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2018
Annual
Report



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

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for purpose

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28 April 2019

Higher Education and Tertiary Policy Directorate
NSW Department of Education
Level 7, 105 Phillip Street
Parramatta NSW 2150

Dear Minister,

The Council of the University of Wollongong has the honour of submitting to you the Annual Report of the proceedings of the University of Wollongong for the period 1 January to 31 December 2018.

The Annual Report has been prepared in accordance with the relevant legislation, particularly the *Annual Reports (Statutory Bodies) Act 1984* (NSW) and the *Public Finance and Audit Act 1983* (NSW).

Yours sincerely,



Ms Jillian Broadbent AC
Chancellor



Professor Paul Wellings CBE
Vice-Chancellor and Principal





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The UOW Purpose

OUR PURPOSE

The University of Wollongong (UOW) is a research-intensive university with an outstanding reputation for its learning environments across a broad range of disciplines.

Our commitment to our students is evident in our graduates, who are recognised for their capability, quality and success in the global workplace.

UOW is an international network of campuses and regional learning centres. Together with our partners, we make a strong and connected presence in our communities.

We are a young and vibrant university with undiminished ambitions. We value our research capacity to work on complex interdisciplinary problems. Our spirit of inquiry drives our research and learning environments and our objective of earning a place in the top 1% of the world's universities.

LEGISLATION

UOW was established under its own legislation in 1975. The *University of Wollongong Act 1989* (NSW) and the *University of Wollongong By-law 2005* (NSW) are the primary legislative instruments.

To discover more about the legislative framework that the University operates within, see uow.edu/governance/legislation/

SNAPSHOT

	Rounded	Actual
Total Student Enrolment	35,500	35,541
Onshore Student Enrolments	28,000	28,035
Offshore Student Enrolments	7,500	7,506
International Students Enrolled in Australia and Abroad	15,400	15,470
Nationalities at UOW	150	154
Employees (Head Count)	2,500	2,579

Vice-Chancellor's Overview

The University of Wollongong (UOW) continues to drive change and support the revitalisation of its communities during this period of rapid global, social, technological transformation. We are not just cultivating the capabilities of our 35,541 enrolled onshore and offshore students, we are filling the gap between government and industry by fostering innovation and supporting start ups to make a significant impact on regional, state and national economies. UOW is thinking big and collaborating with national and global partners to create change that matters.

I am pleased to present the 2018 Annual Report, which demonstrates how we are delivering on the goals set out in our 2016 - 2020 Strategic Plan, and responding to regional, national and international needs.

The University has had an outstanding year. We were the first university to complete reaccreditation under the new Higher Education Threshold standards. The Tertiary Education Quality and Standards Agency (TEQSA) praised the institution for its high quality teaching and learning performance, its research culture, robust quality assurance processes, its commitment to academic and research integrity and to increasing participation of Indigenous students in higher education.

UOW was recognised among the world's best institutions for teaching excellence at the 2018 Global Teaching Excellence Awards, receiving one of five Spotlight Awards. We are the only Australian university to have been shortlisted in two consecutive years.

Along with other recent awards and rankings, the Quality Indicators for Learning and Teaching (QILT) 2018 reinforced UOW's position as one of the best universities in Australia. We are globally ranked among the top 250 universities and are consistently ranked in the top 1% for the quality of our graduates. The Times Higher Education World University Rankings again rated multiple UOW subjects in the world's top 200.

This year, UOW renewed its commitment to the success of equity students through launching a new Access and Participation Enabling Plan for Student Equity in Higher Education 2018 - 2020. At UOW, 19.2% of domestic undergraduate students are from a low socioeconomic status background, 29.1% of students are from regional and remote areas and 2.2% of domestic students identify as Aboriginal or Torres Strait Islander.

UOW significantly expanded its international outlook in 2018. UOW is at an advanced stage in the handover of our new campuses in Malaysia, while in Hong Kong preparatory work is underway for UOW College Hong Kong's new flagship campus. University of Wollongong in Dubai (UOWD) this year celebrated its 25th anniversary and had its operating license renewed for a further five years. The construction of a new UOWD Campus in Knowledge Park is progressing well.

Local initiatives at our Wollongong Campus that are making good progress include Molecular Horizons, which will house Australia's most powerful biological electron microscope, the Titan Krios Cryo-EM. It is currently located in a temporary facility at the Australian Nuclear Science and Technology Organisation (ANSTO) to facilitate the use of this new technology by UOW and its research partners. Both the Titan Krios and the FEI/Thermo Fisher Talos Artica microscope (installed at an interim facility at UOW earlier in 2018) will be moved into the Molecular Horizons building following construction which is expected to be completed by the end of 2019.



In February, we announced the development of a Health and Wellbeing precinct at the Innovation Campus which will provide patient-centred multidisciplinary health faculties to improve health outcomes for Illawarra and Shoalhaven residents. We have also made new investments in our facilities at UOW Sydney Business School and at our South Western Sydney (SWS) Campus at Liverpool.

UOW has a global reputation for quality, innovative research and strong industry partnerships. Our total research income for 2018 was over \$110 million, with substantial contributions from the Australian Research Council (ARC), National Health and Medical Research Council (NHMRC) and industry.

Officially opened at the Wollongong Campus in May, the ARC Industrial Transformation Training Centre for Advanced Technologies in Rail Track Infrastructure (ITTC-Rail) presents a significant opportunity to build capacity in rail industry transformation across NSW, Australia and the world. In July, we officially opened the MIND the GaP facility at our Shoalhaven Campus to address the gaps in mental healthcare for people living in regional and rural areas.

A special commemoration was held in November to mark the 40th anniversary of the unveiling of UOW's founding Donors Memorial Bench. The event was marked by the unveiling of a new 'Genesis' sculpture donated by local artist Gaby Porter, HOW used the opportunity to pay tribute to our founding donors, acknowledging the wonderful support received over the years that has made such a significant impact on the University, and on our capacity to impact positively on society.

On the note of philanthropy's impact, UOW also this year announced a partnership with the Ramsay Centre for Western Civilisation to establish a degree fully funded with Australia's largest philanthropic donation to the humanities. UOW is the first university to partner with the Ramsay Centre and this new undergraduate degree is expected to commence in 2020.

In another first, the NUW Alliance (the University of Newcastle, the University of New South Wales and the University of Wollongong) together with Western Sydney University signed a Statement of Intent with the NSW Government in September to deliver a 'Multiversity' as part of the Western Sydney Aerropolis precinct at Badgerys Creek.

It has certainly been a busy year and I am extremely grateful to the University's senior executive team, Chancellor Jillian Broadbent AC and the University Council for their ongoing support and advice throughout the year.

I express my sincere thanks and appreciation to the many dedicated staff who have worked on these and other projects throughout 2018. I also honour the support and partnerships of our external stakeholders. Through these collaborations, we have created a great deal of change that matters.

Professor Paul Wellings CBE
Vice-Chancellor

—
UOW
Compliance
Reporting

University Council Role and Function



2018 University Council Members
(Photograph taken February 2018)

Left to right: Mr Zlatko Todorovski, Mr Warwick Shanks, Mr Greg West, Mr Robert Ryan (Deputy-Chancellor), Mr David Groves, Professor Paul Wellings CBE, Mr Zachary Fitzpatrick, Ms Nieves Murray, Dr Elizabeth Magassy (Deputy Chancellor), Mr Yuxi Ruan, Ms Jillian Broadbent AC (Chancellor), Ms Cathy Bale, Associate Professor Rodney Vickers

Missing: Ms Munya Andrews, Mr Paul Ell, Ms Jamie Le, Ms Natasha Nankivell, Professor Nan Seuffert, Professor Wilma Vialle

Under the *University of Wollongong Act 1989* (NSW) (the Act), the Council is the governing authority of the University. The Council acts for and on behalf of the University and controls and manages the University's affairs and concerns. Section 16 (1B) of the Act states that, in exercising the University's functions the Council is to:

- (a) monitor the performance of the Vice-Chancellor;
- (b) oversee the University's performance;
- (c) oversee the academic activities of the University;
- (d) approve the University's mission, strategic direction, annual budget and business plan;
- (e) oversee risk management and risk assessment across the University (including, if necessary, taking reasonable steps to obtain independent audit reports of entities in which the University has an interest but which it does not control or with which it has entered into a joint venture);
- (e1) without limiting paragraph (e), to enter into or participate in arrangements or transactions, or combinations of arrangements or transactions, to effect financial adjustments for the management of financial risks;
- (f) approve and monitor systems of control and accountability for the University (including in relation to controlled entities within the meaning of section 16A of the Act);
- (g) approve significant University commercial activities (within the meaning of section 21A of the Act);
- (h) establish policies and procedural principles for the University consistent with legal requirements and community expectations;
- (i) ensure that the University's grievance procedures, and information concerning any rights of appeal or review conferred by or under any Act, are published in a form that is readily accessible to the public;

- (j) regularly review its own performance (in light of its functions and obligations imposed by or under this or any other Act);
- (k) adopt a statement of its primary responsibilities; and
- (l) make available for members of the Council a program of induction and of development relevant to their role as such a member.

Additionally, Section 16 (1) of the Act states that, in exercising the University's functions the Council may:

- (a) provide such courses, and confer such degrees and award such diplomas and other certificates, as it thinks fit;
- (b) appoint and terminate the appointment of academic and other staff of the University;
- (d) obtain financial accommodation (including, without limitation, by the borrowing or raising of money) and do all things necessary or convenient to be done in connection with obtaining financial accommodation;
- (e) invest any funds belonging to or vested in the University;
- (f) promote, establish or participate in (whether by means of debt, equity, contribution of assets or by other means) partnerships, trusts, companies and other incorporated bodies, or joint ventures (whether or not incorporated);
- (h) establish and maintain branches and colleges of the University, within the University and elsewhere;
- (i) make loans and grants to students; and
- (j) impose fees, charges and fines.

Section 16A of the Act also sets out Council functions in regard to controlled entities.

The Council meets six times per year.

Council Activities 2018

The University Council started 2018 by welcoming several new members. Ms Cathy Bale and Mr Paul Ell joined Council as the professional staff and alumni elected members respectively. Mr Warwick Shanks was appointed by the NSW Minister for Education and Mr Greg West, Mr Zlatko Todorcevski and Ms Munya Andrews were the new Council appointed members. Ms Andrews resigned from Council in June 2018 and was replaced by Ms Natasha Nankivell on 1 December 2018. Following the resignation of the elected undergraduate member Zachary Fitzpatrick in July 2018, Ms Jamie Le was appointed by Council at its August meeting after an expression of interest process to fill the casual vacancy for the remainder of the year.

During 2018, Council commenced its search for a new Chancellor following the decision of current Chancellor, Jillian Broadbent AC, to step down at the end of her term on 30 September 2019. A special purpose selection committee was established, comprising the two Deputy Chancellors of the University and the Vice-Chancellor. In consultation with the Council, the Committee drafted a role statement for the Chancellor position and developed and reviewed a long list of candidates with a view to recommending a preferred candidate to Council in the first half of 2019.

Council continued to assess, approve and monitor key strategic activities of the University. It discussed the progress of the NUW Alliance (a strategic collaboration between the Universities of New South Wales, Newcastle and Wollongong), noting the proposal to work with the NSW Government and the University of Western Sydney to develop an education and research presence, a “Multiversity”, specialising in STEM (science, technology, engineering and mathematics) as part of the Aerotropolis precinct at the site of the new Sydney airport at Badgerys Creek. By leveraging the expertise of the four institutions, students, employees and the wider community are set to have unparalleled access to innovative teaching and research. Council also approved the South West Sydney Enabling Strategy and the creation of a Pro Vice-Chancellor (South Western Sydney) to drive the growth of the University’s campus at Liverpool.

As well as these exciting new opportunities in Western Sydney, Council also considered international opportunities, approving the expansion of its offshore campuses into Malaysia, through its subsidiary UOW Global Enterprises (UOWGE). To this end, Council approved the acquisition of a majority interest in the university colleges of Malaysian private education provider KDU in Kuala Lumpur and Penang, including a new campus under construction in Batu Kawan.

In April 2018, Council’s oversight of the preparations for TEQSA’s registration renewal was rewarded as the University was granted unconditional registration for the maximum allowable period of seven years to March 2025. The high standard of record keeping in relation to Council and its committees, which enables effective and informed decision making and assurance, was highlighted by TEQSA. Throughout 2018, Council continued to monitor implementation of recommendations from major reviews of Council operations and of Academic Governance which informed the TEQSA registration process.

Council continued to monitor the University’s performance against the University’s high level key performance indicators (KPIs) via regular reporting to Council of KPI data and through associated presentations on the overarching KPI categories (Education; Research and Innovation; Finance; Internationalisation; Staff; Information Management and Technology; Campus; and Brand Positioning, Marketing and

Communications). Council also discussed presentations from the Executive Deans of the Faculty of Engineering and Information Sciences (EIS), and the Faculty of Law, Humanities and the Arts (LHA) and by the Executive Director of the Australian Institute of Innovative Materials (AIIM).

Council oversaw a number of other key initiatives in 2018 including a presentation regarding UOW’s defence initiatives; the approval of the UOW Online Strategy; and the results of the fifth workforce survey. Council also reviewed the University’s WHS performance, receiving a detailed presentation on psychological injuries and strategies to reduce the number of incidents and maximise a positive workplace culture.

Council played an active role in setting and monitoring the financial direction of the University, ensuring that the University had appropriate controls in place to meet a reduced government funding landscape. In February, Council considered and approved the Capital Management Plan 2018 - 2022; in April it reviewed and approved the 2017 Financial Statements; in June it discussed the 2018 - 2019 Federal Budget, addressing critical issues and opportunities for UOW; in August it reviewed benchmarking data comparing the University to sector comparators; and in October, Council approved the 2019 Budget.

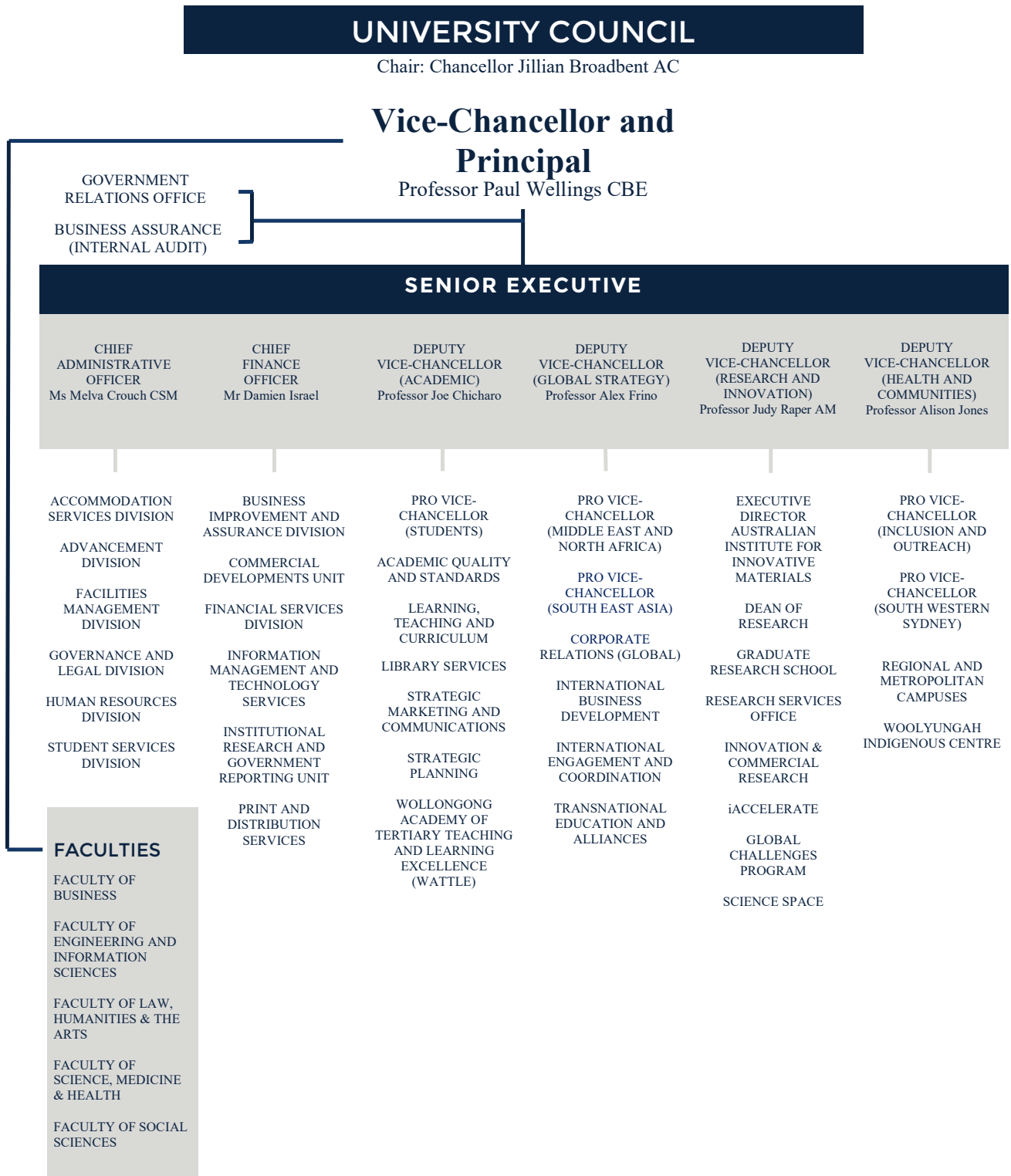
Council monitored the progress of major infrastructure projects including the development and construction of the Molecular Horizons facility which will house the Talos Arctica microscope and the Titan Krios microscope, which is currently installed at ANSTO. Throughout 2018, Council also carried out its responsibilities in relation to policy oversight, approving a number of new and amended policies including revised research policies as a result of an internal review; amendments to the Student Conduct Rules as a result of the new Academic Misconduct system; a new High School Workplace Learning Policy; and a revised Records Management Policy.

Quarterly reports were submitted to Council from each of its two controlled entities: UOW Pulse Ltd and UOWGE. Mr Peter Robson AO, Chair of the UOWGE Board, presented an overview of UOWGE’s activities, performance and strategies for each of its four entities at the December Council meeting including an update on the recent acquisition of KDU Malaysia. A similar presentation is scheduled from the Chair of UOW Pulse Ltd in 2019.

The University received reports from its undergraduate and postgraduate student associations, as well as from the Student Representative Forum which was reconstituted as the Student Advisory Council midway through 2018.

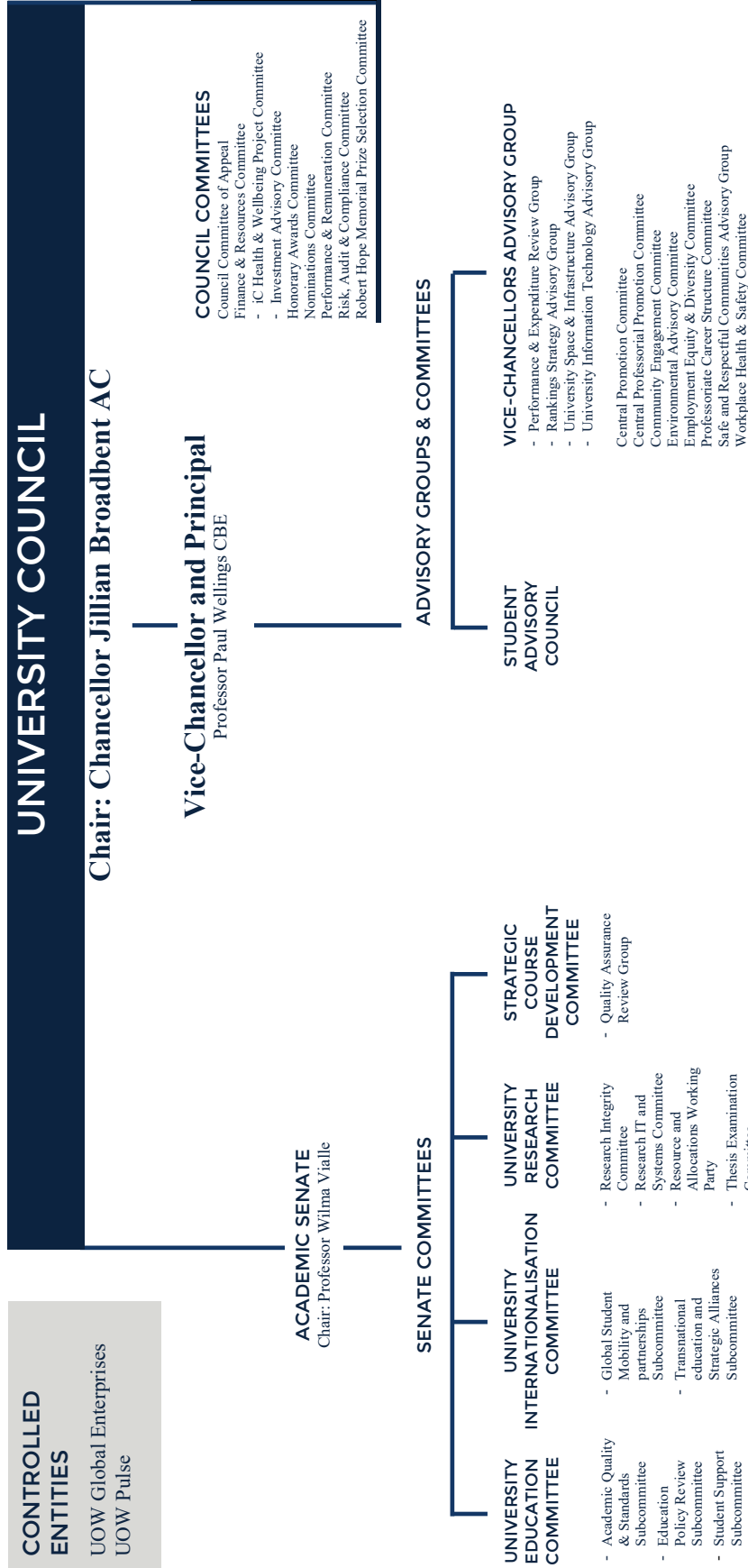
Organisational Chart

Figure 1: Organisational Chart as at 31 December 2018



Governance Organisational Chart

Figure 2: Governance Organisational Chart as at 31 December 2018



Senior Executive

Table 1: Senior Officers of the University

Chancellor	Ms Jillian Broadbent AC, BA <i>Syd</i> , Hon DLitt <i>UWS</i>
Deputy Chancellors	Dr Elizabeth Magassy, MBBS <i>Syd</i> , DipRACOG Mr Robert Ryan, BE <i>Syd</i> , MCL <i>Macq</i>
Vice-Chancellor	Professor Paul Wellings CBE, BSc(JntHons) <i>Lond</i> , MSc <i>Dunelm</i> , PhD <i>East Ang</i> , Hon DSc <i>Lanc</i>
Deputy Vice-Chancellor (Academic)	Professor Joe Chicharo, BEng(Hons), PhD <i>W'gong</i> , FIEAust SMIEEEE
Deputy Vice-Chancellor (Global Strategy)	Professor Alex Frino, BCom, MCom (Hons) <i>W'gong</i> , MPhil <i>Cantab</i> , PhD <i>USyd</i> , CPA, CA
Pro Vice-Chancellor (Health Strategy) and Executive Dean, Faculty of Science, Medicine and Health	Professor Alison Jones MD, FRCPE <i>Edin</i> , FRCP, CBiolFRSB <i>Lond</i> , FRACP <i>Aust</i> , FACMT <i>USA</i> , FAACT <i>USA</i>
Deputy Vice-Chancellor (Research and Innovation)	Professor Judy Raper AM, BE(Hons), PhD <i>UNSW</i> , FIEAust, FAATSE, FAICD
Chief Administrative Officer	Ms Melva Crouch CSM, BBus <i>USQ</i> , GradDipAsSt <i>UNE</i> , GradDipMgmt <i>ACSC</i> , MAIR <i>Deakin</i>
Chief Finance Officer	Mr Damien Israel, BBus, MAcc, <i>CSU</i> , FCPA
Pro Vice-Chancellor (Inclusion and Outreach)	Professor Paul Chandler, BSc(Hons), DipEd <i>Syd</i> , MSc(Psych), PhD <i>UNSW</i> , MAICD
Pro Vice-Chancellor (Middle East and North Africa) and President UOW in Dubai (UOWD)	Professor Mohamed-Vall M. Salem Zein, BSc(CompSci) <i>Jeddah</i> , MSci PhD(CompSci) <i>Montreal</i> , Baccalaureate (major in Mathematics) <i>Mauritania</i>
¹ Pro Vice-Chancellor (South East Asia) and Dean of Academic Programs at INTI-Laureate from 17 April 2018	Professor Paul Gollan, BA (Hons) <i>NSW</i> , MBA (General) <i>Nott</i> , MSc <i>LSE</i> , PhD <i>LSE</i> , FCIPD, FAHRI
Pro Vice-Chancellor (South Western Sydney) and Dean of Law	Professor Colin B. Picker, JD <i>Yale</i> , AB <i>Bowdoin</i> , PhD <i>UNSW</i>
Pro Vice-Chancellor (Students) Commenced 29 January 2018	Professor Julia Coyle, MCSP, GradCertUTL <i>CSturt</i> , GradDipManipPhysio, MManPhysio <i>La Trobe</i> , PhD <i>CSturt</i> , GAICD
Executive Dean, Faculty of Business	Professor Charles Areni, BSci, PhD <i>UF</i>
Executive Dean, Faculty of Engineering and Information Sciences	Professor Valerie Linton, BEng <i>Sheff</i> , MBA <i>La Trobe</i> , PhD <i>Cantab</i> , GAICD FIEAust, CMP
Executive Dean, Faculty of Law, Humanities and the Arts	Professor Theo Farrell, BA(Hons) MA <i>UCD</i> DipIntRel <i>Wien</i> PhD <i>Bris</i> FacSS FRSA, FRSN
Executive Dean, Faculty of Social Sciences	Professor Glenn Salkeld, BBus <i>UTS</i> , GDipHlthEcon <i>UiT</i> , MPH, PhD <i>Syd</i>
Dean of Research	Professor Timothy Marchant, BSc(Hons), PhD <i>Adel</i> , FAustMS
Dean of Medicine to 2 October 2018	Professor Nicholas Zwar, MBBS <i>Adel</i> , MPH <i>Syd</i> , PhD <i>Newc</i> FRACGP
Acting Dean of Medicine from 3 October 2018	Associate Professor Kylie Mansfield, BAppSc(Hons) <i>UTS</i> , PhD <i>W'gong</i>
Dean of Sydney Business School	Professor Grace McCarthy, BA, MA <i>Cork</i> , MBA <i>Henley</i> , GradDipInfoLibStds, PhD <i>Man</i> , GAICD
Chair, Academic Senate	Professor Wilma Vialle, BEd MED <i>UTas</i> , PhD <i>USF</i>

¹ The role had oversight by the Deputy Vice-Chancellor (Global Strategy) from 1 January to 16 April 2018.

Council Committees

ACADEMIC SENATE

The Academic Senate (Senate) is the peak body advising the University Council and the Vice-Chancellor on academic matters and broad issues which affect and promote the academic excellence of the University. Senate's role encompasses oversight of policies, structures and strategies that impact upon teaching and research, academic quality assurance, and the student experience. Senate is the key forum for academic staff to discuss matters of interest relating to its Terms of Reference, including those relating to the broader governmental, political or higher education environment. It also serves as a conduit for disseminating key information about academic activities throughout the University.

In 2018, Academic Senate oversaw the implementation of the recommendations from the 2017 Review of Academic Governance. It received regular reports from the chairs of its major subcommittees, the Vice-Chancellor, members of the Senior Executive and Executive Deans on major issues, initiatives and projects within their portfolios. Academic Senate approved 93 proposals relating to new courses or amendments to existing courses and delivery locations, as recommended by the Strategic Course Development Committee, and granted interim re-approval for one year for 55 courses.

The Chair attended meetings of the national and state meetings of the Chairs of Academic Senates and Boards throughout 2018 and continued to serve as Chair of the NSW Chairs of Academic Boards group throughout the year.

FINANCE AND RESOURCES COMMITTEE

The Finance and Resources Committee has the delegation to Act on behalf of Council on urgent matters between Council meetings. It has particular responsibility to assist and advise Council in fulfilling its corporate governance and independent oversight responsibilities in relation to the University's operational policies, projects and performance. The Committee comprises a Deputy Chancellor as Chair; the Vice-Chancellor; one staff member; one student member; two external members of Council; and an optional co-opted member external to the University and the Council with relevant skills and experience. The Committee met five times in 2018, considering the University's response to the changing government funding landscape, reviewing the 2019 University Budget and the 2019 - 2024 Capital Management Plan before submission to Council, as well as monitoring a range of operational activities.

RISK, AUDIT AND COMPLIANCE COMMITTEE

The Risk, Audit and Compliance Committee has responsibility in relation to the University's management of risk, compliance with legislation and standards, its internal control structure and audit requirements, and its external reporting responsibilities. The Risk, Audit and Compliance Committee comprises four external Council members nominated by Council (one of whom is the Chair) plus an optional, co-opted member external to the University and the Council with relevant skills and experience. In attendance as non-voting attendees are the Vice-Chancellor; the Chief Finance Officer (as Secretary of the Committee); any member of the Senior Executive for matters relevant to their respective portfolio; representatives of the NSW Audit Office; representatives of the contracted internal audit provider; the Director Business Improvement and Assurance Division; the Manager Business Assurance; and other officers as required. The Committee met four times in 2018, reviewing the University's internal audit schedule, receiving and reviewing internal audit reports and monitoring emerging risks. (see also p21)

PERFORMANCE AND REMUNERATION COMMITTEE

The Performance and Remuneration Committee is responsible for the processes regarding the appointment of the Vice-Chancellor, determining the Vice-Chancellor's performance targets, and for monitoring the Vice-Chancellor's performance. Additionally, the Performance and Remuneration Committee oversees succession planning for the Vice-Chancellor and the senior executive, as well as the remuneration of the Vice-Chancellor. The Committee is chaired by the Chancellor and its members include a Deputy Chancellor and two additional, external Council Members. The Committee met twice in 2018.

COUNCIL NOMINATIONS COMMITTEE

The Council Nominations Committee meets as required and makes recommendations to Council concerning suitable candidates for appointment to Council by Council or the NSW Minister for Education and Training. Selection Criteria for the relevant membership categories are drawn from the *University of Wollongong Act (1989)* and from the Voluntary Code of Best Practice for the Governance of Australian Universities. In 2018 the Nominations Committee met once to consider nominations and fill a vacancy arising for a Council appointed member.

HONORARY AWARDS COMMITTEE

The Honorary Awards Committee makes recommendations to Council, under approved procedures and criteria, on the award of honorary degrees, University fellowships and emeritus professorships and determines the recipients of the UOW Alumni Awards. The Committee comprises the Chancellor as Chair; Vice-Chancellor; Chair of the Academic Senate; two senior members of the University's Academic staff; two members of Council (other than a student or staff member); and the Director of the Advancement Division. The Committee met twice in 2018 to consider and recommend honorary award recipients to Council and to approve alumni award recipients.

COUNCIL COMMITTEE OF APPEAL

This Committee is the final appeal body at the University and deals with matters arising from the Student Conduct Rules, and any appeals against decisions taken by University officer(s) with regard to the application of University rules and policies. The Committee of Appeal comprises a Deputy Chancellor as Chair; a student member of Council (or, if not available, another student appointed by Council); a staff member of Council; and one external member of Council appointed by Council, each of whom are appointed by Council when required. The Committee did not meet in 2018.

CHANCELLOR ROBERT HOPE MEMORIAL PRIZE COMMITTEE

This Committee considers nominations for the only student prize awarded by the University Council. The Chancellor Robert Hope Memorial Prize is awarded to individuals who are eligible to graduate from UOW with a bachelor degree in the current year and who have made a substantial contribution to the University community and/or broader community with consistent excellent academic performance. The Committee comprises the Chancellor as Chair; the Chair of Academic Senate; an external Council member; and the Director Student Services Division. The Committee met prior to the final Council meeting of the year and recommended a recipient to Council for approval. In 2018, the Chancellor Robert Hope Memorial Prize was awarded to Jessica Kiekebosch-Fitt.

Council Membership and Attendance

Table 2: Council Membership and Attendance at Council Meetings in 2018

	Attended	Possible	Current Term
EX OFFICIO			
The Chancellor			
Ms Jillian Broadbent AC, BA <i>Syd</i> , Hon DLitt <i>UWS</i>	6	6	Ex officio role
The Vice-Chancellor and Principal			
Professor Paul Wellings CBE, BSc (JntHons) <i>Lond</i> , MSc <i>Durh</i> , PhD <i>E.Anglia</i> , Hon DSc <i>Lanc</i>	6	6	Ex officio role
The Chair of Academic Senate			
Professor Wilma Vialle, BEd MEd <i>UTas</i> , PhD <i>USF</i>	4	6	Ex officio role
NSW MINISTERIAL NOMINEES			
Dr Elizabeth Magassy, MBBS <i>Syd</i> , DipRACOG (Deputy Chancellor)	6	6	2016-19
Mr Warwick Shanks, BCom <i>Syd</i> , CIA, FCCA	4	6	2018-21
APPOINTED BY COUNCIL			
Mr Robert Ryan, BE <i>Syd</i> , MCL <i>Macq</i> (Deputy Chancellor)	6	6	2018-21
Ms Munya Andrews	0	3	2018 ¹
Mr David Groves, BCom <i>W'gong</i> , MCom <i>UNSW</i> , CA, FAICD	5	6	2017-20
Ms Nieves Murray, BA Grad Cert Public Health <i>W'gong</i> , GMP <i>Harv</i>	6	6	2017-19
Ms Natasha Nankivell, BSc <i>UNSW</i>	1	1	2018-21 ²
Mr Zlatko Todorcevski, BCom MBA <i>W'gong</i>	5	6	2018-20
Mr Greg West, CA	5	6	2018-20
ELECTED BY THE STUDENTS OF THE UNIVERSITY			
Mr Zachary Fitzpatrick	2	3	2017-19 ³
Ms Jamie Le	2	3	2018 ⁴
Mr Yuxi Ruan, BE (Hons) <i>W'gong</i>	6	6	2017-20
ELECTED BY GRADUATES			
Mr Paul Ell, BCom-LLB GDipLegPrac <i>W'gong</i>	6	6	2018-21
ELECTED BY THE FULL TIME ACADEMIC STAFF OF THE UNIVERSITY			
Associate Professor Rodney Vickers, BSc (Hons) MSc PhD <i>Cant</i>	5	6	2018-19
Professor Nan Seuffert, BA <i>Virginia</i> , JD <i>Boston</i> , LLM <i>Well</i> , LLM JSD <i>Columbia</i>	5	6	2019-20
ELECTED BY THE FULL TIME GENERAL STAFF OF THE UNIVERSITY			
Ms Cathy Bale, MBA <i>W'gong</i>	4	6	2018-19

1 Munya Andrews resigned from Council 3.5 years earlier than her original term, finishing on 15 June 2018.

2 Natasha Nankivell joined Council in December 2018.

3 Zachary Fitzpatrick resigned from Council 7 months earlier than his original term, finishing on 18 June 2018.

4 In accordance with clauses 17 and 18 of the University of Wollongong By-Law 2005, Council elected Jamie Le to the position of undergraduate student member of Council to fill a casual vacancy from 10 August 2018 to 31 December 2018.

Council Committee Membership and Attendance

Table 3: Council Committee Membership and Attendance at Meetings in 2018

	Meeting Attended	Attendance Possible
Finance and Resources Committee		
Mr Robert Ryan (Chair)	5	5
Mr Yuxi Ruan	4	5
Mr Warwick Shanks	4	5
Professor Paul Wellings CBE	4	5
Associate Professor Rodney Vickers	4	5
Mr David Groves		
Risk, Audit and Compliance Committee		
Mr Zlatko Todorcevski (Chair)	4	4
Dr Elizabeth Magassy	4	4
Ms Nieves Murray	4	4
Mr Greg West	3	4
Honorary Awards Committee		
Ms Jillian Broadbent AC (Chair)	2	2
Professor Paul Wellings CBE	2	2
Ms Monique Harper-Richardson	2	2
Dr Elizabeth Magassy	2	2
Professor Richard Roberts	2	2
Professor Glenn Salkeld	1	2
Professor Wilma Vialle	2	2
Ms Munya Andrews	0	2
Performance and Remuneration Committee		
Ms Jillian Broadbent AC (Chair)	2	2
Dr Elizabeth Magassy	2	2
Mr Robert Ryan	2	2
Mr David Groves	1	2
Chancellor Robert Hope Memorial Prize Selection Committee		
Ms Jillian Broadbent AC (Chair)	1	1
Professor Wilma Vialle	2	2
Ms Theresa Hoynes	2	2
Mr Warwick Shanks	2	2
Council Nominations Committee		
Ms Jillian Broadbent AC (Chair)	1	1
Dr Elizabeth Magassy	1	1
Ms Nieves Murray	1	1
Mr Zlatko Todorcevski	1	1
Professor Paul Wellings CBE	1	1

Legislative Compliance and Risk Management

LEGISLATIVE CHANGES

During 2018, a number of legislative changes impacted the operations and processes of the University of Wollongong.

HIGHER EDUCATION LEGISLATION

At the national level, the revised *National Code of Practice for Providers of Education and Training to Overseas Students 2018* (the National Code) came into effect on 1 January 2018. The National Code is subordinate legislation made under the *Education Services for Overseas Students Act 2000* (Cth). The National Code establishes 11 standards for providers in order to support the provision of high quality education to overseas students across the schools, vocational and higher education sectors. UOW, which was re-registered for seven years as a provider of education to overseas students in April 2018, is updating its policies and processes for managing overseas student marketing, recruitment, enrolment and progression to comply with the new National Code.

EMPLOYMENT LAW CHANGES

During 2014, changes to Australia's visa requirements came into effect which required education and implementation within the University. In March 2018, the Temporary Work (Skilled) 457 visa was formally repealed and replaced with Temporary Skills Shortages Visa (TSS) subclass 482 visa. As a consequence, there were further changes in this visa stream in relation to the introduction of the Skilling Australians Fund (SAF) levy and labour market testing. In August 2018, legislative changes were introduced to the Temporary Skills Shortages (TSS) 482 visa allowing for fractional appointments to be made conditional on other employment requirements being met.

Modern award amendments were also put in place. Redundancy payments based on age criteria were held to be discriminatory and compulsory unpaid family and domestic violence leave was introduced under the *Fair Work Act 2009* (Cth) modern award review (Higher Education Industry – Academic Staff – Award 2010 and Higher Education Industry – General Staff – Award 2010).

A Federal Court decision (*WorkPac Pty Ltd v Skene* [2018] FCAFC 131) held that casual employees were entitled to paid leave and other entitlements, also noting that, where an employee meets the definition of a full or part time employee, they are not required to be paid a casual loading. Nevertheless, the decision held that if an employer elects to pay staff casual loading, this does not reflect on the employee's status of employment, and is not a legitimate basis on which to make a determination that they are in fact casual. The impact of the decision is that an employee whom an employer thinks to be casual, may in fact be ongoing, and may be liable for paid leave provisions during the period of employment.

COMPLIANCE REPORTING

The *Electoral Legislation Amendment (Electoral Funding and Disclosure Reform) Act 2018* (Cth) commenced on 30 November 2018, amending the *Commonwealth Electoral Act 1918* to prohibit donations from foreign governments and state-owned enterprises being used to finance public debate. Following sector lobbying, the draft Bill was amended so that universities were not defined as political actors under the scheme. In response to concerns about foreign organisations and persons influencing the Australian democratic process, the Federal Government put forward a number of draft legislative instruments aimed at reducing the risk of such influence in late 2017 with the intention

of creating more rigorous disclosure requirements for political actors, generating greater visibility over covert or obscured foreign influence, and placing restrictions on foreign entities and persons from donating money for political purposes. The *Foreign Influence Transparency Scheme Act 2018* (Cth) commenced on 10 December 2018 requiring organizations including universities to report online any registrable activities relating to political lobbying involving foreign principals. While the majority of university activities are unlikely to be captured by the legislation, there may be instances where registration is necessary, requiring vigilance by universities.

The Commonwealth and NSW governments introduced legislation to combat Modern Slavery at the end of 2018 to establish reporting requirements and encourage public transparency regarding the supply chains and operations of organisations of a certain size operating within Australia, with respect to modern slavery practices. Universities will be subject to these reporting regimes and preparations in advance of reporting dates commenced at the end of the year.

PRIVACY AND INFORMATION COMPLIANCE

The Notifiable Data Breaches scheme came into effect on 22 February 2018. The scheme applies to all entities with existing obligations under the Commonwealth *Privacy Act 1988*, such as UOW, to notify affected individuals and the Office of the Australian Information Commissioner (OAIC) when a data breach is likely to result in serious harm to individuals to whom the information relates. The University has produced an information sheet, updated its web content and consulted with key staff on the scheme. Also under the Commonwealth *Privacy Act 1988*, the Privacy (Australian Government Agencies-Governance) APP Code 2017 came into effect on 1 July 2018 and places obligations on agencies to have a privacy management plan; a designated Privacy Champion and Privacy Officer; to conduct a Privacy Impact Assessment (PIA) for all high privacy risk projects (ie. projects that involve new or changed ways of handling personal information that are likely to have a significant impact on the privacy of individuals); to maintain a register of the PIAs; to provide appropriate privacy education or training; and regularly review and update its privacy practices.

The *Government Information (Public Access) Amendment Act 2018* (NSW) commenced on 28 November 2018, resulting in a series of minor changes to and clarifications of various sections of the Act. This led to UOW enhancing its information and compliance processes accordingly.

The European Union (EU) General Data Protection Regulation (GDPR) came into effect on 25 May 2018 aimed at strengthening the privacy and protections relating to the processing, use or exchange of all personal data collected for or about citizens of the EU. Advice on the impact of GDPR was sought externally and provided to key University officers to encourage the adoption of GDPR principles which are in broad alignment with current NSW legislative obligations.

The *Copyright Amendment (Service Providers) Act 2018* (Cth) came into effect on 29 December 2018 and extends the 'safe harbour' protections afforded to internet service providers regarding copyright infringements that occur across their networks to universities and other educational institutions. These provisions greatly reduce the risks to universities in providing network access to students and staff. Access to the protections under the legislation requires that appropriate policies and systems are in place to discourage copyright infringement and to identify network users who infringe copyright upon request by the copyright owner. UOW is ensuring

that existing policies, procedures and systems are updated to reflect the new legislation.

The Copyright Agency Limited commenced proceedings in the Copyright Tribunal on 12 November 2018 against all Australian universities who are members of Universities Australia (UA) in relation to payment of equitable remuneration under the statutory licensing schedule for educational copying. Through UA, UOW has been participating in the proceedings with a view to obtaining a determination which is in the best interests of the sector.

BUILT ENVIRONMENT

Following the Grenfell Tower disaster in the UK in 2017, new laws were put in place for buildings with combustible cladding. The new laws, which commenced on 22 October 2018, are the *Environmental Planning and Assessment Amendment (Identification of Buildings with Combustible Cladding) Regulation 2018* (NSW) and the *State Environmental Planning Policy Amendment (Exempt Development – Cladding and Decorative Work) 2018* (NSW). Under the Regulation, owners of certain buildings with external combustible cladding are required to register their building with the NSW Government through an online portal. At UOW, fire safety reports have been commissioned, and minor building works put in train to ensure full compliance. Changes to the submission requirements for annual fire safety statements were also put in place entailing additional administrative arrangements.

Commencing on 1 July 2018, with implementation by July 2019, the *Crown Land Management Act 2016* (NSW) implements reforms identified through the comprehensive review of Crown land management in relation to Crown reserves which may result in the development of a Plan of Management for all UOW managed Crown reserves.

Amendments to the legionella control provisions in the Public Health Regulation 2012 (NSW) in 2018 affecting the identification, maintenance and certification of cooling towers will have a financial impact of approximately \$20,000 for the University each year.

PRIVACY

UOW is committed to protecting the privacy of each individual's personal and health information as required under the NSW *Privacy and Personal Information Protection Act 1998* (PPIPA) and the *Health Records and Information Privacy Act 2002* (HRIPA). In addition to these obligations, UOW is actively taking steps to comply with the principles of the *Privacy Act 1988* (Cth) and the European Union *General Data Protection Regulation* (GDPR) which may apply in certain circumstances in relation to UOW's activities.

The management of personal and health information by UOW is detailed in its Privacy Policy and Privacy Management Plan, which are available on UOW's privacy homepage at <https://www.uow.edu.au/about/privacy/index.html>. These resources, which are regularly reviewed and updated, explain the various ways that the privacy principles are applied to UOW's functions and activities. Where appropriate, UOW's privacy requirements are also specifically included in other policies and procedures.

