across business units
  - [ ] Other (provide details): Online training ‘Responding to disclosures of sexual violence’ focussed on awareness of sexual misconduct and mandatory for all staff with authority to conduct investigations into allegations of sexual misconduct, including sexual harassment or sexual assault. Training module was complemented by face to face sessions.
  - [ ] Online training ‘Consent Matters’ training for students about sexual consent and how to recognise situations when consent can and can’t be given. Training module also completed by relevant staff.
  - [ ] Training and briefings for members of selection panels or promotions committees, including, unconscious bias training.
  - [ ] 2 hours workshop available throughout the year providing an introduction to the principles of inclusion and diversity and staff responsibilities under relevant ANU policies and discrimination laws.

- [ ] No (you may specify why this training is not provided)
  - [ ] Currently under development, please enter date this is due to be completed
  - [ ] Insufficient resources/expertise
  - [ ] Not a priority
  - [ ] Other (provide details):

17.1 **If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:**

The Respectful Relationships Steering Group and Working Group were established to oversee and provide expertise and advice on the development of whole of university strategies aimed at both staff and students to address sexism, sexual assault and sexual harassment on campus. A priority for the Steering Group is assisting the ANU implement the recommendations of the Australian Human Rights Commission Report Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities (2017).

The University Code of Conduct provides that all staff must respect differences and must not discriminate against others on the basis of sex. Staff have an obligation to avoid bullying and harassing behaviour. As well training for all new staff on the Code of Conduct and on harassment, discrimination and bullying, the University provides additional guidance materials including information on identifying and preventing bullying and harassment and people to go to for advice.

The University has procedures for managing and responding to complaints and grievances in respect of sex based harassment and discrimination.

**Other**

18. **If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.**
(As with all questions in this questionnaire, information you provide here will appear in your public report.)

- Primary carer partner leave – designed to improve flexibilities for families for generally. Broadly, improves opportunity for birth parent to return to the workforce. See also responses at 5a.
- Participating in the SAGE Pilot of Athena SWAN in Australia. Athena SWAN is an accreditation program that recognises, promotes and rewards excellence in advancing gender equity and diversity. See also response at 1.13.
Gender composition proportions in your workplace

Important notes:
1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce
1. the gender composition of your workforce overall is 50.9% females and 49.1% males.

Promotions
2. 61.8% of employees awarded promotions were women and 38.2% were men
   i. 63.6% of all manager promotions were awarded to women
   ii. 81.7% of all non-manager promotions were awarded to women.
3. 12.6% of your workforce was part-time and 9.9% of promotions were awarded to part-time employees.

Resignations
4. 56.0% of employees who resigned were women and 44.0% were men
   i. 48.3% of all managers who resigned were women
   ii. 56.7% of all non-managers who resigned were women.
5. 12.6% of your workforce was part-time and 22.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave
   i. 8.1% of all women who utilised parental leave ceased employment before returning to work
   ii. 6.4% of all men who utilised parental leave ceased employment before returning to work
   iii. N/A - managers who utilised parental leave and ceased employment before returning to work were women
   iv. 81.2% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations:
NTEU
United Voice
AMWU
MEAA

CEO sign off confirmation

Name of CEO or equivalent: ____________________________

Confirmation CEO has signed the report: ____________________________

CEO signature: ____________________________

Date: ____________________________

---

Public report | www.wgea.gov.au

ANU WGEA PUBLIC REPORT 2018 120
22 August 2018
Reference: 52234063906

Professor Brian Schmidt  
Vice Chancellor  
Australian National University  
The Australian National University  
ANU ACT 2601  

Dear Professor Schmidt

**Workplace Gender Equality Agency (Agency) notice of compliance**

Thank you for submitting your annual compliance report for the reporting period 1 April 2017 to 31 March 2018. Your organisation (and any subsidiaries listed on your 2017-18 confidential report form cover sheet) is compliant with the *Workplace Gender Equality Act 2012* (Act). This letter forms your notice of compliance with the Act until replaced with a new notice of compliance following the 2018-2019 reporting period.

Thank you for your ongoing commitment to the WGEA reporting process and the contribution your organisation/s makes to improving gender equality outcomes in Australian workplaces.

