COUNCIL

The 426th meeting of the Council will be held at 8.30am on Friday 29 May 2015 in the R C Mills Room, Chancelry. Any additional papers and briefing materials will be available in the Mills Room from 8.00am.

Apologies and enquiries to the Corporate Governance and Risk Office by telephone on (02) 6125 2113 or email at: Head.governance@anu.edu.au

Kate Molloy
Director
Corporate Governance and Risk Office

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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 the URL:

http://www.anu.edu.au/about/governance/committees/council
PART 1 – PROCEDURAL ITEMS

* 1. ANNOUNCEMENTS AND APOLOGIES

No apologies have been received for this meeting.

The Chair may speak.

* 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 invites 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 Division 3, sections 25 to 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 34, Other Business.
5. The Chair will ask if there are any agenda items that need to be re-sequenced.

* 5. MINUTES

| RECOMMENDATION | It is recommended that the Council confirm the minutes of the meeting held on 27 March 2015 (50/2015) and the minutes from its circular resolution of 31 March 2015 (104/2015). |

PART 1 – PROCEDURAL ITEMS
THE AUSTRALIAN NATIONAL UNIVERSITY

COUNCIL MINUTES

Confidential until confirmed by Council
PART 2 – KEY BUSINESS ITEMS

*C 6 – 12. Confidential to Council Members
PART 3 – STRATEGIC ISSUES

*13. INTERNATIONAL STUDENT DIVERSITY PROGRESS REPORT

PURPOSE  Progress update on International Student Diversity

PREPARED BY  Pro Vice-Chancellor (International and Outreach)

REVIEWED BY  Pro Vice-Chancellor (International and Outreach)

APPROVED BY  Vice-Chancellor

SPONSOR  Vice-Chancellor

RECOMMENDATION  That Council note the progress update on International Student Diversification (111/2015).

ACTION REQUIRED

For discussion ☑  For decision ☐  For information ☑

CONSULTATION

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

BACKGROUND

In May 2014 the Pro Vice-Chancellor (International and Outreach) provided the Council with an overview of international student diversity at ANU. A number of challenges were highlighted. Since then, a number of initiatives and strategies have been developed both at the central and College levels with the aim of diversifying international student enrolments. This presentation updates members on these initiatives and provides an opportunity to further discuss strategies relating to the enhancement of ANU’s international student diversification objectives.

SUMMARY OF ISSUES

ANU’s international student numbers continue to grow, but the proportion of Chinese students within this cohort also continues to grow.

In response to this, diversification strategies have been put in place both centrally (Student Recruitment and Admissions, Global Programmes and Engagement, and Marketing Office) and in Colleges, two of which (CBE and CECS) have developed dedicated diversification plans.

Key activities at central level have focused on improving processes, procedures and infrastructure to be more competitive in international student recruitment. This is designed to improve performance across the board, not only in the diversification target countries. The recent external review of International Student Recruitment and Admissions was designed to come up with a range of priority recommendations to help boost this performance.

Among other things, the Division of Student Recruitment and Admissions has been focusing on targeted country visits, more strategic engagement with feeder schools, and better management of agents. The Division of Global Engagement has developed articulation agreements, double Masters degree proposals and an overseas scholarships framework.

Diversification is a key component of the ANU International Strategy, which is under development and expected to be presented to Council at an upcoming meeting.

ATTACHMENT

13.1 International Student Diversity – Presentation (111/2015).
COMMUNICATION

The following text is proposed to be included in the “Council News” update released to staff and students through the On Campus e-newsletter and the Council website:

**International student diversity**

In May 2014 the Pro Vice-Chancellor (International and Outreach) provided Council with an overview of international student diversity at ANU. A number of challenges were highlighted. Since then, a number of initiatives and strategies have been developed both at the central and College levels with the aim to enhance diversification of international student markets. Council has been provided with an update on these initiatives and has discussed strategies to facilitate achievement of the University’s international student diversification objectives.

Activities underway include improvements to processes, procedures and infrastructure to ensure that ANU remains competitive in international student recruitment. This is designed to improve performance across the board, not only in the diversification target countries. Diversification is a key component of the ANU International Strategy, which is in development and expected to be presented to the Council at an upcoming meeting.
International Student Diversity Progress Report
29 May 2015

Dr Erik Lithander
Pro Vice-Chancellor
(International and Outreach)
The Australian National University
Overview

1. Reminder of key issues
2. Diversification strategy
3. Priority actions
4. Results so far
5. Diversification in context: ANU International Strategy
### Student Enrolments by Citizenship Status, 2011-2014

<table>
<thead>
<tr>
<th>Year</th>
<th>Domestic</th>
<th>International</th>
<th>Domestic %</th>
<th>International %</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>14,130</td>
<td>5,351</td>
<td>73%</td>
<td>27%</td>
</tr>
<tr>
<td>2012</td>
<td>14,853</td>
<td>5,395</td>
<td>73%</td>
<td>27%</td>
</tr>
<tr>
<td>2013</td>
<td>15,523</td>
<td>5,590</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>2014</td>
<td>16,502</td>
<td>6,097</td>
<td>73%</td>
<td>27%</td>
</tr>
</tbody>
</table>
International Student Enrolments by Program Career, 2011-2014

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Degree Research</td>
<td>837</td>
<td>889</td>
<td>942</td>
<td>954</td>
</tr>
<tr>
<td>Postgraduate Coursework</td>
<td>2,168</td>
<td>2,317</td>
<td>2,608</td>
<td>3,072</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>2,270</td>
<td>2,112</td>
<td>1,929</td>
<td>1,957</td>
</tr>
<tr>
<td>Non-award &amp; Enabling</td>
<td>76</td>
<td>77</td>
<td>111</td>
<td>114</td>
</tr>
</tbody>
</table>

- China (excludes SARs and Taiwan Province): 48%
- Malaysia: 6%
- Indonesia: 5%
- Singapore: 4%
- Korea, Republic of (South): 3%
- India: 3%
- Hong Kong (SAR of China): 2%
- Vietnam: 2%
- United States of America: 2%
- Bangladesh: 1%
- Other: 26%
Percentage of International Students by University for 2013 Enrolments (excludes non-university HE institutions)

Average = 24%
Benchmarking of load proportion (UG-PG cwk) by country
ANU vs Go8 average 2013

China (excludes SARs and Taiwan)
Malaysia
Singapore
Indonesia
Hong Kong (SAR of China)
Vietnam
India
Bangladesh
Pakistan
Sri Lanka

<table>
<thead>
<tr>
<th>Country</th>
<th>ANU (2013)</th>
<th>Go8 average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sri Lanka</td>
<td>0.2%</td>
<td>0%</td>
</tr>
<tr>
<td>Pakistan</td>
<td>0.3%</td>
<td>0%</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>0.3%</td>
<td>0%</td>
</tr>
<tr>
<td>India</td>
<td>0.6%</td>
<td>0%</td>
</tr>
<tr>
<td>Vietnam</td>
<td>0.8%</td>
<td>1%</td>
</tr>
<tr>
<td>Hong Kong (SAR of China)</td>
<td>0.9%</td>
<td>1%</td>
</tr>
<tr>
<td>Indonesia</td>
<td>1.4%</td>
<td>1%</td>
</tr>
<tr>
<td>Singapore</td>
<td>1.7%</td>
<td>3%</td>
</tr>
<tr>
<td>Malaysia (excludes SARs)</td>
<td>2.3%</td>
<td>3%</td>
</tr>
<tr>
<td>China (excludes SARs and Taiwan)</td>
<td>13.9%</td>
<td>9.8%</td>
</tr>
</tbody>
</table>
Diversification Strategy

• Central units
  • Student Recruitment & Admissions
  • Global Programmes & Engagement
  • Marketing Office

• Colleges
  • College of Business & Economics
  • College of Engineering & Computer Science
Priority Actions

1. Enhancing processes to improve overall performance
2. Focus existing activities on a subset of priority countries
3. Applying new tools
Enhancing processes to improve overall performance

• Stephen Connelly Review (May 2015)
• Key recommendations
  1. Improving conversion rates, esp. through application turn-around times
  2. Improving coordination of Central and College recruitment activities
  3. Improving business processes and IT infrastructure
Focusing existing activity on subset of priority countries

- University-level priorities
  - India
  - Indonesia
  - Malaysia
  - Vietnam
  - Singapore
Focusing existing activity on subset of priority countries

• College Priorities

CBE
India
Indonesia
Malaysia
Singapore
Vietnam

CECS
Sri Lanka
Indonesia
Malaysia
Focusing existing activities on a subset of priority countries

• More targeted visits
• Increased engagement with Schools/UG sector
• Improved management of agents
• International marketing activity in support of priority diversification target countries planned for second half of 2015
Applying new tools

Articulation agreements

• New policy framework and templates
• Dedicated central position
• Recently approved:
  • University Teknikal Mara (Malaysia)
  • University of Indonesia
  • Bogor Agricultural University (Indonesia)
Applying new tools

Double Masters Degrees

• New policy framework and templates
• Seed funding through PVC (I&O)
• Proposals underway:
  • University of Tokyo
  • University of Copenhagen
  • Indiana University
Applying new tools

New agreements with scholarship agencies

• Indonesia- DIKTI, BAPPENAS, Ministry of Finance
• Thailand- OCSC
• Sri Lanka- State Bank
• Peru- Pronabec
• Brazil- Science Without Borders
• Chile- Conacyt, BECAS
• Malaysia- MARA, JPA, Petronas
• Columbia- Colsciencias, Confuturo, Icetex
Applying new tools

Short-term non-award (Study Abroad) opportunities

USA, Brazil, Germany, France, The Netherlands, Switzerland, Denmark, Sweden, Norway, Mexico, Colombia, South Korea
# Results so far

## International commencing students 2011-2014

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>India</td>
<td>60</td>
<td>47</td>
<td>56</td>
<td>97</td>
<td>+62%</td>
</tr>
<tr>
<td>Indonesia</td>
<td>120</td>
<td>111</td>
<td>140</td>
<td>154</td>
<td>+28%</td>
</tr>
<tr>
<td>Malaysia</td>
<td>157</td>
<td>115</td>
<td>124</td>
<td>112</td>
<td>-29%</td>
</tr>
<tr>
<td>Vietnam</td>
<td>88</td>
<td>88</td>
<td>77</td>
<td>59</td>
<td>-33%</td>
</tr>
</tbody>
</table>
Diversification in context

ANU International Strategy
THANK YOU

pvc.io@anu.edu.au
14. MELBOURNE ENGAGEMENT STRATEGY 2015 REPORT

PURPOSE
To consider the Chancellor’s 2015 report on the Melbourne Engagement Strategy.

AUTHOR
Executive Officer to the Chancellor

REVIEWED BY
Chancellor

APPROVED BY
Chancellor

SPONSOR
Chancellor

RECOMMENDATION

ACTION REQUIRED
For discussion ☑ For decision ☐ For information ☑

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

BACKGROUND
On 25 May 2012, Council resolved:

(i) that the proposed Melbourne engagement strategy be approved in principle;
(ii) that the Vice-Chancellor work with the Chancellor in its detailed implementation so far as is practicable and affordable;
(iii) that the Chancellor submit a written report to Council at least annually on the work of the Melbourne Office.

A Melbourne Office has been established at ANU House to actively grow and support recruitment, alumni, philanthropic and business and industry engagement in Melbourne and Victoria.

SUMMARY OF ISSUES
ANU Melbourne Office continues to support the Chancellor as well as providing the University with a base for engaging with Victoria-based alumni and recruiting the state’s most talented school leavers. The foyer of ANU House was recently refurbished to bring it into line with the heritage listed façade. The building will be sold to Marks Henderson later this year though this will have minimal disruption to the activities of Melbourne Office. Growth in the number of engaged alumni continues to be strong thanks to regular events put on by the Melbourne Alumni Network. The forthcoming Chancellor’s Scholars Program will ensure that ANU continues to attract its share of high-achieving Victorian high school students.

ATTACHMENT

COMMUNICATION
For public release ☐ For internal release ☐ Not for release ☑
BRIEFING PAPER

TITLE  Melbourne Engagement Strategy (MES) Update

DATE  6 May 2015

AUTHORS  Professor the Hon Gareth Evans AC QC
Tim Mayfield, Executive Officer to the Chancellor and Manager-Melbourne Office

Introduction

In May 2012 the Council approved the Melbourne Engagement Strategy, to be reported on annually. The operating grant for 2014 was $315,990 with a surplus of $103,162 having accrued at the end of the 2014 financial year. The operating grant for 2015 is yet to be finalised though it will likely be similar to 2014.

1 Progress Update

Staff

- Tim Mayfield remains in the role of Executive Officer to the Chancellor and Manager-Melbourne Office, under a two-year contract which is due to expire in February 2016. The Chancellor was recently reappointed for a further three-year term to December 2018.

Melbourne Office

- A refurbishment of the ANU House foyer was completed in February 2015 to bring the interior into line with the heritage listed façade of the building. The design was carried out by architecture firm Metier3 and the works by Formula Interiors. Overall, the project cost $139,265 and was completed on schedule and with only minor disruption to tenants. The last phase of the refurbishment is to install signage detailing the history of ANU House.

- Finance & Business Services has come to an agreement to sell ANU House to property investment company Marks Henderson with contracts exchanged and settlement due on 31 August 2015. It is expected that upon settlement ANU will sign an initial five-year lease for Level 11 which will include the continuation of naming rights for the building and retention of two car-parking spaces.

Chancellor Activity

- The Chancellor has been active in Melbourne on behalf of the University over the past 12 months. He has spoken at various functions including a reception to announce ANU’s purchase of The Social Research Centre, alumni gatherings, and Burgmann College’s Melbourne reunion dinner. In addition, there have been visits to the Chancellor’s office by, among others, CSIRO Chair Simon McKeon AO, Professor Fiona Stanley AC, and Graham Tuckwell as well as a number of overseas visitors. The relationships cultivated from Melbourne have benefited the University in a variety of ways including interacting with existing and potential donors, and through the Chancellor’s engagement with the international relations community.

Recruitment and Marketing

- The recruitment priority remains to expand the proportion of high-achieving Victorians choosing to study at ANU. Since 2013, Victorian undergraduate enrolments from school leavers have increased consistently: a total of 170 (40 deferred) Victorian students enrolled for first semester 2015 compared to 145 (76 deferred) in 2014. Manager-Melbourne Office is currently working with Recruitment on the Chancellor’s Scholars...
Program, a pilot project that can be expected to attract more of Victoria’s best and brightest high school students. This project is mentioned in more detail below.

Alumni Relations and Philanthropy (AR&P), and Industry Engagement

- The Melbourne Alumni Network has consolidated in its third year. In the last 12 months, the Organising Committee has put on a range of events including panel discussions, boardroom lunches and a ‘welcome to graduates reception’ for alumni new to Melbourne. A particular highlight was the second edition of the ‘ANU Melbourne Alumni Gala Dinner’ held this time at Queen’s Hall, State Parliament of Victoria in November 2014. The dinner was attended by the Chancellor and Vice-Chancellor and about 100 Victorian alumni with Council member Naomi Flutter generously agreeing to be the guest speaker for the evening.

The Committee currently consists of 14 members, including a Chair and Deputy Chair with Manager-Melbourne Office acting as *ex officio* Treasurer/Secretary. Elections for the positions of Chair and Deputy Chair are scheduled for November/December 2015 as per the Network’s Terms of Reference.

- The Melbourne Alumni Network is designed to facilitate long-term alumni engagement in Victoria. To this end, we have grown our pool of engaged alumni in Victoria, rising from 1,753 in February 2013 to 2,934 in May 2015. The total number of Victorian alumni increased across the same period from 4,880 to the current total of 5,991. This represents a proportion of 49 per cent engaged alumni in Victoria as compared with an average of 42 per cent nationally. These statistics are indicative of the fact that the Melbourne Alumni Network, with the assistance of Melbourne Office, has facilitated strong growth in alumni engagement. A key challenge will be ensuring its future viability irrespective of ANU staffing arrangements in Melbourne.

2 Future Activities

In addition to continuing the activities described above, the Melbourne Office is currently working on the following priority:

- The Chancellor’s Scholars program, a short summer intensive pilot recruitment tool for promising Year 11 secondary school students in Victoria, designed to expose them to cross-disciplinary research-led teaching. Planning is well underway with Manager – Melbourne Office liaising with Recruitment regarding the details and timeline for rolling out the program. A detailed proposal is currently under consideration by the Coursework Admissions & Awards Committee. Once approved, we will proceed with enacting the plan and recruiting the first cohort of students.

*A previous goal was to implement a mentorship program for early and mid-career alumni in order to consolidate the relationship between Victoria-based alumni and the ANU. At the request of Alumni Relations, this project has been set aside as a centralised program that incorporates all alumni living in Australia was implemented in March 2015.

For consideration by Council.

Gareth Evans

Tim Mayfield

Melbourne, 6 May 2015
PART 4 – OTHER MATTERS FOR DECISION

*C15. Confidential to Council Members
16. HONORARY DEGREES FRAMEWORK

PURPOSE
To approve a revised Honorary Degrees Framework for implementation.

PREPARED BY
Manager, Corporate Governance and Policy

REVIEWED BY
Director, Corporate Governance and Risk Office

APPROVED BY
Vice-Chancellor

SPONSOR
Chancellor

RECOMMENDATION
That Council approve for implementation:

1. The Honorary Degrees Rules 2015;
2. The Honorary Degrees Policy and
3. The Honorary Degrees Procedure (112/2015)

ACTION REQUIRED
For discussion ☐  For decision ☑  For information ☑

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

This Honorary Degrees Framework has been developed by the Corporate Governance and Risk Office, with input by the Deputy Vice-Chancellor (Academic). It has subsequently been considered and endorsed by the Senior Management Group, who represent the largest group of senior staff who are entitled to submit nominations for honorary degrees.

In addition, at its meeting of 27 March 2015, the Honorary Degrees Committee of Council considered the new Framework and recommended its approval by Council, for implementation across ANU.

BACKGROUND

The awarding of honorary degrees at the University is currently governed by the Honorary Degree Rules 2014. The Rules are also supported by Guidelines for proposals for an Honorary Degree.

In the early 1970s a significant review of the standards and criteria for the awarding of honorary degrees was undertaken by the then Board of the Institute of Advance Studies, with the recommendations adopted by Council. Subsequent amendments to the Honorary Degree Rules over time has seen the recommendations relating to the standards and criteria modified. The University now finds itself with a Rule that prescribes general criteria for honorary degrees, but with no specific description about each category of honorary degree.

In addition, a number of conventions and practices have emerged in relation to honorary degrees, but which are not documented. Issues have previously been raised about the appropriate circumstances to use a title associated with an honorary degree and even the circumstances regarding withdrawal of an honorary degree. The University’s current framework does not make any provision for these.

The University currently awards the following honorary degrees:

- Honorary Doctor of Science (HonDSc)
- Honorary Doctor of Letters (HonLitD)
- Honorary Doctor of Laws (HonLLD)
Honorary Doctor of the University (HonDUniv)
Honorary Master of Science (HonMSc)
Honorary Master of Arts (HonMA)
Any other degree of the University, except the degree of Doctor of Philosophy, may be awarded as an honorary degree.

SUMMARY OF ISSUES

The Corporate Governance and Risk Office has completed a review of the Rules and Guidelines, which has included research into past University standards and criteria.

In addition, the Honorary Degrees Committee (at its meeting of 4 December 2014) has expressed a desire to clarify the standards and criteria for specific honorary degrees and to generally lift the quality of proposals being presented to it for consideration and recommendation to the Council.

A suite of new documentation has been developed to govern and manage honorary degrees. The documents are:

- Honorary Degrees Rules 2015
- Honorary Degrees Policy
- Honorary Degrees Procedure
- Confidential Honorary Degree Proposal Form

1. Honorary Degrees Rules 2015

The existing Honorary Degrees Rules (refer Attachment 15.1) are substantially streamlined to provide the overarching governance framework for honorary degrees. Much of the content has been transferred to policy and procedure. The Rules invest all authority, relating to honorary degrees conferral and standards, in the Council (described through policy and procedure). Council would continue to act, following advice from the Honorary Degrees Committee.

The draft Rules, by their omission, propose to discontinue the practice of conferring Honorary Masters degrees. The last Honorary Masters was awarded in 1999. The Honorary Degrees Committee does not regard these as appropriate for conferral, given their inferior status to the Honorary Doctorate.

It is also proposed to modify the membership of the Honorary Degrees Committee to remove the reference to two academic staff drawn historically from the then Institute of Advanced Studies and The Faculties. These outdated references would be replaced with ‘two academic staff, one drawn from the ANU College of Arts and Social Sciences, ANU College of Asia and the Pacific, ANU College of Business and Economics or ANU College of Law; and one drawn from the ANU College of Engineering and Computer Science, ANU College of Medicine, Biology and Environment, or ANU College of Physical and Mathematical Sciences’. In adopting this arrangement, the two present members (Professor Brian Anderson and Professor Donald Rothwell) would continue as members.

2. Honorary Degrees Policy and Procedure

The Policy (refer Attachment 15.2) will govern:

- conditions of eligibility for the award of honorary degrees;
- the privileges conferred by honorary degrees and the conditions to which honorary degrees are subject;
- conditions for the use of the honorary title ‘Doctor’ (or any abbreviation of that title), or any post-nominal, by the holders of honorary degrees;
- procedures for the making, and consideration, of nominations for the award of honorary degrees (refer Attachment 15.3);
- procedures for revoking approval of the award of honorary degrees.

3. Confidential Honorary Degree Proposal Form

A new form (refer Attachment 15.4) is proposed for use by Colleges when submitting proposals. The form has been designed to improve the quality of proposals coming forward and to enable proposers to better understand the information being sought by the Committee. It also takes account of the Committee’s feedback about descriptions for honorary degrees and provision of references.
Benefits of Proposal

It is intended that the proposed new framework for honorary degrees, if approved by Council will:

- simplify the governing ANU legislation for honorary degrees;
- clarify the standards and criteria in general and for specific honorary degrees;
- formalise a standard that an honorary degree from Australia’s national university is to be regarded as a significant national honour, and so the University will only award honorary degrees to individuals whom the Council determines to be of the highest standing for their achievements and/or service;
- provide clear procedures supported by a proposal form and checklist to better enable the Honorary Degrees Committee to receive and consider high quality proposals from Colleges.

ATTACHMENTS

16.1 Honorary Degrees Rules 2015
16.2 Honorary Degrees Policy
16.3 Honorary Degrees Procedure
16.4 Confidential Honorary Degree Proposal Form

COMMUNICATION

For public release ☐  For internal release ☒  Not for release ☐

The following text is proposed to be included in the “Council News” update released to staff and students through the On Campus e-newsletter and the Council website:

New Honorary Degrees Framework

Following a review of the arrangements for nominations and conferral of honorary degrees, the Council has approved a new streamlined framework. The new framework will simplify the governing ANU legislation for honorary degrees; clarify the standards and criteria for specific honorary degrees; formalise a standard that an honorary degree from Australia’s national university is to be regarded as a significant national honour, where the University will only award honorary degrees to individuals whom the Council determines to be of the highest standing for their achievements and/or service; and provide clear procedures supported by a proposal form and checklist to better enable the Honorary Degrees Committee to receive and consider high quality proposals from Colleges.

Staff or students who wish to make a nomination should speak with their College Dean, Research School Director, or a member of the University Executive, who can formally submit a nomination for you (if they agree with your proposal). Further information about honorary degrees can be found at: [http://www.anu.edu.au/about/governance/committees/honorary-degrees-committee](http://www.anu.edu.au/about/governance/committees/honorary-degrees-committee).
The Council of the Australian National University makes the following rules.

Dated 29 May 2015

Professor the Hon Gareth Evans AO QC FASSA FAIIA
Chancellor

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1 Name

These are the Honorary Degrees Rules 2015.

2 Commencement

This instrument commences on the day after it is registered.

3 Authority

This instrument is made under section 8 of the Programs and Awards Statute 2013.

4 Definitions

In this instrument:

Committee means the Honorary Degrees Committee.

honorary degree means a degree that the University may confer under section 5.

5 Honorary degrees conferred by University

(1) This section specifies under section 3 of the Programs and Awards Statute 2013 the honorary degrees that the University may confer.

(2) The University may confer the following honorary degrees:
   (a) Honorary Doctor of Science;
   (b) Honorary Doctor of Letters;
   (c) Honorary Doctor of Laws;
   (d) Honorary Doctor of the University.

6 Council approval for honorary degrees

The Council may, by resolution:
   (a) approve the award of honorary degrees, on the recommendation of the Committee; or
   (b) revoke an approval, on the recommendation of the Committee.

7 Council determinations in relation to honorary degrees

The Council may, by resolution, determine the following:
   (a) conditions of eligibility for the award of honorary degrees;
   (b) the privileges conferred by honorary degrees and the conditions to which honorary degrees are subject;
   (c) conditions for the use of the honorary title ‘Doctor’ (or any abbreviation of that title), or any postnominal, by the holders of honorary degrees;
   (d) procedures for the making, and consideration, of nominations for the award of honorary degrees;
   (e) procedures for revoking approval of the award of honorary degrees.

8 Establishment of Committee

The Honorary Degrees Committee is established as a committee of the Council.
9 Committee members

(1) The Committee consists of the following members:
   (a) the Chancellor;
   (b) the Pro-Chancellor;
   (c) the Vice-Chancellor;
   (d) the Deputy Vice-Chancellor;
   (e) 3 other members of the Council appointed by the Council, none of whom is:
       (i) a member of the staff of the University; or
       (ii) a student at the University;
   (f) a member of the academic staff of any of the following ANU Colleges, appointed
       by the Council on the recommendation of the Vice-Chancellor:
       (i) the ANU College of Arts and Social Sciences;
       (ii) the ANU College of Asia and the Pacific;
       (iii) the ANU College of Business and Economics;
       (iv) the ANU College of Law;
   (g) a member of the academic staff of any of the following ANU Colleges, appointed
       by the Council on the recommendation of the Vice-Chancellor:
       (i) the ANU College of Engineering and Computer Science;
       (ii) the ANU College of Medicine, Biology and Environment;
       (iii) the ANU College of Physical and Mathematical Sciences;
   (h) a member appointed by the Council, on the recommendation of the Vice-
       Chancellor, who is either:
       (i) the President of the Australian National University Postgraduate and Research
           Students’ Association Inc.; or
       (ii) the President of the Australian National University Students’ Association Inc.

(2) The Council may:
   (a) set the term of appointment of a member of the Committee appointed by it (an
       appointed member); or
   (b) end the appointment of an appointed member at any time, on the recommendation
       of the Vice-Chancellor.

(3) An appointed member may resign by written notice given to the Vice-Chancellor.

(4) If an appointed member ceases to be eligible to be appointed as a member of the
    Committee under the paragraph of subsection (1) under which the person was appointed,
    the person automatically ceases to be a member of the Committee.

10 Alternate members

(1) The Vice-Chancellor may, in writing, appoint an eligible person to be an alternate of a
    member of the Committee.

(2) In subsection (1):

   eligible person: a person is an eligible person of a member of the Committee if the
   person is not already a member of the Committee and:
   (a) for a member of the Committee mentioned in section 9(1)(a), (b), (c) or (e)—is not:
       (i) a member of the staff of the University; or
       (ii) a student at the University; and
(b) for the member of the Committee mentioned in section 9(1)(d)—the Pro Vice-Chancellor; and
(c) for a member of the Committee mentioned in section 9(1)(f), (g) or (h)—eligible to be appointed as that member.

3 The Vice-Chancellor may:
(a) set the term of appointment of an alternate of a member of the Council; or
(b) end the appointment of an alternate at any time.

4 An alternate of a member of the Council may resign by written notice given to the Vice-Chancellor.

5 If an alternate of a member of the Council ceases to be eligible to be appointed as an alternative of that member of the Council, the person automatically ceases to be an alternative of that member.

6 An alternate of a member of the Council may attend, and take part, in a meeting of the Committee in the place of the member if the member is unable to attend the meeting.

7 Without limiting subsection (6), if an alternate of a member attends a meeting of the Committee in the place of the member, the alternate may vote on all resolutions before the meeting (other than a resolution on which the member has voted under section 11(5)).

11 Committee procedures

1 The Chancellor presides at all meetings of the Committee at which the Chancellor is present.

2 If the Chancellor is absent, the Pro-Chancellor presides.

3 If the Chancellor and Pro-Chancellor are absent, the member (or alternate) chosen by the members (and alternates) present presides.

4 Business may be carried out at a meeting of the Committee only if at least 6 members (or alternates) are present.

5 However, a member (or alternate) may vote on a resolution at a meeting by email or in writing if notice of the resolution is given, and the member (or alternate) votes, under procedures decided by the Committee.

6 If a member (or alternate) votes under (5) on a resolution at a meeting, the member (or alternate) is taken, for the purposes of the application of subsection (4) to the resolution, to have been present at the meeting.

7 A resolution of the Committee is a valid resolution, even though it was not passed at a meeting of the Committee, if:
   (a) at least 6 members agree, in writing, to the proposed resolution; and
   (b) notice of the resolution is given under procedures decided by the Committee.

8 The Committee may conduct its proceedings (including its meetings) as it otherwise considers appropriate.

[Note: Under the Acts Interpretation Act 1901, s 33B the Committee may permit members to participate in meetings by telephone, close-circuit television or any other means of communication.]

12 Repeal

The Honorary Degrees Rules 2014 are repealed.
Honorary Degrees Policy

Purpose

To outline the standards which underpin the awarding of honorary degrees at ANU.

Overview

This policy sets out principles that underpin the awarding of honorary degrees to highly eminent individuals in recognition for their significant contributions to the work, reputation or standing of the University; for their outstanding achievement as a scholar; or for their outstanding contributions in the service of society.

Scope

This policy is to apply to all nominations and awards of honorary awards under the Honorary Degrees Rules 2015.

Policy Statement

1. The University confers four kinds of honorary doctorate:

<table>
<thead>
<tr>
<th>Honorary Award</th>
<th>Honorary Doctor of Science</th>
<th>Honorary Doctor of Letters</th>
<th>Honorary Doctor of Laws</th>
<th>Honorary Doctor of the University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postnominals</td>
<td>HonDSc</td>
<td>HonLittD</td>
<td>HonLLD</td>
<td>HonDUniv</td>
</tr>
<tr>
<td>Eligibility</td>
<td>Highly eminent individuals who have made exceptional contributions to science that are recognised internationally</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conferral term</td>
<td>Title is retained for life</td>
<td>Title is retained for life</td>
<td>Title is retained for life</td>
<td>Title is retained for life</td>
</tr>
</tbody>
</table>
Limitations on Eligibility

2. An Honorary Doctor of Science is to be awarded with regard to the disciplinary fields of science, technology, engineering or mathematics.

3. In rare cases, the University may award an honorary degree to a serving politician or public servant.

Conferral

4. An honorary degree is not conferred in absentia.

5. An honorary degree is conferred posthumously if the secretary of the Honorary Degrees Committee had received the relevant proposal before the death of the nominee. Move to rules.
Honorary Degrees Procedure

Purpose

To outline the procedures which underpin the awarding of honorary degrees at ANU.

Procedure

Proposals

1. The Vice-Chancellor invites proposals for the award of honorary degrees prior to each meeting of the Honorary Degrees Committee.

2. Proposals may only be submitted by the Vice-Chancellor, members of the Council, members of the University Executive, the Dean of each ANU College, or a Director of a Research School (or an academic organisational unit of equivalence).

3. Proposals are supported by one or more eligible proposer. Proposals are made using the approved Confidential Honorary Degree Proposal form, signed by the proposer(s) and sent to:

   Secretary, Honorary Degrees Committee
   Corporate Governance & Risk Office
   Chancellery Building (10)
   The Australian National University
   CANBERRA ACT 2601

   Or emailed to head.governance@anu.edu.au.

4. Only proposals submitted to the Secretary of the Committee, by the published due date prior to a meeting of the Honorary Degrees Committee, are presented for consideration. All other proposals are held over for consideration at a subsequent meeting.

5. Proposals for an honorary degree, completed using the confidential honorary proposal form, include:

   a) a detailed description of the proposed person's exceptional achievements/service;
   b) other supporting information, such as biographical information and evidence that the proposed person's achievements have been recognised among peers;
   c) what links, if any, the proposed person has with the University;
   d) suggestions regarding the possible future role and positive involvement of the proposed recipient with the University
   e) suggestions of how the award of this honorary degree will benefit the University (for example, by enhancing the University's reputation, image, profile, or resources);
   f) supporting names and contact details of persons who could be consulted in relation to the proposal (i.e., referees); and
   g) a recommendation of which honorary degree should be awarded.

6. For proposals where there is no current/recent affiliation or connection with the University, the proposal must clearly articulate what future role the recipient could play at the University and/or the benefits for the University in conferring the honorary degree.
Quality of Proposals and Confidentiality

7. All proposals are checked by the Committee Secretary to ensure that they meet the expected thresholds for the quality and presentation of the case and address all the key requirements of a submission.

8. Proposals which meet these thresholds will be presented to the Honorary Degrees Committee for its consideration.

9. Proposals for the award of an honorary degree are considered highly confidential until the Council resolves to admit the person concerned to the degree.

Consideration, recommendation and approval

10. The Honorary Degrees Committee considers all proposals and endorses recommendations for Council approval.

11. If the Honorary Degrees Committee does not endorse a proposal, the Secretary of the Committee informs the proposer(s) in writing.

12. The Secretary of the Committee formally advises accepted nominees to confirm their agreement to accept the proposed honorary degree and to which Council meeting the matter will be formally approved. The Secretary of the Committee notifies the relevant dean of the successful nominee, in confidence.

13. Upon acceptance of the award by the nominee, the Secretary of the Committee submits the Committee's endorsement of the proposal to the Council for approval.

14. Upon Council approval, the Secretary of Council provides formal notification in writing to the proposer(s), the relevant college dean and the manager of Exams, Graduations and Prizes.

Conferral ceremony

15. The manager of Exams, Graduations and Prizes request the College to prepare the citation for the award.

16. The Division of Student Administration is responsible for arranging the conferral of all honorary degrees.

17. The conferral of an honorary degree is to be at such time and place as are convenient to both the University and the recipient.

Revocation of award and title

18. The University reserves the right to review and revoke the awarding of an honorary degree, even after conferral, where an individual:

   a. has engaged in behaviour that would be regarded as inconsistent with the ANU Code of Conduct; or
   b. undertakes activities that are, or are likely to be, in direct conflict with or significantly detrimental to the interests of the University. This does not include where the individual is engaged in the pursuit of research or education, on a not-for-profit basis, at another university, research institute or institution of higher learning
   c. uses the title of Doctor to aid in the gaining of a private business opportunity or other economic benefit.
Important information

An honorary degree from Australia’s national university is to be regarded as a significant national honour, and so the University will only award honorary degrees to individuals who the Council believe to be of the highest standing for their achievements and/or service.

Before nominating an individual for an honorary degree, please reflect on the standard of their scholarly achievements, societal contributions or University service. To be “exceptional” as the University requires, please reflect on whether the nominee meets the following standard:

Exceptional refers to achievement, contributions or service that is regarded as being:

- a) significantly innovative
- b) of such eminence that the academic or professional peers of the nominee look to them for leadership; and
- c) of the highest international standing for scholarly achievement and at least of the highest national standing in all other instances.

The standards and criteria for the awarding of honorary degrees is governed by the Honorary Degrees Policy (https://policies.anu.edu.au/ppl/document/ANUP_XXXXXXXX).

Proposals are only submitted by the Vice-Chancellor, members of the Council, members of the University Executive, the Dean of each ANU College, or a Director of a Research School (or an academic organisational unit of equivalence).

For advice on the suitability of your nominee please contact the Secretary, Honorary Degrees Committee at head.governance@anu.edu.au.

Pre-submission of proposal checklist

Please use the below checklist to assess whether your proposal is ready for submission. The Honorary Degrees Committee will not consider proposals that are incomplete or of a poor content quality.

- [ ] Does the scholarly achievements, societal contributions or University service of the nominee meet the standards and criteria specified in the Honorary Degrees Policy?
- [ ] To the best of your knowledge, have you provided all of the nominee’s particulars?
- [ ] Have you indicated the basis for the nomination?
- [ ] Have you indicated the Honorary Degree you recommend should be awarded?
- [ ] Have you provided a detailed description of the nominee’s exceptional achievements and contributions? Have you provided detail on why a particular achievement is of significance in and of itself?
- [ ] Have you provided other supporting information, such as biographical information and evidence that the proposed person’s achievements have been recognised among peers?
- [ ] Where relevant, have you provided details of what links, if any, the proposed person has with ANU?
- [ ] Have you provided suggestions regarding the possible future role and positive involvement of the nominee with the University?
- [ ] Have you provided suggestions of how the award of this honorary degree will benefit the University (for example, by enhancing the University's reputation, image, profile, or resources)?
- [ ] Where appropriate, have you provide names and contact details of persons who could be consulted in relation to the proposal?
- [ ] Have you provided all of your particulars as the proposer?
- [ ] Have you completed and signed the assurances statement as proposer?
- [ ] Have you attached a curriculum vitae? If a curriculum vitae is not available, please attach a summary of the nominee’s career and service to society.

Please forward this completed form to the Secretary, Honorary Degrees Committee at: head.governance@anu.edu.au.
Confidential honorary degree proposal

Nominee’s particulars

<table>
<thead>
<tr>
<th>Title</th>
<th>Given Names</th>
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<tbody>
<tr>
<td>Surname</td>
<td>Preferred Name</td>
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<td>Position Title</td>
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<td>Organisation</td>
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<td>Date of Birth</td>
<td>Telephone</td>
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<td>Gender</td>
<td>Male</td>
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<td>Email</td>
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<td>Postal Address</td>
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<tr>
<td>Post-nominals</td>
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</tbody>
</table>

Basis for nomination

Please check the box(es) which indicate the basis on which this nomination is made:

To recognize a significant contributions to the work, reputation or standing of the University made by the person through:

- [ ] exceptional achievement as a scholar in a given field of scholarship, the sciences, letters or the arts
- [ ] exceptional contributions in public service
- [ ] exceptional service to the University

In exceptional cases, where the recipient has not been associated with the University, or has not made a direct contributions to the work, reputation or standing of the University, to recognise:

- [ ] exceptional achievement by the person as a scholar in any field of scholarship, letters or the arts
- [ ] exceptional contributions by the person in public service

Honorary degree recommendation

Please check the box indicating which honorary degree you recommend should be awarded:

- [ ] Honorary Doctor of Science (HonDSc)
  
  *The Honorary Doctor of Science will be awarded for an exceptional contributions to science that is recognised internationally.*

- [ ] Honorary Doctor of Letters (HonLittD)
  
  *The Honorary Doctor of Letters will be awarded for an exceptional contributions to a disciplinary or interdisciplinary field or endeavour, including legal learning but excluding science that is recognised internationally.*

- [ ] Honorary Doctor of Laws (HonLLD)
  
  *The Honorary Doctor of Laws will be awarded for an exceptional contributions to public service or the practice of law that is recognised nationally or internationally.*

- [ ] Honorary Doctor of the University (HonDUuniv)
  
  *The Honorary Doctorate of the University will be awarded for an exceptional contributions to the work, standing or reputation of the University that is recognised nationally or internationally.*
Exceptional achievement and contributions

Please provide a detailed description of the nominee’s exceptional achievements and contributions (2 page maximum).
Other supporting information

Please provide other supporting information, such as biographical information and evidence that the proposed person's achievements have been recognised among peers (1 page maximum).

Links to ANU

Please provide details of what links, if any, the proposed person has with ANU. Please note that for nominees where there is no current/recent affiliation or connection with ANU, the proposer, in the next section, must clearly articulate what future role the recipient could play at ANU and/or the benefits for ANU in conferring the honorary degree (half page maximum).
Future role and involvement
Please provide suggestions regarding the possible future role and positive involvement of the nominee with the University (half page maximum).