During 2018, UOW continued to promote privacy best practice by developing and updating privacy resources. Resources include:

- Access to Student Data Information Sheet - developed to provide staff with guidance regarding the proper handling of student data

- UOW and the GDPR Information Sheet - developed to assist UOW staff to understand the requirements in the GDPR and how they may apply to UOW activities
- UOW Data Breach Response Plan - developed to provide guidance and best practice when responding to a data breach
- Privacy Impact Assessment Tool - drafted to facilitate a privacy by design approach to compliance.

Operationally, UOW also carried out the following activities to drive privacy compliance best practice:

- Privacy notices were reviewed and updated, where applicable, to ensure transparent information handling practices are applied
- Provided advice on privacy issues in the development or enhancement of systems, policies, procedures and guidelines
- Prepared privacy presentations specifically tailored to the activities of individual business units
- Provided guidance and advice to staff and the University community regarding privacy matters
- Facilitated access to personal information by individuals exercising their rights under privacy legislation
- Comprehensive privacy training sessions continued as part of UOW's staff induction as well as face to face specialised privacy refresher sessions available to all staff.

During 2018, UOW's Privacy Officers were involved in dealing with four data breaches affecting some students. UOW took appropriate steps to safeguard the security of personal information in a timely, efficient manner and notified any potentially affected individuals (where appropriate) of the circumstances surrounding the breach and the actions taken by UOW. In accordance with privacy best practice, UOW also notified the Privacy Commissioner's office of the breach, where appropriate.

UOW also dealt with five informal privacy complaints, which were resolved to the satisfaction of the individuals concerned.

UOW did not receive any formal requests for internal review under Part 5 of PPIPA.

GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT 2009 (NSW) (GIPAA)

In compliance with GIPAA, UOW continued to make a wide range of organisational information available to the public via its website. In addition to its open access information, UOW actively released information which may be of interest to the public, subject to any overriding public interest considerations against disclosure. The kinds of information released include details of UOW's major projects; events and infrastructure developments; latest research/teaching strategies; community and international engagement; and information to assist staff and students.

REVIEW OF PROACTIVE RELEASE PROGRAM

Under GIPAA, agencies must review their programs for the release of government information to identify the kinds of information that can be made publicly available. This review must be undertaken at least once every 12 months.

UOW's current program for the proactive release of information involves:

- Actively consulting with key stakeholders across UOW to identify the kinds of information which may be of interest to the public
- Reviewing the types of information requested by the public, both informally and formally, to assess whether it may be of interest to the public generally
- Conducting and assessing responses from staff/student surveys
- Regularly promoting and actioning feedback from staff, students and members of the public.

During 2018, UOW embarked on a Digital Presence Review project to ensure that its public website delivers a unique and first-rate user experience to enhance access to information. The new platform will support UOW's strategic goals by providing a personalised experience for end users, greater integration with UOW's enterprise systems and the ability to make use of social technologies.

A review of the requests for information received both formally and informally during 2018 confirmed that there were no identified categories of information which should be proactively released in addition to UOW's current program of proactive release.

NUMBER OF ACCESS APPLICATIONS RECEIVED

During the reporting period, UOW received eight formal access applications. Two applications were withdrawn prior to a decision being made. No applications for internal review were received during the reporting period.

NUMBER OF REFUSED APPLICATIONS FOR SCHEDULE 1 INFORMATION

During the reporting period, there were no refusals of formal access applications, either wholly or in part, under Schedule 1 to GIPAA.

STATISTICAL INFORMATION ABOUT FORMAL ACCESS APPLICATIONS

Tables 4 to 11 provide statistical information about the GIPAA formal access applications received by UOW during the reporting period.

In 2018, UOW was a consulted party to three applications for information made under the *Freedom of Information Act 1982* (Cth) and lodged with Commonwealth government agencies. UOW was consulted because the applications included information relating to the business affairs of UOW.

Table 4: Number of applications by type of applicant and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application Withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	0	0	0	0	0	0	0	0	0%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	1	0	0	1	0	0	0	0	2	25%
Members of the public (other)	1	1	0	1	0	1	0	2	6	75%
Total	2	1	0	2	0	1	0	2	8	
% of Total	25%	13%	0%	25%	0%	13%	0%	25%		

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table 5: Number of applications by type of application and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application Withdrawn	Total	% of Total
Personal information applications*	2	1	0	1	0	0	0	2	6	75%
Access applications (other than personal information applications)	0	0	0	0	0	1	0	0	1	13%
Access applications that are partly personal information applications and partly other	0	0	0	1	0	0	0	0	1	13%
Total	2	1	0	2	0	1	0	2	8	
% of Total	25%	13%	0%	25%	0%	13%	0%	25%		

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to GIPAA) about the applicant (the applicant being an individual).

Table 6: Invalid applications

Reason for invalidity	No of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	3	100%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	3	100%
Invalid applications that subsequently became valid applications	3	100%

Table 7: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPAA

	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0%
Cabinet information	0	0%
Executive Council information	0	0%
Contempt	0	0%
Legal professional privilege	0	0%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
Total	0	

*More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E

Table 8: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPAA

	Number of times consideration used*	% of Total
Responsible and effective government	0	0%
Law enforcement and security	0	0%
Individual rights, judicial processes and natural justice	1	100%
Business interests of agencies and other persons	0	0%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
Total	1	

Table 9: Timeliness

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	6	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	6	

Table 10: Number of applications reviewed under Part 5 of GIPAA (by type of review and outcome)

	Decision varied	Decision upheld	Total	% of Total
Internal review	0	0	0	0%
Review by Information Commissioner*	0	0	0	0%
Internal review following recommendation under section 93 of Act	0	0	0	0%
Review by NCAT	0	0	0	0%
Total	0	0	0	
% of Total	0%	0%		

*The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table 11: Applications for review under Part 5 of GIPAA (by type of applicant)

	Number of applications for review	% of Total
Applications by access applicants	0	0%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
Total	0	

Table 12: Applications transferred to other agencies.

	Number of applications transferred	% of Total
Agency-Initiated Transfers	0	0%
Applicant-Initiated Transfers	0	0%
Total	0	

PUBLIC INTEREST DISCLOSURES

A key objective of the *Public Interest Disclosures Act 1994* (NSW) (PIDA) is to encourage public officials to report serious wrongdoing, and facilitate such reporting. The University's Fraud and Corruption Prevention Policy and the accompanying Fraud and Corruption Internal Reporting Procedure, outline the University's framework for receiving, assessing and dealing with any reports of wrongdoing, including those received under the PIDA. These documents are made available to staff and the public via the University's web page and intranet.

Staff also receive information about Fraud and Corruption in their initial induction training sessions, both face-to-face and online.

Separate to this, the University also has a robust process around receiving feedback and general complaints/compliments from staff, students and the general public.

The table below provides an overview of the Public Interest Disclosures received by the University during the period January - December 2018 as per the requirements under Section 31 of the PIDA.

Table 13: Number of public officials who have made a public interest disclosure (PID) to the University

(1) Public interest disclosures made by public officials in performing their day to day functions	0
(2) Public interest disclosures not covered by (1) that are made under a statutory or other legal obligation	0
(3) All other public interest disclosures	0
TOTAL number of PIDs received by the University	0
Number of PIDs finalised	0

RISK MANAGEMENT AND INTERNAL AUDIT

UOW's risk management, compliance and internal audit functions are overseen by the Risk, Audit and Compliance Committee, a formally constituted committee of the University Council. The Committee has delegated responsibility for overseeing risk reporting in all areas of University operations and receives regular updates on significant issues including those relating to commercial activities; major projects; assurance activities; workplace health and safety; security risks and incidents; TEQSA requirements; fraud and corruption; and student conduct.

Each member of the Committee completes an annual conflict of interest declaration in their capacity as a Council member, and conflicts of interest are declared at the commencement of each Committee meeting and minuted accordingly. Should it be required, members are excused from deliberations where a conflict occurs.

A survey is conducted annually to rate the performance of the Committee and to gain insight and understanding of members and attendees training and development requirements. The Terms of Reference of the Committee are also reviewed regularly to ensure they reflect requirements and the changing needs of the University. From time to time, and as new members of the Committee are introduced, internal and external training sessions are run and various members attend.

The Committee is also supported by the Risk Management

Group (RMG) which met regularly throughout 2018. This group provides a forum for management to highlight emerging risk and compliance issues as well as planned mitigation and management actions. The information provided by RMG along with the risks identified in local risk registers, are used to inform and update both the University's Strategic and Operational Risk Registers and to report information to RMG and the University Council's Risk, Audit and Compliance Committee.

The internal audit program aims to provide an independent and objective review designed to assure the University, improve processes and to ensure best practice and compliance. Where relevant, the University's controlled entities are included in the scope for internal audits. Outcomes of the audits are reported to the Committee for review of findings and proposed management actions - including content, appropriateness and timeliness. Ongoing monitoring of outstanding audit actions also occurs with subsequent reporting to the Committee.

INTERNAL AUDIT PROGRAM

Internal Audits for 2018 covered the following:

- Course Awards and Graduation
- Student Welfare and Safety
- Management of Major Contracts
- Managing Conflicts of Interest
- Payroll Compliance.

RISK MANAGEMENT AND REVIEWS OF ACADEMIC ACTIVITIES

The Academic Quality and Standards Unit conducts audits and reviews to ensure that UOW maintains academic standards by operating in a manner consistent with its own policy requirements, as well as with externally mandated standards.

In 2018, the University conducted annual reviews of its third party (collaborative delivery) arrangements, including a review of UOW pathway courses offered through UOW College (UOWC). The University reviewed all seven collaborative partnership arrangements in Singapore (two), Malaysia, China, Hong Kong, the United Arab Emirates and Australia in accordance with the Collaborative Delivery Review Procedures. The findings of these reviews were reported to the Transnational Education and Strategic Alliances Subcommittee; Academic Quality and Standards Subcommittee; and to the Academic Senate.

In 2018, a total of 16 course clusters (comprising 74 courses) underwent a comprehensive review and were, where recommended, re-approved by the Academic Senate.

For the first time in 2018, UOW adopted a revised approach to monitoring comparative student performance. The new process, led by the Deputy Vice-Chancellor (Academic), included a comprehensive review of the performance of a range of student cohorts (including international vs domestic students along with a number of identified equity groups). The process extended to reviewing course and subject performance using both student performance and feedback data. Quality improvement actions were identified for each faculty arising from these monitoring meetings.

As part of its ongoing internal assurance of its compliance with the *National Code of Practice for Providers of Education and Training to Overseas Students*, UOW conducted a compliance

audit of its operations at the SWS Campus located at Liverpool. This audit, which was designed to ensure that operations at this site meet the University's obligations to international students studying onshore, identified no issues of significant concern.

HIGHER EDUCATION REGULATION AND TEQSA RE-REGISTRATION

In April 2018, Australia's higher education regulator renewed UOW's registration as an Australian university. TEQSA confirmed UOW was reaccredited as an Australian university without conditions for the maximum allowable period of seven years to 2025. UOW's application was assessed against the Higher Education Standards Framework (Threshold Standards). UOW was the first Australian university to complete an assessment against these new standards, which were established in 2015 and came into effect in 2017.

TEQSA's decision included remarks that UOW demonstrated 'strong performance and reputation as a provider of high quality teaching and learning' along with 'a strong research culture, led by appropriately qualified and experienced staff, resulting in a strong record of research activity in all faculties'. The University was commended for a number of aspects of its operations, including the areas of academic and research integrity, participation of Indigenous students in higher education and robust quality assurance processes that ensure education quality is maintained in partnerships with onshore and offshore entities.

Also in April 2018, TEQSA approved UOW's application for renewal as a registered provider on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS). This allows the University to continue to offer courses to overseas students studying onshore on a student visa. The application was approved for the maximum period of seven years. This process involved an assessment of UOW's adherence to the *National Code of Practice for Providers of Education and Training to Overseas Students*.

ADMISSIONS TRANSPARENCY PLAN

In response to the 2016 'Improving the Transparency of Higher Education Admissions' report, the Federal Government issued a final Admissions Transparency Implementation Plan (the Plan) in July 2017, outlining a common sector-wide approach to the publication of information on institution and course admission policies.

UOW implemented the first phase of the Plan in 2017 and in 2018 the University implemented the second phase of requirements, meeting the 31 May 2018 deadline as set out in the Plan. This included providing further detailed admissions information and use of compliant terminology and data sets on the UOW website and in UOW's printed 2019 Undergraduate Guide, the 2019 University Admissions Centre (UAC) Guide and other information materials.

The work was guided by the UOW Admission Working Advisory Group (AWAG) consisting of key stakeholders from across the institution overseeing and managing the program of work required in order for UOW to meet the deadlines defined in the Plan.

Later in the year, UOW provided the required information and feedback to support the launch of the Government's Course Seeker website that went live on 31 October 2018. This new website is aimed at giving future domestic undergraduate applicants access to comprehensive, consistent and comparable

information about course options and admission criteria at each Australian university.

STUDENT CUSTOMER RELATIONSHIP MANAGEMENT (CRM) SYSTEMS

The Student Services Division (SSD) and other stakeholders in collaboration with Information Management and Technology Services (IMTS) have implemented an enterprise wide StudentCRM system. The StudentCRM is focused on improving the student lifecycle by enabling staff to have access to student lifecycle information, and to support the achievement of a transformed student experience that enables success.

During 2018, the project focused on two major releases across UOW Australia, UOW College Australia and UOW Dubai, involving:

- Major Release 1 (March 2018 go-live) – Prospective Students (from prospect initial engagement through to student enrolment);
- Major Release 2 (in progress) – Current Students (post student enrolment).

Release 1 update

The StudentCRM Release 1 focused on prospective student event management, communication and frontline enquiry management. This release and the enquiry management tools have transformed internal workload allocation management especially within international admissions.

Release 2 update

The StudentCRM Release 2 is focused on current students frontline enquiry management and has involved several smaller releases staggered over time. The project team has planned and released functionality across key current student service touchpoints including:

- UOW Student Central
- UOW College Australia
- Faculty Centrals
- Metropolitan and regional campuses
- Office of Global Student Mobility
- Scholarships and sponsorship

Responding to Feedback and Complaints

UOW values feedback from students, staff and the community, continually striving to improve by responding to the feedback it receives and making improvements to its operation as a result. Feedback comes in many forms and can be in relation to a range of issues. A number of areas within the University work together to ensure student, staff and community feedback is addressed appropriately (see Figure 1 – UOW Framework for Responding to Feedback).

Figure 3: UOW Framework for Responding to Feedback and/or complaints

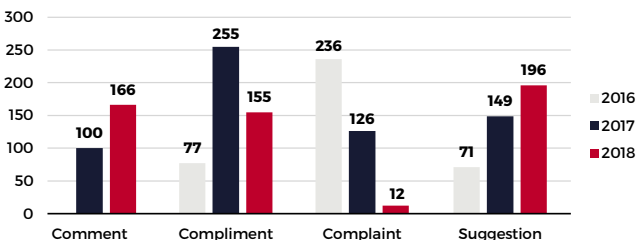
FEEDBACK SOURCE	TYPE OF RESPONSE REQUIRED		
	FRONTLINE RESOLUTION	INVESTIGATION OR REVIEW REQUIRED (FORMAL COMPLAINTS)	
		Academic Non-academic	
Students	Faculties/Student Services	Faculty Designate (Stage 1) Student Ombudsman (Stage 2) DVC(A)/ DVC(RI) (Stage 3)	Complaints Management Centre
Staff	Faculties/Divisions/HR	HR/Complaints Management Centre	
Community	Complaints Management Centre		

The institution wide feedback system implemented in May 2017 provides a single source report from a range of areas, enabling consistency and identification of trends. The system captures feedback for ten major locations (Innovation Campus, Shoalhaven Campus, UOW Sydney Business School, Bega, Batemans Bay, SWS, Southern Sydney, Southern Highlands, Wollongong Campus and Other). The system captures feedback from a wide range of contributors including current and future students, UOW staff members and the broader UOW community.

UOW FEEDBACK

UOW received 529 feedback submissions in 2018, a decrease of approximately 16% from 2017. Of the four contributor types (Comment, Compliment, Complaint, Suggestion), there were only 12 complaints submitted, a reduction of 90.5% from 2017. The reduction is due to the University's deployment of an online Complaints Management System to capture general complaints in February May 2018. The remainder of submissions comprised of 32% comments, 29% compliments, and 37% suggestions. Current students and UOW staff members submitted the highest number of feedback submissions in 2018 (56% and 30.5% respectively).

Figure 4: Volume of Feedback by Type – 2016-2018



Wollongong Campus received the highest number of feedback submissions (87.15%) with the highest volume being for category areas: Other (16.82%); Student Central (13.42%); the Library (10.21%); IT (9.07%); and Facilities and Buildings (7.75%). Seven complaints received via these category areas were low level matters, negative comments or requests for service which did not result in formal complaints.

IMTS received the highest number of compliments in 2018, primarily regarding UOW's range of IT services available to students, and their exceptional staff support for both students and staff.

Small notable feedback trends for 2018 were regarding University parking spaces (and allocations), transport options (to and from UOW), as well as navigating the Wollongong Campus.

GOVERNMENT STUDENT EXPERIENCE QUESTIONNAIRE

UOW participated in the sector wide Student Experience Survey (SES) in August 2018, adding additional respondent categories to ensure that all onshore undergraduate and postgraduate coursework students were eligible to respond to the survey. The expansion of the Student Expansion Survey enabled the UOW Student Experience Questionnaire to be suspended with the aim of reducing survey duplication and survey fatigue. The SES attracted 8,277 student responses, which equated to a 43.5% response rate. The satisfaction with overall quality of the educational experience of students at UOW was 78.8%. Overall quality satisfaction levels have increased by 1.7% from 2017. The satisfaction with teaching quality was 81.5%, which was an increase of 2.2% on 2017 figures and 86.9% of responding students were positive about the learning resources available at UOW.

Commencing students indicated higher overall quality satisfaction levels (82.0%) than middle years (76.8%) or completing students (76.6%). Domestic students responses were significantly higher (6.2%) than international students regarding the quality of their overall experience at UOW.

UOW students' satisfaction with the quality of the natural environment on campus in 2018 was 91.4% and satisfaction with the quality of buildings and the associated facilities was 82.6%.

FORMAL COMPLAINTS

In an effort to uphold the highest service standards, UOW believes that its stakeholders should be confident in the knowledge that they can make a complaint and that it will be fairly investigated. To this end, the University has a Complaints Management Centre (CMC) that coordinates the resolution of general complaints from students, staff, members of the community and external organisations, and a Student Ombudsman's Office which responds to those complaints categorised as student academic complaints.

COMPLAINTS MANAGEMENT CENTRE

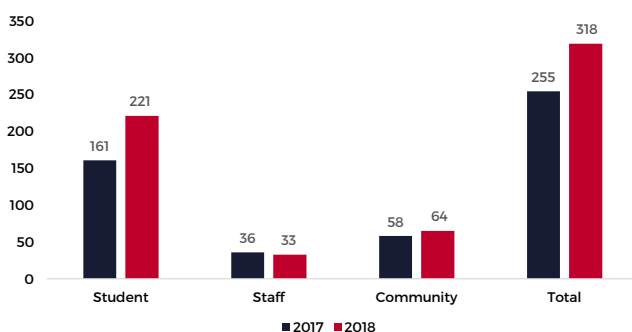
The CMC coordinates complaints from staff, students, community members and external organisations including providing advice, receiving complaints and referring them to the appropriate area of the University for investigation and response. The CMC also manages and coordinates certain complex and high-level complaints such as those received from external government agencies.

In 2018, the CMC introduced an institutional online Complaints Management System to deliver improved management and workflow of complaints. The system allows for the identification of trends and system improvement opportunities. The system has been designed to align with the NSW Ombudsman best practice guidelines for complaints management and NSW records management legislation (*State Records Act 1998* (NSW)) and ensures compliance with the Higher Education Standards Framework.

An analysis of the total number of complaints received by the CMC in 2018 shows an overall increase of 20% compared to 2017. Of the 318 complaints received in 2018, 70% were from students, 10% from staff and 20% were from members of the public. The majority of complaints (39%) received were related to students or staff conduct. These matters ranged from customer service issues to unfair treatment. The next largest category of complaints related to the application of university policies and procedures (23%), followed by complaints received about university facilities, buildings and grounds (18%).

The CMC continued to be relied upon as the first point of contact for complaint-related matters. The introduction of the complaints system in 2018 meant there was increased marketing activity regarding the CMC's service offering. It is likely that the consequent increased awareness contributed to the increasing rate of complaint enquiries.

Figure 5: Formal Complaints Received - 2017 to 2018



The CMC continued to deliver the training modules: 'Introduction to Complaints Management' and 'Managing Unreasonable Complaint Conduct' during 2018 to assist in the professional development of staff who are responsible for managing complaints at local faculty or divisional levels. As a result of the new online complaints system a series of practical information sessions were delivered by the CMC to assist staff to manage complaints using the system. In addition, Frequently Asked Questions, helpdesk support and a series of short, easy to follow tutorial videos were developed as support tools for staff to effectively manage complaints.

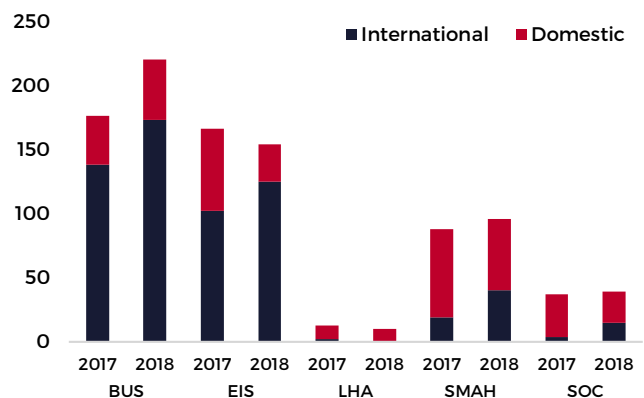
STUDENT ACADEMIC COMPLAINTS

UOW provides a three-stage formal resolution and appeal pathway for complaints that relate directly to a student's academic progress. Academic complaints typically concern aspects of assessment practice (including exams), subject delivery and the consideration of special circumstances that have affected a student's academic outcomes. The academic complaints process also allows students to submit a formal request for a review of a mark or grade.

The number of Stage 1 (faculty level) formal academic complaints (including review of grade requests) made by students undertaking coursework (excluding UOW Dubai) increased by 9% from 480 cases in 2017 to 521 cases in 2018. This moderate increase may be due to the implementation of an online academic complaints system in October 2018. With the online system the University aims to improve the accessibility of the complaints process, the timeliness of complaint investigation and the analysis of complaints data.

In 2018, there was a total of three academic complaints made by Higher Degree Research (HDR) students from two faculties. Three faculties reported no HDR academic complaints in 2018. International students were more likely to submit an academic complaint (68% of cases) while representing 26% of students studying coursework in Australia. Academic complaints figures vary significantly across faculties (fig. 5) and, to some extent, this accords with the distribution of international students by faculty.

Figure 6: Coursework Academic Complaints by faculty



Formal requests for a review of a mark or grade accounted for more than half (57%) of all cases while remaining cases were academic complaints related to subject delivery, supplementary assessment, academic consideration and other academic matters. In 2018*, 39% of academic complaints were upheld (resolved in

favour of the student) while the remaining 61% of complaints were dismissed. Review of grade requests were more likely to be upheld (45%) compared to other academic complaints (30%). The majority of all cases were resolved at the school level and less than 10% of cases were appealed within the faculty. The turnaround time for the school level investigation of academic complaints and reviews is 10 working days. Of the 201 resolved cases in the online system, all were completed within 10 days of being assigned for investigation. In 2019, the online system will enable an in-depth analysis of the basis for academic complaints and the timeliness of complaint resolution, to support the identification of local or systemic issues contributing to student academic complaints.

* Only includes cases in 2018 with an outcome recorded at 3 January 2019

THE STUDENT OMBUDSMAN

The work of the Student Ombudsman has a focus on the independent and impartial review of academic complaints from coursework students and HDR students. Students refer their complaint to the Student Ombudsman if they are not satisfied with the Stage 1 (faculty level) outcome of their complaint, or because they wish to appeal against a decision of the Faculty Investigation Committee. In addition the Academic Complaints and Appeals Administrator manages the Coursework Exclusion Appeals Committee which is chaired by the Student Ombudsman. The Student Ombudsman also provides advice and coaching to students and staff in relation to academic complaints and related academic matters.

Table 14: Student Academic Complaints

Coursework Student Academic Complaints	
Complaints fully upheld	7
Complaints fully dismissed	7
Alternative outcome negotiated	4
Total Coursework Academic Complaints	18
Higher Degree Research Student Academic Complaints	
Complaints fully upheld	0
Complaints fully dismissed	2
Alternative outcome negotiated	1
Total Coursework HDR Complaints	3
Total Formal Complaints received 1 January 2018 - 31 December 2018	21

STUDENT ADVOCACY SERVICE

The Student Advocacy Service (SAS) is an independent support service available to current UOW students. The SAS provides free and confidential support to students who seek guidance on grievances, appeals, disputes and conduct matters relating to the University.

The SAS's independence also enables it to observe and report on the way UOW's decision-making processes affect students. With

the recent focus within the sector on the Respect. Now. Always. campaign and the importance of safe and supportive university communities, the SAS is increasingly recognised as a key support service and an important risk-identifier by the University and students alike.

The SAS managed 189 cases in 2018, a marginal increase from 2017 (186 cases), with a notable rise in assistance being sought by international students. The breakdown of students by cohort is displayed in the following tables.

Table 15: Requests for assistance by cohorts in 2017 and 2018

Cohort (UG / PG / UOWC)	Case Numbers 2017	Case numbers 2018
Undergraduate	94	83
Postgraduate	73	82
College	6	23
Unspecified UG/PG	13	1

Table 16: Requests for assistance by Domestic and International cohorts in 2017 and 2018

Cohort (Domestic / International)	Case Numbers 2017	Case numbers 2018
Domestic	91	71
International	79	116
Unspecified Domestic/International	16	2

The SAS service has noticed a trend away from general complaints (which are handled by the CMC) towards a larger number of requests for assistance with academic matters. The breakdown of SAS service users was evenly distributed between undergraduate and postgraduate cohorts. There was a significant increase in the number of students who sought advocacy assistance from UOW College (3% in 2017 to 12% in 2018). In 2018 the international/domestic student ratio shifted slightly with 61% of cases being international students in comparison to 42% in 2017.

Table 17: Percentages of total UOW student cohorts who sought SAS assistance in 2018

% of total student cohort seeking SAS advice	Domestic	International
Undergraduate	0.33%	1.20%
Postgraduate - Coursework	0.20%	1.13%
Postgraduate - Higher Degree Research	1.16%	2.77%

In 2018 undergraduate international students at UOW were approximately four times more likely to seek advocacy support than undergraduate domestic students. International

postgraduate coursework students were just over five times more likely to seek SAS assistance than their domestic counterparts. International HDR students were more than twice as likely to contact the SAS service compared to domestic HDR students. Consequently, international HDR students were the cohort most likely to seek SAS support or guidance in 2018.

The following table illustrates the primary types of matters in which students have sought advice from the SAS during 2018.

Table 18: Breakdown of Student Advocacy Matters

Breakdown of Issues	Number of students
Exclusion	20
General Support	10
Academic Misconduct	31
General Misconduct	5
Academic Complaint	48
General Complaint	18
Fees	3
Research Supervision	12
Placement	2
Bullying and Harassment	7
Sexual Assault	1
Tenancy	3
External Agency Support	1
Unspecified	1

STUDENT SERVICES AND AMENITIES FEE

During 2018, revenue from the Student Services and Amenities Fee (SSAF) was allocated across 35 projects within the five Strategic Program Areas that align with UOW strategic priorities, UOW SSAF spending priorities and student priorities. The Strategic Program Areas are:

- Careers, employability and entrepreneurship
- Health and wellbeing
- Developing study skills
- Student engagement and campus life
- Student space development

The 2018 SSAF funded projects provided UOW students with further opportunities in the Careers, Employability and Entrepreneurship programs; the UOWx program; and the Manage Use Create digital literacies program. The Safe and Respectful Communities program includes the SSAF funded Mental Health and After Hours Crisis Support Lines and the Triage and Sexual Assault and Sexual Harassment Specialist service, ensuring a framework that supports UOW students during critical events. The increase in student initiated SSAF projects via both faculty clubs and student clubs and societies has been successful and has provided funding and resourcing to

student led groups across campus.

SSAF revenue was allocated to metropolitan and regional campuses, which reflected the fees collected at each location and was aligned with the above Strategic Program Areas. In 2018, metropolitan and regional campuses continued to benefit from Careers Consultants and Disability Liaison Officers. In addition, the regional campuses have also continued to benefit from the SSAF-funded social and beverage services program and campus engagement activities.

The UOW SSAF student consultation process provided an opportunity for all onshore students to provide feedback their funding priorities. The Student Advisory Council (SAC), which is comprised of democratically elected student representatives, played a key role in the consultation process by representing the diverse voices of the student body and considering funding submissions in detail. In 2018, the consultation process included the distribution of the SSAF Spending Priorities Survey to all onshore students, providing students the opportunity to rank their personal preferences for priority areas of spending and enabling them to submit suggestions for new SSAF funded projects. The survey results and submissions were presented to the SAC, which formed a SSAF Working Group to review the progress of existing SSAF funded projects, recurrent/new project submissions and survey results. The Group's recommendations were presented to the SAC and a summary of the recommendations was provided to the Chief Administrative Officer for consideration in the finalisation of an annual allocation.

STUDENT REPRESENTATION

Student representation at UOW provides students the opportunity to contribute to the governance and operation of the university and for UOW to gain valuable student feedback about its performance. Throughout 2018, the University has been working towards implementing the recommendations that were identified through the 2017 Review of Student Representation at UOW.

The review measured the UOW students' understanding of and engagement with the current UOW student representation and student associations framework. It led to recommendations categorised into the following four themes:

- Changes to the current student representative model
- Implementation of a Students as Partners (SaP) models of engagement
- Formalisation of representative eligibility and development
- Increased communication, transparency and visibility

Progress against these recommendations included:

- Changes to the representative model

The election for a Student Advisory Council (SAC), replacing the previous Student Representative Forum (SRF) was held on 27 April 2018. The SAC Executive was elected at the 28 May 2018 meeting comprising of 42 members (23 elected). Four meetings were held throughout the year.

- Students as Partners

A SaP Working Group was formed, tasked with creating a Partnership Agreement. Students have been working to define what SaP means from a UOW student's perspective and identify opportunities where SaP principles can be

applied within the different layers of the University. The Partnership Agreement is to be finalised in 2019.

- Eligibility and student development

A two-day leadership retreat was held in July 2018, to assist representatives identify and meet personal leadership goals and to practice training and assurance in developing objectives and strategic goals for the SAC.

- Increased communication, transparency and visibility

A SAC Activation Group was formed with the purpose of increasing the awareness of the SAC on all domestic campuses through student interaction and engagement including the creation of a dedicated UOW SAC webpage and developing student engagement activities at UOW campuses.

The SAC Executive presented an overview of the activities and achievements to the Vice-Chancellor's Advisory Group (VCAG), and SAC Representatives in October 2018.

SAFE AND RESPECTFUL COMMUNITIES

The Safe and Respectful Communities (SARC) initiative is UOW's commitment to creating a safe and respectful environment for all members of our community. It provides the University's response to student feedback which informed the sector-wide *Change the Course* report, commissioned by the Australian Human Rights Commission (AHRC) and Universities Australia and released on 1 August 2017.

UOW believes everyone has the right to feel safe and supported on campus and for the University environment to be free from discrimination, harassment and assault. All members of the community are encouraged to speak out, report and seek support if they see or experience behaviour that is threatening, offensive, or could be seen as bullying, harassment or discrimination.

2018 saw the development of UOW's SARC Action Plan. The Action Plan is designed to inform and guide the activities that the University will undertake to meet its responsibility in providing a safe and respectful community at UOW and to respond to the nine recommendations made in the *Change the Course* Report. UOW is committed to implementing all of the recommendations of this report and to embedding a sustained, long term response to student wellbeing and safety.

In 2018, the Action Plan included launching the 'Respect is...' campaign on UOW's Australian campuses, with the aim of raising awareness about the importance of safety and respect for all students and staff. 'Respect is...' gave the UOW community the opportunity to define respect and what it means to be safe and supported on campus, in UOW's accommodation residences, on local transport services, and campus surrounds. The launch event unveiled interactive cubes installed on Australian UOW campuses, where students, staff and visitors had the opportunity to write their definition of respect.

SARC staff are responsible for developing and delivering education programs for staff and students on consent, bystander intervention and first level responder training. The training has been delivered to professional and academic staff as well as the UOW security team and UOW Pulse staff. Further sessions are scheduled in 2019. The training is mandated for student leaders in accommodation and complemented by a suite of online modules, including *Consent Matters*.

UOW has conducted the following expert led reviews:

- Review into existing University policies and response

pathways in relation to sexual assault and sexual harassment

- A review into student accommodation provided by UOW including factors that contribute to sexual assault and sexual harassment in residence. Both of these reviews are in draft form and are anticipated for completion in early 2019.
- An independent audit of UOW Counselling Services undertaken by the University of Newcastle academics with the findings and recommendations being tabled for implementation.

An After Hours Crisis Support Line was implemented at UOW in partnership with Lifeline, providing students with call and SMS services to ensure students have continual access to support during a crisis situation. Partnerships have also been developed with local councils and NSW Police to commence programs relevant to the reduction of adverse behaviours associated with increased incidents of sexual assaults and sexual harassment, such as alcohol consumption.

Other initiatives underway at UOW include the development and implementation of support programs by those impacted by sexual assault and sexual harassment, ongoing review and delivery of programs for students and staff aimed at understanding consent, engendering a culture of respect, incident prevention and support following disclosures.



UOW's Social Media Communities

CONTENT MARKETING ON SOCIAL MEDIA

A key objective of UOW's 2016 - 2020 Brand Positioning, Marketing and Communications Strategy was to implement a fully integrated content marketing campaign at both a brand and discipline level, with the ultimate goal of driving engagement, conversions and applications.

In 2018 the University set out to achieve this goal by expanding its suite of video content to deliver the most engaging social media content, in the most engaging format, to a broad spectrum of audiences.

As more consumers interact with and watch videos on mobile devices, it is essential to film and publish the majority of UOW videos in the 9:16 vertical format to utilise this content on the platforms and devices most commonly used by the University's target audiences.

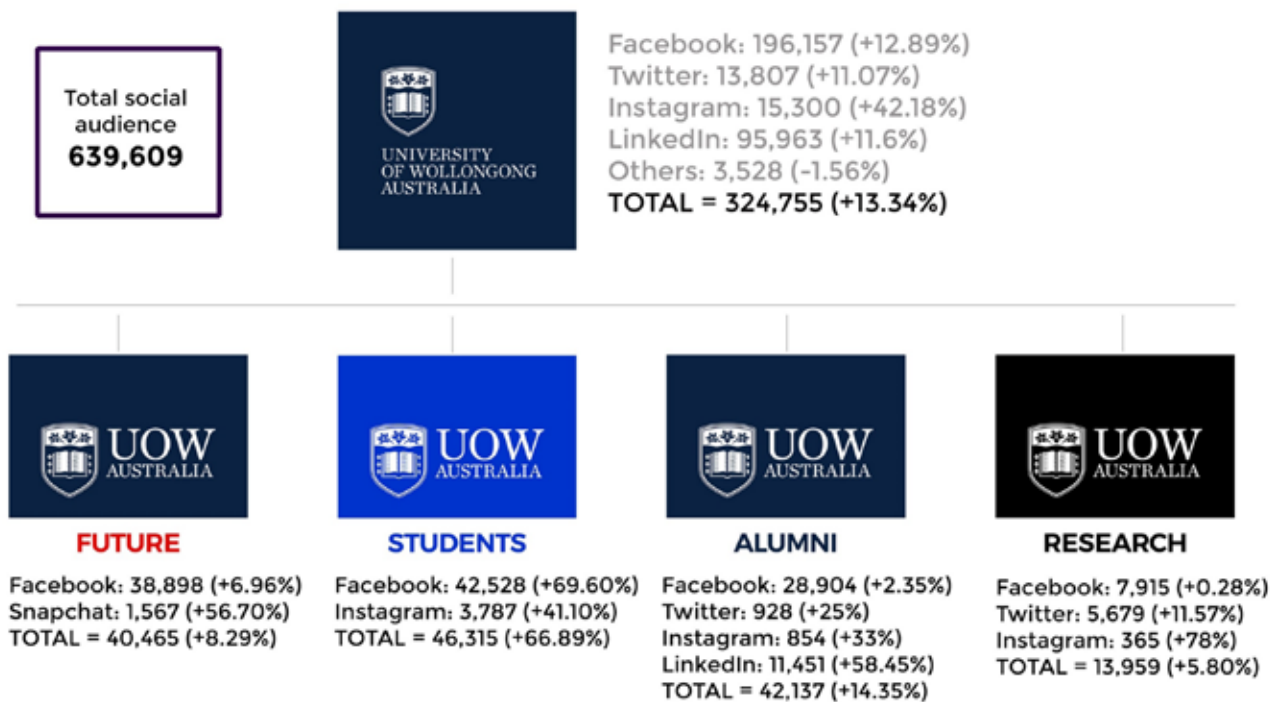
UOW also embraced new and emerging channels in 2018, such as Instagram Stories and Instagram TV, incorporating more activity in these placements via both organic and paid marketing campaigns.

There was a continued focus on long-form content production presented in an easy-to-consume format (for example using lists, infographics, photo galleries, gifs, etc), in order to build brand awareness and trust. This was achieved by creating and distributing relevant and consistent content to attract and retain UOW's clearly-defined target audiences, both on Official channels and Future Students Facebook page. Stories on UOW's brand content marketing platform, *The Stand* website, received over 146,090 total page views in 2018, a year-on-year increase of 4.16%.

Stories on UOW's future student content marketing platform, the UniSpeak website, were refreshed and published on the new Future Students section of *The Stand* website in 2018, allowing them to be promoted on the Future Students Facebook page. The Digital Media Ambassadors contributed to this content, creating over 50 written and graphic content submissions. Stories posted on the Future Students Facebook page performed well with the aim to deliver an authentic student voice behind strategic content that resonates with the future student and current student audiences.

FOLLOWERS OF UOW'S SOCIAL MEDIA COMMUNITIES

Figure 7: Total UOW Social Media Audience as at December 2018 = 639,609



PLUS other UOW profiles on Facebook, Twitter and Instagram...

Total audience of other UOW communities = 177,008 (8.4% growth)

UOW OFFICIAL AND FUTURE STUDENTS SOCIAL MEDIA STATISTICS

OFFICIAL

- UOW's Official Facebook page was the fourth most engaging page of the 17 key Australian universities in 2018, steady from fourth in 2017.
- Posts on the Official Facebook page achieved 6,817,339 impressions, a decline of 16.1%.
- Engagement of Official Facebook fans in 2018 was 5.9%, an increase of 227.78%.
- The peak month for impressions and engagement on the UOW Official Facebook page was September 2018, with 717,519 impressions and 8.1% engagement.
- The UOW Official Facebook page continues to be a key point of contact for students, mainly international students with enquiries about applying to study at UOW.
- UOW's Official LinkedIn account gathered 3,012,809 impressions. This platform promotes UOW announcements and content marketing to a broad audience comprising staff, students, alumni, industry colleagues and professionals.
- UOW's Official Instagram account had 15,300 fans with average engagement.
- UOW's Official Twitter account received 1,357,700 tweet impressions, a decline of -26.9%. Average engagement of UOW's Official Twitter account for 2018 was 0.92%, well above the higher education average.
- UOW's YouTube account had 831,356 video views, an increase of 178%. This significant rise in views can be attributed to the increased amount of video content that UOW produced and published to YouTube in 2018, particularly brand videos such as 'In Search of Strength' which received over 500,000 views. Content was also used in Facebook advertising, as and where appropriate.

FUTURE STUDENTS

- Posts on the Future Students Facebook page achieved 4,350,147 impressions, an increase of 8.49%.
- Engagement on the Future Students Facebook page was 7.76%, a decrease of 74.38%. (UOW's engagement calculation changed in 2018, calculating by impressions rather than fans).
- The peak month for impressions and engagement on the Future Students Facebook page was October 2018, with 1,693,709 impressions and 13.4% engagement.
- The UOW First Year Students 2018 Facebook group was run by UOW Student Representatives in their first or second year. As of 31 December 2018, there were 3,163 members in the group, over 700 posts made and 3,882 comments.
- The UOW First Year Students 2019 Facebook group is run by UOW Student Representatives. There were 1,059 members, 200 posts and 1,834 comments in the group as at 31 December 2018.
- The UOW Snapchat target audience are current UOW students and Year 12 students (17-18). As of 31 December 2018, there are approximately 1,567 followers.
- 2018 saw an increased focus on Snapchat, Instagram Stories and digital publishing utilising the UOWx Digital Media Ambassador team (DMA). This program was launched at the start of 2018 with the aim of curating authentic content, showcasing student experiences. The DMA team of 85 ambassadors produced over 760 hours of content.

SOCIAL MEDIA COMMUNICATIONS AND ENGAGEMENT

UOW's social media presence is segmented by audience. It comprises the UOW Official primary brand pages, the four key student life-cycle presences, and a number of smaller communities.

Total audience across all social media at UOW in 2018 increased by 12.9% year-on-year to 639,609 followers.

This includes:

- 324,755 followers across UOW's Official pages, an increase of 13.3%
- 467,631 followers across the five key audience UOW Facebook pages (Future, Student Life, Research, Alumni and UOW Official), an increase of 72.3%.

The high level of growth across the five key audience UOW Facebook pages can be attributed to the UOW Students Facebook page, which displayed a follower growth of 69.6%. This growth was thanks to an October post which received organic reach of over 11.2 million. The other four key audience pages experienced follower growth of between 0.28% and 12.89%.

UOW Staff

ATTRACTION AND RETENTION

The *Your Voice* workforce survey, which UOW has conducted every two to three years since 2007, was conducted for the fifth time in September 2018 with an excellent (79%) participation rate and achievement of our KPI of 80% satisfaction. The survey is a snapshot of staff engagement and enables benchmarking against 38 Australian and New Zealand universities, as well as internally against previous surveys. The results showed that employee engagement continues to be strong and is 7% higher at UOW than is typical in the university sector. The survey also showed that UOW continued to maintain a collegial staff environment and has high results for role clarity, safety and international perspective. As is usual for such surveys, areas for improvement were identified and organisation wide action plans will be developed in 2019. Faculties, divisions and units will also review their results with staff in 2019 to develop local action plans in order to make further improvements.

Table 19: Fulltime and fractional fulltime staff 2015 - 2018

Staff demographics	2015	2016	2017	2018
Academic Activities	1,801	1,732	1,803	1,876
Academic Support	327	289	279	280
Institution Services	475	505	525	564
Other	91	96	105	128
Total	2,694	2,622	2,711	2,848

WORKFORCE DIVERSITY

The Workforce Diversity Reference Group continued to meet throughout 2018 to support, review and recommend enhancements to equity and diversity policies, procedures and practices.

UOW continued to conduct quarterly induction sessions throughout 2018 for all new staff members. The face to face format included presentations and workshops that focused on Equity, Diversity and Inclusion; Privacy; UOW's Code of Conduct; and Workplace Health and Safety. These sessions articulated UOW values of mutual respect; providing a safe and supportive workplace and providing a campus free from unlawful discrimination and harassment; and our aspiration to set the standard for inclusiveness, diversity and equity.

In 2018, UOW partnered with an external organisation to deliver a new online unconscious bias training program. Implementation is now underway.

GENDER EQUALITY

UOW is proud of its culture that provides equal opportunity regardless of gender and its strong commitment to advancing gender equality. 43% of UOW academic staff and 69% of UOW professional services staff are female. The University has strategies and actions in place to help it reach its target of 40% female professoriate (Associate Professor and Professor) by 2020.

For the third consecutive year, UOW was recognised by the Federal Government as one of the best workplaces in Australia for gender equality and is one of only 120 organisations Australia-

wide to be named Employer of Choice for Gender Equality by the Workplace Gender Equality Agency. The University actively promotes a range of policies and strategies to enhance diversity and inclusion in employment including mentoring workshops; targeted development programs; flexible work arrangements (part time and job sharing); generous paid parental leave; and on-campus childcare facilities. UOW holds activities throughout the year to proudly showcase its diversity of talent.