Yours sincerely

Libby Lyons  
Director
## SIGNIFICANT EVENTS REGISTER

**28 June – 12 September 2018**

<table>
<thead>
<tr>
<th>Month</th>
<th>Venue</th>
<th>Host Area</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 and 3 July</td>
<td>Old Parliament House</td>
<td>Office of the Vice-Chancellor and Public Policy Unit</td>
<td>ANU, under the direction of the Vice-Chancellor hosted the First Nations Governance Reform conference. Its goal was to provide a series of policy options relevant to Australia through learning from models in other colonial settler states that demonstrate Indigenous peoples’ leadership in the governance of their affairs.</td>
</tr>
<tr>
<td>4 July</td>
<td>National Press Club</td>
<td>Office of the Vice-Chancellor and Public Policy Unit</td>
<td>Professor the Hon. Gareth Evans AC QC, Chancellor, Professor Mick Dodson and UN Special Rapporteur Victoria Tauli-Corpuz spoke at the National Press club as part of the First Nations forum program.</td>
</tr>
<tr>
<td>4 July</td>
<td>Coombs Theatre, HC Coombs building</td>
<td>SCAPA</td>
<td>Meet the author: Bob Carr on Run for your life, A Political memoir. Professor John Warhurst welcomed, introduced and facilitated Q&amp;A with Mr Carr.</td>
</tr>
<tr>
<td>5 July</td>
<td>Construction site between the two halls</td>
<td>SCAPA</td>
<td>The Vice-Chancellor hosted the official naming of the newest residential accommodation, Wright Hall, in honour of Louise Tuckwell. Graham and Louise were in attendance. The naming event was followed by a tour of the Kambri construction site and lunch.</td>
</tr>
<tr>
<td>5 July</td>
<td>Hyatt Hotel, Canberra</td>
<td>Office of the Vice-Chancellor</td>
<td>The Vice-Chancellor participated on a panel discussing Fit, functioning and growth of female talent at the Australian Women’s Leadership Symposium.</td>
</tr>
<tr>
<td>5 July</td>
<td>Molonglo Theatre</td>
<td>SCAPA</td>
<td>Meet the Author event: Katharine Murphy in conversation with Michelle Grattan.</td>
</tr>
<tr>
<td>6 July</td>
<td>Boffins, University House</td>
<td>SCAPA</td>
<td>Meet with Rachel Stephen-Smith MLA on Indigenous affairs in the ACT.</td>
</tr>
<tr>
<td>6 July</td>
<td>ANU College of Business &amp; Economics</td>
<td>Tuckwell Office</td>
<td>Vice-Chancellor welcomed Tuckwell applicants to ANU campus.</td>
</tr>
<tr>
<td>9 July</td>
<td>University House</td>
<td>CECS</td>
<td>9th International Summer School on Information Security and Protection.</td>
</tr>
<tr>
<td>9 July</td>
<td>Mills Foyer, Chancery Building</td>
<td>SCAPA/HR</td>
<td>NAIDOC Week afternoon tea with the Vice-Chancellor and Provost.</td>
</tr>
<tr>
<td>9 July</td>
<td>School of Art</td>
<td>School of Art</td>
<td>The ANU School of Art, Vice-Chancellor’s College Artist Fellowship Scheme exhibition was opened by Vice-Chancellor.</td>
</tr>
<tr>
<td>10 July</td>
<td>Auditorium, China In the World building</td>
<td>Australian Studies Institute</td>
<td>The Australian Studies Institute was launched by the Vice-Chancellor. The Chancellor delivered the inaugural lecture and the Deputy Vice-Chancellor (Global Engagements) facilitated the Q&amp;A. The launch was attended by the following members of the diplomatic community:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o His Excellency Sumio Kusaka, Ambassador, Embassy of Japan</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o His Excellency Karim Medre, Ambassador, Embassy of Morocco and Madam Fatine Charrat Medrek</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>o His Excellency Abel Gutterres, Ambassador, Embassy of the Democratic Republic of Timor-Leste</td>
</tr>
<tr>
<td>Date</td>
<td>Location</td>
<td>Event Description</td>
<td></td>
</tr>
<tr>
<td>---------</td>
<td>------------------------------------</td>
<td>-----------------------------------------------------------------------------------</td>
<td></td>
</tr>
</tbody>
</table>
| 10 July | Boffins Restaurant, University House | The Vice-Chancellor, Chancellor and Professor Saikal hosted the Australia-Iran dialogue delegation for dinner. In attendance:  
- Dr Mohammad Sajjadpour, Deputy Foreign Minister of Iran and President, The Institute for Political and International Studies  