Benefit to ANU
Please provide suggestions of how the award of this honorary degree will benefit the University (for example, by enhancing the University's reputation, image, profile, or resources) (half page maximum).
**Referees**

Please provide names and contact details of persons who could be consulted in relation to the proposal. If you wish to submit additional referees, please attach additional sheets. When necessary, the contacting of referees will be undertaken respectfully and confidentially. Referees may be omitted if you believe that the nominee is of such eminence that it would be inappropriate or unnecessary to provide them.

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<th>Referee 1</th>
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<td>Relationship to nominee</td>
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<th>Referee 3</th>
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<td>Relationship to nominee</td>
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</table>
**Proposer's particulars**

Please note that in accordance with the Honorary Degrees Policy, only the Vice-Chancellor, members of the Council, members of the University Executive, the Dean of each ANU College, or a Director of a Research School (or an academic organisational unit of equivalence) may submit a nomination.

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<td>Postal Address</td>
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</table>

**Assurances by the proposer**

- I certify that the information I have provided in this document is true and correct to the best of my knowledge and belief.
- I certify that, to the best of my knowledge and belief, the nominee is not a current staff member.
- I hereby give my assurance that I am not aware of any matters, including of a personal, academic, business or financial nature, regarding the nominee which could cause embarrassment to the Australian National University.
- I agree that I will maintain a high degree confidentiality regarding this nomination until the ANU Council resolves to admit the person concerned to the degree.

| Proposer's signature: | Date: | / | / |

This form should be accompanied by a curriculum vitae. If a curriculum vitae is not available, please attach a summary of the nominee’s career and service to society.

Please forward this completed form to the Secretary, Honorary Degrees Committee at: head.governance@anu.edu.au.

**Office only**

| Date received | / | / |
| Date submitted to Honorary Degrees Committee | / | / |
| Recommendation to Council | ☐ Endorsed | ☐ Not Endorsed |
| Date of approach to nominee | / | / |
| Nomination accepted by nominee | ☐ Accepted | ☐ Not Accepted |
| Date submitted to Council | / | / |
| Approval by Council | ☐ Approved | ☐ Not Approved |
| Date of referral to Examinations, Graduations and Prizes Office | / | / |
| Date of conferral | / | / |
17. **POSTGRADUATE AND RESEARCH STUDENTS’ ASSOCIATION (PARSA) INCORPORATED CONSTITUTION AMENDMENTS**

**PURPOSE**
To approve a new constitution adopted by the members of Postgraduate and Research Students’ Association.

**PREPARED BY**
President, Postgraduate and Research Students’ Association

**REVIEWED BY**
Manager, Corporate Governance & Policy

**APPROVED BY**
Deputy Vice-Chancellor (Academic)

**SPONSOR**
Vice-Chancellor

**RECOMMENDATION**
That Council approve for adoption the proposed amendments to the constitution of the Postgraduate and Research Students’ Association (114/2015).

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

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

Postgraduate students of the ANU raised concerns with the constitution, which first raised the issue. Students were then consulted via a student survey as to opinions on the current election model and other issues. A committee was formed of students, a PARSA staff member and an ANU law professor to draft changes based on a terms of reference. The Postgraduate Representative Council (PRC) and postgraduate students were then invited to provide feedback on the proposed constitution. Finally, all amendments to the constitution were passed by special resolution at a PARSA meeting.

**BACKGROUND**
The postgraduate students of the ANU adopted a new constitution. The amendments made to bring about this new document are brought to Council for ratification.

**SUMMARY OF ISSUES**
The amendments to the constitution are focused on four primary changes. The first, a change of the election model of officers to a direct election model rather than an internal election. Secondly, the new constitution establishes a disputes committee. The third change is to outlines disciplinary measures and removal procedures of representatives. Finally, formatting changes have been made to create a more elegant document.

Council has already approved the amendments as they pertain to the change of the election model of officers to a direct election model rather than an internal election.

PARSA has also begun to implement the Council’s request that their election regulations reflect the fact that when the students are electing a President, they are also electing a Council member. PARSA has made sufficient changes to their regulations for the purposes of the elections they are currently conducting, but further amendments will be necessary once Council approves all of the constitutional amendments. The Corporate Governance & Risk Office will work with PARSA to ensure this occurs.

The proposed amendments have been reviewed by the Corporate Governance and Risk Office and have been endorsed by Deputy Vice-Chancellor (Academic).

It is recommended that the changes be approved by Council.
ATTACHMENTS
17.1 PARSA Constitutional Amendments with tracked changes.
17.2 New PARSA Constitution (114/2015).

COMMUNICATION

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

PARSA will be notified of the decision by Council and they will be responsible for communicating the changes to their constitution to their student membership.
The Australian National University

Postgraduate and Research Students’ Association Incorporated

PARSA CONSTITUTIONAL AMENDMENTS WITH CHANGES

Draft for Constitution

As at

(adopted_________________________)

PARSA
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NAME

1. Name

The name of the Association is “The Australian National University Postgraduate and Research Students’ Association Incorporated”.

DEFINITIONS

2. Definitions

In this Constitution—

(a) “AGM” means the Annual General Meeting of the Association;

(b) “ANU College” means a College established by the Council, including:
   a. The ANU College of Arts and Social Sciences;
   b. The ANU College of Asia and the Pacific;
   c. The ANU College of Business and Economics;
   d. The ANU College of Engineering and Computer Science;
   e. The ANU College of Law;
   f. The ANU College of Physical Sciences; and
   g. The ANU College of Medicine, Biology and Environment.

(c) “Association” means The Australian National University Postgraduate and Research Students’ Association Incorporated;

(b) “AGM” means the Annual General Meeting of the Association;

(d) “Council” means the Council of the Australian National University;

(e) “PRC” means the Postgraduate Representative Council;

(f) “University” means The Australian National University;

(g) “postgraduate course” includes, for the purposes of this Constitution, the ‘Bachelor of Medicine and Bachelor of Surgery’ (MBBS) at the ANU Medical School.

(h) “Postgraduate Student” means any University student enrolled in a postgraduate course at the University;

(i) The ‘Bachelor of Medicine and Bachelor of Surgery’ (MBBS) at the ANU Medical School is considered to be a postgraduate course for the purpose of this document; and

(h) “ANU College “PRC” means a College established by the Postgraduate Representative Council, including;

(h) “University” means The Australian National University.

The ANU College of Arts and Social Sciences;
• The ANU College of Asia and the Pacific;
• The ANU College of Business and Economics;
• The ANU College of Engineering and Computer Science;
• The ANU College of Law;
• The ANU College of Physical Sciences;
• The ANU College of Medicine, Biology and Environment.

OBJECTS

3. Objects

The objects of the Association are—

(a) to promote the welfare and further the interests of Postgraduate Students; and

(b) to afford a recognised means of representation for Postgraduate Students both within and outside the University, and a recognised means of communication between Postgraduate Students and the University authorities.

MEMBERSHIP

Part 2 Membership

4. Membership

(1) There are three classes of membership: ordinary membership, associate membership and honorary life membership.

(2) Any person who—

(a) is a Postgraduate Student; and

(b) has not stated that she/he does not wish to be a member

is an ordinary member of the Association.

(3) Any person who—

(a) has been an ordinary member of the Association for twelve (12) months or more;

(b) is not currently an ordinary member;

(c) has not been awarded the degree for, or failed, that postgraduate course in which she/he was enrolled; and

(d) has not stated that she/he does not wish to be a member

is an associate member of the Association.

(4) Honorary life membership of the Association may be conferred upon any person by a meeting of the PRC.
Associate members and honorary life members shall not vote at any meeting or election of the Association, shall not constitute a quorum, and shall not be eligible for election to the PRC, but shall otherwise have rights equal to ordinary members.

An ordinary or associate member ceases to be a member of the Association at such time as she/he ceases to fulfil the conditions in subsections 4(2) and 4(3) respectively. An honorary life member ceases to be a member if her/his membership is revoked by a meeting of the PRC.

There shall be no fee payable for membership of the Association as an ordinary, associate or honorary life member.

MEETINGS

Part 3 The PRC

5 Powers of the PRC

(1) The PRC, subject to the Act, the regulation, this Constitution, and to any resolution passed by the association in general meeting—

(a) controls and manages the affairs of the association; and

(b) may exercise all functions that may be exercised by the association other than those functions that are required by these rules to be exercised by the association in general meeting; and

(c) has power to perform all acts and do all things that appear to the committee to be necessary or desirable for the proper management of the affairs of the association.

(2) The PRC is the Committee of the Association for the purposes of the Associations Incorporation Act 1991 (A.C.T.)

6 Composition and membership of the PRC

(1) The PRC consists of three types of member—

(a) the Officers of the Association; and

(b) College Representatives; and

(c) General Meetings Representatives.

Each of whom must be elected or appointed under the Election Regulations made under Section 8 of this Constitution, or under Section 13 of this Constitution.

(2) The Officers of the Association are—

(a) the President; and

(b) the Vice-President; and

(c) the General Secretary; and
(d) the Treasurer; and
(e) the Equity Officer; and
(f) the Indigenous Australian Officer; and
(g) the International Student Officer; and
(h) the Social Officer; and
(i) the Environmental Officer; and
(j) the Communications Officer; and
(k) the Education Officer.

(3) For each ANU College, there are two (2) College Representatives.

(4) Five (5) General Representatives are representative of the general student body at large.

(5) Each member of the PRC holds office, subject to this Constitution, until the declaration of results for annual general election in the election subsequent to the date of the member’s election, but may stand for re-election subject to the provisions of the Election Regulations.

(6) The Executive of Association consists of the President, Vice-President, General Secretary, Treasurer and such of the Officers appointed from time to time by the President to serve on the Executive.

(7) The Executive is a committee of the PRC and reports to the PRC.

(8) If a vacancy arises in the membership of the committee, the PRC must follow the procedure in Section 13 of this Constitution.

7 Roles, duties, and responsibilities of PRC members and committees

(1) The PRC may, subject to this Constitution, provide instructions, directions, or guidance to any member of the PRC or any committee of the PRC with respect to any aspect of the roles, duties, or responsibilities of the member or committee.

(2) The President is the chief executive officer of the Association.

(3) Subject to this Constitution and subject to specific direction given to the President by the PRC or by a general meeting (including an AGM), the President shall, in consultation with other members of the PRC—
   (a) carry out the Association’s business, including the conduct of all correspondence on behalf of the association;
   (b) take such actions as are necessary to give effect to the objects of the Association;
   (c) represent postgraduate students on the University Council, as required by Section 10 of the Australian National University Act 1991;
   (d) report on the Association’s business to the AGM; and
   (e) delegate such responsibilities as she/he sees fit to delegate to any other member of the PRC.
The Treasurer must—
(a) collect and receive all amounts owing to the association and make all payments authorised by the association; and
(b) keep correct accounts and books showing the financial affairs of the association with full details of all receipts and expenditure connected with the activities of the association;
(c) Carry out any other roles and duties assigned by this Constitution or by the PRC.

No public or official statement may be made on behalf of the Association except—
(a) by the President; or
(b) by the authority of the President; or
(c) by the authority of the PRC.

8 Election of the PRC
(1) An annual general election must be held to elect the PRC in accordance with the Election Regulations under the supervision of a Returning Officer appointed in accordance with the Election Regulations.

(2) All members of the PRC shall be directly elected by the members of the Association.

9 Removal of Executives or Members of the PRC
There are two ways in which disciplinary matters and disputes involving a PRC member may be resolved—

(1) A PRC member may be removed from office by the members of the Association as set out in Section 9 of this Constitution.

(2) A PRC member may be disciplined as set out in Sections 11 and 12 of this Constitution.

10 Removal of PRC Member Not Enjoying the Continued Support of the Membership
(1) The Association in general meeting may by resolution of no confidence carried in accordance with this clause by a two-thirds majority of those present and voting, remove any member or members of the PRC from office before the end of their term of office.

(2) A resolution of the Association under subsection (1) is of no effect unless:
(a) the motion names the member or members of the PRC subject of the motion.
(b) the motion is signed by at least 100 members of the Association (including 5 members of the PRC):
(c) notice of the general meeting is provided in accordance with the requirements of this Constitution to members of the Association, and to the officers affected by the proposed resolution;

(d) the officers affected by the proposed resolution are provided with an adequate opportunity to speak against the motion and to participate in debate concerning it; and

(e) no less than 100 members of the Association are present when the motion is voted on.

(3) Subject to subsection (4), a motion of no confidence must state the grounds for lack of confidence in the member or members of the PRC named in the motion.

(4) A motion of no confidence and debate on it, must not raise allegations of misconduct or conduct prejudicial to the Association, which should be dealt with in accordance with section 11 of this Constitution.

(5) On a successful resolution of no confidence, the affected members of the PRC are deemed to no longer enjoy the continued support of the Association’s membership and the affected positions are vacant.

(6) If all positions on the executive are vacant as a result of a successful resolution of no confidence, the general meeting must appoint a caretaker committee of three members of the PRC who shall exercise caretaker powers of the executive on behalf of the Association, pending the filling of the vacancies in accordance with this Constitution.

(7) Only business contemplated by this clause, may be carried out at a general meeting called to consider a motion of no confidence.

(8) Throughout this process, the Association must comply with the rules of natural justice, at least to the extent required by Section 50 of the Associations Incorporation Act 1991.

Explanation: Section 50 of the Associations Incorporation Act 1991, which is available online, provides that the rules of natural justice must be complied with in any process of this kind.

11 Discipline of Members of the PRC

(1) For the purposes of this clause misconduct means—

   (a) wilful conduct contrary to a provision of this Constitution, or a regulation or policy of the Association; or

   (b) wilful conduct prejudicial to the reputation or interests of the Association.

(2) If a member of the Association believes that a member of the PRC has engaged in misconduct as defined in this clause, the member may write to the Administrator setting out the alleged basis of the misconduct and providing any evidence supporting the allegations.

(3) The Administrator must refer the allegations to the Disputes Committee established under section 33.
(4) The Disputes Committee must, as soon as practicable, serve a written notice on the member—

(a) setting out the allegations raised against the member in sufficient detail for the member to be able to respond to the allegations; and

(b) stating that the member may address the Disputes Committee at a meeting to be held not earlier than 14 days and not later than 28 days after service of the notice; and

(c) stating the date, place and time of that meeting; and

(d) informing the member that the member may do either or both of the following:

   (i) attend and speak at that meeting;

   (ii) submit to the Disputes Committee at or before the date of that meeting written representations relating to the allegations.

(5) At a meeting of the Disputes Committee mentioned in subsection (4), the committee must—

(a) give to the member mentioned in subsection (4) an opportunity to make oral representations; and

(b) give due consideration to any written representations submitted to the PRC by that member at or before the meeting; and

(c) decide whether a claim of misconduct is made out against the member.

(6) The Disputes Committee must comply with subsection 34(4) of this Constitution.

Note: Section 34(4) requires that the Disputes Committee comply with the rules of natural justice.

(7) If after careful enquiry in accordance with this section, the Disputes Committee concludes that the member has engaged in misconduct the Committee must, in writing, inform the member and the PRC of its decision, setting out the Committee’s findings, reasons and decisions and may—

(a) remove the member from the PRC; or

(b) suspend the member from the PRC for a specified period; or

(c) impose a fine of no more than $500 on the PRC member (payable to the Association); or

(d) issue the PRC member with a formal letter reprimanding the PRC member; or

(e) any combination of the above.
(8) If the Disputes Committee does not make a finding of misconduct, it must inform the member in writing that no finding of misconduct has been made.

(9) If the Disputes Committee reasonably believes the allegations it has received credibly disclose possible criminal conduct, the Disputes Committee must refer the allegations to the police, and may also proceed in accordance with this section.

(10) Other than for the proper performance of its functions, the Disputes Committee shall treat allegations referred to it, as confidential.

(11) Other than a decision removing or suspending a member, which takes effect immediately, a decision of the Disputes Committee under subsection (7) does not take effect—

(a) until the end of the period within which the member is entitled to appeal against the resolution if the member does not exercise the right of appeal within that period; or

(b) if within that period the member exercises the right of appeal—unless and until the Association holds a meeting in accordance with section 12(4) to consider the member’s appeal.

12 Right of appeal of disciplined PRC member

(1) A member may appeal to the Association in general meeting against a decision of the Disputes Committee under section 11(7), within 7 days after notice of the resolution is served on the member, by lodging with the Administrator a notice to that effect.

(2) On receipt of a notice under subsection (1), the Administrator must notify the PRC which must call a general meeting of the Association to be held within 21 days after the date when the Administrator received the notice or as soon as possible after that date.

(3) Subject to Section 50 of the Associations Incorporation Act 1991, at a general meeting of the Association called under subsection (2)—

(a) no business other than the question of the appeal may be transacted; and

(b) the PRC, a representative of the Disputes Committee and the member must be given the opportunity to make representations in relation to the appeal orally or in writing, or both; and

(c) the members present must vote by secret ballot on the question of whether the decision of the Disputes Committee made under section 11(7) should be revoked.

Explanation: Section 50 of the Associations Incorporation Act 1991, which is available online, provides that the rules of natural justice must be complied with in any process of this kind.
(4) Unless the meeting passes a special resolution in favour of revoking a decision of the Disputes Committee made under section 11(7), that decision is confirmed.

13 Vacancies on the PRC

(1) For this Constitution, a vacancy in the office of a member of the PRC happens if the PRC member—

(a) dies; or
(b) resigns the office; or
(c) ceases to be a member of the Association; or
(d) is removed from the PRC by either of the processes identified in Section 8 of this Constitution; or
(e) is absent without the consent of the PRC from three consecutive meetings of the PRC; or
(f) in the case of the President, if he or she ceases to be qualified for membership of the University Council, he or she will cease to hold the office of President.

(2) If a vacancy arises under Section 13(1) the PRC must as soon as practicable either—

(a) fill the vacancy by an election held in accordance with the Election Regulations; or
(b) fill the vacancy by decision of the PRC to appoint a named individual to the vacancy.

(3) Pending the filling of a vacancy under subsection (2), the most senior serving member of the Executive may carry out or delegate the functions of the vacant office, other than any power to vote connected with that office.

(4) If a member of the PRC is appointed under Section 13(2)(b) to fill a vacancy in another position on the PRC, that appointment creates a vacancy, if the person was previously a General Representative, in the position of General Representative, if the person was previously a College Representative, in the position of College Representative, and if the person previously held a position as an officer in the PRC, that position.

14 Operation of the PRC

(1) The PRC shall meet no less frequently than once in every two calendar months. The first meeting of the PRC shall be held not more than two (2) weeks after the declaration by the Returning Officer of the results of the annual general election electing the PRC. Subsequent meetings shall be convened by the Administrator, at the direction of the President or of the PRC.
(2) Each member of the PRC shall be given seven (7) days’ notice in writing of the time, place and agenda of the next PRC meeting, except that the President or, in her/his absence, a Vice-President may call an emergency PRC meeting with one (1) day’s notice. Any resolutions adopted by the PRC at an emergency meeting shall be considered at the next ordinary meeting of the PRC.

(3) Any representative on the PRC may ask for item(s) to be included on the agenda.

(4) Meetings of the PRC shall be open to all members of the Association, and all members of the Association shall have the right to speak to any motion or item of business.

(5) At every meeting of the PRC, quorum shall be constituted by at least two of the President, Vice-President, General Secretary and Treasurer and at least five other members of the PRC.

(6) At meetings of the PRC, the chairperson shall be the President, or the Vice-President in the absence of the President. If neither the President or the Vice-President is present, the President’s nominee shall be the chairperson.

(7) Any decision of the PRC shall be by a majority vote of PRC members present. In the event of a tie, the chairperson shall have a casting as well as a deliberative vote.

15 Pecuniary interest and membership eligibility

(1) Where—

(a) a member of the PRC has a direct or indirect pecuniary interest in a contract or other arrangement which has been made, or is proposed to be made, with the Association; and

(b) that member of the PRC is present at a meeting of the PRC at which that contract or other arrangement is considered;

that representative shall disclose the nature of the pecuniary interest to the meeting, and may participate in the discussion, but may not vote on the matter.

(2) A disclosure of pecuniary interest made under Section 15(1) shall be recorded in the minutes of the meeting.

(3) During the period that any member of the PRC holds office, the Administrator is entitled to seek and obtain information from the University concerning the person’s enrolment status as a postgraduate or research student.

(4) If the Administrator is satisfied that a particular person is ineligible to be, or to continue to be, a member of the PRC, the Administrator must so inform the President and the chairperson of any meeting of the Association at which that person attends.
16 Regulations and standing orders

(1) Subject to this Constitution, the PRC may make such regulations or standing orders as it sees fit to assist the convenient conduct of the Association’s business. These regulations or standing orders may include, but are not necessarily limited to—

(a) standing orders to govern the conduct of any meeting of the Association or its members;

(b) methods by which meetings of the PRC or of the Association are to be advertised; and

(c) Election Regulations to govern the conduct of any election held by the Association in accordance with Section 8 of this Constitution.

(2) Any regulations or orders made by the PRC must be advertised and made available to all members within seven (7) days of being made by the PRC.

(3) Notwithstanding anything in this Section, the PRC may not make, repeal, or amend any regulations relating to the conduct of Association elections during the period beginning on the 9-month anniversary of the previous election of the PRC.

Part 4 General meetings

17 General meetings: calling of, procedure, and quorum

1. A general meeting of the Association shall be called by the Administrator at the direction of the President, or at the direction of the PRC, or upon receipt of a written request signed by at least twenty (20) ordinary members of the Association. There shall be no limit to the number of general meetings held each year provided general meetings are called in accordance with this clause.

2. A general meeting shall only be held between ANU Orientation Week (usually mid-February) and the publication of examination results (usually late November).
MEETINGS (continued)

(3) Except where the nature of the business proposed to be dealt with at a general meeting requires a special resolution of the Association, notice of the time, place and provisional agenda of a general meeting shall be given by advertisement to members at least seven (7) days prior to the meeting.

(4) Advertisement shall be effected by—

(a) the placement of a public notice in a newspaper of the Australian Capital Territory; and

(b) the placement of a notice in an official newspaper, website, or similar publication that the University might produce; and

(c) such other means as the PRC may, from time to time, determine under section 15.16.

(5) Matters for inclusion on the agenda of a general meeting, other than those matters requiring a special resolution, may be submitted by any member and must be given to the Administrator at least one (1) day prior to the meeting. In any case there shall be an item on the agenda under which any other business may be raised by those present at the meeting.

(6) The quorum at a general meeting shall be twenty (20) ordinary members except that where a quorum is not achieved, the meeting may be reconvened with a quorum of eleven (11) ordinary members, under the following conditions—

(a) that seven (7) days’ notice of the reconvened meeting be given by advertisement;

(b) that such a meeting be designated a reconvened general meeting; and

(c) that all items and only those items on the original agenda, except for the item ‘any other business’, shall constitute the agenda of the reconvened general meeting.

(7) The chairperson at a general or reconvened general meeting shall be the President or, in her/his absence, the Vice-President or, in their absence, a representative on the PRC appointed by the PRC President.

(8) All business at a general or reconvened general meeting shall be carried out in accordance with any standing orders made by the PRC under section 15.16.

(9) Decisions at a general or reconvened general meeting shall be by a majority vote of ordinary members present. In the event of a tie, the chairperson shall have a casting vote as well as a deliberative vote. At the request of any five (5) ordinary members present at the general meeting, a secret ballot shall be held. Voting by proxy shall not be permitted at any general meeting of the Association.
MEETINGS (continued)

ANNUAL GENERAL MEETINGS

(10) 18 Annual general meetings: calling of, procedure, and quorum

(1) The Annual General Meeting (AGM) of the Association shall be convened by the Administrator within five (5) months of the end of the financial year.

(2) The President’s Annual Report, the Treasurer’s Annual Report, Draft Budget and duly audited Annual Financial Statements and such other reports as the PRC determines shall be presented at the AGM and shall be made available for inspection by members at least fourteen (14) days before the AGM.

(3) The AGM shall be conducted in accordance with the rules for general meetings as outlined in Section 17 of this Constitution, with the additional requirement that a notice of the AGM shall also be sent by email to every member of the Association for whom the Association has a University email address.

POSTGRADUATE REPRESENTATIVE COUNCIL

6. (1) The Postgraduate Representative Council (PRC) shall be the committee of the Association in accordance with the Associations Incorporation Act and shall consist of 2 (two) ordinary members representative of each of the Colleges of the University and fifteen (15) additional ordinary members representative of the general student body.

NOMINATIONS

(2) The Administrator shall call for nominations of ordinary members by advertising four (4) weeks before the date appointed for the Annual General Meeting. Nominations shall close two (2) weeks before the date appointed for the Annual General Meeting.

(3) Each nomination shall be signed by a proposer, seconder and by the candidate and only persons eligible for election to a representative position may propose and second a nomination for that position.

(4) If no nomination is received for a representative position, or if fewer nominations are received than available representative positions, nominations for unfilled positions shall be accepted during the AGM.

(5) If after the close of nominations no more nominations for representative positions are received than the total number of those positions, then those nominees shall be considered elected.

ELECTIONS

(6) An election shall be held if more nominations are received for positions than the total number of those positions;

(7) The election shall continue for five (5) working days, and shall begin on the third (3rd) working day after the close of nominations;
The existing Part 5 Administration and finances

19 The Administrator

(8) The PRC shall appoint a returning officer who shall not be a proposer, seconder, candidate in the election, or person employed by the Association and who, subject to this Constitution, shall have complete authority over the election proceedings.

(9) Each ordinary member shall be eligible to vote once.

(10) A preferential voting system shall be used in the election.

(11) The returning officer shall declare the results of the election during the AGM.

(12) The PRC shall make such additional electoral regulations as it deems necessary under section 15.

(13) All members of the PRC hold office until the next AGM.

CO-OPTION

(14) If a nomination for any representative position has not been received by the day prior to the AGM, or if a representative position becomes vacant at any time, the PRC may co-opt any ordinary member of the Association who would be eligible to stand as a candidate for that position to serve on the PRC. Once co-opted, a representative shall be deemed to have been elected.

VACANCIES

(15) A position on the PRC shall be declared vacant if the representative resigns, or if she/he ceases to be an ordinary member of the Association, or if she/he fails to attend three consecutive PRC meetings without a reasonable excuse. Administrator.

OPERATION

(16) The PRC shall have the power to direct the President and other officers of the Association in the conduct of any part of the Association’s business subject to this Constitution.

(17) The PRC shall meet at least six (6) times after the AGM at which its representatives were elected. The first meeting of the PRC shall be held not more than two (2) weeks after the AGM at which it was elected, at a time and place determined by that AGM. Subsequent meetings shall be convened by the Administrator, at the direction of the President or of the PRC.

(18) Each representative on the PRC shall be given seven (7) days’ notice in writing of the time, place and agenda of the next PRC meeting, except that the President or, in her/his absence, a Vice-President may call an emergency PRC meeting with one (1) day’s notice. Any resolutions adopted by the PRC at an emergency meeting shall be considered at the next ordinary meeting of the PRC.
(19) Any representative on the PRC may ask for item(s) to be included on the agenda.

(20) Meetings of the PRC shall be open to all members of the Association, and all members of the Association shall have the right to speak to any motion or item of business.

(21) If the Association has fewer than 3 officers, a quorum shall be one-half plus one (excluding fractions) of the current total number of PRC representatives. If there are at least 3 officers, a quorum shall be:

(a) 2 officers; plus
(b) one-quarter plus one (excluding fractions) of the current total number of PRC representatives.

(22) The President or her/his nominee or in her/his absence, a Vice-President or her/his nominee, shall be chairperson of the PRC, except that, until the election of the President, a representative on the PRC shall serve as chairperson.

(23) Any decision of the PRC shall be by a majority vote of PRC representatives present. In the event of a tie, the chairperson shall have a casting as well as a deliberative vote.

PECUNIARY INTEREST

(24) Where—

(a) a representative on the PRC has a direct or indirect pecuniary interest in a contract or other arrangement which has been made, or is proposed to be made, with the Association; and

(b) that representative is present at a meeting of the PRC at which that contract or other arrangement is considered;

(c) that representative shall disclose the nature of the pecuniary interest to the meeting, and may participate in the discussion, but may not vote on the matter.

(25) A disclosure of pecuniary interest made under sub-section 6(24) shall be recorded in the minutes of the meeting.

(26) Upon a member becoming a PRC representative and until that person notifies the Administrator that she or he no longer is, or can be, a PRC representative, the Administrator is entitled to seek and obtain information from the University concerning the person's enrolment status as a postgraduate or research student.

(27) If the Administrator is satisfied that a particular person is ineligible to be, or to continue to be, a PRC representative, the Administrator must so inform the President and the chair of any meeting of the Association at which that person attends.
OFFICERS OF THE ASSOCIATION

7. (1) At its first meeting after the AGM and as its first item of business, the PRC shall elect from among the representatives a President of the Association. The PRC, in consultation with the President, shall then elect from among the representatives the following officers of the Association—

(a) a Vice-President;
(b) a Treasurer;
(c) an Equity Officer;
(d) an Indigenous Officer; and
(e) from time to time, such other officers as the PRC determines.

PRESIDENT

(2) The President shall be the chief executive officer of the Association. The President, subject to this Constitution and specific direction by the PRC or by a general meeting (including an AGM) shall, in consultation with the other officers—

(a) carry out the Association’s business, including the conduct of all correspondence on behalf of the Association, and take such actions as are necessary to give effect to the objects of the Association;
(b) represent postgraduate students on the University Council, as required by Section 10 of the Australian National University Act 1991;
(2) (c) make a The Administrator may be a member of the Association.
(a) report on the Association’s business to the AGM; and
(d) delegate such responsibilities as she/he sees fit to any other representative on the PRC.

(3) No public or official statement shall be made on behalf of the Association except by the President, or by the authority of the President, or by the authority of the PRC.

(4) To such extent that the Presidential duties are delegated to the Vice-President(s), so are these responsibilities.

TREASURER

(5) The Treasurer shall—

(a) receive, pay into the bank accounts of the Association, disburse, and be accountable for, all moneys of the Association;
(b) keep full and complete accounts of the financial affairs of the Association and present a report of these affairs to the AGM; and
(c) carry out such other duties, subject to this Constitution, as the President or the PRC may direct.

OTHER OFFICERS

(6) The other officers of the Association shall—
(a) carry out any duties assigned to them by the PRC or the President; and
(b) meet regularly with the President and assist her/him in the conduct of the Association’s business.

Casual Vacancies

(7) An office shall be declared vacant if the holder resigns, or if she/he ceases to be a representative on the PRC, or if the PRC votes to remove her/him from office. A vacancy of an office shall be filled by the election of another representative on the PRC to that office.

(8) If the office of President is declared vacant, he/she ceases to be qualified to hold the position of postgraduate representative on the University Council as required by Section 15 of the Australian National University Act 1991.

(9) If the postgraduate student representative on the University Council ceases to be qualified for membership of the University Council, he/she will cease to hold the office of President.

Administrator

8. (1) The PRC shall appoint an Administrator, who may be a member of the Association.

(3) Notwithstanding any other provision of this Constitution, the Administrator shall not vote at any general meeting of the Association (including the AGM) or at any PRC meeting, and may not speak at any such meeting except by invitation of the chairperson or by direction of the meeting.

Duties

(4) The duties of the Administrator shall include—

(a) attending all general meetings (including AGMs) and PRC meetings, except where she/he has sought leave from the President, and taking minutes of these meetings, including a list of all members present; and

(b) such other duties required by this Constitution and as directed by the PRC or by the President.

Vacancy

(5) If the position of Administrator becomes vacant, or if the Administrator is unavailable to perform her/his duties, the President shall appoint one of the representatives on the PRC to act as Administrator pro tem—

(a) the President shall appoint one of the members of the PRC to act as Administrator pro tem; and

(b) The Administrator pro tem shall assume all the duties and responsibilities of the Administrator until a new Administrator is appointed, except that the Administrator pro tem shall not be subject to the restrictions placed upon the Administrator by sub-section 8(2), Section 19(3) of this Constitution.
PUBLIC OFFICER

(6) The PRC shall appoint a person, normally the Administrator, to be the Public Officer of the Association.

DUTIES

(2) The Public Officer shall, fourteen (14) days after her/his appointment, notify the relevant authority in writing of the appointment and supply her/his full name and address.

(3) The Public Officer shall also supply any and all documents required by the relevant authority and shall perform any other duties as required by the relevant legislation.

VACANCY

(4) The office of Public Officer becomes vacant if the person holding that office—

(a) dies;

(b) becomes bankrupt, applies to take the benefits of a law for the relief of bankrupt or insolvent debtors or compounds with her/his creditors;

(c) becomes of unsound mind;

(d) resigns her/his office by writing to the President;

(e) ceases to be resident in the ACT.

(5) If the office of Public Officer becomes vacant, the PRC shall within fourteen (14) days after it becomes vacant, appoint another person to fill the vacancy.

AUDITOR

(1) An auditor, not being a member of the Association, shall be appointed by the PRC and shall audit the financial affairs of the Association and certify as to the correctness of the Annual Financial Statement and Balance Sheet.

(2) The auditor must not be a member of the Association.

The Treasurer shall ensure that the audit is completed at least fourteen (14) days before the AGM.

FINANCE

MEMBERS’ BENEFIT

(3)
22 Finances and funding
(1) The assets and income of the organisation shall be applied solely in furtherance of its above-mentioned objects and no portion shall be distributed directly or indirectly to the members of the organisation except as bona fide compensation for services rendered or expenses incurred on behalf of the organisation.
(2) The Association derives its funds from the Student Associations Finance Committee of the Australian National University and from any external sponsorship which may be obtained.
(3) No member of the Association shall be personally liable to contribute towards the payment of the debts and liabilities of the Association or the costs, charges and any expenses of the dissolution or winding up of the Association.

23 Budget and Treasurer’s Report
(1) The Treasurer and President shall prepare a budget to be presented to the PRC for approval.
(2) The Treasurer shall prepare an Annual Report and Annual Financial Statement and Balance Sheet for audit and presentation to the AGM.
(3) In accordance with the Associations Incorporation Act 1991, the Administrator shall lodge the annual return of the Association within six (6) months of the end of each financial year.

24 Financial year
The financial year of the Association shall commence on the first day of January in each year.

25 Bank accounts, liabilities, and expenditures
(1) The Association shall maintain such bank accounts in its name as the Treasurer deems necessary.
(2) Withdrawal of moneys from any account shall be authorised by—

(a) the signatures (including electronic approval) of any two (2) members of the Executive of the Association; or

(b) the signatures (including electronic approval) of any member of the Executive of the Association and the Administrator.
(3) No person shall incur liabilities on behalf of the Association without consulting the Treasurer or the President. Should a situation arise where actions taken in good faith have caused expenditure to exceed a budget estimate, then this fact shall be reported to the next meeting of the PRC.
(4) Between the start of a financial year and approval of that year’s budget, the Treasurer shall authorise expenditure to continue the ordinary business of the Association or to meet any outstanding liability incurred by the Association.
26 Association's books

(1) Subject to the provisions of the Associations Incorporation Act 1991, the Regulations made under that Act, and the provisions of this Constitution, the Administrator shall keep in her/his custody or under her/his control all records, books, and other documents relating to the Association.

(2) The records, books and other documents of the Association shall be open to inspection in the office of the Association at any reasonable hour.

44A 27 President may be paid honorarium

(1) Subject to this section, the President may be paid an honorarium of a net sum equivalent to:

(a) An ANU PhD Scholarship annual basic stipend (after any related taxes); and

(b) 30% of the difference between:

(i) the Association's funds at the time of the proposed payment of the first installment plus reasonably expected income for the rest of that year of office; and

(ii) reasonably estimated financial liabilities for the rest of that year of office.

(2) In this section "year of office" means the period from one Annual General Meeting until the next.

11B The Association derives its funds from the Student Associations Finance Committee of the Australian National University.

(2)(3) The first installment of the President’s honorarium must not be made earlier than November—6 months after the previous election of the PRC. The second installment must not be made earlier than the following May—11 months after the previous election of the PRC.

(3)(4) If during the year of office the person appointed/elected as President ceases to hold that office and one or more other persons subsequently holds that office, the honorarium for that year of office is to be divided between the holders of the office of President proportionately to the length of time they each held that office, and is to be paid at a time or times determined by the PRC.

(4)(5) If the office of President is vacant for more than 4 weeks, the honorarium for that year of office is to be reduced by an amount proportionate to the length of time of the vacancy.

(5)(6) The President may waive the right to receive some or all of the honorarium, and if she or he does so, the President may recommend to the PRC, which may approve, that the relevant amount be paid instead to one or more other officers as nominated by the President.
PARSA Constitution

DISCLAIMER

(6) 28 Freedom of information

(1) No member of the Association shall be personally liable to contribute towards the payment of the debts and liabilities of the Association or the costs, charges and any expenses of the dissolution or winding up of the Association.

BUDGET

(1) (7) The Treasurer and President shall prepare a budget to be presented to the PRC for approval.

AUDITED STATEMENTS

(8) The Treasurer shall prepare an Annual Report and Annual Financial Statement and Balance Sheet for audit and presentation to the AGM. The Treasurer shall ensure that the audit is completed at least fourteen (14) days before the AGM. In accordance with the Associations Incorporation Act, the Administrator shall lodge the annual return of the Association within six (6) months of the end of each financial year.

OTHER FINANCIAL PROVISIONS

(9) The financial year of the Association shall commence on the first day of January in each year.

(1) (10) The Association shall maintain such bank accounts in its name as the Treasurer deems necessary.

(11) Withdrawal of moneys from any account shall be authorised by—

(a) the signatures of any two (2) officers of the Association; or

(b) the signatures of any officer of the Association and the Administrator.

(1) (12) No person shall incur liabilities on behalf of the Association without consulting the Treasurer or the President. Should a situation arise where actions taken in good faith have caused expenditure to exceed a budget estimate, then this fact shall be reported to the next meeting of the PRC.

(13) Between the start of a financial year and approval of that year’s budget, the Treasurer shall authorise expenditure to continue the ordinary business of the Association or to meet any outstanding liability incurred by the Association.

ASSOCIATION BOOKS

(14) Subject to the provisions of the Associations Incorporation Act, the Regulations and the provisions of these Rules, the Administrator shall keep in her/his custody or under her/his control all records, books, and other documents relating to the Association.

(1) (15) The records, books and other documents of the Association shall be open to inspection in the office of the Association at any reasonable hour.
FREEDOM OF INFORMATION

SPECIFIED DOCUMENTS

(1) Upon receipt of a request in writing, the President shall supply to any member of the Association within fourteen (14) days copies of—

(a) this Constitution, as amended;
(b) any regulations or standing orders of the Association;
(c) the minutes of any general meeting (including an AGM) or the minutes of any PRC meeting;
(d) audited financial statements and Treasurer’s reports; and
(e) the current draft budget or approved budget.

GENERAL FREEDOM OF INFORMATION

(2) Upon receipt of a request in writing, the President shall within fourteen (14) days grant to any member of the Association access to documents or electronic records other than those referred to in sub-section 12(1) Section 28(1) of this Constitution produced by the Association, its officers, employees or the PRC, except that the President may restrict access to protect the confidentiality of any document or records.

(3) Access to any document or record not produced by the Association, its officers, employees or the PRC but which has been submitted to or is held by the Association explicitly or implicitly in confidence, shall only be granted with the permission of the other parties to that document or record. All disputes concerning access shall be resolved by the PRC.

COMMON SEAL

29 Common seal

(1) The common seal of the Association shall be kept by the Administrator.

(2) The common seal shall be affixed by authority of the PRC, and any two of the President, Vice-President(s), and Treasurer shall sign below the seal.

INTERPRETATION

30 Interpretation

The President shall be empowered to interpret this Constitution except that, at any meeting of the Association or of the PRC, the chairperson shall interpret the Constitution subject to the direction of the meeting.
REGULATIONS AND ORDERS

15. Subject to this Constitution, the PRC may make such regulations or orders as it sees fit to assist the convenient conduct of the Association's business. These regulations may include, but are not necessarily limited to, standing orders to govern the conduct of any meeting of the Association or its members, methods by which meetings and elections are to be advertised, and electoral regulations to govern the conduct of any election held by the Association. These regulations or orders must be advertised and made available to all members.