In 2018, UOW was successful in its application for a Science in Australia Gender Equity (SAGE) Athena SWAN Bronze Institution Award, a globally recognised standard of excellence in gender equality that recognises the underrepresentation of females in the science, technology, engineering, mathematics and medicine disciplines (STEMM). The Award was conferred at Parliament House in Canberra on 5 December 2018. The Award is the culmination of more than two years hard work from both faculty and divisional representatives and involves solutions articulated in a four-year future Action Plan.

The University Global Partnership Network (UGPN) provided an opportunity for UOW to showcase its gender equality achievements. Both UOW and the University of Surrey are participants in the Athena SWAN Program. In 2017, UOW collaborated with the University of Surrey on an ERASMUS (European Region Action Scheme for the Mobility of University Students) bid which was successful. The application was based on enhancing the relationship between the two institutions, developing peer review practices for Athena SWAN applications and sharing global good practice in gender equality.

Representatives from the Equality and Diversity Unit at the University of Surrey visited UOW in February 2018. Meeting with key contacts from each faculty and sharing their University's Athena SWAN journey. Their feedback and advice in relation to UOW's Athena SWAN application was extremely valuable. They also attended UOW's Festival of STEM at the Innovation Campus.

In February, more than 2,300 local high school students descended on the Innovation Campus for the inaugural UOW Festival of STEM and Entrepreneurship. The Festival delivered an extensive program of STEM-focused activities to students from the Illawarra, Southern Highlands, Shoalhaven and southern Sydney regions, with an emphasis on encouraging young women to study and pursue careers in science, technology, engineering and mathematics with leading female role models. From user testing in application design and experience, a virtual underground coal mine, to nuclear physics with lollies and building a spaceship interface, students were given the opportunity to explore STEM-concepts through hands-on, interactive sessions with a range of UOW faculties.

In April, two representatives from UOW's Human Resources Division and one from the Research Services Office travelled to the University of Surrey under the ERASMUS mobility scheme. The visit also coincided with the UGPN Annual Conference from 9 - 11 April where one of the highlights was the joint UOW-University of Surrey presentation on Gender Equality and an overview of each institution's diversity journey. The presentation was well received and other UGPN members (University of Sao Paulo and North Carolina State University) have expressed their interest in joining this collaborative effort to share their own challenges and practices in equality and diversity. Over the course of the week, the HR delegates had the opportunity to meet with a number of key personnel who provided insights into the broader workforce diversity initiatives at the University of Surrey.

LGBTIQ+

In 2018, UOW participated in the Australian Workplace Equality Index (AWEI) assessment tool, the definitive national benchmark on LGBTIQ+ workplace inclusion. UOW was recognised in AWEI promotional materials as a participating employer. The criteria changed significantly in 2018 which provided UOW with even richer information by which to measure its progress on diversity and inclusion policies and practices. UOW is working with Pride in Diversity, the nationally recognised body for LGBTIQ+ employer support, who are assisting UOW to strengthen its LGBTIQ+ inclusivity.

UOW's Ally Network continued to expand its membership throughout 2018 and altered training and activities throughout the year at various UOW campuses. Highlights included events such as Chalk Rainbow, support for gender and sexuality minorities and 'Wear it Purple' day, an annual awareness day that supports young people who identify as LGBTIQ+. Additionally UOW built stronger ties with Pride in Diversity who facilitated UOW's face-to-face Ally training in 2018.

Each year the Vice-Chancellor's Awards provide the opportunity to recognise and celebrate the outstanding achievements of staff in a range of endeavours across UOW. The Rosemary Cooper Award recognises the achievement of Academic or Professional Services Staff who have overcome significant personal barriers in their career, or a staff member who has made a significant contribution in supporting staff or students to overcome such barriers. The 2018 accolade was awarded to Associate Professor Trish Mundy from the Faculty of Law, Humanities and the Arts (LHA) for outstanding and dedicated advocacy for the LGBTIQ+ community.

ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT STRATEGY

UOW aims to be recognised locally and nationally as a workplace of choice for Aboriginal and Torres Strait Islander people. The University prides itself on being a workplace that welcomes and celebrates diversity, and values and respects the ways of knowing, doing and being of Aboriginal and Torres Strait Islander people.

In 2018, UOW was successful in applying for a S126 exemption to increase the numbers of new employment opportunities for Indigenous people. Achieving the exemption has given the University a mechanism to provide wider scope of employment opportunities and career progression for Indigenous employees. The exemption will assist UOW to target a wider range of roles, including academic roles for Indigenous graduates, and to progress closer to the University target of 3% of UOW staff being Aboriginal or Torres Strait Islanders.

UOW's commitment to ensuring staff are supported to undertake further development opportunities and additional study saw a number of Aboriginal and Torres Strait Islander employees offered stipends to continue their academic and professional journey. In keeping with the University's commitment to support career opportunities for Aboriginal and Torres Strait Islander academics, a Postdoctoral Research Fellowship was created to support an Indigenous early career academic to undertake full-time research and grow our Indigenous research capacity.

Focus groups were held throughout the first half of 2018 to gather and document first-hand feedback of the experiences and views of Aboriginal and Torres Strait Islander employees and identify key themes and focus areas for the Reconciliation Action Plan (RAP), and UOW's Indigenous Employment Strategy refresh.

Following on from focus group recommendations, a Leadership and Management course was designed in partnership with Illawarra ITEC and offered to five Aboriginal and Torres Strait Islander staff. This course focused on developing strong and emerging leaders who are equipped to progress to management roles, which will support both their current and future work at UOW and enhance career development pathways for Indigenous staff.

UOW's High School Workplace Learning Policy approved in 2018 supports the process for identifying work experience opportunities throughout faculties and divisions for high school students in years 9-12. Attached to this policy are equity targets that ensure priority is given to Aboriginal and Torres Strait Islander school students wishing to undertake work experience at UOW.

As part of UOW's commitment to diversity and inclusion, the University was delighted to host a NAIDOC week event, with approximately 120 guests. The theme 'Because of her, we can!' recognised the invaluable contributions Aboriginal and Torres Strait Islander women have made, and continue to make, to our communities, families, our rich history and to our nation. The University celebrated by convening a panel of UOW Aboriginal and Torres Strait Islander academics and professional services staff to explore the theme and reveal their personal journeys with the audience and to talk about the women who have had an impact on their lives.

DISABILITY INCLUSION

In 2018, UOW continued to appoint new staff members with disabilities. A number of successful appointments were based on a relationship with an external Disability Employment Service provider.

UOW continued to provide support for prospective and existing staff who identified the need for reasonable adjustments during their interview process and/or to effectively carry out their work at the University. Throughout 2018, 19 workplace adjustments were conducted for university staff utilising the federal government's Job Access program.

In 2018, UOW reviewed its Disability Action Plan. The Plan provides a coordinated and accountable approach to achieving the University's vision of an inclusive university for all students, staff and visitors. UOW is committed to providing an environment that facilitates the success of all students and staff living with a disability, and to the provision of an inclusive culture where all individuals can actively participate and excel in their studies or work.

Following consultation with staff and key stakeholders the updated Plan is now called the Accessibility Action Plan 2019 – 2021 and is based on the concept of Universal Design, reflecting contemporary approaches. The Plan will be publicly displayed on the AHRC website and implementation will be monitored through to the next stage of alignment with a new UOW Strategic Plan from 2020.

MULTICULTURAL ACTIVITIES

The Multicultural Plan 2014 - 2018 continues to underpin UOW's multicultural activities. Key objectives, aligned with the University's strategic goals, are to leverage UOW's reputation for opportunity and innovation, strong workplace culture and commitment to attract and retain the most talented staff. The University's continued commitment to multiculturalism ensures its workforce is equipped and ready to meet the challenges of the global environment.

The UOW Cares program continued to support a range of charities throughout 2018 and provided opportunities for staff to make regular donations to a charity of choice, via salary sacrifice. Amongst the beneficiaries is a local charity called the Indigo Foundation, an independent community based development organisation that currently supports projects in Afghanistan, India, Indonesia, Namibia, Rwanda, South Sudan and Uganda.

In November 2018, HR representatives again had the opportunity to present to a group of Chinese delegates from the China Scholarship Council focusing on UOW's Equity and Diversity and Indigenous programs, and ways in which minority groups are supported.

In 2018, UOW continued to promote employment opportunities to a global audience, advertising throughout Europe, Asia and North America. Relocation assistance and support to staff immigrating to Australia is offered to successful candidates and their families.

UOW supported more than 379 Visiting and Honorary Fellows and processed more than 45 work visa applications for academics and professional services staff filling continuing or fixed-term vacancies. Staff members come from varied cultures and countries with many from Asia and Europe.

UOW continued its commitment to diversity and inclusion by co-hosting its sixth annual Iftar dinner with the Affinity Intercultural Foundation Wollongong and Amity College. Iftar is the meal eaten after sunset during Sawm, the fasting that occurs during the holy month of Ramadan.



OVERSEAS VISITS

UOW staff undertook a variety of overseas visits in 2018 for the purpose of UOW promotion, relationship development and scholarly activity. This included participation in academic conference and symposia, and the undertaking of research and related activities while on formal study leave.

Table 20: Overseas visits

	2016	2017	2018
Total number of overseas visits	1,555	1,442	1,704
Number of countries visited	74	97	86

ACADEMIC PERFORMANCE ENHANCEMENT

As a result of a review the Academic Performance Framework performance expectations were expanded in 2018 to encourage academics who have a national reputation in both research and teaching to apply for promotion to professor. The review also resulted in the reinforcement of the importance of demonstrating leadership at the associate professor and professor levels.

The Professoriate Career Structure Policy was reviewed to clarify and streamline the re-appointment process for Senior and Distinguished Professors who have held these titles for five years.

The Early Career Research Program, consisting of facilitated workshops, mentoring by senior academics, and a writing retreat, continues to provide academic staff with the knowledge, skills and connections required to develop their research track record. The long term impact of this Program has found that participants are promoted quicker than the general population.

The Early Career Academic Network continues to grow and provide a valuable network for new academic staff. The Network now has over 200 members.

The Learning, Teaching and Curriculum Unit provided a range of courses and initiatives to develop teaching capabilities of staff.

LEADERSHIP CAPABILITY DEVELOPMENT

It is recognised in the UOW Strategic Plan that building a committed and sustainable workforce characterised by strong and strategic leadership across the University is critical to its success. As a result, a number of programs were offered during 2018:

- The Leadership Program for Senior Academic Women (LPSAW) is conducted bi-annually after the successful pilot of this Program in 2016. Part of the SAGE Athena SWAN initiative, LPSAW aims to enhance the leadership capabilities of senior academic women in their current and future leadership roles and improve the proportion of women in senior academic roles. This Program received national recognition by receiving the AITD (Australian Institute of Training and Development) Excellence Award in the Best Women in Leadership Development Program category for 2018.
- The Mentoring Program for new managers continued to be a popular and valuable program for both the mentees and mentors.
- The eLAMP (Emerging Leaders and Managers Program) was delivered in partnership with ATEM (Association of Tertiary Management). This Program was delivered online with our in-house Professional and Organisational Development

Services team providing mentoring and facilitating workshops.

To determine the impact of managers undertaking the UOW 360 degree Leadership Survey, an analysis of the results of managers from their first and second instance of survey participation was conducted. Results indicated that undertaking the survey has a positive impact on leadership capability development with 72% of participants improving in two or more capabilities.

PROFESSIONAL DEVELOPMENT AND RECOGNITION

Recognising that staff learn in different ways, professional development activities were expanded to provide staff with a range of online programs (internal and external to UOW), curated content (articles, videos, resources) on specific skill areas and performance support tools.

UOW KnowHow was launched in February. This toolkit provides over 2,000 just-in-time, point of need resources, including articles, videos, self-assessments, infographics and templates. Over 600 staff accessed over 6,000 resources during 2018.

The bi-annual Administrative Professionals Conference was well attended and received. This two-day event with the theme Be Future Ready brought together administrative staff from across all areas of UOW and provided a program of topics and activities designed to support and extend their knowledge base and professional networks.

The Vice-Chancellor's Awards ceremony celebrated and recognised staff achievements, and continues to be a focal point of the University staff calendar. In 2018, 106 staff received awards covering nine categories.

EMPLOYMENT RELATIONS

The nominal expiry dates of UOW's (Academic Staff) Enterprise Agreement and (General Staff) Enterprise Agreement were 31 December 2017 and 31 December 2018 respectively. During 2018, negotiations for new agreements took place. Significant progress was made although negotiations were not finalised by the end of the reporting period.

On 15 November 2018, all permanent and fixed term employees received a one-off \$1,000 lump sum payment. Additionally all trainees and apprentices received a one-off \$500 lump sum payment.

EQUITY, DIVERSITY AND INCLUSION 2019 STRATEGIES

UOW's commitment to equity and diversity is articulated in our Strategic Plan 2016 - 2020 and is achieved by working with both staff and students and the wider community to promote and ensure equitable and inclusive practices throughout our campuses.

2019 will focus on strengthening equity and diversity policies and strategies, continuing to implement the University's Athena SWAN action items to support the career advancement of UOW female academics and achieve the University's 40% female professoriate target, strengthening policy areas for UOW's LGBTIQ+ community and proactively seeking out opportunities to continue to ensure that UOW is a workplace of choice for our rich and culturally diverse workforce.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATISTICS

Tables 21 and 22 below detail the EEO statistics for UOW's key EEO target groups. The percentage of women in both professional services and academic staff show a modest increase over a six year period. Although the 2017 and 2018 figures for academic female staff remain static, UOW's Athena SWAN action items aim to see this number increase, especially in line with the University's 40% female professoriate target. For those people whose first language is not English, both professional services and academic staff have seen a decline. This could be attributable to the significant changes in federal government visa laws.

EEO STATISTICS

Table 21: Professional Services Staff representation of EEO Target Groups as a percentage at 31 March in the years 2012-2018

Professional Services Staff	% of Professional Services Staff								
	Benchmark or Target	2012	2013	2014	2015	2016	2017	2018	
EEO Target Group									
Women	50	66.0	66.1	66.7	67.3	68.9	68.9	69.3	
Aboriginal people	3.0	1.6	1.7	1.8	1.9	2.4	2.3	2.3	
People whose first language is not English	19	16.4	16.7	16.5	16.9	15.5	14.9	13.8	
People with Disability	NA	6.9	6.4	5.8	5.2	5.0	4.6	3.9	
People with Disability requiring work-related adjustment	1.5	2.1	1.8	1.9	1.5	1.5	1.3	1.0	

Table 22: Academic Staff representation of EEO Target Groups as a percentage at 31 March in the years 2012-2018

Academic Staff	% of Academic Staff								
	Benchmark or Target	2012	2013	2014	2015	2016	2017	2018	
EEO Target Group									
Women	50	40.8	39.7	39.6	40.8	41.5	43.4	43.4	
Aboriginal people	3.0	1.0	0.9	1.3	1.3	1.0	1.2	1.2	
People whose first language is not English	19	27.7	30.5	32.7	32.2	30.1	28.1	25.9	
People with Disability	NA	7.7	7.1	6.6	5.9	5.4	5.0	4.6	
People with Disability requiring work-related adjustment	1.5	2.4	2.0	1.8	1.9	1.6	1.6	1.4	

Table 23: Professional Services Staff – Trends in distribution of EEO Target Groups at 31 March in the years 2012-2018

Professional Services Staff	% of Professional Services Staff								
	EEO Index	2012	2013	2014	2015	2016	2017	2018	
EEO Target Group									
Women	100	83	83	84	84	86	86	87	
Aboriginal people	100	61	57	62	63	65	76	77	
People whose first language is not English	100	81	85	86	85	85	96	98	
People with Disability	100	136	141	134	138	135	134	134	
People with Disability requiring work-related adjustment	100	121	141	119	130	115	104	98	

Table 24: Academic Staff – Trends in distribution of EEO Target Groups at 31 March in the years 2012-2018

Academic Staff	% of Academic Staff								
	EEO Index	2012	2013	2014	2015	2016	2017	2018	
EEO Target Group									
Women	100	69	72	76	78	77	76	80	
Aboriginal people	100	154	161	130	142	219	163	139	
People whose first language is not English	100	86	82	81	88	92	97	105	
People with Disability	100	111	112	110	117	113	127	129	
People with Disability requiring work-related adjustment	100	139	132	109	111	121	125	149	

WORK HEALTH AND SAFETY

UOW is committed to providing a workplace which sustains the health and safety of its staff, students, contractors and visitors.

As in previous years, in 2018 there were no prosecutions under the *Work Health and Safety Act 2011* (NSW). UOW has not been prosecuted since being self-insured in 2000.

WORKERS COMPENSATION AND INJURY MANAGEMENT PERFORMANCE

There was a decrease in the number of workers compensation claims for the year from 66 in 2017 to 61 in 2018. There were 10 work related lost time injuries in 2018 which is a decrease from 13 reported in 2017. UOW's Lost Time Injury Frequency Rate decreased from 5.49 in 2017 to 4.41 for 2018. The Average Time Lost Rate increased from 8.46 days in 2017 to 34.70 days in 2018.

Table 25

Performance Indicator	2017	2018
Number of Workers Compensation Claims Reported	66	61
Number of Work Related Medically Treated Injuries	36	24
Number of Work Related Lost Time Injuries	13	10
Loss Time Injury Frequency Rate	5.49	4.41
Average Time Lost Rate	8.56	34.70
Number of Hazards/Near Misses Reported	401	387

WHS HIGHLIGHTS AND INITIATIVES

WHS highlights and initiatives for 2018 include:

- UOW was rated as a Top-Tier Self Insurer by SIRA in accordance with the new Self-Insurer framework due to its exemplary claims management and return to work practices;
- The release of a field work risk assessment module in SafetyNet for easier recording and monitoring of risks associated with field work activities;
- A successful Well@Work staff program included nutrition assessments; mental health in the workplace awareness training; a health and wellness expo; flu vaccination program; skin cancer checks; and participation in the Stepathalon Challenge. It is estimated that the Well@Work program had direct engagement with approximately 1,600 staff during the year.

HAZARD REPORTING, AUDITING AND TRAINING

There were 387 reported hazards and near misses in 2018 compared to 401 for 2017; this continues to reflect a strong culture of understanding the value of reporting WHS matters. A total of 374 safe work procedures were approved utilising the SafetyNet online system in 2018 which is an increase from 229 approved in 2017.

The WHS Unit conducted two comprehensive internal WHS verification audits during 2018 which covered the following WHS topics across sampled faculties and divisions:

- biosafety
- plant and equipment.

Performance against the audit criteria for both topics was positive with no high risk non-conformances identified. Corrective action plans to address any non-conformances identified by the audits have been prioritised and implemented accordingly by the local areas with assistance from the WHS Unit.

There were 47 WHS training courses delivered in 2018 for 509 participants which included the following topics:

- Addressing Hazards and Risk in the Workplace
- Biosafety Awareness
- Building Warden Responsibilities and Emergency Management
- Dangerous Goods Packaging
- Use of Fire Extinguishers
- First Aid
- Safe Handling of Gases
- Hazard and Incident Reporting
- Supervisor's WHS Responsibilities
- Handling of Liquid Nitrogen
- Managing Risks for Manual Tasks
- Mental Health First Aid
- Mental Health in the Workplace for Managers
- WHS Principles for Workplace Advisory Committee Members
- Use of Oxy-viva Equipment
- Radiation Safety
- Developing Safe Work Procedures
- Working Safely in Science, Medicine and Health.

Capital Works and Sustainability

MAJOR WORKS COMPLETED

LIBRARY REFURBISHMENT - \$4.0 MILLION

The Library refurbishment was completed in time for the commencement of Autumn Semester 2018. The refurbishment of the ground floor space provided improved student facilities offering support for the provision of online learning tools. The refurbished space included new informal learning spaces; improved technology and collaboration spaces; contemporary furniture; and enhanced AV interactions with specific bring your own device areas. The refurbishment of the second floor staff office accommodation was completed concurrently, with the space optimised to cater for different working environments, including offices; collaboration spaces; and knowledge exchange areas.

UOW SYDNEY BUSINESS SCHOOL RELOCATION - \$4.0 MILLION

The UOW Sydney Business School was relocated from Level 18 to Level 10 of the Gateway Building. The work included the relocation and enhancement of the informal learning areas, technology laboratories, as well as new and enhanced teaching and staff areas. The new Level 10 has provided additional opportunities for events and large functions, as some of the newly created areas are flexible, multi-use spaces. The relocation optimised School operations due to the consolidation of the campus across three adjacent floors (Levels 8 - 10). The project also refurbished Level 9 to improve staff areas and meeting rooms. The project was completed in May 2018, ready for the commencement of Trimester 2, 2018.

MIND THE GAP FACILITY, SHOALHAVEN CAMPUS - \$3.5 MILLION

Commencing mid-2017, the Mind the GaP facility was completed and operational in March 2018. Located within the Shoalhaven Campus, the facility was constructed to establish a regional focus for mental health and wellbeing, providing innovative patient-centred and holistic care. In addition to being the new home of Lifeline South Coast, the building houses a number of UOW researchers working in the area of mental health, as well as facilities for conferences and community outreach. The new facility includes therapeutic spaces for treatment, and has provided a home for community outreach programs such as suicide prevention strategies and whole-of-school-based bullying programs. Tele-Mental Health opportunities have also been provided by links to consultant psychiatrists, physicians and other mental health providers within the facility.

The Mind the GaP project was an initiative of UOW, in collaboration with Shoalhaven City Council, and was jointly funded by the Commonwealth Government.

UOW SECURITY BUILDING - \$2.7 MILLION

Construction of the UOW Security Building on the Wollongong Campus was completed in October 2018. Adjacent to the Kooloobong student residences on Northfields Avenue, the space was constructed as a standalone, purpose-built facility to enhance existing security activities and improve operational support to all campuses.

UOW's strategic plan aims to increase the number of students in residences on campus to promote an environment which is active seven days a week. The new Security facility provides ease of access for emergency services, students, staff and the community, and is clearly identifiable and visible to enhance the quality of security services. The design of the Security Building

was optimised to increase the efficiency of security operations on campus, by ensuring critical incidents are addressed in a timely manner, and to provide a safer, more secure environment.

MAJOR WORKS IN PROGRESS

MOLECULAR HORIZONS BUILDING - \$102.0 MILLION

The Molecular Horizons Building demonstrates UOW's commitment to impact-driven research where the world's best molecular research will be put into practice to improve and save lives. With construction activities commencing in June 2018, the University is investing in a suite of revolutionary technology, including Australia's most powerful electron microscope, the Titan Krios Cryo-EM microscope. Molecular Horizons will be co-located in a connected precinct of UOW existing research strengths on the Wollongong Campus and dedicated to illuminating how life works at a molecular level with the aim of solving some of the biggest health challenges facing the world. Housing dedicated world class researchers, the building will be equipped with state-of-the-art facilities that include PC2 laboratories that comprise modular, flexible and efficient ancillary spaces, Cryo-TEM and light microscopy suites, support laboratories and atmospheric chemistry and office accommodation. Molecular Horizons will partner with many organisations within and outside Australia. The building will be five storeys and approximately 7,000 square metres, separated across two wings. Molecular Horizons is to be occupied prior to Autumn Session 2020.

SOCIAL SCIENCES AND LAW HUMANITIES AND THE ARTS BUILDING - \$76.0 MILLION

The new Faculty of Social Sciences and Law, Humanities and the Arts Building will be a landmark development on the Wollongong Campus. Located adjacent to the campus ring road at the western end of the campus, the building will accommodate the diverse functions of the School of the Arts, English and Media, School of Health and Society and School of Geography and Sustainable Communities into a collaborative and engaging hub that will support the ambitions of next generation teaching, research and learning. A variety of disciplines will be provided for in the building by facilities including student performance theatres and music studios, film and screen production space, media arts, digital design, specialist social sciences laboratories and informal collaborative support spaces. The building will be approximately 10,000 square metres in floor area across four levels and will present a strong identity of the schools, faculties and the University, whilst providing direct access to the community for such purposes as attending student performances, visiting art exhibitions and engaging with community activities aligned with social work teaching. Detailed design finalisation has been completed, with construction commencement through January 2019. Occupation of the building is expected prior to Spring Session 2020.

NORTHERN CAR PARK STAGE 2 - \$6.5 MILLION

The Northern Car Park Stage 2 project will provide car park provisions in preparation for the completion of the Molecular Horizons and the Social Sciences and Law, Humanities and the Arts buildings on the Wollongong Campus. It will be constructed to the north of the existing P5 Northern car park. The project is being coordinated with the proposed new Mt Ousley interchange which will provide a new northern entrance into the Wollongong Campus from the M1 Motorway. Post remediation of the existing site, the car park will provide an additional 248 car park spaces and 28 motorcycle spaces, and is due for completion in August 2019. The total project cost includes expected remediation costs.

THERMAL COMFORT, LED LIGHTING AND SOLAR PV (TLS) BUILDING SERVICES PROGRAM - \$8.9 MILLION

To assist in the realisation of reducing campus energy consumption by 20% by 2035, the Thermal Comfort, LED Lighting and Solar PV (TLS) Building Services Program is proposing to replace existing lighting technology with energy efficient LED Lighting, as well as increase the amount of renewable energy production across the campus through the installation of additional Solar PV arrays.

The Wollongong Campus has a large stock of buildings of varying age, type, usage and ventilation systems. Overall approximately 77% of habitable spaces (such as offices and common teaching areas) are air conditioned based on Gross Floor Area (GFA). The objective of the Thermal Comfort Program is to improve amenity across the Wollongong Campus for staff, students and visitors with the provision of cost effective air conditioning to areas currently without.

These projects have been consolidated in an attempt to minimise disruption to the campus and improve efficiency in design and delivery of the three disciplines. Stage 1 Works are currently being undertaken across 14 campus buildings with an expected 620kW of Solar PV, 7,800m² of Air Conditioning and 2,500 light fittings to be installed and replaced respectively by April 2019.

Stage 2 works will be undertaken across 2019 to 2020.

SUSTAINABILITY

In 2018, UOW's Environmental Advisory Committee (EAC) successfully oversaw the implementation of the University's Environmental Management Plan (EMP) in accordance with the Environmental Policy. The updated EMP focused on consumption of energy, water and materials whilst ensuring the biodiversity values of campuses are enhanced. The following key environmental results were achieved in 2018 in relation to energy and carbon management.

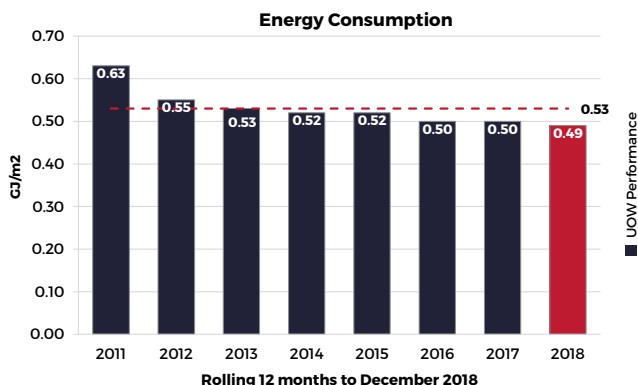
ENERGY AND CARBON MANAGEMENT

Energy consumption at the Wollongong Campus was 0.49 GJ/m². This result was 7.5% below the 2020 target of 0.53 GJ/m² and represented a decrease of 22.2% from 2011.

UOW generated 1,398 GJ/y of onsite renewable energy (10.9% above 2016 benchmark levels) and greenhouse gas emissions of 86.25 kgCO₂e/m² (8.9% below 2016 benchmark levels).

Energy and carbon management initiatives during 2018 included the installation of approximately 2,400 efficient LED lights and the installation of 38 smart gas meters to measure and monitor gas consumption.

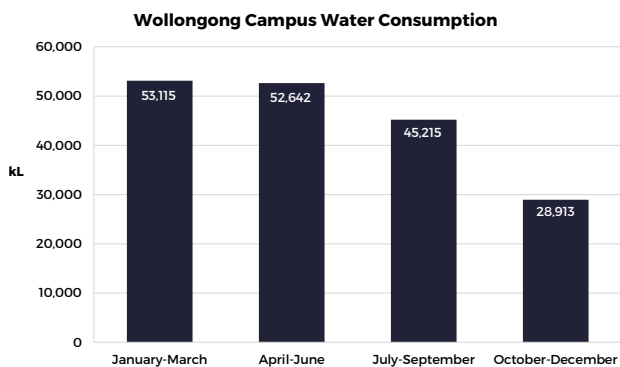
Figure 8: UOW Energy Consumption



WATER MANAGEMENT

Wollongong Campus potable water consumption increased in 2018 as a result of water leaks from underground infrastructure and prolonged dry climatic conditions. A new water metering and monitoring system was installed and facilitated the identification of water leaks and better understanding of consumption patterns across the Wollongong Campus. Six significant water leaks were identified and repaired which resulted in a significant reduction in the water consumption trend (refer Figure 9).

Figure 9: Wollongong Campus 2018 Water Consumption



BIODIVERSITY

The Wollongong Campus landscaping provides important habitat for a diverse range of native animals. Over 3,500 native plants were established in 2018 with a focus on improving future tree canopy and understorey plantings throughout the Wollongong Campus.

2018 – UOW Year in Review

Delivering on our Strategic Goals

The University's Strategic Plan and the core strategies that underpin it provide a road map for the University into the next two decades. The Strategic Plan 2016 - 2020 consists of six major goal areas, each with a further six sub goals. The University's activities and achievements in 2018 under each of these goals and sub goals is set out in this section.

Goal 1: Addressing regional, national and international needs: Setting priorities and focus.

ALIGN OUR OUTSTANDING ACADEMIC COMMUNITY AND GRADUATES WITH NATIONAL PRIORITIES, OPPORTUNITIES ARISING FROM OUR GLOBAL RELATIONSHIPS AND INITIATIVES SUPPORTED BY GOVERNMENTS AND INDUSTRY.

1.1 Embrace opportunities to enhance and differentiate our investments and contributions through identifying viable new student markets, exploring exciting course offerings, following emergent research paths and building on our existing strengths.

The unique Global Leaders Development Program (GOLEaD), designed specifically for high-achieving school leavers with ambitions to become the next generation of global leaders, had its first intake of students in 2018. Twelve students enrolled in the two GOLEaD degree programs, the Bachelor of Commerce Global (Honours) and the Bachelor of Computer Science Global (Honours).

The Chinese student market has been key for the University in recent years; however, considerable work was carried out in 2018 to decrease our reliance on one country for international enrolments. As China's own universities mature and improve their global competitiveness, diversifying into new regions will be paramount to UOW maintaining strong international student enrolments. To this end, the Faculty of Business (BUS) has explored the viability of new international markets and cross-institutional links in the emerging markets of Sri Lanka, Mongolia and Thailand while the Faculty of Social Sciences (SOC) began planning to develop markets in India (as well as China), and has formed new partnerships with the University of Nairobi in Kenya and Tribhuvan University in Nepal.

As well as expanding its course offerings in 2018, the University has made considerable progress in developing future focussed and market-driven courses for launch in the near future. The Master of Social Work (Qualifying) was successfully launched at UOW's South Western Sydney (SWS) Campus in 2018. In 2018 SOC also has partnered with the NSW Department of Education to develop and implement a Master of Professional Psychology (School Psychology). This degree will build on the success and reputation of existing professional and clinical psychology training programs at UOW, and will be delivered flexibly. Students will receive a Department of Education scholarship to support their learning. Other postgraduate courses at various stages of development during 2018 included the Master of Public Health Applied, Master of Applied Psychology and Master of Social Science, which all build on existing teaching and research strengths.

Construction is well underway on the Molecular Horizons research facility. To be completed by 2020, Molecular Horizons will be a state-of-the-art resource and catalyst for understanding of how life works at a molecular level. In anticipation of this, the Faculty of Science, Medicine and Health (SMAH) commenced recruitment of staff for the facility, and reviewed its existing Science School structure, of which there were three, to align with the goals of Molecular Horizons. The review resulted in a two-School structure announced in mid-2018: the School of Chemistry and Molecular Bioscience and the School of Earth, Atmospheric and Life Sciences. In 2018, SMAH also reviewed the first-year science curriculum and established the Graduate Certificate in Regulatory Science.

The Faculties of Engineering and Information Sciences (EIS) and BUS developed and implemented alumni engagement plans, delivering a series of value-add programs focussed on supporting domestic and international recruitment priorities.

UOW's metropolitan and regional campuses are critical to UOW's success and its strong and connected presence is grounded in its communities. In 2018 the University refreshed the strategic directions for its regional campuses to ensure that they address market needs, support community aspiration and remain vibrant and sustainable. This work complements the ongoing Greater Sydney Strategy, which provides coordination, stakeholder engagement and delivery support for initiatives driving the integrated growth of UOW's metropolitan campuses in South Western Sydney and Southern Sydney. This parallel support ensures a holistic view of the size and suitability of regional and metropolitan student markets.

The South Western Sydney market represents a significant opportunity for UOW. The South Western Sydney (SWS) Campus Enabling Strategy sets out the plan to grow the campus to a target enrolment of 7,000 students by 2030. Intrinsic to this plan has been ongoing discussions with faculties to identify courses and research activities that will add value to the region, with new courses added in 2018 ready for commencement in 2019 and several under consideration to be offered from 2020.

In September 2018, an all-staff Research and Innovation Forum was held, which included the launch of the UOW Impact Makers initiative and publication. The initiative features 44 research partnerships that put the spotlight on early and mid-career academics who are set to deliver real change to the environment, economy, society and culture through their research work. UOW Impact Makers builds on our strength as a research-led institution that fosters a collaborative and inquisitive approach to the process of knowledge generation.

As we move towards the Fourth Industrial Revolution, learners increasingly expect and value flexible delivery models to accommodate study alongside other life commitments. In recognition of this, the University launched UOW Online in 2018. Instead of offering existing courses in an online setting, the focus has been on developing pedagogies appropriate for an online learning environment and these have necessitated market-led strategies, partnerships and mechanisms for UOW to select appropriate courses. This approach has resulted in three new online courses being offered in 2018 with moderate success. In addition, the University reviewed marketing and positioning strategies appropriate to the online market.

The 2018, undergraduate recruitment cycle saw the University reach an all-time high in UAC first preferences of 10.41% market share in late November 2017 after early admissions offers were made. UAC changes to offer rounds resulted in highly dynamic student decision behaviour and UOW reached a final first preference market share of 8.34%.

In preparation for the 2019 recruitment cycle, in 2018 the Strategic Marketing and Communications Unit in conjunction with Student Services Division undertook a comprehensive market research project to measure, monitor and test brand communications with future students throughout the recruitment cycle, with a view to optimising message and channel selection and maximising the effectiveness of UOW's marketing efforts and expenditure. The revised campaign saw positive outcomes in the 2019 marketing and recruitment cycle with the University's share of the school leaver first preference reaching a higher market share than in previous years, against a backdrop in a declining market. UOW also focussed attention

on ensuring its brand is protected and remains robust through annual media sentiment evaluation reporting on brand awareness and reputation, and benchmarking ourselves against key competitor universities.

In 2018, the University embarked on a new partnership with the UK's Tottenham Hotspur football club through the Global Football Development Program. This initiative aims to attract students by leveraging UOW's international student recruitment channels and sporting facilities, along with the region's reputation for sporting success. Tottenham's world-renowned brand positions the program well to attract international students, and the program will integrate our first-class degrees with a growing local interest in football to create a significant brand building opportunity for UOW. China's ambitious Football Development Reform Plan aims to achieve a significant increase in the number of elite players emerging from the Chinese school system, and the Tottenham partnership stands us in good stead to capitalise on this opportunity.

1.2 Enable our graduates to be career-ready, contributing to a world that is ever changing and to work in complex teams that cross disciplinary boundaries.

The Graduate Career Development and Employability (GCDE) team launched two new subjects in 2018, partnering with the Graduate Research School on Career Ready Learning for Higher Degree Researchers, and working with SMAH to develop Professional Workplace Practice, a core subject in the Master of Nursing International degree. The GCDE also partnered with organisations such as Pernod Ricard Winemakers, Danone, Illawarra Academy of Sport, South32, Northcott Disability Services and 2WYR 92.5 Youth Radio in running UniVative, its flagship student-to-business consultancy program at the Wollongong, Southern Highlands, SWS and Sydney CBD Campuses. GCDE collaborations with 40K Globe and Project Everest allowed students studying Career Ready Learning and Practice subjects to complete internships overseas.

International study creates graduates with enhanced employment prospects by reinforcing language proficiencies, cultural training, tolerance for ambiguity, adaptability and communication. In 2018 UOW received almost \$1.2 million in funding through the New Colombo Plan, an Australian Government initiative that aims to boost knowledge of and strengthen ties between Australia and countries throughout our region. Over 250 grants and scholarships were made available to UOW students to study in countries including Nepal, Taiwan, Singapore and Hong Kong.

Students from across all faculties participated in the University's award winning Solar Decathlon project, the Desert Rose House, which is environmentally sustainable, innovative and adaptive to a person's needs as they age.

Opportunities for UOW Higher Degree Research (HDR) students and Postdoctoral Fellowships have been enhanced through the ARC Industrial Transformation Training Centre for Advanced Technologies in Rail Track Infrastructure (ITTC-Rail) which was launched by the Federal Minister for Education and Training Simon Birmingham in May 2018. The \$7.3 million Centre will train the next generation of rail engineers with the knowledge and skills needed to maintain and upgrade Australia's rail network. The Centre will support 21 HDR students over the next four years, at least 12 of whom will take up year-long industry placements, as well as three Postdoctoral Fellows. ITTC-Rail is headquartered at UOW and comprises seven other contributing institutions and 11 industry partners.

Two faculties have engaged with iAccelerate to give students the opportunity to work in a startup environment and apply their skills to solving real-world dilemmas. Students from EIS undertook the Lean Engineering Startup subject as part of the iAccelerate program, which allows students to develop projects from an earlier subject into a business. A group of international EIS students – four from Dubai and 11 from Tianjin, China – completed the iAccelerate Educate program in July 2018. Ten Faculty of Law, Humanities and the Arts (LHA) students worked alongside iAccelerate companies as part of their final-year capstone projects, presenting their findings to their lecturers, peers and the iAccelerate team. iAccelerate also partnered with the GCDE to start hosting students as interns, and the GCDE have commenced development of a minor study in Innovation and Entrepreneurship in collaboration with iAccelerate.

The onus on universities to prepare their graduates for the labour market has intensified in recent years, so the University has developed a variety of career-focussed activities available to all UOW students. Since its launch in 2017, CareerSmart, a series of three online modules to help students understand their career options and create action plans for their future, has seen over 16,000 students complete at least one of the modules. Work integrated learning (WIL) has been embraced across the sector as a valuable pedagogical tool to develop skills, knowledge, competence and experience in the workplace. In 2018 UOW renewed its focus on WIL, with all faculties documenting the subjects in which it takes place.

LHA has taken steps to further develop WIL into existing programs, increasing faculty-level support for professional support staff administering the legal internship program and other professional experience opportunities. The Faculty has launched a new law curriculum which focuses on creating career-ready graduates through new skills and professional practice subjects, and the Bachelor of Arts has seen the development of new Humanities Professional subjects. BUS has also focussed on WIL, and has incorporated analysis of business challenges into undergraduate and postgraduate subjects. SMAH has streamlined its student support for clinical placements through a centralised Faculty team that services the School of Nursing as well as Exercise Science and Nutrition / Dietetics in the School of Medicine.

The WIL Advisory Committee guides UOW's WIL strategy through a WIL Plan and accompanying implementation framework. A key initiative in the plan was to recruit an additional 550 students from LHA, SMAH and SOC to complete a GCDE WIL subject or a professional practice subject in 2018, and this target was exceeded with over 900 student enrolments. UOW's WIL framework spans administrative processes and learning and teaching standards and practices and is aligned to UOW and TEQSA policies. The University Education Committee approved the final WIL pedagogy document in October 2018.

The EIS partnership with Tyree Transformers has established the Sir William Tyree Scholarships for Engineers, worth a total of up to \$150,000, to provide support for high-performing regional and rural students who may otherwise be unable to attend university without financial assistance. In addition to financial assistance, students receiving the scholarship will be provided with work experience within the Tyree Group of companies, where they will benefit from seeing engineering theory put into practice in the design and manufacture of electrical equipment.

SOC has embedded ePortfolios for all students taking the obligatory introductory psychology subject as a way of entrenching learning for career-readiness in students throughout their studies.

Faculties also engaged with mobility programs. SOC led a study tour to Tanzania with So They Can, a not-for-profit education organisation that enables education undergraduates to work alongside and learn from up to 60 recently graduated volunteer teachers in the Babati district. The program gives students the opportunity to learn and practise alternative primary and secondary classroom techniques from different parts of the world. Undergraduate students taking the Geography of Change subject undertook intensive international fieldwork in Bali in June; this cross-cultural WIL contributed to a research project focusing on an aspect of change in the region. EIS mining students have embarked on international field trips to China, as well as field trips to mines in Tasmania. EIS undergraduates studying Humanitarian Engineering undertook a field trip to Rwanda, designing and building various community facilities in the country.

2018 saw a focus across UOW on improving employment prospects for equity groups. The Careers Mentoring Program connects equity students with UOW alumni and the UniSpecialist Employment Partnership supports students and graduates with disability into local graduate employment. Meanwhile, the Woolyungah Indigenous Centre (WIC) successfully deployed a sustainable employability model that worked closely with business partners to provide WIL opportunities for an increasing number of Aboriginal and Torres Strait Islander students. UOW implemented equity programs in a number of its University recruitment, pathways and co-curricular activities including Discovery Days; Super Study Day; Alternative Admissions Program (WIC); Australian Indigenous Mentoring Experience (AIME); Employability Workshops; and Pathways and Bridging Programs.

1.3 Recruit, support and reward high-quality HDR students and align them to research strengths through UOW's Graduate Research School; and develop them to ensure their successful careers in academia, government and industry.

The Graduate Research School (GRS) continued to support HDR students through the development of opportunities for HDR internships, particularly via the Australian Postgraduate Research (APR) Intern awards. The GRS has also developed appropriate HDR subjects and processes to facilitate the industry placement of students, and re-designed the matching scholarship scheme to enhance industry supervisions and joint university-industry research. Out of a total of 47 matching scholarships that were offered, 39 were accepted during the year and 369 externally funded scholarships were awarded in 2018.

In collaboration with Careers Central and Innovation and Commercial Research, the GRS is working to promote the APR Internship program. This program matches HDR students with industry projects in their field of research. The internships last for three to five months and a stipend is provided by APR. Four internships were completed in 2018.

Faculties emphasised the recruitment of HDR students in 2018, with HDR commencement numbers increasing by 10% compared to 2017. BUS worked to strengthen the pathways for both high performing undergraduate students and Masters by Coursework students to transition to PhD study, as well as increasing recruitment efforts for international HDR students. The Faculty has been able to attract a diverse range of HDR students, with an equal gender split and 3% Aboriginal or Torres Strait Islander representation, and awarded its first UOW Postdoctoral Fellowship to a researcher of Aboriginal or Torres Strait Islander background.

EIS has adopted best practice for Research Proposal Reviews (RPRs) across the Faculty, and has focussed on providing substantial non-academic support for HDR students, including help developing presentation skills. These efforts were made manifest when PhD student Chuhao Liu won the Early Researchers Showcase competition at the Cooperative Research Centres Association Conference. The competition had 31 entrants who were required to produce a 30-second video conveying the aim of their research clearly and effectively. Mr Liu also won the UOW Three Minute Thesis (3MT) competition for his presentation 'Find the best jeans for railway foundations', before going on to reach the semi-finals at the 2018 Asia-Pacific 3MT competition.

SMAH again ran the Summer Scholars program, which allows high-achieving undergraduates from other universities across Australia and New Zealand to experience research at UOW. This successful program extends the reach of UOW marketing to this key target group and their peers.

To maximise the success of Aboriginal or Torres Strait Islander HDR students, in December 2018 the WIC held a HDR student Writing and Development Retreat. In 2018, the number of Aboriginal or Torres Strait Islander HDR students enrolled at the University increased for the third straight year.

We continued our successful mentoring, supervising and support of HDR students with completions being 285, in line with the 2017 figure of 276. The Commercial Development Unit (CDU) organised events in support of HDR and other students, including concerts, monthly networking socials, employment fairs and the Networking After 5 event. HDR facilities at the Innovation Campus were updated to support high-quality research and HDR students.

The Research Services Office (RSO) worked to assist HDR students in their research by engaging 20 students in a trial of the RedCap Research Data Management Platform, a survey database tool focused on clinical and translational research used in over 3,000 institutions and more than 125 countries worldwide.

1.4 Produce high quality, accessible research organised in strong groups of highly cited and highly esteemed researchers who increase the University's visibility in educational programs as well as research.