- His Excellency Mr Abdolhossein Vahaji, Ambassador, Embassy of the Islamic Republic of Iran  
- Ms HK Yu, First Assistant Secretary, Middle East and Africa Division at |
<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Host/Institution</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 July</td>
<td>Shine Dome</td>
<td>Energy Change Institute</td>
<td>The Vice-Chancellor and Deputy Vice-Chancellor (Global Engagement) attended the Tsinghua 2018 intake Graduation Dinner and the celebration marking the 15th anniversary of program.</td>
</tr>
<tr>
<td>17 July</td>
<td>National Gallery</td>
<td>Office of the Vice-Chancellor</td>
<td>Aerospace Future 2018 Conference reception. The Vice-Chancellor spoke strongly supporting the ACT campaign for Canberra's lobbying for Australia’s space capital. Others speakers included:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Ms Kareena Arthy, Deputy Director-General, Chief Minister, Treasury and Economic Development Directorate, ACT Government</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Mr Rod Drury; Lockheed Martin Australia Space Systems</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Dr Megan Clark AC FSTE; Australian Space Agency</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Mr Ed Muthiah; Aerospace Futures Conference Chair.</td>
</tr>
<tr>
<td>18 July</td>
<td>Coombs + live stream</td>
<td>SCAPA</td>
<td>The Vice-Chancellor delivered a Mid-Year Address for Staff.</td>
</tr>
<tr>
<td>18 July</td>
<td>Molonglo Theatre</td>
<td>SCAPA</td>
<td>Meet the Author event with David Christian on <em>The Origin Story, A Big History of Everything</em>. The Deputy Vice-Chancellor (Academic) welcomed and introduced the speaker.</td>
</tr>
<tr>
<td>Date</td>
<td>Location</td>
<td>Event Description</td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>-----------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>19 July</td>
<td>Drawing Room, University House</td>
<td>A representative of the Chinese Ambassador launched the 2018 China Update book. The launch was followed by celebratory dinner attended by His Excellency Mr Cheng Jingye, the Chinese Ambassador and the Deputy Vice-Chancellor (Global Engagement).</td>
<td></td>
</tr>
<tr>
<td>20 July</td>
<td>Molonglo Theatre</td>
<td>China Update 2018 conference.</td>
<td></td>
</tr>
<tr>
<td>23 July</td>
<td>Drill Hall Gallery</td>
<td>The Vice-Chancellor announced the gift of 124 Indigenous paintings by Craig Edwards. The announcement reception was followed by a dinner in honour of Craig Edwards.</td>
<td></td>
</tr>
<tr>
<td>25 July</td>
<td>Vice-Chancellor Boardroom</td>
<td>Vice-Chancellor meet with His Excellency Mr Mohammad Sufiur Rahman, High Commissioner, Bangladesh High Commission.</td>
<td></td>
</tr>
<tr>
<td>27 July</td>
<td>Mount Stromlo Observatory</td>
<td>The Vice-Chancellor meet and introduced the ACT Chief Minister Mr Andrew Barr, who announced the funding of $250,000 for The Advanced Instrumentation Technology Centre (AITC) and the release of ACT Government Canberra Space Prospectus.</td>
<td></td>
</tr>
<tr>
<td>27 July</td>
<td>RN Robertson building</td>
<td>The Provost official opened the refurbished RN Robertson Building and the opening of the Aboriginal Resource Garden.</td>
<td></td>
</tr>
<tr>
<td>29 July</td>
<td>Boat House Restaurant</td>
<td>The Vice-Chancellor was invited to a private dinner by Northrop Grumman preceding their TechX conference.</td>
<td></td>
</tr>
<tr>
<td>30 July</td>
<td>Finkel Theatre, The John Curtin School of Medical Research</td>
<td>The Vice-Chancellor welcomed conference attendees to the Northrop Grumman TechX conference.</td>
<td></td>
</tr>
<tr>
<td>31 July</td>
<td>Common Room, University House</td>
<td>His Excellency Mr Grigory S. Logvinov, Ambassador of the Russian Federation to the Commonwealth of Australia presented to the ANU a bust of Alexander Pushkin, a gift from the Russian President. The Chancellor was awarded the Russian commemorative medal “For consolidation of international cultural cooperation”.</td>
<td></td>
</tr>
<tr>
<td>31 July</td>