ALTERATION OF THE CONSTITUTION

16. (4)

(31) Indemnity
All members and employees of the Association shall be and are hereby indemnified by the Association against losses or expenses incurred by them in or about the discharge of their respective duties except against any liability that by law would otherwise attach to her/him in respect of any negligence, default, breach of duty, breach of trust or unlawful conduct of which she/he may be guilty in relation to the Association.

32 Dissolution or Winding-up
(1) A motion to dissolve or wind up the Association may be considered at any general meeting (including an AGM) in accordance with the rules for general meetings in section 17 except that
(a) at least 21 days’ notice of such a general meeting shall be given to members; and
(b) such notice shall be accompanied by a notice of intention to propose a motion to dissolve or wind up the Association.
(2) A motion to dissolve or wind up the Association must be passed by a majority of at least 75% of the votes of those members of the Association who, being entitled to vote, vote in person at the general meeting.
(3) In the event of the organisation being dissolved, the amount that remains after such dissolution and the satisfaction of all debts and liabilities shall be transferred to another organisation with similar purposes which is not carried on for the profit or gain of its individual members.

33 Alteration of the Constitution
(1) This Constitution may be amended by special resolution at any general meeting (including an AGM) in accordance with the rules for general meetings in section 5 sections 17 and 18 of this Constitution, except that
(a) at least twenty-one (21) days notice of the special resolution shall be given to members of the Association; and
(b) a decision to amend the Constitution shall require the support of seventy-five per centum (75%), to the nearest whole number, of ordinary members present and voting.
(2) Full notice of proposed amendments to the Constitution shall be given to members at the same time and in the same way as notice of the general meeting at which the amendments are to be proposed.

(3) The Administrator shall ensure that, once passed at a general meeting, amendments to the Constitution are submitted to the Council for ratification and thence to the relevant local authority.

(4) No amendment to the Constitution shall have any effect until ratified by the Council and, if necessary, by the relevant local authority.

INDEMNITY

17. All

34 Disputes Committee

(1) There is to be a Disputes Committee, which must be established and operate under this Section 34.

(2) No sooner than 3 months and no later than 6 months after the election of the PRC, the PRC must appoint a Disputes Committee.

(3) The Disputes Committee is established to determine any allegation of misconduct against a member of the PRC.

(4) In exercising its functions, the Disputes Committee must comply with the principles of natural justice.

Explanation: Section 50 of the Associations Incorporation Act 1991, which is available online, provides that the rules of natural justice must be complied with in any process of this kind.

(5) The Disputes Committee must consists of not less than 3 and not more than 5 individuals.

(6) In appointing the members and employees of the Disputes Committee, the PRC must ensure that:

(i) one member of the Disputes Committee is not a member of the Association shall be and are hereby indemnified by at the time of the appointment;

(ii) other than the member appointed under Section 34(6)(i), all other members of the Disputes Committee must be members of the Association against losses at the time of the appointment; and

(iii) no member of the Disputes Committee is a member of the PRC at the time of the appointment.

Explanation: the requirements in Section 34(6) are intended to bolster the independence of the Disputes Committee. The appointment under Section 34(6)(i) might be, for example, an appointment of an ANU lecturer, an undergraduate student, a lawyer, or expenses incurred by them in a graduated past president of PARSA, or about the discharge of anyone else not a member of PARSA at the time of their.

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respective duties except, in compliance with the Companies Code, against any liability that by law would otherwise attach to her/him in respect of any negligence, default, breach of duty or breach of trust of which she/he is appointed.

(7) For the avoidance of doubt, no serving member of the PRC may be guilty in relation to serve on the Disputes Committee at any time.

(8) The Disputes Committee has the power to view any document in the possession of the Association relevant to the performance of the Committee’s functions.

DISSOLUTION OR WINDING UP

(9) 18. (1) A The Disputes Committee must appoint one member of their Committee to act as chair.

(10) Decisions of the Disputes Committee must be by majority vote.

(11) In addition to their vote as a member of the Committee, the chair of the Committee has a casting vote in the case of a tied vote on a motion to dissolve or wind up before the Committee.

(12) A member of the Disputes Committee hold office until:

(a) (in the case of a member of the Committee who was a member of the Association) may be considered at any time when appointed to the Committee under Section 34(6)(i) the member is no longer a member of the Association;

(b) (in the case of a member of the Committee who was not a member of the Association when appointed to the Committee under Section 34(6)(i)) the member becomes a member of the Association;

(c) the member resigns, in writing, to the Administrator of the Association;

(d) the member is removed by a resolution carried by a two-thirds majority of those present and voting at a general meeting (including an AGM) of the Association;

(e) the member become a member of the PRC; or

(f) a new Disputes Committee is appointed by the PRC in accordance with the rules for general meetings in section 5 except that at least 21 days’ notice of such a general meeting will be given to members, accompanied by a notice of intention to propose a motion to dissolve or wind up the Association—subsection 34(2).

(1) (2) A motion to dissolve or wind up the Association must be passed by a majority of at least 75% of the votes of those members of the Association who, being entitled to vote, vote in person at the general meeting.

(1) (3) In the event of the organisation being dissolved, the amount that remains after such dissolution and the satisfaction of all debts and liabilities shall be transferred to another organisation with similar
purposes which is not carried on for the profit or gain of its individual members.

DISCIPLINE

19. There are no procedures provided for in the

(13) Subject this PARSAC Constitution and the Associations

Incorporation Act 1991, the Disputes Committee may determine how it operates.

(14) The PRC may by regulation confer additional functions on the

Disputes Committee relating to the proper implementation of this Constitution.

Discipline of members of the Association

Except for those provisions of this Constitution relating to the disciplinary processes for members of the PRC as members of the PRC, this Constitution makes no provision for the disciplining of members of the Association.

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Approved by: PARSA Ordinary General Meeting 12 April 2013

ANU Council 24 May 2013

Office of Regulatory Services June 2013

36 Transitional Provisions

(1) This Constitution revokes the previous constitution of the Association.

(2) All policies, actions, resolutions, regulations, decisions made under the previous constitution remain in effect, except to the extent explicitly revoked, amended, or replaced by this Constitution or orders, regulations or decisions made under it.
The Australian National University
Postgraduate and Research Students’
Association Incorporated

[PARSA LOGO]

PARSA

Draft for Constitution

(adopted ___________________________)

NEW PARSA CONSTITUTION
Part 1 Preliminary

1 Name

The name of the Association is “The Australian National University Postgraduate and Research Students’ Association Incorporated”.

2 Definitions

In this Constitution—

(a) “AGM” means the Annual General Meeting of the Association;

(b) “ANU College” means a College established by the Council, including:
   a. The ANU College of Arts and Social Sciences;
   b. The ANU College of Asia and the Pacific;
   c. The ANU College of Business and Economics;
   d. The ANU College of Engineering and Computer Science;
   e. The ANU College of Law;
   f. The ANU College of Physical Sciences; and
   g. The ANU College of Medicine, Biology and Environment

(c) “Association” means The Australian National University Postgraduate and Research Students’ Association Incorporated;

(d) “Council” means the Council of the Australian National University;

(e) “postgraduate course” includes, for the purposes of this Constitution, the ‘Bachelor of Medicine and Bachelor of Surgery’ (MBBS) at the ANU Medical School.

(f) “Postgraduate Student” means any University student enrolled in a postgraduate course at the University.

(g) “PRC” means the Postgraduate Representative Council;

(h) “University” means The Australian National University.

3 Objects

The objects of the Association are—

(a) to promote the welfare and further the interests of Postgraduate Students; and

(b) to afford a recognised means of representation for Postgraduate Students both within and outside the University, and a recognised means of communication between Postgraduate Students and the University authorities.
Part 2 Membership

4 Membership

(1) There are three classes of membership: ordinary membership, associate membership and honorary life membership.

(2) Any person who—

(a) is a Postgraduate Student; and

(b) has not stated that she/he does not wish to be a member

is an ordinary member of the Association.

(3) Any person who—

(a) has been an ordinary member of the Association for twelve (12) months or more;

(b) is not currently an ordinary member;

(c) has not been awarded the degree for, or failed, that postgraduate course in which she/he was enrolled; and

(d) has not stated that she/he does not wish to be a member

is an associate member of the Association.

(4) Honorary life membership of the Association may be conferred upon any person by a meeting of the PRC.

(5) Associate members and honorary life members shall not vote at any meeting or election of the Association, shall not constitute a quorum, and shall not be eligible for election to the PRC, but shall otherwise have rights equal to ordinary members.

(6) An ordinary or associate member ceases to be a member of the Association at such time as she/he ceases to fulfil the conditions in sub-sections 4(2) or 4(3) respectively. An honorary life member ceases to be a member if her/his membership is revoked by a meeting of the PRC.

(7) There shall be no fee payable for membership of the Association as an ordinary, associate or honorary life member.

Part 3 The PRC

5 Powers of the PRC

(1) The PRC, subject to the Act, the regulation, this Constitution, and to any resolution passed by the association in general meeting—

(a) controls and manages the affairs of the association; and

(b) may exercise all functions that may be exercised by the association other than those functions that are required by these rules to be exercised by the association in general meeting; and
(c) has power to perform all acts and do all things that appear to the committee to be necessary or desirable for the proper management of the affairs of the association.

(2) The PRC is the Committee of the Association for the purposes of the Associations Incorporation Act 1991 (A.C.T.)

6 Composition and membership of the PRC

(1) The PRC consists of three types of member—

(a) the Officers of the Association; and

(b) College Representatives; and

(c) General Representatives.

each of whom must be elected or appointed under the Election Regulations made under Section 8 of this Constitution, or under Section 13 of this Constitution.

(2) The Officers of the Association are—

(a) the President; and

(b) the Vice-President; and

(c) the General Secretary; and

(d) the Treasurer; and

(e) the Equity Officer; and

(f) the Indigenous Australian Officer; and

(g) the International Student Officer; and

(h) the Social Officer; and

(i) the Environmental Officer; and

(j) the Communications Officer; and

(k) the Education Officer.

(3) For each ANU College, there are two (2) College Representatives.

(4) Five (5) General Representatives are representative of the general student body at large.

(5) Each member of the PRC holds office, subject to this Constitution, until the declaration of results for annual general election in the election subsequent to the date of the member’s election, but may stand for re-election subject to the provisions of the Election Regulations.

(6) The Executive of Association consists of the President, Vice-President, General Secretary, Treasurer and such of the Officers appointed from time to time by the President to serve on the Executive.

(7) The Executive is a committee of the PRC and reports to the PRC.

(8) If a vacancy arises in the membership of the committee, the PRC must follow the procedure in Section 13 of this Constitution.
7 Roles, duties, and responsibilities of PRC members and committees

(1) The PRC may, subject to this Constitution, provide instructions, directions, or guidance to any member of the PRC or any committee of the PRC with respect to any aspect of the roles, duties, or responsibilities of the member or committee.

(2) The President is the chief executive officer of the Association.

(3) Subject to this Constitution and subject to specific direction given to the President by the PRC or by a general meeting (including an AGM), the President shall, in consultation with other members of the PRC—
   (a) carry out the Association’s business, including the conduct of all correspondence on behalf of the Association;
   (b) take such actions as are necessary to give effect to the objects of the Association;
   (c) represent postgraduate students on the University Council, as required by Section 10 of the *Australian National University Act 1991*;
   (d) report on the Association’s business to the AGM; and
   (e) delegate such responsibilities as she/he sees fit to delegate to any other member of the PRC.

(4) The Treasurer must—
   (a) collect and receive all amounts owing to the association and make all payments authorised by the association; and
   (b) keep correct accounts and books showing the financial affairs of the association with full details of all receipts and expenditure connected with the activities of the association;
   (c) Carry out any other roles and duties assigned by this Constitution or by the PRC.

(5) No public or official statement may be made on behalf of the Association except—
   (a) by the President; or
   (b) by the authority of the President; or
   (c) by the authority of the PRC.

8 Election of the PRC

(1) An annual general election must be held to elect the PRC in accordance with the Election Regulations under the supervision of a Returning Officer appointed in accordance with the Election Regulations.

(2) All members of the PRC shall be directly elected by the members of the Association.
9 **Removal of Executives or Members of the PRC**

There are two ways in which disciplinary matters and disputes involving a PRC member may be resolved—

1. A PRC member may be removed from office by the members of the Association as set out in Section 10 of this Constitution.

2. A PRC member may be disciplined as set out in Sections 11 and 12 of this Constitution.

10 **Removal of PRC Member Not Enjoying the Continued Support of the Membership**

1. The Association in general meeting may by resolution of no confidence carried in accordance with this clause by a two-thirds majority of those present and voting, remove any member or members of the PRC from office before the end of their term of office.

2. A resolution of the Association under subsection (1) is of no effect unless:

   a. the motion names the member or members of the PRC subject of the motion.

   b. the motion is signed by at least 100 members of the Association (including 5 members of the PRC);

   c. notice of the general meeting is provided in accordance with the requirements of this Constitution to members of the Association, and to the officers affected by the proposed resolution;

   d. the officers affected by the proposed resolution are provided with an adequate opportunity to speak against the motion and to participate in debate concerning it; and

   e. no less than 100 members of the Association are present when the motion is voted on.

3. Subject to subsection (4), a motion of no confidence must state the grounds for lack of confidence in the member or members of the PRC named in the motion.

4. A motion of no confidence and debate on it, must not raise allegations of misconduct or conduct prejudicial to the Association, which should be dealt with in accordance with section 11 of this Constitution.

5. On a successful resolution of no confidence, the affected members of the PRC are deemed to no longer enjoy the continued support of the Association’s membership and the affected positions are vacant.

6. If all positions on the executive are vacant as a result of a successful resolution of no confidence, the general meeting must appoint a caretaker committee of three members of the PRC who shall exercise caretaker powers of the executive on behalf of the Association, pending the filling of the vacancies in accordance with this Constitution.
(7) Only business contemplated by this clause, may be carried out at a general meeting called to consider a motion of no confidence.

(8) Throughout this process, the Association must comply with the rules of natural justice, at least to the extent required by Section 50 of the Associations Incorporation Act 1991.

Explanation: Section 50 of the Associations Incorporation Act 1991, which is available online, provides that the rules of natural justice must be complied with in any process of this kind.

11 Discipline of Members of the PRC

(1) For the purposes of this clause misconduct means—

(a) wilful conduct contrary to a provision of this Constitution, or a regulation or policy of the Association; or

(b) wilful conduct prejudicial to the reputation or interests of the Association.

(2) If a member of the Association believes that a member of the PRC has engaged in misconduct as defined in this clause, the member may write to the Administrator setting out the alleged basis of the misconduct and providing any evidence supporting the allegations.

(3) The Administrator must refer the allegations to the Disputes Committee established under section 34.

(4) The Disputes Committee must, as soon as practicable, serve a written notice on the member—

(a) setting out the allegations raised against the member in sufficient detail for the member to be able to respond to the allegations; and

(b) stating that the member may address the Disputes Committee at a meeting to be held not earlier than 14 days and not later than 28 days after service of the notice; and

(c) stating the date, place and time of that meeting; and

(d) informing the member that the member may do either or both of the following:

(i) attend and speak at that meeting;

(ii) submit to the Disputes Committee at or before the date of that meeting written representations relating to the allegations.

(5) At a meeting of the Disputes Committee mentioned in subsection (4), the committee must—

(a) give to the member mentioned in subsection (4) an opportunity to make oral representations; and

(b) give due consideration to any written representations submitted to the PRC by that member at or before the meeting; and
(c) decide whether a claim of misconduct is made out against the member.

(6) The Disputes Committee must comply with subsection 34(4) of this Constitution.

Note: Section 34(4) requires that the Disputes Committee comply with the rules of natural justice.

(7) If after careful enquiry in accordance with this section, the Disputes Committee concludes that the member has engaged in misconduct the Committee must, in writing, inform the member and the PRC of its decision, setting out the Committee’s findings, reasons and decisions and may —

(a) remove the member from the PRC; or

(b) suspend the member from the PRC for a specified period; or

(c) impose a fine of no more than $500 on the PRC member (payable to the Association); or

(d) issue the PRC member with a formal letter reprimanding the PRC member; or

(e) any combination of the above.

(8) If the Disputes Committee does not make a finding of misconduct, it must inform the member in writing that no finding of misconduct has been made.

(9) If the Disputes Committee reasonably believes the allegations it has received credibly disclose possible criminal conduct, the Disputes Committee must refer the allegations to the police, and may also proceed in accordance with this section.

(10) Other than for the proper performance of its functions, the Disputes Committee shall treat allegations referred to it, as confidential.

(11) Other than a decision removing or suspending a member, which takes effect immediately, a decision of the Disputes Committee under subsection (7) does not take effect—

(a) until the end of the period within which the member is entitled to appeal against the resolution if the member does not exercise the right of appeal within that period; or

(b) if within that period the member exercises the right of appeal—unless and until the Association holds a meeting in accordance with section 12 (4) to consider the member’s appeal.
12 Right of appeal of disciplined PRC member

(1) A member may appeal to the Association in general meeting against a decision of the Disputes Committee under section 11(7), within 7 days after notice of the resolution is served on the member, by lodging with the Administrator a notice to that effect.

(2) On receipt of a notice under subsection (1), the Administrator must notify the PRC which must call a general meeting of the Association to be held within 21 days after the date when the Administrator received the notice or as soon as possible after that date.

(3) Subject to Section 50 of the Associations Incorporation Act 1991, at a general meeting of the Association called under subsection (2)—

(a) no business other than the question of the appeal may be transacted; and

(b) the PRC, a representative of the Disputes Committee and the member must be given the opportunity to make representations in relation to the appeal orally or in writing, or both; and

(c) the members present must vote by secret ballot on the question of whether the decision of the Disputes Committee made under section 11(7) should be revoked.

Explaination: Section 50 of the Associations Incorporation Act 1991, which is available online, provides that the rules of natural justice must be complied with in any process of this kind.

(4) Unless the meeting passes a special resolution in favour of revoking a decision of the Disputes Committee made under section 11(7), that decision is confirmed.

13 Vacancies on the PRC

(1) For this Constitution, a vacancy in the office of a member of the PRC happens if the PRC member—

(a) dies; or

(b) resigns the office; or

(c) ceases to be a member of the Association; or

(d) is removed from the PRC by either of the processes identified in Section 8 of this Constitution; or

(e) is absent without the consent of the PRC from three consecutive meetings of the PRC; or

(f) in the case of the President, if he or she ceases to be qualified for membership of the University Council, he or she will cease to hold the office of President.

(2) If a vacancy arises under Section 13(1) the PRC must as soon as practicable either—
(a) fill the vacancy by an election held in accordance with the Election Regulations; or
(b) fill the vacancy by decision of the PRC to appoint a named individual to the vacancy.

(3) Pending the filling of a vacancy under subsection (2), the most senior serving member of the Executive may carry out or delegate the functions of the vacant office, other than any power to vote connected with that office.

(4) If a member of the PRC is appointed under Section 13(2)(b) to fill a vacancy in another position on the PRC, that appointment creates a vacancy, if the person was previously a General Representative, in the position of General Representative, if the person was previously a College Representative, in the position of College Representative, and if the person previously held a position as an officer in the PRC, that position.

14 Operation of the PRC

(1) The PRC shall meet no less frequently than once in every two calendar months. The first meeting of the PRC shall be held not more than two weeks after the declaration by the Returning Officer of the results of the annual general election electing the PRC. Subsequent meetings shall be convened by the Administrator, at the direction of the President or of the PRC.

(2) Each member of the PRC shall be given seven (7) days’ notice in writing of the time, place and agenda of the next PRC meeting, except that the President or, in her/his absence, a Vice-President may call an emergency PRC meeting with one (1) day’s notice. Any resolutions adopted by the PRC at an emergency meeting shall be considered at the next ordinary meeting of the PRC.

(3) Any representative on the PRC may ask for item(s) to be included on the agenda.

(4) Meetings of the PRC shall be open to all members of the Association, and all members of the Association shall have the right to speak to any motion or item of business.

(5) At every meeting of the PRC, quorum shall be constituted by at least two of the President, Vice-President, General Secretary and Treasurer and at least five other members of the PRC.

(6) At meetings of the PRC, the chairperson shall be the President, or the Vice-President in the absence of the President. If neither the President or the Vice-President is present, the President’s nominee shall be the chairperson.

(7) Any decision of the PRC shall be by a majority vote of PRC members present. In the event of a tie, the chairperson shall have a casting as well as a deliberative vote.
15 **Pecuniary interest and membership eligibility**

(1) Where—

(a) a member of the PRC has a direct or indirect pecuniary interest in a contract or other arrangement which has been made, or is proposed to be made, with the Association; and

(b) that member of the PRC is present at a meeting of the PRC at which that contract or other arrangement is considered;

that representative shall disclose the nature of the pecuniary interest to the meeting, and may participate in the discussion, but may not vote on the matter.

(2) A disclosure of pecuniary interest made under Section 15(1) shall be recorded in the minutes of the meeting.

(3) During the period that any member of the PRC holds office, the Administrator is entitled to seek and obtain information from the University concerning the person's enrolment status as a postgraduate or research student.

(4) If the Administrator is satisfied that a particular person is ineligible to be, or to continue to be, a member of the PRC, the Administrator must so inform the President and the chairperson of any meeting of the Association at which that person attends.

16 **Regulations and standing orders**

(1) Subject to this Constitution, the PRC may make such regulations or standing orders as it sees fit to assist the convenient conduct of the Association’s business. These regulations or standing orders may include, but are not necessarily limited to—

(a) standing orders to govern the conduct of any meeting of the Association or its members;

(b) methods by which meetings of the PRC or of the Association are to be advertised; and

(c) Election Regulations to govern the conduct of any election held by the Association in accordance with Section 8 of this Constitution.

(2) Any regulations or orders made by the PRC must be advertised and made available to all members within seven (7) days of being made by the PRC.

(3) Notwithstanding anything in this Section, the PRC may not make, repeal, or amend any regulations relating to the conduct of Association elections during the period beginning on the 9-month anniversary of the previous election of the PRC.
Part 4  General meetings

17  General meetings: calling of, procedure, and quorum

(1) A general meeting of the Association shall be called by the Administrator at the direction of the President, or at the direction of the PRC, or upon receipt of a written request signed by at least twenty (20) ordinary members of the Association. There shall be no limit to the number of general meetings held each year provided general meetings are called in accordance with this clause.

(2) A general meeting shall only be held between ANU Orientation Week (usually mid-February) and the publication of examination results (usually late November).

(3) Except where the nature of the business proposed to be dealt with at a general meeting requires a special resolution of the Association, notice of the time, place and provisional agenda of a general meeting shall be given by advertisement to members at least seven (7) days prior to the meeting.

(4) Advertisement shall be effected by—

(a) the placement of a public notice in a newspaper of the Australian Capital Territory; and

(b) the placement of a notice in an official newspaper, website, or similar publication that the University might produce; and

(c) such other means as the PRC may, from time to time, determine under section 16.

(5) Matters for inclusion on the agenda of a general meeting, other than those matters requiring a special resolution, may be submitted by any member and must be given to the Administrator at least one (1) day prior to the meeting. In any case there shall be an item on the agenda under which any other business may be raised by those present at the meeting.

(6) The quorum at a general meeting shall be twenty (20) ordinary members except that where a quorum is not achieved, the meeting may be reconvened with a quorum of eleven (11) ordinary members, under the following conditions—

(a) that seven (7) days’ notice of the reconvened meeting be given by advertisement;

(b) that such a meeting be designated a reconvened general meeting; and

(c) that all items and only those items on the original agenda, except for the item ‘any other business’, shall constitute the agenda of the reconvened general meeting.

(7) The chairperson at a general or reconvened general meeting shall be the President or, in her/his absence, the Vice-President or, in their absence, a representative on the PRC appointed by the President.
(8) All business at a general or reconvened general meeting shall be carried out in accordance with any standing orders made by the PRC under section 16.

(9) Decisions at a general or reconvened general meeting shall be by a majority vote of ordinary members present. In the event of a tie, the chairperson shall have a casting vote as well as a deliberative vote. At the request of any five (5) ordinary members present at the general meeting, a secret ballot shall be held. Voting by proxy shall not be permitted at any general meeting of the Association.

18 Annual general meetings: calling of, procedure, and quorum

(1) The Annual General Meeting (AGM) of the Association shall be convened by the Administrator within five (5) months of the end of the financial year.

(2) The President’s Annual Report, the Treasurer’s Annual Report, Draft Budget and duly audited Annual Financial Statements and such other reports as the PRC determines shall be presented at the AGM and shall be made available for inspection by members at least fourteen (14) days before the AGM.

(3) The AGM shall be conducted in accordance with the rules for general meetings as outlined in Section 17 of this Constitution, with the additional requirement that a notice of the AGM shall also be sent by email to every member of the Association for whom the Association has a University email address.

Part 5 Administration and finances

19 The Administrator

(1) The PRC shall appoint an Administrator.

(2) The Administrator may be a member of the Association.

(3) Notwithstanding any other provision of this Constitution, the Administrator shall not vote at any general meeting of the Association (including the AGM) or at any PRC meeting, and may not speak at any such meeting except by invitation of the chairperson or by direction of the meeting.

(4) The duties of the Administrator shall include—

(a) attending all general meetings (including AGMs) and PRC meetings, except where she/he has sought leave from the President, and taking minutes of these meetings, including a list of all members present; and

(b) such other duties required by this Constitution and as directed by the PRC or by the President.

(5) If the position of Administrator becomes vacant, or if the Administrator is unavailable to perform her/his duties—
(a) the President shall appoint one of the members of the PRC to act as Administrator pro tem; and

(b) The Administrator pro tem shall assume all the duties and responsibilities of the Administrator until a new Administrator is appointed, except that the Administrator pro tem shall not be subject to the restrictions placed upon the Administrator by Section 19(3) of this Constitution.

(6).

20 **Public Officer**

(1) The PRC shall appoint a person, normally the Administrator, to be the Public Officer of the Association.

(2) The Public Officer shall, fourteen (14) days after her/his appointment, notify the relevant authority in writing of the appointment and supply her/his full name and address.

(3) The Public Officer shall also supply any and all documents required by the relevant authority and shall perform any other duties as required by the relevant legislation.

(4) The office of Public Officer becomes vacant if the person holding that office—

   (a) dies;

   (b) becomes bankrupt, applies to take the benefits of a law for the relief of bankrupt or insolvent debtors or compounds with her/his creditors;

   (c) becomes of unsound mind;

   (d) resigns her/his office by writing to the President;

   (e) ceases to be resident in the ACT.

(5) If the office of Public Officer becomes vacant, the PRC shall within fourteen (14) days after it becomes vacant, appoint another person to fill the vacancy.

21 **Auditor and audit**

(1) An auditor shall be appointed by the PRC and shall audit the financial affairs of the Association and certify as to the correctness of the Annual Financial Statement and Balance Sheet.

(2) The auditor must not be a member of the Association.

(3) The Treasurer shall ensure that the audit is completed at least fourteen (14) days before the AGM.

22 **Finances and funding**

(1) The assets and income of the organisation shall be applied solely in furtherance of its above-mentioned objects and no portion shall be
distributed directly or indirectly to the members of the organisation except as bona fide compensation for services rendered or expenses incurred on behalf of the organization

(2) The Association derives its funds from the Student Associations Finance Committee of the Australian National University and from any external sponsorship which may be obtained.

(3) No member of the Association shall be personally liable to contribute towards the payment of the debts and liabilities of the Association or the costs, charges and any expenses of the dissolution or winding up of the Association.

23 **Budget and Treasurer’s Report**

(1) The Treasurer and President shall prepare a budget to be presented to the PRC for approval.

(2) The Treasurer shall prepare an Annual Report and Annual Financial Statement and Balance Sheet for audit and presentation to the AGM.

(3) In accordance with the Associations Incorporation Act 1991, the Administrator shall lodge the annual return of the Association within six (6) months of the end of each financial year.

24 **Financial year**

The financial year of the Association shall commence on the first day of January in each year.

25 **Bank accounts, liabilities, and expenditures**

(1) The Association shall maintain such bank accounts in its name as the Treasurer deems necessary.

(2) Withdrawal of moneys from any account shall be authorised by—

   (a) the signatures (including electronic approval) of any two (2) members of the Executive of the Association; or

   (b) the signatures (including electronic approval) of any member of the Executive of the Association and the Administrator.

(3) No person shall incur liabilities on behalf of the Association without consulting the Treasurer or the President. Should a situation arise where actions taken in good faith have caused expenditure to exceed a budget estimate, then this fact shall be reported to the next meeting of the PRC.

(4) Between the start of a financial year and approval of that year’s budget, the Treasurer shall authorise expenditure to continue the ordinary business of the Association or to meet any outstanding liability incurred by the Association.

26 **Association’s books**

(1) Subject to the provisions of the Associations Incorporation Act 1991, the Regulations made under that Act, and the provisions of this Constitution, the Administrator shall keep in her/his custody or under
her/his control all records, books, and other documents relating to the Association.

(2) The records, books and other documents of the Association shall be open to inspection in the office of the Association at any reasonable hour.

27 President may be paid honorarium

(1) Subject to this section, the President may be paid an honorarium of a net sum equivalent to:

(a) An ANU PhD Scholarship annual basic stipend (after any related taxes); and

(b) 30% of the difference between:

(i) the Association's funds at the time of the proposed payment of the first instalment plus reasonably expected income for the rest of that year of office; and

(ii) reasonably estimated financial liabilities for the rest of that year of office.

(2) In this section "year of office" means the period from one Annual General Meeting until the next.

(3) The first instalment of the President’s honorarium must not be made earlier than 6 months after the previous election of the PRC. The second instalment must not be made earlier than 11 months after the previous election of the PRC.

(4) If during the year of office the person elected as President ceases to hold that office and one or more other persons subsequently holds that office, the honorarium for that year of office is to be divided between the holders of the office of President proportionately to the length of time they each held that office, and is to be paid at a time or times determined by the PRC.

(5) If the office of President is vacant for more than 4 weeks, the honorarium for that year of office is to be reduced by an amount proportionate to the length of time of the vacancy.

(6) The President may waive the right to receive some or all of the honorarium, and if she or he does so, the President may recommend to the PRC, which may approve, that the relevant amount be paid instead to one or more other officers as nominated by the President.

28 Freedom of information

(1) Upon receipt of a request in writing, the President shall supply to any member of the Association within fourteen (14) days copies of—

(a) this Constitution, as amended;

(b) any regulations or standing orders of the Association;

(c) the minutes of any general meeting (including an AGM) or the minutes of any PRC meeting;
(d) audited financial statements and Treasurer’s reports; and
(e) the current draft budget or approved budget.

(2) Upon receipt of a request in writing, the President shall within fourteen (14) days grant to any member of the Association access to documents or electronic records other than those referred to in Section 28(1) of this Constitution produced by the Association, its officers, employees or the PRC, except that the President may restrict access to protect the confidentiality of any document or records.

(3) Access to any document or record not produced by the Association, its officers, employees or the PRC but which has been submitted to or is held by the Association explicitly or implicitly in confidence, shall only be granted with the permission of the other parties to that document or record. All disputes concerning access shall be resolved by the PRC.

29 Common seal
(1) The common seal of the Association shall be kept by the Administrator.
(2) The common seal shall be affixed by authority of the PRC, and any two of the President, Vice-President, and Treasurer shall sign below the seal.

30 Interpretation
The President shall be empowered to interpret this Constitution except that, at any meeting of the Association or of the PRC, the chairperson shall interpret the Constitution subject to the direction of the meeting.

31 Indemnity
All members and employees of the Association shall be and are hereby indemnified by the Association against losses or expenses incurred by them in or about the discharge of their respective duties except against any liability that by law would otherwise attach to her/him in respect of any negligence, default, breach of duty, breach of trust or unlawful conduct of which she/he may be guilty in relation to the Association.

32 Dissolution or Winding-up
(1) A motion to dissolve or wind up the Association may be considered at any general meeting (including an AGM) in accordance with the rules for general meetings in section 17 except that
(a) at least 21 days’ notice of such a general meeting shall be given to members; and
(b) such notice shall be accompanied by a notice of intention to propose a motion to dissolve or wind up the Association.
(2) A motion to dissolve or wind up the Association must be passed by a majority of at least 75% of the votes of those members of the Association who, being entitled to vote, vote in person at the general meeting.
(3) In the event of the organisation being dissolved, the amount that remains after such dissolution and the satisfaction of all debts and liabilities shall
be transferred to another organisation with similar purposes which is not
carried on for the profit or gain of its individual members.

33 Alteration of the Constitution
(1) This Constitution may be amended by special resolution at any general
meeting (including an AGM) in accordance with the rules for general
meetings in sections 17 and 18 of this Constitution, except that
(a) at least twenty-one (21) days notice of the special resolution shall be
given to members of the Association; and
(b) a decision to amend the Constitution shall require the support of
seventy-five per centum (75%), to the nearest whole number, of
ordinary members present and voting.
(2) Full notice of proposed amendments to the Constitution shall be given
to members at the same time and in the same way as notice of the
general meeting at which the amendments are to be proposed.
(3) The Administrator shall ensure that, once passed at a general meeting,
amendments to the Constitution are submitted to the Council for
ratification and thence to the relevant local authority.
(4) No amendment to the Constitution shall have any effect until ratified by
the Council and, if necessary, by the relevant local authority.

34 Disputes Committee
(1) There is to be a Disputes Committee, which must be established and
operate under this Section 34.
(2) No sooner than 3 months and no later than 6 months after the election of
the PRC, the PRC must appoint a Disputes Committee.
(3) The Disputes Committee is established to determine any allegation of
misconduct against a member of the PRC.
(4) In exercising its functions, the Disputes Committee must comply with
the principles of natural justice.

Explanation: Section 50 of the Associations Incorporation Act 1991,
which is available online, provides that the rules of natural justice must
be complied with in any process of this kind.
(5) The Disputes Committee must consists of not less than 3 and not more
than 5 individuals.
(6) In appointing the members of the Disputes Committee, the PRC must
ensure that:
   (i) one member of the Disputes Committee is not a member of the
       Association at the time of the appointment;
   (ii) other than the member appointed under Section 34(6)(i), all
       other members of the Disputes Committee must be members
       of the Association at the time of the appointment; and
   (iii) no member of the Disputes Committee is a member of the
       PRC at the time of the appointment.
Explanation: the requirements in Section 34(6) are intended to bolster the independence of the Disputes Committee. The appointment under Section 34(6)(i) might be, for example, an appointment of an ANU lecturer, an undergraduate student, a lawyer, or a graduated past president of PARSA, or anyone else not a member of PARSA at the time of their appointment.

(7) For the avoidance of doubt, no serving member of the PRC may serve on the Disputes Committee at any time.

(8) The Disputes Committee has the power to view any document in the possession of the Association relevant to the performance of the Committee’s functions.

(9) The Disputes Committee must appoint one member of their Committee to act as chair.

(10) Decisions of the Disputes Committee must be by majority vote.

(11) In addition to their vote as a member of the Committee, the chair of the Committee has a casting vote in the case of a tied vote on a motion before the Committee.

(12) A member of the Disputes Committee hold office until:

(a) (in the case of a member of the Committee who was a member of the Association when appointed to the Committee under Section 34(6)(ii)) the member is no longer a member of the Association;

(b) (in the case of a member of the Committee who was not a member of the Association when appointed to the Committee under Section 34(6)(i)) the member becomes a member of the Association;

(c) the member resigns, in writing, to the Administrator of the Association;

(d) the member is removed by a resolution carried by a two-thirds majority of those present and voting at a general meeting of the Association;

(e) the member become a member of the PRC; or

(f) a new Disputes Committee is appointed by the PRC in accordance with subsection 34(2).

(13) Subject this Constitution and the Associations Incorporation Act 1991, the Disputes Committee may determine how it operates.

(14) The PRC may by regulation confer additional functions on the Disputes Committee relating to the proper implementation of this Constitution.

35 Discipline of members of the Association
Except for those provisions of this Constitution relating to the disciplinary processes for members of the PRC as members of the PRC, this Constitution makes no provision for the disciplining of members of the Association.
36  **Transitional Provisions**

(1) This Constitution revokes the previous constitution of the Association.

(2) All policies, actions, resolutions, regulations, decisions made under the previous constitution remain in effect, except to the extent explicitly revoked, amended, or replaced by this Constitution or orders, regulations or decisions made under it.
*18. CREATING A SAFE AND RESPECTFUL CAMPUS FOR STUDENTS AT ANU

PURPOSE
To seek Council's input for a range of actions to enhance a safe and respectful campus for students at ANU.

PREPARED BY
Pro-Vice-Chancellor, Student Experience

REVIEWED BY
Deputy Vice-Chancellor (Academic)

APPROVED BY
Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council provide feedback on the range of actions outlined and provide suggestions on what further measures ANU can undertake to address these issues (116/2015).

ACTION REQUIRED
For discussion ☑  For decision ☐  For information ☐

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

BACKGROUND
ANU, like the rest of Australian society, has problems with sexism, racism, homophobia and transphobia. These attitudes often underpin violence and anti-social behaviour experienced by some of our students. The paper outlines the broad range of approaches ANU is taking to try and address these issues. Our approaches are guided by a strategy of understanding our susceptibilities; a focus of training students in leadership positions; and as part of this, a focus on bystander training. In so doing ANU is showing national leadership to attempt to address systemic issues in our society.

SUMMARY OF ISSUES
The “Welcome to country” protocols that Indigenous Australians have long practised are about creating culturally safe places. We need to learn from this long tradition in this country and develop a systematic approach to prepare students and staff to have a safe campus in every sense of the word. This paper outlines ANU’s attempts to provide the safety every ANU student and staff member has the right to experience. Safety concerns are particularly prominent for international students. The recent International Student Barometer survey, for instance, rated personal safety and security higher than cost of living or cost of education as the most important factor in decision making in choosing a university.

Safety has both physical and non-physical dimensions. Verbal abuse is a form of violence not only in the hurt it causes but also in the way it normalises physical violence. In the era of the Internet it is essential to note that the ANU “campus” is now more than a physical place. It is a much broader cultural space that can be accessed anywhere there is Internet access. Hence freedom from cyber-bullying is a key aspect of safety and an area that ANU is actively working on.

Sadly, ANU is not exempt from wider societal forces of sexism, racism, homophobia and transphobia. These and other forms of discrimination all too often have aggressive, and sometimes violent, expressions. As Australia’s leading university, it is imperative that ANU uses its national leadership role to drive broader societal change around these issues. A key step in addressing violence is addressing the systemic underlying forces of discrimination. Hence ANU takes a holistic approach to safety that acknowledges the need for effective policy and procedures, reporting, public education and improved physical infrastructure.
We need to do everything we can to understanding how people interact in social and physical spaces and where necessary proactively intervene to create greater safety. In this ANU has the benefit of being able to draw from a range of relevant research from various ANU academic areas. Examples of research that is helping us to improve safety on campus include:

1. Geographic Information System student research projects supervised by Dr Bruce Doran in the Fenner School of Environment and Safety on perceptions of safety on campus and foot traffic on campus.
2. Law research including student projects being done as part of the Youth Law Clinic in preparing awareness raising packages for students around the issue of consent.

Insights from mental health, medical, psychology and criminology researchers have also all been fed into our responses to safety on campus.

Two key elements of ANU’s approach to campus safety are 1) improving the physical design of our campus and 2) driving cultural change. In terms of the physical design, key steps include security and safety sensitive design and operational maintenance such annual lighting audits.

Physical Campus Issues
As the number of students on campus, and particularly the number of students living on campus grows, there is an increased level of activity on campus. This reduces the overall risk of physical crime and assault.

However, night poses both the greatest risk and the greatest perception of risk. Improving night time safety is physically one of the most important issues for the University.