UOW has again been ranked as one of the top ten institutions in Australia for scientific research in the Nature Index 2018 Annual tables. The Nature Index is a database of research articles published in 82 high-quality science journals, and provides a near real-time estimate of high-quality research output and collaboration organised in the subject areas of chemistry, physical sciences, earth and environmental sciences and life sciences.

In November 2018, ten UOW researchers were named amongst the most influential scientists across the globe in the respected Clarivate Analytics 2018 Highly Cited Researchers report. Distinguished researchers who make the list are those that have made the biggest impact as determined by the global research community and reflect the rate at which others cite their work, specifically by publishing a number of papers over the past decade that rank in the top 1% most cited in their field and year. Eight of UOW's Highly Cited Researchers work at the Australian Institute for Innovative Materials (AIIM), the Institute for Superconducting and Electronic Materials (ISEM) and the Intelligent Polymer Research Institute (IPRI).

Distinguished Professor Shi Xue Dou was included in the list and attributed the success of ISEM to the development of new talent and to the academic freedom researchers have to pursue their research areas. Leader in energy materials, Distinguished

Professor Hua Kun Liu made the list twice, in the Chemistry and Materials Science categories. Distinguished Professor Robert 'Bert' Roberts and Professor Zenobia Jacobs from SMAH were also included on the 2018 list for Social Sciences, with Professor Jacobs making the list for the past five years in a row. In recognition of this outstanding achievement, in 2018 UOW established the Highly Cited Researcher Award. The Award comprises a cash prize and certificate, formally presented to the successful recipients by the Deputy Vice-Chancellor (Research & Innovation).

Distinguished Professor Noel Cressie's contributions to statistical methodology for analysing spatial and spatio-temporal data, and its applications to environmental science were acknowledged with his election as a Fellow of the Australian Academy of Science. His innovations in relation to big data analytics for remote sensing and climate change have been ground breaking.

UOW researchers continued to perform well in attracting funding from competitive grants in 2018, with \$9.7 million in ARC funding announced in 2018. The funding related to ten ARC Discovery Projects totalling \$4.1 million, four Future Fellowships totalling \$3.3 million and five Discovery Early Career Researcher Awards (DECRA) totalling \$1.8 million. UOW's Future Fellowships result placed the University fifth nationally relative to size and equal ninth nationally on total number awarded. One of only 12 ARC Discovery Indigenous grants was awarded to a team led by Professor Kathleen Clapham from the Australian Health Services Research Institute (AHSRI) with Professor Dawn Bessarab, Professor Bronwyn Fredericks, Associate Professor Valerie Harwood, Professor Kate Senior, Professor Helen Hasan, Associate Professor Peter Kelly and Ms Marlene Longbottom, valued at \$500,000 for their study, 'A Place-based Model for Aboriginal Community-led Solutions'.

UOW's strength in innovative and impactful research with end-users, was again recognised by the award of four ARC Linkage Project grants over the course of 2018 to UOW researchers and their research partners who received ARC funding totalling over \$1 million. UOW ranked equal eighth nationally for the number of projects awarded. The ARC funding was augmented by Partner Organisation cash and in-kind contributions of \$1.8 million, demonstrating their commitment to the important research that will be undertaken.

The successful ARC linkage project grants comprised:

- In February 2018, Associate Professor Phillip Byrne from SMAH together with partners from the Office of Environment and Heritage, Taronga Conservation Society Australia, Zoos Victoria and Deakin University, received funding for a Linkage Project that aims to save the endangered Southern Corroboree frog through research into its nutritional requirements.
- In June 2018, three UOW-led projects were recipients of ARC Linkage Project grants. The projects were led by: Associate Professor Melanie Randle from BUS to increase workplace participation of people with disability, with the Department of Family and Community Services; Dr Nicholas Flament from SMAH for a project to map areas of potential for diamond exploration with partner De Beers – Exploration Canada; and Professor Shujun Zhang from AIIM to develop ferroelectric crystals for transducer applications in partnership with Thales Australia Ltd and Ceracomp Pty Ltd.

The team at Early Start received an Ian Potter Foundation Education grant of \$500,000 in recognition of the importance of high quality childhood education and childcare outcomes particularly in rural and remote regions. With this grant funding, the Early Start project team and its 'Learning through Play:

Early Start Discovery Space Pilot Project' will develop systems, capacity and an evaluation framework to achieve effective service integration through early childhood education and care services in such communities.

The quality of and the collaborative research being supported by UOW was recognised in 2018 with UOW receiving six University Global Partnership Network (UGPN) grants to the amount of US\$58,000. The UGPN Annual Conference 2018 was hosted by the University of Surrey. The UOW research delegation included 19 researchers from several faculties, centres and divisions. UOW was awarded six collaborative grants related to the partnership between UOW and the National Institute of Materials Science (NIMS) totalling \$40,000 in 2018.

The NSW Office of Environment and Heritage awarded \$4 million to Professor Ross Bradstock from SMAH to establish the Bushfire Risk Management Research Hub to provide a better understanding of how planned burning can be effectively used to reduce bushfire risk to people and the environment, while protecting biodiversity and human health. The five year project will involve a team of world-class experts from Western Sydney University, the University of New South Wales and the University of Tasmania.

The NSW Health Administration Corporation announced an additional \$5.5 million over five years to expand the award-winning Project Air Strategy to ensure earlier diagnosis of personality disorders and help reduce time spent in hospital due to more tailored treatments. Led by Director and founder, Professor Brin Grenyer from the School of Psychology, this five year extension in funding brings total Project Air funding to more than \$10 million since 2010.

In 2018, UOW prepared submissions for the inaugural ARC Engagement and Impact (EI) assessment, which will rate Australian universities in each discipline based on their research impact, engagement with non-academic partners, and institutional support for impact. The submission required input from stakeholders across the University and profiled the research impact of a number of UOW academics and their research for researchers, also publicised UOW scholars. 'Impact Stories', a website housing public-facing profiles for researchers, also introduced UOW scholars. The Library, together with the Research Services Office (RSO) and Information Management and Technology Services (IMTS) evaluated a more sophisticated replacement to the existing Research Information System (RIS) Publications and Research Online systems.

1.5 Build on our leadership in transdisciplinary research through further collaboration in research and education to explore and tackle large scale global social, environmental and economic challenges.

UOW's Global Challenges Program (GCP) continued to support and reward creative transdisciplinary and community-engaged research in order to drive social, economic and cultural change in our region and across the globe.

Global Challenges awarded a total of \$334,000 in seed and project funding in 2018 and 14 travel grants of \$28,000 to successful researchers. The funded projects cross into many disciplines and address global issues such as protecting coastal zones from heavy metal pollution, antibacterial coating for teeth, smart limb rehabilitation, sustainable development goals at a local level, and modelling emergent properties in the brain to combat neurodegenerative disease.

Following a University-wide consultation process in early 2018, the 'Manufacturing innovation' challenge was changed to the 'Making Future Industries' challenge and a new challenge was launched, 'Building Resilient Communities'.

Global Challenges also launched a new Keystone funding

initiative to support larger scale, interdisciplinary research projects with co-funding from faculties and external partners. In December 2018, two inaugural Keystone projects were launched. PIECES (People with dementia can be Included and Enabled through social Connections, Environments and Services) will investigate how environments can be developed to promote the health and wellbeing of people with dementia and comprises researchers from SOC, SMAH, BUS and EIS, together with partners Kiama Council, IRT Foundation, Playgroup NSW and the Illawarra Shoalhaven Local Health District. Future Makers will investigate how makerspaces can contribute to the local economy and STEM education and comprises researchers from AIIM, SOC, BUS and LHA in partnership with the Science Space, schools, businesses and the local community.

Professor Gordon Wallace and his team at the ARC Centre of Excellence for Electromaterials Science (ACES) received a number of rewards and recognition of their work, in particular the Biopen. This team received a share of \$10 million from the Australian Government's \$35 million BioMedTech Horizons program, a component of the NHMRC's Medical Research Future Fund, as part of an initiative to develop cutting-edge ideas and breakthrough discoveries towards commercialisation and to provide new manufacturing opportunities within Australia. The Biopen project focuses on creating a hand-held 3D printer pen filled with stem cell ink, to 'draw' new cartilage into damaged knees. It will give surgeons greater control over joint repairs, and reduce the time a patient is in surgery. The team has continued its work to refine the technology for eventual commercialisation including the refinement of hardware for manufacturing, large animal trials, and the processing of stem cell inks. The project is a collaboration between UOW, St Vincent's Hospital in Melbourne and the University of Melbourne.

ACES was one of seven successful recipients that received \$1.15 million in funding from the \$9.85 million NSW Medical Devices fund. The funding related to the partnership with the NSW Lions Eye Bank led by former UOW Vice-Chancellor Gerard Sutton and the University of Sydney's Corneal Bioengineering group to reduce corneal blindness with the team's iFix pen, a 3D printing device that delivers a specialised bioink to eye defects with great accuracy. ACES also had two of its research teams, the Biopen and the Invisible Catalyst team, named as finalists for the prestigious Australian Museum's Eureka prizes.

In November 2018, AIIM celebrated its ten year anniversary. AIIM was one of the first research facilities in Australia equipped both to undertake ground breaking research and to develop the production processes, devices and prototypes that enable those research breakthroughs to be scaled-up for commercial application. AIIM was also designed to take a multidisciplinary approach to research, bringing together biologists, clinicians, chemists, physicists, engineers and materials scientists to develop and explore new materials, their application, production and commercialisation. Over the past decade the Institute has made a significant contribution to UOW's standing as a world leader in multi-functional materials research.

In January 2018 Senator Concetta Fierravanti-Wells visited UOW to open the \$7.4 million Australian Centre for International Agricultural Research (ACIAR) project, Pathways to Change in Pacific Coastal Fisheries (phase 2). The project is led by Professor Neil Andrews from the Australia National Centre for Ocean Resources and Security (ANCORS) at UOW, together with ACIAR partner WorldFish, the Kiribati Ministry of Fisheries and Marine Resource Development, Solomon Islands Ministry of Fisheries and Marine Resources, and the Vanuatu Fisheries Department.

ANCORS transdisciplinary expertise and its leadership role in ocean law, maritime security and natural marine resource management was noted with the visit from United Nations Food and Agriculture officials who launched a specialist International Fisheries law enforcement course designed to help students advance the UN goal of preventing, deterring and eradicating illegal and unreported fishing. Twenty-three fisheries officials from Marshall Islands, Micronesia, Papua New Guinea, Solomon Islands, Sri Lanka, Samoa, Sudan and Vanuatu attended the three-week course at the Innovation campus.

1.6 Anticipate the nature of new and emergent industries and future jobs and adapt our portfolio of offerings and research capacity to best contribute to the needs of our communities.

SMAH made some budget alterations in 2018, moving a greater proportion of its budget to research partnerships and relaxing funding rules. This has facilitated a greater diversity of engagement and research impact in the Faculty. The focus on health and ageing has continued to grow, addressing the demographic changes that are anticipated for the Illawarra and Australia as a whole. Dementia research is a growing strength at UOW, with a focus across the spectrum from the molecular basis of the disease to self-management and decision-making for people living with dementia. The Health and Wellbeing Precinct will provide a state-of-the-art integrated aged care and senior living village, which will link research, teaching and learning with aged care services on a daily basis.

The Innovation Campus plays a significant role, not only in anticipating new industries, but also in creating them. Collaboration between the CDU, the Innovation Campus and Advantage Wollongong has promoted the benefits of relocating or establishing business in the Illawarra. Sixteen organisations are currently based at the Innovation Campus as well as iAccelerate, which is supporting 64 startups as of November 2018, half of which have female founders or co-founders. In August 2018, iAccelerate ran the 4IMPACT Conference, a full day program featuring five keynote speakers and three panels (People, Planet and Profit). The conference was attended by 130 social entrepreneurs, researchers, policy makers, UOW staff and high school students.

The Innovation and Commercial Research Unit coordinated the Advantage SME program, UOW's in-house industry matchmaker, helping businesses and researchers find their ideal partners and build beneficial relationships.

Goal 2: Providing an exceptional learning and student experience: Maximising success.

DELIVER STUDENT-CENTRED, INTELLECTUALLY CHALLENGING PROGRAMS TO THE HIGHEST STANDARD IN TECHNOLOGY-RICH AND IMMERSIVE ENVIRONMENTS, AND DEVELOP STUDENTS FOR THEIR ROLES IN SOCIETY AND A GLOBAL WORKPLACE.

2.1 Transform what we teach, how we teach and how we assess learning to maximise student success, positive personal and employment outcomes – promoting curiosity, agility and mutual respect.

In July 2018, the quality of UOW's learning and teaching was again recognised internationally at the Global Teaching Excellence awards in the UK, where the University received a 'Spotlight' award alongside four other recipients selected from a field of 17 finalists from across the globe. UOW is the only Australian university to be a finalist two years running. The judges selected UOW for 'cultivating a culture amongst staff and students that continuously promotes and supports learning and teaching', having already undertaken a rigorous assessment of UOW in three 'domains of excellence': excellence in the leadership of teaching and learning; excellence in teaching; and excellence in student support.

The Vice-Chancellor's 2018 awards for Outstanding Contribution to Teaching and Learning (OCTAL) went to a cross-section of committed UOW staff from all faculties. The overall OCTAL award was presented to the Academic Integrity Program team of Ann Rogerson, Ruth Walker, Steven Capaldo, Emma Purdy, Wendy Meyers, Kristy Newton, Lynnaire Sheridan and Fiona MacDonald. UOW recognises and celebrates innovation in teaching and learning through the Educational Strategies Development Fund (ESDF), a \$150,000 fund allocated to deserving individual staff and teams who are transforming teaching and learning with their exploratory projects that reflect many cross-disciplinary and cross-business-unit activities. It is innovation in teaching and learning that continues to deliver an exceptional experience for our students.

Nationally, Quality Indicators for Learning and Teaching (QILT) has ranked UOW equal first in Australia for undergraduate teacher education. The University is also ranked top in NSW for undergraduates in the following seven study areas: Business and Management (equal first with CSU); Communications; Creative Arts; Humanities; Medicine; Science and Maths; and Teacher Education. For postgraduate study, UOW is also the highest ranked university in NSW for learner engagement and generic skills; generic skills for postgraduate business, science and mathematics; and for overall satisfaction and median graduate salary for Law. According to the 2018 QS World ranking by subject, UOW sits in the top 150 institutions worldwide for Civil and Structural Engineering, for Materials Science and for Education; and additionally the University is in the Top 100 for Law according to the 2019 Times Higher Education World Ranking by Subject ranking released in October 2018.

In November 2018, the 2019 Times Higher Education World University Rankings by Subject released its next set of subject rankings and confirmed UOW's place amongst the world's leading institutions for Engineering and Technology and for Computer Science. Since 2017, Engineering and Technology climbed nine spots to 87th in the world. This now places Engineering and Technology as equal second in NSW and equal sixth in Australia. UOW also climbed in the ranking for Computer Science up to the top 201 - 250 band from the 250 - 300 band last year that places UOW equal fourth in NSW and equal 13th for Computer Science. The ranking is a clear indicator of EIS' research and teaching staff commitment to excellence.

UOW has again been recognised nationally and internationally

for the quality of its graduates. The most recent QILT employer satisfaction survey noted those employers are more satisfied with UOW graduates than with those from all other NSW universities. UOW ranks fifth in Australia for this indicator.

UOW Online launched in 2018. Working groups were established with the mandate to implement UOW Online in key areas such as systems; student experience and support; marketing and recruitment; course development; and policy. The launch of the UOW Online postgraduate programs—Graduate Certificates in Business, Biofabrication and Maritime Studies—added to UOW's suite of MOOCs offered via FutureLearn. Online support for our students and staff teaching was bolstered by the introduction of Online Student Central, as well as by tailored professional development for academic staff involved in the pilot course offerings. Both of these areas will be scaled up as the online course portfolio grows.

UOW continued to expand its MOOC offerings in partnership with FutureLearn, with just under 23,000 learners undertaking our MOOCs in 2018. Two new courses, 'Research Writing: How to do a Literature Review' with Learning Teaching and Curriculum's (LTC) Emily Purser and 'The Power of Podcasting for Storytelling' with Associate Professor Siobhan McHugh saw engagement with almost 17,000 learners drawn from the UK, USA, Australia, India and Canada. Three existing MOOCs were again offered and they engaged approximately 800 learners each, drawn from over 80 countries. UOW continues to offer two MOOCs on the Open2Study platform, 'Contemporary Issues in Ocean Governance' and 'Understanding Common Diseases'. The University is one of 17 universities to partner with Open2Study, and the two MOOCs offered there have reached over 45,000 students on the platform.

2.2 Modernise our academic course offer to ensure it is attractive, efficient and that every student has real-world, inquiry-led, technology-enriched, intellectually challenging and globally connected learning opportunities.

UOW has continued its progress in curriculum transformation and ensuring the course portfolio is future-focussed and informed by the needs of the students, the employers and the communities we serve. A Curriculum Transformation Stocktake and a Work Integrated Learning Plan Pedagogy Strategy was presented to and endorsed by the University Education Committee (UEC).

Faculties have continued their curriculum transforming activities. These have involved the expansion of blended learning and student-centric pedagogies systematically across subjects and courses, particularly in relation to offerings at SWS and Regional Campuses; renewed focus on the first-year student transition to support student success and help them navigate their studies; integrating a focus on sustainability, career development and WIL into capstone subjects; and employing greater use of technology and technology-enhanced teaching practice.

Over the course of 2018, 18 course clusters were reviewed (affecting 75 courses) to progressively embed the UOW curriculum review model. This helps to ensure the University's course portfolio reflects and delivers on evolving market expectations, emerging employment and skills needs, and best practice in teaching and learning—while also continuing to deliver an exceptional learning and positive student experience. The

University drafted a Course Portfolio Principles Green Paper that was presented to the UEC and will be put into practice across UOW into 2019.

Faculties continue to deliver real work experiences and cross-disciplinary learning opportunities on UOW campuses, in Australia and overseas. EIS' Humanitarian Engineering subject again offered students an opportunity to apply their engineering skills in Rwanda. Students raised funds, designed and built a water drainage management system and a playground at a school in the capital Kigali, a classroom for a new school in Ruhinga, and a water supply system for a community centre in Nyamata. The Rwandan Project runs twice per year and aims to expand the students' skill set with real world experience and an opportunity to apply their engineering and project management skills with 'soft' relationship and cultural awareness skills. Many of the students who participate bring a blend of skills and knowledge from various disciplines such as Civil Engineering and Commerce. This fieldwork also offers Journalism students an opportunity to apply their skills as they document the experience and to receive credit towards their Journalism studies. Many of the students who complete this subject return to mentor the new cohort of students who embark on this life-changing experience. One of the student participants in the Rwandan humanitarian engineering project, Jessica Kiekebosch-Fitt, is one such student. She studied a Bachelor of Civil Engineering/Bachelor of Commerce and at the December graduation ceremonies was the recipient of UOW's most prestigious student award, the Robert Hope Memorial Prize.

In November, the NSW Minister for Education announced that UOW will be the only NSW university to host the Aspiring Principals Leadership program that is designed to create world-class leaders in the classroom. UOW co-designed the program with the Department of Education and other professional bodies to reflect the needs of the modern classroom and ensure leaders have the knowledge, skills, tools and support they need to lead and create educational environments where students learn and thrive. The first cohort participated in an intensive program at the UOW Sydney Business School.

2.3 Enable every student to reach their potential by providing personalised support for transitioning into their studies, through university and into the external world.

During the year, UOW reviewed its commitment to student equity with a strong focus on a whole-of-institution approach to the access, transition and success of equity students, and submitted its Access and Enabling Plan for Students Equity 2018 - 2020 to the Federal Government. As a result of the review, the University launched its Achieving Purposeful Transitions (APT) Framework and Action Plan. The APT includes a lifecycle approach to student transition as well as student success coach functions, re-engagement programs and pre-commencement bridging programs to enhance the completion of domestic undergraduate students from targeted equity groups across UOW. In addition, UOW has delivered significant activities in 2018 that help aspiring students from disadvantaged backgrounds access higher education.

483 of 528 enrolled students successfully completed the Year 12 University Preparation Program (UPP) in 2018, a completion rate of 91%. This is a substantial improvement over the 2017 cohort completions of 68%, representing a 56% increase on the number of students UOW's Higher Education Participation and Partnership Program (HEPPP) funding has successfully put through the program. The value of this foundation preparation is

seen in the high proportion of UPP students who apply for early admission to the University and the resulting high proportion who receive an offer to study at UOW. 2018 figures demonstrate this correlation: 462 UPP students (88% of the cohort) applied to UOW Early Admission in 2018, with 354 students (77% of applicants) receiving a successful offer to study at UOW.

There was also a 21% increase in the number of students who successfully completed the Year 12 Summer Master Classes (301 in 2018 compared to 248 in 2017). 92% of the students who did the Summer Master Class applied to UOW Early Admission in 2018 with 253 of these students receiving a successful offer to study at UOW. This represents a success rate of 91% of Early Admission applicants (or 84% of total program completers).

A number of reviews have been conducted by the Office of the Pro Vice-Chancellor (Students). The UOWx program connects students with more than 150 different types of paid and volunteer roles. In 2018 the team took a 360 degree review of student leadership programs at UOW involving benchmarking activities, a literature review and stakeholder consultation. The UOWx Steering Committee endorsed the review paper and its recommendations will be implemented in 2019. Student wellbeing strategies have been mapped and reviewed with the aim to provide recommendations for piloting in 2019.

A significant partnership between EIS and the Westpac Bicentennial Foundation was announced in 2018, building on this shared relationship which commenced in 2014. The partnerships will deliver 35 undergraduate EIS scholarships under an arrangement lasting until 2022, resulting in 35 undergraduate EIS scholarships valued at up to \$35,000 each being offered to UOW students. A new partnership was forged with the George Alexander Foundation, a national foundation with a focus on supporting rural students who demonstrate academic aptitude as well as leadership skills. The George Alexander Foundation will offer five scholarships with a value of up to \$24,000 for students studying any undergraduate degree offered by UOW.

Understanding and addressing the issue of student attrition was an institutional strategic priority in 2018 and will continue to be so in future. The Deputy Vice-Chancellor (Academic) established an Attrition Working Group with representatives and input from across the University, that reviewed current strategies and interventions and analysed relevant data to deliver a report in early 2019. The Report will bring together best practice and analysis to identify why students are leaving UOW, which discipline areas and demographics have high attrition, which early intervention strategies can mitigate this attrition and what the impediments are to achieving improved retention of students. The Attrition Working Group will also recommend strategies for a whole-of-institution early intervention framework.

In 2018, UOW continued to roll out the Australian Indigenous Mentoring Experience (AIME) in the Southern Highlands and South West Sydney Regions alongside UOW's Outreach programs. This was achieved in part using the \$150,000 grant awarded under the National Priority Pool Grant HEPPP competitive funding rounds in 2017. The programs have included the delivery of tutor squads, senior days, pathways conversations and on-campus days for Aboriginal and Torres Strait Islander students in targeted schools in these regions.

UOW has successfully continued to implement Jindaola, which involves embedding Indigenous knowledge and perspectives into many subjects and courses across various disciplines. The innovation and authenticity of the Jindaola approach

was recognised when it was awarded the overall winner of the inaugural Australian Academic Development Good Practice award and received the Peer's Choice award.

Faculties, Student Services and divisions within the DVC A portfolio developed the UOW Student Experience model to build stronger collaboration, create a single source of knowledge, and clearly delineate referral pathways and specialist services for our students. A tiered, student-centred triaging model is also being trialed, with Success Coaches on call when a complex situation requires a more tailored approach. Students, whether studying on campus or online, now have access to an after-hours crisis support line and text service.

The student learning platform Moodle was redesigned in 2018 to project a more unified and cohesive experience for all students, and the UOW Peer Assisted Study Session (PASS) was expanded into the PASS Online program. Peer Academic Coaches are now available online as well. The online version of the Learning Co-op that started in 2017 went live at the start of Autumn session 2018. It comprises a range of academic literacy and support services and resources developed in collaboration with student partners and the Learning Co-op. Feedback from students has been positive, with the key reported outcome being that they are able to find what they need in one place. Similarly, Manage, Use, Create for students also expanded its face-to-face service to include an online presence.

UOW reviewed and revised its student representation model creating a Student Advisory Council (SAC) to replace the former Student Representative Forum. The new SAC presented greater opportunity for students to discuss, consult and formulate recommendations to the University on matters affecting the academic and social wellbeing of students. Higher participation levels have resulted with all meetings reaching a quorum, a draft Students as Partners Agreement compiled and a strategy developed to increase awareness of the SAC and its benefits.

One year on from the release of the Australian Human Rights Commission's *Change the Course* report and UOW's affirmation of the Respect. Now. Always. framework, UOW has embedded its strategy and actions and continues to operationalise the crucial work in this area, now referred to as Safe and Respectful Communities (SARC). The SARC Advisory Group and its supporting working group progressed numerous actions to address the recommendations in the AHRC Report. One of the key actions the SARC Advisory Group undertook in 2018 was the development of a SARC Action Plan for 2018/2019. Other activities included the strengthening of already well established referral relationships, the drafting and implementation of a communication strategy as well as offering training and prevention programs for staff and students to increase awareness of support services and reporting processes for sexual assault or sexual harassment. So far, 2,898 participants have undertaken the online Consent Matters module, comprised of 55 staff and 2,843 students. An externally led audit of UOW's counseling services in relation to sexual assault and sexual harassment (SASH) support was undertaken and recommendations implemented in 2018. An external, expert led review of factors contributing to SASH in Accommodation Services was carried out in 2018 with an implementation plan to be developed in 2019, and an independent, expert led review of UOW policies attached to SASH was commenced for conclusion in 2019.

2.4 Make sure that learning within or outside of the formal curricula, in the classroom or digitally, is invigorated through engaged staff, supportive learning communities and innovative learning environments.

Accommodation Services worked with the PASS team to introduce RESPass, a resident-focussed adaptation of the PASS program at all undergraduate residences. The inaugural year of the program was a resounding success for participation, with a total of 3,813 students engaged, including 2,607 domestic and 1,206 international students. The program's impact on the participants' success will not be known until 2019.

WIC and the CareerTrackers Indigenous Internship program partnered once again to help Aboriginal and Torres Strait Islander students develop their leadership skills in the workplace and the community. This program has seen over 35% growth on 2017 in the number of student participants (30 in 2017 to 41 in 2018), who have interned at Qantas, Jawun, Indigenous Business Australia and the Reserve Bank Australia.

UOW continues to enhance the student experience and incorporate contemporary learning models with the ongoing development and evolution of innovative teaching and research infrastructure. In 2018 UOW made significant progress in this area with the Library refurbishment that underpins the Future-Ready Library Strategy. The refurbishment provides a new floor for students, additional innovative informal learning spaces and improved pedestrian flow between the Library buildings. Late in the year, refurbishment of a number of informal learning and common teaching spaces across campus began, to be ready in time for the 2019 academic year. The work delivered collaborative and technology enabled spaces with integrated charging stations. Over the course of 2018, in consultation with Aboriginal and Torres Strait Islander academic staff, various spaces in WIC have also been refurbished to ensure UOW provides a culturally safe environment and appropriate learning and teaching spaces.

The UOW Sydney Business School Campus was refurbished in 2018 to reflect transforming learning needs and the needs of a fast-moving global business environment, both digitally and physically, to create more collaborative student spaces and more efficient office spaces. In November, His Royal Highness, the Duke of York officially opened the new-look UOW Sydney Business School Sydney Campus and while there, met the Pitch@Palace Australia 2.0 participants.

UOW took steps to draft a new Accessibility Action Plan and to develop an overarching Accessibility Management Strategy and governance framework. This process has been a significant undertaking with consultation and contribution from across the University to ensure UOW campuses, activities and services facilitate inclusivity and participation. The Accessibility Action Plan is expected to be finalised in the first half of 2019.

2.5 Diversify the source and mix of all student enrolments to drive growth and sustainability at all UOW teaching locations.

UOW's Reconciliation Action Plan (RAP) has seen positive progress with extensive consultation undertaken with Aboriginal and Torres Strait Islander students, staff and community as well as feedback from the Aboriginal Advisory Group. A RAP Advisory Committee was set up to drive the development, implementation and launch of the RAP. Actions taken under the Aboriginal and Torres Strait Islander Education and Research Enabling Strategy and restructuring of WIC

activities has resulted in an increase of Aboriginal and Torres Strait Islander students and the creation of a strong student pipeline into the future.

The SWS Campus at Liverpool has now seen its second year of operation. Growth and diversity in the student body has been steady in 2018, mostly driven by the Master of Nursing International and the English for Tertiary Studies program. This growth is also attributable to the work of the Outreach team, Student Services, Strategic Communications and Marketing and faculties working in the region and in partnership with the local high schools.

With the adoption of the China and India Strategies endorsed by the Vice-Chancellor's Advisory Group that includes an increased coordination in offshore recruitment activities, UOW is working to increase international enrolments in areas that have not seen strong international participation in recent years. LHA has implemented two Global Engagement strategies (China Hong Kong SAR and Vietnam) and credit transfer agreements with Kunming University in China and Hanoi Academy of Theatre in Vietnam. This recruitment coordination is supported by the introduction of the StudentCRM case and enquiry management system that has delivered increased efficiency and transparency within the prospective and current student service functions. This system capability has been deployed in key service points across UOW, UOWC and UOWD, which allows for the seamless management and triage of enquiries and improved student service and experience. Recruitment activity has again been supported by strong student recruitment marketing campaigns across all student cohorts in all locations.

UOW continues to strengthen its position in Hong Kong with increased enrolments at UOW College Hong Kong (UOWCHK). New commencing students in 2018 at this campus increased by 65% from the previous year, resulting in a 46% increase in total enrolled students at UOWCHK.

In September, UOW reached an agreement with the UK Tottenham Hotspur football club for the creation of a Global Football Program at UOW. Through this program, the University seeks to capitalise on Asia's growing interest in the game. By aligning UOW's brand with English Premier League (EPL) club, Tottenham Hotspur, who are a consistent performer in the EPL with ambitious international growth plans, the University stands to attract a new market of international as well as domestic students.

UOW has actively sought new exchange partnerships with high profile global institutions at the forefront of innovation and research to open up new exchange destinations for our students. The establishment of these new partnerships also provides the opportunity for additional international students to study at UOW and contribute to the diverse international student community.

UOW's commitment to higher education in Malaysia over the past ten years was confirmed with the announcement in November of UOWGE's acquisition of KDU Colleges. In addition to having a direct presence in the region and contributing to the rapidly growing private education market, UOW's presence will assist Malaysia's position in the global economy and benefit the region generally. KDU's highly respected colleges currently have around 6,000 students, with capacity to expand to 13,000 students and deliver an annual turnover of A\$80 million over the long term. This positive outlook is backed by a rapidly growing Malaysian private education market, which is currently estimated to be worth over A\$4 billion but expected to be valued at more than A\$5 billion in just five years.

2.6 Ensure that academic quality, standards and academic integrity are embedded in what we do as an ethos of continual enhancement through fit-for-purpose policies and efficient practices and processes.

In April 2018, UOW's registration as an accredited Australian university was again renewed by TEQSA for the maximum allowable period of seven years (to 2025) without further qualifications. The reaccreditation affirms UOW's 'commitment to academic and research integrity' and to students. TEQSA praised the University's quality assurance performance, its staff, its commitment to Indigenous participation and its tailored and responsive support services. The praise also reflects the hard work by University staff in its preparation for the comprehensive review, and as the Vice-Chancellor stated, ensures 'UOW is a well-governed public institution in which our Australian and international students and partners can have confidence.' UOW's CRICOS re-registration application was also approved for a further seven years, allowing the University to continue to offer courses to international students.

A number of faculties successfully sought re-accreditation of their programs, with Engineering programs receiving accreditation from Engineers Australia, and Medical Radiation Physics programs accredited by the Australian College of Physical Scientists and Engineers in Medicine (ACPSEM).

UOW's commitment to academic quality activities during 2018 saw the launch of an Office of Academic Integrity led by Dr Ann Rogerson that offers a central coordination point to help mitigate academic integrity challenges. An Academic Integrity Advisory Group will provide strategic direction to the Office.

At the annual Australian Association for Tertiary Education Management (ATEM) conference, the UOW Academic Integrity team's work was recognised by industry professionals as they received a 'highly commended' for ATEM's Governance and Policy award.

Academic integrity efforts were implemented offshore in 2018. Academic Misconduct (Coursework) Procedures were rolled out at offshore locations and procedures and resources were enhanced to ensure increased engagement and understanding. Training sessions were also conducted for offshore partner staff. A pilot of the online Academic Misconduct Management System was conducted at PSB Academy Singapore, with the online system also adopted at a number of other offshore locations.

The recommendations from an audit of offshore entry requirements conducted in 2017 were progressed in 2018 in alignment with the Admissions Policy Review Steering Group. UOW's Transnational Education and Alliances (TNE&A) Division liaised with offshore partners International University and Colleges (INTI) and the Singapore Institute of Management (SIM) to review entry equivalencies for Malaysia and Singapore respectively. Considerable effort has been invested in ensuring current students at offshore locations are aware and understand the student policy changes that affect them. In addition, offshore student feedback mechanisms have been reviewed and focus groups conducted with the aim to ensure students in those locations understand the mechanisms and their purpose.

UOW's commitment to academic quality was recognised by the November visit of a delegation from the Japan Institution for Higher Education Evaluation (JIHEE), one of Japan's higher education accrediting agencies, who were researching Australia's risk-based system of higher education regulation. Discussions included topics of quality assurance, TEQSA and the impact of the risk-based model.

Goal 3: Transforming the workplace: Investing in our staff and physical environment.

CONTINUOUSLY IMPROVE THE STANDING OF THE UNIVERSITY BY REWARDING INITIATIVE, CREATIVITY AND PERFORMANCE OF ALL OUR STAFF IN ENVIRONMENTS FEATURING MODERN PROCESSES AND OUTSTANDING INFRASTRUCTURE.

3.1 Promote a safe and supportive workplace where our distinctive values of collaboration, teamwork, equity, diversity and inclusive practices thrive.

UOW continued its participation in the Science in Australia Gender Equity (SAGE) Pilot, recognising commitment to advancing academic careers for women in traditionally male dominated disciplines. In December 2018, the University received a Bronze Award presented at Parliament House. UOW's application for a Bronze Award included a comprehensive four year Action Plan, implementation of which is already well underway.

As part of UOW's participation in the SAGE Pilot, the University secured grant funding under the Women in STEM and Entrepreneurship (WISE) grants program. The grant funded the 'Festival of STEM'; a week-long event held in February at the Innovation Campus, hosted by the UOW Science Space. Key goals were to attract female high school students to STEM careers, and promote visibility of strong female role models in STEM. This highly successful event showcased STEM activities to 2,500 Years 8 and 9 students, with at least 50% female students from all areas of the Illawarra, Southern Highlands and South Western Sydney. Approximately 70% of speakers and presenters at this event were female.

For the third consecutive year UOW was recognised by the Workplace Gender Equality Agency (WGEA) for its Employer of Choice in Gender Equality (EOCGE) award. This award requires a large number of criteria to be met with the criteria changing annually. UOW is one of approximately 120 organisations who achieved this award in 2018.

UOW's Leadership Program for Senior Academic Women (LPSAW) was named Australia's Best Women in Leadership Development Program at the Australian Institute of Training and Development's 2018 National Training Excellence Awards. The award recognises the organisation demonstrating best practice in developing and delivering an effective leadership program targeted at women who are aspiring to be leaders or who are in executive level positions. Participants in LPSAW valued the opportunity to gain personal insights into their leadership values, motivations and skills, build connection and relationships in a strong and supportive community, as well as the emphasis on being an authentic leader with the program incorporating a strengths-based approach.

UOW collaborated with the University of Surrey on a successful ERASMUS funding grant application. The application was based on enhancing the relationship between the two institutions, developing peer review practices for Athena SWAN applications and sharing global good practice in gender equity. The grant funded representatives from the University of Surrey to visit UOW in February, with UOW representatives being funded to attend and jointly present at the 2018 UGPN Conference in at the University of Surrey in April. The key themes of the conference were digital innovation, global health and wellbeing, and entrepreneurship and economic development. Fifteen UOW staff and one HDR student attended the conference.

UOW's employment opportunities are continuing to attract interest from Aboriginal and Torres Strait Islander candidates. The University has implemented culturally appropriate wording, advertising mediums and employment strategies to encourage

and support Aboriginal and Torres Strait Islander people to apply for UOW jobs. The introduction of culturally inclusive selection criteria also ensures applicants are provided opportunities to demonstrate their cultural understanding of Aboriginal and Torres Strait Islander issues and protocols.

Focus groups were held with Aboriginal and Torres Strait Islander staff from 2017 to mid-2018. The focus groups were conducted to gather and document first-hand feedback as to the experiences and views of Aboriginal and Torres Strait Islander staff and to identify key themes and focus areas for the Reconciliation Action Plan (RAP) and Indigenous Employment Strategy. The RAP was drafted and submitted for feedback from the Aboriginal Advisory Committee and a RAP Steering Committee was formed to drive the development, launch and implementation of the plan for 2019. Indigenous employment is a key part of the University's RAP framework and overall strategic plan.

The Indigenous Student Success Program (a Federal Government initiative introduced in 2017) assisted eight permanent UOW Aboriginal and Torres Strait Islander staff in 2018 with funds towards supporting their academic journey.

UOW has focussed and increased coordination and promotion of Aboriginal and Torres Strait Islander dates and events of significance such as the Inaugural Reconciliation Guest Lecture and NAIDOC Week celebrations. NAIDOC Week 2018 centred on the theme of 'Because of her, we can!'. This event included a panel of Indigenous men and women sharing their experiences on the ways in which Aboriginal and Torres Strait Islander women have contributed to their lives, and continue to inspire us.

Aboriginal and Torres Strait Islander staff have continued to be profiled in promotional literature and media. UOW's aim is to be an employer of choice for Aboriginal and Torres Strait Islander peoples.

3.2 Place renewed emphasis on proactive staff engagement and communication to foster a collegiate and adaptable working environment across all of UOW's campuses.

UOW formally surveys staff every three years, using an independent research firm, to measure staff behaviours, perceptions and satisfaction with their work environment in order to assess their level of engagement (passion) and organisational progress.

Results are compared with previous UOW surveys, and benchmarked against 39 Australian and New Zealand universities, as well as an all-industry database.

Staff participation in the 2018 survey remained high at 80%. The 2018 results showed that staff have high levels of passion/employee engagement (80%), driven by high levels of job satisfaction and organisational commitment. This result is 4% higher than the university sector average. Staff perceptions of organisational progress are moderate (64%), however this result has improved significantly since 2015 (up 7%) and is 6% higher than the sector benchmark. Twenty-eight of the 40 survey dimensions are equal to, or above, the Australian and New Zealand university benchmark and 10 dimensions are at least 5% above this benchmark.

Staff have identified four key areas for improvement: mission and values; leadership two-way communication; staff involvement

and feedback; and staff support around wellbeing and workload. The University will work to address these four key areas with organisational, as well as faculty/ divisional, action plans.

One year on from UOW's participation in Respect. Now. Always., UOW launched the 'Respect is...' campaign, which aims to raise awareness about the importance of safety and respect for all students and staff. 'Respect is...' continues the conversation around the importance of creating a culture of respect for everyone. The launch event unveiled an interactive cube where students, staff and visitors had the opportunity to write what respect means to them in a visual and public way. Cubes were installed at all Australian campuses.

Facilities Management Division (FMD) have been working with faculties and other divisions to improve communications about maintenance and construction works across the Wollongong Campus for both staff and students. These include regular meetings with the Faculty Executive Managers to ensure staff and students are aware of any disruptive activities and/ or changes to parking arrangements. In addition, FMD is reviewing how and who they engage to ensure staff and students are invested in the process and outcomes and to minimise disruptions.

Regular Innovation Campus social events such as the Makers Market and free lunchtime yoga have provided opportunities for UOW staff, students, tenants and the broader community to engage and socialise with each other throughout the year. SWS Campus social events including morning teas and end-of-session celebrations, have fostered a collaborative and supportive environment.

UOW continues to strengthen its cross-campus connections on a global scale through the quarterly newsletter, which is distributed to our current partners, staff and contacts offshore. The Global Connections newsletter highlights ranking news, global academic initiatives, UOW's offshore campus successes, international student engagement, new partner universities, scholar awards, mobility funding programs and many more ways the University reaches out to the world. There has been a 17% increase in subscriptions over the past 12 months, with an average open rate of 32%. The offshore Moodle sites were further developed to bring life to the vision and mission of the University and foster collegiality, by helping all staff to feel a part of the wider UOW community.

The vision for UOW is to have a satisfied workforce that is well informed, engaged, supports the University's strategic direction and exhibits UOW values.

Throughout 2018, the UOW Internal Communications Strategy continued to be implemented. The Internal Communications Strategy goals are to:

- Foster a sense of community, belonging and engagement among staff, by personally recognising contributions to UOW's impact;
- Keep staff well informed via multiple, coordinated digital communications channels;
- Promote a collegiate and adaptable culture that embraces change and reflects UOW values and brand proposition; and
- Strengthen UOW's internal communications function and capabilities.

Key achievements throughout 2018 were:

- Staff e-newsletter enhancements and development of a staff news website - a gradual change to a twice-weekly, shorter e-newsletter ('Universe') has been completed, with increased

click through rates to articles on a new staff news website housing full story information, upcoming events and staff profiles;

- Launch of the University's 2030 vision – development of a campaign around the launch of the 2030 vision, including a website, video and staff consultation sessions;
- Vice-Chancellor's strategic updates – three events were held throughout the year to provide updates to all staff on key University initiatives and priorities. Each event was well attended by staff in person and via live streaming;
- Christmas campaign – development of a suite of festive communications materials including senior executive videos, Christmas cards and a staff office decorating competition;
- University-wide internal communications guideline – development of the guideline and consultation with key stakeholders;
- Key University project support – internal communications support was also provided to multiple key University projects including the Your Voice Staff Survey, enterprise bargaining, the University's new content management system, UOW Online and the SWS Campus.

3.3 Leverage our reputation for opportunity and innovation and our strong workplace culture to attract and retain the most talented staff and build a committed and sustainable workforce characterised by strong and strategic leadership.

An evaluation of the UOW 360 Leadership Survey was recently undertaken as many staff have now completed the survey twice. This survey is undertaken by managers who have four or more direct reports and is based on the capabilities identified in the UOW Leadership Capability Framework. The findings showed that:

- the majority of participants (51%) have improved their ratings in five or more of the ten capabilities;
- 72% of participants have improved in two or more capabilities;
- 93% of participants have actioned or developed plans to implement actions post survey, as a result of the feedback received.

School of Education language education academic, Associate Professor Honglin Chen, has been appointed as the new Associate Dean, Graduate Research. The Associate Dean, Graduate Research contributes to higher degree research training and management at UOW, including guidance and implementation of policies and guidelines, recruitment and retention of research students, and matters related to supervision and thesis review. Dean of Law, Professor Colin Picker was appointed to the position of Pro Vice-Chancellor (South Western Sydney). In 2017, Professor Picker joined UOW as Dean and Head of School for the School of Law in LHA. The Pro Vice-Chancellor (South Western Sydney) is responsible for the development of the academic, research, and community and industry engagement strategies for the SWS Campus. Under the leadership of the Deputy Vice-Chancellor (Health and Communities), and working with the Academic Director (Metropolitan Campuses), the role seeks to augment the work of the SWS leadership team in growing a vibrant and dynamic UOW campus which meets the needs of the South Western Sydney region. Professor Picker will hold both roles, Dean and Head of the School of Law and Pro Vice-Chancellor (South Western Sydney), concurrently.

Dr Lyn Phillipson from the School of Health and Society was

one of only 20 people globally to be named an Age-friendly Mentor by the World Health Organisation (WHO) and the International Federation of Aging in October 2018. The Age-Friendly Environments Mentoring Programme was established to foster leadership development in people striving to make their communities more responsive to people of all ages.

The Library Talent Council has been formed and a pilot Talent Development Program initiated during the year. The program includes conducting a talent mapping assessment to be reviewed annually, as well as leadership development initiatives such as an internal coaching network; Executive, Managers and Team Leaders (EMT) leadership development program; and sponsoring one manager to participate in the Council of Australasian University Directors of Information Technology (CAUDIT) Leadership Institute. The CAUDIT Leadership Institute is a vibrant, immersive program designed to boost the leadership skills of Australian and New Zealand university information professionals, who aspire to senior leadership positions.