<td>Leonard Huxley Theatre</td>
<td>Mr Shane Rattenbury MLA, Minister for Climate Change &amp; Sustainability delivered the lecture Will the NEG transform Australia’s energy landscape.</td>
<td></td>
</tr>
<tr>
<td>31 July</td>
<td>Llewellyn Hall, ANU School of Music</td>
<td>The Vice-Chancellor delivered the inaugural Foundation Day Lecture with the Vice-Chancellor.</td>
<td></td>
</tr>
<tr>
<td>1 August</td>
<td>Copland Lecture Theatre</td>
<td>Meet the Author event with Lisa Harvey-Smith on When Galaxies Collide. The Vice-Chancellor introducing Lisa and event.</td>
<td></td>
</tr>
</tbody>
</table>
| 1 August | Forestry Theatre, Forestry Building #48      | International Relations Society and DFAT hosted a panel discussion on careers in international relations. The panel included:  
  o Mr Tadayuki Miyashita, Minister, Japanese Embassy  
  o Erik de Feijter, Deputy Head of the Netherlands Mission to Australia  
  o Mr Robert McKinnon, Strategic and Intelligence Policy Branch in the International Security Division, DFAT |
<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 August</td>
<td>Rex Hotel, Braddon</td>
<td>Office of the Vice-Chancellor The Vice-Chancellor and the Dean ANU College of Engineering and Computer science presented to the ARC Centre of Excellence in Robotic Vision Conference on Diversity in STEM.</td>
</tr>
</tbody>
</table>
| 8 August   | Sir Roland Wilson Building | Pacific Institute The Dean of ANU College of Asia and the Pacific spoke at the celebration of 50 years of the Pacific Manuscripts Bureau and the signing of the agreement with University of Papua New Guinea. VIPs in attendance included:  
  - Ms Beate Gabrielsen, Chargé d'Affaires, Royal Norwegian Embassy  
  - HRH Princess Angelika Tukuaho, High Commissioner for Tonga, accompanied by Ms Pauline Naufahu  
  - Mr Richard Maude, Deputy Secretary – Indo-Pacific Group, Department of Foreign Affairs and Trade  
  - Mr David Fricker, Director-General, National Archives of Australia  
  - Ms Valerie Bichard, Australian Museum  
  - Dr David Lee | Director, Historical Research Section, Department of Foreign Affairs and Trade. |
| 9 August   | Hedley Bull Atrium     | CASS/Embassy of Mexico ANU hosted the Canberra Latin American Film Festival. The opening night reception was hosted by: His Excellency Mr Eduardo Patricio PENa HALLER, Ambassador, Embassy of Mexico. In attendance were:  
  - His Excellency Dr Hugo Javier GOBBI , Ambassador Embassy of the Argentine Republic  
  - His Excellency Mr Manuel Innocencio DE LACERDA SANTOS JR, Ambassador Embassy of the Federative Republic of Brazil  
  - His Excellency Mr Patricio Fernando POWELL OSORIO, Ambassador, Embassy of the Republic of Chile  
  - His Excellency Mr Jaime BUENO-MIRANDA, Ambassador, Embassy of the Republic of Colombia  
  - His Excellency Mr José Jairo HERNÁNDEZ MILIAN, Ambassador, Embassy of the Republic of Costa Rica  
  - His Excellency Mr José Manuel GALEGO MONTANO, Ambassador, Embassy of the Republic of Cuba  
  - His Excellency Mr Juan Rodrigo SALAZAR SANCISI, Ambassador, Embassy of the Republic of Ecuador  
  - Mr David Humberto CRUZ RODRIGUEZ, Chargé d'Affaires a.i. of El Salvador, Embassy of the Republic of El Salvador  
  - Her Excellency Ms Connie TARACENA SECAIRA, Ambassador, Embassy of the Republic of Guatemala |
<table>
<thead>
<tr>
<th>Date</th>
<th>Venue/Event</th>
<th>Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 August</td>
<td>Auditorium, China in the World</td>
<td>Meet the Author event: Ellen Broad in conversation with Genevieve Bell.</td>
</tr>
<tr>
<td>9 August</td>
<td>JCSMR Foyer</td>
<td>AR&amp;P</td>
</tr>
<tr>
<td>9 August</td>
<td>Weston Theatre, Crawford</td>
<td>Indonesia Project</td>
</tr>
<tr>
<td>10 August</td>
<td>Canberry Springbank Room, Crawford</td>
<td>Coral Bell</td>
</tr>
<tr>
<td>14 August</td>
<td>NSC Boardroom</td>
<td>NSC</td>
</tr>
<tr>
<td>14 August</td>
<td>Parliament House</td>
<td>SCAPA</td>
</tr>
<tr>
<td>15 August</td>
<td>The John Curtin School of Medical Research</td>
<td>InnovationACT</td>
</tr>
<tr>
<td>16 August</td>
<td>Research School of Biology</td>
<td>RSB</td>
</tr>
</tbody>
</table>