There are a variety of examples of work to improve the physical safety of the campus:

1. The University has completed an independent review of CCTV assets. The review is critical of past practices including the lack of risk based priority setting and an historic focus on CCTV in buildings rather than focusing on campus entries, exits, car parks and open spaces where the risk is higher. The report is currently being assessed by management.
2. Various new forms of external lighting have been trialled and new outdoor lighting schemes are being progressively implemented.
3. Landscape areas are being maintained or redesigned to address safety issues. An example includes the removal of shrubbery near Fellows Oval which student reported as being a source of concern at night.

The development of better links with the city and the redevelopment of Braddon have created some new risks. For instance, the movement of students between the campus and the city and Braddon has elevated off campus risk.

“On Campus On Demand” has been introduced in 2015. This bus picks up and delivers students around campus and to Fenner Hall nightly between 6:30 and 11:30pm Monday to Friday and averages 43 escorts each evening. In addition escorts after 11:30pm for students average 45 per night.

Virtual and Cultural Issues

A case example - driving culture change to deal with violence against women

There appears to be a worrying trend of worsening attitudes in young Australian males to females with ready Internet access to violent pornography being cited by many as a contributing factor. A recent national Australian survey found that “a quarter of people aged
12:24 did not consider a male insulting or verbally harassing females to be serious, while 15 per cent believed it was OK for males to pressure a girl for sex if they were both drunk. An Australian youth culture of binge drinking and “hook ups” seem to be other factors driving violence against women. Each year at ANU there is disturbing evidence that attitudes condoning harassment of females, are having outcomes in terms of male student verbal, online and physical actions against females.

Addressing such attitudes is a key part of a preventative approach to stop violence on campus. The recent merger of the former Divisions of Residential and Campus Communities with the Division of Student Services to form the new Division of Student Life is assisting us in this process. It has allowed us to take a holistic approach bringing the expertise for example developed in individual residential halls to bear across the whole student experience. For instance, Heads and Deputy Heads of residences are now offering student leadership training developed in individual residences to all student leaders regardless of whether they are from residences or not.

ANU student leaders of all descriptions now have access to a wide range of training opportunities designed to ensure that they have the skills to intervene in situations where safety may be at risk. For some student leaders, such as Senior Residents, such training is mandatory. An underlying principle in all this training is the value of bystander intervention. We are doing everything we can to empower ANU students to proactively intervene and call out unacceptable behaviour as a way of creating a safer campus. For in the memorable words of Chief of Army, Lieutenant General David Morrison, AO, “the standard you walk past is the standard you accept.”

In terms of driving cultural change, ANU is blessed to have a student body with outstanding leadership characteristics. A key aspect of ANU’s approach to creating a safe campus has been building up the capacity of our student leaders. The case study in attachment 2 of our approach to dealing with allegations of sexual assaults provides a good example of our focus on building up the capacity of our student to deal with safety issues.

An extraordinary example of individual leadership is presented in attachment 3 – a recent article in the ANU student newspaper Woroni. In it Elise Horspool concludes: 

*It was not my fault. I am not guilty for being sexually assaulted by a stranger. I am strong enough, and so are you. Together we need to stop victim-blaming and trivialising sexual assault. We need to make ANU a safer place for both on and off campus students. We need to make ANU a community where people feel safe, not only physically but mentally to voice their experiences. We need to empower women and allow them to feel safe, supported and brave.*

Another example of outstanding ANU student leadership is the ANUSA ‘Safety on Campus’ campaign of July-October 2014. This student run campaign made great use of social media with the theme of ‘Our campus: make it safe’ and a range of awareness events including ‘the Pledge’ campaign, which aimed to shift understandings of violence away from a victim-blaming culture, and work to ensure a campus that is safe for all students. The year the Pledge campaign will occur in week 3 of Semester two and the following week ANUSA is running a “Sex and Consent Week” to create greater awareness around the issue of consent.

The University will assist ANUSA evaluate their Semester two activities to further improve our O-week activities next year. The PVC(SE) is in discussions with the ANUSA Women’s Department and White Ribbon Australia about the idea of month long campaign at the beginning of first semester next year. The possibility of such a campaign being a coordinated one with Canberra’s four universities and/or the Group of Eight is also being considered.

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1 Elissa Doherty Herald p13 May 8th 2015 citing study carried out by “Or Watch”.
2 Defined by one commentator as sex “between two people who are not dating or in a serious relationship and do not expect anything further.”
3 His speech is at [https://www.youtube.com/watch?v=QaqpoeVgr8U](https://www.youtube.com/watch?v=QaqpoeVgr8U)
A key task in any strategy to make ANU safer is reaching all students. ANU’s virtual Griffin Hall provides an important means to provide support to 350 Canberra based students. The pastoral key support network in place in this Hall provides a means like the Senior Residents in the “brick and mortar” residences to get support. The ANU hopes to create more such virtual halls to improve support for more students living off-campus.

Lesbian, Gay, Bisexual, Transgender, Intersex, Queer (LGBTIQ) Issues

Universities are places where individuals need to have the freedom to safely express who they are. As attachment 1 outlines many LGBTIQ* students and staff at ANU currently do not feel able to express who they are. Open-ended responses in this report highlight the difficulties some students feel to “come out” in our campus residences “to be wholly and absolutely the person you want to be”. This survey completed by 214 participants in 2014 revealed close to 25% had personally experienced cases of homophobia and or transphobia at ANU.

In response to the survey ANU has taken a range of steps to address issues on campus for LGBTIQ students. The Ally program (a non-expert network of people who support the University's stance on making this an environment where all people can safely work and study free of harassment or discrimination), provides training for ANU staff and students in LGBTIQ issues. The program has been moved from University Accommodation into the Access and Inclusion section of the Division of Student Life. To facilitate its work, Access & Inclusion have partnered with Pride in Diversity (Pride in Diversity is Australia’s first and only not-for-profit workplace program designed specifically to assist Australian employers with the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI) employees), to develop a LGBTIQ strategy to support this work.

In 2015, ANU has also:

- Increased education programming for staff and students with a focus on LGBTI understanding, awareness and how can be a more inclusive and accepting community.
- Included Ally training as a compulsory component of the residential training program.
- Attempted to have at least one trained Ally in every ANU Academic College.
- Developed an Ally database to keep track of Allies on campus.
- Developed an Ally website to showcase program and Allies

Alcohol on campus

Excessive alcohol consumption is often associated with anti-social behavior with some rare occasions of violence on campus. In an attempt to create a culture of responsible drinking a suite of policy and procedure changes have been put in place at ANU. The Application to hold a Functions on Campus procedures have been updated. In consultation with the delegate, the Director of Facilities and Services, major policy changes have been instigated particularly around O-week. More alcohol free events are being held and multiple drinking events (aka pub-crawls) will not be approved. Major O-week events this year such as the Burgmann Hall “Toga Party” and the ANUSA Friday night concert occurred without many of the alcohol related problems of past years. Organisers of a previously annual major event that had typically involved heavy drinking prior to “Toga” were refused permission to hold their event this year.

ATTACHMENTS

18.1 Personal and Observed Experiences of Homophobia and Transphobia at the ANU (125/2015).

*For definitions of each term in this acronym see [http://www.anu.edu.au/students/get-involved/leadership/ally-network](http://www.anu.edu.au/students/get-involved/leadership/ally-network)
18.2 Approaches to dealing with allegations of sexual assaults.
18.3 Relevant recent articles available online in ANU’s Student newspaper Woroni

1. Elise Horspool - I am Brave. I am #NotGuilty Woroni May 5th 2015
2. Richard Baker – Preventing Unwanted Sexual Attention in our Community Woroni March 31st 2015

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

The following text is proposed to be included in the “Council News” update released to staff and students through the On Campus e-newsletter and the Council website:

Creating a safe and respectful campus for students at ANU

The Council members have discussed the broad range of approaches ANU is taking to try and address issues and attitudes around sexism, racism, homophobia and transphobia at the University, offering their feedback to senior management. These attitudes can underpin violence and anti-social behaviour experienced by some of our students. The University’s approaches are guided by a strategy of understanding our susceptibilities; a focus of training students in leadership positions; and as part of this, a focus on bystander training. ANU is committed to addressing these issues on campus and is showing national leadership to attempt to address systemic issues in our society.
A Current State of Affairs

Personal and Observed experiences of Homophobia and Transphobia at ANU

ANUSA Queer* Department
Personal and Observed Experiences of Homophobia and Transphobia at the ANU

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CRICOS Provider No. 00120C
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Executive Summary

As part of the “Our Campus, Make It Safe” campaign, the ANUSA Queer* Department conducted a survey to assess the current state of Homophobia and or Transphobia at the ANU. The survey looked at both personal and observed experiences of Homophobia and or Transphobia within ANU, awareness of support services and knowledge of available reporting mechanisms.

Overall the 4 week recruitment the survey had 214 participants including undergraduate students (72%), postgraduate students (12%) and staff (16%). The participants were predominantly female (65%) followed by male (32%) with the remaining 3% divided among participants identifying as Genderqueer, Agender or preferring not to specify. Of the participants 37% identified as something other than heterosexual including homosexual, bisexual, queer, trans*, intersex etc.

The key results are outlined below;

- ~25% of participants have personally experienced cases of homophobia and or transphobia at ANU.
  - Of those who experienced, 78% indicated having experienced verbal abuse, 2% physical abuse and 47% institutional homophobia and transphobia (i.e. asked to specify gender within binary).
  - 88% of those who experienced did not report their instances
  - 58% of those who have experienced homophobia and or transphobia have done so at an on campus residence.
- ~36% have observed cases of homophobia and or transphobia at ANU, with an additional 20% unsure.
  - Of these observations, 64% indicated having observed verbal abuse, 2% physical abuse and 64% institutional homophobia and transphobia (i.e. asked to specify gender within binary).
  - 57% of these observations of homophobia and or transphobia have done so at on campus residence.
- 78% of survey respondents indicated not being aware of mechanisms to report cases of homophobia and or transphobia on campus
- 49% of survey respondents indicated that there is sufficient conversation in terms of LGBTI inclusion at ANU.
- In regards to adequate support for LGBTI identifying students, 28% indicated yes, 27% indicated no and 45% were unsure.
- In regards to adequate support for LGBTI identifying students at on campus residences, 22% indicated yes, 21% indicated no and 57% were unsure
- In regards to adequate support for LGBTI identifying staff, 10% indicated yes, 16% indicated no and 74% were unsure.

While the survey has indicated areas for growth moving forward, it is important to note that the ANU has made significant improvements over the previous years and is taking the appropriate steps such as the restructure of the Ally program to a more long term sustainable model. Moreover, the ANU’s membership of Pride in Diversity as part of the Ally program will prove vital in addressing many of the areas of growth highlighted in this survey.
The following sets of recommendations have been outlined below to highlight potential ways to improve LGBTI support and inclusion and reduce instances of homophobia and or transphobia at ANU both in the short term and long term.

**ANUSA Queer* Department**

- Establish greater relationships with On Campus Residences and PARSA Equity Officer
- Establish network with student leaders at residences with a portfolio pertaining to LGTBI students.
- Increase communication of activities to broader audiences i.e. on campus residences through the above network, utilise position within ANUSA
- Foster a more inclusive environment and investigate mechanisms to engage and maintain new members.

**On Campus Residences**

- Promote greater awareness of LGBTI inclusion.
- Develop a benchmark for support for residences to strive towards.
- Host events promoting discussion of LGBTI issues.
- Investigate potential of gender free bathrooms.

**Ally**

- Inclusion of ‘Understanding LGBTI’ training in N-Week for all SR’s, RA’s, Residence Committees etc.
- Compulsory ‘Engaging Allies’ training for all CC’s, SR’s, RA’s etc. with a portfolio relating to LGBTI students.
- Compulsory ‘Engaging Allies’ training for ANUSA executive.
- Strongly encouraged if not required ‘Understanding LGBTI’ training for all tutors, lecturers and any staff with a strong interaction with students.

**ANU Support**

- Review of ANU policies and procedures to ensure LGBTI inclusion (ongoing)
- Update website content for counselling centre, division of student life, HR etc. to include specific information regarding LGBTI support and available services.
- Increased awareness of services for LGBTI identifying students, with specific focus on postgraduates.
- Increased awareness of services for LGBTI identifying staff.
- Foster opportunities for LGBTI identifying staff and allies to network.
Introduction

During semester 2 2014 the ANUSA Queer* Department conducted a survey to assess the current state of homophobia and or transphobia at the ANU as part of the “Our Campus, Make It Safe” campaign.

The survey considered the following areas;

- Personal and observed experiences of Homophobia and or Transphobia within ANU.
- Prevalence of reporting and awareness of reporting mechanisms.
- Perception of support for LGBTI identifying students and staff, including support at on campus residences.

For the purpose of the survey, LGBTI, Homophobia and Transphobia were defined as below;

**LGBTI**

An umbrella terms used to refer to people who identify as Lesbian, Gay, Bisexual, Transgender, Intersex or within the queer* spectrum.

**Homophobia**

Homophobia is the term used to describe the irrational fear, hatred, aversion to or discrimination against people who are homosexual, or same-sex attracted, or who are perceived to be homosexual or same-sex attracted. Three broad areas exist.

- Internalised Homophobia: Fear or hatred of homosexuality that exists inside one’s own mind.
- Interpersonal Homophobia: Homophobic speech and or actions of an individual towards others who are, or who are perceived to be lesbian, bisexual, gay, transgender or queer. Examples include: Violence, physical harassment, name calling, anti-queer hate crimes.
- Institutional Homophobia: The ways in which government, business, churches and other organisations discriminate against lesbian, gay, bisexual, transgender, and other queer (LGBTQ) people.

**Transphobia**

Transphobia more specifically deals with the intolerance of gender diversity. It is based around the idea that there are only two sexes – male or female, which you stay in from birth. And furthermore, that people who fit gender stereotypes (by sounding, looking or behaving like men and women are ‘supposed to’) are somehow better than those who don’t. It can be divided into the same broad areas as above.
Methodology

The survey consisted of 23 questions and was conducted via Survey Monkey. The questions were a combination of closed and opened answer, allowing participants to provide further comments if required.

Participants were recruited via social media (Facebook) and email. More specifically, emails were sent to all heads and deputy heads of on campus residences, division of student life and human resources. In addition, the survey was distributed through the Pro Vice Chancellor Student Experience Richard Baker and Acting Student Registrar Stephen Milnes networks.

Participants

The survey had 214 participants including undergraduate students (72%), postgraduate students (12%) and staff (16%). Further demographic information is provided below.
Results

Part 1: Demographics

Part 1.1: Self Identity

The participants were predominantly female (65%) followed by male (32%) with the remaining 3% divided among participants identifying as Genderqueer, Agender or preferring not to specify.

Of the 205 participants who answered this question 37% identified as something other than heterosexual including homosexual, bisexual, queer, trans*, intersex etc. (see Figure 2). Furthermore, it is important to note that there were a total of 239 responses to this question, indicating that numerous participants self-identified with more than one category.

In regards to those respondents who indicated none of the above, the following terms were provided as alternatives to describe their identities.
- Asexual
- Pansexual
- Asexual, grey-romantic
- Homoromantic asexual
- Radical Lesbian

In addition one participant answered with the following “I am not defined by my gender nor sexual orientation”.

Lastly, in terms of the self-identity of the respondents 1.4% identified as being of Aboriginal origin and 6.3% identified as being an international student.

**Part 1.2: ANU Identity**

![Figure 4 Distribution of undergraduates, postgraduates and staff (1)](image1)

![Figure 4. Distribution of undergraduates, postgraduates and staff (2)](image2)

The largest group to complete the survey was undergraduate students (72%), followed by staff (16%) and postgraduate students (12%). Furthermore, the results indicate that of those respondents, 29% were in their first year at ANU, with 54% indicating being later year students. Note as this question did not allow for identification as a postgraduate this 54% is assumed to be inclusive of postgraduate students.

![Figure 5 Academic colleges distribution](image3)
In view of Figure 5 it can be seen that majority of survey participants either study or work within the College of Arts and Social Sciences (37%), with the College of Physical and Mathematical Sciences and College of Medicine, Biology and Environment tying for the second highest response rate at 13% of survey participants. It is important to note that this question had 272 responses, which reflect the high prevalence of double degrees at the ANU.

In regards to staff members, responses from the following areas were received.

- Division of Student Life
- On Campus Residences
- School of Art
- Division of Student Services
- Division of Student Recruitment and Admissions
- Student Administration
- School of Music
- Accommodation Services
Part 2: Personal Experiences

In view of Figure 6, it can be seen that approximately 25% of students indicated personally experiencing homophobia and or transphobia at ANU. While these cases predominately included verbal abuse (78%) or institutional homophobia and or transphobia (47%) as seen in Figure 7, a small (2%) of cases included physical abuse.
Of particular interest are the areas in which these instances occurred as seen in Figure 8. The results indicate that of these personal experiences, 58% occur within an On Campus Residence setting. This area as a whole has approximately double the frequency compared to that of the next highest area being Class with 31% of cases being reported to have occurred in this setting.

It is important to note that the term On Campus Residence encompasses a diverse set of communities and may not be reflective of them as a whole. As such, it is recommended that further investigation into each area be undertaken.

In terms of those effecting homophobia and or transphobia, the results indicate that the majority of cases are experienced from students (76%). This may be attributed to the high prevalence of cases experienced occurring at on campus residences. However, it is still important to note that 15% of cases were identified as to having been experienced by staff and another 15% were unsure as to who they experienced homophobia and or transphobia from.

In regards to reporting, only 9% of cases were reported with 87% of cases not doing so. The remaining 4% preferred not to specify. It is important to note that the survey did not collect information as to whom the 9% of reported cases were referred to and is recommended for future work.

Part 2.1: Personal Stories

Table 1 below includes some of the personal stories provided in the survey. See appendix for full list. Note that to maintain the anonymity of respondents, any information potentially enabling identification has been censored.
Table 1 Partial list of personal stories.

<table>
<thead>
<tr>
<th>#</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I used to go to [redacted] before relocating to [redacted] because it was just so awful there. There was one girl and one boy in third year who were openly gay and it was a really, really big deal. A sort of pseudo-acceptance and conditioning of them as the token &quot;gays&quot; in the community. I believe that they then used this to justify the use of derogatory terms such as gay, faggot etc. that were disproportionately and inappropriately prevalent in their regular vernacular because they &quot;didn't really mean it. I mean, look how nice we are to those two.&quot; It was not until I moved into [redacted] that I experienced a community where not only did homophobia no exist but you could be wholly and absolutely the person you wanted to be and people would love you all the more for it. 2 in 317 people at [redacted] were openly homosexual and never once did I hear the word transgender instead of &quot;he/she&quot; and &quot;tranny&quot;. At [redacted] our differences are embraced, regardless of what they are and we see these differences as unifying, and characteristics that bring us together as equals. In my opinion, the culture of institutionalised homophobia and transphobia at [redacted] [redacted] was the most aggressive and damaging that I have ever experienced despite my conservative, wealthy Catholic background. Although not relevant to this survey, this extended to incredible sexism, misogyny and a victim shaming culture. I am so lucky to have to been given the opportunity to experience how truly good and genuine people behave at [redacted].</td>
</tr>
<tr>
<td>2</td>
<td>Just brazen comments like &quot;that's so gay&quot; and second hand stories of an intense 'old boys culture' at certain colleges like [redacted]</td>
</tr>
<tr>
<td>3</td>
<td>Having students yell faggot at me from a distance on campus. Having a friend next to me move to sit next to his girlfriend and then have someone query as to whether the reason he moved was because he didn't want people to think he was gay by association.</td>
</tr>
<tr>
<td>5</td>
<td>The male bus driver for the [redacted] shuttle bus made some queerphobic comments, making several queer students uncomfortable. Low level but still unpleasant.</td>
</tr>
<tr>
<td>8</td>
<td>Lots of my friends are homophobic without realising it - obviously not to me (I'm straight) but to other friends. It's not so much a phobia but distaste or being uncomfortable around homosexuals, and they would never admit to being homophobic. They are generally international students from conservative backgrounds. The majority of the time, there is a very accepting attitude towards homosexuals, I feel.</td>
</tr>
<tr>
<td>14</td>
<td>Slurs about lesbians made by male residents at [redacted]</td>
</tr>
<tr>
<td>16</td>
<td>In regards to ANU Sport - multiple homophobic comments made by members of one of the ANU teams. These include such comments as &quot;Look at that car, you might as well scream I suck dick&quot; and drinking songs such as &quot;Drink it quick you prick or you suck a lot of dick&quot;. Although I don't think the comments were meant to be homophobic, they send a message that &quot;sucking dick&quot; i.e. being gay is equated with being stupid or less 'manly'. In regards to halls of residence, there were multiple incidences in 2012 of a similar nature - comments made by older male students that were not meant to be homophobic but still sent across the same message. This includes calling others &quot;cock suckers&quot; - it was always them calling their friends these names but it was done very loudly and in public and it made one of my homosexual friends quite uncomfortable. There was a particular incidence that was more blatant in 2012 - my homosexual friend went up to drink with this group of older males - he went to shout a round for 2 of them and one of them said &quot;Don't you think that's a bit weird, a gay guy buying me a drink?&quot; My friend was quite distressed after this incident and felt uncomfortable being around that group for the rest of his time at college.</td>
</tr>
</tbody>
</table>
| 17 | I get stared at when I use bathrooms, and was aggressively confronted by a student once on campus. She stopped me from entering the bathroom, claiming "this bathroom is for females". I responded with "excuse me?" and stood my ground. She stared at me for a moment and then ran away. The NGA has been the worst place for this kind of harassment, being mocked and laughed at for using the bathrooms. On one occasion, a woman started yelling "this is for women, this bathroom is for women" repeatedly when I entered. I realise the NGA is not part of the ANU, but I had weekly lectures and tutorials there all of last year. I haven't reported these incidents, as I am a mature age student, and am used to being told to suck it up or be more 'normal'. I have to say, this behaviour is rare
at the School of Art, and appears to only come from visitors to the Gallery there. I have not been confronted there, only stared at. Outside the SOA, I tend to use bathrooms that are out of the way and attract less traffic. I won't use the bathrooms at the ANU Bar.

I am an older single woman unmarried childless eccentric and determined on getting a good postgrad qualification. My work is not taken seriously and my reasons for being at uni are not taken seriously. It is assumed I am here just to fill in time until something else takes my fancy. I am not given info or other support the younger students get about financial and academic supports, like conferences or teaching opportunities.

Staff ignorance to students who are in the process of transgender. The conversation I found ignorant and was offended by the discussion which I did speak out to the discussion about their ignorance and intolerance of people who do not fit into their ideal gender boxes. Eventually lost two friends from the discussions.

I want to make it clear that I am lucky enough not to have been physically assaulted, and even though I've been verbally assaulted, it's been in situations where safety was close at hand. The phobias that I am discussing are pervasive and hidden for the most part- it isn't anything as obvious as a hate crime. In public spaces, the homophobia and transphobia I've witnessed are more like vandalism (destroying GLBTIQA advocacy items, vandalism of the Queer* Space, graffiti in the toilets) and people using GLBTIQA words as insults (e.g. calling another person 'gay'), or public posters with an oppositional political/religious stance. I've been verbally abused from afar before (e.g. people shouted at from a car for being a "fucking dyke"). I've also witnessed erasure in both staff and student spaces, which is symptomatic of privilege ignorance. For example, the casual dismissal of a same sex partner or a sudden cessation of questions about your personal life from certain people after they find out. There is also instances of group gossip and shock jockey testimonies shared amongst staff and students, where they might reference a story about a trans* person as weird, use words like "tranny", or get some kind of titillation from outing them. Usually I am in the practice of calling out rather than reporting. I think calling out addresses the issue directly, establishes with them my stance, and demonstrates the humanity in the people they are teasing, where reporting is simply bureaucratic washing- they'll take the reprimand but not the lesson. Lastly, I feel that this University has rampant institutionalised homo- and transphobia. Things like demanding binary genders on every form, in every student system, in classrooms, in lessons- I've seen this time and again. I've also seen the University respond extremely poorly to people who question this, and seen students basically told to stay quiet if they want to pass when they've made grievances.
Part 3: Observed Experiences

In comparison to personal experiences, it can be seen in Figure 9 that 35% of respondents indicated yes to having observed instances of homophobia and or transphobia at the ANU. Furthermore, a further 20% of respondents indicated being unsure of whether their observations constituted homophobia and or transphobia and as such the overall prevalence within ANU may be higher than survey indicates.

Figure 10 Figure 7 Types of homophobia and or transphobia observed
In terms of categories of homophobia and or transphobia observed, the results (Figure 10) indicate that it is primarily verbal abuse (64%) and institutional (64%). Similar to personal experiences, the results indicate a small (2%) of observed cases incorporating physical abuse.

In regards to where these observations occurred, the results do not indicate any notable differences from those outlined in Figure 8 for personal experiences of homophobia and or transphobia. As can be seen in Figure 11, On Campus Residences are still the predominant location with 57% of observed cases occurring in these settings.

In terms of those effecting homophobia and or transphobia, the results indicate that the majority of cases observed were of students (72%). Moreover, 12% of cases were identified as to having been experienced by staff and another 25% were unsure as to who they observed effecting homophobia and or transphobia.

In regards to reporting, participants were asked whether they were aware of how to report cases of homophobia and or transphobia at the ANU with 78% of respondents indicating that they were unaware.
Part 4: Support

A key component of the survey was to assess the perception of support in terms of LGBTI inclusion at the ANU.

In regards to the perception of adequate conversation of LGBTI inclusion at the ANU, the results indicate an almost even split with 49% of respondents indicating yes and 51% no.

A number of respondents provided further comments, of which the key ones have been included in Table 2 below.

Table 2 Comments regarding adequate conversation of LGBTI inclusion at ANU

<table>
<thead>
<tr>
<th>#</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>“I have no idea what LGBTI is”</td>
</tr>
<tr>
<td>2</td>
<td>“I don’t really see a need for this conversation at the university. The primary focus of ANU is to provide education and I don’t see it done differently for LGBT”</td>
</tr>
<tr>
<td>3</td>
<td>“Most aren’t even aware of Trans/Intersex people even existing”</td>
</tr>
<tr>
<td>4</td>
<td>“Before I joined Griffin Hall I had not heard anything about LGBTI around ANU, but since I have joined I have received a few emails/notifications about LGBTI at ANU”</td>
</tr>
<tr>
<td>5</td>
<td>“More than adequate i.e. too much emphasis on a relative non-issue”</td>
</tr>
<tr>
<td>6</td>
<td>“The Queer dept. is active and the ally program is broad, and general attitude is towards discussion.”</td>
</tr>
<tr>
<td>7</td>
<td>“The ANU should do more to promote its efforts in this area; it’d be great to have LGBTI members of the ANU community, current and future, feel like this is a safe environment for them.”</td>
</tr>
<tr>
<td>8</td>
<td>“There is little such discussion at the colleges”</td>
</tr>
<tr>
<td>9</td>
<td>“The Queer Dept. is a great start - but we need more inclusion of LGBTI in mainstream ANUSA politics and student policies etc.”</td>
</tr>
<tr>
<td>10</td>
<td>“Not within the staff I don’t believe there is, I wasn’t even aware there was a campaign in place and I think it would be great if staff received some training in inclusion”</td>
</tr>
<tr>
<td>11</td>
<td>“It’s getting better, but until instances of institutionalised homo- and transphobia disappear, until people feel comfortable coming out as trans* at work, until bringing your partner to a work Christmas party isn’t a cause of anxiety- then we can’t say it’s adequate, can we?”</td>
</tr>
<tr>
<td>12</td>
<td>“There is very little representation here, the community isn’t obvious, inclusive, welcoming or safe.”</td>
</tr>
<tr>
<td>13</td>
<td>“No clear information for GLBT staff, the email address on the ANU website <a href="mailto:ally@anu.edu.au">ally@anu.edu.au</a> doesn’t bounce back”</td>
</tr>
<tr>
<td>14</td>
<td>“As a Student Administrator I do not feel adequately informed on this matter”</td>
</tr>
<tr>
<td>15</td>
<td>“There appears to be significant efforts to inform the undergraduate population at ANU about GLBTI issues. This, however, does not transcend to the postgraduate level and there is nothing, if any, support/collectives for LGBTI identifying staff on campus.”</td>
</tr>
</tbody>
</table>
Part 4.1: Students

In view of adequate support for LGBTI identifying students, 28% indicated yes, 27% indicated no and 45% indicated they were unsure.

A number of respondents provided further comments, of which the key ones have been included in Table 3 below.

Table 3 Comments regarding adequate support for LGBTI identifying students at ANU

<table>
<thead>
<tr>
<th>#</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>&quot;Ally network is good but seems to have disappeared with Luce.&quot;</td>
</tr>
<tr>
<td>2</td>
<td>&quot;Queer space is super great, as well as the ANU pride group.&quot;</td>
</tr>
<tr>
<td>3</td>
<td>&quot;There is no need to identify these members separately. They are just normal people.&quot;</td>
</tr>
<tr>
<td>4</td>
<td>&quot;I'm not out, so I feel going to any of the events will out me, so I don't go. But it still feels as though ANU Queer Department is the only support for LGBTI students.&quot;</td>
</tr>
<tr>
<td>5</td>
<td>&quot;Queer department isn't very visible, and is cliquey.&quot;</td>
</tr>
<tr>
<td>6</td>
<td>&quot;I feel as though there is more acceptance for students who are homosexual, heterosexual, bisexual etc., but less acceptance for students such as myself who are a less well known sexuality. I am homoromantic asexual and there is very little understanding of what asexual means. I have heard comments (generally from non queer* identifying students) telling me I am not &quot;queer* enough to identify as queer*&quot; and other comments telling me I should have sex in order to &quot;fix myself&quot;.&quot;</td>
</tr>
<tr>
<td>7</td>
<td>&quot;Again, relatively too many resources go towards support for LGBTI at the expense of other students who may or may not have greater need for support i.e. rural, international, mental illness, racism&quot;</td>
</tr>
<tr>
<td>8</td>
<td>&quot;Yes for LGB but a lot more could be done to support Trans, intersex and gender diverse students.&quot;</td>
</tr>
<tr>
<td>9</td>
<td>&quot;ANU needs to institutionalize a process which makes it easier for students who are transgender and are transitioning to update their records so they are not 'outed.' ANU currently will not let me update my name or gender in their records so I am outed whenever I email someone, and I am forced to inform every lecturer/tutor/administrator I engage with of my transition.&quot;</td>
</tr>
<tr>
<td>10</td>
<td>&quot;The counselling service seems to be the only support and they are stretched&quot;</td>
</tr>
<tr>
<td>11</td>
<td>&quot;I have many friends who identify as LGB and sought out the Queer society as a source of friendship and a safe place to talk. All but one had spoken to me about the toxic environment there. From what I hear you have to fit a certain mould of 'gay' or 'lesbian' or risk verbal abuse. And those who are bisexual were made to feel as excluded as they are by many hetero. I would like to comment on trans and intersex experiences but I am not friends with anyone who had disclosed that information to me.&quot;</td>
</tr>
<tr>
<td>12</td>
<td>&quot;There certainly needs to be more support provided in terms of professional and academic staff training in LGBTI matters. Just reading the intro to this survey was informative! I want more so that I am better adequate to support by being informed.&quot;</td>
</tr>
<tr>
<td>13</td>
<td>&quot;I know that there are a few groups on campus but I do not feel I have the knowledge of who to correctly send someone to&quot;</td>
</tr>
<tr>
<td>14</td>
<td>&quot;The ALLY program is a step in the right direction&quot;</td>
</tr>
</tbody>
</table>
Part 4.2: On Campus Residences

In view of adequate support for LGBTI identifying students at on campus residences, 22% indicated yes, 21% indicated no and 57% indicated they were unsure.

A number of respondents provided further comments, of which the key ones have been included in Table 4 below.

Table 4 Comments regarding adequate support for LGBTI identifying students at On Campus Residences at ANU

<table>
<thead>
<tr>
<th>#</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>“I am at Graduate House and don’t think that there is any specific support for LBTI-identifying students there.”</td>
</tr>
<tr>
<td>2</td>
<td>“Currently, I find that there are practically no Ally signs on people’s doors in college, while seeing them gives me hope and makes me feel not so alone”</td>
</tr>
<tr>
<td>3</td>
<td>“I can say at Burgmann and B&amp;G there definitely is but I cannot speak for any other residential colleges.”</td>
</tr>
<tr>
<td>4</td>
<td>“I don’t know about the other colleges but here at Johns I don’t think most people are comfortable coming out.”</td>
</tr>
<tr>
<td>5</td>
<td>“We need more dialogue about sexuality/gender so we can help students who are struggling with it, because unfortunately for me the only dialogue I did partake in was straight people from my college telling me I’d ‘get over it’ and that I was straight after all. I’ve become pretty confident in my sexuality as of late but coming out at college was really difficult, as apparently people were gossiping (and still do gossip) about it a lot. Being closeted at college was even worse - I can’t emphasise enough my fear and shame at being found out and how alone I felt. Obviously, as I wrote somewhere before, closeted people will always have these feelings but I really feel like if my college had a support network I would have felt so much safer.”</td>
</tr>
<tr>
<td>6</td>
<td>“SRs etc. are pretty great with this kind of stuff, but I’m not sure that it’s obvious this is an avenue or that they can talk about this kind of stuff.”</td>
</tr>
<tr>
<td>7</td>
<td>“In my first year I had several bad experiences with homophobia, although it was not usually directed toward me. I did not know who to speak to about this and only returned to my residence because my application to another was unsuccessful.”</td>
</tr>
<tr>
<td>8</td>
<td>“I have support from friends, and I assume from the college, but it has not yet been an issue”</td>
</tr>
<tr>
<td>9</td>
<td>“More could still be done for Trans, intersex and gender diverse students but this is an overarching problem, not specific to residential halls etc.”</td>
</tr>
<tr>
<td>10</td>
<td>“LGBTI issues or discussion have not happened once in the three years I have been at my residential hall, despite SRs being partially trained in supporting LGBTI residents.”</td>
</tr>
<tr>
<td>11</td>
<td>“That’s not to say it’s totally inadequate, there just needs to be consistency across all halls and colleges in regards to how the support network is designed. E.g.: once again, all halls and colleges should have access unisex bathrooms.”</td>
</tr>
<tr>
<td>12</td>
<td>“I think there should be a specific queer officer in every college- it’s so important!”</td>
</tr>
<tr>
<td>13</td>
<td>“Possibly, in the three years I have worked in a residence I have not had any complaints or enquiry regarding this issue. There are students and a staff member working with me who identify as Gay and it is just accepted.”</td>
</tr>
<tr>
<td>14</td>
<td>“From my experience, a hall/college is the most likely place for harm to occur as a combination of peer influence and a ‘glasshouse’ environment tend to make support harder to find, especially when the student support staff are often involved or turn a blind eye or diminish the severity of the harm (e.g. residential advisors, usually friends with perpetrators and/or staff). In a close environment like a college or hall, it’s almost impossible for student support staff to be independent and objective. Halls should hire an external counsellor or support staff who does not actually reside at the hall or college.”</td>
</tr>
</tbody>
</table>
Part 4.3: Staff

In regards to the perception of adequate conversation of LGBTI identifying staff at the ANU, 10% indicated yes, 16% indicated no and 74% indicated they were unsure.

A number of respondents provided further comments, of which the key ones have been included in Table 5 below.

Table 5 Comments regarding adequate support for LGBTI identifying staff at ANU

<table>
<thead>
<tr>
<th>#</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>“There is no need to identify these members separately. They are just normal people.”</td>
</tr>
<tr>
<td>2</td>
<td>“If staff were made more aware of and welcome at queer department events and the queer space, then that might help, but it's not the ANU Student Association's (Queer Department's) responsibility to support staff, the ANU itself should take more responsibility in ensuring inclusion of queer staff. I've never seen queer awareness events/posters for the staff but as I am not a staff member I can't be sure of the actual support they get.”</td>
</tr>
<tr>
<td>3</td>
<td>“I wouldn't know. As someone who is considering a career in academia it would be great to know what kind of support is offered by universities such as the ANU”</td>
</tr>
<tr>
<td>4</td>
<td>“I have been a staff member here and have never heard of any such programs or support services.”</td>
</tr>
<tr>
<td>5</td>
<td>“I don't know what the support available is, so I guess that in itself suggests the support needs to be better communicated”</td>
</tr>
<tr>
<td>6</td>
<td>“I don't know if there is any available for staff. I think it would be great for staff to get training on the available services and who would/could send people to if they have questions or concerns be they student or staff.”</td>
</tr>
<tr>
<td>7</td>
<td>“I can see that HR might provide some support, but it's never been made clear to me, and I've no idea how to find out. I suppose ALLY is technically there for staff, but how the program is there for staff is unclear. Needs more advertising.”</td>
</tr>
</tbody>
</table>
Part 5: Conclusion and Recommendations

This survey assessed the personal and observed experiences of homophobia and transphobia at the ANU and was the first to investigate such issues at ANU inclusive of both staff and students. Broadly speaking, the results indicate that we as an ANU community need to do more to support our LGBTI identifying support to prevent cases of homophobia and transphobia and promote LGBTI inclusion.

Of particular concern is the high prevalence of cases, including both personal and observed experiences occurring within an On Campus Residence setting. In addition, the results regarding the perception of support for LGBTI identifying students and staff are of concern as a significant number of respondents indicated they were unsure as to whether there was adequate support at the ANU. This in particular suggests that the ANU needs to take a more targeted approach in addressing LGBTI support and inclusion among the student (specifically postgraduate) and staff communities moving forward.

Reflecting on the role of the ANUSA Queer* Department in providing support for LGBTI identifying students, there is more that needs to be done in attempt to foster a more inclusive internal environment and increase awareness among the wider student body.

While the survey has indicated areas for growth moving forward, it is important to note that the ANU has made significant improvements over the previous years and is taking the appropriate steps such as the restructure of the Ally program to a more long term sustainable model. Moreover, the ANU’s membership of Pride in Diversity as part of the Ally program will prove vital in addressing many of the areas of growth highlighted in this survey.

The following sets of recommendations below outline potential ways to improve LGBTI support and inclusion and reduce instances of homophobia and or transphobia at ANU both in the short term and long term.

**ANUSA Queer* Department**
- Establish greater relationships with On Campus Residences.
- Establish network with student leaders at residences with a portfolio pertaining to LGTBI students.
- Establish close working relationship with PARSA Equity Officer
- Collaborate on events to increase awareness of Queer* Department
- Increase communication of activities to broader audiences i.e. on campus residences through the above network, utilise position within ANUSA
- Foster a more inclusive environment and investigate mechanisms to engage and maintain new members.

**On Campus Residences**
- Promote greater awareness of LGBTI inclusion.
- Develop a benchmark for support for residences to strive towards.
- Host events promoting discussion of LGBTI issues.
- Investigate potential of gender free bathrooms.

**Ally**
- Inclusion of ‘Understanding LGBTI’ training in N-Week for all SR’s, RA’s, Residence Committees etc.
- Compulsory ‘Engaging Allies’ training for all CC’s, SR’s, RA’s etc. with a portfolio relating to LGBTI students.
- Compulsory ‘Engaging Allies’ training for ANUSA executive.
- Strongly encouraged if not required ‘Understanding LGBTI’ training for all tutors, lecturers and any staff with a strong interaction with students.