Further to the national accolades for the Leadership Program for Senior Academic Women (LPSAW) as outlined in 3.1, a recent 12-month evaluation of the 2016 – 2017 program has shown extremely positive results with 74% of participants moving into leadership positions. 21% of these have moved into senior roles (Head of School or above). As a result, the female senior academic leadership profile has increased by 9% from 2016 (prior to the program being conducted) to 2018.

3.4 Build an outstanding academic community of emerging researchers and research-active academics who are supported to achieve the highest quality outcomes.

UOW achieved its highest ever position in the Academic Ranking of World Universities (ARWU), rising five places to 246 in the 2018 rankings, recognising and further enhancing our reputation for high quality research with real-world impacts. The latest rankings see UOW as the 12th highest ranked Australian university and reflect the calibre of research talent at the University who continue to lead the way in producing high quality, accessible research that leads to positive economic and social outcomes.

In mid-2018, the University Research Committee formed a working group to develop a UOW strategy to recommend best practice for research impact. The working group considered input from a number of stakeholders including government, researchers, university alumni and donors as part of the formulation of a strategy green paper to be launched in 2019. Over 70 academics also attended research impact training workshops launched by the Research Services Office (RSO), covering topics including impact assessment, summarising impact for grants, collecting evidence and planning for impact.

The ongoing development of Early Career Researchers (ECRs) is a key element in ensuring UOW's position as a university of research excellence. Twenty-six staff across all faculties have been accepted into the 2018 ECR Development Program, with 19% being male and 81% being female. There were more nominations than places available for the Program. To date, participants have attended workshops, received coaching and formed mentoring partnerships and have provided very positive feedback. Research Impact was also integrated into HDR training as part of the subject RESH402/802 'Building your research profile' and support provided to individual researchers and research centres for developing impact strategies.

The Early Career Academic Network (ECAN) brought together early career academics from across the University to network, collaborate, and share knowledge and experiences. ECAN is a forum for connecting like-minded peers from the same career stage in a supportive, collegial and engaging environment. The network of 180 members held four events, including a yarnning circle, which fosters supportive and collaborative communication, and exposes participants to the methodology of traditional Aboriginal systems for conducting business and maintaining knowledge integrity.

In February, two UOW researchers, Dr Sarah Hamylton (environmental scientist) and Rachele Balez (medical researcher), were selected to join an international leadership development voyage to Antarctica as part of Homeward Bound, a ground-breaking leadership strategic and science initiative for women. Homeward Bound aims to increase the influence of female scientists and develop their leadership, strategic and communication skills in order to shape policy and decision-making as it affects our planet.

UOW's Professor Elizabeth Halcomb was the only Australian and one of 20 selected from around the globe to receive the honour of induction into the International Nurse Researcher Hall of Fame in July. Established in 2010 by the Sigma Theta Tau International Honor Society of Nursing, this Award acknowledges the significant and sustained national and international recognition of her work and its positive impact on the profession and the community. Professor Halcomb was the only Australian of the 20 chosen from around the world to receive the honour.

In October, as part of its annual grant program, the Illawarra Health and Medical Research Institute (IHMRI) announced its recipients of their Young Investigator award, Drs Natalie Matosin, Monique Francois, Benjamin Buckley and Martin Engel. This award provides small scale funding up to \$10,000 to early career researchers to help them develop their skills and research expertise.

3.5 Offer career pathways and ongoing support for our staff to optimise their academic, teaching and professional achievements and aspirations, and provide them with the tools to grow and drive the University forward.

Academic and professional staff continued to engage extensively with in-house career development programs of all kinds, with 1,897 staff participants undertaking 141 courses. A Career Pathways@UOW course was launched for professional services staff that aims to help professional staff identify satisfying career pathways at the University by assisting them to create career plans and development activities designed to enhance work and career advancement opportunities.

UOW KnowHow, an online tool that provides over 2,000 resources for managers and supervisors, has been accessed by approximately 500 staff since its launch by the Professional and Organisational Development Unit (PODS) in February 2018. It has become a valuable resource for just-in-time development for staff.

UOW's LPSAW won the Australian Institute of Training and Development 2018 Training Excellence Awards in the Women in Leadership category. This category is for organisations that can demonstrate best practice in developing and delivering an effective leadership development program, targeted to women who are aspiring to be leaders or are in executive level positions.

The Vice-Chancellor's Staff Awards night was held in August 2018 with over 300 guests in attendance. As with past events,

these awards provide an opportunity to celebrate researchers, teachers and professional services staff. Some 106 award recipients covering nine award categories were honoured on the night. The Vice-Chancellor's awards encourage and recognise extraordinary performance from UOW staff members who exhibit outstanding achievement in activities that align with the University's vision and strategic goals. The awards recognise and celebrate creativity and innovation, and acknowledge and appreciate staff for their contribution to the University's continued success.

3.6 Unleash higher performance by reducing complexity in our processes and policies and deploying systems that are flexible, scalable and service focused, and foster agile decision-making.

The first stage of the Electronic Document Records Management System (EDRMS) was implemented replacing the previous Records Management System. The system greatly improves usability for staff, especially in relation to uploading new records and searching for documents. The Records Management Unit project managed, tested, implemented, and provided training for and information resources on the EDRMS system, receiving overwhelmingly positive feedback from users across the University. The EDRMS will enhance UOW's compliance with records management and archives legislation and contribute to a cycle of continuous improvement towards best practice.

The Course and Subject Management Online System (COSMOS) Phase One was deployed in November, providing a step change to efficient course and subject approval processes. Replacing a paper-based process, COSMOS provides faculties and stakeholders with an automated system to manage the approvals process for UOW Award and non-Award courses and subjects, ensuring the integrity, quality and viability of the University's course and subject offerings.

The Business Process Management (BPM) software tool launched in 2017, with the aim of automating, executing and monitoring business process, was further developed during 2018 with the release of a number of e-forms that replaced paper forms. BPM allows UOW to re-engineer, improve and automate prioritised business processes across our business to reduce complexity in our processes and improve the flexibility and responsiveness to both staff and students.

The realignment of the professional services staff in LHA has been enabled by streamlined administrative processes. This streamlining and realignment opened opportunities to move resources into new areas of service related to strategic priorities for the Faculty, such as WIL and blended learning initiatives.

The Accommodation Services Process Improvement Group designed a transition from Direct Debit payment systems to an integrated UOW One Stop payment system and room allocation process. This was trialled in the fourth quarter 2018, pending One Stop and StarRez process upgrades. FMD also worked steadily throughout 2018 to review its processes around contractor engagement and management. New systems created structure around workflows from project planning through to construction. In addition, resources were added to a newly formed Planning and Development team tasked with undertaking forward planning across the campuses to ensure a robust delivery program. Work has commenced on business cases foreshadowed in the Wollongong Campus Masterplan.

Goal 4: Celebrating partnerships: Enhancing reputation.

ENGAGE WITH OUR NETWORKS OF ACADEMIC, BUSINESS AND COMMUNITY PARTNERS TO ENSURE THAT THE CONTRIBUTIONS OF OUR STUDENTS AND RESEARCHERS ARE EFFECTIVELY DISSEMINATED AND HAVE AN IMPACT AT GLOBAL AND REGIONAL LEVELS.

4.1 Deepen our engagement with alumni, recognising the significance of their life-long relationship with the University, and strengthen their connection with fellow alumni.

The ever-expanding UOW alumni community now includes more than 152,000 leaders and innovators in 152 countries – including 7,472 added during 2018. Continuing to increase engagement with such a diverse, global community meant the Alumni Relations Team once again expanded its suite of programs, including events, benefits and communications, to provide tangible value to alumni in 2018.

More than 40 events were held during the course of the year, allowing 1,689 alumni to engage with UOW while building their networks. Twenty-three events were held internationally in 15 key countries including inaugural alumni events in Nepal, France, Japan and Norway. In Wollongong, the Alumni Relations Team hosted its first Aboriginal and Torres Strait Islander Alumni reunion in partnership with WIC. A panel discussion on Disruptive Technologies involving alumni in industry and expert academics from the University was held in July at the Mint in Sydney as part of the UOW Knowledge Series.

The Alumni Benefits Program was reviewed and revised early in the year, resulting in a comprehensive series of exclusive offerings for UOW alumni including complementary UOW Library membership; a 10% tuition fee waiver for postgraduate study; career and employer services; and an alumni discount program with a range of internal and external partners.

The Alumni Team worked in partnership with faculties and divisions to identify priorities and implement bespoke programs and events to engage alumni in the life of the University and support student recruitment, experience and employability. One of the highlights of 2018 was the launch of the UOW Mentoring Program. Over the course of the year, 90 alumni and students were matched to undertake an eight-week program of mentoring, allowing alumni to share their expertise, skills and experience with students.

For the majority of alumni, digital communications are increasingly the primary way they engage with UOW. The Alumni Relations Team increased engagement across all digital media platforms in 2018.

More than 41,800 alumni opened at least one of the direct emails sent to them from UOW. The alumni Facebook page grew to 28,500 followers and the alumni LinkedIn profile network grew to over 11,000 connections, up by 33% from 2017. The team also engaged with alumni via Twitter, Instagram and Weibo.

Alumni communications continued to be more targeted, personalised and streamlined in a bid to increase open rates and reduce unsubscribes. Good examples of this practice are the BUS and EIS Faculty newsletters introduced in 2018. These newsletters provided information and opportunities relevant to graduates based on the faculty they studied in and complement the core suite of alumni communications, including *UOW Outlook Magazine*.

Throughout the year, alumni were provided with a range of opportunities to give back and help shape the future of UOW, including inspiring and mentoring students, opening doors to industry partnerships and providing philanthropic support to

students via the Annual Alumni Appeal and USA Foundation. Alumni also took the opportunity to give back to current students via the annual Phone Appeal which supports the Transforming Futures scholarship. Thanks to the generosity of new and ongoing alumni donors (in addition to UOW staff and community members) the University was able to award 10 new scholarships valued at \$3,000 per year for three years to students who needed financial assistance to continue their studies.

The 2018 UOW Alumni Awards recognised the achievements of graduates and their two-way linkages with the University. Awards were presented to five alumni who are changing lives, innovating, achieving and giving back: Young Alumni Award winner Tom Moore; Professional Excellence winner Tanya de Hoog; Social Impact winner Diane Manns; Innovation and Entrepreneurship winner Natalie Chapman; and Research and Scholarship winner Professor James Goudkamp. In addition, UOW researcher and graduate Associate Professor Justin Yerbury was awarded a special commendation in the Research and Scholarship category.

4.2 Develop and strengthen the strategic links with our offshore campuses and international academic partners to form a global network of collaborative peers with shared interests.

UOWGE acquired a substantive majority equity interest in the KDU Malaysia university colleges in Kuala Lumpur and Penang—including a new campus under construction in Batu Kawan, expanding our global presence. University of Wollongong Malaysia, as it will become, currently educates around 6,000 students, with capacity to expand to 13,000 students.

In 2018, the University celebrated a quarter of a century of academic excellence in the United Arab Emirates with the 25th anniversary of UOW in Dubai. UOW's course offerings in Dubai have continued to expand with SMAH now offering two Science subjects into the Engineering degree, and accreditation of Bachelor and Master of Nursing programs in their final stages. We have continued to assist with improvements to information systems in Dubai to ensure government compliance and improve business processes. IMTS has also continued to support the five-year IT transition of UOWCHK from Community College of City University (CCCU) systems to UOW.

UOW's School of Biological Sciences has partnered with the University of Cambridge's Centre for Misfolding Diseases to understand the molecular processes underlying age and lifestyle related diseases such as Alzheimer's and Parkinson's diseases and Type II diabetes. The long-standing research partnership between UOW Senior Professor Mark Wilson and Sir Christopher Dobson, Director of the Centre for Misfolding Diseases, was formalised in 2018 through an MOU between the two universities. The scope of this MOU will focus on research collaboration encouraging visiting researchers to work together. As a result of this relationship, UOW's Proteostasis and Disease Research Centre has hosted a series of international symposia in Wollongong. The collaboration has enabled joint grant funding initiatives and numerous staff and student exchanges between UOW and the University of Cambridge over the last two decades.

UOW maintains relationships with over 400 international institutions and organisations. In 2018, there were 29 visits to the Wollongong Campus by current and prospective partner

institutions from 17 different countries. Links with our collaborative partners have also strengthened, with ‘subject in a box’ delivery now active for BUS in Singapore and Malaysia, and degrees conferred on the second cohort of 99 students through UOWCHK. The ‘subject in a box’ is a form of ‘multi-modal’ delivery using a single Moodle site to deliver the subject at all onshore and offshore locations. UOW continued to refine its processes for annual quality assurance monitoring of collaborative partners, a process commended by TEQSA in its decision to re-register the University as a Higher Education provider without conditions in March 2018.

In November 2018, delegates from the China Scholarship Council’s Student Affairs Program visited UOW’s Wollongong Campus. The Student Affairs Program aims to provide up to 40 Directors and Deputy Directors of Chinese universities with insights into student management and administration in the Australian higher education sector. The delegation attended presentations and engaged with staff sharing information on UOW’s Global Strategy and Student Services Division including: student recruitment and the StudentCRM; shared experience and Service Centre Strategy; and graduation and academic administration.

Early in 2018, a UOW/UOWD Research Collaboration Fund was launched, supporting five projects with researchers from both campuses. Additionally, UOW researchers were involved with six of the ten funded University Global Partnership Network (UGPN) Research Collaborative Fund Grants for 2018. One SPRINT Grant funded by FAPESP (Brazilian Research Agency) was awarded to UOW researcher Rian Dippenaar and a Brazilian collaborator. Across the institution, UOW increased the number of co-authored publications with international collaborators.

An MOU between UOW and the Asia–Pacific Broadcasting Union (ABU) will showcase the expertise of the University’s media and communications experts and help broadcasters in more than 60 countries to connect with their listeners via audio storytelling, with a focus on podcasting.

In December 2018, UOW brought together the respective Law and Society Associations of Australia, New Zealand, Canada and the United Kingdom for a joint conference on the topic of ‘Inclusion, Exclusion and Democracy’.

In 2018, a tri-institutional relationship between UOW, Brown University and Harvard University Massachusetts General Hospital was formed, leading to a Joint PhD scholarship in Medical Research. The Movement Disorder Foundation Medical Research Scholarship funding has been committed by the Movement Disorder Foundation, a long standing philanthropic partner of UOW.

4.3 Promote and grow two-way mobility of our students and staff between UOW’s on and off-shore campuses as well as to our partners in Asia and other priority global destinations.

Student Mobility provides many opportunities for students to gain valuable work experience and enhance their studies on an international level. With the introduction of the global suite of degrees in 2018, the University has been working to define processes to support the mobility of students between UOW teaching locations. Our new student exchange agreements were established with UOWCHK and SIM, to promote semester-length student mobility between UOW teaching sites. These add to the student mobility agreements which have been in place with UOWD and INTI since 2016. In 2018, the first exchange students from SIM studied at UOW in Wollongong.

A number of students from our transnational education partners also participated in short course exposure programs to our Wollongong Campus. In August, 48 UOWCHK students participated in a study tour to UOW. The two-week exposure program consisted of academic, cultural and community engagement activities, giving students a firsthand experience of Australia. Twenty-five students from INTI also visited UOW in September as part of an annual study tour to Wollongong. Our transnational education partners have contributed significantly to onshore undergraduate commencements in 2018 through student transfers. Strong flows have resulted particularly from partnerships in Singapore, Malaysia and China. Student Exchange Fairs were held in April and September, promoting the full range of mobility options, including semester exchange, short courses and internship opportunities.

The University continued to focus on providing our students with globally connected learning experiences, with over 730 UOW students participating in an overseas exchange program and 680 incoming study abroad and exchange students coming to study at UOW in 2018. The inbound student mobility program is a key contributor to the diversity of UOW’s international student body. Due almost exclusively to enrolments in inbound exchange and study abroad programs, the United States represents UOW’s fifth-largest international onshore commencing student cohort, and the program contributes significant enrolments from countries in Europe and North America. These mobility cohorts also contribute to international student diversity by destination faculty, with a spread of subject enrolments across all five faculties.

In 2018, the University’s success in the federal government’s New Colombo Plan Program continued, as four high-achieving UOW students were selected to head to the Indo–Pacific region as part of the prestigious Plan. The Minister for Foreign Affairs, Senator Marise Payne, presented Narayan Khanal, Kristina O’Shea, Si Ding, and Benjamin Dalgarno Fixter with their awards during a ceremony in Canberra in late November. Notably, Kristina O’Shea was announced as a New Colombo Plan Fellow, which acknowledges the top-ranked candidate for each location, with only one fellow chosen for each nation. Additionally, UOW funding success under the New Colombo Plan continued in 2018, with more than \$200,000 awarded to UOW to support mobility projects with our offshore teaching partners. This included funding for a Business study tour to Singapore and Malaysia (PSB and INTI), a EIS summer school at our Chinese twinning partners and semester exchange grants to INTI and SIM.

UOW student, Rebecca Cakarovska, who is a fourth-year Bachelor of Commerce (Dean’s Scholar) student, was one of eight university students from Australia chosen for a 21-day study tour to Japan under the Mitsui Educational Foundation Program. The tour provided a diverse itinerary including visits to factories and corporations, as well as culturally and historically significant locations in Japan.

In the 2018 round of the Australian government’s Endeavour Awards, announced in November 2017, UOW was awarded inbound Endeavour Scholarships and Fellowships for seven Professional Development Scholarships, one Research fellow, one Australian PhD fellow, and one Australian Masters fellow. Three PhD fellows, one Professional Development fellow, and one Postdoctoral Research fellow were beneficiaries of the Endeavour outbound Scholarships and Fellowships. The Endeavour Awards aim to develop ongoing educational, research and professional linkages between individuals, organisations and countries and contribute to Australia’s position as a high quality education and training provider and a leader in research and innovation.

In 2018, the Advancement Division, in conjunction with UOW Study Abroad awarded the inaugural UOW USA Foundation US Travel grants to support student mobility. These scholarships valued at US\$10,000 were awarded to one inbound student and one outbound student, and were funded through donations by UOW Alumni based in the United States, giving to UOW through the UOW USA Foundation.

4.4 Leverage our programs, networks and campuses to partner with industry and social enterprises, particularly technology focused SMEs, to enable them to innovate and thrive in increasingly competitive markets.

In July, the MIND the GaP facility opened at UOW Shoalhaven. This is a community-centred initiative that brings together healthcare professionals, researchers and frontline support services such as Lifeline to create an integrated mental health and wellbeing facility, comprising research, consultation and assessment rooms, meeting spaces and a 60-seat conference and training room with the aim of improving mental health and wellbeing for the people of Shoalhaven. The \$3.5 million facility provides patient-centred, holistic and preventative services in partnership with healthcare professionals, researchers and frontline support services. It is the result of a collaborative effort between the Australian Government, Shoalhaven City Council and UOW to address the high rate of mental health needs in the Shoalhaven community, particularly among younger people.

UOW was announced as a research participant in a new \$90 million Department of Industry, Innovation and Science national research centre. The Commonwealth has committed \$26.25 million funding to the centre over its proposed seven-year research program to support the pivotal role fuels such as hydrogen and biogas will play in supplying Australia's energy needs as it transitions to a low-carbon economy. The Future Fuels Cooperative Research Centre (CRC) will enable the Australian gas industry to provide a competitive, low-carbon energy alternative for residential, commercial, industrial and transport sectors to complement and support intermittent renewable electricity generation.

Partnership grants have allowed UOW faculties to continue to collaborate with industry and social enterprise, in areas such as business and medical technology. Additionally, SOC has established an MOU with Namyangju City in South Korea, to work on the Slow Life program, focussed on local sustainable food systems and food education.

In 2018 UOW was awarded four grants under the ARC Linkage Project scheme totalling over a million dollars, clearly demonstrating the University's strength in undertaking impactful research with end-users. The ARC funding was augmented by cash and in-kind industry partner contributions totalling \$1.84 million. In November 2018, a selection of Illawarra entrepreneurs were on show as part of the 2018 iAccelerate Demo Day. Residents from UOW's successful business incubator also led a series of demonstrations for investors, business leaders and the community. The University's in-house industry matchmaker, Advantage SME, continues to help create beneficial partnerships between research and industry. The NSW Department of Industry awarded funding in the form of 12 TechVouchers and three Collaboration Vouchers.

UOW contracting practices have been changed to make local industry involvement a key criterion when selecting managing contractors for major construction projects or service delivery contracts, and ensure managing contractors, once appointed, engage local businesses in accordance with their tender

submission. The Innovation Campus continues to house and partner with local industries and plays a key part in our region's shifting economy and in embracing new jobs and industries. Other major projects such as the Health and Wellbeing Precinct and the expansion of the University's SWS Campus provide further opportunities for UOW to engage with business, industry and government.

4.5 Facilitate student diversity by creating mutually beneficial partnerships with schools, pathway providers and broader communities and by enabling all pupils and students to be the best they can be.

As detailed in Goal 2.3, UOW's Access and Enabling Plan for Student Equity 2018 – 2020 was submitted to the Federal Government, articulating the University's framework for implementation of HEPPP funding. This involved a 360 degree review of pathways; access; transition and engagement of domestic undergraduate students from targeted equity groups; benchmarking against best practice; and 50 hours of stakeholder consultation. As a result, the Achieving Purposeful Transitions (APT) Framework and Action Plan was developed to provide an institution-wide approach to working with undergraduate domestic students to enhance their experience at UOW. This has led to several initiatives being planned, including student success coaches, a pre-commencement bridging program, and re-engagement and re-entry programs. Other initiatives included a communication suite for target equity groups, transition events over the months of February and March and a new Equity Scholarship model.

In2Uni, UOW's schools outreach program, fosters partnerships to increase the capacity of primary and high school students in UOW's local areas. This program delivers outreach and pathways activities to over 10,000 students in 52 high schools and 72 primary schools across the Illawarra, South East and South West Sydney Regions. In 2018, UOW contextualised the program to meet the need of local Aboriginal and Torres Strait Islander communities and has also implemented activities under a National Priority Pool Grant to the value of \$150,000 to roll out AIME in the Southern Highlands and South West Sydney Regions alongside UOW's Outreach programs. This has included the delivery of tutor squads; senior days; pathways conversations; and on-campus days for Aboriginal and Torres Strait Islander students in targeted schools in these regions. The University has also launched a new program, STEM+X, which provides STEM and Leadership training to Years 7 and 8 students to become STEM+X Ambassadors in local primary schools. UOW was the recipient of the Department of Education's University Teaching Awards for programs that enhance learning in the Widening Participation category.

UOW faculties have held several events aimed at partnering with schools to increase participation and diversity. More than 2,300 local high school students attended the inaugural UOW Festival of STEM and Entrepreneurship, an initiative supported by a grant from the Australian Department of Industry, Innovation and Science. SMAH hosted the UOW Illawarra Coal Science Fair, as well as an Indigenous Health Day and an Aboriginal Summer Camp for Years 9 and 10 students. EIS has held two Koori STEM Camps, which aim to establish stronger senses of identity, connection, pride and empowerment for participating students, engaging them with their cultural heritage through modern STEM concepts. In conjunction with SMAH, EIS also held the annual STEM Camp for girls, giving high-achieving teenage girls the opportunity to get hands-on experience collaborating and solving problems creatively. In October, iAccelerate hosted a Junior Pitch event where students from local schools pitched

their ideas in front of an audience and panel experts.

4.6 Value the mutual benefit of engaging with our communities and create enthusiasm in our students and staff to serve our society.

UOW has once again supported and contributed to its communities and societies in a myriad of ways. The University maintains strong relationships with a number of community organisations selected as charity partners for the staff workplace giving program, UOW Cares. Operating since 2007, UOW Cares further extends the impact of the University, as partner organisations cover a broad range of community and humanitarian needs. Current partners include Headspace; Indigo Foundation; Australian Indigenous Mentoring Experience (AIME); Landcare Illawarra; Strategic Community Assistance to Refugee Families (SCARF); The Smith Family; The Fred Hollows Foundation; and Autism Spectrum (ASPECT) South Coast School.

University staff gave more than \$45,000 to UOW Cares supported charities during 2017 - 2018. Drought continues to affect NSW, so UOW Cares moved to particularly assist rural communities for the month of October 2018, where staff were invited to make donations to Rural Aid – Buy a Bale. Staff donations were dollar matched by UOW, resulting in 44 large bales of hay being delivered to farmers doing it tough in NSW. The annual UOW Cares Coffee for a Cause campaign again ran successfully raising the profile of workplace giving and the Learning and Development Scholarship Fund. Earlier in the year Community Engagement hosted a UOW Cares workplace giving thank you lunch to acknowledge University staff who donate via payroll giving and celebrate the achievements of our recipient charities. The thank you event was very well received, featuring a talk by Bianca Hunt, a UOW Learning and Development Scholarship recipient.

The UOW Community Investment Program facilitates community collaborations that build strong communities. The Community Investment Program seeks to play an active role in advancing and championing social, cultural, environmental and economic developments in our region. Underpinned by the Community Investment Policy, the program provides an opportunity to engage deeply with external stakeholders, establishing partnerships across a number of aspects of university life. Current partnerships include Bundanon Trust; Illawarra Academy of Sport; Southern Stars Arena Spectacular; National Indigenous Football Championships; Wollongong Conservatorium of Music; Illawarra Business Chamber; Life Education; UOW City2Surf Team; and the Shoalhaven Regional Gallery's Guy Warren exhibition, *River Rainforest Rock*. With support from the program, UOW entered a 180 member team in the City2Surf team on Sunday 12 August. The team was made up of staff, student, alumni and community members raising funds for Learning and Development scholarships.

The Community Engagement Grants Scheme (CEGS) links researchers, teachers and professional staff at UOW with community organisations to work on mutually beneficial projects. Established in 2005, over \$610,000 has been awarded to 73 projects that benefit the local community. The four 2018 CEGS recipients, selected from 20 applications, were announced at a morning tea launch on 3 October. Fifty people attended to celebrate not only the 2018 recipients, but also the launch of the 2017 project Autism Friendly Communities: investigating the ingredients, led by Dr Sim Lau. The scheme is designed to assist UOW staff partner with community organisations to work on educational, research or outreach projects. The following

successful 2018 projects address diverse needs in the community.

- Professor Kathleen Clapham will partner with the Illawarra Koori Men's Support Group to develop and deliver a program for Aboriginal students from Years 5 – 8.
- Mr Robert Ogie will partner with the State Emergency Service and the Multicultural Community Council of Illawarra to translate emergency messages for people whose first language is Macedonian, Italian, Mandarin, Arabic, Spanish, Serbian or Greek. The project will also identify the best way to communicate these messages during emergencies.
- Dr Roger Patulny will partner with Settlement Services and CuriousWorks to develop short films to raise awareness of the experiences of newly-arrived migrants in South West Sydney.
- Dr Amanda Webster will work with the Australian Autism Asperger's Network to identify ways to help adults on the autism spectrum advocate and make decisions for themselves as they move from school into higher education or employment.

The Community Engagement team facilitates ongoing communication between key community representatives and groups and UOW. For example, UOW has built a strong and respectful relationship with Neighbourhood Forum 5, an independent community group within the Wollongong local government area. The Neighbourhood Forum acts as a key contact point for UOW's broader engagement with the community and the Community Engagement team hosts quarterly on campus meetings with Neighbourhood Forum 5 representatives and key UOW staff. This proactive collaborative approach has positive outcomes for both the local community and the University. Consisting of 385 households, Neighbourhood Forum 5 provides information and feedback about the local community's aspirations, visions, needs and concerns. Throughout 2018, members of the neighbourhood forum reviewed and responded to a range of local issues including development applications, transport strategies, environmental preservation and community projects.

Following on from Team UOW's success with the Illawarra Flame house in the Solar Decathlon China 2013 competition Team UOW once again took on the challenge to design, build and operate a net-zero energy solar powered home in the Solar Decathlon Middle East 2018 which was hosted in Dubai. Rather than only design for an ecological sustainable viewpoint they focused on creating a house that accommodates for the needs of the world's aging population, including those with dementia. After two years of design, planning and practice builds, 50 members of Team UOW assembled their house in just fifteen days in Dubai. The Desert Rose House was awarded second place overall for the competition. In the individual contests UOW was awarded first in Innovation, Comfort Conditions, and Interior Design, second in Energy Efficiency, BIPV, and Creative Solutions, and third in Sustainability, and House Functioning. The Desert Rose has now returned to Australia to be reassembled on the Innovation Campus in the near future. The Solar Decathlon is the world's largest international engineering and architectural competition.

Our co-curricular program UOWx recognises the active citizenship of UOW students who volunteer with community organisations, as well as the strong personal and professional skills that students gain from these experiences. It recognises students who serve society in a variety of ways, such as being cultural ambassadors in high schools; English language conversation tutors; volunteers in mental health literacy; peer

assisted study tutors; volunteers in disability services; and much more. The UOWx Record was revised to make it easier for students to articulate the knowledge and skills they gained through UOWx with prospective employers.

UOW has engaged with communities across all its network of campuses. In Wollongong, this has been enhanced through the approval of the Voluntary Planning Agreement (VPA) with Wollongong City Council and the mutual agreement to fund the Gong Shuttle bus. The mutual agreement on funding and service provision for the Gong Shuttle ensures a broad network and variety of public transport to UOW and around Wollongong for staff, students, visitors and the community at large. The VPA will deliver new and enhanced community assets mutually beneficial to the local community and the University, including major upgrades at Kooloobong Ovals and Northfields Avenue. In South West Sydney, there has been considerable progress made in developing and strengthening relationships with the local community. UOW has established the South Western Sydney Advisory Committee, which includes key external stakeholders, and has developed and strengthened links with Liverpool Hospital and the Local Health District, Western Sydney Airport Corporation, Western Sydney Migrant Resource Centre, and Liverpool City Council. The University has supported a number of local council initiatives in the area such as the Liverpool Mayoral Charity Ball, 'hackathons', and the Young Entrepreneurship Speaker Series. At Southern Sydney, UOW has increased its involvement with the business community and the Sutherland Shire Council through the Economic and Tourism Committee. The University's SWS Campus also hosted the well-attended 2018 Goldring Lecture by the Hon Dr Annabelle Bennett AO SC.

UOW's Medicine program continues to have a strong regional focus which aims to encourage Medicine graduates to practice in regional areas. In 2018 that included the placement of medical students in 13 regional hubs, facilitating engagement with local communities. Students are placed in over 90 medical facilities in Wollongong, Shoalhaven, Batemans Bay and Bega. The Australian Medical Association (AMA) welcomed the University's approach, noting that two thirds of its medical students come from rural backgrounds, the highest in the state.

For over 20 years UOW's Science Centre and Planetarium has played a key role in the Illawarra, increasing science literacy and advocating for the value of science in the local community. In 2018 the Centre was rebranded as Science Space, and a significant investment was made to upgrade to the latest planetarium technology, making it now the most digitally advanced planetarium in Australia.

Other community initiatives undertaken in 2018 include partnerships with Healthy Cities Illawarra; YWCA Domestic Violence Intervention Service in Nowra; and the Ngkurr Reciprocal Learning Program in Arnhem Land.

Together with Affinity Intercultural Foundation (AIF) and Amity College, UOW hosted the sixth annual Iftar (sunset) dinner on the Wollongong Campus on 21 May. Iftar is the meal eaten after sunset during Sawm, the fasting that occurs during the month of Ramadan in Muslim tradition. Iftar meals are a symbol of friendship, philanthropy, community and dialogue. The event brought together community leaders from diverse cultural and religious backgrounds. Through sharing a meal, attendees were able to learn from one another and strengthen connections. The keynote address provided at the dinner by Professor Julia Coyle, Pro Vice-Chancellor (Students) received positive feedback from community guests. UOW is proud to host Iftar dinners as part of

the University's commitment to its communities.

The UOW Community Reference Group (CRG) is advisory to the University and plays a central role in community consultation. Established in 2007, its main purpose is to provide a link between the community and UOW and to facilitate discussion and debate on key issues raised in the development and implementation of the University's Strategic Plan. Chaired by the Chief Administrative Officer, the CRG consists of UOW staff and a core group of up to 15 community representatives, from a diverse range of business groups, non-profits, private enterprises, government bodies, and research centres. 2018 saw a membership refresh with many new people joining the CRG. The schedule of presentations and discussion topics throughout the year provided both a showcase of UOW community engagement and opportunities for members to provide feedback on activities such as the new Kooloobong accommodation facilities; Voluntary Planning Agreement with Wollongong City Council; UOWx; and UOW Cares. The final meeting for 2018 was held jointly with UOW's Community Engagement Committee to further foster engagement and connections. The presentation at this meeting was provided by Professor Alison Jones who spoke on developments in the Health and Communities portfolio including the proposed new Health and Wellbeing precinct at the Innovation Campus.

Community Campus Tours of Wollongong and Innovation Campuses continued to provide opportunities to engage with community members, donors and alumni. Campus tours provide participants with a greater appreciation of UOW research, teaching and community facilities, and volunteering opportunities. After each tour an email questionnaire is sent to visitors asking for feedback which provides valuable information used to streamline and improve the tours. Feedback indicates that participation in campus tours is increasing visitor's support, connection and involvement in campus activities.

Goal 5: Sustaining a world-class university: Embracing change and opportunity.

MAXIMISE OUR CAPACITY TO DELIVER OUR MISSION BY SEEKING OUT OPPORTUNITY AND CONTINUING TO INVEST AND TRANSFORM THE UNIVERSITY THROUGH GROWTH, BETTER PROCESSES AND ENHANCED BUILT ENVIRONMENTS.

5.1 Optimise the productivity of our financial, physical, human and intellectual resources through effective planning, benchmarking, accountability and review.

Commissioned by the Australian University International Directors Forum (AUIDF), UOW contributed to four key annual benchmarks by i-Graduate on behalf of 38 Australian universities. The projects benchmark outbound student mobility, public domain data (on income, student enrolments, retention, attrition, and student performance) and international onshore operations. In addition, AUIDF produces a series of data snapshots twice yearly to capture offshore as well as onshore student trends.

The University optimised its productivity of our resources by developing and establishing a strategy and policy framework on classification and protection of data collected and retained by departments across the University in accordance with the 2016 Cyber-Security Capability Assessment. UOW also reviewed its coursework price setting and price implementation processes, and prepared for a new Student Information System by developing an Institutional Student Information System Benchmarking Report and streamlining academic administration.

All schools at UOW are reviewed approximately every 4–5 years, with three schools reviewed in 2018 across three faculties: BUS, SOC and EIS. The schools reviewed were the Schools of Management, Operations and Marketing; Health and Society; and Civil, Mining and Environmental Engineering. BUS also reviewed the viability of their courses, majors and minors, subjects, and viability of teaching at regional campuses (particularly at South Western Sydney).

LHA focused on identifying teaching efficiencies, administrative streamlining, financial sustainability and strengthening positive and aspirational school cultures through a strong leadership framework. Financial benchmarking was also undertaken across the schools with a focus on identifying issues that affect attrition levels. At its regional campuses, UOW reviewed course offerings at each site, and promoted flexible options to attract higher numbers of students from non-traditional cohorts. UOW also reviewed its legal agreements, with particular focus on internal and external hire and use, and reviewed safety, security and emergency management procedures at each of the University's regional campuses.

In November, internationally renowned scientist Professor Jennifer L. Martin AC FAA was announced as the incoming Deputy Vice-Chancellor (Research and Innovation). Professor Martin is internationally known for her work in protein crystallography, a branch of structural biology that seeks to understand how biological machines operate. In the same month, Professor Mitchell Byrne was appointed to the newly created role of Associate Dean (Education) at the intoHealth Facility under development at the Innovation Campus. Professor Byrne brings over 30 years' experience working within health industries, and over 20 years' experience in tertiary education. He will take responsibility for developing and coordinating health inspired undergraduate and postgraduate courses within the facility.

The newly formed Planning and Development team in FMD began scoping new business cases to implement the Wollongong Campus Masterplan. FMD also started to review the cost

of services to ensure efficiencies in work and procurement practices, along with a full review of several large-scale contracts including cleaning, waste disposal, security and parking. A review was also undertaken on the Wollongong Campus in relation to building access. The review highlighted a number of areas for improvement, culminating with a project to address recommendations.

A Sponsored Student Stakeholder Forum was chaired quarterly by the International Relations Manager, with representatives from the Fees and Scholarships and Future Students teams in the Student Services Division, Student Support and Transition, International Services and Development, and the Research and Innovation Division. The stakeholder forum is the key forum for management of sponsor and sponsored student issues, as well as any cohort of concern relating to financial or welfare matters. It has determined intervention strategies for student cohorts from Saudi Arabia, Oman, Libya, Iran, and Kerala (India), as well as issues affecting Australian government scholars. The forum supports the development, processes, and growth of opportunities for sponsored students and ensures the sponsor relationships provide a positive outcome for all stakeholders.

UOW was represented by the International Services Division at several key government forums and committee forums, which review regulation and develop strategy to support international and transnational education as well as UOW strategy and operations. These include membership of the Education Visa Consultative Committee and the Department of Education and Training (DET) Stakeholders Forum and Data Group. The University also has involved input into the National Strategy for International Education 2025 (DET), Australian International Education 2025 Roadmap (Austrade), Review of the Educational Services for Overseas Students Act (ESOS) and National Code, and the new Simplified Student Visa Framework (SSVF).

Through participation in a joint quality assurance pilot project with CCCU, the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) and TEQSA, UOW is aiming to help develop a combined approach to HKCAAVQ and TEQSA regulatory and quality assurance processes that would reduce current duplication. The development of such an approach will ultimately assist the University in the future when further UOW offerings are added for delivery at CCCU.

5.2 Grow our income and the value of our assets through incentivised operating arrangements, rigorous business case assessments and sound commercial practices.

In the face of an increasingly challenging financial environment UOW's financial position remains robust according to the latest University Standards and Poor's, which reaffirmed UOW's AA credit rating. The international ratings agency highlighted the University's solid market position, robust operating margins, high level of financial resources and relatively low annual debt service, even taking into account the recent cap on Commonwealth Grant Scheme funding. UOW is projecting a surplus operating result of around \$26.5 million and \$11.8 million after adjusting for abnormal items and one-off capital grants received during 2018. This result will deliver an adjusted operating result of 1.8% of adjusted income compared to the finance strategy target of greater than or equal to 2%. The

University is currently in the middle of a large infrastructure program. UOW's 2016 – 2020 Strategic Plan outlines a capital expenditure budget of \$300 million over five years with the construction of two new facilities commencing in 2018, the Molecular Horizons Life Sciences building and the new Western building for SOC and LHA.

In 2018, UOW is committed to the ongoing successful operation of its commercial practices. The EIS contract and commercial research is providing successively higher percentage returns. Ongoing upgrades to facilities at Russell Vale have been undertaken to improve utility and safety and in particular accommodate the needs of the new Blast Chamber and National Facility for Cyclic Testing of High-Speed Rail, two unique and nationally important research facilities. Mechanical testing equipment that was distributed across EIS has been centralised to improve efficiency of usage and minimise operating costs. Centralised welding high bay activities were consolidated to suit the changing needs of Defence research and the Facility for Intelligent Fabrication (FIF), both important external facing research groups. The Accommodation Services Division negotiated cost share arrangements for external conference activities to improve financial outcomes for the University.

UOW continued to maximise the value of its commercial assets on the Innovation Campus through the ongoing implementation of the Commercial Development Unit's Commercial Leasing Strategy. The University assisted its commercial tenants and partners to advertise job opportunities to UOW students through targeted communication channels. Efforts were also directed to the advancement of Advantage Wollongong, promoting the benefits of relocating or establishing business within the Illawarra.

5.3 Sustain a vibrant environment for engagement, inquiry and creativity by providing world-class academic facilities, recreational and social amenities, and residences within planned, efficient campuses that stand out for their natural beauty.

UOW's ongoing provision of world-class academic facilities, recreation and social amenities and residences was reinforced with the endorsement of the Environmental Management Plan 2017 – 2020. The plan formalises UOW's commitment to supporting environmental sustainability and applying sustainable principles in the University's operations. Smart meters were installed across campus to understand UOW's electricity and water usage, to detect leaks earlier and to make informed maintenance and development decisions. The University also delivered a range of environmental initiatives throughout the year including Ride to Work Day, Swap Not Shop, and the Fauna Spotlight Walk and Talk Night. These initiatives encouraged both students and staff to be environmentally aware and appreciate our natural environment. UOW's Wollongong Campus environment was also enhanced with the addition of the Memorial Garden, offering a place to reflect for both staff and students alike. The space is quiet and peaceful with beautiful sandstone benches and a large memorial stone.

The new Facility for Intelligent Fabrication (FIF) was launched at UOW in March. The facility provides expertise, technology, equipment and training in automating steel fabrication to help local manufacturing businesses. The FIF combines the knowledge and resources of UOW, TAFE NSW and the Welding Technology Institute of Australia (WTIA), and was formed in recognition of the changing business climate, as the region transitions from large-scale heavy manufacturing with local manufacturers needing to innovate and adapt to remain competitive.

The new Kooloobong Residence adding 800 undergraduate student beds opened in January 2018. Recognised as the world's first positive residence and based entirely on the scientific principles of positive psychology, Kooloobong Village was designed to foster lifelong wellbeing in students who live at on-campus accommodation.

There are several new buildings underway, including the SOC and LHA (Western) Building on the Wollongong Campus. The Western Building will accommodate diverse functions of the School of the Arts, English and Media and several schools from SOC. The building will offer a collaborative and engaging hub that will support the ambitions of next generation research and learning. In addition to the new building developments at Wollongong Campus, several refurbishments were also undertaken. Refurbishment of UOW Sydney Business School at Circular Quay brought facilities together on three consecutive floors, created collaborative student spaces, more efficient office spaces and refreshed executive spaces. The ground floor of the UOW Library's Informal Learning spaces were also refreshed with over 110 seats added and five new group study rooms added to Level 2, offering more flexible and adaptable study spaces with inbuilt technologies. UOW's Science Centre and Planetarium has been rebranded the Science Space and had more than half a million dollars invested in Australia's most digitally advanced planetarium, the DIGISTAR 6. The 4K laser projection system is a first for Australia.

CDU commenced planning work in relation to the Local Environmental Plan (LEP) Amendment and Development Control Plan (DCP) submission for 2018/2019, and continued the creation of outdoor meeting and socialisation areas adjacent to key commercial facilities and environment amenities at UOW's Innovation Campus. The Central Building received upgraded internal furniture, fixtures and equipment, and continued to host the ongoing series of Sunset Socials, movie nights, concerts and other social activities. Further planning for campus enhancement and the Health and Wellbeing Precinct development was undertaken, along with the continued planning and design of the Enterprise 2 Building, to provide additional Grade A commercial space for companies with synergies to UOW and other tenants. This will ensure that academic, social and recreational facilities are world-class, efficient and enhance the natural beauty of the Innovation Campus.

Information Management and Technology Services (IMTS) commenced several significant digital infrastructure projects including the new Security Building, Western Building and Molecular Horizons Building. The Wollongong Campus network was upgraded with preparation undertaken for the relocation of the Data Centre, and links to the Shoalhaven Campus were upgraded.

5.4 Deliver real world solutions in an ever changing digital landscape that will enrich all aspects of our academic and professional activities and connect all our locations.

Protect, the Risk Management Framework, was rolled out across UOW in 2018. The system is used for audit tracking, risk management and business continuity planning, and underpins decision making, project and other planning and resource allocation at the University. In addition, 2018 saw the implementation of a new online Institutional Complaints Management System and an Academic Complaints and Requests management system onshore. The new records management system (EDRMS) which provided more efficient uploading, searching and categorising of UOW records was implemented

with positive stakeholder feedback. Further development of the Human Resources and Finance systems was undertaken with UOW payroll files now securely delivered from Alesco, and the Single Touch Payroll module implemented. Basware was migrated to Amazon Web Services (AWS) to improve its reliability and service uptime, and Dubai supplier pay files are now delivered more securely via the JDE financial system.

The Library introduced a new system to manage UOW publications, which is scheduled for implementation in 2019. The rollout of ORCID, a persistent digital identifier for researchers which improves tracking and reporting of research activity and outputs, was escalated in partnership with the Research Services Office (RSO), with uptake rising from 15% to 73% for research active staff and on track for 100% uptake. 2018 saw development of the services and infrastructure needed to support Research Data, Storage and Management (RDSM) at the University get underway, with Phase I commencing, which saw collaboration between the Library, IMTS and the RSO. Storage is now available for use, with the evaluation of Research Data Management Systems underway. 2018 saw the successful transition away from 'On Premise' high performance computing to the National Computational Infrastructure, which is now available to all researchers, including HDR students.