SIGNIFICANT EVENTS REGISTER

127
<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Host</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>8-10 Aug</td>
<td>Christchurch &amp; Dunedin</td>
<td>SCAPA</td>
<td>MIRAND, Ambassador, Embassy of the Republic of Colombia attended the screening. ANU co-hosted with Minister Fitzharris and ACT Health a visit to New Zealand.</td>
</tr>
<tr>
<td>24 August</td>
<td>Law Link Theatre</td>
<td>ANU International Relations</td>
<td>Panel discussion: <em>Shifting Sands: Israel's place in the new middle east.</em> Senator James Paterson, Senator for Victoria, The Hon Dr Mike Kelly MP and member of Eden-Monaro, NSW and Ms Eman Amasha, Embassy of Israel participated.</td>
</tr>
<tr>
<td>24 August</td>
<td>Bioscience TBC</td>
<td>SCAPA</td>
<td>Announcement of ACT Government $500K for Centre for Entrepreneurial AgriTech. Vice-Chancellor and Barr.</td>
</tr>
<tr>
<td>25 August</td>
<td>Across campus</td>
<td>Marketing</td>
<td>Open Day - support required for managing audience. The Vice-Chancellor gave presentations and toured the event.</td>
</tr>
</tbody>
</table>
| 27 August  | CIW Lecture theatre  | Climate Change Institute | Talanoa Dialogue co-hosted by CCI and DFAT. Presenters included:  
|            |                     |                   | o Mr Patrick Suckling, Ambassador for the Environment  
|            |                     |                   | o His Excellency Mr Luke Daunivalu, Chief Negotiator for Fiji at COP23  
|            |                     |                   | o Mr Rafal Jarosz, First Counsellor, Economic Affairs for the Embassy of the Republic of Poland  
|            |                     |                   | o Dr Jane Curnow, Research Program Manager for Social Sciences at the Australian Centre for International Agricultural Research (ACIAR)  
|            |                     |                   | o Dr Amrita Malhi, Development Economics Advisor at the Australian Council for International Development (ACFID)  
|            |                     |                   | o Ms Rachel England, a PhD student at the ANU  
|            |                     |                   | o Professor Mark Howden, Director of the Climate Change Institute at the Australian National University  
|            |                     |                   | VIPs in attendance included Senator Patrick Dodson.                                                                                      |
| 30 August  | Mt Stromlo           | Innovation        | Pamela Melroy tour and lunch.                                                                                                                |
| 30 August  | Office of the Vice-Chancellor | Office of the Vice-Chancellor | The Vice-Chancellor met with Ms Noriko Miyagawa, Parliamentary Vice-Minister of Education, Culture, Sports, Science and Technology and discussed the ANU commitment to higher education reform in Japan.  
|            |                     |                   | In attendance included:  
|            |                     |                   | o His Excellency Mr Sumio Kusaka, Ambassador  
|            |                     |                   | o Mr Tadayuki Miyashita, Minister  
|            |                     |                   | o Mr Haruhiko Kato, Secretary to Vice-Minister  
|            |                     |                   | o Ms Junko Kato, Deputy Director, International Section, MEXT  
|            |                     |                   | o Mr Ichiro Takahashi, First Secretary  
|            |                     |                   | o Ms Yukari Armstrong, Interpreter  
<p>|            |                     |                   | o Professor Veronica Taylor, Professor, School of Regulation and Global Governance (RegNet), ANU College of Asia and the Pacific |</p>
<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Organizational Unit</th>
<th>Description</th>
</tr>
</thead>
</table>
| 27 August  | Mount Stromlo Observatory | Research and Business Development Manager, Strategic Projects and Partnerships | The Vice-Chancellor met with and provided Pamela Melroy (Nova Systems/Ex-NASA Astronaut) a tour of Mount Stromlo and held discussions over lunch, profiling the ANU contribution to the growth of the Australian Space Industry. An invitation to Ms Melroy to serve on the Steering Committee was also extended. Key academics involved in the tour and meeting were:  
- Professor Mick Cardew-Hall, Pro Vice-Chancellor (Innovation)  
- Professor Sally Wheeler, Dean, ANU College of Law  
- Professor Tim Senden, Director, Research School of Physics & Engineering  
- Dr Brad Tucker, Mount Stromlo Observatory, Research School of Astronomy and Astrophysics. |
| 31 August  | Shine Dome          | 3A Institute                         | Vice-Chancellor delivered welcoming remarks to 3Ai lecture *Managing the machines: a year in review* delivered by Professor Genevieve Bell.         |
| 31 August  | China in the World  | AR&P                                 | The Vice-Chancellor welcomed the ACT Chief Minister Mr Andrew Barr, who delivered the keynote address at the inaugural LGBTIQ network event.         |
| 4 September| Molonglo Theatre   | SCAPA                                | Meet the Author event: Sisonke Msimang in conversation with The Hon Dr Andrew Leigh MP.                                                   |
| 6 September| QT Hotel            | Research School of Finance, Actuarial Studies & Statistics | The Provost delivered the opening welcome to the *Actuarial Risk Modelling and Extreme Values conference*. International speakers included:  
- Professor Eckhard Platen, Chair, Quantitative Finance, University of Technology, Sydney  
- Professor Hailiang Yang, Professor in the Department of Statistics & Actuarial Science, University of Hong Kong  
- Associate Professor Ana Ferreira, University of Lisbon, Portugal  
- Dr Vali Asimit, Reader in Actuarial Science, University of London. |
| 10 September| Coombs Theatre     | Department of Pacific Affairs         | Senator the Hon Marise Payne, Foreign Affairs Minister officially opened the 2018 State of the Pacific. The Acting Vice-Chancellor welcomed and introduced the Minister. |
| 11 September| CIW                 | SCAPA                                | Meet the Author event: Quentin Beresford in conversation with Jack Waterford.                                                               |
| 12 September| Llewellyn Hall     | ANU 3MT final.                       |                                                                                                                                              |
Caveats:

1. The amount shown reflects the funds that were awarded for the entire grant/consultancy, grouped against the primary funds provider.
2. Although many grants/consultancies are collaborative efforts involving more than one area of the ANU, they are reported under the college of the primary department.
3. All amounts reported are in Australian dollars.
4. In a few cases the amount reported is shown as “funding amount TBC”. This can be for a variety of reasons, such as the contract is still under negotiation.
<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Commission</td>
<td>Dr Annmarie Elijah</td>
<td>Energy Policy Workshop</td>
<td>$78,829</td>
</tr>
<tr>
<td>European Commission</td>
<td>Prof Jacqueline Lo</td>
<td>Water Policy Innovation Hub</td>
<td>$89,210</td>
</tr>
<tr>
<td>European Commission</td>
<td>Dr Annmarie Elijah</td>
<td>Third Country Engagement with Changing EU Trade Policy</td>
<td>$89,210</td>
</tr>
<tr>
<td>European Commission</td>
<td>Dr Annmarie Elijah</td>
<td>EU-Australia Centre for Excellence on Economic Cooperation</td>
<td>$148,682</td>
</tr>
<tr>
<td>Commonwealth Dept of Communications</td>
<td>Dr Kirrily Jordan</td>
<td>The Two Way Project: Creative Engagement Between Canberra and Queanbeyan Aboriginal and Torres Strait Islander communities and the ANU</td>
<td>$148,200</td>
</tr>
<tr>
<td>Commonwealth Dept of Communications</td>
<td>Prof Jane Simpson</td>
<td>National Indigenous Languages Review</td>
<td>$140,000</td>
</tr>
<tr>
<td>University of Ottawa</td>
<td>Dr Baptiste Brossard</td>
<td>All addicts? Contribution to a sociology of behavioural addictions to sex, work, internet and sport</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>eResearch SA Limited</td>
<td>Dr Steven McEachern</td>
<td>ADA HASS DEVL project - Humanities, Arts and Social Sciences Data-Enhanced Virtual Laboratory</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>ACT Chief Minister's Department, artsACT</td>
<td>Dr Kenneth Lampl</td>
<td>artsACT CASS/ANU Advanced Music Performance Program 2018-2021</td>
<td>$1,000,000</td>
</tr>
</tbody>
</table>
## College of Arts and Social Science