**ANU Support**

- Review of ANU policies and procedures to ensure LGBTI inclusion (ongoing)
- Update website content for counselling centre, division of student life, HR etc. to include specific information regarding LGBTI support and available services.
- Increased awareness of services for LGBTI identifying students, with specific focus on postgraduates.
- Increased awareness of services for LGBTI identifying staff.
- Foster opportunities for LGBTI identifying staff and allies to network.
## Appendix

### Table 6 Full list of personal stories

<table>
<thead>
<tr>
<th>#</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>We got into a discussion about an author who at one point wanted to become a man. One of the students in the class put up his hand and wondered how she could be a lesbian if she had had multiple husbands. Discussion continued on that point, one person suggesting that she was attempting to mask her sexuality by marrying men, until the professor moved onto another point. The class seemed unable to conceive that a person wanting to become a man could still be attracted to men.</td>
</tr>
<tr>
<td>2</td>
<td>I used to go to [John XXIII College][John XXIII College] before relocating to [Bruce Hall][Bruce Hall] because it was just so awful there. There was one girl and one boy in third year who were openly gay and it was a really, really big deal. A sort of pseudo-acceptance and conditioning of them as the token &quot;gays&quot; in the community. I believe that they then used this to justify the use of derogatory terms such as gay, faggot etc. that were disproportionately and inappropriately prevalent in their regular vernacular because they &quot;didn't really mean it. I mean, look how nice we are to those two.&quot; It was not until I moved into [Bruce Hall][Bruce Hall] that I experienced a community where not only did homophobia no exist but you could be wholly and absolutely the person you wanted to be and people would love you all the more for it. 2 in 317 people at [John XXIII College][John XXIII College] were openly homosexual and never once did I hear the word transgender instead of &quot;he/she&quot; and &quot;tranny&quot;. At [John XXIII College][John XXIII College] our differences are embraced, regardless of what they are and we see these differences as unifying, and characteristics that bring us together as equals. In my opinion, the culture of institutionalised homophobia and transphobia at [John XXIII College][John XXIII College] was the most aggressive and damaging that I have ever experienced despite my conservative, wealthy Catholic background. Although not relevant to this survey, this extended to incredible sexism, misogyny and a victim shaming culture. I am so lucky to have to been given the opportunity to experience how truly good and genuine people behave at [Bruce Hall][Bruce Hall].</td>
</tr>
<tr>
<td>3</td>
<td>Just brazen comments like &quot;that's so gay&quot; and second hand stories of an intense 'old boys culture' at certain colleges like [John XXIII College][John XXIII College] or [Burgmann College][Burgmann College].</td>
</tr>
<tr>
<td>4</td>
<td>Several students at my college have a surprisingly blatant disregard for others personal opinions, which I link to social problems, consistently through around generally offensive terms regarding the LGBTI community, both applied specifically and also as similes, etc. They are an extreme minority, only a couple of cases, and I wonder whether the verboseness is as much about attention grabbing as it is about homophobia.</td>
</tr>
<tr>
<td>5</td>
<td>Having students yell faggot at me from a distance on campus. Having a friend next to me move to sit next to his girlfriend and then have someone query as to whether the reason he moved was because he didn't want people to think he was gay by association.</td>
</tr>
<tr>
<td>6</td>
<td>Mostly talk from people about a third party: &quot;Such a poof!&quot; &quot;So fucking gay&quot;. Nothing directed at myself, sometimes suspected people don't like me because I'm out as gay.</td>
</tr>
<tr>
<td>7</td>
<td>Not going to say the major cases, but hearing the phrase, &quot;That's so gay!&quot; is really quite hurtful.</td>
</tr>
<tr>
<td>8</td>
<td>The male bus driver for the [Bruce Hall][Bruce Hall] shuttle bus made some queerphobic comments, making several queer students uncomfortable. Low level but still unpleasant.</td>
</tr>
<tr>
<td>9</td>
<td>1) A lecturer discussing a case study mentioned that this patient was a lesbian but was 'not sure why she couldn't get a boyfriend' instead as she was 'pretty enough' 2) A patient's sexual orientation is only mentioned in class as a 'buzzword' for potential HIV infection/STIs. I suggested (in a class discussion) that a straight woman should be tested for HIV as part of a routine STI screen, was shot down as 'she's not gay'. 3) Sex differences between 'male' and 'female' pelvises were being discussed. I pointed out that it is a 'sex' difference, not a 'gender' difference, at which the class laughed. 4) Another case study about a baby with congenital adrenal hyperplasia (intersex condition). Many jokes were made at the baby's expense ('what even is it?!'). The case study ends with the child being referred for sex reassignment surgery (including clitoridectomy) at ~2 weeks old. There was no suggestion that this was not the correct way to 'deal' with intersex individuals.</td>
</tr>
</tbody>
</table>
**10**

Lots of my friends are homophobic without realising it - obviously not to me (I'm straight) but to other friends. It's not so much a phobia but distaste or being uncomfortable around homosexuals, and they would never admit to being homophobic. They are generally international students from conservative backgrounds. The majority of the time, there is a very accepting attitude towards homosexuals, I feel.

**11**

During a conversation between me and three other students, one student admitted he was confused about the pronouns one should use when referring to trans* people (at the time we were discussing the Eurovision win of Conchita Wurst). I and one other student told him it was a matter of personal preference, in the case of Conchita, her public figure was female and she preferred female pronouns. The student who was confused accepted this explanation, but the fourth student disregarded this, saying that "he has a beard, he's obviously a man." I have had problems with this particular student before, who has consistently referred to people who do not conform to the gender binary as "weird" and has also made sexist comments directed at cis women. He does not accept any criticism or explanations.

**12**

It's all casual queerpornia - comments about how bisexuality isn't real and that bisexuals are just 'confused' when people don't realise I'm bi myself, guys asking how many girls at certain colleges 'practise bisexuality', stuff like that. I also had someone tell me that they saw guys taking photos of me kissing a girl in public once, though I'm not sure if that was just a rumour. There's a lot of fetishisation and erasure of my identity. Though I will admit it's not an issue that is confined or exacerbated by being at ANU, I will also say that coming out at college was particularly scary given the rumour mill. I haven't gotten involved with queer collective before so it could just be that I haven't been looking hard enough but particularly at college I feel like there's a lack of support for queer people. It's really scary coming out when you're already at uni/college and I wish there'd been some sort of network to help me through it when I was dealing with it. I really felt like I had nobody to talk to about being bi while I was in the closet, and though this is/probably always will be a widespread feeling among closeted people, I definitely think we can/should do something about it!

**13**

I don't really consider myself homophobic and have may gay friends. However, I have had very little exposure to instances of transgender people and thus when I encounter these people I am unsure of how to react. I do not experience hatred toward them, just confusion or uncertainty. I once had to explain to someone about another person who was transgender. The subject of the conversation was something a lack of proper identification. I didn't know whether to feel guilty and let the situation slide, I didn't know what to say and how to describe the person - should I use the name on the licence or the name they told me in person, I kept interchanging between 'he' and 'she' and was just generally very confused. When I encounter trans people in everyday life, even just passing by them I have to make a conscious effort not to look at them and I don't know if I should then discuss it with other people that I'm with. I want to be entirely accepting but my brain is just not used to these situations and I don't know how I should be reacting. I'm not sure if this is what you're surveying exactly, but it's an aspect to consider.

**14**

Slurs about lesbians made by male residents at [redacted]

**15**

Simply observing the activities of others and their behaviour

**16**

In regards to ANU Sport - multiple homophobic comments made by members of one of the ANU teams. These include such comments as "Look at that car, you might as well scream I suck dick" and drinking songs such as "Drink it quick you prick or you suck a lot of dick". Although I don't think the comments were meant to be homophobic, they send a message that "sucking dick" i.e. being gay is equated with being stupid or less 'manly'. In regards to halls of residence, there were multiple incidences in 2012 of a similar nature - comments made by older male students that were not meant to be homophobic but still sent across the same message. This includes calling others "cock suckers" - it was always them calling their friends these names but it was done very loudly and in public and it made one of my homosexual friends quite uncomfortable. There was a particular incidence that was more blatant in 2012 - my homosexual friend went up to drink with this group of older males - he went to shout a round for 2 of them and one of them said "Don't you think that's a bit weird, a gay guy buying me a drink?" My friend was quite distressed after this incident and felt
| 17 | I get stared at when I use bathrooms, and was aggressively confronted by a student once on campus. She stopped me from entering the bathroom, claiming "this bathroom is for females". I responded with "excuse me?" and stood my ground. She stared at me for a moment and then ran away. The NGA has been the worst place for this kind of harassment, being mocked and laughed at for using the bathrooms. On one occasion, a woman started yelling "this is for women, this bathroom is for women" repeatedly when I entered. I realise the NGA is not part of the ANU, but I had weekly lectures and tutorials there all of last year. I haven't reported these incidents, as I am a mature age student, and am used to being told to suck it up or be more 'normal'. I have to say, this behaviour is rare at the School of Art, and appears to only come from visitors to the Gallery there. I have not been confronted there, only stared at. Outside the SOA, I tend to use bathrooms that are out of the way and attract less traffic. I won't use the bathrooms at the ANU Bar. |
| 18 | I think a lot of homophobia doesn't actually come from strangers- it's comes from friends and family. Sometimes it can be as subtle as someone not contacting you because you are in a same sex relationship, or friends commenting that you "act a bit too gay" or friends saying they feel uncomfortable with you and your partner's relationship (all of these things have happened to me). I think that it is a misnomer that it is always strangers that make you feel unwelcome or less than. |
| 19 | I am an older single woman unmarried childless eccentric and determined on getting a good postgrad qualification. My work is not taken seriously and my reasons for being at uni are not taken seriously. It is assumed I am here just to fill in time until something else takes my fancy. I am not given info or other support the younger students get about financial and academic supports, like conferences or teaching opportunities. |
| 20 | There's been a number of instances where this has occurred: - People making offhand comments, most commonly occurring on residence, at sports games. - Not feeling comfortable holding a partner's hand. PDA or mentioning to people that I am in a same-sex relationship. - I haven't personally experienced it but there is a significant lack of gender neutral bathrooms across campus. |
| 21 | There was some people talking about how god does not like guy people in the library. It was a very conservative Islamic person. I tried to explain how this was not the case but he was adamant. |
| 22 | Staff ignorance to students who are in the process of transgender. The conversation I found ignorant and was offended by the discussion which I did speak out to the discussion about their ignorance and intolerance of people who do not fit into their ideal gender boxes. Eventually lost two friends from the discussions. |
| 23 | I want to make it clear that I am lucky enough not to have been physically assaulted, and even though I've been verbally assaulted, it's been in situations where safety was close at hand. The phobias that I am discussing are pervasive and hidden for the most part - it isn't anything as obvious as a hate crime. In public spaces, the homophobia and transphobia I've witnessed are more like vandalism (destroying GLBTIQ advocacy items, vandalism of the Queer* Space, graffiti in the toilets) and people using GLBTIQ words as insults (e.g. calling another person 'gay'), or public posters with an oppositional political/religious stance. I've been verbally abused from afar before (e.g. people shouted at from a car for being a "fucking dyke"). I've also witnessed erasure in both staff and student spaces, which is symptomatic of privilege ignorance. For example, the casual dismissal of a same sex partner, or a sudden cessation of questions about your personal life from certain people after they find out. There is also instances of group gossip and shock jockey testimonies shared amongst staff and students, where they might reference a story about a trans* person as weird, use words like "tranny", or get some kind of titillation from outing them. Usually I am in the practice of calling out rather than reporting. I think calling out addresses the issue directly, establishes with them my stance, and demonstrates the humanity in the people they are teasing, where reporting is simply bureaucratic washing-they'll take the reprimand but not the lesson. Lastly, I feel that this University has rampant institutionalised homo- and transphobia. Things like demanding binary genders on every form, in every student system, in classrooms, in lessons- I've seen this time and again. I've also seen the University respond extremely poorly to people who question this, and seen...
<p>| | |</p>
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<tbody>
<tr>
<td>24</td>
<td>A student in a class I was teaching expressed homophobic views. I explained that those views were homophobic, and that those types of language and ideas were not acceptable in our class.</td>
</tr>
<tr>
<td>25</td>
<td>Christian group claiming gay is wrong and shouldn't exist because it's against god's will. Christian friend in [REDACTED] said loudly gay is wrong. Reasoning as above.</td>
</tr>
</tbody>
</table>
Approaches to dealing with allegations of sexual assaults

Improve reporting
A key approach to dealing with alleged sexual assaults is encouraging reporting. A key focus of our leadership training has been to create a culture on campus of reporting of such incidents and providing support for all involved. Detailed procedures encouraging students to report are publicly available at http://www.anu.edu.au/students/services/health-wellbeing/sexual-assault-support.

As outlined in the Dean of Students' annual report (http://www.anu.edu.au/dos/reports.php) in 2014, nine allegations of unwanted sexual attention on and off campus were reported to the Dean of Students. Each of the nine reported cases has been addressed, as is University policy, with an emphasis on ensuring the ongoing safety of students and access to ANU and external support services for the parties involved.

Review of Policies and procedures
In 2014, ANU completed a review of policy and procedures for responding to allegations of sexual assault on campus. A Staff Protocol for responding to an allegation of recent sexual assault was developed. A response to any allegation of sexual assault is treated with utmost care, and confidentiality is respected at all times. The response includes support being provided to all involved, including access to counselling from our professional student counselling team and external support groups like the Canberra Rape Crisis Centre. All incidents are formally recorded, monitored and reported on.

Training programs
ANU provides detailed training programs for students. A key underlying principle of our training is the bystander intervention approach to empower students to step-up and call out inappropriate behaviour. In terms of sexual assault awareness another key message is that in a high proportion of incidents it is not a stranger but a known person that is the perpetrator.

A training program for ANU Division of Student Life staff and student leaders was delivered in July 2014. Speakers included staff from the Canberra Rape Crisis Centre, ANU Counselling and Health, and ANU Residential Halls.

In November, Dr Shannon Spriggs (Research Fellow, Griffith University's Key Centre for Ethics, Law, Justice and Governance) came to ANU and presented the ‘Mentors in Violence Prevention’ train the trainer program. The aim of the program was to provide staff and students with training to assist in the development of a positive bystander-intervention culture at ANU.

Following the recruitment round of student leaders for 2015, a full day of training was held to prepare students leaders for events that they may be organising and managing during the 2015 academic year. Approximately 380 student leaders attended the day. The training covered responding to unwanted sexual attention and bystander interventions strategies including a presentation from the Canberra Rape Crisis Centre. Details of training students received can be accessed at: http://aomevents.com/media/files/AACUHO/Collection%20Handouts%20Mansfield.pdf

This year, all commencing residential students were required to attend the O-week “Unismart” session which had a key focus on safety on campus and respective relationships.

Awareness raising
In August, the PVC (Student Experience) participated with student representatives in a panel on “Sex and Consent” run by the ANU Women’s Department. ‘Great Sex’ workshops were organised by the ANU Students Association, focused on developing a common
understanding of what consent means. Four sessions were held in different residences on campus.

The knowledge and experience gained through all the above listed activities has been shared with other universities and residential colleges. For example, the PVC (Student Experience) took part in a joint presentation with the ANUSA Women’s Officer and the Head of ANU Security on ‘Enhancing Student Safety at ANU’ which was presented at the Campus and Student Security Conference held at the University Melbourne during 2014.

ANU Legal Office
Is playing a national leadership role in this area. It sponsored a session at the 2014 Society of University Lawyers on the issue and Alison Tibell from ANU led the session. Ken Grime, University Counsel, has also attended meetings in the USA around their Title IX responses to the issues of sexual assaults on campus.

Creation of online resources
The ANU Counselling Centre has developed some online resources for students dealing with crisis and trauma - http://counselling.anu.edu.au/online-resources that include: “Responding to Family, Friends and Colleagues Affected By A Traumatic Event”:


“A Guide to Responding to an Allegation of Sexual Assault” can be found on the ANU website under Student Leadership: http://www.anu.edu.au/students/services/health-wellbeing/sexual-assault-support
PART 5 – OTHER MATTERS FOR NOTING

*C 19 - 21. Confidential to Council Members
22. FRAMEWORK FOR INTERNATIONAL ARTICULATION AGREEMENTS

PURPOSE
To provide an update to Council on the establishment of a framework for international articulation agreements.

PREPARED BY
Deputy Vice-Chancellor (Academic)

REVIEWED BY
Deputy Vice-Chancellor (Academic)

APPROVED BY
Deputy Vice-Chancellor (Academic)

SPONSOR
Deputy Vice-Chancellor (Academic)

RECOMMENDATION
That Council note the proposed framework for international articulation agreements.

ACTION REQUIRED
For discussion ☐ For decision ☐ For information ☑

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

Coursework Admissions and Awards Committee (11 March and 29 April 2015) provided feedback and endorsed the key principles and framework for international articulation agreements.

University Education Committee (22 May 2015)

BACKGROUND
In 2015, the establishment of a framework for international articulation agreements has been identified as a priority. The attached paper provides a summary of the proposed framework and principles for international articulation agreements.

ATTACHMENT
22.1 Framework for International Articulation Agreements (133/2015).

COMMUNICATION
For public release ☐ For internal release ☐ Not for release ☑
Framework for International Articulation Agreements

Background

In its 2013 summary of findings as part of the ANU application for reregistration, the Tertiary Education Quality and Standards and Quality Agency encouraged the university to continue its efforts to identify and address gaps in international policy.

In 2015, the establishment of a framework for international articulation agreements has been identified as a priority.

An international articulated degree is a partnership between ANU and an international partner university, which offers students the opportunity to start their degree off shore with the international partner, and complete the degree at ANU. Only one degree is conferred upon the student, and the partnership is formally recognised by both institutions through an institutional agreement.

International articulated degrees are created for a cohort of students, with the long-term prospect of receiving significant numbers of students into the ANU program during the course of the agreement. This enables ANU to build a steady stream and pre-known quantity of international students into the specific program minus the intermediary efforts of agents. However, it is acknowledged that some articulations may be established to attract small cohort of very high achieving students.

The key principles for international articulations before University Education Committee at present are:

1. The award of one degree awarded by the receiving institution is acknowledged through an agreement between institutions.
2. The admission requirements, including academic performance and standard ANU English levels are outlined in the agreement.
3. The program of study and the course credit structure is agreed between the institutions and outlined in the agreement so that students are clear on credit transfer arrangements and the expected duration of the degree. ANU is responsible for ensuring the equivalence of transfer credit, and regular review of these standards at the partner institution.
4. The program of study will generally be formatted as 2+2, 3+1 or 3+2 at the undergraduate level or 1+1 at the graduate level.
5. The program should build to a minimum of ten (10) students expected per annum after two years of commencement. This requirement can be negotiated as part of the annual health check, if the overall outcomes of the program are proving beneficial and cost effective.

Clearly articulated academic and corporate approval processes have been developed, as well as a template agreement for the standard models described below. These are designed to support academics as they discuss potential agreements with other universities, and to expedite approval processes. Non-standard program proposals require a full description and business case to be approved by both the academic and corporate streams of the University’s governance.

Basic models

Figure 1: International articulated degree program Model A – Undergraduate

In this model, students undertake 2 years of study at the home institution, which transfers as 1 year at ANU. They complete an equivalent of years 2 and 3 at ANU.
In Model B, students undertake 3 years of study at the home institution, which transfers as 2 years at ANU. They complete an equivalent of year 3 at ANU.

For Model C, students undertake 3 years of study at the home, which transfers as 2 years at ANU. They complete an equivalent of year 3 at ANU and an Hons/R&D year.

Graduate

Figure 3: International articulated degree program Model C – Undergraduate

For Model C, students undertake 3 years of study at the home, which transfers as 2 years at ANU. They complete an equivalent of year 3 at ANU and an Hons/R&D year.

Graduate

Figure 4: Model D: Graduate
23. UNIVERSITY SUBSIDIARY ENTITIES QUARTERLY PERFORMANCE REPORTS

PURPOSE
To note the reports on subsidiary entity operations for the quarter to 31 March 2015 and the projected results to 31 December 2015.

PREPARED BY
Chief Executive Officer, ANU Enterprise Pty Limited
Corporate Accountant, Finance & Business Services

REVIEWED BY
Deputy Director, Finance & Business Services

APPROVED BY
Chief Financial Officer

SPONSOR
Executive Director, Administration and Planning

RECOMMENDATION
That Council note the quarterly financial report of the University subsidiary entities (107/2015).

ACTION REQUIRED
For discussion □ For decision □ For information ✓

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

BACKGROUND
Section 17(3)(d) of The Australian National University Act 1991 as amended states "The Council must not delegate its powers to monitor its commercial activities, and its subsidiaries and any other entities that it controls, to the extent required to ensure they do not have any significant adverse impact on, or pose an unreasonable risk to, the University’s finances and operations." In addition to this requirement section19 (c), (d), and (e) of the Public Governance, Performance and Accountability Act 2013 (PGPA Act) requires Council to advise the Finance Minister and responsible Minister if and when Council makes a significant decision in relation to the entity or any of its subsidiaries; … or if Council becomes aware of any significant issue that may affect the University or any of its subsidiaries.

The University is represented on the respective subsidiary entity Boards by senior staff of the University who are charged with representing the University in the strategic decisions and operations of each entity.

The attached reports from the Chief Executive Officer of ANU Enterprise Pty Limited (Attachment 23 (a) & (d)) and the Directors of BRU Holdings Pty Limited and SA2 Holdings Pty Limited (Attachment 23 (b), (c), & (e)) are provided for information.

SUMMARY OF ISSUES
ANU Enterprise Pty Limited

<table>
<thead>
<tr>
<th></th>
<th>2014 Actual $m</th>
<th>2015 Budget $m</th>
<th>2015 Projection $m</th>
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</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>28.9*</td>
<td>39.6</td>
<td>37.1</td>
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<tr>
<td>Total Expense</td>
<td>29.5</td>
<td>38.3</td>
<td>39.1</td>
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<tr>
<td>Net Result</td>
<td>(0.6)</td>
<td>1.3</td>
<td>(2.0)</td>
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</tbody>
</table>

* Includes $1.0m extraordinary revenue recognition of final sale proceeds from the disposal of ANU College to Study Group Australia.
The operations of ANU Enterprise Pty Limited (ANUE) group comprising ANUE, and its wholly owned subsidiaries Australian Scientific Instruments Pty Limited (ASI) and The Social Research Centre Pty Limited (SRC) are tracking behind budget – YTD deficit $0.9m compared to YTD Budget deficit $0.3m. The projected 31 December 2015 result is a deficit of $2.0m against a budget surplus of $1.3m. The variance of $3.3m is primarily attributable to the following factors:

- $1.8m of amortisation costs and unwinding of discount and tax benefit relating to the acquisition of the SRC that were not known at the time of preparing the 2015 budget;
- $0.6m relates to declining margins in the consulting business; and
- $0.9m relates to a revision in ASI due to the likelihood that the securing of a SHRIMP order originally budgeted in 2015 will most likely push out to 2016.

### BRU Holdings Pty Limited and SA2 Holdings Pty Limited

<table>
<thead>
<tr>
<th></th>
<th>BRU Holdings Pty Limited</th>
<th>SA2 Holdings Pty Limited</th>
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<tbody>
<tr>
<td></td>
<td>2014 Actual $m</td>
<td>2015 Budget $m</td>
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<tr>
<td>Total Revenue</td>
<td>8.0*</td>
<td>8.1</td>
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<tr>
<td>Total Expense**</td>
<td>9.3</td>
<td>8.5</td>
</tr>
<tr>
<td>Net Result</td>
<td>(1.3)</td>
<td>(0.4)</td>
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</table>

* 2014 Actual includes tax benefit of $0.2m and $3.7m for BRU Holdings and SA2 Holdings respectively – there has been no allowance for tax expense or benefit in the 2015 budget or projection data.

** BRU Holdings does not include expenses relating to fair value movement in associated swap arrangements whilst SA2 Holdings includes fair value movement of $11.7m in the 2014 Actuals with no change reflected in either the 2015 Budget or Projection.

BRU Holdings Pty Limited and SA2 Holdings Pty Limited continue to perform in accordance with business plan and expectations with occupancy levels of 94%-95% for the quarter and anticipated to increase to the 98%-99% levels as the year progresses. Projected year-end surpluses, before Shareholder Distributions and Swap impacts, of $0.5m and $0.5m respectively reflect an improvement against budget of $0.1m for BRU Holdings and $0.2m for SA2 Holdings

**ATTACHMENTS**

23.1 ANU Enterprise Pty Limited consolidated 2015 March projections (139/2015)
23.2 BRU Holdings Pty Limited 2015 March projections (140/2015)
23.3 SA2 Holdings Pty Limited 2015 March projections (141/2015)
23.4 ANU Enterprise Pty Limited March quarter update (142/2015)
23.5 BRU Holdings Pty Limited and SA2 Holdings Pty Limited March quarter update (143/2015)

**COMMUNICATION**

For public release □ For internal release □ Not for release ☑

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PART 5 – OTHER MATTERS FOR NOTING
## ANU Enterprise Pty Limited
### Consolidated Income Statement
#### 2015 March Projection

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<thead>
<tr>
<th></th>
<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
<th>2015 Projected $'000</th>
<th>$ Change 2015 to 2015 Budget $'000</th>
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<tbody>
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<td><strong>REVENUE FROM ORDINARY ACTIVITIES</strong></td>
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<td>National Institutes Funding</td>
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<tr>
<td>Research Block Grant Schemes</td>
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<td>Other Government Funding</td>
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<td>Tuition Fees</td>
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<td>International Student Fees</td>
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<tr>
<td>Domestic Student Fees</td>
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<tr>
<td>Fees and Charges</td>
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<tr>
<td>Consultancy and Contracts</td>
<td>5,952</td>
<td>4,833</td>
<td>20,889</td>
<td>32,339</td>
<td>31,527</td>
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<td>Other Revenue</td>
<td>1,178</td>
<td>965</td>
<td>6,853</td>
<td>7,056</td>
<td>5,408</td>
<td>(1,649)</td>
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<tr>
<td><strong>Total Revenue from Ordinary Activities</strong></td>
<td>7,130</td>
<td>5,798</td>
<td>27,742</td>
<td>39,395</td>
<td>36,935</td>
<td>(2,460)</td>
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<td><strong>EXPENSES FROM ORDINARY ACTIVITIES</strong></td>
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<tr>
<td>Employees (incl payroll tax and workers’ compensation)</td>
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<tr>
<td>Academic</td>
<td></td>
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<tr>
<td>Professional</td>
<td>3,751</td>
<td>3,596</td>
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<td>18,339</td>
<td>18,166</td>
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<td>Bad and doubtful debts</td>
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<tr>
<td>Write-down and Impairment of Assets</td>
<td>0</td>
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<td>389</td>
<td>0</td>
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<tr>
<td>Losses/(Gain) on disposal of assets</td>
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<td><strong>Total Expenses from Ordinary Activities</strong></td>
<td>7,143</td>
<td>6,431</td>
<td>27,708</td>
<td>35,702</td>
<td>34,745</td>
<td>(957)</td>
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<td><strong>Net Operating Result before Depreciation, Financing, Investments and Capital Grants</strong></td>
<td>(13)</td>
<td>(633)</td>
<td>34</td>
<td>3,693</td>
<td>2,190</td>
<td>(1,503)</td>
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<td><strong>Depreciation and amortisation</strong></td>
<td>368</td>
<td>278</td>
<td>1,358</td>
<td>1,478</td>
<td>3,279</td>
<td>1,801</td>
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<tr>
<td><strong>Net Operating Result before Financing, Investments and Capital Grants</strong></td>
<td>(381)</td>
<td>(911)</td>
<td>(1,324)</td>
<td>2,215</td>
<td>(1,089)</td>
<td>(3,304)</td>
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<td><strong>Finance Cost</strong></td>
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<td>150</td>
<td>383</td>
<td>233</td>
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<tr>
<td><strong>Net Operating Result before Investments and Capital Grants</strong></td>
<td>(381)</td>
<td>(911)</td>
<td>(1,324)</td>
<td>2,065</td>
<td>(1,472)</td>
<td>(3,537)</td>
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<tr>
<td><strong>Investments Related Revenue/Expenditure</strong></td>
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<tr>
<td>Investment Revenue (Dividend and Interest)</td>
<td>58</td>
<td>52</td>
<td>217</td>
<td>223</td>
<td>152</td>
<td>(71)</td>
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<td>Other Income (Realised Investment Gains/(Losses))</td>
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<td>Impairment losses - financial instruments</td>
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<td>Expenses arising from Joint Ventures and Associates</td>
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<td>Pension Payments</td>
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<td>Employee Superannuation Entitlement Expense</td>
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<tr>
<td><strong>Total Investment Related Revenue/Expenditure</strong></td>
<td>58</td>
<td>52</td>
<td>217</td>
<td>223</td>
<td>152</td>
<td>(71)</td>
</tr>
<tr>
<td><strong>Net Operating Result before Capital Grants</strong></td>
<td>(323)</td>
<td>(859)</td>
<td>(1,107)</td>
<td>2,288</td>
<td>(1,320)</td>
<td>(3,608)</td>
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<td><strong>Capital Grants</strong></td>
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<tr>
<td><strong>Net Result Before Tax</strong></td>
<td>(323)</td>
<td>(859)</td>
<td>(1,107)</td>
<td>2,288</td>
<td>(1,320)</td>
<td>(3,608)</td>
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<tr>
<td><strong>Income Tax Benefit/(Expense)</strong></td>
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<td>(23)</td>
<td>(444)</td>
<td>(1,003)</td>
<td>(652)</td>
<td>351</td>
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<tr>
<td><strong>Net Result from Continuing Operations</strong></td>
<td>(334)</td>
<td>(882)</td>
<td>(1,551)</td>
<td>1,285</td>
<td>(1,972)</td>
<td>(3,257)</td>
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<tr>
<td><strong>Result from Discontinued Operations</strong></td>
<td>1,000</td>
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<tr>
<td><strong>Net Result</strong></td>
<td>(334)</td>
<td>(882)</td>
<td>(551)</td>
<td>1,285</td>
<td>(1,972)</td>
<td>(3,257)</td>
</tr>
</tbody>
</table>
## BRU Holdings Pty Limited
### Income Statement
#### 2015 March Projection

<table>
<thead>
<tr>
<th>Source of Revenue</th>
<th>2015 Budget $'000</th>
<th>YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
<th>2015 Projected $'000</th>
<th>$ Change 2015 Projected to 2015 Budget $'000</th>
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<tbody>
<tr>
<td><strong>Revenue</strong></td>
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<tr>
<td><strong>REVENUE FROM ORDINARY ACTIVITIES</strong></td>
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<td></td>
</tr>
<tr>
<td>National Institutes Funding</td>
<td>1,929</td>
<td>1,968</td>
<td>7,732</td>
<td>8,016</td>
<td>8,009</td>
<td>(8)</td>
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<tr>
<td>HECS CGS</td>
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<td>Commonwealth Scholarships</td>
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<tr>
<td><strong>Total Revenue from Ordinary Activities</strong></td>
<td>1,929</td>
<td>1,968</td>
<td>7,732</td>
<td>8,016</td>
<td>8,009</td>
<td>(8)</td>
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<tr>
<td><strong>EXPENSES FROM ORDINARY ACTIVITIES</strong></td>
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<td>Academic</td>
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<tr>
<td>Professional</td>
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<tr>
<td>Services</td>
<td>843</td>
<td>777</td>
<td>3,303</td>
<td>3,140</td>
<td>3,040</td>
<td>100</td>
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<tr>
<td>Bad and doubtful debts</td>
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<tr>
<td>Write-down and Impairment of Assets</td>
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<tr>
<td><strong>Total Expenses from Ordinary Activities</strong></td>
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<td>Investments Related Revenue/(Expenditure)</td>
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<td>Investment Revenue (Dividend and Interest)</td>
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<td>Other Income (Realised Investment Gains/(Losses))</td>
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<td>Impairment losses - financial instruments</td>
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<tr>
<td>Expenses arising from Joint Ventures and Associates</td>
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<td>Pension Payments</td>
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<td>Employee Superannuation Entitlement Expense</td>
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<tr>
<td><strong>Total Investment Related Revenue/Expenditure</strong></td>
<td>10</td>
<td>20</td>
<td>46</td>
<td>40</td>
<td>74</td>
<td>34</td>
</tr>
<tr>
<td><strong>Net Operating Result before Capital Grants</strong></td>
<td>(37)</td>
<td>88</td>
<td>(1,558)</td>
<td>(414)</td>
<td>(283)</td>
<td>(78)</td>
</tr>
<tr>
<td>Capital Grants</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net Result Before Tax</strong></td>
<td>(37)</td>
<td>88</td>
<td>(1,558)</td>
<td>(414)</td>
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<tr>
<td><strong>Net Result from Continuing Operations</strong></td>
<td>(37)</td>
<td>88</td>
<td>(1,343)</td>
<td>(414)</td>
<td>(283)</td>
<td>(78)</td>
</tr>
<tr>
<td>Result from Discontinued Operations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net Result</strong></td>
<td>(37)</td>
<td>88</td>
<td>(1,343)</td>
<td>(414)</td>
<td>(283)</td>
<td>(78)</td>
</tr>
</tbody>
</table>
## REVENUE FROM ORDINARY ACTIVITIES
- National Institutes Funding
- HECS CGS
- Commonwealth Scholarships
- Research Block Grant Schemes
- Other Government Funding
- Tuition Fees
- International Student Fees
- Domestic Student Fees
- Fees and Charges
- Consultancy and Contracts
- Other Revenue

### Total Revenue from Ordinary Activities

<table>
<thead>
<tr>
<th></th>
<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
<th>2015 Projected $'000</th>
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<tr>
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<td>8,744</td>
<td>8,930</td>
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## EXPENSES FROM ORDINARY ACTIVITIES
- Employees (incl payroll tax and workers' compensation)
- Academic Professional Services
- Bad and doubtful debts
- Write-down and Impairment of Assets
- Losses/(Gain) on disposal of assets

### Total Expenses from Ordinary Activities

<table>
<thead>
<tr>
<th></th>
<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
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### Net Operating Result before Depreciation, Financing, Investments and Capital Grants

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<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
<th>2015 Projected $'000</th>
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### Depreciation and amortisation

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<th>2015 Budget $'000</th>
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### Net Operating Result before Investments and Capital Grants

<table>
<thead>
<tr>
<th></th>
<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
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<th>2014 Actual $'000</th>
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### Net Operating Result before Investments and Capital Grants

<table>
<thead>
<tr>
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<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
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### Investments Related Revenue/(Expenditure)

<table>
<thead>
<tr>
<th></th>
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<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
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<td>23</td>
<td>26</td>
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### Net Operating Result before Investments and Capital Grants

<table>
<thead>
<tr>
<th></th>
<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
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<tr>
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<td>(71)</td>
<td>40</td>
<td>(13,133)</td>
<td>(1,212)</td>
<td>(1,036)</td>
<td>(37)</td>
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### Capital Grants

<table>
<thead>
<tr>
<th></th>
<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
<th>2015 Projected $'000</th>
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<tbody>
<tr>
<td></td>
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<td>40</td>
<td>(13,133)</td>
<td>(1,212)</td>
<td>(1,036)</td>
<td>(37)</td>
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### Net Result Before Tax

<table>
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<tr>
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<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
<th>2015 Projected $'000</th>
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### Net Result from Continuing Operations

<table>
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<tr>
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<th>2015 YTD Budget $'000</th>
<th>2015 YTD Actual $'000</th>
<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
<th>2015 Projected $'000</th>
<th>$ Change 2015 Projected to 2015 Budget $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(71)</td>
<td>40</td>
<td>(9,410)</td>
<td>(1,212)</td>
<td>(1,036)</td>
<td>(37)</td>
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### Result from Discontinued Operations

<table>
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<tr>
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<th>2015 YTD Budget $'000</th>
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<th>2014 Actual $'000</th>
<th>2015 Budget $'000</th>
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<tr>
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<td>40</td>
<td>(9,410)</td>
<td>(1,212)</td>
<td>(1,036)</td>
<td>(37)</td>
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### Net Result

<table>
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<tbody>
<tr>
<td></td>
<td>(71)</td>
<td>40</td>
<td>(9,410)</td>
<td>(1,212)</td>
<td>(1,036)</td>
<td>(37)</td>
</tr>
</tbody>
</table>
Report to ANU Finance Committee

THREE MONTHS TO 31 MARCH 2015

PREPARED 4 MAY 2015
VISION INTO ACTION UPDATE

The ANUE 2015 Vision Into Action (VIA) plan accepted by the Board at the 9th December 2014 Board meeting is included below for your information.

Vision Into Action 2015 - ANU Enterprise

To provide ANU with a corporate environment for external engagement that allows the development and management of commercial activities for the benefit to Australian society, the University and its engaged staff.

Objectives

- Support and manage individual staff consulting opportunities
- Support and manage larger cross institutional and interdisciplinary based consulting
- Demonstrate capability and value as an identifier of external consulting & engagement opportunities
- Identify and engage active groups, Schools and Colleges active in consulting and related work
- Promote ANUE capability across areas of the University not currently engaged
- Communicate success to ANU & key stakeholders

Actions

- Promote ANUE capability across areas of the University not currently engaged
- Communicate success to ANU & key stakeholders
- Through the CEO’s and Boards of S & SRC monitor capability and capacity AIs & SRC to ensure that plant achieved
- Reduce cost base of ANUE consulting and supporting activities to match realistic revenue targets
- Review and structure skills, capability in line with refocused priorities
- Develop strong project management systems
- Improve quality management practices & systems
- Training program for project delivery and quality management

Key Performance Indicators

- Contribute $3M HERQC Category 3 & 3 research revenue for ANU
- Increase number of individual consulting contracts
- Revised consulting policy with ANUE as key provider
- Increase number of key internal ANU group relationships
- 3 documented case studies of supporting ANU areas
- Professional project & quality management systems in place
- Succession planning in place
- Costs in line with revenue
- Skill capacity matrix in place with revised management structure
- Customer relationship management tool applied
- ANU expertise database developed & in use
- Training program completions
- Annual revenue of $5M
- QF 30% for mature business, 25% average
- Consulting business maintains overall profitability
- Strategic external engagement plans for 4 Colleges/Divisions/ Centres completed
- Overall budget met
- Repeat contracts with Exxon secured
- 2 new executive education programs secured
- Integration of Resolution new product line
- Investment in design of new SHRIMP 4 instrument
- Investment in Research Development and Engineering projects to assist in technical marketing activities
- Securing between $2M-$3M of new capital
- Development of corporate and governance systems to support investment from ANUE
- Investment in marketing including appointment marketing and sales manager
- Development and implementation of marketing and sales strategy
- Secure orders in line with 2014 revenue budget or $5.78M
- Support SRC in delivery of its 2015 operational plan
- Maintain Melbourne HQ
- Consolidation of operations and relocation to new premises
- Establish presence within ANU
- Support and complement projects within Anue and be involved with management and governance of the Centre
- More operations to larger premises in Melbourne
- Undertake presentations to ANU areas of potential collaboration including CAP, Research School of Population Health (RSPH) and CS as well as CASS
- Secure orders in line with 2015 revenue budget or $5.8M

New Opportunities

- Evaluate facilities management as new business line
- For 2015 no other new opportunities will be actively pursued unless instructed by the shareholder.
- Business plan for facility management activity
Overview

The first part of Q1 concentrated on finalisation of the accounts for 2014, a non-trivial task given the complexity of transactions that took place during 2014, namely, finalisation of the sale of ANU College to SGA, the acquisition of SRC, the full operational separation of ASI and the realisation of the Lithicon investment.

The focus of operations has been consolidating the direction of the business units (ASI, SRC and Consulting). These are discussed further below. Key has been aligning the company to the ANU to better lever the capability of the University.

ANU College have served notice that they would like to take up the space on the 2nd floor occupied by ANUE by the end of the year requiring ANUE to look to move at mid-year. Space of the appropriate size has been located on level 2 of 121 Marcus Clarke Street. This will allow better integration with broader ANU activities and look for potential synergies across the Innovation portfolio. Target move will be mid-year.

The consolidated revenue for the year to date is $5.8M against a budget of $7.1M with a year to date loss after tax of $882k against a budgeted loss of $334k. The key reason for this is lack of booked orders in ASI and Consulting. Orders have been secured in both units and will start to be booked in the next quarter, however, pressure needs to be maintained to build front log. Costs in Consulting are running below budget and a cash management strategy under consideration for ASI.

The forecast year end Net Result will be a loss of $2.0M against an original budgeted profit of $1.3m. The variance of $3.3m is primarily attributable to $1.8m of amortisation costs and unwinding of discount and tax benefit relating to the acquisition of SRC that were not known at the time of preparing the 2015 budgets. $0.6M relates declining margins in the Consulting business and $0.9M relates to a revision in ASI due to the likelihood that the securing of a SHRIMP order originally budgeted in 2015 will most likely push out to 2016.