The second phase of the UOW Library Makerspace facility was implemented, with a new staffing model which includes an Informal Learning Spaces Officer. Makerspace is now open 40 hours per week and has had over 37,500 visits in 2018, up more than 150% since 2017. The facility received acknowledgement in the announcement of the VALA – Libraries, Technology and the Future 2018 VALA Award. The biennial VALA Award is open to all Libraries and Information Services in Australia, recognising the most innovative use of information and/or communication technologies to improve service to customers.

The Library also initiated a new model for authentication to improve the client experience for both on and off campus access of the EBSCO Discovery Layer, and discovery experiences. A Smart Campus draft strategy and plan has been developed for input and refinement within IMTS, highlighting existing capability, opportunities for improvement and an action plan to progress.

Internet services to UOW students in accommodation residences have been upgraded in bandwidth and data availability. All residence rooms have been provided with wi-fi services as standard in new buildings and all existing buildings have been equipped with this technology. New technological solutions were also included in each UOW refurbishment during 2018.

UOW's digital presence was enhanced to ensure the effective and consistent presentation (and targeted delivery) of the University's brand and content, with the aim of achieving awareness, engagement and conversion. UOW's content management platform and curriculum information management systems were renewed to achieve a more dynamic and effective web presence. The University has taken and will continue to take a digital-first approach to marketing communication campaign execution. This has included the refresh of a number of key websites and an integrated approach to content marketing distribution to enhance strategic messaging aligned to UOW's brand.

The new UOW public website was under review and renewal in 2018 with content audits being made by divisions and faculties. The UOW Enterprises Intranet was implemented using the new Content Management System (CMS), along with an updated UOW Map platform for the Wollongong and Innovation Campuses that includes wayfinding capability.

5.5 Develop an integrated institution-wide, evidence-based marketing strategy to competitively manage and position our brand at the national and international level.

The branding, marketing, media relations and corporate communications of UOW, including those of its controlled entities and partner-based efforts, were unified to continue to deliver on the University's institutional positioning aspirations and strategic priorities. UOW's brand communications campaign was officially launched in July and will continue to run throughout 2019. The Wollongong Strong campaign's purpose is to drive awareness, enhance reputation and create preference for UOW among potential students (and their influencers), employees, benefactors and collaborators. The Wollongong Strong concept arose from the idea that the attitudes of determination, hard work, grit and courage that the University was founded on is the spirit that will help drive us forward into the future at all UOW campuses, together with staff, donors, students and communities. The concept aims to build on UOW's brand platform 'Stands for Purpose' created in 2016, and establishes a common campaign creative approach to align planned targeted communication efforts that are being rolled out across multiple channels.

Marketing activities for UOW residences were fully integrated into the University's marketing processes and messaging to both domestic and international students. As a result, bursary programs, for Early Admissions applicants in particular, have produced growth in new domestic applications to residences. There was a notable increase in SMAH Early Admission applications in 2018, with the highest number of applications received across UOW.

At the Innovation Campus, the rollout of an integrated and multifaceted digital and print marketing platform consisting of a new website, social media, print media solutions and content, continued. An upgraded co-working marketing strategy for UOW SmartSpace was designed and launched, along with newly developed marketing collateral, showcasing the Innovation Campus commercial leasing options for new business development.

ISD helped develop each faculty's international plans, including their marketing and student recruitment activities. Global brand building initiatives were undertaken via partner engagement, the global speaker series, Pitch@Palace and involvement in in-country activities across the globe. In-country briefings have been written to support stakeholders with relevant market intelligence for recruitment, course development, partnership collaboration and relationship development purposes. In 2018, these have included but were not limited to UOW Senior Executive missions, Ministerial and Ambassador visits, Consulate General Education roundtable briefings, and institutional and faculty partner visits.

5.6 Drive the University's key performance metrics by promoting international collaborations and their visibility in order to optimise our position in major world rankings.

Considerable effort has been undertaken within UOW faculties to seek and promote international collaborations with high-ranking institutions and significant global governmental organisations. BUS explored the feasibility of creating an 'international competition' partnering with multinationals to build UOW's profile in the international space. SMAH academics continued to maintain their collaborations in research and embrace study leave and short term mobility programs, through

University Internationalisation Committee (UIC) funding. Partnerships through the University Global Partnership Network (UGPN), which sets out to create a foundation for international collaboration between some of the world's top universities, were established in the Schools of Chemistry, Earth Sciences and Medicine.

The Commercial Development Unit (CDU) continued to actively participate and engage with the international Association of University Research Parks and participated with UOW business partners sponsoring international symposiums at the Innovation Campus and other locations. CDU marketed the University and the Innovation Campus by facilitating international trade and business delegations; working closely with the NSW Department of Industry and Advantage Wollongong to sell the advantages of collaboration with UOW. Tours of the Innovation Campus were provided to international delegations from universities and industry promoting the University and the Innovation Campus.

UOW's Global Connections newsletter provides a quarterly update from the International Services Division (ISD) with an emphasis on UOW's international activities, rankings, achievements and collaborations across the globe. 2018 saw a 17% increase to the subscription list and an average open rate of 32%, with Australia, USA, UK, China and France as the top five countries to open the newsletter.

The Deputy Vice-Chancellor (Global Strategy) has devoted significant efforts towards securing student mobility partnerships with universities globally ranked in the top 100. Securing such prestigious partnerships will effectively boost UOW's visibility and reputation in a global market. Agreements are now being established with a number of new institutions ranked in the top 100 universities as a result of several meetings conducted at the Asia-Pacific Association for International Education (APAIE); NAFSA: Association of International Educators; and the European Association for International Education (EAIE).

The UIC reviews the International Linkage Grants scheme and strategic partner list to ensure that funding is strategically allocated, with UOW's Transnational Education and Alliances (TNEA) providing advice to faculties on rankings of prospective partners to support collaborations that work towards the top 1% goal. Of the \$283,565 annual UIC linkage grants funded, 24 grants were made in total with EIS awarded \$100,823 for nine projects, SMAH awarded \$28,232 for two projects, LHA awarded \$14,240 for two projects, BUS awarded \$52,016 across five projects, SOC awarded \$61,254 for four projects and AIIM awarded \$27,000.

UOW submitted the required documents to the ARC for the Engagement and Impact Assessment. The University's submission highlighted research undertaken across 20 different fields, showcasing the breadth and scale of our endeavours to advance and enrich our knowledge base and the value of this work as it translates into meaningful economic, social and environmental impact. UOW also made two further submissions to the ARC, for interdisciplinary impact, and Aboriginal and Torres Strait Islander impact. Our ARC Excellence in Research for Australia (ERA) submission corroborated the extensive nature of our research; over 13,800 publications from over 1,100 distinct research staff, and over 1,300 grants and funding contracts received. Data was submitted in 19 of the 22 two-digit Field of Research (FOR) Codes and 55 of the 157 four-digit codes for assessment.

GOAL 6: Making a difference: Valuing the role of higher education in society.

CREATE AN ENVIRONMENT WHERE OUR STAFF, STUDENTS AND STAKEHOLDERS CAN EXPLORE NEW IDEAS AND TECHNOLOGIES, AND THEIR UPTAKE AND IMPACT ON SOCIAL AND ECONOMIC WELLBEING.

6.1 Create pathways for our research and scholarship to have beneficial impacts on the broader community by establishing more partnerships, collaborations and interactions with industry, government and community organisations, locally and globally.

UOW's Community Investment Program facilitates collaborations that advance social, cultural, environmental and economic developments in our region. UOW currently collaborates with six organisations including the Bundanon Trust and the Illawarra Business Chamber. Community fundraising groups have donated generously to a multitude of independently managed events and activities. Notably, Illawarra Cancer Carers donated \$170,000 in 2018 to cancer research, taking their total donations to UOW to over \$1 million.

The Community Engagement team facilitates ongoing communication between key community representatives and UOW, including on-campus meetings with Neighbourhood Forum 5 representatives and key UOW staff. This proactive approach has had positive outcomes for both the local community and the University. In May, UOW Affinity Intercultural Foundation Wollongong and Amity College co-hosted their sixth annual Iftar dinner during Ramadan. The event brought together 120 community leaders from diverse cultural and religious backgrounds. Through sharing a meal, attendees were able to learn from one another and strengthen connections. Iftar meals are a symbol of friendship, understanding and social harmony. UOW is proud to host an annual Iftar dinner as part of the University's commitment to its communities.

In November, UOW hosted Pitch@Palace On Tour Sydney in collaboration with Macquarie University, marking our second year as a key partner in the initiative, which helps connect entrepreneurs and early-stage businesses with potential supporters. UOW invited high profile judges to be involved in the On Tour Sydney event. Through these judges and the extended Pitch@Palace community globally, we have access to a significant network of entrepreneurs, influencers and investors.

SMAH saw its Research Partnership Grant scheme move to a continuous round in 2018, ensuring the greatest flexibility and responsiveness to industry partner timelines. The Research Partnership Grant scheme has close to a 100% success rate, as academics submitting proposals are mentored to develop the best possible research plan and to establish genuine links with industry partners that are beneficial for both sides. This means that even in the event of an unsuccessful grant application, goodwill and networks are cultivated with partners, thus time spent developing applications is not wasted.

Funding for four ARC Linkage Projects was awarded, all of which carry significant benefits either nationally or internationally. Associate Professor Melanie Randle, from the School of Management, Operations and Marketing, is leading a project to increase workforce participation of people with a disability by understanding the reasons why employers differ in their willingness to hire people with a disability, and by developing social marketing messages that target key employers. In the School of Earth and Environmental Sciences, Dr Nicolas Flament has received ARC Linkage Project funding for a study that will develop a tool to improve our understanding of Australia's diamond resources. Professor Shujun Zhang from UOW's AIIM

will lead a project to develop lead-free ultrasound transducers, which will lead to safer ultrasound machines for medical imaging and underwater acoustic applications. Associate Professor Phillip Byrne from the School of Biological Sciences along with partners from the Office of Environment and Heritage, Taronga Conservation Society, Zoos Victoria and Deakin University, received funding for a Linkage project aimed at saving the endangered Southern Corroboree frog through research into its nutritional requirements. In addition to these projects, Professor Allen Nutman and Dr Solomon Buckman have engaged in partnership with BHP-Chile in the investigation of mechanisms of copper mineralisation and development of greenfields exploration capabilities to increase mining efficiency. Fourth-year students in the Bachelor of Environmental Science have undertaken Honours research projects in collaboration with 12 different partners, including ANSTO, the Office of Environment and Heritage, and city councils in and around the Illawarra.

UOW's Early Start initiative provides the most sophisticated early childhood teaching, research and community engagement undertaken in Australia. Early Start partners with 41 early childhood education and care centres across NSW and the ACT who are helping to inform and pioneer innovation in the early years and translate research into practice. In 2018, Early Start designed and trialled an evidence-based, in-service professional development program, Leadership for Learning, for preschool and day care centre staff. It was the first large-scale randomised controlled trial in the world to assess the impact of a professional learning program on child outcomes, and the trial found that the program led to measurable gains in literacy and numeracy as well as a reduction in behavioural issues.

In February 2018, Lendlease were chosen as the preferred respondent for the Health and Wellbeing Precinct, with construction set to commence in 2020 and first facilities to be operational by 2022. The precinct will have a strong focus on teaching and research; the research will be translated into practice to improve patient experience and outcomes. The hub of the precinct will be IntoHealth, a \$44 million community health clinic which will be the first of its kind in Australia, providing a University-led one-stop-shop model of care. The development represents a \$450–\$500 million investment in the Illawarra that will generate more than \$6 million in annual economic benefits to the public. This will be realised by complementing existing health services and helping to relieve pressure on local health networks in the Illawarra by offering non-surgical care focussed on preventative health and the maintenance of physical and mental health and wellbeing. Negotiations with Lendlease continued throughout 2018.

In August 2018, UOW took delivery of Australia's most advanced and powerful microscope, capable of visualising down to the level of individual atoms. The microscope will be the centrepiece of Molecular Horizons, UOW's world-leading molecular and life sciences research facility. The microscope is currently housed at the ANSTO Campus in Lucas Heights thanks to a collaboration between UOW and ANSTO. When construction of the purpose-built Molecular Horizons Building is completed, the microscope will be rehomed on the Wollongong Campus.

In late 2018 UOW announced that it had reached an agreement with the Ramsay Centre for Western Civilisation to offer a new Bachelor of Arts in Western Civilisation, to be taught in a newly

created School of Liberal Arts in LHA. The transformative gift upwards of \$50 million dollars is unprecedented in the study of humanities in Australia.

In addition, UOW received \$5.1 million in cash and confirmed philanthropic pledges. The University is proud of its retention rate of approximately 90% of current recurring philanthropic donors. New philanthropic gifts of note in 2018 include a pledge of \$965,000 to support undergraduate student scholars from within EIS and an \$800,000 gift to support undergraduate students who are registered with the UOW Disability Service. In addition, UOW was gifted \$640,000 for scholarships targeted at rural and regional students who have potential to be great leaders and \$170,000 from the Illawarra Cancer Carers to support medical research. UOW community donors continue to provide a high level of philanthropic support with the top three donations for 2018 coming from individuals, foundations and community groups.

UOW was successful in securing financial support from the Federal Department of Communications and the Arts to fund a number of Regional Journalism Scholarships in a bid to increase participation by regional and remote students undertaking journalism related courses and subsequent completion rates. The total value of this funding agreement is for \$105,600 to award four scholarships to regional or remote students to study a Bachelor of Journalism or a Bachelor of Communications and Media.

Since 2017, UOW realigned its media and corporate communications around the key themes underpinning its mission and purpose: discovery, learning, transformation, community and staff engagement.

Communicating the University's impact by enhancing and broadening public awareness of the quality and scope of UOW's activities and its relevance to society is crucial to enabling more partnerships, collaborations and interactions with industry, government and community stakeholders. An annual UOW media strategy was implemented that aims to promote research for its real-world impacts and profiles academics as experts contributing to shaping our society by involving them in current affairs discourse. In 2018, UOW had a positive impact communicating via traditional, digital and social media, as well as exploring new ways of telling stories in formats that are growing in popularity.

A key part of UOW's media engagement strategy throughout 2018 was to position itself as an end-to-end provider of media content. On several occasions, media packages were distributed that contained a media release and multimedia content such as press-quality photos, video interviews and overlay footage. This has enabled time-poor and resource-stretched media outlets, as well as those not located in the region, to pursue UOW stories with the content supplied.

A total of 443 media releases, news articles, opinion pieces and feature stories were published across UOW's newsroom (<http://media.uow.edu.au>) and *The Stand* (<http://stand.uow.edu.au/>) websites. These articles promoted research discoveries, profiled students, alumni and teaching staff, announced research or education initiatives, or contributed expert opinion from UOW academics into public debate.

The University received almost 50,000 (49,946) mentions on Australian and international websites and in Australian broadcast media in 2018, with overwhelmingly positive sentiment throughout the coverage. Notably, UOW's share of voice increased from 7.7% in 2017 to 22.7% in 2018, benchmarked

against key competitors in Western Sydney University (12.9%), University of New South Wales (20.7%), University of Sydney (36.6%) and Macquarie University (7.1%).

A key contributor to this increase in UOW's share of voice has been the introduction of a live TV link capability. Improvements were made to the University's existing studio to ensure it is capable of supporting live TV interviews with all major Australian and international news networks. During 2018, 20 interviews were conducted in the studio across ABC News 24, SBS, Sky News UK, Sky News Australia, Nine Network and TRT (a Turkish TV network). ABC News 24 has been the biggest user.

UOW's premium feature story website, *The Stand*, continued to provide compelling articles featuring researchers, teaching academics, students and alumni who are living the University's brand promise – people who have 'found their *Why*' and are transforming the world as they demonstrate their sense of purpose while pursuing their chosen fields. Page views were up 5.1% on 2017, reaching 145,340 in 2018.

In-house content creation was expanded with the launch of UOW's first podcast, *Can You Tell Me Why? Surprising Answers to Difficult Questions*. The eight-episode series, hosted by freelance journalist William Verity and UOW alumna Hannah Laxton-Koonce, showcased UOW researchers and experts, while making expertise available to the everyday listener via an increasingly popular medium. The podcast was a blend of youthful curiosity and evidence-based expertise, where students could ask the big questions about what matters to them and the hosts sought out experts with answers, or at least insights that leave them better informed. A total investment of \$10,000, staff time and \$5,000 in social advertising has resulted in almost 18,000 listens.

These innovations, alongside the development and implementation of the 'Wollongong Strong' brand, have been key to enhancing the visibility of our offerings and scholarly and economic impact achieved through global industry and community partnerships.

Donor Listing

The University of Wollongong is grateful to all those who have so generously supported our work in the past year. We warmly acknowledge all those listed and those who prefer to remain anonymous. The 2018 donor listing can be found online, via the following link: <http://uow.info/our-donors>

6.2 Grow our innovation ecosystem where staff, students and community have opportunities to start and build or work in industries for regional development.

UOW's business incubator iAccelerate received \$300,000 in state government funding to join a new Local Innovation Network program to boost regional innovation. iAccelerate continues to be the leading incubator in Australia based on the number of companies that have come through the program and the headline revenue that these companies have generated. iAccelerate resident companies generated revenue of over \$37 million in 2018.

The creation of opportunities for members of the community and for researchers and students to gain the experience that comes with being involved in startups is an important initiative. iAccelerate creates new pathways for research and innovation to have a greater impact in the community. Additionally, the program creates opportunities for collaboration, investment and faster growth of companies based in the Illawarra. The program includes startups associated with the Illawarra Retirement Trust amongst other community organisations.

The tech industry and startup sector has a well-documented gender imbalance, and iAccelerate is actively engaged in delivering deliberate gender balance within the innovation ecosystem. To this end, 75% of company founders and co-founders in the November 2018 cohort of the iAccelerate programs were female.

The Minister for Jobs and Innovation, Senator Michaelia Cash, announced \$382,000 in funding from Jobs for NSW and the Federal Incubator Support Program for the Bega Valley Innovation Hub (BVIH). The BVIH will be based at the UOW Bega Campus where it will provide the space and access to iAccelerate's education and support programs to help local people grow ideas into viable businesses. The Hub will host outreach programs, such as high school startup camps and education events to help local businesses understand how an innovation support system works, as a means to drive regional innovation. The BVIH aims to create 16 new businesses and more than 30 new jobs in its first two years of operation.

The South Western Sydney area is forecast to suffer a 'catastrophic' shortage of nursing staff by 2030; modelling forecasts that only 72,000 nurses and midwives will be available to fill approximately 80,000 positions. In 2018, UOW prepared to address this shortage by offering nursing degrees from 2019 at the SWS Campus. 2020 will see the establishment of the Western Sydney Nursing Education and Research Centre, dedicated to training the next generation of nurses to serve the area's growing population. The Graduate Medicine program continues its strong regional focus and encourages its graduates to practise in regional areas, addressing the program's priority of closing the gap on Indigenous health and social outcomes.

UOW has a commitment to the Great South West region and Liverpool will provide significant economic opportunities for the region by ensuring its brightest and best can remain in one of the largest and fastest growing urban areas in Australia. It is estimated that the new airport at Badgerys Creek will eventually support an additional 15,800 to 20,656 full-time jobs in the Liverpool area. UOW's vision for the SWS Campus to be home to over 7,000 students by 2030 will ensure that local graduates will be ready to embrace the opportunities that come with such a rapidly expanding region. The headcount at the Campus more than doubled from 2017 to 2018, to approximately 500. This is complimented by the announcement in 2018 that the NUW Alliance (UOW, University of Newcastle and University of NSW) in partnership with Western Sydney University will deliver a multiversity at the new airport complex at Badgerys' Creek.

Throughout 2018, faculties have continued to promote and identify partnering opportunities to stakeholders that benefit the community. For example, BUS has collaborated on research with Advantage Wollongong regarding skills leaving the region for employment. Within this Faculty, there has been further development of a research culture that celebrates, promotes and seeks opportunities for innovation in disciplinary and cross-disciplinary research. Meanwhile, LHA has embedded employability initiatives and programs into course offerings.

6.3 Seek to create and contribute to the uptake of disruptive technologies that have the potential to deliver major positive impact to our economy.

On the advent of the fourth industrial revolution, digital literacy and problem-solving skills are already essential for career success, and they will continue to grow more essential in the coming years. EIS demonstrated its efficacy in equipping students with these skills in October, when a team of students from the School of Computing and Information Technology won

the Australian IEEEExtreme 24-hour programming challenge and came 84th globally in a field of several thousand teams. This was the second year in a row that a team from UOW ranked highest in Australia in this challenge.

The SMART Infrastructure Facility brings together experts from a broad spectrum of fields and provides a state-of-the-art facility for transdisciplinary research to tackle infrastructure issues, with a focus on how infrastructure and social behaviour intersect to ensure more liveable cities and regions. Within the facility, the Digital Living Lab provides a test bed for new Internet of Things technologies, which will give rise to innovative solutions to challenges facing our community. A key project undertaken using the Digital Living Lab is the Smart Pedestrian Project in collaboration with Liverpool City Council, which commenced in 2018 and will conclude in March 2019. In this project, patterns of pedestrian movement and points of congestion are identified through intelligent, non-intrusive monitoring of pedestrian and vehicle movement to inform planning decisions. In September, it was announced that our Digital Living Lab won the Best Community Initiative Award for 2018 in the Committee for Sydney's Smart City Awards, with the Smart Pedestrian Project picking up the award for Best Local Government Initiative.

Plans are underway for a Health and Social Analytics Centre located within the National Institute for Applied Statistics Research Australia (NIASRA). This will be a collective endeavour among the SOC and SMAH Faculties and the School of Mathematics and Applied Statistics. The Centre is a major initiative in the development of health, social and medical statistics that aims to exploit large and complex databases to enhance health services' analytics capacity to significantly improve the health and wellbeing of people and communities.

In June, the four Councils in the Illawarra-Shoalhaven region endorsed a Smart Region Strategy. This strategy will be underpinned by UOW, with the SMART Infrastructure Facility leading several projects and helping to develop and commercialise other innovations. In 2018 the SMART Infrastructure Facility completed the development of and launched Vision Illawarra, a tool that uses publicly available data on the region's economy, demographics, transport and utility usage to project the region's needs and guide Council decision-making.

In 2018 EIS academics joined the NSW Smart Sensing Network (NSSN), with Deputy Vice-Chancellor (Research and Innovation) Professor Raper joining the members committee. The NSSN is comprised of six universities in NSW. Smart sensors will drive automation, artificial intelligence and robotics, changing the way we communicate, work, move and live. The NSSN aims to bring together expertise in academia, industry and government to develop a collaborative network that will deliver economic and social benefits for NSW.

6.4 Continue to offer our commercialisation partners easy access to our intellectual property to ensure our research outcomes reach end use and create impact.

In 2018, UOW built on its robust track record of research commercialisation, taking technology from the laboratory out to industry to the benefit of local communities and beyond.

Developed at UOW in 2013 as part of the Global Challenges Program, the Geldom, a tough and durable contraceptive that could help prevent unwanted pregnancies and the spread of sexually transmitted diseases, was, in August 2018, granted \$1 million as part of the NSW Government's Medical Devices Fund.

Also in August, the University hosted the inaugural Generator Lab as part of the Advantage SME initiative. UOW's in-house

industry matchmaker then helps businesses and researchers find their ideal partners so that research can be transformed into successful new products, services and capabilities. Generator Lab connects small to medium enterprises (SMEs) and big businesses with UOW researchers and other SMEs to expedite innovation through the use of disruptive technologies. Empirical research shows that businesses that engage in collaborative innovation with research organisations such as UOW are over three times as likely to report productivity increases when compared to non-innovating businesses. In 2018, Generator Lab connected two global companies—Komatsu and Hitachi—with regional SMEs and researchers. An important characteristic of Generator Lab is that all commercial rights for the intellectual property generated through the project will reside with the industry partners and not UOW. The project has been a success, with its reach already extended to Nowra and SMEs from South West Sydney encouraged to become involved.

Another direct application of research to the creation of an impactful product is the introduction of a renewable energy generation system, which includes six kilowatts of solar panels, a temporary lithium-ion battery pack and an energy management system to maximise energy efficiency at the Bondi pumping station. The project is led by energy storage researchers from UOW's Institute for Superconducting and Electronic Materials (ISEM), in collaboration with Sydney Water and manufacturing partners in China. Commissioning was completed on the project in October, with the Bondi pumping station chosen as a demonstration site for capturing, storing and using renewable energy against highly intermittent and impulse-heavy loads.

6.5 Work collaboratively with networks of global partners across a broad spectrum of UOW's activities to enhance our research and online course provision.

EIS has continued its expansion of international collaboration during the year, signing research agreements with two Chinese companies—Hesteel, and China Coal Technology and Engineering Group. Hesteel and UOW agreed to establish the Innovation Centre for Applied Technology with Hesteel committed to invest \$800,000 per year for research projects for the next five years. The Faculty is also engaged in partnership discussions with the Indian Institute of Science and the Manipal Academy of Higher Education (MAHE), and renewed its MOU with Beihang University. A new twinning agreement was reached with Henan University of Science and Technology (HUST), and twinning agreements with three separate Chinese universities have resulted in 82 students from these institutions enrolling at UOW in 2018.

In early 2018 an MOU was formalised between UOW and the Asia-Pacific Broadcasting Union (ABU) with a focus on podcasting; UOW academics will work with broadcasters to capture new and diverse audiences through a media form that remains an untapped resource for many non-Western nations. Academic staff will also collaborate with journalists on how to report on advocacy issues by developing guidelines on topics such as health, gender and climate change. The arrangement additionally presents opportunities for the ABU and UOW to explore multidisciplinary research collaborations.

Having been launched by the University in 2015, the Southern Manufacturing Innovation Group (SMIG) met three times in 2018. SMIG is an endeavour to engage UOW researchers with the Innovation and Commercial Research Division and local industry. The group represents more than 20 organisations and involves more than 40 researchers exploring possibilities,

exchanging ideas and identifying opportunities to tackle complex local problems with smart, far-reaching solutions.

Following the publication of a collaborative study in 2014, SOC has continued to build its partnership with the International Child Resource Institute (ICRI) in Nepal during 2018, as well as building a partnership with ICRI Kenya, with whom the Endeavour Group will interact. In addition, the Faculty has been investigating new research collaborations with Trinity College Dublin during the year, and has entered into new strategic partnerships with the University of Nairobi and Tribhuvan University.

The University continues to expand its operations in Asia. In October, the Pro Vice-Chancellor (South East Asia) attended the annual INTI Industry event in Malaysia, meeting corporate partners and learning of the impact of UOW programs in Malaysia; chiefly a 99% employment outcome for our INTI graduates.

The Vice-Chancellor led a trip to China in October following the completion of a China Strategy Paper by the Office of the Deputy Vice-Chancellor (Global Strategy). The visit further enhanced relations with strategic partners including universities, industries and government and covered other key activities including future student seminars and alumni events.

6.6 Understand and capitalise on the changing demands of our society arising from the expectations of those employing our graduates and from the dividends arising from trends in demography and ageing.

By 2050, the number of Australians aged 50+ will have increased by more than 80%, and in anticipation of this the University has continued to focus research on health and ageing. In particular, dementia research has become an area of growing strength, and in 2018, UOW researchers assisted clinical practitioners in Taiwan to develop the skills to address the issue of driving for people living with dementia. The collaboration began in 2017 with an MOU between UOW and the Taiwan Alzheimer's Disease Association, and in 2018 workshops were delivered using the Dementia and Driving Decision Aid (DDDA), a tool developed by aged-care specialists at UOW that guides and assists individuals to make informed and empowered decisions and minimise stress associated with forced decision-making.

Course reviews took place in 2018 to ensure that the University's academic course offerings are aligned to the needs of the marketplace. Specifically, the regional campuses have implemented changes to course delivery as recommended in the IRIS Research review that took place in 2017; SOC assessed the Master of Public Health, and LHA convened a Bachelor of Arts Working Group with a view to reforming the Bachelor of Arts course. The School of Humanities and Social Inquiry has worked to reform course offerings at both the undergraduate and postgraduate levels, improving the induction materials produced for incoming Discipline Leaders and collaborating with PODS to provide training courses for all Discipline Leaders in the School. Six members of staff undertook training, which comprised sessions on finance, strategies and planning, and understanding the roles and responsibilities of Discipline Leaders.

Financial Statements

Report by Members of the University Council

REVIEW OF OPERATIONS - 2018 - UNIVERSITY AND SUBSIDIARIES (CONSOLIDATED) FINANCIAL PERFORMANCE.

SCOPE OF THE FINANCIAL STATEMENTS

The financial statements for the year ended 31 December 2018 presented to the University Council have been prepared on a consolidated basis and include the results for the University of Wollongong and its subsidiary companies, which include:

- UOWD Ltd (UOWD),
- UOW Pulse Ltd

CONSOLIDATED OPERATING RESULT OVERVIEW

The headline operating result for 2018 for the Consolidated Group was a surplus of \$22M (including tax and discontinued operations), with results for the parent and subsidiaries shown below:

Table 1: Consolidated Operating Result 2018-2017

	2018	2017
Consolidated Operating (surplus)	22,106	84,974
Attributable to:		
University Parent (surplus)	7,839	67,715
Less: UOWD dividend included in income	(9,000)	(10,000)
	(1,161)	57,715
UOWD consolidated (surplus)*	23,739	24,671
UOW Pulse	(472)	(2,588)

The operating result for the Consolidated Group reflects steady growth in international student enrolments, strong research performance and close management of operating expenses. The UOWD subsidiary contributed strongly to the operating result in support of the Consolidated Group.

Key Highlights:

- Continued expansion of the South Western Sydney Liverpool campus,
- Consolidation of offshore activities, particularly for UOW's Hong Kong campus,
- Growth in international student fee revenue offset by subdued income from Government for domestic students, and
- Strong balance sheet and liquidity position, evidenced by maintenance of AA/A-1+ stable Standard and Poor's credit rating.

The headline and adjusted operating result for 2018 for the Consolidated Group is as follows:

Table 2: Consolidated headline and underlying result 2018-2017

	2018	2017
Operating Revenue	793,698	796,908
Operating Expenditure	771,592	711,934
Headline Operating Result	22,106	84,9740
Less:		
Capital Grants		
Commonwealth Government - Mind the Gap Project	(1,045)	(184)
Sale of surplus student accommodation		
Recognition of student accommodation emerging asset	(8,675)	(4,442)
Unrealised managed funds valuation movement	(4,170)	(20,318)
Gain on sale on trust rebalance and tax credits for long term investment portfolio	18,413	
Adjusted operating Result	26,629	60,030

ANALYSIS OF RESULTS FOR THE YEAR

CONSOLIDATED INCOME ANALYSIS

Income for 2018 totalled \$794M, a decrease of 0.4% on the prior year (\$797M).

Total income includes a component of the Commonwealth Government capital grant for the Mind the Gap project (\$1.0M) and the recognition of the emerging asset related to the student accommodation expansion project (\$4.2M).

Minor growth in total student tuition revenue of 1%, both onshore and offshore contributed to overall income growth.

Student tuition fees represented 69% of total income in 2018 (69% 2017), with research grants and contract research revenue contributing 16% (15% 2017).

Interest and dividend income has been affected by a change in accounting standards in 2018 (AASB9). Movements previously recognised in equity / reserves are now reflected in the income statement. Investment income fell by \$9m in 2018 and contributed 2% of total income (3% 2017).

A breakdown of key income sources is shown in figure 1.

Figure 1: Income by category 2018 (% of total)

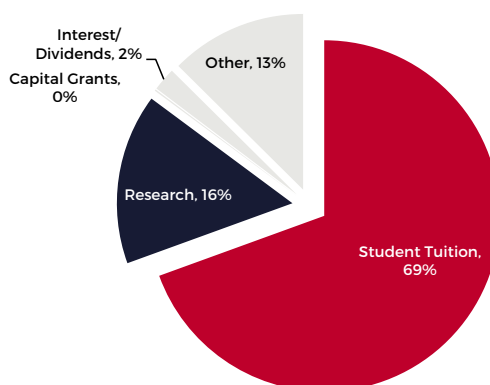
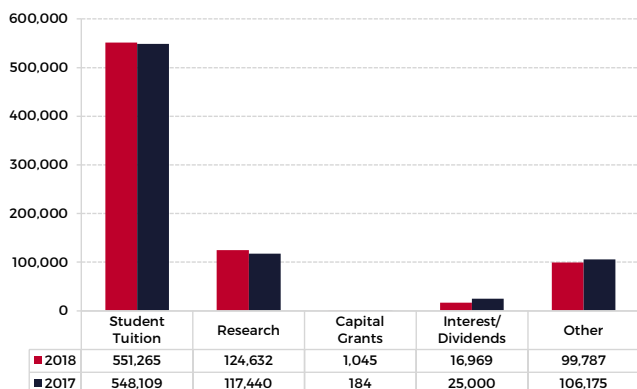


Figure 2: Year on year income sources 2017:2018 (\$'000)



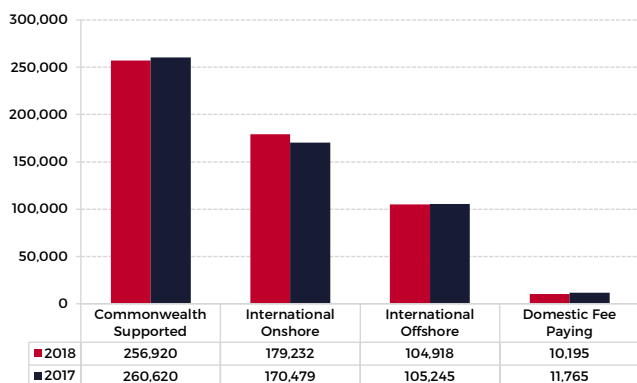
Student tuition fees generated a total of \$551M in 2018 compared to \$548M in 2017.

Revenue from Commonwealth supported students contributed \$257M, marginally below the result for 2017. Commonwealth student revenue for 2018 includes the Commonwealth Government's Commonwealth Grant Scheme caps which are planned to continue through 2020.

Revenue from international student tuition fees (onshore and offshore) recorded an increase of \$8M (3%) over 2017.

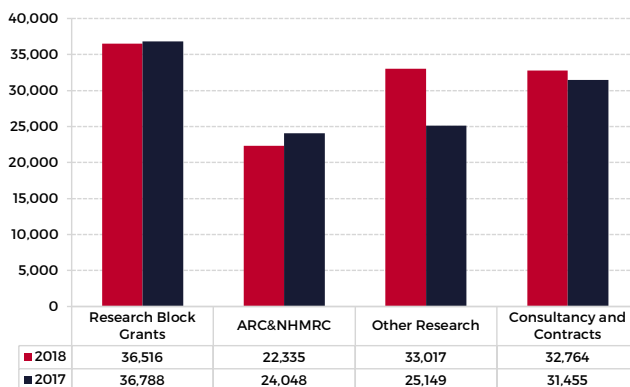
For the University parent, international onshore student enrolments recorded strong growth mainly in the Faculties of Engineering and Information Sciences and Science, Medicine and Health.

Figure 3: Year on Year student tuition fees 2017:2018 (\$'000)



Research related income, including Research Block Grants, was 6% higher overall in 2018 compared to 2017 with strong growth in Other Australian Government revenue.

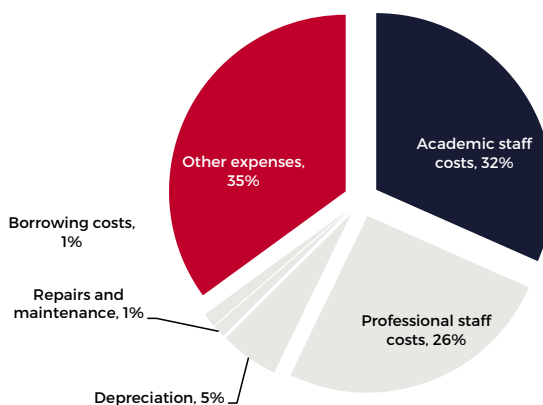
Figure 4: Year on Year research income categories 2017:2018 (\$'000)



CONSOLIDATED EXPENSE ANALYSIS

Operating expenditure for 2018 totalled \$772M (including tax), growing 8.4% over the prior year.

Figure 5: Expenditure by category 2018 (% of total)

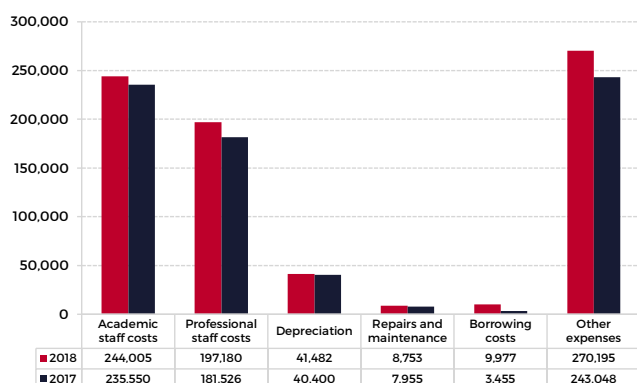


Employee expenses for the Consolidated Group grew 5.8% over the prior year (academic 3.6%, professional 8.6%) and totalled \$441M for 2018 (\$417M 2017). Employee expenses grew due to salary increases in accordance with awards and agreements, and in response to expansion of University operations.

Borrowing costs increased by \$6M in 2018 due to the 10 year medium term bond issued in December 2017. The level of debt maintained by the University is within the constraints of the finance strategy and the Standard and Poor's credit rating.

Other Expenses grew 11% over 2017. This included a variety of line items including utilities, cleaning, computer maintenance and software, student recruitment costs, advertising and marketing, space and equipment rental, expenses associated with additional retail activities, and scholarships. Contributions to third parties increased as a result of research activities and engagement with partner institutions.

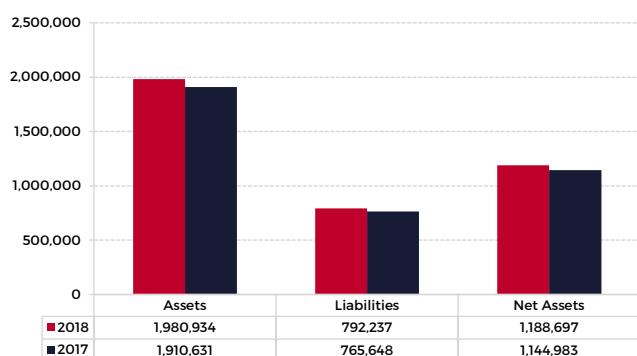
Figure 6: Year on Year expenditure 2017:2018 (\$'000)



CONSOLIDATED BALANCE SHEET

Net Assets for the consolidated entity grew \$44M (4%). Total assets grew \$70M (4%), and liabilities increased \$26M (3%).

Figure 7: Year on Year Assets and Liabilities (\$'000) 2017:2018



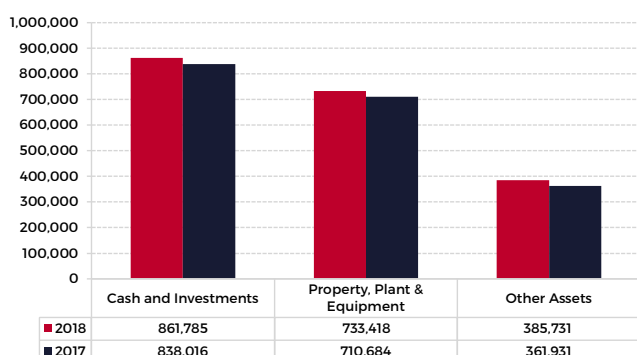
ASSETS

Overall assets increased \$70M (4%).

Cash and investments increased \$24M, mainly due to modest consolidated operating results.

The University continued to make significant investments in infrastructure during 2018, particularly for major projects including the Molecular Horizons Life Sciences project and the Social Science and Arts Western Building.

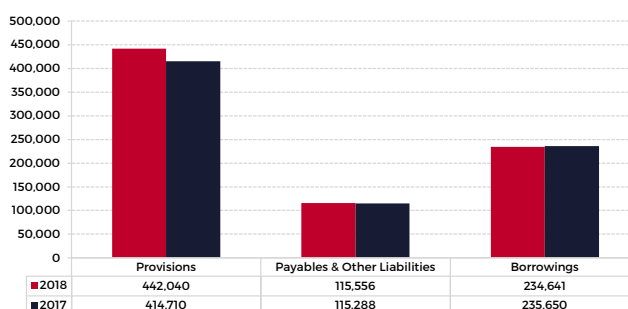
Figure 8: Year on Year Assets (\$'000) 2017:2018



LIABILITIES

Overall liabilities increased \$27M (3%). Provisions grew by 7% with growth in superannuation comprising the majority of this increase.

Figure 9: Year on Year Liabilities (\$'000) 2017:2018



UNIVERSITY PARENT ENTITY FINANCIAL PERFORMANCE

STRATEGIC PLAN INDICATORS

The following charts illustrate key performance indicators monitored by the University and reflect the measures identified in UOW's Core Finance Strategy. These indicators are applicable to the Parent Entity only.

HEADLINE AND ADJUSTED OPERATING RESULT

The Headline Operating Result for the University Parent for 2018 is a surplus of \$8M. Total Income was \$657M (\$660M 2017) and total Expenditure was \$650M (\$593M 2017).

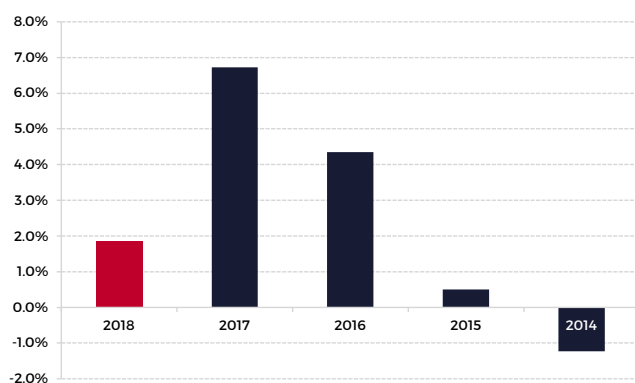
The Adjusted Operating Surplus measures the University's operating result excluding capital grants and abnormal items. The University uses Adjusted Operating Surplus as a key indicator of sustainability and plans for a surplus greater than 2%.

Table 3: Parent headline and underlying result 2017:2018

	2018	2017
Income	657,398	660,426
Less:		
Capital Grants	(1,045)	(184)
Sale of surplus student accommodation	(8,675)	(4,442)
Recognition of student accommodation emerging asset	(4,170)	(20,318)
Unrealised managed funds valuation movement	18,413	
Gain or loss on sale on trust rebalance and tax credits of long term investment portfolio		
Adjusted Income	661,535	635,482
Expenditure	649,559	592,711
Adjusted Operating Result	12,362	42,771
Adjusted Operating Result Ratio	1.9%	6.7%

The Adjusted Operating Surplus of \$12.4M for the Parent was slightly below the target of 2% of income excluding capital grants and abnormal items. Modest growth in teaching revenue (2.5%) and research block grants (3.1%) offset falls in other income categories whilst overall expenses rose 10%.

Figure 10: Adjusted Operating Result Ratio as percentage of revenue excluding capital grants and abnormal items 2014 to 2018



CAPITAL MANAGEMENT PLAN OPERATING FUNDS

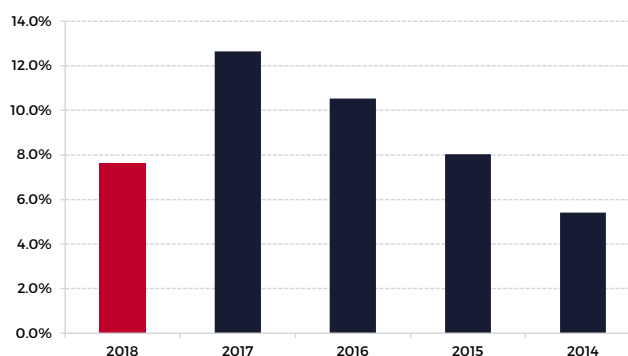
The Capital Management Plan Operating Funds ratio measures the ability to generate funds to support the Capital Management Plan. The measure excludes capital grants, abnormal items and depreciation from the Operating Result. The University plans for a ratio between 6% and 8%.

Table 4: Capital Management Plan Operating Funds 2017:2018

	2018	2017
Income	657,398	660,426
Less:		
Capital Grants	(1,045)	(184)
Sale of surplus student accommodation	(8,675)	(4,442)
Recognition of student accommodation emerging asset	(4,170)	(20,318)
Unrealised managed funds valuation movement	18,413	
Gain or loss on sale on trust rebalance and tax credits of long term investment portfolio		
Adjusted Income	661,921	635,482
Expenditure	649,559	592,711
Less:		
Depreciation	(38,024)	(37,574)
Adjusted Expenditure	611,535	555,137
Capital Management Plan Operating Funds	50,386	80,345
Capital Management Plan Operating Funds Ratio	7.6%	12.6%

The result for 2018 (7.6%) is within the target range and is a result of an operating surplus for the year.