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Australia and New Zealand School of Government</td>
<td>Prof Matthew Gray</td>
<td>Evaluation and the Australian Public Service</td>
<td>$20,000</td>
</tr>
</tbody>
</table>

## College of Asia and Pacific

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endangered Languages Documentation Programme (ELDP)</td>
<td>Dr Zurab Baratashvili</td>
<td>Documenting Ipiko, an undescribed language of PNG</td>
<td>$118,680</td>
</tr>
<tr>
<td>Endangered Languages Documentation Programme (ELDP)</td>
<td>Dr Bruno Olsson</td>
<td>Documentation of Yaqay, an Anim language of Papua, Indonesia</td>
<td>$7,663</td>
</tr>
<tr>
<td>Endangered Languages Documentation Programme (ELDP)</td>
<td>Mr Matthew Carroll</td>
<td>Pan-Dialectal Documentation of the Yei Language</td>
<td>$222,305</td>
</tr>
<tr>
<td>Commonwealth Department of Foreign Affairs and Trade, Australia-Japan Foundation</td>
<td>Dr Shiro Armstrong</td>
<td>Japan Update 2018</td>
<td>$20,000</td>
</tr>
<tr>
<td>Commonwealth Department of Foreign Affairs and Trade, Australia-China Council</td>
<td>Mr Denghua Zhang</td>
<td>Establishing A Trilateral Australia-China-Pacific Research Network on the Pacific</td>
<td>$24,820</td>
</tr>
<tr>
<td>Commonwealth Department of Foreign Affairs and Trade, Australia-Japan Foundation</td>
<td>Dr Shiro Armstrong</td>
<td>National Parliamentary Fellowships Program - Japan</td>
<td>$15,000</td>
</tr>
</tbody>
</table>
# College of Asia and Pacific

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>WorldFish</td>
<td>Dr Hoang Long Chu</td>
<td>Modelling research on the outlook of fishery sector in Egypt and Tanzania</td>
<td>$20,000</td>
</tr>
<tr>
<td>University of Melbourne</td>
<td>Prof Thomas Kompas</td>
<td>Centre of Excellence for Biosecurity Risk Analysis 2018-2019</td>
<td>$475,140</td>
</tr>
<tr>
<td>BHP</td>
<td>Dr Ligang Song</td>
<td>BHP-China Partnership</td>
<td>$80,000</td>
</tr>
<tr>
<td>Commonwealth Department of Foreign Affairs and Trade (DFAT)</td>
<td>Dr Meg Keen</td>
<td>Asia-Pacific Data for Development Initiative - Pacific Component</td>
<td>$5,400,000</td>
</tr>
<tr>
<td>Cultural Infusion Pty Ltd</td>
<td>Dr Nicholas Farrelly</td>
<td>Innovation Connections Project</td>
<td>$73,454</td>
</tr>
<tr>
<td>Commonwealth Department of Immigration and Border Protection</td>
<td>A/Prof Matthew Sussex</td>
<td>Trust and personal data: differences in public expectations and their policy implications</td>
<td>$34,716</td>
</tr>
<tr>
<td>Informa UK ltd</td>
<td>A/Prof Wesley Widmaier</td>
<td>Review of International Political Economy</td>
<td>$79,782</td>
</tr>
<tr>
<td>Japan Foundation, The</td>
<td>Dr Mark Gibeau</td>
<td>ACT Japanese Language Contest 2018-19</td>
<td>$1,000</td>
</tr>
<tr>
<td>TIFA Foundation</td>
<td>Dr Ross Tapsell</td>
<td>Tifa-New Mandala Regional Learning Hub, Phase II</td>
<td>$37,739</td>
</tr>
</tbody>
</table>
### College of Asia and Pacific

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commonwealth Department of Foreign Affairs and Trade (DFAT)</td>
<td>Mr Matthew Dornan</td>
<td>Send Money Pacific Review</td>
<td>$21,567</td>
</tr>
<tr>
<td>Commonwealth Department of Foreign Affairs and Trade (DFAT)</td>
<td>Prof Rory Medcalf</td>
<td>Indonesian Cyber Capability Engagement Program</td>
<td>$474,054</td>
</tr>
</tbody>
</table>