The consolidated balance sheet of the company is presently reasonably healthy standing at net assets of $24.9M of which $8.9M is cash.

ANU Enterprise Pty Limited – Consulting and Projects

Year to date Consulting has revenues of $1M against a budget of $2M and a current year to date loss of $248k against a budget profit of $30k. This needs to be considered against a front log of $3.6M that will be brought to book. This represents 40% of budgeted Revenue for 2015 already secured by the end of Q1. Cost for Consulting are currently $83k behind budget through salary savings.

The consulting team is being focused around three business lines at present:

- Executive Education
- International Development
Projects and consulting

These are backed up by a delivery team with the focus on quality and timeliness of delivery of projects.

The Gpfd project in Myanmar continues to be successfully delivered. Professor Andrew Walker has taken on a lead academic role for the project and is providing a key link to the overall ANU Myanmar strategy.

The successful DFAT Funded Africa short course program bid is now working towards contractual negotiations. The project finances have been reviewed in line with a request to reduce costs. The team have successfully managed to do this, but also increase margin at the same time, which is a good outcome for ANUE.

We are awaiting advice on the continuation of the Exxon project following successful completion of the extension to the existing project.

We have been working closely with Fenner School for the Environment assisting in submitting 3 proposals to Dept of the Environment for funding with a total value of $2.4M.

The Centre of Democratic Institutions project has been put on hold until July (following budget) with a view to also consolidate in some way with SSGM activities in CAP. Need to keep a watching brief.

Small DFAT funded projects to run conferences in PNG, Philippines and Bangkok have been successfully delivered. Whilst small, these create a potential business development opportunities.

There is an opportunity with Geoscience Australia (GA) to deliver a disaster risk management program in PNG. Whilst strong on the science and modelling they need support in the humanities and social science aspects of the program. There is a potential opportunity to use this to develop inter-disciplinary project between CAP and RSES.

DFAT have recently put out a tender to manage the recently announced Innovation Xchange. This is an attempt for DFAT to look at new collaborative ways of working with business to deliver aid, however, it appears that they do not have any notion of what this may look like. This is focused around a new program to deliver $20M aid in collaboration with business to the Pacific region. I believe this is a major opportunity that needs to be explored and I am following up ways to engage.

Work continues on supporting and expanding the individual consulting business.

A focus has been to target a few key areas of the ANU with which ANUE has an existing relationship. These include SSGM in CAP, Fenner School for the Environment, CASS and Crawford.
Australian Scientific Instruments Pty Ltd
The administrative separation of ASI from ANUE is now complete. The separation did cause a number of issues for the finalisation of the accounts. In particular the treatment of stock and the part impairment of the purchase of the Resolution product line. The auditors raised issues in relation to going concern for ASI which were resolved after a cost mitigation strategy and extension of the line of credit from ANUE was put in place. It was raised that if orders for the Resolution product are thin in 2015, then advice that a further impairment of the purchase may be made.

Orders remain thin and a big effort on marketing is now underway. There are 10 qualified opportunities for SHIMPs, each awaiting funding, 9 opportunities for resolution machines, 5 Alphacrons and 3 Resocrons. Three new Resolution machines have been secured this year. The year end forecast has been revised to reflect the likelihood of a SHRIMP order originally budgeted for 2015, being pushed out into 2016.

The revenue for the period Jan to Mar (YTD) is $605k with a loss of $715k against budgeted revenue of $852k and loss of $406k. The increased loss figure is due to delay in current orders and residual liability issues with regard to the separation not budgeted for. Current cash on hand is $1.8M, however, cash flow continues to be a concern and a control strategy is being managed.

Raising of new capital is progressing. Finncap in the UK and Halcyon Corporate in Melbourne are reviewing the IM with a view to assisting in finding strategic investors. CVC in Sydney, continue to be interested in the company. Following a recent visit and presentation to China by the ASI team, the NCS Testing Technology Co., Ltd have expressed an interest in taking a stake in the company which is being explored.

Social Research Centre Pty Ltd
SRC generated revenue of $3.8M YTD in line with budget. A net profit of $76k which was ahead of the forecast budget of $33k for the period to end March.

The total front log of booked and identified opportunities stands at from $41.76M an increase of $3.46M. Of this, $23.2M relates to 2015 and $18.5M beyond 2015.

SRC has now signed the lease for 277 William Street and fit out is occurring.

Prof. Michael Cardew-Hall
CEO
BRU Holdings Pty Limited and SA2 Holdings Pty Limited

Report to the University Finance Committee for the quarter ending 31 March 2015

BRU Holdings Pty Limited (Davey Lodge)

1. Davey Lodge has experienced occupancy rates of 95.01% for the first quarter of the year against a budgeted occupancy of 90%. The level of occupancy for the year is projected at 98.29% against budget of 97.04%.

2. Students have the option of entering into 48 or 52 week contracts and as at 31 March 79% of occupants had 52-week contracts with 21% on 48-week contracts. UniLodge management advise that the level of 52-week contracts is likely to increase during the year as students realise the benefits of not having to pack up their rooms at the end of the year.

3. The following commentary relates to the attached 2015 March projected Income Statement (Attachment 3.6(b)):
   a. Net result before tax is projected as a deficit of $0.3m against a budgeted deficit of $0.4m. These values do not include any movement impact of the associated swap instrument as this is reflected in the Other Comprehensive Income Statement. If we remove the impact of the payment made to the University via Shareholder Loan interest (represents a distribution of available cash to the University) projected and budgeted at $0.8m for the year the adjusted result would be a projected surplus $0.5m against a budgeted surplus $0.4m; and
   b. The significant movements from the 2015 budget to the 2015 projected result are as follows:
      i. Reduction in service related expenses of $0.1m with minor movements across a number of expense lines; and
      ii. Increase in investment revenues of $34k due to a higher than budgeted cash holding.

SA2 Holdings Pty Limited (Kinloch Lodge)

1. Kinloch Lodge has experienced occupancy rates of 94.16% for the first quarter of the year against a budgeted occupancy of 91.17%. The level of occupancy for the year is projected at 98.04% against budget of 97.29%.

2. Students have the option of entering into 48 or 52 week contracts and as at 31 March 78% of occupants had 52-week contracts with 22% on 48-week contracts. UniLodge management advise that the level of 52-week contracts is likely to increase during the year as students realise the benefits of not having to pack up their rooms at the end of the year.

3. The following commentary relates to the attached 2015 March projected Income Statement (Attachment 3.6(c)):
   a. Net result before tax is projected as a deficit of $1.0m against a budgeted deficit of $1.2m. These values do not include any movement impact of the associated swap instrument however it is noted that any movement will be reflected in the final Income Statement. If we remove the impact of the payment made to the University via Shareholder Loan interest (represents a distribution of available cash to the University) projected and budgeted at $1.5m for the year the adjusted result would be a projected surplus $0.5m against a budgeted surplus $0.3m; and
   b. There are no significant movements from the 2015 budget to the 2015 projected result.
24. REPORT ON RESEARCH GRANT APPLICATIONS

PURPOSE
To consider updates on major competitive grant applications, particularly Australian Research Council and National Health and Medical Research Council grant application numbers.

AUTHOR
Deputy Vice-Chancellor (Research)

REVIEWED BY
Deputy Vice-Chancellor (Research)

APPROVED BY
Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note the updates on application trends for Australian Research Council and National Health and Medical Research Council.

ACTION REQUIRED
For discussion ☐ For decision ☐ For information ☑

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

BACKGROUND
The Australian Research Council (ARC) and the National Health and Medical Research Council (NHMRC) are Australia's two most important funders of competitive research grants. ANU reported 2013 research income of $76 million for ARC, and $14 million for NHMRC.

In the annual grant cycle, January – April is the peak period for development and submission of key grant applications, including the majority of NHMRC project grant and fellowship proposals, and ARC flagship programs Discovery Projects, and Discovery Early Career Researcher Awards.

SUMMARY OF ISSUES
ANU is maintaining a strong position in the sector for ARC grants and fellowships. In the period January-April, ANU submitted 341 applications, compared to a Group of Eight average of 372.

ANU is well behind Group of Eight competitors for NHMRC grants and fellowships. In the period January-April, ANU submitted 111 applications, compared to a Group of Eight average of 411.

ANU health and medical research is small relative to competitors. Strategic initiatives were put in place in late 2014 and early 2015 to increase application numbers and support quality applications. Strategies include structured peer review of proposals, grant writing workshops targeted to early-career researchers, staff mentoring, and offers of temporary safety-net positions at the completion of fellowships.

While the success of these actions is judged by outcomes expected in October, NHMRC fellowship applications increased from 17 last year to 36 this year.

ATTACHMENT
24.1 ARC and NHMRC Submission Trends (144/2015)

COMMUNICATION
For public release ☐ For internal release ☐ Not for release ☑
ARC and NHMRC Submission Trends

(a) ANU submissions by specific scheme, 2012-2016 funding rounds

<table>
<thead>
<tr>
<th>Scheme</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARC Discovery Projects</td>
<td>240</td>
<td>236</td>
<td>265</td>
<td>240</td>
<td>239</td>
</tr>
<tr>
<td>ARC Discovery Early Career Researcher Awards</td>
<td>159</td>
<td>102</td>
<td>110</td>
<td>108</td>
<td>93</td>
</tr>
<tr>
<td>NHMRC Project Grants</td>
<td>57</td>
<td>62</td>
<td>66</td>
<td>67</td>
<td>71</td>
</tr>
<tr>
<td>NHMRC Fellowships</td>
<td>25</td>
<td>21</td>
<td>18</td>
<td>17</td>
<td>36</td>
</tr>
</tbody>
</table>

The College of Medicine, Biology & the Environment and the University has taken a number of steps in response to the Health and Medical Sciences Review, in order to increase volume and competitiveness of NHMRC applications. Key strategies include:

- Formalised peer-review of NHMRC and ARC grant and fellowship applications. Over 75% of all ARC Discovery and NHMRC Project applications this year have been reviewed by expert panels.
- College Policy for provision of strategic research funding for large-scale research initiatives such as ARC Centres of Excellence and NHMRC Centres of Research Excellence, matched by University strategic research development funding.
- The ANU College of Medicine, Biology and Environment established an Early Career Academic Development (ECAD) Committee in August 2014. Key initiatives are supporting an increase in NHMRC applications, including through establishment of a formal College Mentoring Program and NHMRC and ARC Early Career Fellowship Workshops.

(b) Number of NHMRC Fellowships Awarded to Group of Eight Universities, 2011-2015
(c) Number of NHMRC Project Grants Awarded to Group of Eight Universities, 2011-2015

(d) NHMRC submissions (Project grants and fellowships, excluding Program and Centre grants) compared to leading Group of Eight universities, 2013-2016
(e) Total Australian Research Council 2014 Outcomes
ANU is ranked 5th in the Group of Eight universities for total ARC funding announced in 2014 rounds (excludes Special Research Initiatives)

(f) Total National Health and Medical Research Council 2014 Outcomes
ANU is ranked 8th in the Group of Eight universities for total NHMRC funding announced in 2014 rounds.
*25. REPORT ON EXCELLENCE IN RESEARCH FOR AUSTRALIA 2015 SUBMISSION

PURPOSE
To receive a report on submission of University data for the 2015 Excellence in Research for Australia (ERA 2015) research quality evaluation exercise.

PREPARED BY
Executive Officer to the Deputy Vice-Chancellor (Research)

REVIEWED BY
Deputy Vice-Chancellor (Research)

APPROVED BY
Deputy Vice-Chancellor (Research)

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note summary information regarding the University’s Excellence in Research for Australia 2015 submission (132/2015).

ACTION REQUIRED
For discussion ☐  For decision ☐  For information ☑

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

BACKGROUND
Excellence in Research for Australia (ERA) is an Australian Government evaluation of the quality of research conducted at Australian universities. ERA has been run in 2010, 2012 and 2015.

ANU was ranked number 1 in ERA 2010 and ERA 2012, with Australia’s highest proportion of evaluated areas receiving ratings of “above world standard” and “well above world standard”.

SUMMARY OF ISSUES
ANU has completed submission of the ERA 2015 dataset. Outcomes are expected in November/December 2015. Attachment 1 provides a high level summary of the ERA 2015 submission data, and a comparison with the last two ERA exercises in 2010 and 2012. The ANU submission has been optimised to maximise the number of areas rated as “above world standard” (rating 4) and “well above world standard” (rating 5). The exercise does not assess individual staff members’ performance.

The submission contains a rich data-set of ANU research performance across disciplines and a full analysis is in progress as a key priority in the 2015 University Research Plan.

Four more disciplines are included for assessment than ERA 2012 (7 inclusions; 3 exclusions). New disciplines submitted are: (i) Inorganic Chemistry; (ii) Macromolecular and Materials Chemistry; (iii) Medicinal and Biomolecular Chemistry; (iv) Atmospheric Sciences; (v) Ophthalmology and Optometry; (vi) Performing Arts and Creative Writing; and (vii) Curatorial and Related Studies. Disciplines submitted for assessment in ERA 2012 that were not submitted in 2015 are: (i) Information Systems; (ii) Marketing and (iii) Other Chemical Sciences.

ATTACHMENT

COMMUNICATION
For public release ☐  For internal release ☐  Not for release ☑
## Summary of the data submitted and results for ERA 2010, 2012 and 2015

<table>
<thead>
<tr>
<th>Data Type</th>
<th>ERA 2010</th>
<th>ERA 2012</th>
<th>ERA 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Broad disciplines</strong></td>
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</tr>
<tr>
<td>Assessed 2-digit Fields of Research</td>
<td>20</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>Rated ‘well above world standard’</td>
<td>10</td>
<td>12</td>
<td>-</td>
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<tr>
<td>Rated ‘above world standard’</td>
<td>7</td>
<td>4</td>
<td>-</td>
</tr>
<tr>
<td>Rated ‘at world standard’</td>
<td>3</td>
<td>3</td>
<td>-</td>
</tr>
<tr>
<td>Rated ‘below world standard’</td>
<td>0</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td><strong>Specific disciplines</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assessed 4-digit Fields of Research</td>
<td>65</td>
<td>62</td>
<td>66</td>
</tr>
<tr>
<td>Rated ‘well above world standard’</td>
<td>31</td>
<td>27</td>
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<tr>
<td>Rated ‘above world standard’</td>
<td>20</td>
<td>28</td>
<td>-</td>
</tr>
<tr>
<td>Rated ‘at world standard’</td>
<td>13</td>
<td>7</td>
<td>-</td>
</tr>
<tr>
<td>Rated ‘below world standard’</td>
<td>1</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td><strong>Outputs</strong></td>
<td>18091</td>
<td>18614</td>
<td>22590</td>
</tr>
<tr>
<td>Total Outputs [6 years]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journal Articles</td>
<td>12369</td>
<td>12798</td>
<td>16130</td>
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<tr>
<td>Conference Papers</td>
<td>2318</td>
<td>2495</td>
<td>3010</td>
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<tr>
<td>Book Chapters</td>
<td>2787</td>
<td>2905</td>
<td>2916</td>
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<tr>
<td>Books</td>
<td>287</td>
<td>314</td>
<td>384</td>
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<tr>
<td>Non-Traditional Outputs</td>
<td>330</td>
<td>102</td>
<td>150</td>
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<tr>
<td><strong>Staffing</strong></td>
<td>1719</td>
<td>1759</td>
<td>1821</td>
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<tr>
<td>Total FTE as at 31 March of prior year</td>
<td></td>
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<td></td>
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<tr>
<td>Level E</td>
<td>296</td>
<td>317</td>
<td>304</td>
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<tr>
<td>Level D</td>
<td>209</td>
<td>221</td>
<td>206</td>
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<tr>
<td>Level C</td>
<td>288</td>
<td>300</td>
<td>297</td>
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<tr>
<td>Level B</td>
<td>361</td>
<td>421</td>
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<tr>
<td>Level A</td>
<td>316</td>
<td>257</td>
<td>283</td>
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<tr>
<td>Other Researchers</td>
<td>248</td>
<td>243</td>
<td>267</td>
</tr>
<tr>
<td><strong>Research Income</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Research Income [3 years]</td>
<td>$404,722,060</td>
<td>$501,680,858</td>
<td>$669,928,977</td>
</tr>
<tr>
<td>Australian Competitive Grants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Register Income (includes ARC, NHMRC)</td>
<td>$232,070,460</td>
<td>$232,641,334</td>
<td>$298,761,155</td>
</tr>
<tr>
<td>Other Public Sector, Industry, International and CRC Income</td>
<td>$172,651,600</td>
<td>$269,039,524</td>
<td>$371,167,822</td>
</tr>
<tr>
<td><strong>Applied Measures</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commercialisation Income [3 years]</td>
<td>$4,667,443</td>
<td>$10,440,975</td>
<td>$7,113,846</td>
</tr>
<tr>
<td>Patents [3 years]</td>
<td>13</td>
<td>15</td>
<td>62</td>
</tr>
<tr>
<td>NHMRC Endorsed Guidelines [3 years]</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>Esteem Measures</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Learned Academies Membership</td>
<td>187</td>
<td>181</td>
<td>198</td>
</tr>
<tr>
<td>Nationally Competitive Research Fellowships</td>
<td>211</td>
<td>298</td>
<td>269</td>
</tr>
<tr>
<td>Editors of Work of Reference</td>
<td>9</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>Statutory Committee Memberships</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Australia Council Grant or Fellowships</td>
<td>0</td>
<td>0</td>
<td>7</td>
</tr>
</tbody>
</table>
26. UNIVERSITY RESEARCH AND OPERATIONAL PLANS 2015

PURPOSE
To receive the University Research Plan 2015 and Research Operational Plan 2015.

PREPARED BY
Executive Officer to the Deputy Vice-Chancellor (Research)

REVIEWED BY
Deputy Vice-Chancellor (Research)

APPROVED BY
Deputy Vice-Chancellor (Research)

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note the University Research Plan 2015 (134/2015) and Research Operational Plan 2015 (135/2015).

ACTION REQUIRED
For discussion □  For decision □  For information ☑

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

BACKGROUND
The University Research Plan details the key strategies that underpin the draft research vision for ANU by 2025 endorsed by University Council in December 2014.

The 2015 University Research Operational Plan outlines the actions and performance measures and outcomes that will be used to monitor progress. The plan will be updated annually to reflect priorities that are aligned with the University strategic plan and operational goals.

SUMMARY OF ISSUES
The University Research Plan outlines the priorities for achieving research excellence research through:

1. Achieving critical mass and concentration in research disciplines of national importance
2. Meeting defined standards of research excellence
3. Training the next generation of researchers
4. Connecting research with innovation, application and commercialisation

These documents have been developed with the input of the University Research Committee, University Executive and Service Divisions and have been communicated to the University by the Deputy Vice-Chancellor (Research) in the monthly Research News sent to all academic staff.

ATTACHMENTS

COMMUNICATION
For public release □  For internal release ☑  Not for release □
Communication with staff has already occurred through the monthly Research News issued by the Deputy Vice-Chancellor (Research) to all academic staff.
Preamble

As Australia’s national and finest University, the University strategic plan is underpinned by:

• Research excellence of international significance in disciplines of national importance
• Innovative education for Australia’s next generation of thought leaders
• Public policy engagement leading the nation

Within the aim of Research Excellence, the University is committed to:

• Achieving critical mass and concentration in research disciplines of national importance.
• Meeting defined standards of research excellence.
• Training the next generation of researchers and articulating the characteristics and benefits of the University’s PhD offering.
• Connecting research with innovation, application and commercialization and having the capacity and an organisational culture that is responsive to addressing the changing Government agenda

The University Research Plan details the key objectives for 2015 that underpin the research vision outlined above. The attached Research Operational Plan outlines the strategies and performance measures and outcomes that will be used to monitor progress. The plan will be updated annually to reflect priorities that are aligned with the University strategic plan and operational goals.

Objectives

1. Achieve critical mass and concentration in research disciplines of national importance
   1.1 Determine the research areas of national importance and focus that justify strategic allocation of block grant funding
   1.2 Provide governance framework and strategic support for major research initiatives that build scale and focus
   1.3 Prioritise and invest in research infrastructure to support areas of research strength
   1.4 Develop Canberra Science and Research Precinct with key partners in ACT
   1.5 Establish and enhance relationships with Government Departments and Agencies, including DSTO, NICTA, AusAid

2. Meeting defined standards of research excellence
   2.1 Develop strategies to improve research citations with reference to world benchmarks
   2.2 Develop mechanisms to assess the quality of peer-review disciplines with reference to world benchmarks
   2.3 Position ANU for ERA 2018 with analysis of ERA 2010-12-15 trends and analysis
   2.4 Enhance selected international research partnerships in China, Europe & North America
   2.5 Develop narrative re quality and impact of ANU research to promote national role, research quality and reputation

3. Training the next generation of researchers
   3.1 Articulate defining characteristics of ANU PhD for recruitment
   3.2 Build the case for support for a large philanthropic gift for a national PhD programme
   3.3 Increase funding and optimise management of HDR scholarships funding to support high quality students
   3.4 Deliver tailored researcher training programs focused on improving satisfaction, supervision and completions

4. Connecting research with innovation, application and commercialisation
   4.1 Identify top 20 list of partners with whom ANU has existing/past relationships for development of new partnerships
   4.2 Identify and support bids to specific funding schemes with industry and business where ANU has most potential to increase and diversify funding base
   4.3 Develop strategy for involvement in new Government Industry Growth Centres and response to changing agenda
   4.4 Provide incentives that explicitly recognise and reward winning Category 2/3 grants and industry/business research
## Strategic Goal 1. Achieving critical mass and concentration in research disciplines of national importance

<table>
<thead>
<tr>
<th>2015 Strategies/Actions</th>
<th>Outcomes/Benefits/Measures</th>
<th>Exec Owner, Leads</th>
</tr>
</thead>
</table>
| 1.1 Define research areas of national importance that justify strategic allocation of block grant funding to ANU as defined in Commonwealth legislation | • Criteria and basis for determining research areas that are of national importance in place  
• Lead and lag research indicators for national research areas defined  
• Northern Australia research strategy and national role in the region articulated                                                                 | DVCR, SMG         |
| 1.2 Establish governance framework to prioritise, resource and provide strategic support for large scale research initiatives that build scale and focus | • Increased numbers of competitive applications for ARC Centres of Excellence (CE17), CRC (or successor programme) and equivalent schemes >$5-10M  
• Increased performance in health and medical research funding (all sources)  
• Research income awarded to ANU increases at a higher rate than the Go8 average | DVCR, PVCI        |
| 1.3 Invest in major research infrastructure to enable and support areas of research strength | • Funding strategy and priorities for ongoing support of NCRIS facilities developed  
• Integrated solutions to optimally manage and support Collections and Physical Samples (not digitised) and Datasets and digital archives (digitally stored and processed data) (refer goal 5.5) | DVCR, SMG         |
| 1.4 Develop ANU CSIRO and Canberra Science and Research Precinct | • Joint ANU-CSIRO Centre for metabolomics, phenomics and bioinformatics established and meeting KPTS specified in collaboration agreement  
• Priority areas for further engagement with CSIRO and ACT partners identified | DVCR, PVCI, Director RSD |
| 1.5 Evaluate relationships and opportunities with Departments and NICTA, DSTO, AusAid in context of current reviews and predicted policy changes | • Increased eligible Category 2 and 3 Australian Government & other contracts won | DVCR, PVCI, Director RSD |

## Strategic Goal 2. Meeting defined standards of research excellence

<table>
<thead>
<tr>
<th>2015 Strategies/Actions</th>
<th>Outcomes/Benefits/Measures</th>
<th>Exec Owner, Leads</th>
</tr>
</thead>
</table>
| 2.1 Develop strategies to improve research citations with reference to world benchmarks | • Colleges have research data and discipline specific tools/information that need to be considered to increase citations including impacts of  
  o open access research and open access data  
  o international collaborations and co-authorship  
  o data-bases, harvesting of research outputs & University research repository | DVCR, Director RSD, Univ. Librarian |
| 2.2 Develop strategies and mechanisms to assess the quality of peer-review disciplines with reference to world benchmarks | • Criteria and/or processes to establish international benchmarks for peer-review disciplines identified  
• Colleges have research data and information needed to increase quality in peer-review disciplines | DVCR, Director RSD, Univ. Librarian |
| 2.3 Undertake a full analysis of ERA 2015 submission | • Quality and quantity indicators of research performance at FoR level identified  
• Strategy for ERA 2018 submission in place from analysis of ERA 2010-12-15 trends  
• Appropriate metric-based research impact measures available in ERA to inform Government discussions and potential assessment of research impact alongside ERA identified | DVCR, Director RSD |
| 2.4 Develop international research strategy for University level engagement, with a focus in 2015 on Europe, China and North America | • Europe: partners to be developed in conjunction with the European Reference Group  
• China: elevated level of collaboration with 2 top University partners CAS and PKU  
• North America: key relationships with defence agencies/funders established | PVC.IO, DVCR, Director RSD |
### Strategic Goal 3. Training the next generation of researchers

<table>
<thead>
<tr>
<th>2015 Strategies/Actions</th>
<th>Outcomes/Benefits/Measures</th>
<th>Exec Owner, Leads</th>
</tr>
</thead>
</table>
| 3.1 Define ANU PhD for recruitment, including consideration of opportunities arising from the PhB, R&D degrees & summer scholars programs | • External marketing message about the defining characteristics of the ANU PhD developed.  
• University-level marketing of ANU PhD in August/September pre major scholarship round  
• Pathways to PhD defined including role of PhB program and the potential for a national PhD program | PVC.RRT  
Director Admissions  
Director Marketing |
| 3.2 Build the case for support for a large philanthropic gift for a National PhD programme | • Secure increased donor support for HDR students (refer goal 3.1) | PVC.RRT  
Director AR&P |
| 3.3 Optimal management of all sources of funding for HDR scholarships to support high quality students | • Transparent allocation and reporting on APA, IPRS, URS and Fee Remission scholarships  
• Agreements with priority international sponsors identified in 2014 signed  
• All HDR scholarships listed on single searchable data-base on student gateway for prospective students  
• Comprehensive list of all categories of HDR scholarships, and financial analysis, available | DVCR  
PVC.RRT  
CFO |
| 3.4 Deliver a tailored researcher training & development programme with a focus on (i) induction (ii) improving completions (iii) career support (iv) supervisor professional development. | • Increased satisfaction from commencing HDR students re induction and welcome to ANU  
• Increased completions, and reduced completion times, as a result of targeted writing programmes to support HDR students complete (Thesis Boot Camp; Shut-up and Write) implemented  
• Increased HDR student satisfaction with opportunities provided to learn about career options  
• Increased satisfaction with quality of supervision, and reduced levels of complaint to Dean of Students related to supervision issues | PVC.RRT  
Director Res Training |
| 3.5 Determine the model and implementation plan for HDR administration to align with 2015 budget cycle to commence in 2016 | • Improved administration processes for application, admission, enrolment and examination of HDR students that addresses dissatisfaction identified in staff survey  
• Policies and procedures to support business process development & academic decisions in place | DVCR  
Director SIG  
PVC.RRT |

### Strategic Goal 4. Connecting research with innovation, application and commercialisation

<table>
<thead>
<tr>
<th>2015 Strategies/Actions</th>
<th>Outcomes/Benefits/Measures</th>
<th>Exec Owner, Leads</th>
</tr>
</thead>
</table>
| 4.1 Identify top 20 list of industry/business partners with whom ANU has existing/past relationships and identify suitable future areas of potential interest to engage with ANU | • Lead ANU contacts to manage relationships appointed, and engagement strategy identified  
• Governance framework in place to prioritise, resource and support strategic research opportunities in place (refer to goal 2.2) | PVCI  
Director RSD |
| 4.2 Focus on specific funding schemes with industry and business where ANU has most potential to increase and diversify funding base | • Priority research areas and teams identified for applications to  
  o ARC ITRP (Hubs and doctoral training centres)  
  o NHMRC Development Grants (early proof-of-principle or pre-seed funding)  
  o New contracts, tenders, sources of industry funding | DVCR  
PVCI  
Director RSD |
| 4.3 | Develop strategy for involvement in new Government Industry Growth Centres & related new initiatives announced by Government | • ANU strengths and opportunities identified in the following areas: Food & agribusiness; mining equipment, technology and services; oil, gas and energy resources; medical technologies and pharmaceuticals; advanced manufacturing | DVCR, PVCI, Director RSD |
| 4.4 | Integrate Research & Innovation portfolio service support areas | • Single contracts team and large tender bids team in place to support researchers by College in negotiation, execution and post-award of contracts and large tenders • High level support available to researchers in discussions with partners re the costing & pricing of research contracts (refer to goal 5.2) • Increased recovery of full costs of research achieved | DVCR, PVCI, Director RSD |
| 4.5 | Incentives and recognition of researchers winning Category 2/3 grants is reflected in relevant ANU policies and financial support and rewards for research | • Promotion policies and new performance development framework explicitly acknowledge important contributions of winning Category 2 and 3 funding, as well as Category 1 • Strategic research funds available to seed new, larger scale Category 2 and 3 funding sources, especially those where ANU does not have a track record of securing funds • SMG to review and determine incentives & recognition in University budget | DVCR, SMG |

**RESEARCH PORTFOLIO/SERVICE DIVISION SPECIFIC GOALS**

**Strategic Goal 5. Administrative Systems and Support for ANU Researchers**

<table>
<thead>
<tr>
<th>2015 Strategies/Actions</th>
<th>Outcomes/Benefits/Measures</th>
<th>Exec Owner, Lead</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.1</strong> Decide on new Research Information Management System (RIMS) and develop business case for support by UICT</td>
<td>• Phased implementation plan and timeline for key deliverables from RIMS established and communicated • Interim plans for business as usual with ARIES and existing systems until new RIMS is fully implemented</td>
<td>DVCR, Director RSD</td>
</tr>
<tr>
<td><strong>5.2</strong> Implement the new costing and pricing policy and procedures, and Paid outside work (52 Day rule) across the University</td>
<td>• Streamlined process with increased efficiency and removal of duplication implemented • Consistent pricing on contract research, with improved indirect costs recovery in place across all Colleges and through ANU Enterprise • Increased category 2 and 3 HERDC eligible research income captured</td>
<td>DVCR, Director RSD</td>
</tr>
<tr>
<td><strong>5.3</strong> Establish a mobile, responsive research admin workforce RSD/Colleges overseen by the new Research Services Work Force Planning Group</td>
<td>• Specialist support for schemes provided and management of peaks/troughs in workload across year • Consistent PDs, coordinated selection and appointment processes across the University for all positions with a research management component implemented</td>
<td>DVCR, Director RSD</td>
</tr>
<tr>
<td><strong>5.4</strong> Deliver a framework for compliance with Defence Trade Controls Act</td>
<td>• High level Steering Committee and key ANU contacts in place to oversee and monitor the response • ANU fully compliant for Defence Trade Controls Act when it comes into effect May 2015</td>
<td>DVCR, Director RSD</td>
</tr>
<tr>
<td><strong>5.5</strong> Establish university-level governance and structure for managing key technologies that enable research &amp; researchers</td>
<td>• Effective and efficient processes and support for research data management, data storage and collaboration, high performance computing, and e-research tools/systems needed to support research • A portal with services and tools to support researchers delivered in phase 2 of web-site</td>
<td>DVCR, CIO/Director RSD</td>
</tr>
</tbody>
</table>
27. **ADMINISTRATIVE REFORM MEASURES – MAY 2015 REPORT**

**PURPOSE**
To note an update report on the implementation of administrative reform across ANU.

**AUTHOR**
Executive Director (Administration and Planning)

**APPROVED BY**
Executive Director (Administration and Planning)

**REVIEWED BY**
All Service Division Directors
Deputy Vice-Chancellors
Vice-Chancellor

**SPONSOR**
Executive Director (Administration and Planning)

| RECOMMENDATION | That Council note an update report on the implementation of administrative reform across ANU. |

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

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

Consultation has taken with Service Divisions Directors and College General Managers, in relation to the reform program of work, its staging, consideration of impacts and risk and benefit analysis.

**BACKGROUND AND SUMMARY OF ISSUES**

In May 2014, we presented a report, Attachment 28.1, to Council which summarised the administrative reform measures which had been implemented or which were in progress at the time. This report provides an update on the progress of some of those measures but also on new measures being undertaken:

1. **Automated and paperless**

**Electronic Records Management System**
The University will go live with its electronic records management system in May, scheduled for 25 May 2015. Until now, the University has maintained a paper based records management system. The deployment of the system has allowed the University to reduce records management staff by approximately $300k per annum but the major savings are the improvements in having instant access to files, reducing waiting time, time searching for records and duplicate paper based filing systems. The project cost will be ~$2M but this includes the digitisation of all current employee, student and research files so when the system goes live, users, University wide, will have immediate online access to these files.

**Budget Preparation**
In July-December 2014, the new budget calculation tool was deployed to automate the development of both the income allocation and expenditure budgets. The tool improved the speed of budget development by at least 2 months. Further work on other financial projection tools are continuing over the course of 2015.
ANU recruit – Online recruitment system
The processes for seeking approval to fill staff positions were previously paper based and had been identified as the most bureaucratic of existing University processes, requiring up to 9 signatures on paper forms. In September 2014, a new on line recruitment system, known as ANU Recruit, was implemented replacing all the existing paper based forms and streamlining this process.

Parking system
A new online parking system was launched in February 2015, replacing paper based permits with number plate recognition technology and introducing a smart phone application for pay as you go parking. The initiative eliminated the queuing related to manual applications and collection of parking permits across the University. Further consideration is now being given to the administration of infringement processing.

Travel
The University implemented a new online travel system using the Intelledox donated toolset in November 2014. Since that time over 4,000 travel applications have been processed online using the new process. This replaces a variety of paper based and semi electronic processes across the University and implements a consistent process for travel application and approval. A consequent benefit is that we now have comprehensive reporting on all travel being undertaken within the University. Implementation did expose significant data quality issues particularly relating to approval delegations which are being progressively corrected.

Pricing and costing
The process of costing research grants and affiliated processes to authorise individual grant applications was replaced by a new online tool, which was soft-launched in April 2015. The new process was built on a revised policy framework which included improved guidance to academic staff on both the recovery of overhead costs and the allocation of any surplus on commercial research.

HERDC Data Collection and Validation
The Higher Education Research Data Collection is an annual collection of research outputs for reporting to the Commonwealth. This collection period (happening now) we have implemented an online self-service tool for individual members of academic staff to verify their data. 25% of academic staff verified their data within the first 3 days of release. This addresses a previous process where over 100 designated publications coordinators personally worked with our 1600 academic staff to manually confirm their research outputs.

2. Consolidation of services

Website
The first phase of the new ANU website was implemented in November 2014 covering all the top level University sites. The second phase covering service division content is due for implementation in July 2015 and the business case for a third phase is currently under consideration. The implementation included the replacement of the website search engine with Google search, notable because the major criticism of the website was the failings of the old search engine. Administratively, a range of web management tools have been consolidated with much simpler processes for content updating by site owners. The overall University website is very large and the work done to date does not include college websites.

Finance Consolidation
In July 2014, it was agreed with the Deans that financial processing activity across the University should be centralised. The centralisation will deliver a 15% plus reduction in financial processing costs. The detailed implementation planning for this activity is currently underway. It is likely that the Colleges of Science and the Central Finance operations team will be first to consolidate into the new Finance Shared Services operation. This is currently scheduled for July 2015 with other Colleges and Service Divisions progressively moving over the remainder of 2015.

HR Transformation
The HR transformation project is concerned with the automation of all high volume HR processes - the aim is to significantly reduce workloads associated with HR processing. In July 2013 an audit of University forms was completed to identify the number and type of forms used throughout the University.
The audit identified 645 forms and 80% of these forms were paper-based. Of the identified forms, 150 (23%) were owned by HR, indicating a high number of manual processes exist within the function. These processes drive the high number of staff engaged in transactional HR work.

The project is using the Intelledox donated toolset and includes the automation of casual timesheets, annual performance development reviews, visitor applications, delegation assignments etc. It will also complement the implementation of the electronic records management system and the replacement of the payroll costing approval process. It is expected that the efficiency dividend will exceed 20%.

Security
The University has operated with a blend of in-house and outsourced security services. Using the change management processes set out in the Enterprise Agreement, the University has moved to outsource security services. Internal management capacity and supervision are maintained as is control room monitoring but security patrol staff have now been replaced with contracted staff. There are significant financial savings.

Management of Domestic Equities
The University is undertaking a process to appoint an external provider to take over the management of its domestic equities investment portfolio.

3. Customer Driven

Library Wireless Upgrade
The greatest student criticism of Library services has been concerned with wireless access in University libraries. A detailed mapping of wireless services in Libraries was undertaken in late 2014 and a major upgrade to wireless services in all five libraries was delivered over the 2014/2015 summer break.

Library Opening Hours
The Library undertook a trial in October 2014 of opening the Chifley Library 7 days a week, 24 hours a day. Usage by students was high and surpassed expectations. Small physical modifications to the Chifley Library are due for completion in May following which that Library will move to 24*7 operations during semester on an ongoing basis.

Telecommunications provider
The University has changed mobile telecommunications provider from Optus to Telstra, accessing Telstra under a Whole of Government contract. The changeover of mobile handsets is occurring at the end of April 2015. The major benefit is coverage improvement - Optus coverage on campus has been patchy and in some places extremely poor. However, the change also delivers a small financial saving to the University.

Archives database
The university has approximately 20 kilometres of archives including the University's own archives, the Pacific Research Archives, the National AIDS Archive Collection and the Noel Butlin Archives of Business and Labour. These collections are used by researchers from around the world. Online access was achieved using the Access to Memory (AtoM) software developed for the International Council of Archives. An open source solution, the ANU contracted for a small number of developments to improve the efficiency of record creation and use. Records for all collections are on the database, with 45% including item lists. Use of the collection, which is a national research resource, has increased significantly because of the access to records online.

Demand Driven Acquisitions (DDA)
DDA has been implemented in the Library. It offers immediate access and acquisition to around 50,000 eBooks from scholarly publishers based on direct request by users. The service was launched on 5 March. 169 titles have been purchased (downloaded by 3 or more users), 2537 titles have been used as short term loans (2 or less users have used the books). The service gives the Library the ability to make eBooks immediately available to all clients without having to download them one by one or raise individual orders. It has provided significant workflow improvements, with less manual intervention from library staff and a much better service for academics and students who have immediate access to these resources.
Policy website
Another area of major negative feedback from customers has been in respect of University policy and procedures as published on the University web site. A full cleanup of all published policies and procedures is currently underway.

4. Information Technology

University IT Network
A number of significant reviews of elements of the University IT network were undertaken during 2014. Following these reviews, a decision has now been made on the upgrading of the wireless network University wide and implementation is now being planned. Highest priority is core teaching and learning venues, and the seven ANU owned student residences to support on-campus/digital student experience.

There are more significant problems and opportunities in the wired network with hundreds of assets at end of life. A broad direction for renewal has been mapped out and an implementation plan is currently being developed.

Identity Management
A new identity management system was installed in 2014. During 2015, legacy identity systems are being progressively decommissioned and improvements in the governance and management of identity, access and passwords will be progressively implemented throughout the year.

HR Upgrade
The University’s Peoplesoft system (ERP) was upgraded in November 2014. The upgrade allowed for the removal of many longstanding custom modifications. The upgrade was outsourced to IT company, Wipro, and was delivered over 5 months, making it 4 times faster than Peoplesoft upgrades have typically taken, with consequent cost and productivity savings.

Syllabus Plus
A major upgrade to the University’s timetabling system was completed in April 2015 and will become live for second semester 2015.

Classroom Provision Improvement
Echo360 is the new recording technology for capturing lectures and making them available online to students. Over the summer break, it was installed in the top 26 teaching venues replacing an old and unreliable bespoke system. A further 40 installations will be undertaken in 2015 with the subsequent decommissioning of the DLD legacy system. Wireless infrastructure in these rooms is also being upgraded.