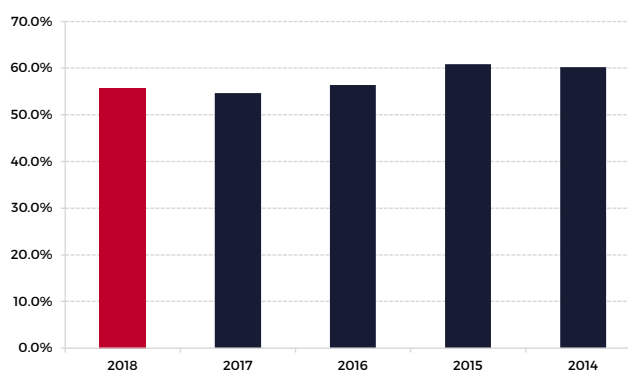
Figure 11: Capital Management Plan Operating Funds ratio 2014 to 2018



EMPLOYEE BENEFITS % OF ADJUSTED OPERATING INCOME RATIO

The Employee Benefits 56% of Adjusted Operating Income Ratio measures the percentage of employee expenses to Operating Income adjusted for Capital Grants and Abnormal Items. The ratio indicates the ability to fund employee costs. The University plans for a ratio of less than 57%.

Figure 12: Employee Benefits 56% of Adjusted Operating Income Ratio 2014 to 2018

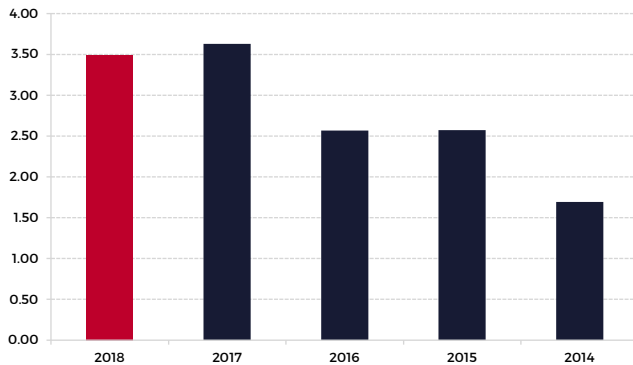


Employee Related expenses grew 6.3% in 2018 compared to 2017. This resulted in a ratio of 55.8% in 2018 compared to 54.7% in 2017. The ratio reflects the University's active management during recent years aimed at aligning growth in employee expenses to a sustainable level over the medium to longer term.

CURRENT RATIO

The current ratio for 2018 was 3.49:1, well above the target of 1.8, reflecting strong cash balances and a sound debt strategy. The ratio is expected to decrease over the near term as major capital projects are delivered.

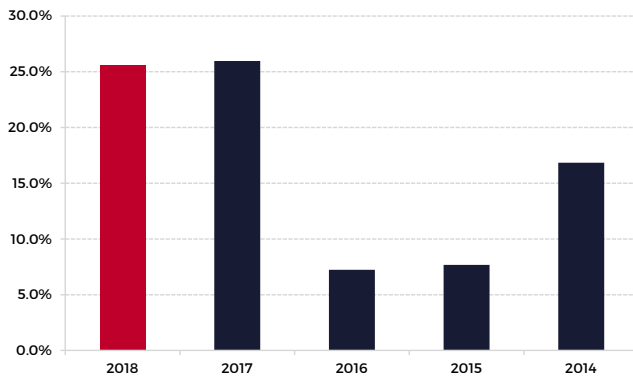
Figure 13: Current Ratio 2014 to 2018



DEBT TO EQUITY

The Debt to Equity ratio for 2018 was 25.6%, above the target of 20%. The ratio exceeded target due to the 10 year bond raised in December 2017. It is expected that the temporary spike in the ratio will fall back to within the target range over the planning period.

Figure 14: Debt to Equity Ratio 2013 to 2017



STANDARD AND POOR'S CREDIT RATING

The University has maintained its' AA/A-1+ stable Standard and Poor's credit rating, reinforcing the strength of the University's financial strategy, position and performance.

RESULT COMPARED TO BUDGET (PARENT)

The budget table has been prepared in accordance with NSW Treasury guidelines.

Table 5: Parent entity result compared to budget

	Budget \$'000	Actual Result \$'000
Income Statement		
Income from continuing operations	622,687	657,398
Expenditure from continuing operations	605,229	649,559
Operating result from continuing operations	17,458	7,839
Balance Sheet		
Current Assets	349,538	249,977
Non-Current Assets	1,335,025	1,419,563
Total Assets	1,684,563	1,669,540
Current Liabilities	194,903	173,125
Non-Current Liabilities	558,460	580,805
Total Liabilities	753,363	753,930
Net Assets	931,200	915,610
Cash Flow Statement		
Net cash provided by operating activities	46,058	42,586
Net cash used in investing activities	(128,649)	(225,745)
Net cash provided from financing activities	(1,000)	(851)
Net increase/(decrease) in cash and cash equivalents	(83,591)	(184,010)

The key differences between the 2018 result compared to original budget include:

- Modest teaching revenue growth and strong research revenue growth compared to budget,
- Strong growth in research related revenue,
- Expenditure growth generally in line with growing revenues,
- A modest increase in net assets, and
- Slower than planned capital expenditure.

RETURN ON INVESTMENTS

The 2018 fourth quarter drop in returns reduced the long term investment portfolio one-year return mark down to 0.2%. Subsequent returns in January and February of 2019 have largely erased those losses.

JANA

Sector Returns

Table 6: JANA Investment Portfolio Performance 2018

31 December 2018	Total Portfolio Allocation	Month Return	Quarter Return	1 Year Return	2 Year Return	3 Years Return	5 Years Return	10 Years Return
JANA	%	%	%	%	% p.a.	% p.a.	% p.a.	% p.a.
JANA Core Australian Share Trust	15.4	-0.7	-8.8	-2.5	4.8	6.8	6.3	9.7
JANA High Alpha Australian Share Trust	4.1	-1.0	-10.5	-4.8	4.6	6.7	7.6	11.2
JANA Small Caps Australian Share Trust	0.8	-3.4	-14.3	-7.4	4.6	5.5	5.7	-
JANA Enhanced Index Global Share Trust	5.8	-4.1	-11.4	0.8	-	-	-	-
JANA Enhanced Index Global Share Trust (Hgd)	1.8	-8.0	-13.8	-7.9	-	-	-	-
JANA High Alpha Global Share Trust	11.3	-3.2	-10.4	0.5	10.0	8.5	10.6	11.6
JANA High Alpha Global Share Trust (Hgd)	4.2	-6.9	-12.5	-7.4	8.4	7.9	-	-
JANA Emerging Markets Share Trust	1.6	0.0	-3.9	-7.0	11.3	11.7	7.4	8.2
JANA Global Property Trust	3.0	-6.3	-6.6	-5.4	3.4	4.3	8.3	13.2
Low Correlation Strategy Trust	4.8	2.0	1.8	2.3	2.6	2.3	3.7	-
All-Maturity Diversified Debt	14.8	0.6	0.7	2.7	3.1	3.4	4.1	6.0
Short-Maturity Diversified Debt	23.6	0.3	0.5	2.1	2.4	2.6	3.0	4.8
Antares Enhanced Cash Trust	8.9	0.2	0.5	2.2	2.4	2.4	2.6	3.7
Portfolio Returns								
Total Portfolio - Estimated Return		-1.1	-4.5	0.2	4.9	5.3	5.9	8.5

Index used for JANA investment returns benchmark

Asset Class	Market Index
Australian Equity	S&P/ASX 300 Accumulation Index
Small Caps Australian Equity	S&P/ASX Small Ordinaries
High Alpha Global Equity	MSCI AC World exAust (Net, AUD)
High Alpha Global Share Equity (Hedged)	MSCI AC World exAust (Net, Hedged in AUD)
Enhanced Index Global Equity	MSCI World exAust (Net, AUD)
Enhanced Index Global Equity (Hedged)	MSCI World exAust (Net, Hedged in AUD)
Emerging Markets Equity	MSCI Emerging Markets Index (Net, AUD)
Global Listed Property	EPRA/NAREIT Global Developed Index
Diversified Debt	Calculated using the portfolio's actual asset allocations to index returns of sub-asset classes
Enhanced Cash	Bloomberg Ausbond Bank Bill Index
Alternatives	Bloomberg Ausbond Bank Bill Index

MERCER

Sector Returns

Table 7: Mercer Investment Portfolio Performance 2018

	Total Portfolio Allocation	December Return	Quarter Return	1 Year**	
	%	B'mar k	B'mar k	Return p.a.	B'mar k p.a.
Diversified Alternatives Fund	15.0	0.3	1.0	-1.1	-1.3
Australian Sovereign Bond Fund	10.3	2.0	1.9	4.2	4.3
Global Absolute Return Bond Fund	25.1	0.2	0.2	0.0	1.9
Australian Inflation Linked Bond Fund	10.1	0.3	0.2	1.9	1.9
Global Credit Fund	14.8	1.2	1.2	0.8	1.0
Emerging Markets Debt Fund	14.6	5.0	5.1	-2.0	1.0
Cash Fund	10.2	0.2	0.2	1.3	1.3
Total Assets	100.0	1.3	1.4	0.4	1.3

**Quarter returns not yet available for Mercer. 1 year returns for Mercer are since inception. Placement of funds occurred April through to June 2018.

Index used for Mercer investment returns benchmark

Asset Class	Market Index
Diversified Alternatives	HFRI FOF: Market Defensive Index in \$AUD (hedged)
Australian Sovereign Bonds	Bloomberg AusBond Treasury Index 0+ (All Maturities)
Global Absolute Return Fund	Bloomberg AusBond Bank Bill Index plus 1%
Australian Inflation Plus	CPI+1%
Emerging Markets Debt	JP Morgan GBI-EM Global Diversified Index in A\$ (Unhedged)
Global Credit	60% Barclays Global Aggregate – Corporate Index in \$A (Unhedged) 40% Barclays Capital Global Aggregate ex Government ex Treasuries Index in \$A (Hedged)
Cash	Bloomberg AusBond Bank bill Index

PAYMENT OF ACCOUNTS

The payment of accounts table has been prepared in accordance with NSW Treasury guidelines.

Table 8: Details of payment of accounts

Quarter Ended	Mar-18	Jun-18	Sep-18	Dec-18
	\$'000	\$'000	\$'000	\$'000
Interest due to late payment	0	0	0	0
Value of accounts payable at month end				
Current	7,679	3,799	5,604	6,689
Between 30-60 days	250	425	510	309
Between 60-90 days	85	136	3	41
Between 90-120 days	400	(109)	(59)	(30)
Over 120 days	0	0	0	0
	8,414	4,251	6,058	7,009
Details of accounts paid on time				
	\$'000	\$'000	\$'000	\$'000
% paid on time	58%	59%	65%	68%
# paid on time	4,970	4,735	6,146	7,511
Total # of accounts paid	8,612	7,972	9,452	11,051

PRINCIPAL ACTIVITIES

Under the *University of Wollongong Act 1989* (NSW) (as amended), the object of the University is the promotion, within the limits of the University's resources, of scholarship, research, free enquiry, the interaction of research and teaching, and academic excellence. The University has the following principal functions for the promotion of its object.

- The provision of facilities for education and research of university standard.
- The encouragement of the dissemination, advancement, development and application of knowledge informed by free enquiry.
- The provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community.
- The participation in public discourse.
- The conferring of degrees, including those of bachelor, master and doctor, and the awarding of diplomas, certificates and other awards.
- The provision of teaching and learning that engage with advanced knowledge and enquiry.
- The development of governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the values and goals referred to in the functions set out in this subsection, and that are sufficient to ensure the integrity of the University's academic programs.

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

There were no significant changes in the State of Affairs of the University or any of its subsidiaries during and up to the date of this report that are not included elsewhere in the Annual Report and which require separate disclosure.

MATTERS SUBSEQUENT TO THE END OF THE YEAR

There are no matters subsequent to the end of the year that will impact materially on the University's financial position and which require disclosure.

LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

The likely developments in the operations and the expected results of those operations of the consolidated entity constituted by the University, and the entities it controls from time to time, are included within the Annual Report. There were no significant matters not finalised up to the date of this report that would impact on the interpretation of the financial statements.

INDEMNIFICATION AND INSURANCE OF OFFICERS

Unimutual was formed for the purpose of offering its members a commercially feasible alternative to insurance. Membership is available to universities, other educational or research institutions or entities associated with education or research or with education or research institutions that have more than 20 employees. Unimutual is a discretionary mutual and was established to provide its members with access to a facility for the management of financial risks that have been traditionally difficult to place at an affordable price in the insurance market.

The University provides a Management Liability Policy and Employee Practices Liability through Unimutual. The policies insure directors and officers, employees and the members for defence costs and legal liability incurred on account of claims and prosecutions against them in their role. The policies also insure directors and officers, employees and the members for representation costs in relation to investigations by regulators and other authorities.

The Management Liability Policy provides \$10,000,000 of cover for any one claim but limited to \$20,000,000 in the aggregate for the policy period. The Employee Practices Liability provides \$1,000,000 of cover. The combined premium for the policies is \$62,700 (including GST).

PROCEEDINGS ON BEHALF OF THE UNIVERSITY

There are no material proceedings against or on behalf of the University or its controlled entities.

GRANTS TO NON-GOVERNMENT COMMUNITY ORGANISATIONS

The University made the following grants (excl. GST) to community organisations in 2018:

Organisation	Grant	Purpose
Conservatorium of Music	\$128,000	Contribution towards operating expense
Illawarra Regional Information Service	\$170,297	Contribution to operations
Illawarra Academy of Sport	\$25,000	Collaboration and Contribution to operations

RISK MANAGEMENT AND INSURANCE

The Risk, Audit and Compliance Committee is a formally constituted committee of Council with particular responsibility to assist and advise Council in fulfilling its corporate governance and independent oversight responsibilities in relation to the University's management of risk, its internal control structure and its external reporting responsibilities.

In September 2012 the University adopted a structured and consistent approach to risk management at all levels across the University, consistent with the Risk Management Standard AS/NZS ISO 31000:2009 Risk management – Principles and guidelines.

The University holds a self-insurance license for workers compensation purposes. A liability for outstanding claims has been measured as the present value of expected future payments. The expected future payments include amounts in relation to unpaid reported claims and claims incurred but not reported. Reinsurance for occurrences in excess of \$500,000 has been obtained.

The University's Workplace Health and Safety Committee undertakes regular campus inspections and actively reports on safety in the workplace. The Committee meets regularly to ensure that awareness of safety and ergonomics is promoted throughout the University. Workplace Health and Safety performance is reported to every meeting of the University Council and to every meeting of the Risk, Audit and Compliance Committee.

The University has a range of insurance policies in place to cover property, general third party and product liability, directors' and officers' indemnity, professional indemnity, comprehensive motor vehicle, marine hull, marine cargo, voluntary workers, overseas travel for University officers and employees, business interruption and consequential loss, and student personal accidents. Property cover includes industrial special risk, burglary, fidelity guarantee, accidental damage, property in transit and machinery breakdown.

The majority of these policies are arranged through Unimutual Limited.

The University maintains a Governance and Legal Services Unit to actively risk assess its services and programs, and to ensure compliance with statutory requirements in respect to its commercial activities.

The Human Research Ethics Committee is accredited by National Guidelines. It protects the welfare and rights of participants involved in research. A secondary aim is to facilitate research of benefit to the wider community. The Committee's approval is necessary for research ranging from examination of records containing personal information, to anonymous surveys and medical intervention.

This report is made in accordance with a resolution of the members of the University of Wollongong Council.

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UNIVERSITY OF WOLLONGONG AUSTRALIA

University of Wollongong

Statement by Members of Council

31 December 2018

In accordance with a resolution of the Council of the University of Wollongong dated 12 April 2019 and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983 (NSW), we state that to the best of our knowledge and belief:

1. The financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983 (NSW)*, the *Public Finance and Audit Regulation 2015 (NSW)* and the Financial Statement Guidelines for Australian Higher Education Providers for the 2018 Reporting Period issued by the Australian Government Department of Education and Training.
2. The financial statements have been prepared in accordance with applicable Australian Accounting Standards and other mandatory professional reporting requirements in Australia.
3. We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

In addition, in accordance with a resolution of the Council of University of Wollongong dated 12 April 2019 we state that to the best of our knowledge and belief:

1. There are reasonable grounds to believe that the Group (the University of Wollongong and its subsidiaries) will be able to pay its debts as and when they fall due.
2. The amount of Australian Government financial assistance expended during the reporting period was for the purposes for which it was granted and the Group has complied with applicable legislation, contracts, agreements, and programme guidelines in making expenditure.
3. The University of Wollongong charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003 (Cth)* and the Administration Guidelines made under the Act. Revenue from the fee was spent strictly in accordance with the Act and only on services and amenities specified in subsection 19-38(4) of the Act.
4. The financial statements exhibit a true and fair view of the financial position and financial performance of the Group.

P Wellings CBE
Vice-Chancellor

R Ryan
Deputy Chancellor

Dated at the 12 day of April 2019

This page is unaudited.



INDEPENDENT AUDITOR'S REPORT

University of Wollongong

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of the University of Wollongong (the University), which comprise the Income Statement and the Statement of Comprehensive Income for the year ended 31 December 2018, the Statement of Financial Position as at 31 December 2018, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes comprising a Summary of significant accounting policies and other explanatory information, and the Statement by Members of Council of the University and the consolidated entity. The consolidated entity comprises the University and the entities it controlled at the year's end or from time to time during the financial year.

In my opinion, the financial statements:

- give a true and fair view of the financial position of the University and the consolidated entity, as at 31 December 2018, and of their financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015
- comply with the 'Financial Statement Guidelines for Australian Higher Education Providers for the 2018 Reporting Period' (the Guidelines), issued by the Australian Government Department of Education and Training, pursuant to the *Higher Education Support Act 2003*, the *Higher Education Funding Act 1988* and the *Australian Research Council Act 2001*.

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the University in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants' (APES 110).

I have fulfilled my other ethical responsibilities in accordance with APES 110.

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Other Information

Other information comprises the information included in the University's annual report for the year ended 31 December 2018, other than the financial statements and my Independent Auditor's Report thereon. The members of the Council of the University are responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Statement by Members of Council.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

University Council's Responsibilities for the Financial Statements

The Council is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the PF&A Act and the Guidelines, and for such internal control as the Council determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the University's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting except where the University will be dissolved by an Act of Parliament or otherwise cease operations.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf. The description forms part of my auditor's report.

My opinion does *not* provide assurance:

- that the University carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Dominika Ryan
Director, Financial Audit Services

15 April 2019
SYDNEY

INCOME STATEMENT

For the Year Ended 31 December 2018

	Note	Consolidated		Parent entity	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Income from continuing operations					
Australian Government financial assistance					
Australian Government grants	3	243,152	239,471	243,152	239,471
HELP - Australian Government payments	3	113,003	114,591	113,003	114,591
State and local government financial assistance	4	7,606	8,028	7,606	8,028
HECS-HELP - Student payments		8,339	8,986	8,339	8,986
Fees and charges	5	337,744	325,425	222,799	197,400
Investment revenue	6	16,969	25,000	14,997	33,041
Consultancy and contracts	7	32,764	31,455	32,795	31,472
Other revenue	8	34,121	28,640	14,707	12,125
Gains on disposal of assets ²		-	15,312	-	15,312
Total income from continuing operations		793,698	796,908	657,398	660,426
Expenses from continuing operations					
Employee related expenses	9	440,990	416,914	368,953	347,218
Depreciation and amortisation	10	41,482	40,400	38,024	37,574
Repairs and maintenance	11	8,753	7,955	8,110	7,185
Borrowing costs	12	9,977	3,455	9,920	3,397
Deferred superannuation expense	9/40	195	162	195	162
Other expenses	13	267,461	241,793	224,357	197,175
Total expenses from continuing operations		768,858	710,679	649,559	592,711
Income tax expense	14	(2,734)	(1,255)	-	-
Net result from continuing operations, after tax		22,106	84,974	7,839	67,715
Net result after income tax for the period		22,106	84,974	7,839	67,715
Net result attributable to:					
Members		22,106	84,974	7,839	67,715

² Gains or losses on disposal of assets should not both occur in the same financial period

STATEMENT OF COMPREHENSIVE INCOME

For the Year Ended 31 December 2018

	Note	Consolidated		Parent entity	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Net result after income tax for the period		22,106	84,974	7,839	67,715
Items that will be reclassified to profit or loss					
Gain / (loss) on value of available for sale financial assets, net of tax		2,010	(10,396)	2,010	(11,819)
Exchange differences on translation of foreign operations		20,012	(157)	-	-
Transfer from UOWCHK Ltd other reserves and retained earnings		-	1,963	-	-
Total		22,022	(8,590)	2,010	(11,819)
Items that will not be reclassified to profit or loss					
Net Actuarial losses / (gains) recognised in respect of defined benefits plans		(410)	356	(410)	356
Transfer to UOWCHK Ltd reserve from retained earnings		-	(10,643)	-	-
Forgiveness of debt to the University of Wollongong Recreation and Aquatic Centre Limited		-	(4,237)	-	-
Other minor movements		(4)	-	(4)	-
Total		(414)	(14,524)	(414)	356
Total other comprehensive income		21,608	(23,114)	1,596	(11,463)
Comprehensive result		43,714	61,860	9,435	56,252
Total comprehensive income attributable to:					
Members of the parent entity		43,714	61,860	9,435	56,252
Non-controlling interest		-	-	-	-
Total		43,714	61,860	9,435	56,252
Total comprehensive income attributable to members from:					
Continuing operations		43,714	61,860	9,435	56,252
Discontinued operations		-	-	-	-
Total		43,714	61,860	9,435	56,252

The above statement of comprehensive income should be read in conjunction with the accompanying notes

STATEMENT OF FINANCIAL POSITION

For the Year Ended 31 December 2018

	Note	Consolidated		Parent entity	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Assets					
Current assets					
Cash and cash equivalents	15	113,940	110,560	13,877	24,842
Receivables	16	27,389	30,902	27,806	26,804
Inventories	17	1,698	2,276	420	389
Other financial assets	18	216,820	390,096	199,820	373,096
Other non-financial assets	22	9,430	7,723	8,054	7,450
Total current assets		369,277	541,557	249,977	432,581
Non-current assets					
Receivables	16	343,835	318,788	343,835	318,788
Other financial assets	18	531,025	337,360	355,682	184,138
Property, plant and equipment	20	703,555	679,897	688,328	673,007
Investment properties	19	29,863	30,787	29,863	30,787
Intangible assets	21	2,968	1,658	1,445	701
Other non-financial assets	22	411	584	411	584
Total non-current assets		1,611,657	1,369,074	1,419,564	1,208,005
Total assets		1,980,934	1,910,631	1,669,541	1,640,586
Liabilities					
Current liabilities					
Trade and other payables	24	41,076	48,475	37,795	40,346
Borrowings	25	561	466	394	307
Current tax liabilities		(117)	726	-	-
Provisions	26	104,233	98,640	94,052	89,917
Other liabilities	27	56,915	52,559	40,885	38,891
Total current liabilities		202,668	200,866	173,126	169,461
Non-current liabilities					
Borrowings	25	234,080	235,184	233,928	234,866
Provisions	26	337,807	316,070	336,293	314,758
Deferred tax liabilities	23	7,098	4,853	-	-
Other liabilities	27	10,584	8,675	10,584	15,326
Total non-current liabilities		589,569	564,782	580,805	564,950
Total liabilities		792,237	765,648	753,931	734,411
Net assets		1,188,697	1,144,983	915,610	906,175
Equity					
Parent entity interest					
Reserves	28	209,778	187,725	-	(2,010)
Retained earnings	28	978,919	957,258	915,610	908,185
Parent interest		1,188,697	1,144,983	915,610	906,175
Total equity		1,188,697	1,144,983	915,610	906,175

The above statement of financial position should be read in conjunction with the accompanying notes

STATEMENT OF CHANGES IN EQUITY

For the Year Ended 31 December 2018

2018

	Note	Parent entity		
		Reserves	Retained	Total
		000's \$	earnings 000's \$	000's \$
Balance at 1 January 2018		(2,010)	908,185	906,175
Net result after income tax		-	7,839	7,839
Gain/(loss) on revaluation of available-for-sale financial assets	28	2,010	-	2,010
Remeasurements of Defined Benefit Plans	28	-	(410)	(410)
Other minor movements	28	-	(4)	(4)
Total comprehensive income		2,010	7,425	9,435
Balance at 31 December 2018		-	915,610	915,610

2017

	Note	Parent entity		
		Reserves	Retained	Total
		000's \$	earnings 000's \$	000's \$
Balance at 1 January 2017		9,809	840,114	849,923
Net result after income tax		-	67,715	67,715
Gain/(loss) on revaluation of available-for-sale financial assets		(11,819)	-	(11,819)
Remeasurements of Defined Benefit Plans	28	-	356	356
Total comprehensive income		(11,819)	68,071	56,252
Balance at 31 December 2017		(2,010)	908,185	906,175

The above statement of changes in equity should be read in conjunction with the accompanying notes

STATEMENT OF CHANGES IN EQUITY

For the Year Ended 31 December 2018

2018

	Note	Consolidated		
		Reserves	Retained	Total
		000's	earnings	000's
		\$	\$	\$
Balance at 1 January 2018		187,725	957,258	1,144,983
Net result after income tax		-	22,106	22,106
Gain/(loss) on revaluation of available-for-sale financial assets	28	2,010	-	2,010
Gain/(loss) on foreign exchange		20,012	-	20,012
Remeasurements of Defined Benefit Plans	28	-	(410)	(410)
Transfer from UOWCHK Ltd other reserves and retained earnings	28	9,349	(9,349)	-
Adjustment on early adoption of AASB9	28	(9,318)	9,318	-
Other minor movements	28	-	(4)	(4)
Total comprehensive income		22,053	21,661	43,714
Distributions to owners		-	-	-
Contributions from owners		-	-	-
Balance at 31 December 2018		209,778	978,919	1,188,697

2017

	Note	Consolidated		
		Reserves	Retained	Total
		000's	earnings	000's
		\$	\$	\$
Balance at 1 January 2017		196,315	886,808	1,083,123
Net result after income tax		-	84,974	84,974
Gain/(loss) on revaluation of available-for-sale financial assets		(10,396)	-	(10,396)
Gain/(loss) on foreign exchange		(157)	-	(157)
Remeasurements of Defined Benefit Plans	28	-	356	356
Transfer from UOWCHK Ltd other reserves and retained earnings		1,963	-	1,963
Transfer to UOWCHK Ltd reserve	28	-	(10,643)	(10,643)
Forgiveness of Debt to the University of Wollongong Recreation and Aquatic Centre	28	-	(4,237)	(4,237)
Total comprehensive income		(8,590)	70,450	61,860
Balance at 31 December 2017		187,725	957,258	1,144,983

The above statement of changes in equity should be read in conjunction with the accompanying notes

STATEMENT OF CASH FLOWS

For the Year Ended 31 December 2018

UNIVERSITY OF WOLLONGONG

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	Note	Consolidated		Parent entity	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Cash flows from operating activities:					
Australian Government Grants		356,155	354,062	356,155	354,062
OS-HELP (net)		(1,007)	1,316	(1,007)	1,316
State Government and Local Government Grants		7,606	8,028	7,606	8,028
HECS-HELP - Student payments		8,339	8,986	8,339	8,986
Receipts from student fees and other customers		355,210	325,296	233,920	202,261
Dividends received		3,370	4,947	10,470	14,947
Interest received		9,385	8,086	7,601	6,127
Other receipts		79,790	76,720	60,407	60,222
Payments to suppliers and employees (inclusive of GST)		(740,320)	(681,759)	(623,267)	(569,112)
Interest and other costs of finance		(9,977)	(3,455)	(9,920)	(3,397)
Income taxes paid		(3,577)	(831)	-	-
Net cash provided by/(used in) operating activities	37	64,974	101,396	50,304	83,440
Cash flows from investing activities:					
Proceeds from sale of property, plant and equipment		10,542	(124)	10,537	33
Proceeds from sale of financial assets		-	11,077	-	-
Interest received		2,647	-	2,392	-
Dividends received		12,947	11,967	12,947	11,967
Payment of subsidiary, net of cash acquired		-	(19,078)	-	-
Purchase of financial assets		(188,504)	(158,188)	(187,946)	(12,500)
Payments for Property, plant and equipment		(76,743)	(52,894)	(71,393)	(51,256)
Net cash provided by/(used in) investing activities		(239,111)	(207,240)	(233,463)	(51,756)
Cash flows from financing activities:					
Proceeds from borrowings		-	175,000	-	175,000
Repayment of borrowings		(1,009)	(1,482)	(851)	(1,374)
Net cash provided by/(used in) financing activities		(1,009)	173,518	(851)	173,626
Net increase/(decrease) in cash and cash equivalents		(175,146)	67,674	(184,010)	205,310
Cash and cash equivalents at beginning of year		500,656	433,006	397,938	192,652
Effects of exchange rate changes on cash and cash equivalents		5,250	(24)	(231)	(24)
Cash and cash equivalents at end of financial year	15	330,760	500,656	213,697	397,938
Financing arrangements	25				
Non-cash financing and investing activities					

The above statement of cash flows should be read in conjunction with the accompanying notes

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

1 Summary of significant accounting policies

The principal accounting policies adopted in the preparation of these financial statements is set out below. These policies have been consistently applied for all years reported unless otherwise stated. The financial statements include separate statements for University of Wollongong as the parent entity and the consolidated entity consisting of University of Wollongong and its subsidiaries.

The principal address of University of Wollongong is:

Northfields Avenue
Wollongong
NSW 2522

(a) Basis of preparation

The annual financial statements represent the audited general purpose financial statements of University of Wollongong. They have been prepared on an accrual basis and comply with the Australian Accounting Standards (AAS) and other authoritative pronouncements of the AAS Board.

University of Wollongong applies Tier 1 reporting requirements.

Additionally the statements have been prepared in accordance with following statutory requirements:

- *Higher Education Support Act 2003 (Financial Statement Guidelines)*
- *NSW Public Finance and Audit Act 1983 and Public Finance and Audit Regulation 2015*

University of Wollongong is a not-for-profit entity and these statements have been prepared on that basis. Some of the AAS requirements for not-for-profit entities are inconsistent with the IFRS requirements.

Date of authorisation for issue

The financial statements were authorised for issue by the Council members of University of Wollongong on 12 April 2019.

Historical cost convention

These financial statements have been prepared under the historical cost convention, except for debt and equity financial assets (including derivative financial instruments) that have been measured at fair value either through other comprehensive income or profit or loss, certain classes of property, plant and equipment and investment properties.

Critical accounting estimates

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University of Wollongong's accounting policies. The estimates and underlying assumptions are reviewed on an ongoing basis. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed below:

- (i) Provisions (note 26).
- (ii) Defined benefit plans (note 40).

(b) Basis of consolidation

(i) Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of University of Wollongong ("parent entity") as at 31 December 2018 and the results of all subsidiaries for the year then ended. University of Wollongong and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

Subsidiaries are all those entities (including structured entities) over which the Group has control. The Group has control over an investee when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Power over the investee exists when the Group has existing rights that give it current ability to direct the relevant activities of the investee. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Group controls another entity. Returns are not necessarily monetary and can be only positive, only negative, or both positive and negative.

Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are de-consolidated from the date control ceases.

Intercompany transactions, balances and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

Non-controlling interests in the results and equity of subsidiaries are shown separately in the consolidated statement of

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

comprehensive income, statement of financial position and statement of changes in equity respectively.

Loss of control of the subsidiary will result in derecognition of the assets and liabilities of the former subsidiary from the consolidated statement of financial position. Any investment retained in the former subsidiary is recognised and accounted for in accordance with the relevant Standards. The loss or gain associated with loss of control attributable to the former controlling interest is recognised.

(ii) Associates

Associates are all entities over which the Group has significant influence but not control. Investments in associates are accounted for in the parent entity financial statements using the cost method or the equity method, and in the consolidated financial statements using the equity method of accounting, after initially being recognised at cost. The Group's investment in associates includes goodwill (net of any accumulated impairment loss) identified on acquisition (refer to note 34).

The Group's share of its associates' post-acquisition profits or losses is recognised in the income statement, and its share of post-acquisition movements in reserves is recognised in reserves. The cumulative post-acquisition movements are adjusted against the carrying amount of the investment. Dividends receivable from associates are recognised in the parent entity's income statement, while in the consolidated financial statements they reduce the carrying amount of the investment.

Gains or losses resulting from 'upstream' and 'downstream' transactions, involving assets that do not constitute a business, are recognised in the parent's financial statements only to the extent of unrelated investors' interests in the associate or joint venture. Gains or losses resulting from the contribution of non-monetary assets in exchange for an equity interest are accounted for in the same method.

When the Group's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the Group does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

(iii) Joint arrangements

Under AASB 11 investments in joint arrangements are classified as either joint operations or joint ventures depending on the contractual rights and obligations each investor has, rather than the legal structure of the joint arrangement.

(iv) Joint operations

The Group's share of assets, liabilities, revenue and expenses of a joint operation have been incorporated into the financial statements under the appropriate headings. Details of the joint operation are set out in note .

(v) Joint ventures

The interest in a joint venture entity is accounted for in the consolidated financial statements using the equity method and is carried at cost by the parent entity. Under the equity method, the share of the profits or losses of the entity is recognised in the income statement, and the share of movements in reserves is recognised in reserves in the statement of comprehensive income and the statement of changes in equity. Details relating to the entity are set out in note .

(c) Foreign currency translation**(i) Functional and presentation currency**

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operations ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is the Group's functional and presentation currency.

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement. Foreign currency differences on qualifying cash flow hedges and qualifying net investment hedges in a foreign operation are accounted for by recognising the portion of the gain or loss determined to be an effective hedge in other comprehensive income and the ineffective portion in profit or loss.

If gains or losses on non-monetary items are recognised in other comprehensive income, translation gains or losses are also recognised in other comprehensive income. Similarly, if gains or losses on non-monetary items are recognised in profit or loss, translation gains or losses are also recognised in profit or loss.

(iii) Group companies

The results and financial position of all the Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities for each statement of financial position presented are translated at the closing rate at the end of the reporting period;

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

- income and expenses for each income statement are translated at average exchange rates (unless this is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the dates of the transactions); and
- all resulting exchange differences are recognised as a separate component of equity.

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other financial instruments designated as hedges of such investments, are accounted for by recognising the effective portion in other comprehensive income and the ineffective portion in the income statement. When a foreign operation is sold or any borrowings forming part of the net investment are repaid, the gain or loss relating to the effective portion of the hedge that has been recognised in other comprehensive income is reclassified from equity to the income statement as a reclassification adjustment.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign operations and translated at the closing rate.

(d) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances rebates and amounts collected on behalf of third parties.

The Group recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Group and specific criteria have been met for each of the Group's activities as described below. In some cases this may not be probable until consideration is received or an uncertainty is removed. The Group bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

Revenue is recognised for the major business activities as follows:

(i) Government grants

Grants from the Government are recognised at their fair value where the Group obtains control of the right to receive a grant, it is probable that economic benefits will flow to the Group and it can be reliably measured.

(ii) HELP payments

Revenue from HELP is categorised into those received from the Australian Government and those received directly from students. Revenue is recognised and measured in accordance with the above disclosure.

(iii) Student fees and charges

Fees and charges are recognised as income in the year of receipt, except to the extent that fees and charges relate to courses to be held in future periods. Such receipts (or portion thereof) are treated as income in advance in liabilities. Conversely, fees and charges relating to debtors are recognised as revenue in the year to which the prescribed course relates.

(iv) Royalties, trademarks and licences

Revenue from royalties, trademarks and licences is recognised as income when earned.

(v) Consultancy and Contracts / Fee for Service

Contract revenue is recognised in accordance with the percentage of completion method. The stage of completion is measured by reference to labour hours incurred to date as a percentage of estimated total labour hours for each contract.

Other human resources revenue is recognised when the service is provided.

(vi) Lease income

Lease income from operating leases is recognised in income on a straight-line basis over the lease term.

(e) Income tax

The parent entity, University of Wollongong is exempt from income tax under the provisions of Division 50 of the Income Tax Assessment Act 1997 (ITAA). For the tax paying entities of the group, the income tax expenses on revenue for the period is the tax payable on the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities and their carrying amounts in the financial statements and for unused tax losses.

(f) Leases

Leases of property, plant and equipment where the Group, as lessee, has substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other short-term and long-term payables. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the income statement over the lease period so as to produce

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases are depreciated over the shorter of the asset's useful life and the lease term.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 32). Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis over the period of the lease.

(g) Finance costs

Finance cost includes all interest-related expenses, other than those arising from financial assets at fair value through profit or loss.

(h) Business combinations

The acquisition method shall be applied to account for each business combination; this does not include a combination of entities or businesses under common control, the formation of a joint venture, or the acquisition of an asset or a group of assets. The acquisition method requires identification of the acquirer, determining the acquisition date and recognising and measuring the identifiable assets acquired, liabilities assumed, any goodwill or gain from a bargain purchase and any non-controlling interest in the acquiree that are present ownership interests and entitle their holders to a proportionate share of the entity's net assets in the event of liquidation. Identifiable assets acquired, liabilities assumed and any non-controlling interest in the acquiree shall be recognised separately from goodwill as of the acquisition date.

Intangible assets acquired in a business combination are recognised separately from goodwill if they are separable, but only together with a related contract, identifiable asset or liability.

Acquisition related costs are expensed in the periods in which they are incurred with the exception of costs to issue debt or equity securities, which are recognised in accordance with AASB132 and AASB139.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Measurement of any non-controlling interest in the acquiree is at fair value or the present ownership instruments' proportionate share in the recognised amounts of the acquiree's identifiable net assets. All other components of non-controlling interests shall be measured at their acquisition-date fair values, unless another measurement basis is required by Australian Accounting Standards. Contingent liabilities assumed are recognised as part of the acquisition if there is a present obligation arising from past events and the fair value can be reliably measured. The excess at the acquisition date of the aggregate of the consideration transferred, the amount of any non-controlling interest and any previously held equity interest in the acquiree, over the net amounts of identifiable assets acquired and liabilities assumed is recognised as goodwill (refer to 1(q)). If the cost of acquisition is less than the fair value of the identifiable net assets of the subsidiary acquired, the difference is recognised directly in the income statement of the acquirer, but only after a reassessment of the identification and measurement of the net assets acquired.

Consideration transferred in a business combination shall be measured at fair value. Where the business combination is achieved in stages, the Group shall remeasure previously held equity interest in the acquiree at its acquisition date fair value and recognise the resulting gain or loss in profit or loss.

(i) Impairment of assets

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

(j) Cash and cash equivalents

For statement of cash flows presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

(k) Trade receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Trade receivables are due for settlement no more than 120 days from the date of recognition for related parties, and no more than 30 days for other debtors.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for impairment of receivables is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. Cash flows relating to short-term receivable are not discounted if the effect of discounting is immaterial. The amount of the provision is recognised in the income statement.

(l) Inventories**(i) Raw materials and stores, work in progress and finished goods**

Raw materials and stores, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity. Costs are assigned to individual items of inventory on the basis of weighted average costs. Costs of purchased inventory are determined after deducting rebates and discounts. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

(ii) Construction work in progress

Construction work in progress is stated at the aggregate of contract costs incurred to date plus recognised profits less recognised losses and progress billings. If there are contracts where progress billings exceed the aggregate costs incurred plus profits less losses, the net amounts are presented under other liabilities.

Contract costs include all costs directly related to specific contracts, costs that are specifically chargeable to the customer under the terms of the contract and costs that are attributable to contract activity in general and can be allocated to the contract.

(m) Non-current assets (or disposal groups) held for sale and discontinued operations

Non-current assets (or disposal groups) are classified as held for sale and stated at the lower of their carrying amount and fair value less costs of disposal, if their carrying amount will be recovered principally through a sale transaction rather than through continuing use.

An impairment loss is recognised for any initial or subsequent write down of the asset (or disposal group) to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset (or disposal group), but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset (or disposal group) is recognised at the date of derecognition.

Non-current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as held for sale. Interest and other expenses attributable to the liabilities of a disposal group classified as held for sale continue to be recognised.

Non-current assets classified as held for sale and the assets of a disposal group classified as held for sale are presented separately from the other assets in the statement of financial position. The liabilities of a disposal group classified as held for sale are presented separately from other liabilities in the statement of financial position.

(n) Fair value measurement

The fair value of assets and liabilities must be measured for recognition and disclosure purposes.

The Group classifies fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements.

The fair value of assets or liabilities traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices for identical assets or liabilities at the end of the reporting period (Level 1). The quoted market price used for assets held by the Group is the most representative of fair value in the circumstances within the bid-ask spread.

The fair value of assets or liabilities that are not traded in an active market (for example, over-the-counter-derivatives) is determined using valuation techniques. The Group uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Quoted market prices or dealer quotes for similar instruments (Level 2) are used for long-term debt instruments held. Other techniques that are not based on observable market data (Level 3), such as estimated discounted cash flows, are used to determine fair value for the remaining assets and liabilities. The fair value of interest-rate swaps is calculated as the present value of the estimated future cash flows. The fair value of forward exchange contracts is determined using forward exchange market rates at the end of the reporting period. The level in the fair value hierarchy is determined on the basis of the lowest level input that is significant to the fair value measurement in its entirety.

Fair value measurement of non-financial assets is based on the highest and best use of the asset. The Group considers market participants use of, or purchase price of the asset, to use it in a manner that would be highest and best use.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short-term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar

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financial instruments.

(o) Property, plant and equipment

Items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation (see below) and impairment losses – refer to note 1(i).

Subsequent costs are included in the asset’s carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Certain items of property, plant and equipment that had been revalued to fair value on or prior to 1 January 2004, the date of transition to Australian Accounting Standards - AIFRSs are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Under the Group’s assets policy, some building improvements are not recognised as assets and are expensed in the period they occur. Under the University’s practice, if a building improvement does not increase the floor area and capacity, then it is improbable that future economic benefits will be increased and the costs are expensed.

The following summarises the differences in accounting policies for property plant and equipment among the Group:

Capitalisation threshold:

The University’s policy is to capitalise purchases of land, buildings, infrastructure, library collection, works of art, motor vehicles, computer and other equipment over \$5,000, as part of a business combination.

Parent

- University of Wollongong >\$5,000, furniture is not capitalised

Subsidiaries

- UOWD >\$300

- UOW Pulse >\$5,000

- URAC > \$5,000

The Group has assessed the differences in the accounting treatment and consider any differences to be immaterial.

Land and works of art are not depreciated. Depreciation on other assets is calculated using the straight line method to allocate their cost or amounts, net of their residual values, over their estimated useful lives, as follows:

Buildings	10 to 40 years
Motor Vehicles	5 years
Computer Equipment	3 to 8 years
Leasehold Improvements	The lesser of 10 years and the life of the lease
Infrastructure	3 to 24 years
Other property, plant and equipment	3 to 15 years
Library Collections	1 to 10 years

The library holdings are reviewed every year to account for additions and disposals. The result is the library holdings are depreciated between one and ten years.

The assets’ useful lives and residual values are reviewed, and adjusted if appropriate, at each statement of financial position date.

An asset’s carrying amount is written down immediately to its recoverable amount if the asset’s carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

(p) Investment property

Investment properties are initially recognised at cost. Costs incurred subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed performance of the asset will flow to the Group. Where an investment property is acquired at no cost or for nominal consideration, its cost shall be deemed to be its fair value, as at the date of acquisition.

Rental revenue from the leasing of investment properties is recognised in the income statement in the periods in which it

NOTES TO THE FINANCIAL STATEMENTS

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is receivable, as this represents the pattern of service rendered through the provision of the properties.

(q) Intangible assets**(i) Research**

Expenditure on research activities is recognised in the income statement as an expense, when it is incurred.