### College of Business and Economics

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worksafe Victoria</td>
<td>Prof Giles Hirst</td>
<td>Prioritising Wellbeing During Organisational Change - A White Paper</td>
<td>$20,000</td>
</tr>
<tr>
<td>Commonwealth Department of Industry, Innovation and Science</td>
<td>A/Prof Anton Kriz</td>
<td>Triple helix relationships - The Innovation Connections program</td>
<td>$10,000</td>
</tr>
<tr>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
<td>Total Amount Awarded</td>
</tr>
<tr>
<td>------------------------</td>
<td>----------------------</td>
<td>----------------------------------------------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Commonwealth Department of Defence, Defence Science and Technology Group (DSTG)</td>
<td>Dr Jochen Trumpf</td>
<td>Defence Staff PhD Agreement - Joyce Mau</td>
<td>$251,703</td>
</tr>
<tr>
<td>AIRBUS</td>
<td>Prof Sylvie Thiebaux</td>
<td>Airbus 'Donut' - (AI)-based services for optimizing conditioned-based aircraft or satellite mission plans under uncertainty</td>
<td>$458,717</td>
</tr>
<tr>
<td>Northrop Grumman Corporation</td>
<td>Prof Elanor Harriet Huntington</td>
<td>Northrop Grumman – Women in STEM Outreach Study Program</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Australian Council of Learned Academies</td>
<td>Ms Maia Gould</td>
<td>ACOLA: Artificial Intelligence Report</td>
<td>$3,000</td>
</tr>
<tr>
<td>Defense Sciences Office (DSO)</td>
<td>Prof Jochen Renz</td>
<td>Disruptioneering</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>ANU Connect Ventures Pty Ltd</td>
<td>Prof Robert Mahony</td>
<td>Development of a robotic asparagus harvester (for mechanical, selective harvesting)</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
<td>Total Amount Awarded</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
<td>-----------------------------</td>
<td>----------------------------------------------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>National Health and Medical Research Council (NHMRC)</td>
<td>A/Prof Philip Batterham</td>
<td>Bridging the implementation gap for evidence-based psychosocial interventions</td>
<td>$483,404</td>
</tr>
<tr>
<td>National Health and Medical Research Council (NHMRC)</td>
<td>Dr Si Ming Man</td>
<td>Molecular mechanisms of inflammasome activation</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Brigham and Womens Hospital</td>
<td>Dr Colleen Lau</td>
<td>Reducing the morbidity and mortality due to acute febrile illnesses in Central American and the Dominican Republic</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>European Commission</td>
<td>Dr Michael Dobbie</td>
<td>PRECISION PATHOBIOLOGY for DISEASE MODELS - PATHBIO</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Commonwealth Scientific and Industrial Research Organisation (CSIRO)</td>
<td>Ms Stephanie Palmer</td>
<td>Genome Services Panel - Tender Response</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>ANU Connect Ventures Pty Ltd</td>
<td>Dr Ted Maddess</td>
<td>Validating novel means of quantifying blood vessel networks and similar micro-structures for quantitative 3D imaging</td>
<td>$50,000</td>
</tr>
<tr>
<td>Aboriginal And Torres Strait Islander Healing Foundation Ltd</td>
<td>Mr Raymond Lovett</td>
<td>The Mayi Kuwayu Study - Communications and Knowledge Translation Funding</td>
<td>$250,000</td>
</tr>
<tr>
<td>ACT Health</td>
<td>Dr Anneke Blackburn</td>
<td>Repurposing dichloroacetate for myeloma treatment</td>
<td>$50,000</td>
</tr>
<tr>
<td>Royal College of Pathologists of Australasia</td>
<td>A/Prof Brett Lidbury</td>
<td>Genetic Stocktake for the Royal College of Pathologists of Australasia (RCPA)</td>
<td>$6,250</td>
</tr>
</tbody>
</table>
### College of Health and Medicine

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Genentech</td>
<td>Dr Edward Bertram</td>
<td>SOW 1 - Cancer Immunotherapy - 2018 MSA Genentech</td>
<td>$20,757</td>
</tr>
<tr>
<td>Genentech</td>
<td>Dr Edward Bertram</td>
<td>SOW 2 - Neurology - 2018 MSA Genentech</td>
<td>$20,757</td>
</tr>
<tr>
<td>ANU Connect Ventures Pty Ltd</td>
<td>Dr Riccardo Natoli</td>
<td>Novel biomarker platform for diagnosing and monitoring age-related macular degeneration</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