Beonics is a technology that uses sensors for counting people coming and going from venues. Beonics has been implemented successfully in the 33 most active teaching venues. This system, which does not capture any personal data, combines with the installation of the new lecture capture system and wireless upgrades to services in these venues. The technology provides us with real time constant monitoring of the number of students attending classes and utilisation information which is automatically matched to timetabled numbers to provide ongoing information on venue utilisation. It also replaces manual sampling processes previously in use with material administrative savings as a result.

ERA management tool
A new system was developed and deployed for collecting, analysing and optimising the University’s 2015 Excellence in Research Australia submission. The system operated much more smoothly than past processes in collecting and organising the data but the biggest improvement was is its ability to optimise the arrangement of information.

Research Information Management System
An evaluation process is currently underway for a new research management system. Evaluation is complete and a final recommendation for a new platform is currently being prepared.
Chemical Inventory System
The University is implementing a new system in 2015, ChemWatch, to provide a safe and efficient way to manage chemicals, particularly important to several schools across the College of Sciences. The new system replaced a bespoke system with a single point dependency.

5. Financial savings

Workspace
The workspace project is about standardising procurement and support of the University’s 12,000 desktop computers. A procurement decision was finalised in 2014, using the Australian Whole of Government procurement contract. Some 2,816 desktops have been rolled out under the new model in the Information Commons and the majority of Service Divisions. The roll out continues. The rollout is accompanied by the creation of a standard software operating environment and new centralised support models.

Self insurance
One of the major measures proposed in the budget solutions package of 2013 was that the University move to self-insurance for workers compensation. Our Comcare annual premium has increased threefold over the past 3 years and is now $11M per annum. The potential savings from self-insurance increase proportionately and may exceed $4M per annum.

A new Manager of Workplace Health and Safety was appointed in late 2014, a project manager for self insurance has also been appointed and an external independent desktop compliance audit of WHS practices against self insurance criteria have been completed. The business case for the project has been signed off and a project plan is in development. The implementation is expected to take 2 years.

Energy reduction
Another one of the key budget solutions expenditure reductions programs was in relation to energy use. A program of works is underway that includes streams on metering and measurement, building tune-ups, HVAC upgrades, lighting upgrades and PC energy usage. The project estimates savings of $1.7M per annum or over 15% reduction in energy use. The major cost is in replacing aged HVAC assets but the project aims at full payback over 4 years.

Motor vehicles
Tenders are currently open for the provision of motor vehicle pool cars using a third party provider. This is a first step in the transition of management of the motor vehicle fleet.

6. Flagship Service Improvement Projects

There are 3 major strategic improvement areas that have been endorsed by the Service Improvement Steering Committee, one is based around the Intelledox work and the other 2 are in progress and described below:

Intelledox and High Volume Student Processes
The focus of the Intelledox team in the first 6 months of 2015 is on high volume HR transaction processes which are due for completion in July 2015 and which have been discussed previously. On completion, the team is being reassigned to address high volume student processes over the second half of 2016.

Data integration
The University has so far identified over 70 IT systems currently in use at a more or less University wide level. There are very significant inefficiencies created by the failure of these systems to talk to each other and share data, resulting in considerable duplication of data entry and significant data quality issues. A business case is under development for the implementation of a real time data integration tool that will update data automatically between systems. A software procurement decision is expected by the end of 2015 with progressive implementation after that.

HDR processes
We have almost 3,000 HDR students and approximately 36 FTE of professional staff involved in administration of related processes. KPMG are currently undertaking a complete assessment of our
processes and governance of Higher Degree Research students and their report and recommendations for improvement will be provided in May allowing the University to make decisions re the optimal model for ANU to support HDR students mid-year.

7. Other Future Projects

Costing
A priority is to improve cost-based financial information. Efforts to recruit a full-time Cost Accountant were unsuccessful in late 2014 and the role is currently under recruitment again.

Financial reporting
Another major priority for 2015 is the overhaul of internal financial management reporting. Work on this has not yet commenced.

Finance system upgrade
A procurement process is currently underway for an upgrade of the Peoplesoft Finance system.

Load planning
A major input into the University budget is the estimation of student load. A new modelling framework for student load planning and a new schedule for quarterly updates of student load projections have been developed. The model will also allow Colleges to do scenario analysis and will integrate with the budget model.

Delegations
The University’s delegations framework and the IT systems that execute delegations have been a major problem in the roll out of new online systems. Inaccuracies, complexity and historic business practices have all contributed to significant difficulties. Accordingly, a further review of delegations and the systems infrastructure supporting delegations is presently underway.

IT Infrastructure Renewal/Refresh
A program of work has been approved to renew and refresh the University’s core IT infrastructure over the next 3-5 years. This includes projects such as network transformation, server consolidation, enterprise storage, single active directory, database reviews, IT disaster recovery, cloud strategy, managed print service and AV refresh.

8. Problems

While each reform implementation has its own specific problems, there are a number of recurring problems which are hampering the implementation of administrative reform measures including:

1. Poor data quality in systems. Time and again, the quality of data held in central systems has been exposed as poor when online processes are implemented or when shadow systems are removed.

2. Inadequate and/or uncoordinated customer communication. While there are specific measures in place to consider and manage communications with stakeholders as they relate to particular changes, there are still examples, where in hindsight communication has been inadequate or inaccurately targeted.

3. Delegations. As mentioned previously in this report, the complexity of delegations and inaccuracies in delegations systems has prejudiced many of the changes being undertaken.

At this point in time, the other major issue is that the cumulative effect of all of this change and particularly the demands on College and School staff is stretching the capacity of professional staff to cope. The items in this report are only those that relate to administrative reform, there are many other issues of University strategy, e.g. academic performance reporting which are also underway, and which also require staff time and assistance.

PART 5 – OTHER MATTERS FOR NOTING
9. Conclusion

The obvious question that arises from the work outlined in this report is the question of the total amount of savings achieved. Most of the impact of these programs will be on staff productivity and staff resources requirements.

The annual collection of data on professional staff time allocation used for the UniForum benchmarking process (with 18 other Universities) will provide information on the extent of savings but lags at least 18 months after the actual work is undertaken.

Monitoring of professional staff numbers and trends is also continuing.

Cost of services is also being monitored and will provide better information, but still with some lag, on actual savings achieved in non-staff expenditure reduction.

ATTACHMENT

27.1 Administrative Reform Measures, May 2014 Report.

COMMUNICATION

For public release ☐ For internal release ☑ Not for release ☑
Administrative reform measures – May 2014 Report

1. Introduction

This paper provides an update on administrative reform measures being undertaken by the University via three business transformation programs; the Service Improvement Program, Budget Solutions Program and University Information Communications Technology (UICT) Program in alignment with the strategic plan, ANU by 2020.

2. Current state

The University’s current administrative environment comprises of:

- processes and forms that are paper based and manual, with limited opportunities to access online self-managed services
- multiple administrative process ‘touch points’ resulting in too many layers for the customer to navigate
- inconsistent customer experience, and their limited involvement in providing input and assessing end to end services and processes
- organisational structures with layers of management in some areas and limited span of management control
- ambiguity around service delivery models for key administrative functions, and what services should be delivered from each layer of the organisation (Central, College and School)
- inefficient work practices and decision making due to a lack of system and data integration and various sources of data.

These findings were revealed in the Administrative Reviews (2012), Deloitte Report (2012), UniForum Benchmarking (2012 and 2013), Administrative Services Survey (2013) and Harnessing Service Capacity Study (2013). The administrative and support landscape needs to change in order to support and deliver on our research and education aspirations.

3. Transformation to a future state

The University has committed itself to transforming its administration towards a very different future state. A number of transformation programs have been developed to achieve this over a 2-3 year period (2013-2015). This includes three program of works; Service Improvement Program, Budget Solutions Program and ICT Program. Under this framework, projects have been delivered, or are in progress, that will contribute to achieving significant administrative reform.

At the end of this period, the University aims to go some way to achieve administration and support structures where:

- customers have a consistent experience across the University
- transactional processes are streamlined, automated and on-line with a focus on end to end solutions
- organisational structures and service delivery models are collaborative, cost effective, flexible and support research and teaching outcomes
- research, education and administration is enabled and supported by high quality infrastructure and technology
- decision making and organisational performance is informed by business intelligence through authoritative, consistent and reliable data sources.

The below tables highlight projects against key administrative reform themes; automated and paperless, consolidation of services and customer experience. This is not an exhaustive list or an update on all projects delivered across the campus, but rather provides a high level view and highlights.
### Automated and paperless

<table>
<thead>
<tr>
<th>Project</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable workflow (Completed)</td>
<td>The Accounts payable project utilises Optical Character Recognition (OCR) software and the finance system enhancements to streamline, standardise and automate the accounts payable workflow. ‘Go Live’ for the project was April 2014 and of approximately 100,000 manual and paper based transactions, over 85% have now been moved online.</td>
</tr>
<tr>
<td>Electronic Records Management System (ERMS) (In progress)</td>
<td>The Electronic Records Management System will provide efficiency and cost savings through the minimisation of administrative workload, robust decision making and the reduction in required storage space for paper records. This will also aid compliance with Commonwealth requirements under various Acts of Parliament. Finalisation of the Work Order is in progress with delivery due in the first half of 2015. Development and implementation of revised work practices to follow.</td>
</tr>
<tr>
<td>HR Online Recruitment (In progress)</td>
<td>The HR Online Recruitment project will deliver an online solution from recruitment request through to point of offer. This will streamline a number of processes and paper based forms through automation and standardisation, and improve reporting capability. The contract has been signed for the new solution, implementation is in progress with delivery due during quarter 3, 2014.</td>
</tr>
<tr>
<td>Travel: Request to Approval (In progress)</td>
<td>This project will deliver a standardised and automated process for travel (request through to approval) and link to the purchase card expense module. Technical issues have been encountered during testing phase and the application is currently being refactored.</td>
</tr>
<tr>
<td>Online student acceptance (Phase 1 completed)</td>
<td>The Online Acceptance Project (Phase 1) was delivered in December 2013. This project provided domestic undergraduate students with a direct interface to accept their applications online, resulting in overnight matriculation and the provision of the ability to enrol within 24 hours of acceptance. For Semester 1 intake, an estimated 125 hour reduction in manual processing was achieved.</td>
</tr>
<tr>
<td>Students: leave of absence (Completed)</td>
<td>From Semester 1, 2014 domestic coursework students are no longer required to formally apply for a leave of absence under changes introduced to <em>Academic Program Management</em>. This change has seen the number of leave requests approved and processed drop from 832 requests in Semester 1, 2013 to 94 in Semester 1, 2014. An estimated 125 hour reduction in administrative manual processing was achieved.</td>
</tr>
<tr>
<td>ANU Financial Planning Model (In progress)</td>
<td>This project will improve the ANUs budget process by replacing primarily manual or Excel based functions with technology driven solutions and will introduce a higher level of data integrity, functionality and accessibility for relevant staff. It will also provide staff with near real time decision making and scenario building capabilities. Income Allocation Model development work commencing. Due for implementation July 2014.</td>
</tr>
</tbody>
</table>
### Management Reporting Portal

| **ANU Insight** (In progress) | The **ANU Insight** Management Reporting Portal will provide web access to timely and accurate management information and data. It will reduce the cost of manual collation, increase the speed by which data can be accessed and related decisions made, and allow pro-active management of issues by using the technology to set alerts and reports to be sent on the occurrence of exceptions. The system will also support the University’s KPI and Performance Reporting allowing managers to understand how they are tracking against strategic plans in a timely manner. The Division is anticipating 2-3 suites of reports to be released during 2014. |

### Consolidation of services

#### ANU Gateway (In progress)

- There are currently multiple web tools across the ANU. This project will consolidate the web management framework for the ANU Gateway websites by migrating content into a single Drupal Content Management System (CMS). It will provide a consistent navigation experience for users and a single CMS will provide efficiencies in the creation and administration of websites in a fully optimised and supported CMS environment. The Project Plan has been approved and implementation is in progress. Due for delivery in April 2015.

#### Service Desk (Phase 1 completed)

- The ANU Service Desk Project (Phase 1 completed July 2013) delivered a single coordinated IT Service Desk using a common Information Technology Service Management (ITSM) tool. The goal of the Service Desk is for 75% of IT related incidents / calls to be resolved at the first point of contact. This project consolidated more than 16 separate IT service and helpdesk functions to better service the 28,000 users.

#### Space Management System (Archibus) (Completed)

- The Space Management System (Archibus) will improve accuracy of space occupancy data and enable the University to better manage space utilisation. It will also minimise manual data collection and enhance accuracy for internal and external reporting. The installation and tailoring of the system has been completed including the population of drawings and data related to 10 buildings on campus.

#### Workspace (In progress)

- The ANU Workspace project encompasses the lifecycle of desktop and laptop computers and focuses on the creation of a hardware procurement portal, software app store catalogue, development of a University wide standard operating environment and an upgrade to current software applications. To date, the project has delivered new PC’s and operating environment to Human Resources and Information Commons.

#### Multi User List (Completed)

- This project was delivered by the Facilities and Services division and streamlined the procurement process for minor works and maintenance contractors through the establishment of a list of pre-qualified contractors. As part of this project, all current maintenance contracts were reviewed, and standardised ANU service agreements established. The project will result in cost savings on maintenance activities for the University and was completed in March 2014.
## Customer Driven

<table>
<thead>
<tr>
<th>CI Financial reporting (In progress)</th>
<th>The Chief Investigator Financial Reporting project aims to provide intuitive financial reports to researchers to allow immediate assessment of a research project financial position. This project will reduce the cost of service delivery and duplication through minimisation of time spent by Chief Investigators and administrative staff in analysing and interpreting financial information. Three reports will be produced by the end of June 2014. Seven additional reports are due for production with TM1 forecasting capability, to be introduced in December 2014.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hobsons: Prospective Student Enquiries (Completed)</td>
<td>The Hobsons project delivered an outsourced solution in July 2013 to manage prospective student enquiries and to drive an increase in conversions to enrolment. Hobsons provides a single point of entry and streamlined process for prospective student enquiries (undergraduate and postgraduate coursework) of which there have been over 9,500 since inception.</td>
</tr>
<tr>
<td>Programs and Courses (Completed)</td>
<td>The Programs and Courses project replaced the legacy StudyAt application with a new application that delivers greater usability and functionality. This application now provides an online catalogue of the ANU’s education offerings and is used extensively by prospective and current students, as well as staff. The project was completed in January 2014 and resulted in the delivery of online advice and degree finder functionality.</td>
</tr>
<tr>
<td>HDR support services (In planning)</td>
<td><em>This project (in conceptual development stage) will aim to establish a fit-for-purpose Higher Degree by Research Support Services Centre. The driver for this body of work is the requisite needs of HDR students and the intention is to bring together the diverse components of support across the HDR lifecycle into a single system that works for all key stakeholders. HDR administration will be streamlined, effectively servicing the needs of students, academics and other key stakeholders. The quality of the HDR experience will improve with associated reputational impacts and benefits for the overall research performance of ANU.</em></td>
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</tbody>
</table>

## Financial savings

<table>
<thead>
<tr>
<th>Pool Vehicle Rationalisation (In planning)</th>
<th>This project aims to rationalise the number of pool vehicles within the University through an outsourced solution to an external provider and establishment of a University wide carshare scheme. Approximately half the number of vehicles could service the campus, at a lower cost, without significantly impacting on user access. The cost reduction for staff travel is expected to exceed 20%, with potential for greater savings through rebates earned from staff and student private usage of the vehicles. This project is currently in planning and due for delivery in 2015.</th>
</tr>
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<tbody>
<tr>
<td>Pay 27 (In planning)</td>
<td>The Pay 27 project is aimed at transitioning staff salary budgeting and reporting from a cash basis to an accrual basis. This will eliminate the need for a levy being applied to salary on-costs to accumulate provision for a 27th pay that occurs approximately every 11 calendar years. This will result in a return of approximately 1.37% of salaries to budget units to expend from 2015 onwards. This project is currently in planning.</td>
</tr>
<tr>
<td><strong>Self-Insurance</strong>&lt;br&gt;<strong>(In planning)</strong></td>
<td>This project will pursue a self-insurance licence for the management of workers compensation. The University is currently insured via the Comcare workers compensation scheme as a premium paying agency, rather than a licensed agency. Comcare is the workers' compensation claims manager for premium-paying agencies. Premiums rose dramatically in 2013 at a cost to the University of $3.1 million, bringing the annual premium to $7.3 million. It appears that self-insurance may be legally possible and, if so, would deliver potential savings of $2.5 million each year. This is a three to five year project and there will be implementation costs. The project will commence in the second half of 2014.</td>
</tr>
<tr>
<td><strong>Payroll Control Accounts</strong>&lt;br&gt;<strong>(In planning)</strong></td>
<td>The University currently has a payroll costing analysis reporting and delegated authorisation procedure embedded within the HR Management System to minimise and eliminate unauthorised and incorrect payments. Compliance with the procedure is low and a review of the current process is underway to develop a revised approach which is proactive and has improved accessibility for delegated approvals. This requires consideration of alternative options which will occur in the second half of 2014, for implementation in 2015. The project aims to achieve higher levels of compliance in reporting and authorisations, reduced overpayments and minimisation of administrative workloads.</td>
</tr>
<tr>
<td><strong>Campaign to Reduce Energy &amp; Water (CREW)</strong>&lt;br&gt;<strong>(In progress)</strong></td>
<td>The Campaign for Reducing Energy and Water (CREW) encompasses a suite of projects designed to realise significant cost savings in energy and water use across the University. The broader program includes components of The ANU Acton Campus Energy Management Plan Analysis and Implementation Project. CREW has already delivered the first project being the Energy Efficiency Opportunities Program (EEO) Assessment with mandatory targets approved by the Federal Government. CREW is now implementing the required 10% utility savings plans for 2014 and 2015.</td>
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*28. 2015 FIRST HALF YEAR STUDENT ENROLMENTS PROGRESS REPORT

PURPOSE
To provide a summary progress report on student enrolments based on first-half year 2015 enrolment data.

PREPARED BY
Corporate Planning Manager, Planning and Performance Measurement
Planning Officer, Planning and Performance Measurement

REVIEWED BY
Director, Planning and Performance Measurement.

APPROVED BY
Executive Director (Planning and Administration)

SPONSOR
Executive Director (Planning and Administration)

RECOMMENDATION
That Council note the summary progress report on student enrolments based on first-half year 2015 enrolment data (118/2015).

ACTION REQUIRED
For discussion ☑  For decision ☐  For information ☑

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

BACKGROUND
The report provides a 2015 first-half year enrolment progress report that covers institutional progress, domestic progress and international progress across the program careers. Information provided on student enrolments uses data reported to the Department of Education. Data for 2014 is provisional and preliminary data for 2015 is taken from the student system up to and including 4 May 2015.

SUMMARY OF ISSUES
The following key points should be noted:

- Overall EFTSL for the first-half year of 2015 is currently 3.3% (figure 2) higher than the same time in 2014, however there are large variations in the growth rate of the cohorts (figure 3):
  - Commonwealth Grant Scheme (CGS) Student EFTSL grew 3.1%
  - Domestic Fee Paying EFTSL grew 7.3%
  - Total Domestic HDR (RTS) EFTSL grew by 8.4%. However, commencing load decreased by 2.4% (Table 3).
  - International Fee Paying EFTSL experienced 0% growth
- The health of the future pipeline of revenue from students is directly impacted by the success of recruiting new commencing students. The following outlines commencing growth by cohort for semester one 2015:
  - Domestic undergraduate commencing EFTSL increased by 14%
  - Domestic postgraduate coursework commencing EFTSL increased by 30.2%
  - International undergraduate commencing EFTSL decreased by 2.6%
  - International postgraduate coursework commencing EFTSL decreased by 14.2%
  - International Higher Degree Research commencing EFTSL decreased by 8.3%
- The portion of undergraduate students enrolled in Flexible Double and Vertical Doubles continued to grow and now represents 41.5% of all undergraduate enrolments.
- Total applications decreased 3% nationally. The Group of Eight decreased overall by 2%. However, ANU and Monash were the only Go8s to increase overall in the domestic undergraduate market.
• The growth in domestic postgraduate coursework is predominately in the Masters of Legal Practice / Graduate Diploma Legal Practice and this lack of diversification represents a risk to the University.
• The university remains exposed to the Chinese international market with 50.5% of all international students now coming from China.

ATTACHMENT


COMMUNICATION

For public release ☐  For internal release ☐  Not for release ☑
2015 FIRST HALF YEAR STUDENT ENROLMENTS PROGRESS REPORT

Institutional Progress

ANU Total Enrolment Numbers
Figure 1 shows total enrolments for the first-half year, second-half and full year 2011 to 2015. Council Members are asked to note that the 2015 full-year position is expected to grow leading into second semester, however there is concern that the current position is 12% lower than the equivalent date last year.

**ANU Total Equivalent Full Time Student Load (EFTSL)**
Figure 2 shows the total EFTSL distribution by program career from 2011-2015. The major shift by program career over the last year is a 9.6% increase in postgraduate coursework. Overall, the first half of 2015 is 3.3% higher than the the first-half year of 2014.
ANU Total Load by Funding Type
Figure 3 shows total load EFTSL for first-half year by student funding group 2014-2015. For domestic students, total Commonwealth Grant Scheme (CGS) load increased by 3.1%. The Domestic Fee Paying (DFP) load increased by 7.3% and the Domestic Research Training Scheme load (RTS) grew by 8.4%.

ANU Total Load: First-half Year by Funding Group 2014-15

<table>
<thead>
<tr>
<th></th>
<th>CGS</th>
<th>DFP</th>
<th>RTS-OT</th>
<th>RTS</th>
<th>IFP</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>3,658.3</td>
<td>1,267.9</td>
<td>66.6</td>
<td>620.3</td>
<td>2,407.3</td>
</tr>
<tr>
<td>2015 Current</td>
<td>3,772.7</td>
<td>1,360.1</td>
<td>69.1</td>
<td>672.6</td>
<td>2,406.8</td>
</tr>
<tr>
<td>Annual Growth 2015</td>
<td>3.1%</td>
<td>7.3%</td>
<td>3.6%</td>
<td>8.4%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

ANU Total Higher Degree by Research (HDR)

Table 1: Commencing HDR Applications and Offers First-Half Year 2011-2015

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications</td>
<td>921</td>
<td>874</td>
<td>1,004</td>
<td>1,181</td>
<td>1,267</td>
<td>7.3%</td>
</tr>
<tr>
<td>Offers</td>
<td>624</td>
<td>590</td>
<td>569</td>
<td>676</td>
<td>664</td>
<td>-1.8%</td>
</tr>
<tr>
<td>Acceptances</td>
<td>373</td>
<td>379</td>
<td>345</td>
<td>358</td>
<td>331</td>
<td>-7.5%</td>
</tr>
<tr>
<td>Enrolments</td>
<td>432</td>
<td>415</td>
<td>403</td>
<td>433</td>
<td>391</td>
<td>-9.7%</td>
</tr>
<tr>
<td>Offer to Enrolment Rate</td>
<td>69.2%</td>
<td>70.3%</td>
<td>70.8%</td>
<td>64.1%</td>
<td>58.9%</td>
<td>-5.2%</td>
</tr>
<tr>
<td>Acceptance to Enrolment Rate</td>
<td>115.8%</td>
<td>109.5%</td>
<td>116.8%</td>
<td>120.9%</td>
<td>118.1%</td>
<td>-2.8%</td>
</tr>
</tbody>
</table>

As shown in Figure 2 (p.2) total HDR load increased by 4.2%. However, Table 1 shows that while HDR applications grew by 7.3%, acceptances decreased by 7.5%. Enrolments for the first-half of 2015 decreased by 9.7%.
Domestic Progress

ANU Domestic Load
Figure 4 shows the total Domestic EFTSL for the first-half year by program career 2011-2015. Total annual growth for 2015 was 4.7%.

ANU Domestic Commencing
Figure 5 shows the domestic commencing load for first-half year by program career 2011-2015. Total growth for the first-half year is 18.8%.

ANU is currently on track to exceed the growth target of a 5% increase in commencing domestic undergraduate load. First-half year load 2015 for commencing domestic undergraduate students is up 14% against the same period in 2014.
The College of Law contributed significantly to this growth, through the uptake of the new flexible double combinations as well as growth in single degree programs. The Colleges of Science exceeded their performance target in 2015.

The tracking of commencing undergraduate load against target is impacted by the number of students who transfer within the university. That is, continuing students who transfer from one program to another unrelated program in any given year are reported as commencing. The number of transfers within a college can vary from one year to another and the extent to which transfers should be reported as commencing or continuing is undecided. The Planning and Performance Measurement Division will prepare a paper on reporting transfers.

In assessing the underlying patterns of demand for undergraduate study, the University analyses the NSW University Admissions Centre (UAC).

However, student behaviour is shifting as seen in Figure 6 that shows load distribution across domestic undergraduate students as students enrol in 3 courses rather than 4 courses.

![ANU Load Distribution](image)

Figure 7 shows first-half year UAC domestic undergraduate first preferences, offers and enrolments 2005-2015.

![UAC First Half-Year ANU Domestic UG 1st Preferences, Offers and Enrolments, 2000 - 2015](image)
ANU Domestic Postgraduate Coursework Load

Table 2: Commencing and Continuing Domestic Fee Paying (DFP) EFTSL, 2011-2015

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencing</td>
<td>371</td>
<td>479</td>
<td>591</td>
<td>687</td>
<td>906</td>
<td>31.9%</td>
</tr>
<tr>
<td>Continuing</td>
<td>309</td>
<td>363</td>
<td>476</td>
<td>581</td>
<td>454</td>
<td>-21.9%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>681</strong></td>
<td><strong>843</strong></td>
<td><strong>1,067</strong></td>
<td><strong>1,268</strong></td>
<td><strong>1,360</strong></td>
<td><strong>7.3%</strong></td>
</tr>
<tr>
<td>Annual Overall Growth</td>
<td>23.8%</td>
<td>26.6%</td>
<td>18.8%</td>
<td>7.3%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Apart from a small number of Non-Award enrolments, fee-paying domestic students are restricted to Postgraduate Coursework programs. The first-half year for 2015 Domestic Fee Paying commencing load increased by 31.9%. Overall, continuing load increased by 7.3%.

This growth is due to the strength of the legal practice programs including the Graduate Diploma in Legal Practice and Masters of Legal Practice which accounted for 45% of this load. The Masters of Legal Practice is now the largest program at the ANU, with 442 EFTSL enrolled for the first-half of 2015, of which more than 86% is attributable to students residing outside the ACT.

ANU Domestic Higher Degree by Research (HDR) Load

Table 3: Commencing and Continuing Research Training Scheme (RTS) EFTSL, 2011 - 2015

The Research Training Scheme commencing load remains consistent over the years. Continuing RTS load grew by 10.6% with overall total growth at 8.4%.
International Progress
Figure 8 shows the international load for the first-half year by program career for 2011-2015. International student load for the first-half year of 2015 totals 2407 EFTSL. In 2013, postgraduate coursework load exceeded undergraduate load for the first time and continues to grow.

![International Load: First Half Year by program Career, 2011 - 2015](image)

<table>
<thead>
<tr>
<th>Year</th>
<th>Higher Degree Research</th>
<th>Postgraduate Coursework</th>
<th>Undergraduate</th>
<th>Non-award and Enabling</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>333</td>
<td>756</td>
<td>1,048</td>
<td>112</td>
<td>2,259</td>
</tr>
<tr>
<td>2012</td>
<td>365</td>
<td>786</td>
<td>965</td>
<td>114</td>
<td>2,230</td>
</tr>
<tr>
<td>2013</td>
<td>383</td>
<td>903</td>
<td>878</td>
<td>100</td>
<td>2,264</td>
</tr>
<tr>
<td>2014</td>
<td>393</td>
<td>1,026</td>
<td>855</td>
<td>134</td>
<td>2,407</td>
</tr>
<tr>
<td>2015 prelim</td>
<td>384</td>
<td>1,081</td>
<td>908</td>
<td>34</td>
<td>2,407</td>
</tr>
<tr>
<td>Annual Growth 2015</td>
<td>-2.3%</td>
<td>5.4%</td>
<td>6.2%</td>
<td>-74.7%</td>
<td></td>
</tr>
</tbody>
</table>

International Diversity
Figure 9 shows distribution and relative proportion of international enrolments 2015 first-half year by the top 8 countries.

![Proportion of All International Enrolment by Top-8 Country First-half Year at 04/05/2015](image)

<table>
<thead>
<tr>
<th>Home Country</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total International</td>
<td>5,059</td>
</tr>
<tr>
<td>China</td>
<td>2,557</td>
</tr>
<tr>
<td>Other</td>
<td>1,324</td>
</tr>
<tr>
<td>Malaysia</td>
<td>269</td>
</tr>
<tr>
<td>Indonesia</td>
<td>245</td>
</tr>
<tr>
<td>India</td>
<td>162</td>
</tr>
<tr>
<td>Singapore</td>
<td>154</td>
</tr>
<tr>
<td>South Korea</td>
<td>133</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>117</td>
</tr>
<tr>
<td>Viet Nam</td>
<td>98</td>
</tr>
</tbody>
</table>

The proportion of international student enrolments from China has continued to increase from 48.7% of full-year enrolments in 2014 to 50.5% for the first-half in 2015.

Commencing International Load
Commencing and continuing load across all levels for the first-half year of 2011-2015 is shown in Table 4. However, these aggregated figures mask the changing profile of commencing enrolments as demonstrated below in Figure 9.

Replacing undergraduate intake with shorter postgraduate coursework programs will impact the level of continuing load, and will require ongoing increases in commencing postgraduate coursework students to maintain total international load at current levels.

Table 4: Commencing and Continuing International Student Fee (ISF) EFTSL, 2010 – 2014 (First- Half Year)

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencing</td>
<td>877</td>
<td>836</td>
<td>879</td>
<td>1,024</td>
<td>831</td>
<td>-18.8%</td>
</tr>
<tr>
<td>Continuing</td>
<td>1,381</td>
<td>1,394</td>
<td>1,385</td>
<td>1,384</td>
<td>1,576</td>
<td>13.9%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>2,259</strong></td>
<td><strong>2,230</strong></td>
<td><strong>2,264</strong></td>
<td><strong>2,407</strong></td>
<td><strong>2,407</strong></td>
<td><strong>0.0%</strong></td>
</tr>
<tr>
<td>Annual Overall Growth</td>
<td>-1.3%</td>
<td>1.5%</td>
<td>6.4%</td>
<td>0.0%</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

Figure 10 shows commencing international load distribution by program career for 2011-2015. The largest decrease is within international postgraduate coursework.

Commencing International Load: First Half Year by program Career, 2011 - 2015

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Degree Research</td>
<td>53</td>
<td>50</td>
<td>46</td>
<td>44</td>
<td>40</td>
</tr>
<tr>
<td>Postgraduate Coursework</td>
<td>454</td>
<td>469</td>
<td>555</td>
<td>614</td>
<td>526</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>278</td>
<td>217</td>
<td>189</td>
<td>247</td>
<td>240</td>
</tr>
<tr>
<td>Non-award and Enabling</td>
<td>92</td>
<td>100</td>
<td>88</td>
<td>120</td>
<td>24</td>
</tr>
</tbody>
</table>
International HDR

Figure 10 shows the proportion of International HDR 2015 first-half year enrolment by country for 2015.

<table>
<thead>
<tr>
<th>Home Country</th>
<th>HDR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total International</td>
<td>879</td>
</tr>
<tr>
<td>Other Countries</td>
<td>332</td>
</tr>
<tr>
<td>China (excludes SAR)</td>
<td>189</td>
</tr>
<tr>
<td>Indonesia</td>
<td>76</td>
</tr>
<tr>
<td>Malaysia</td>
<td>45</td>
</tr>
<tr>
<td>Viet Nam</td>
<td>35</td>
</tr>
<tr>
<td>United States of America</td>
<td>30</td>
</tr>
<tr>
<td>India</td>
<td>28</td>
</tr>
<tr>
<td>Iran</td>
<td>26</td>
</tr>
<tr>
<td>Germany</td>
<td>24</td>
</tr>
<tr>
<td>United Kingdom, nfd</td>
<td>23</td>
</tr>
<tr>
<td>Philippines</td>
<td>22</td>
</tr>
<tr>
<td>Taiwan</td>
<td>20</td>
</tr>
<tr>
<td>Thailand</td>
<td>20</td>
</tr>
</tbody>
</table>
29. ACADEMIC BOARD ANNUAL REPORT 2014 - 2015

PURPOSE

AUTHOR
Secretary, Academic Board

REVIEWED BY
Chair, Academic Board

APPROVED BY
Vice-Chancellor

SPONSOR
Vice-Chancellor

RECOMMENDATION

ACTION REQUIRED
For discussion ☐ For decision ☐ For information ☑

BACKGROUND AND SUMMARY OF ISSUES

Section 7.5 of the Australian National University Academic Board Statute provides that “The Chair of the Board is to provide the Council with such reports relating to the operations of the Board as the Council requests”. On 17 February 2012, Council resolved, inter alia, that Council receive the Minutes of meetings of the Academic Board together with an annual report from the Academic Board on the performance of its functions.


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

ATTACHMENT

COMMUNICATION
For public release ☐ For internal release ☐ Not for release ☑
THE AUSTRALIAN NATIONAL UNIVERSITY
ACADEMIC BOARD


The ANU Academic Board was re-established by Council in February 2012 and has been meeting regularly since that time. This Report to Council on the Board’s third year of operation provides an overview of the Board’s activities over 2014-2015.

1. Governance Arrangements

Professor Nicholas Glasgow, was appointed by Council as the second Chair to the Academic Board and has presided since May 2014. Professor Robert Cribb was appointed Deputy Chair in June 2014.

The Academic Board membership has been stable since College election processes were completed in mid-2014. Appendix A shows the current membership list. In August 2014 the Board approved the appointment of five additional women to address the gender imbalance. These appointments were made under the category ‘The Chair of the Board with the agreement of the Board may appoint up to 5 additional members to provide a diversity of views’. In 2015 a further two new appointments were made as part of the review of the Academic Board Statue and Rules and the University Librarian and Dean of Students joined as members of the Board.

In June 2014 the Board was pleased to receive a special presentation from the Chancellor, Professor the Hon Gareth Evans AC QC on Academic Governance.

Council approved the initiation of a comprehensive review of all university legislation over 2014. As part of the Review, the Board’s governing statute (Australian National University Academic Board Statute 2014) and associated Rules and Order have been revised.

The Board’s agendas have incorporated regular ‘hot topics’ discussions to facilitate the Board’s engagement in strategic planning and academic policy development. The main ‘hot topics’ considered by the Board in 2014-2015 were:

- Ensuring Quality Supervision of HDR Students
- On what basis would ANU give credit for MOOCS?
- Development of employment opportunities for ANU Indigenous graduates as academics at ANU
- ANU Global Programs
- Indigenous Engagement
- Indicators for Academic Promotion.

These examples are included under ‘Governance Arrangements’ in this Report and demonstrate that the Board takes an active and productive approach to contribute to effective decision-making.

The Corporate Governance and Risk Office undertook a refresh of the Board web site in late 2014 and is now working on an updated Induction Manual for members.

2. Activities of Board

The main activities undertaken by the Board are summarised in the Table ‘Nature and Distribution of the Board’s Activities 2014-2015’ (Appendix B) The Table maps those activities against the Board’s functions and powers in its governing statute, and illustrates specific activities under each section. Some additional brief comments follow.

(a) Information Flow: Under AB Statute s 7.1(h), the Board’s functions include ‘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’. The Board continues to facilitate this
information flow and debate in various ways, including through the scheduled ‘hot topic’ discussions and the updates from the University Executive.

(b) Strategic Planning: Under AB Statute s 7.1(g) the Board is empowered to advise ‘on the academic aspects and content of the University’s strategic plan’. The discussion of the draft University Policy on Open Access of Research and Education Materials continued through 2013, and resulted in the Board endorsing, for transmission to the Vice-Chancellor for approval the ANU Open Access Procedures for both education and research at the second meeting of the Board in 2014.

(c) Review and Monitoring: Under AB Statute s 7.1(c) and (f), the Board’s functions include ‘ensuring the maintenance of the highest standards in teaching, scholarship and research within the University’ and ‘maintaining an effective overview of the academic activities of the University and advising and assisting in their coordination’. Activities over the past year under these broad headings include scrutiny of: Student Evaluation of Learning Support (SELS) data in light of ANU by 2020 KPIs; AQF Implementation Plan Program Review Schedule and the other activities listed in the summary Table (Appendix B).

(d) Policy Development: Under AB Statute s 7.1(e) the Board’s functions include ‘discussing and developing policy recommendations in relation to the University’s academic matters’ (noting that authority to approve ANU policy resides with Council and the Vice-Chancellor). There has been a large amount of activity by the Board under this heading throughout 2014 mainly resulting from compliance issues associated with the AQF. These recommendations have come to the Academic Board via UEC and its sub-committees, notably the Education Standards and Quality Committee.

(e) Accreditation: Under AB Statute s 7.1(b) and (d), Academic Board has the function of ‘accrediting and reaccrediting programs and changes to existing programs’ and ‘approving Degrees and other awards’. It follows that, since its establishment, the Board has been the University body responsible for approving new academic programs, reviews of, and amendments to, existing programs, and the disestablishment of programs. In relation to undergraduate and graduate coursework programs, accreditation recommendations come to the Board from Colleges via UEC. For HDR programs, the pathway to the Board is via URC.

Over the past year, the Board has again managed a large accreditation agenda against the backdrop of the ANU AQF Implementation Plan, in addition to its normal cycle of program renewal. A summary of accreditation activities undertaken by UEC and Academic Board in 2014 as well as the accreditation status of the University’s Awards as at 1 January 2015 is given in Appendix C: Summary of Accreditation 2014.

3. Future Issues
Professor Glasgow’s appointment as Chair of the Board will end in April 2016. Later this year the University Executive will need to start considering the appointment process for a new Chair.