### College of Law

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Commission</td>
<td>Ms Anne McNaughton</td>
<td>Identifying Opportunities in EU-Australia Trade in Services</td>
<td>$87,237</td>
</tr>
<tr>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
<td>Total Amount Awarded</td>
</tr>
<tr>
<td>------------------------</td>
<td>----------------------</td>
<td>-------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Dr Benjamin Schwessinger</td>
<td>Identify, characterise, detect virulence loci of a wheat pathogen</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Mr Bishakhdatta Gayen</td>
<td>SPANNING 10 BILLION SCALES FROM MILLIMETRE TURBULENCE TO GLOBAL CIRCULATION</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Prof Mark Krumholz</td>
<td>The Cosmic Distribution of Metals</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Dr Anthony Licata</td>
<td>Groups, piecewise linear representations, and linear 2-representations</td>
<td>$963,124</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Dr Christoph Federrath</td>
<td>The Formation of the First Stars in the Universe</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Prof Mark Knackstedt</td>
<td>ARC Training Centre for Multiscale 3D Imaging, Modelling and Manufacturing</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>The Simons Foundation</td>
<td>Prof Robert Dewar</td>
<td>Finding optimum magnetic fields with hidden symmetries</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>AngloGold Ashanti Australia Ltd</td>
<td>Prof Gordon Lister</td>
<td>Gold from the bottom up: how the evolution of slab geometry affects where large deposits form</td>
<td>$60,000</td>
</tr>
<tr>
<td>Canberra Birds Conservation Fund</td>
<td>Ms Claire Taylor</td>
<td>The effect of the physical and social environment on parental investment of superb fairy-wrens</td>
<td>$4,000</td>
</tr>
<tr>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
<td>Total Amount Awarded</td>
</tr>
<tr>
<td>------------------------</td>
<td>----------------------</td>
<td>-------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Kering SA</td>
<td>Prof David Lindenmayer</td>
<td>Kering partnership for Sustainable Farms</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>RMIT University</td>
<td>Prof Stephen Buckman</td>
<td>Science Research Centres Review Panel</td>
<td>$21,000</td>
</tr>
<tr>
<td>Association of Universities for Research in Astronomy</td>
<td>Dr Celine d'Orgeville</td>
<td>NGS2 Extension Project</td>
<td>$314,495</td>
</tr>
<tr>
<td>Synthesis Technologies</td>
<td>Dr Timothy Brown</td>
<td>Virtual reality demonstration using 3D point cloud datasets to facilitate a ‘Synth Virtual’ visualisation application</td>
<td>$45,000</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Dr Natasha Robinson</td>
<td>Integrating fire and predator management to conserve threatened species</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>ACT Environment, Planning and Sustainable Development Directorate</td>
<td>Dr Philip Gibbons</td>
<td>Review of Biodiversity Offsets in the ACT</td>
<td>$5,000</td>
</tr>
<tr>
<td>ANU Connect Ventures Pty Ltd</td>
<td>Prof Dragomir Neshev</td>
<td>Ultra-thin optical systems for enhanced low-light and night vision.</td>
<td>$50,000</td>
</tr>
<tr>
<td>Australian Research Council (ARC)</td>
<td>Dr Xin Tan</td>
<td>Lead-free oxide perovskites for highly efficient solar cells</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Weizmann Institute of Science</td>
<td>Dr Colin Jackson</td>
<td>Engineering enzymes to degrade PET plastic</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
<td>Total Amount Awarded</td>
</tr>
<tr>
<td>------------------------------------------------------------</td>
<td>-------------------------------</td>
<td>----------------------------------------------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>ANU Connect Ventures Pty Ltd</td>
<td>Dr John Debs</td>
<td>Virtual Realities for Physics and STEM education</td>
<td>$50,000</td>
</tr>
<tr>
<td>ANU Connect Ventures Pty Ltd</td>
<td>Dr Christian Freier</td>
<td>Compact Sensor for Mineral Deposit Gravity Exploration</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>TRS Engineering Solutions Pty Ltd</td>
<td>Milica Symul</td>
<td>Deed for Research Consultancy Services - TRS Engineered Solutions</td>
<td>Funding Amount TBC</td>
</tr>
<tr>
<td>Australian Environmental Grantmakers Network</td>
<td>A/Prof James Pittock</td>
<td>Inland waters briefing note</td>
<td>$2,000</td>
</tr>
<tr>
<td>Yulgilbar Foundation</td>
<td>Prof Chennupati Jagadish</td>
<td>Use of brain organoids for understanding Dementia</td>
<td>$100,000</td>
</tr>
<tr>
<td>Australian Nuclear Science &amp; Technology Organisation (ANSTO)</td>
<td>Dr Antony Burnham</td>
<td>The geochemical behaviour of copper in ore generating magmas</td>
<td>$1,109</td>
</tr>
<tr>
<td>Administrative Division</td>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
</tr>
<tr>
<td>-------------------------</td>
<td>------------------------</td>
<td>---------------------</td>
<td>-------</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPSEM Singapore 25484</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPSEM Hong Kong 25385</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPSEM Singapore 25481</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Japan 25615</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Mongolia 25622</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Thailand 25631</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPSEM Japan 25736</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPSEM China 25745</td>
</tr>
</tbody>
</table>
## Administrative Division

<table>
<thead>
<tr>
<th>Primary Funds Provider</th>
<th>Primary Investigator</th>
<th>Title</th>
<th>Total Amount Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPSEM Korea, Republic of (South Korea) 25748</td>
<td>$92,400</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPSEM Singapore 25668</td>
<td>$38,500</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Vietnam 25521</td>
<td>$66,000</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Fiji 25522</td>
<td>$39,600</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Vietnam 25670</td>
<td>$72,600</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Japan 25689</td>
<td>$49,500</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Indonesia 25690</td>
<td>$49,500</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST India 25803</td>
<td>$33,000</td>
</tr>
<tr>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Japan 27296</td>
<td>$49,500</td>
</tr>
<tr>
<td>Administrative Division</td>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>----------------------------------------------</td>
<td>----------------------</td>
<td>--------------------------------</td>
</tr>
<tr>
<td></td>
<td>Commonwealth Department of Education and Training</td>
<td>Natalie Fearon</td>
<td>2019 NCPST Japan 25635</td>
</tr>
</tbody>
</table>