Professor Nicholas Glasgow
On behalf of ANU Academic Board
Appendix A: Current Academic Board membership:

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair of the Academic Board and Dean of the ANU Medical School</td>
<td>Professor Nicholas Glasgow</td>
</tr>
<tr>
<td>Vice-Chancellor</td>
<td>Professor Ian Young</td>
</tr>
<tr>
<td>Deputy Vice-Chancellor (Research)</td>
<td>Professor Margaret Harding</td>
</tr>
<tr>
<td>Deputy Vice-Chancellor (Academic)</td>
<td>Professor Marnie Hughes-Warrington</td>
</tr>
<tr>
<td>Pro Vice-Chancellor (Innovation &amp; Advancement)</td>
<td>Professor Michael Cardew-Hall</td>
</tr>
<tr>
<td>Pro Vice-Chancellor (International &amp; Outreach)</td>
<td>Dr Erik Lithander</td>
</tr>
<tr>
<td>Pro Vice-Chancellor (Research &amp; Research Training)</td>
<td>Professor Jenny Corbett</td>
</tr>
<tr>
<td>Pro Vice-Chancellor (Student Experience)</td>
<td>Professor Richard Baker</td>
</tr>
<tr>
<td>Registrar, Student Life</td>
<td>Ms Lynda Mathey</td>
</tr>
<tr>
<td>Registrar, Student Administration</td>
<td>Mr Mark Erickson</td>
</tr>
<tr>
<td>Dean, ANU College of Arts &amp; Social Sciences</td>
<td>Professor Toni Makkai</td>
</tr>
<tr>
<td>Dean, ANU College of Asia &amp; the Pacific</td>
<td>Professor Veronica Taylor</td>
</tr>
<tr>
<td>Dean, ANU College of Business &amp; Economics</td>
<td>Professor Shirley Leitch</td>
</tr>
<tr>
<td>Acting Dean, ANU College Engineering &amp; Computer Science</td>
<td>Professor Elanor Huntington</td>
</tr>
<tr>
<td>Dean, ANU College of Law</td>
<td>Professor Stephen Bottomley</td>
</tr>
<tr>
<td>Dean, ANU College of Medicine, Biology &amp; Environment</td>
<td>Professor Kiaran Kirk</td>
</tr>
<tr>
<td>Dean, ANU College of Physical &amp; Mathematical Sciences</td>
<td>Professor Andrew Roberts</td>
</tr>
<tr>
<td>Dean of Students</td>
<td>Associate Professor Paula Newitt</td>
</tr>
<tr>
<td>University Librarian</td>
<td>Ms Roxanne Missingham</td>
</tr>
<tr>
<td>Member elected from among the membership of the College Executive Committees of the ANU Colleges, not being the Dean of a College</td>
<td>Professor John Carver</td>
</tr>
<tr>
<td>Member elected from among the membership of the College Executive Committees of the ANU Colleges, not being the Dean of a College</td>
<td>Professor Thierry Coulhon</td>
</tr>
<tr>
<td>Member elected from among the membership of the College Executive Committees of the ANU Colleges, not being the Dean of a College</td>
<td>Professor Paul Pickering</td>
</tr>
<tr>
<td>Member elected from among the membership of the College Executive Committees of the ANU Colleges, not being the Dean of a College</td>
<td>Professor Stephen Dovers</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Arts &amp; Social Sciences</td>
<td>Professor James Raymer</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Arts &amp; Social Sciences</td>
<td>Associate Professor Denise Ferris</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Arts &amp; Social Sciences</td>
<td>Associate Professor Debjani Ganguly</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Asia &amp; the Pacific</td>
<td>Professor Lorraine Elliott</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Asia &amp; the Pacific (&amp; Deputy Chair)</td>
<td>Professor Robert Cribb</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Asia &amp; the Pacific</td>
<td>Professor John Powers</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Business &amp; Economics</td>
<td>Professor Neil Fargher</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Business &amp; Economics</td>
<td>Professor Rohan Pitchford</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Business &amp; Economics</td>
<td>Associate Professor Pierre van der Eng</td>
</tr>
<tr>
<td>Position</td>
<td>Name</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College Engineering &amp; Computer Science</td>
<td>Professor Jochen Renz</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College Engineering &amp; Computer Science</td>
<td>Associate Professor Peter Strazdins</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Law</td>
<td>Associate Professor Gary Tamsitt</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Law</td>
<td>Associate Professor Miriam Gani</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Medicine, Biology &amp; Environment</td>
<td>Dr Aude Fahrer</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Medicine, Biology &amp; Environment</td>
<td>Professor Janette Lindesay</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Medicine, Biology &amp; Environment</td>
<td>Associate Professor David Kramer</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Physical &amp; Mathematical Sciences</td>
<td>Dr Lindy Orthia</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Physical &amp; Mathematical Sciences</td>
<td>Professor Trevor Ireland</td>
</tr>
<tr>
<td>Academic Staff Member, ANU College of Physical &amp; Mathematical Sciences</td>
<td>Professor Lisa Kewley</td>
</tr>
<tr>
<td>General Staff Member</td>
<td>Ms Deborah Veness</td>
</tr>
<tr>
<td>General Staff Member</td>
<td>Ms Judy Apps</td>
</tr>
<tr>
<td>Postgraduate Student Member</td>
<td>Mr Edward Benjamin Niles</td>
</tr>
<tr>
<td>Undergraduate Student Member</td>
<td>Mr Ben Gill</td>
</tr>
<tr>
<td>Indigenous Representative</td>
<td>Professor Michael Dodson</td>
</tr>
<tr>
<td>The Chair of the Board with the agreement of the Board may appoint up to 5 additional members to provide a diversity of views…</td>
<td>Ms Anne Martin</td>
</tr>
<tr>
<td></td>
<td>Dr Merryn McKinnon</td>
</tr>
<tr>
<td></td>
<td>Associate Professor Parastoo Sadeghi</td>
</tr>
<tr>
<td></td>
<td>Ms Di Stewart</td>
</tr>
<tr>
<td></td>
<td>Ms Tania Willis</td>
</tr>
</tbody>
</table>
### Functions and powers of Board (AB Statute s7); and Higher Education Standards Framework (Threshold Standards)

<table>
<thead>
<tr>
<th>Category</th>
<th>Topic</th>
<th>Sample of Issues</th>
<th>Meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Education Standards Framework (Threshold Standards)</td>
<td>Academic Board Role and Functions</td>
<td>Annual Reporting Timetable</td>
<td>6/2014</td>
</tr>
<tr>
<td></td>
<td>Annual Plan</td>
<td>Nominating Hot Topics</td>
<td>2/2014</td>
</tr>
<tr>
<td></td>
<td>Formation of Steering Committee</td>
<td>Membership and Operating Procedures</td>
<td>2/2014</td>
</tr>
<tr>
<td></td>
<td>Role of Academic Board in Policy Development</td>
<td>Deputy Chair election</td>
<td>3/2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Appointment of 5 additional women to the Board</td>
<td>4/2015</td>
</tr>
<tr>
<td></td>
<td>Academic Board and Committee Structures</td>
<td>Reports from specialist committees: Education, Research</td>
<td>All meetings</td>
</tr>
<tr>
<td></td>
<td>Induction for Academic Board Members</td>
<td>Handbook for Members of the Academic Board</td>
<td>Currently under review</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB Statute (i)</td>
<td>reporting to the University Council at intervals, and in the manner specified by the University Council, on the performance of its functions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(h) 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;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information Flows</td>
<td>Regular ‘hot topics’ discussion items</td>
<td>Hot Topics</td>
<td>2/2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ensuring Quality Supervision of HDR Students</td>
<td>3/2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>‘On what basis would ANU give credit for MOOCS?’</td>
<td>4/2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Development of employment opportunities for ANU Indigenous graduates as academics at ANU</td>
<td>5/2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ANU Global Programs</td>
<td>5/2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Indigenous Engagement</td>
<td>6/2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Indicators for academic promotion</td>
<td>1/2015</td>
</tr>
<tr>
<td></td>
<td>Report from the Vice-Chancellor and Q&amp;A</td>
<td>University Issues: Staff Early Retirement Scheme</td>
<td>All meetings</td>
</tr>
<tr>
<td>Major Building projects</td>
<td>Review of ANU Act 1991</td>
<td>ANU Strategic Plan</td>
<td></td>
</tr>
<tr>
<td>-------------------------</td>
<td>------------------------</td>
<td>-------------------</td>
<td></td>
</tr>
<tr>
<td>Sector Issues:</td>
<td>Fee Deregulation</td>
<td>funding research infrastructure</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Higher Education and Research Reform Amendment Bill 2014</td>
<td>Federal Government Updates</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Report from Senior Executive Officers and Q&amp;A</th>
<th>Education/Teaching and Learning</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EdEx courses</td>
</tr>
<tr>
<td></td>
<td>ANU Educational Fellowship Scheme</td>
</tr>
<tr>
<td></td>
<td>Tuckwell scholarships</td>
</tr>
<tr>
<td></td>
<td>‘Blow up the lecture’ Series</td>
</tr>
<tr>
<td></td>
<td>Orientation week</td>
</tr>
<tr>
<td></td>
<td>Redevelopment of Union court</td>
</tr>
<tr>
<td></td>
<td>Academic Calendar</td>
</tr>
<tr>
<td></td>
<td>Echo360 roll out</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Research</th>
<th>Commission of Audit report</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>HDR review</td>
</tr>
<tr>
<td></td>
<td>ERA2015</td>
</tr>
<tr>
<td></td>
<td>Future Fellows</td>
</tr>
<tr>
<td></td>
<td>ARC Funding</td>
</tr>
<tr>
<td></td>
<td>HDR Administrative Support project</td>
</tr>
<tr>
<td></td>
<td>Defence Trade Controls</td>
</tr>
<tr>
<td></td>
<td>National Collaborative Research Infrastructure Strategy</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Academic Promotions</th>
<th>Reports on 2014 rounds and data on promotions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>University Promotions Committee</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AB Statute</th>
<th>Policy Development</th>
<th>Education Standards and Quality Committee: ANU Education Policy Review</th>
</tr>
</thead>
<tbody>
<tr>
<td>(c)</td>
<td></td>
<td>ensuring the maintenance of the highest standards in teaching, scholarship and research within the University;</td>
</tr>
<tr>
<td>(e)</td>
<td></td>
<td>discussing and developing policy recommendations in relation to the University's academic matters;</td>
</tr>
<tr>
<td></td>
<td></td>
<td>New and amended policies, procedures and guidelines encompassing: Glossary: Student Policies and Procedures, Open Access Procedures, Scholarships (Coursework) Policy, English Language Proficiency Policy, English Language Equivalency Business Process, Admissions, Appeals &amp; Grievance Process, Transnational Education Policy &amp; Procedure, Review of Decisions by College Deans, Graduate Studies Select Status Decision, Student Card Access Policy, Academic Programs &amp; Course Accreditation Policy, Official Sponsorships Policy, Turnitin: Revisions to Course Outline Template and Student Assessment (Coursework) Policy, Student Academic Study Load and Progression Policy, Credit Policy, Timetable Policy and Timetabling Procedure, Student Academic Study Load and Progression Procedure, Professional and Short Courses Policy and Procedures, Co-taught courses (shared teaching events), Student Assessment (Coursework), Academic program and course accreditation policy</td>
</tr>
</tbody>
</table>

All Meetings
<p>| • the maintenance of academic standards, with appropriate mechanisms for external input, in accordance with international conventions for good academic practice; and, | Double masters degrees Bachelor of Arts, Program Review ANU Honours Working Party Final Report PhD Working Party Report Annual Report: Student Progress, Grievances and Discipline | 4/2014 5/2014 1/2015 |</p>
<table>
<thead>
<tr>
<th>Higher Education Standards Framework (Threshold Standards) (cl 3.8):</th>
<th>Key Performance Indicator (KPI) B5: Student Experience of Learning &amp; Teaching – overall satisfaction rate of &lt;50% for 2 or 3 subsequent semesters</th>
<th>Biannual reports Overall KPI of 80% satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>• effective quality assurance arrangements for all the higher education provider’s higher education operations, encompassing systematic monitoring, review and improvement.</td>
<td>ANU Coursework Courses Grade Distribution</td>
<td>Quality assurance reports from Colleges with the highest and lowest percentage of HD grades and highest percentage of Fail grades awarded.</td>
</tr>
<tr>
<td>AB Statute</td>
<td>Accreditation</td>
<td>Undergraduate and Graduate Coursework; HDR programs</td>
</tr>
<tr>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>(b) accrediting and reaccrediting programs and changes to existing programs; (d) approving Degrees and other awards;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(g) advising on the academic aspects and content of the University’s strategic plan;</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Access and Equity Operational Plan</td>
<td></td>
</tr>
</tbody>
</table>
# ACADEMIC BOARD ATTENDANCE
## 2014 - 2015

<table>
<thead>
<tr>
<th>Meeting</th>
<th>Present*</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/2014</td>
<td>30 (3)</td>
<td>7</td>
</tr>
<tr>
<td>3/2014</td>
<td>37 (5)</td>
<td>8</td>
</tr>
<tr>
<td>4/2014</td>
<td>31 (2)</td>
<td>14</td>
</tr>
<tr>
<td>5/2014</td>
<td>37 (1)</td>
<td>13</td>
</tr>
<tr>
<td>6/2014</td>
<td>37 (2)</td>
<td>13</td>
</tr>
<tr>
<td>1/2015</td>
<td>34 (2)</td>
<td>18</td>
</tr>
</tbody>
</table>

Average Attendance: 34

* = Substantive members and alternates ()

## Total Membership

- In 2014 from meeting 2/2014 = 45
- From meeting 5/2014 = 50 (additional 5 women appointments)
- From meeting 1/2015 = 52 (additional appointments Dean of Students & University Librarian)
# Appendix C: Summary of Accreditation 2014

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Coursework</th>
<th>Graduate Coursework</th>
<th>HDR</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Awards</td>
<td>474</td>
<td>526</td>
<td>80</td>
<td>1080</td>
</tr>
<tr>
<td>Current Awards</td>
<td>119</td>
<td>167</td>
<td>58</td>
<td>344</td>
</tr>
<tr>
<td>Awards being taught out</td>
<td>355</td>
<td>359</td>
<td>22</td>
<td>736</td>
</tr>
<tr>
<td>New Awards</td>
<td>16</td>
<td>112</td>
<td>2</td>
<td>130</td>
</tr>
<tr>
<td>New Awards- Accredited with no conditions</td>
<td>15</td>
<td>37</td>
<td>2</td>
<td>54</td>
</tr>
<tr>
<td>New Awards- Accredited with conditions</td>
<td>1</td>
<td>75</td>
<td>0</td>
<td>76</td>
</tr>
<tr>
<td>New Awards - Not accredited</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Awards Reviewed</td>
<td>7</td>
<td>31</td>
<td>48</td>
<td>86</td>
</tr>
<tr>
<td>Awards Reviewed - Reaccredited with conditions</td>
<td>1</td>
<td>29</td>
<td>15</td>
<td>45</td>
</tr>
<tr>
<td>Awards Reviewed - Reaccredited with no conditions</td>
<td>6</td>
<td>2</td>
<td>33</td>
<td>41</td>
</tr>
<tr>
<td>Awards Reviewed - Not reaccredited</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Awards Disestablished</td>
<td>7</td>
<td>293</td>
<td>21</td>
<td>321</td>
</tr>
<tr>
<td>Significant Amendments</td>
<td>43</td>
<td>90</td>
<td>0</td>
<td>133</td>
</tr>
<tr>
<td>Significant Award Amendments - After accreditation but before first offered</td>
<td>0</td>
<td>54</td>
<td>0</td>
<td>54</td>
</tr>
<tr>
<td>Significant Award Amendments - Multiple for same Award</td>
<td>1</td>
<td>13</td>
<td>0</td>
<td>14</td>
</tr>
<tr>
<td>New Subplans - Major/Minor/Specialisation</td>
<td>11</td>
<td>94</td>
<td>N/A</td>
<td>105</td>
</tr>
<tr>
<td>Disestablished Subplans - Major/Minor/Specialisation</td>
<td>9</td>
<td>1</td>
<td>N/A</td>
<td>10</td>
</tr>
</tbody>
</table>
30. POWER OF ATTORNEY

PURPOSE
To note a list of documents signed under Power of Attorney by the Investment Manager between 4 March 2015 and 1 May 2015.

AUTHOR
Investment Manager

REVIEWED BY
Chief Financial Officer

APPROVED BY
Chief Financial Officer

SPONSOR
Vice-Chancellor

RECOMMENDATION
That Council note the list of transactions over which the Investment Manager exercised Power of Attorney between 4 March 2015 and 1 May 2015.

ACTION REQUIRED
For discussion ☐  For decision ☐  For information ☑

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

BACKGROUND AND SUMMARY OF ISSUES
This Power of Attorney was granted to the Investment Manager and executed under the Common Seal of the University on 4 September 2003.

Attachment 30.1 provides the list of transactions signed under Power of Attorney by the Investment Manager, between 4 March 2015 and 1 May 2015:

ATTACHMENT
30.1 List of transactions signed under Power of Attorney between 4 March and 1 May 2015 (146/2015).

COMMUNICATION
For public release ☐  For internal release ☐  Not for release ☑
## POWER OF ATTORNEY 4 MARCH 2015 TO 1 MAY 2015

<table>
<thead>
<tr>
<th>No.</th>
<th>Date</th>
<th>Reference</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1197</td>
<td>04/03/2015</td>
<td>201211749</td>
<td>Direct Credit Request re the University’s holding in Australia and New Zealand Banking Group CPS2 Convertible Preference Shares on behalf of the Long Term Investment Pool</td>
</tr>
<tr>
<td>1198</td>
<td>04/03/2015</td>
<td>201211749</td>
<td>Direct Credit Request re the University’s holding in National Australia Bank NABHA National Income Securities on behalf of the Long Term Investment Pool</td>
</tr>
<tr>
<td>1199</td>
<td>14/04/2015</td>
<td>201211748</td>
<td>Wholesale/Sophisticated Investor Professional Investor Confirmation for JBWere re investments undertaken with them on behalf of the Long Term Investment Pool</td>
</tr>
<tr>
<td>1200</td>
<td>23/04/2015</td>
<td>201211749</td>
<td>Address Change Notification re the University’s holding in Westpac TPS Trust on behalf of the Long Term Investment Pool</td>
</tr>
<tr>
<td>1201</td>
<td>23/04/2015</td>
<td>201211749</td>
<td>Request to Merge Multiple Holdings re the University’s 3 holdings in Westpac TPS Trust on behalf of the Long Term Investment Pool</td>
</tr>
<tr>
<td>1202</td>
<td>01/05/2015</td>
<td>201212028</td>
<td>IQ Investment Trust (Trust) Written Resolution of Holders on behalf of the Long Term Investment Pool</td>
</tr>
<tr>
<td>1203</td>
<td>01/05/2015</td>
<td>200712780</td>
<td>Amended and Restated Shareholders Agreement re Hydrexia Pty Limited on behalf of the Long Term Investment Pool</td>
</tr>
<tr>
<td>1204</td>
<td>01/05/2015</td>
<td>200712780</td>
<td>Preference Share Conversion Notice re Hydrexia Pty Limited on behalf of the Long Term Investment Pool</td>
</tr>
</tbody>
</table>
31. UNIVERSITY SEAL REPORT

PURPOSE To inform Council of the uses of the University Seal.

AUTHOR Manager, Vice-Chancellor’s Office

SPONSOR Vice-Chancellor

RECOMMENDATION That Council note the documents to which the University Seal has been affixed since the meeting of Council held on 27 March 2015.

ACTION REQUIRED
For discussion ☐ For decision ☐ For information ☑

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

BACKGROUND AND SUMMARY OF ISSUES

The University Seal Statute 2002 came into effect on 11 June 2002. The Statute 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:

1. Affixing of seal to other documents
   a. 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.

A list of documents to which the University Seal has been affixed since the meeting of Council held on 27 March is as follows:

29 March 2015 Liquor Statute 2015

COMMUNICATION
For public release ☐ For internal release ☐ Not for release ☑
32. SIGNIFICANT VISITS AND EVENTS, GRANTS AND CONSULTANCIES

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

AUTHOR
Communications Officer (Special Events)
Office of Research Excellence

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 (120/2015).

ACTION REQUIRED
For discussion ☐  For decision ☐  For information ☑

ATTACHMENT
32.1 Report of significant visits and events, grants and consultancies (120/2015).
**Significant Events from 4 March 2015 – 4 May 2015**

What constitutes a Significant Event?

- A public lecture, event or seminar which attracts over 200 guests,
- A named lecture of historical significance,
- A lecture by a significant overseas guest,
- A visit by an international visitor,
- A visit by an international delegation,
- A visit or talk by a local or federal member,
- A building opening, or
- An awarding of major prize

**MARCH**

**Book Launch**
*ANU College of Asia and the Pacific*

*Wednesday 4 March 2015*

Andrew Carr’s latest book, *Winning the Peace: Australia’s Campaign*, was launched at Parliament House. Senator for South Australia David Fawcett, Member for Fraser the Hon Dr Andrew Leigh MP and Member for Bruce the Hon Alan Griffin MP were in attendance.

**VIP Event**
*ANU College of Asia and the Pacific*

*Thursday 5 March 2015*

Ms Rose Gottemoeller, Under Secretary for Arms Control and International Security, presented a public lecture titled *Stemming the Nuclear Tide: The Nuclear Nonproliferation Treaty at 45.*

Hosted by the Coral Bell School of Asia Pacific Affairs.

**VIP Visit**
*Office of the Vice-Chancellor*

*Friday 6 March 2015*

The Vice-Chancellor met with Mr Wan Saiful, Co-Founder and CEO of Malaysian think tank Institute for Democracy and Economic Affairs, to discuss the Australian higher education system, reforms to the higher education market in Australia and policy review.

**VIP Visit**
*Universities Australia Visit – Brazilian delegation*

*Tuesday 10 March 2015*

A delegation of Vice-Chancellors from four Brazilian institutions (Universidade Estadual de Campinas, Universidade Federal de Santa Catarina, Universidade Federal de Minas Gerais and Universidade de Sao Paulo) visited ANU to learn about the research and teaching strengths of the University and discuss engagement opportunities.

**Major Event**
*ANU/The Canberra Times meet the author event*

*Wednesday 11 March 2015*

Mark Latham, former leader of the Australian Labour Party, spoke about his most recent book *Latham at Large*.

More than 300 guests were in attendance.
Major Event
2015 Pamela Denoon Lecture
Thursday 12 March 2015
Marilyn Waring, former member of the New Zealand Parliament, delivered a public lecture titled *Power & unpaid work: the darkside of women’s caring roles.*
More than 400 guests were in attendance

VIP Event
ANU College of Asia and the Pacific
Thursday 12 March 2015
The 2015 Harold Mitchell Development Policy Annual Lecture
Dr Mari Elka Pangestu, former Minister of Tourism and Creative Economy for Indonesia, delivered a talk titled *The new economy and development: an Indonesian perspective.*

VIP Visit
Office of the Vice-Chancellor
Friday 13 March 2015
Pro Vice-Chancellor (Student Experience) represented the Vice-Chancellor at a meeting with His Excellency Dr Damir Kusen, Ambassador of the Republic of Croatia. The Ambassador was taken on a tour of the ANU Research School of Physics and Engineering and met with Professor Stephen Buckman to discuss research in nanotechnology and possible models of connections between nanoscience and industry.

VIP Visit
Office of the Vice-Chancellor
Friday 13 March 2015
University of South Pacific
The Vice-Chancellor and Professor Stephen Howes met with Professor Rajesh Chandra, Vice-Chancellor of the University of South Pacific.

Event
Science Circus
Sunday 15 March 2015
The Vice-Chancellor attended a Questacon Science Circus exhibition in Goulburn. Mr Angus Taylor MP, Member for Hume, was in attendance.

Meeting
Monday 16 March 2015
The Vice-Chancellor met with the Hon Bob Baldwin MP, Parliamentary Secretary to the Minister for the Environment, at Parliament House.

VIP Event
ANU College of Asia and the Pacific and the Australian Institute of International Affairs
Monday 16 March 2015
2015 S T Lee Lecture
His Excellency Xanana Gusmão, former Prime Minister of Timor-Leste, delivered a talk titled *Political Transition and National Unity: The Timor-Leste Story.*
More than 800 guests were in attendance

VIP Visit
Office of the Vice-Chancellor
Monday 17 March 2015
The United Nations Information (UNI) Centre for Australia, New Zealand and South Pacific coordinated a meeting between Ms Osnat Lubrani, UNI Resident Coordinator, and ANU academics and researchers with Pacific interests. Hosted by the ANU College of Asia and Pacific.

VIP Event
Office of the Vice-Chancellor
Tuesday 17 March 2015
The Vice-Chancellor attended a reception hosted by His Excellency Mr Reha Kesiktepe, Ambassador for the Republic of Turkey. This event was held in conjunction with the conference Gallipoli 1915: A century on. Senator for Victoria the Hon Michael Ronaldson was in attendance.

Parliamentary Dinner
Tuesday 17 March 2015
Students, graduates, politicians, ambassadors and academics attended an anniversary dinner at Parliament House to mark the 21st anniversary of the Australian National Internships Program (ANIP).

Politicians in attendance:
- Senator the Hon Stephen Parry, Senator for Tasmania
- The Hon Bronwyn Bishop, Member for Mackellar
- Senator Claire Moore, Senator for Queensland
- Mr Craig Kelly MP, Member for Hughes
- The Hon Warren Snowden MP, Member for Lingiari
- Dr Peter Hendy MP, Member for Eden-Monaro
- Mr Graham Perrett MP, Member for Moreton
- Senator Lee Rhiannon, Senator for New South Wales
- Senator the Hon Jan McLucas, Senator for Queensland
- Senator Sarah Hanson-Young, Senator for South Australia
- Mr Jason Wood MP, Member for La Trobe
- Senator Alex Gallacher, Senator for South Australia
- Senator the Hon Lisa Singh, Senator for Tasmania
- Senator Nova Peris OAM, Senator for Northern Territory
- Senator the Hon Richard Colbeck, Senator for Tasmania
- The Hon Alannah MacTiernan MP, Member for Perth

Event
Office of the Vice-Chancellor
Tuesday 17 March 2015
The Vice-Chancellor attended a reception held in conjunction with the conference Gallipoli 1915: A century on. Senator the Hon Michael Ronaldson, Minister for Veterans Affairs, was in attendance.

Parliamentary Dinner
Wednesday 8 March 2015
The Deputy Vice-Chancellor (Research) hosted a dinner at University House for Senator Scott Ludlam, Senator for Western Australia.

VIP Visit
Oak Ridge Associated Universities, United States
Wednesday 18 March 2015
Mr Michael Ickowitz from Oak Ridge Associated Universities visited ANU at the invitation of Dr John Wellard to begin a discussion regarding Oak Ridge’s services.
VIP Event
Australian War Memorial and The Australian National University
Wednesday 18 March 2015
The Vice-Chancellor gave the introduction for the Hon Kevin Andrews MP, Minister for Defence, who launched the conference Gallipoli 1915: A century on. The Hon Dr Brendan Nelson, Director of the Australian War Memorial and His Excellency Mr Reha Keskintepe, Ambassador for the Republic of Turkey were in attendance.

APH Meeting
Thursday 19 March 2015
The Vice-Chancellor met with the Hon Michael Keenan MP, Minister for Justice, at Parliament House.

APH Meeting
Thursday 19 March 2015
The Vice-Chancellor met with Senator Chris Back, Senator for Western Australia, at Parliament House.

VIP Event
Australian War Memorial and The Australian National University
Friday 20 March 2015
The Vice-Chancellor gave the introduction for Senator the Hon Michael Ronaldson, Minister for Veteran Affairs, at the conference Gallipoli 1915: A century on.

Major Event
ANU College of Asia and the Pacific
Friday 20 March 2015 – Sunday 22 March 2015
Taiwan Film Festival
A free festival highlighting a special selection of Taiwan's filmmaking talent from the last four decades.
More than 1,000 guests attended
Hosted by the Australian Centre on China in the World

APH Meeting
Monday 23 March 2015
The Vice-Chancellor met with the Hon Marise Payne, Minister for Human Services, at Parliament House.

Parliamentary dinner
23 March 2015
The Vice-Chancellor hosted a dinner for Senator Dio Wang, Senator for Western Australia.

VIP Event
24 March 2015
The Vice-Chancellor hosted a roundtable of ANU experts on the topic of PACER-plus for the Hon Steven Ciobo MP, Parliamentary Secretary to the Minister for Foreign Affairs and Parliamentary Secretary to the Minister for Trade and Investment.

VIP Visit
ANU Alumni Relations and Philanthropy
Wednesday 25 March 2015 – Sunday 29 March 2015
Professor Michael McRobbie, President of Indiana University
The University hosted a program of meetings and discussions during the visit of Professor McRobbie including the re-signing of a Memorandum of Understanding (MOU) between ANU and Indiana University.
VIP Event
Thursday 26 March 2015
The Vice-Chancellor and Senator Linda Reynolds CSC, Senator for Western Australia, hosted an ANU experts panel on Federalism at Parliament House.
Other politicians in attendance:
- The Hon Alannah MacTiernan MP, Member for Perth
- Ms Terri Butler MP, Member for Griffith
- Senator Dio Wang, Senator for Western Australia
- Senator Chris Back, Senator for Western Australia
- Senator Cory Bernardi, Senator for South Australia
- Senator the Hon Ian MacDonald, Senator for Queensland

VIP Event
ANU Alumni Relations and Philanthropy
Saturday 28 March 2015
The Vice-Chancellor hosted the 2015 ANU Alumni Awards Gala Dinner at the National Gallery of Australia.

VIP Event
ANU/The Canberra Times meet the author event
Monday 30 March 2015
Anna Bligh, former Premier of Queensland, spoke about her latest book Through the Wall. She was joined in conversation by the Hon Tanya Plibersek MP, Member for Sydney. Close to 500 guests in attendance

VIP Visit
Office of the Vice-Chancellor
Tuesday 31 March 2015
The Vice-Chancellor met with Dr Albert Mellam, Vice-Chancellor and CEO of the University of Papua New Guinea (UPNG), to sign a MOU between the ANU Crawford School of Public Policy and UPNG.

APRIL

VIP Event
Wednesday 1 April 2015
The Vice-Chancellor escorted the 2015 cohort of Tuckwell Scholars to Parliament House for a morning tea with the Prime Minister, the Hon Tony Abbott MP.

VIP Event
ANU College of Business and Economics
Wednesday 8 April 2015
The Vice-Chancellor gave the introduction for Ms Jillian Broadbent AO who gave a talk titled Will She Be Right? Macro and Micro Observations on Economic Policies. The lecture was followed by a dinner hosted by the Vice-Chancellor and included senior government and business leaders.

Event
ANU College of Asia and the Pacific
Wednesday 8 April 2015
Professor Gareth Evans AC QC and Professor Ramesh Thakur presented their views on the tools needed to achieve a safer and saner nuclear-weapon-free world.
Event
Eat, drink and be literary series
Wednesday 8 April 2015
Host of River Cottage Australia Paul West joined Alex Sloan in conversation.
120 paying guests in attendance

Event
ANU/The Canberra Times meet the author event
Thursday 9 April 2015
Award-winning author Kate Grenville was joined in conversation by Marion Halligan to
discuss her latest book One Life.
More than 300 guests in attendance

VIP visit
Keio University, Japan
Thursday 16 April 2015
President of Keio University, Atsushi Seike, attended an intergenerational conference
coordinated by the ANU Crawford School of Public Policy. While he was on campus he met
with Professor Michael Cardew-Hall as Acting Vice-Chancellor.

VIP Event
East Asia Bureau, ANU Crawford School of Public Policy
Friday 17 April 2015
The East Asia Bureau Economic Research Conference
Dr Muhamad Chatib Basri, Former Minister of Finance for Indonesia, spoke at the
conference on Prosperity in Asia: the intergenerational dimensions

Partner Visit
Beijing Institute of Technology, China
Monday 20 April 2015 - Tuesday 21 April 2015
A delegation from the Beijing Institute of Technology (BIT) attended the Global Programs
Fair. The delegation also visited the ANU Research School of Information Sciences and
Engineering and the ANU College of Business and Economics before touring the
supercomputer facility at National Computational Infrastructure building.

VIP Visit
Universities Australia Visit
Monday 20 April 2015 - Tuesday 21 April 2015
Delegates from Universitas Pasundan, Universitas Hasanuddin and Universitas Pattimiura
visited ANU as part of the Australia/Indonesia University Executives Knowledge Sharing
Project coordinated by Universities Australia.

Partner Visit
South West University for Nationalities, China
Tuesday 21 April 2015
The Vice-Chancellor hosted a dinner for a delegation from the South West University for
Nationalities. This was part of a larger visit to ANU hosted by the National Centre for
Indigenous Studies.

VIP Visit
Office of the Vice-Chancellor
Tuesday 21 April 2015
Ministry of Education, Republic of Korea
The Vice-Chancellor met with representatives for the President of the National Institute for International Education, Ministry of Education, Republic of Korea.

**Partner Visit**  
*Shanghai University of Economics and Finance, China*  
*Wednesday 22 April 2015*  
A delegation from the Shanghai University of Economics and Finance (SUFE), led by President Fan Liming, visited ANU to discuss collaborations between the two institutions. During the visit an MOU between CBE and SUFE was signed by Professor Shirley Leitch.

**VIP Event**  
*National Institute for Mental Health Research (NIMHR)*  
*Thursday 23 April 2015*  
The Vice-Chancellor joined in 40th anniversary celebrations for the NIMHR and formally launched the NIMHR Endowment.

**Conference**  
*ANU College of Business and Economics*  
*Monday 27 April 2015*  
The Tax and Transfer Policy Institute Conference was attended by the Hon Dr Andrew Leigh MP, Member for Fraser and Mr Angus Taylor MP, Member for Hume.

**VIP Visit**  
*Office of the Vice-Chancellor*  
*Monday 27 April 2015*  
The Vice-Chancellor held discussions with His Excellency Mr Sumio Kusaka, Ambassador-Designate for Japan.

**VIP Visit**  
*Office of the Vice-Chancellor*  
*Tuesday 28 April 2015*  
The Vice-Chancellor and Pro Vice-Chancellor (International and Outreach) held discussions with His Excellency Mr Shmuel Ben-Shmuel, Ambassador of Israel to Australia.

**VIP Event**  
*ANU Research School of Earth Sciences (RSES)*  
*Tuesday 28 April 2015*  
The Vice-Chancellor launched the Earth Sciences Future Fund, which will provide direction for the future priorities of RSES through philanthropic support of research, education, field training and maintaining of the ANU geological collections.

**VIP Visit**  
*Office of the Vice-Chancellor*  
*Wednesday 29 April 2015*  
The Vice-Chancellor and Pro Vice-Chancellor (International and Outreach) held discussions with Her Excellency Mrs Menna Rawlings CMG, High Commissioner for Great Britain.

**Meeting**  
*Wednesday 29 April 2015*  
Australian Capital Territory Senator Katy Gallagher met with the Vice-Chancellor on campus.

**Media Event**  
*29 April 2015*  
Andrew Barr MLA, ACT Chief Minister announced the creation of ACT Scientist of the Year Award on ANU the campus.
VIP Event
ANU Sustainability Learning Community
Wednesday 29 April 2015
Adam Bandt MP, Deputy Leader of the Australian Greens, participated in the panel discussion *Great Green Solutions* examining sustainable solutions to climate change and energy demands.

MAY

Media Event
1 May 2015
Mr Simon Corbell MLA, ACT Deputy Chief Minister launched the ACT Renewable Energy Industry Development Strategy on the ANU campus.

VIP Event
The John Curtin Medical Research Foundation
Sunday 3 May 2015
The Governor-General of Australia, His Excellency General the Honourable Sir Peter Cosgrove AK MC (Ret’d) and Lady Cosgrove, officially opened *Sunday Dreaming* exhibition held on the grounds of Government House. The exhibition raised funds for the National Centre for Indigenous Genomics.
Grants and Consultancies
Awarded between 1 March 2015 and 30 April 2015

College of Arts and Social Sciences ................................................................................................................................. 2
College of Asia and the Pacific ......................................................................................................................................... 3
College of Business and Economics ................................................................................................................................. 2
College of Medicine, Biology and Environment ............................................................................................................... 4
College of Physical and Mathematical Sciences............................................................................................................... 4

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 nil. This can be for a variety of reasons, such as the contract is still under negotiation, or that the project is a non-monetary agreement.
### College of Arts and Social Sciences

<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 Employment</td>
<td>Dr Nicholas Biddle</td>
<td>Controlling for macroeconomic variables</td>
<td>$22,000</td>
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<tr>
<td>Commonwealth Department of Education</td>
<td>Dr John Minns</td>
<td>Travel arrangements for ANCLAS - Qualifications Recognition Project 2015 participants</td>
<td>$54,545</td>
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### 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>
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</thead>
<tbody>
<tr>
<td>University of Newcastle</td>
<td>Dr Stephen Dann</td>
<td>Twitter Data Analysis for DE14010043</td>
<td>$920</td>
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<tr>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
<td>Total Amount Awarded</td>
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<tr>
<td>South Asian Network for Development and Environmental Economics</td>
<td>Dr Kuntala Lahiri-Dutt</td>
<td>What Role Property Rights play in Informal Mining Based Livelihoods?</td>
<td>$34,100</td>
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<td>Wenner-Gren Foundation</td>
<td>Prof Mark Mosko</td>
<td>Dividual Personhood and the Rupture Hypothesis of Christian Conversion in the Trobriand Islands</td>
<td>$24,995</td>
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<td>Japan Foundation, The</td>
<td>A/Prof Simon Avenell</td>
<td>Japanese Studies Graduate Workshop</td>
<td>$15,073</td>
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<tr>
<td>North Atlantic Treaty Organisation (NATO)</td>
<td>Prof William Tow</td>
<td>Global Allies: Comparing alliances in Europe and Asia</td>
<td>$43,807</td>
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<tr>
<td>Nuclear Threat Initiative</td>
<td>Prof Ramesh Thakur</td>
<td>NSP Partnership with Asia Pacific Leadership Network</td>
<td>$246,506</td>
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<tr>
<td>Commonwealth Department of Industry</td>
<td>Prof Premachandra Athukorala</td>
<td>How Does Australia Fit into Global Production Sharing: Prospects and Policy Options?</td>
<td>$88,330</td>
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<tr>
<td>Australian Renewable Energy Agency (ARENA)</td>
<td>A/Prof Frank Jotzo</td>
<td>Deep Decarbonisation Pathways</td>
<td>$32,163</td>
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<tr>
<td>World Health Organisation (WHO)</td>
<td>Dr Julie Smith</td>
<td>To review the evidence assessing the impacts of marketing on the attitudes and behaviours of caregivers of young children.</td>
<td>$45,380</td>
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<tr>
<td>Commonwealth Department of Foreign Affairs and Trade (DFAT)</td>
<td>Prof Joan Beaumont</td>
<td>DFAT Professional Training 2015 - History of Australian Trade and Aid Policy and Relationships</td>
<td>$33,889</td>
</tr>
<tr>
<td>Primary Funds Provider</td>
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<tr>
<td>Judith Jane Mason and Harold Stannett Williams Memorial Foundation</td>
<td>A/Prof Brett Lidbury</td>
<td>Activin B as a diagnostic marker for chronic fatigue syndrome (CFS/ME) and investigation into its role in CFS/ME</td>
<td>$247,745</td>
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<tr>
<td>Human Frontier Science Program</td>
<td>Dr Maria Carola Garcia De Vinuesa</td>
<td>Cooperation strategy and information processing in and between germinal centre reactions</td>
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<tr>
<td>NSW Office of Environment and Heritage</td>
<td>Dr Craig Strong</td>
<td>Dustwatch for Support for Riverina LLS 2014-15 contract CMBG-0315</td>
<td>$27,272</td>
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<tr>
<td>NSW Office of Environment and Heritage</td>
<td>Dr Craig Strong</td>
<td>Dustwatch Support for Western LLS 2014-15 contract</td>
<td>$27,272</td>
</tr>
<tr>
<td>Bushfire and Natural Hazards CRC Ltd</td>
<td>Mr Narsimha Garlapati</td>
<td>Mapping forest fuel load and structure from airborne LiDAR data</td>
<td>$34,167</td>
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<tr>
<td>MuPharma Pty Ltd</td>
<td>Dr Charani Ranasinghe</td>
<td>Evaluation of a novel mucosal vaccine delivery device</td>
<td>$27,125</td>
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<tr>
<td>Commonwealth Dept of Foreign Affairs &amp; Trade, Australian Cnt for International Agricultural Res(ACIAR)</td>
<td>Dr Lorrae van Kerkhoff</td>
<td>Undertake a pilot study to test a framework for understanding environmental management governance in Palau</td>
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</tbody>
</table>

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<thead>
<tr>
<th>College of Physical and Mathematical Sciences</th>
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</thead>
<tbody>
<tr>
<td>Primary Funds Provider</td>
<td>Primary Investigator</td>
<td>Title</td>
<td>Total Amount Awarded</td>
</tr>
<tr>
<td>Australian Institute of Nuclear Science and Engineering (AINSE)</td>
<td>Dr Matthew Hole</td>
<td>Modelling Magpie Plasmas</td>
<td></td>
</tr>
</tbody>
</table>
PART 6 – OTHER BUSINESS

*33. QUESTION TIME

PURPOSE
For Members of Council to ask questions.

SPONSOR
Chancellor

RECOMMENDATION
That Council note any matters raised in question time.

ACTION REQUIRED
For discussion ☑ For decision ☐ For information ☐
*34. OTHER BUSINESS

PURPOSE
For Council Members to raise any other business for the consideration of the meeting.

SPONSOR
Chancellor

RECOMMENDATION
That the Council consider any other business raised.

ACTION REQUIRED
For discussion ☑  For decision ☐  For information ☐
35. NEXT MEETING

PURPOSE For Council Members to note the date of the next meeting of Council.

SPONSOR Chancellor

RECOMMENDATION That it be noted that the next meeting of Council will be held on 24 July 2015.

ACTION REQUIRED For discussion ☐ For decision ☐ For information ☑