(ii) Development

Development expenditures on an individual project are recognised as an intangible asset when the Group can demonstrate:

- (a) The technical feasibility of completing the intangible asset so that the asset will be available for use or sale
- (b) Its intention to complete and its ability and intention to use or sell the asset
- (c) How the asset will generate future economic benefits
- (d) The availability of resources to complete the asset
- (e) The ability to measure reliably the expenditure during development

Following initial recognition of the development expenditure as an asset, the asset is carried at cost less any accumulated amortisation and accumulated impairment losses. Amortisation of the asset begins when development is complete and the asset is available for use. It is amortised over the period of expected future benefit. Amortisation is recorded in profit or loss. During the period of development, the asset is tested for impairment annually

(iii) Goodwill

Goodwill represents the excess of the aggregate of the fair value measurement of consideration transferred in an acquisition, the amount of any non-controlling interest and any previously held equity interest in the acquiree, over the fair value of the Group's share of the net identifiable assets of the acquiree at the date of acquisition. Goodwill on acquisitions of subsidiaries is included in intangible assets. Goodwill on acquisitions of associates is included in investments in associates. Goodwill is not amortised, instead it is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

(iii) Trademarks and licences

Trademarks and licences have a finite useful life and are carried at cost less accumulated amortisation and impairment losses. Amortisation is calculated using the straight-line method to allocate the cost of trademarks and licences over their estimated useful lives, which vary from three to five years.

(iv) Computer software

Internal-use software is capitalised only when the amounts are greater than the Group's capitalisation threshold and they satisfy the conditions for capitalisation. Internal-use software is recognised at cost and amortised at between 20% and 33% per annum.

(r) Trade and other payables

These amounts represent liabilities for goods and services provided to the Group prior to the end of the financial year, which are unpaid. The amounts are unsecured and are usually paid within 120 days for related parties and 30 days for other creditors.

(s) Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the income statement over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities, which are not an incremental cost relating to the actual draw-down of the facility, are recognised as prepayments and amortised on a straight-line basis over the term of the facility.

Preference shares, which are mandatorily redeemable on a specific date, are classified as liabilities. The dividends paid on these preference shares are recognised in the income statement as borrowing costs.

The fair value of the liability portion of a convertible bond is determined using a market interest rate for an equivalent non-convertible bond. This amount is recorded as a liability on an amortised cost basis until extinguished on conversion or maturity of the bonds. The remainder of the proceeds is allocated to the conversion option. This is recognised and included in shareholders' equity, net of income tax effects.

Borrowings are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in other income or other expenses.

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Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period and does not expect to settle the liability for at least 12 months after the end of the reporting period.

(t) Borrowing costs

Borrowing costs incurred for the construction of any qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed.

Finance charges in respect of finance leases, and exchange differences arising from foreign currency borrowings to the extent that they are regarded as an adjustment to interest costs are included in the definition of borrowing costs.

(u) Provisions

Provisions for legal claims and service warranties are recognised when: the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated.

Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the end of the reporting period. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as a finance cost.

(v) Employee benefits**(i) Short-term obligations**

Liabilities for short-term employee benefits including wages and salaries, non-monetary benefits and profit-sharing bonuses are measured at the amount expected to be paid when the liability is settled, if it is expected to be settled wholly before 12 months after the end of the reporting period, and is recognised in other payables. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates payable.

(ii) Other long-term obligations

The liability for other long-term employee benefits such as annual leave, accumulating sick leave and long service leave is recognised in current provisions for employee benefits if it is expected to be settled wholly before 12 months after the end of the reporting period.

It is measured at the present value expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability.

(iii) Retirement benefit obligations

All employees of the Group are entitled to benefits on retirement, disability or death from the Group's superannuation plan. The Group has a defined benefit section and a defined contribution section within its plan. The defined benefit section provides defined lump sum benefits based on years of service and final average salary. The defined contribution section receives fixed contributions from the Group and the Group's legal or constructive obligation is limited to these contributions. The employees of the parent entity are all members of the defined contribution section of the Group's plan.

A liability or asset in respect of defined benefit superannuation plans is recognised in the statement of financial position, and is measured as the present value of the defined benefit obligation at the reporting date less the fair value of the superannuation fund's assets at that date. The present value of the defined benefit obligation is based on expected future payments which arise from membership of the fund to the reporting date, calculated annually by independent actuaries using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, directly in other comprehensive income. They are included in the retained

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earnings in the statement of changes in equity and in the statement of financial position.

Past service costs are recognised in profit or loss at the earlier of the following dates.

a) when the plan amendment or curtailment occurs; and

b) when the entity recognises related restructuring costs or termination benefits

Contributions to the defined contributions section of University of Wollongong's superannuation fund and other independent defined contribution superannuation funds are recognised as an expense as they become payable.

(iv) Deferred government benefit for superannuation

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education and Training, the effects of the unfunded superannuation liabilities of University of Wollongong and its controlled entities were recorded in the income statement and the statement of financial position for the first time in 1998. The prior years' practice had been to disclose liabilities by way of a note to the financial statements.

The unfunded liabilities recorded in the statement of financial position under Provisions have been determined by Mercer for State Authorities Superannuation Scheme (SASS), State Superannuation Scheme (SSS) and State Authorities Non-contributory Superannuation Scheme (SANCS) and ALEA Actuarial Consulting Pty Ltd for the Professorial Superannuation Fund. For principal assumptions used in the actuarial valuations (refer to note 40).

Deferred government benefits for superannuation are the amounts recognised as reimbursement rights as they are the amounts expected to be received from the Australian Government for the emerging costs of the superannuation funds for the life of the liability.

(v) Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. The Group recognises the expense and liability for termination benefits either when it can no longer withdraw the offer of those benefits or when it has recognised costs for restructuring within the scope of AASB 137 that involves the payment of termination benefits. The expense and liability are recognised when the Group is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

Termination benefits are measured on initial recognition and subsequent changes are measured and recognised in accordance with the nature of the employee benefit. Benefits expected to be settled wholly within 12 months are measured at the undiscounted amount expected to be paid. Benefits not expected to be settled wholly before 12 months after the end of the reporting period are discounted to present value.

(vi) Workers compensation

The Group has determined to self-insure for workers compensation. A provision for self-insurance has been made to recognise outstanding claims, the amount of which is detailed in note 26.

The provision for workers compensation was determined by David A Zaman Pty Ltd on 7 January 2019. Key assumptions made in the report are:

- Underlying risk premium rate for future periods is 0.16% (in current values);
- Payroll for the 12 months ending 31 December 2019 was taken to be \$353m pa. for the parent entity. This payroll estimate was provided to the actuary in November 2018 and is based on a 2018 payroll forecast increased by a 2.5% salary escalation.

As a self-insurer, the Group sets a notional annual premium, which is charged on in-service salaries. Costs of workers' compensation claims, claims administration expenses and actuarially assessed increases/decreases in the provision for outstanding claims liability are met from the notional premium. The outstanding claims liability includes incidents incurred but not reported as assessed actuarially. The Group contributes to the WorkCover authorities for its general fund, dust and diseases fund, insurers guarantee fund, and disaster insurance premiums. It is also a requirement of the licence that the Group maintain a provision for each fund in respect of outstanding claims liability as at 31 December each year.

(vii) Long service leave

The liability for long service leave (LSL) is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

For the parent entity, the provision for LSL was assessed by PricewaterhouseCoopers for the year ending 31 December 2017. The shorthand method based on this assessment has been used for the year ending 31 December 2018. The

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assumptions underlying the actuarial assessment used to calculate the long service leave provision include:

- Salary inflation rate per annum 4.0% (2017: 4.0%)
- Discount rate 2.0% (2017: 2.4%)
- Proportion of leave taken in service 12% per annum (2017: 12%)

(w) Rounding of amounts

Amounts have been rounded off to the nearest thousand dollars.

(x) Web site costs

Costs in relation to web sites controlled by a subsidiary arising from development are recognised as an intangible asset if, and only if, in addition to complying with the general requirements described in AASB 138.21 for recognition and initial measurement, the subsidiary can satisfy the requirements in AASB 138.57. When these criteria cannot be satisfied, all expenditure on developing such a web site shall be recognised as an expense when incurred. Expenditure on start-up activities is recognised as an expense when incurred.

(y) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case, it is recognised as part of the cost acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

(z) Comparative amounts

Where necessary, comparative information has been reclassified to enhance comparability in respect of changes in presentation adopted in the current year.

(aa) Public Private Partnerships (PPP)

The University of Wollongong has entered into a PPP with the private sector in relation to the construction, refurbishment, operation and maintenance of new and existing student accommodation for a period of 39 years. Each individual PPP is accounted for in accordance with its substance and economic reality, and not merely its legal form.

Where asset risk, first loss in relation to occupancy risk and the risk of financial loss to the University of Wollongong is considered to be remote, the risks and rewards of ownership in relation to the student accommodation assets are considered to have been transferred to the PPP company and consequently the accommodation asset is derecognised and a gain or loss is recognised in the income statement.

Management makes an estimate of the future value of the new accommodation assets constructed during the term of the agreement and the transfer of those assets to the University of Wollongong at the end of the agreement is accounted for as an emerging asset. Emerging assets are recognised incrementally over the lease period using an annuity approach which reflects the expected written down replacement cost of the student accommodation to be transferred at the end of the arrangement.

Under this agreement and commencing from the 2015 year:

- The University will not disclose student accommodation revenue.
- The University will recognise as income operational service payments for providing operational activities under the service level agreement.

(ab) Occupancy Contribution and Leasehold Improvements

The occupancy contribution was historically recognised as a prepaid rent between UOW Pulse and the parent entity. The transactions in nature were improvements paid for by UOW Pulse to the buildings UOW Pulse occupied belonging to the parent entity.

On this basis the transactions are in nature leasehold improvements and have been recognised by UOW Pulse and the parent entity as Leasehold Improvements from 1 January 2018. UOW Pulse has full ownership and control of these improvements, whilst the parent retains ownership of the base assets. In 2018 UOW Pulse has paid a rent to the parent entity.

The impact of this change for UOW Pulse:

- Reclassification of the Occupancy Contribution to Leasehold Improvements from 1 January 2018

The impact for this change for the parent entity:

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For the Year Ended 31 December 2018

- Derecognition of the improvements made by UOW Pulse which were previously reported in the Parent's Property, Plant and Equipment from 1 January 2018
- Derecognition of the Contribution to Occupancy liability from 1 January 2018
- Ownership of the Leasehold Improvements are with UOW Pulse

The change in classification and recognition has nil impact on Net Assets and Liabilities for UOW Pulse, the UOW Parent Entity and the Consolidated Entity.

(ac) New Accounting Standards and Interpretations

The following standards have been issued but are not mandatory for 31 December 2018 reporting periods. The University of Wollongong has elected not to early adopt any of these standards. The University of Wollongong's assessment of the impact of these new Standards and Interpretations is set out below:

Standard	Application date
AASB2014-5	1 Jan 2019 (early adoption not permitted by the department)
AASB2016-8	1 Jan 2019 (early adoption not permitted)
AASB2017-1	1 Jan 2019 (early adoption permitted)
AASB2017-4	1 Jan 2019 (early adoption permitted)
AASB15	1 Jan 2019 (early adoption not permitted by the department)
AASB16	1 Jan 2019 (early adoption not permitted by the department)
AASB17	1 Jan 2021 (early adoption not permitted by the department)
AASB1058	1 Jan 2019 (early adoption not permitted by the department)
AASB1059	1 Jan 2020 (early adoption not permitted by the department)
Interpretation 23	1 January 2019 [early adoption permitted]
Revised Conceptual Framework	Not yet issued by the AASB
AASB 2017-5	1 Jan 2019 [early adoption permitted]
AASB 2017-6	1 Jan 2019 [early adoption permitted]
AASB 2017-7	1 Jan 2019 [early adoption permitted]
AASB 2018-1	1 Jan 2019 [early adoption permitted]
AASB 2018-2	1 Jan 2019 [early adoption permitted]
AASB 2018-3	1 Jan 2019 [early adoption not permitted by the department]
AASB 2018-4	1 Jan 2019 [early adoption not permitted by the department]

The above standards are assessed as not to have a significant impact on the financial statements, except for AASB 16 and AASB 15 which are explained further in Note 1(ad)(ii).

In addition, at the date of authorisation of the financial statements the following IASB Standards and IFRIC Interpretations were on issue but not yet effective, but for which Australian equivalent Standards and Interpretations have not yet been issued:

Amendments to References to the Conceptual Framework in IFRS Standards – 1 January 2020.

(ad) Initial application of AAS

Adoption of AASB9 and Interpretation 22 is made in accordance with the transitional provisions. The nature and effect of the changes as a result of adoption of these new accounting standards and interpretations are described below.

(i) AASB 9 Financial Instruments

AASB9 Financial Instruments replaces AASB139 Financial Instruments: Recognition and Measurement for annual periods beginning on or after 1 January 2018, bringing together all three aspects of the accounting for financial instruments: classification and measurement; impairment; and hedge accounting.

The Group applied AASB9 retrospectively, with an initial application date of 1 January 2018. The Group has not restated the comparative information, which continues to be reported under AASB139. Differences arising from the adoption of AASB9 have been recognised directly in retained earnings and other components of equity.

The nature and effect of the changes as a result of adoption of AASB9 are described as follows:

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		Consolidated	Parent entity
		1 January 2018	1 January 2018
		000's	000's
	Ref. adjustments	\$	\$
Classification and measurement	(i)	199,838	184,138

Where the Group has applied AASB9 retrospectively, with an initial application date of 1 January 2018. The Group has not restated the comparative information, which continues to be reported under AASB139. Differences arising from the adoption of AASB9 have been recognised directly in retained earnings and other components of equity.

The nature and effect of the changes as a result of adoption of AASB9 are described as follows:

		Consolidated	Parent entity
		1 January 2018	1 January 2018
		000's	000's
	Ref. adjustments	\$	\$
Assets			
Other financial assets designated at fair value through profit or loss		7,308	(2,010)
Total assets		7,308	(2,010)
Total adjustments on equity			
Retained earnings	(i)	(7,308)	2,010

The nature of these adjustments are described below:

(i) Classification and measurement

Under AASB9, debt instruments are subsequently measured at fair value through profit or loss, amortised cost, or fair value through OCI. The classification is based on two criteria: the Group's business model for managing the assets; and whether the instruments' contractual cash flows represent 'solely payments of principal and interest' on the principal amount outstanding.

The assessment of the Group's business model was made as of the date of initial application, 1 January 2018. The assessment of whether contractual cash flows on debt instruments are solely comprised of principal and interest was made based on the facts and circumstances as at the initial recognition of the assets. The classification and measurement requirements of AASB9 did not have a significant impact to the Group. The Group continued measuring at fair value all financial assets previously held at fair value under AASB139.

The following are the changes in the classification of the Group's financial assets:

- (a) Trade receivables and Other non-current financial assets (i.e., Loan to an associate and Loan to a director) classified as Loans and receivables as at 31 December 2017 are held to collect contractual cash flows and give rise to cash flows representing solely payments of principal and interest. These are classified and measured as Debt instruments at amortised cost beginning 1 January 2018.
- (b) Listed equity investments classified as AFS financial assets as at 31 December 2017 are classified and measured as Financial assets at fair value through profit or loss beginning 1 January 2018.

As a result of the change in classification of the Group's listed equity investments, the AFS reserve of \$7,308 related to those investments that were previously presented under accumulated OCI, was reclassified to retained earnings as at 1 January 2018.

The Group has not designated any financial liabilities as at fair value through profit or loss. There are no changes in classification and measurement for the Group's financial liabilities.

In summary, upon the adoption of AASB9, the Group had the following required or elected reclassifications as at 1 January 2018.

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	Consolidated				Parent entity			
	AASB9 measurement category				AASB9 measurement category			
	Fair value through profit or loss	Amortised cost	Fair value through OCI		Fair value through profit or loss	Amortised cost	Fair value through OCI	
	000's	000's	000's	000's	000's	000's	000's	000's
	\$	\$	\$	\$	\$	\$	\$	\$
AASB139 measurement category								
Trade receivables	30,902	-	30,902	-	26,804	-	26,804	-
Held to maturity	390,096	-	390,096	-	373,096	-	373,096	-
Managed funds	183,370	183,370	-	-	183,370	183,370	-	-
Financial assets at fair value through profit or loss - Restricted	137,522	137,522	-	-	-	-	-	-
Education Australia Ltd	15,700	15,700	-	-	-	-	-	-
Other minor investments	768	768	-	-	768	768	-	-
	758,358	337,360	420,998	-	584,038	184,138	399,900	-

(ii) Accounting Standards commencing in 2019

(a) AASB15 - Revenue from contracts

The new accounting standard will require the recognition of grant revenue to be matched to performance obligations. For those grants affected still in progress over the end of 2018, an adjustment to retained earnings will be required on the commencement of this standard. This is estimated to be \$35m which comprises the unspent amount of these contracts. The impact on the income statement has been reviewed and is not expected to be material.

(b) AASB16 - Leases

This change requires operating leases to be accounted for in a similar manner to finance leases. A lease is a contract that conveys the right to use an asset for a period of time in return for consideration. For an operating lease under this standard there has to be:

- A right to use the asset, and
- during the period of use, the Group obtains substantially all the economic benefits from the use of the asset and has the right to direct the use of the asset.

The Group identified material lease arrangements under the application on this standard. From this assessment it is estimated the Group will recognise a right-of-use asset of \$55m and a corresponding lease liability of \$55m.

2 Disaggregated information**(a) Geographical - Consolidated entity**

	Revenue		Results		Assets	
	2018	2017	2018	2017	2018	2017
	000's	000's	000's	000's	000's	000's
	\$	\$	\$	\$	\$	\$
Australia	690,043	692,470	6,297	66,767	1,750,046	1,710,844
United Arab Emirates	48,615	49,657	6,460	9,432	11,505	10,680
Hong Kong	55,040	54,781	9,349	8,775	219,383	189,107
Total	793,698	796,908	22,106	84,974	1,980,934	1,910,631

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

3 Australian Government financial assistance including Australian Government loan programs (HELP)**(a) Commonwealth Grants Scheme and Other Grants**

		Consolidated		Parent entity	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Commonwealth Grants Scheme ^{#1}		144,725	147,963	144,725	147,963
Indigenous Student Success Program ^{#3}		1,961	1,660	1,961	1,660
Higher Education Participation and Partnership Program		3,313	3,396	3,313	3,396
Disability Performance Funding ^{#2}		240	228	240	228
Promotion of Excellence in Learning and Teaching		-	55	-	55
Total Commonwealth Grants Scheme and Other Grants	41(a)	150,239	153,302	150,239	153,302

(b) Higher Education Loan Programs

HECS - HELP		103,856	103,671	103,856	103,671
FEE - HELP		6,042	7,792	6,042	7,792
SA-HELP payments		3,105	3,128	3,105	3,128
Total Higher Education Loan Programs	41(b)	113,003	114,591	113,003	114,591

(c) EDUCATION Research

Research Training Program		22,752	22,676	22,752	22,676
Research Support Program		13,748	14,112	13,748	14,112
Joint Research Engagement Program		16	-	16	-
Total EDUCATION Research Grants	41(c)	36,516	36,788	36,516	36,788

(d) Other Capital Funding

Linkage Infrastructure, Equipment and Facilities grant ^{#4}		1,680	479	1,680	479
Total Other Capital Funding	41(e)	1,680	479	1,680	479

(e) Australian Research Council

		Consolidated		Parent entity	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Discovery		8,673	10,627	8,673	10,627
Linkages ^{#4}		3,164	4,102	3,164	4,102
Networks and Centres		8,818	8,840	8,818	8,840
Total ARC	41(f)	20,655	23,569	20,655	23,569

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(f) Other Australian Government financial assistance

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Non-capital				
Other Australian Government Financial Assistance	33,017	25,149	33,017	25,149
Total	33,017	25,149	33,017	25,149
Capital				
National Stronger Regions Fund	1,045	184	1,045	184
Total	1,045	184	1,045	184
Total other Australian Government financial assistance	34,062	25,333	34,062	25,333
Total Australian Government financial assistance	356,155	354,062	356,155	354,062

#1 Includes Includes the basic CGS grant amount, Regional Loading, Enabling Loading, Medical Student Loading, Allocated Places and Non Designated Courses.

#2 Disability Performance Funding includes Additional Support for Students with Disabilities and Australian Disability Clearinghouse on Education & Training.

#3 Indigenous Student Success Program replaced the Indigenous Commonwealth Scholarships Program and the Indigenous Support Program as of 1 January 2017.

#4 ARC Linkage Infrastructure, Equipment and Facilities grants should be reported in (d) Other Capital Funding.

4 State and Local Government financial assistance

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Non-capital				
Higher Education	7,606	8,028	7,606	8,028
Total Non-capital	7,606	8,028	7,606	8,028
Capital				
Total State and Local Government financial assistance	7,606	8,028	7,606	8,028

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

5 Fees and charges

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Course Fees and Charges				
Fee-paying onshore overseas students	179,232	170,479	159,833	145,656
Continuing education	762	554	762	554
Fee-paying domestic postgraduate students	3,391	3,419	3,391	3,419
Fee-paying offshore overseas students	104,918	105,245	9,201	7,360
Total Course Fees and Charges	288,303	279,697	173,187	156,989
Other Non-Course Fees and Charges				
Student Services and Amenities Fees from students	2,414	2,653	2,414	2,653
Late fees	111	71	111	71
Library fines and charges	29	508	29	508
Parking fees and fines	3,262	3,262	3,353	3,356
Rental charges	10,653	9,453	9,725	9,087
Other fees and charges	11,586	10,894	12,593	5,848
Publication sales	1,794	1,944	1,794	1,944
Student administration fees	5,745	3,363	5,745	3,363
Miscellaneous sales	1,627	1,460	1,628	1,461
Accommodation operating service fee	12,220	12,120	12,220	12,120
Total Other Fees and Charges	49,441	45,728	49,612	40,411
Total Fees and Charges	337,744	325,425	222,799	197,400

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

6 Investment revenue

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Interest				
Held to maturity investments	9,385	7,328	7,601	6,067
Available-for-sale investments	2,647	199	2,392	-
Total interest	12,032	7,527	9,993	6,067
Dividends				
Equity investments	3,370	5,506	10,470	15,006
Distribution from managed funds	12,947	11,967	12,947	11,967
Total dividends	16,317	17,473	23,417	26,973
Other investment gains/(losses)				
Net gain/(loss) arising on financial assets designated as at fair value through profit or loss	(11,380)	-	(18,413)	-
Total other investment gains/(losses)	(11,380)	-	(18,413)	-
Investment income gains/(losses)	16,969	25,000	14,997	33,040

Accounting Policy**Interest**

For all financial instruments measured at amortised cost and debt instruments measured at fair value through other comprehensive income, interest income is recorded using the effective interest rate (EIR). The EIR is the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset. Interest income is included in net investment income in the income statement.

Dividends

Revenue is recognised when (a) the Group's right to receive the payment is established, which is generally when shareholders approve the dividend, (b) it is probable that the economic benefits associated with the dividend will flow to the entity; and (c) the amount of the dividend can be measured reliably.

7 Consultancy and contracts

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Consultancy	3,190	1,696	3,191	1,699
Contract research	8,062	10,622	8,062	10,622
Other contract revenue	21,512	19,137	21,542	19,151
Total consultancy and contracts	32,764	31,455	32,795	31,472

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

8 Other revenue

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Other revenue				
Donations and bequests	2,007	2,733	2,013	2,733
Scholarships and prizes	1,750	1,886	1,751	1,887
Non-government grants	325	254	325	254
Net gain on disposal of property, plant and equipment	2,363	-	2,363	-
Other revenue	5,517	1,439	2,677	1,398
Sale of goods	16,648	16,549	-	-
Other external grants	394	490	461	564
Publications and merchandise	573	603	573	603
Accommodation lease income	4,170	4,442	4,170	4,442
Lease incentive	374	244	374	244
Total other revenue	34,121	28,640	14,707	12,125

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

9 Employee related expenses

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Academic				
Salaries	186,868	176,055	151,180	140,892
Contributions to superannuation and pension schemes				
Contributions to funded schemes	29,585	27,466	24,222	22,367
Payroll tax	10,410	9,727	10,410	9,727
Worker's compensation	1,138	909	1,138	909
Long service leave expense	4,892	5,323	4,892	5,323
Annual leave	9,565	14,429	9,565	14,429
Other	1,352	1,479	1,352	1,479
Total academic	243,810	235,388	202,759	195,126
Non-academic				
Salaries	147,974	136,923	120,163	110,300
Contributions to superannuation and pension schemes				
Contributions to funded schemes	21,869	19,991	19,937	18,297
Payroll tax	8,967	7,881	8,967	7,881
Worker's compensation	1,103	896	952	729
Long service leave expense	4,349	4,414	4,093	4,232
Annual leave	11,683	10,942	10,932	10,271
Other	1,235	479	1,150	382
Total non-academic	197,180	181,526	166,194	152,092
Total employee related expenses	440,990	416,914	368,953	347,218
Deferred superannuation expense	40	162	195	162
Total employee related expenses, including deferred government employee benefits for superannuation	441,185	417,076	369,148	347,380

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

10 Depreciation and amortisation

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Depreciation				
Buildings	18,884	19,710	18,616	19,347
Plant and equipment	8,916	7,198	7,120	5,480
Leasehold improvements	2,289	2,464	1,757	2,464
Library	86	233	86	233
Furniture and fixtures	161	152	-	-
Other property, plant and equipment	8,987	7,956	8,665	7,619
Investment property	924	924	924	924
Total depreciation	40,247	38,637	37,168	36,067
Amortisation				
Computer software, other	1,229	1,730	856	1,507
Other intangible assets	6	33	-	-
Total amortisation	1,235	1,763	856	1,507
Total depreciation and amortisation	41,482	40,400	38,024	37,574

11 Repairs and maintenance

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Buildings	6,397	5,442	5,853	4,744
Equipment	1,308	1,072	1,235	1,000
Infrastructure	1,048	1,441	1,022	1,441
Total repairs and maintenance	8,753	7,955	8,110	7,185

Accounting Policy

Repairs and maintenance costs are recognised as expenses as incurred, except where they relate to the replacement of a component of an asset, in which case the carrying amount of those parts that are replaced is derecognised and the cost of the replacing part is capitalised if the recognition criteria are met. Other routine operating maintenance, repair and minor renewal costs are also recognised as expenses, as incurred.

12 Borrowing costs

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Interest expense	9,977	3,455	9,920	3,397
Total borrowing costs expensed	9,977	3,455	9,920	3,397

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

13 Other expenses

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Agency staff	2,793	2,243	2,729	1,773
Advertising, marketing and promotional expenses	7,635	8,919	5,088	6,505
Audit fees, bank charges, legal costs and insurance expenses	6,144	5,345	3,663	3,438
Agent fees	13,913	13,219	10,819	9,976
Computer maintenance and software	10,516	9,630	9,796	8,958
Consulting and professional fees	11,160	9,603	10,859	9,699
Consumables	3,759	4,897	3,765	5,089
Contracts (including cleaning)	15,224	10,926	13,482	10,578
Catering expenses	2,534	2,224	2,593	2,314
Fees	22,025	20,621	10,354	8,282
Net foreign currency loss	419	126	332	285
Contributions	29,622	24,728	38,318	29,986
Printing and stationary	2,093	2,155	1,547	1,516
Motor vehicle expenses	528	376	365	276
Minimum lease payments on operating lease	1,031	1,141	575	641
Non-capitalised equipment	5,207	5,251	4,920	5,039
Rental, hire and other leasing fees	24,923	22,983	9,454	8,864
Scholarships, grants and prizes	40,949	37,208	40,997	37,213
Subscriptions	7,715	7,109	6,584	6,908
Trading expenses	5,973	6,551	-	-
Telecommunications	1,954	2,534	1,277	1,890
Travel and related staff development and training	18,682	16,517	17,301	15,249
Utilities	8,559	7,609	7,719	6,790
Visitor expenses	678	854	745	873
Copyright	867	835	867	835
Staff appointment expenses	1,179	1,036	867	784
Net loss on disposal of assets	3,039	861	2,872	852
Miscellaneous	18,340	16,292	16,469	12,562
Total other expenses	267,461	241,793	224,357	197,175

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

14 Income Tax**(a) Income tax expense**

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current tax	461	962	-	-
Deferred tax	2,243	216	-	-
Adjustment for current tax of prior periods	28	70	-	-
Adjustments for deferred tax of prior periods	2	7	-	-
	2,734	1,255	-	-
Income tax expense is attributable:				
Net result from continuing operations	2,734	1,255	-	-
Aggregate income tax expense	2,734	1,255	-	-

Accounting Policy

The income tax expense or income for the period is the tax payable/receivable on the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences between the tax bases of assets and liabilities and their carrying amounts in the financial statements, and to unused tax losses.

(b) Numerical reconciliation of income tax expense to prima facie tax payable

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Net result before income tax:				
From continuing operations	24,840	86,229	7,839	67,715
Tax at the Australian tax rate of 30% (2017: 30%)	7,452	25,869	2,352	20,315
Tax effect of amounts which are not deductible / (taxable) in calculating taxable income:				
Non-deductible expenses	383	256	-	-
Other deductible expenses	(156)	19	-	-
Tax exempt income	(4,283)	(24,053)	(2,352)	(20,315)
Inter-group transactions	(692)	(913)	-	-
	(4,748)	(24,691)	(2,352)	(20,315)
Adjustment for current tax of prior periods	30	77	-	-
Total Income tax expense:	2,734	1,255	-	-
From continuing operations	2,734	1,255	-	-

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(c) Unrecognised temporary differences

Temporary differences relating to investments in subsidiaries for which deferred tax liabilities have not been recognised include:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Temporary differences	69	146	-	-
Capital losses	865	837	-	-
Total	934	983	-	-

Temporary differences and capital losses do not expire under the current tax legislation. The deferred tax asset with respect to certain temporary differences and tax capital losses has not been recognised because it is not probable that future income or capital gains will be available against which the Group can utilise the benefits therefrom.

15 Cash and cash equivalents

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Cash at bank and on hand	102,195	99,716	13,877	24,842
Other cash and cash equivalents	11,745	10,844	-	-
Total cash and cash equivalents	113,940	110,560	13,877	24,842

(a) Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the year as shown in the statement of cash flows as follows:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Balances as above	113,940	110,560	13,877	24,842
Other financial assets	216,820	390,096	199,820	373,096
Balance per Statement of Cash Flows	330,760	500,656	213,697	397,938

Restricted cash and cash equivalents

The following cash and cash equivalents are restricted in their use:

Prizes and donations \$18.49m (2017: \$18.36m) for the consolidated and parent entity. These funds are restricted for purposes of providing student scholarships and supporting research and other specific activities.

In accordance with the agreement for the transfer of control of UOWCHK Ltd, certain cash balances were placed in a trust arrangement that effectively, restricts the access to the cash and other financial assets, unless certain conditions and events occur. Further details on these arrangements are disclosed in note 33.

(b) Cash at bank and on hand

Cash at bank includes cash held in day to day bank transaction accounts earning an average interest rate of 1.50% (2017: 1.50%).

(c) Deposits at call

The deposits are bearing floating interest rates between 2.59% and 2.92% (2017: 2.30% and 3.90%). These deposits have an average maturity of NIL days.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

16 Receivables

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current				
Trade receivables	18,040	19,892	19,892	19,745
Student fees	800	1,099	800	1,099
Less: Provision for impaired receivables	(2,182)	(928)	(2,004)	(783)
	16,658	20,063	18,688	20,061
Accrued income	1,231	2,036	4,111	2,273
Other loans and receivables	9,500	8,803	5,007	4,470
Total current receivables	27,389	30,902	27,806	26,804
Non-current				
Operating lease receivables	17,397	13,321	17,397	13,321
Deferred government benefit for superannuation	326,438	305,467	326,438	305,467
Total non-current receivables	343,835	318,788	343,835	318,788
Total receivables	371,224	349,690	371,641	345,592

As of 31 December 2018 current receivables of \$8.159 million (2017: \$5.811 million) were past due but not impaired. These relate to a number of independent customers for whom there is no recent history of default. The ageing analysis of these receivables is as follows:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
	-	-	-	-
3 to 6 months	3,744	2,732	1,906	1,205
Over 6 months	4,415	3,079	4,299	2,803
Total past due but not impaired current receivables	8,159	5,811	6,205	4,008

Trade receivables are non-interest bearing and are generally on terms of 30 to 120 days.

Set out below is the movement in the allowance for expected credit losses of trade receivables:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
At 1 January	928	1,071	783	960
Provision for expected credit losses	1,521	769	1,330	650
Write-off	(273)	(912)	(109)	(827)
Foreign exchange movement	6	-	-	-
At 31 December	2,182	928	2,004	783

The information about the credit exposures are disclosed in Note 38 Financial Risk Management.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

17 Inventories

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current				
At cost:				
Catering stock	193	257	31	21
Print and paper stock	389	368	389	368
Newsagency and book store stock	1,116	1,651	-	-
	1,698	2,276	420	389
Total current inventories	1,698	2,276	420	389

18 Other financial assets

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current				
Held-to-maturity	216,820	390,096	199,820	373,096
Total current other financial assets	216,820	390,096	199,820	373,096
Non-current				
Other financial assets designated at fair value through profit or loss	508,106	137,522	355,682	-
Other financial assets designated at fair value through profit or loss - Education Australia Ltd	22,919	-	-	-
Managed funds	-	183,370	-	183,370
Education Australia Ltd	-	15,700	-	-
Other minor investments	-	768	-	768
Total non-current other financial assets	531,025	337,360	355,682	184,138
Total other financial assets	747,845	727,456	555,502	557,234

Changes in fair values of other financial assets at fair value through profit or loss are recorded in other income in the income statement (note 6 – Investment income).

(a) Valuation of shareholding ownership in Education Australia Ltd is 2.6% (2017: 2.6%)

Education Australia Ltd owns 50% of IDP Education Ltd, a company that provides services for international students wishing to study in Australian educational institutions and also provides International English Language Testing (IELTS).

During the year there was a dividend declared and payable by Education Australia Ltd of \$1,900,000 (2017: \$500,000) for the Group and Company.

These investments consist of ordinary shares and therefore have no fixed maturity date or coupon rate.

Valuation assumptions

The fair value of the unlisted available for sale investments has been estimated using valuation techniques based on the assumptions listed below, that are partially supported by observable market prices or rates. Management believes the estimated fair value resulting from the valuation techniques and recorded in the statement of financial position and the related changes in fair value recorded in equity are reasonable and the most appropriate at the reporting date.

Education Australia Ltd – an estimate of the value of Education Australia Ltd after taking into account its 50%

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shareholding in the publicly listed company IDP Education Ltd and the remaining net tangible assets within the company. The shareholding in IDP Education Ltd reflects the prevailing market price as at 31 December 2018, discounted by a factor to reflect the level of shareholding and the inability to immediately sell the shares.

(b) Valuation sensitivity

The Group and Company estimates the value of Education Australia Ltd taking into account the current market value of its holding in IDP Education Ltd, discounted by a factor to reflect the lack of marketability of these shares, and the net value attributable to the remainder of Education Australia Ltd.

The potential effect of using an alternative discount rate (up or down 5%) would have the effect of reducing or increasing fair value by \$1,629,000 (2017: \$1,015,000) assuming all other variables are held constant.

Accounting Policy**Financial assets**

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised costs
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss

Financial assets at amortised cost

The Group measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Group's financial assets at amortised cost includes trade receivables, and loan to related parties.

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in the income statement.

This category includes derivative instruments and listed equity investments which the University of Wollongong had not irrevocably elected to classify at fair value through OCI. Dividends on listed equity investments are also recognised as other income in the income statement when the right of payment has been established.

Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e., removed from the Group's consolidated statement of financial position) when:

- The rights to receive cash flows from the asset have expired or
- The Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement and either (a) the Group has transferred substantially all the risks and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Group has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Group continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Group also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

Impairment of debt instruments other than receivables

The Group recognises an allowance for expected credit losses (ECLs) for all debt instruments other than receivables and not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

For debt instruments at fair value through OCI, the Group applies the low credit risk simplification. At every reporting date, the Group evaluates whether the debt instrument is considered to have low credit risk using all reasonable and supportable information that is available without undue cost or effort. In making that evaluation, the Group reassesses the internal credit rating of the debt instrument. In addition, the Group considers that there has been a significant increase in credit risk when contractual payments are more than 30 days past due.

The Group considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

19 Investment properties

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
At Fair Value				
At Cost				
Opening balance at 1 January	30,787	31,711	30,787	31,711
Depreciation	(924)	(924)	(924)	(924)
Closing balance at 31 December	29,863	30,787	29,863	30,787

For fair value hierarchy categorisation of investment properties see note 39.

(a) Amounts recognised in profit or loss for investment properties

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Rental income	2,843	2,887	2,843	2,887
Other income	794	776	794	776
Rental outgoings	(261)	(274)	(261)	(274)
Repairs and maintenance	(228)	(179)	(228)	(179)
Total recognised in profit or loss	3,148	3,210	3,148	3,210

(b) Valuation basis

Investment properties are held at historical cost.

(c) Non-current assets pledged as security

The group does not have any investment properties pledged as security.

(d) Contractual obligations

No contractual obligations are in place for the Group's investment property.

(e) Leasing arrangements

The Group's investment property is leased out to third parties. Each lease has been individually negotiated with the lessee with non-cancellable lease terms ranging from five to ten years. In most cases annual rents are indexed by a fixed percent. Subsequent renewals will be negotiated with the lessee.

Refer to note 32(c) for the future minimum lease payments under non-cancellable operating leases for the Group.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

20 Property, plant and equipment**Parent entity**

	Land 000's \$	Buildings 000's \$	Construction in progress 000's \$	Leased plant and equipment 000's \$	Plant and equipment 000's \$	Other plant and equipment* 000's \$	Library 000's \$	Leasehold Improvements 000's \$	Total 000's \$
At 1 January 2017									
Cost	66,488	627,423	17,171	-	98,187	106,846	9,866	8,242	934,173
Accumulated depreciation	-	(167,991)	-	-	(31,671)	(68,105)	(7,217)	(1,257)	(276,241)
Net book amount	66,488	459,432	17,171	-	66,466	38,741	2,649	6,985	657,932
Year ended 31 December 2017									
Opening net book amount	66,488	459,432	17,171	-	66,466	38,741	2,649	6,985	657,932
Additions	-	-	36,365	-	10,858	10,369	807	-	58,399
Transfer from construction in progress	-	19,393	-	-	9,125	25	-	-	28,543
Assets included in a disposal group classified as held for sale and other disposals	-	-	-	-	(2,973)	(300)	(978)	-	(4,251)
Depreciation charge	-	(19,347)	-	-	(5,480)	(7,619)	(233)	(2,464)	(35,143)
Capitalised	-	-	-	-	(2,892)	-	-	-	(2,892)
Transfer to buildings	-	-	(19,393)	-	-	-	-	-	(19,393)
Transfer to plant and equipment	-	-	(9,125)	-	-	-	-	-	(9,125)
Transfer to other plant and equipment	-	-	(25)	-	-	-	-	-	(25)
Transfer to intangibles	-	-	(1,038)	-	-	-	-	-	(1,038)
Closing net book amount	66,488	459,478	23,955	-	75,104	41,216	2,245	4,521	673,007
At 31 December 2017									
Cost	66,488	646,816	23,955	-	111,937	116,096	9,695	8,242	983,229
Accumulated depreciation	-	(187,338)	-	-	(36,833)	(74,880)	(7,450)	(3,721)	(310,222)
Net book amount	66,488	459,478	23,955	-	75,104	41,216	2,245	4,521	673,007
Year ended 31 December 2018									
Opening net book amount	66,488	459,478	23,955	-	75,104	41,216	2,245	4,521	673,007
Additions	-	6,328	44,217	-	12,525	7,342	974	-	71,386
Transfer from construction in progress	-	9,627	-	-	7,896	16,829	-	9,028	43,380
Assets included in a disposal group classified as held for sale and other disposals	(1,916)	(13,422)	-	-	(20)	(112)	(2,214)	(545)	(18,229)
Depreciation charge	-	(18,616)	-	-	(7,120)	(8,665)	(86)	(1,757)	(36,244)
Transfer to buildings	-	-	(9,627)	-	-	-	-	-	(9,627)
Transfer to plant and equipment	-	-	(7,896)	-	-	-	-	-	(7,896)
Transfer to other plant and equipment	-	-	(94)	-	(16,735)	-	-	-	(16,829)
Transfer to leasehold improvements	-	-	(9,028)	-	-	-	-	-	(9,028)
Transfer to intangibles	-	-	(1,580)	-	-	-	-	-	(1,580)
Writeoff	-	-	-	-	(12)	-	-	-	(12)
Closing net book amount	64,572	443,395	39,947	-	71,638	56,610	919	11,247	688,328
At 31 December 2018									
Cost	64,572	639,168	39,947	-	115,158	137,883	8,454	15,863	1,021,045
Accumulated depreciation	-	(195,773)	-	-	(43,520)	(81,273)	(7,535)	(4,616)	(332,717)
Net book amount	64,572	443,395	39,947	-	71,638	56,610	919	11,247	688,328

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

Consolidated

	Land 000's \$	Buildings 000's \$	Construction in progress 000's \$	Leased plant and equipment 000's \$	Plant and equipment 000's \$	Other plant and equipment* 000's \$	Library 000's \$	Leasehold Improvements 000's \$	Total 000's \$
At 1 January 2017									
Cost	66,488	631,664	17,322	957	122,003	110,387	9,866	8,242	966,929
Accumulated depreciation	-	(171,130)	-	(388)	(50,481)	(70,483)	(7,217)	(1,257)	(300,956)
Net book amount	66,488	460,534	17,322	569	71,522	39,904	2,649	6,985	665,973
Year ended 31 December 2017									
Opening net book amount	66,488	460,534	17,322	569	71,522	39,904	2,649	6,985	665,973
Exchange differences	-	-	-	-	(341)	-	-	-	(341)
Acquisition of subsidiary	-	-	-	-	43	(43)	-	-	-
Additions	-	314	36,419	38	11,992	10,722	807	-	60,292
Transfer from construction in progress	-	19,393	-	-	9,125	25	-	-	28,543
Assets included in a disposal group classified as held for sale and other disposals	-	(122)	-	-	(3,013)	(355)	(978)	-	(4,468)
Assets commissioned for use	-	-	(116)	-	116	-	-	-	-
Depreciation charge	-	(19,710)	-	(158)	(7,137)	(7,927)	(233)	(2,464)	(37,629)
Capitalised	-	-	-	-	(2,892)	-	-	-	(2,892)
Transfer to buildings	-	-	(19,393)	-	-	-	-	-	(19,393)
Transfer to plant and equipment	-	-	(9,125)	-	-	-	-	-	(9,125)
Transfer to other plant and equipment	-	-	(25)	-	-	-	-	-	(25)
Transfer to intangibles	-	-	(1,038)	-	-	-	-	-	(1,038)
Writeoff	-	-	-	-	-	-	-	-	-
Closing net book amount	66,488	460,409	24,044	449	79,415	42,326	2,245	4,521	679,897
At 31 December 2017									
Cost	66,488	650,797	24,044	922	135,405	119,468	9,695	8,242	1,015,061
Accumulated depreciation	-	(190,388)	-	(473)	(55,990)	(77,142)	(7,450)	(3,721)	(335,164)
Net book amount	66,488	460,409	24,044	449	79,415	42,326	2,245	4,521	679,897
Year ended 31 December 2018									
Opening net book amount	66,488	460,409	24,044	449	79,415	42,326	2,245	4,521	679,897
Exchange differences	-	-	38	-	257	-	-	-	295
Acquisition of subsidiary	-	-	-	-	81	-	-	-	81
Additions	-	6,566	45,379	-	15,100	7,396	974	7,183	82,598
Transfer from construction in progress	-	9,627	-	-	7,896	16,829	-	9,028	43,380
Assets included in a disposal group classified as held for sale and other disposals	(1,916)	(13,422)	-	-	(176)	(128)	(2,214)	(545)	(18,401)
Depreciation charge	-	(18,884)	-	(161)	(8,937)	(8,966)	(86)	(2,289)	(39,323)
Transfer to buildings	-	-	(9,627)	-	-	-	-	-	(9,627)
Transfer to plant and equipment	-	-	(7,896)	-	-	-	-	-	(7,896)
Transfer to leasehold improvements	-	-	(9,028)	-	-	-	-	-	(9,028)
Transfer to other plant and equipment	-	-	(94)	-	(16,735)	-	-	-	(16,829)
Transfer to intangibles	-	-	(1,580)	-	-	-	-	-	(1,580)
Writeoff	-	-	-	-	(12)	-	-	-	(12)
Closing net book amount	64,572	444,296	41,236	288	76,889	57,457	919	17,898	703,555
At 31 December 2018									
Cost	64,572	643,073	41,236	834	142,471	141,217	8,454	33,153	1,075,010
Accumulated depreciation	-	(198,777)	-	(546)	(65,582)	(83,760)	(7,535)	(15,255)	(371,455)
Net book amount	64,572	444,296	41,236	288	76,889	57,457	919	17,898	703,555

* Plant and equipment includes all operational assets.

** Other Property, plant and equipment includes non-operational assets such as artworks.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(a) Valuations of land and buildings

Items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation and impairment losses.

21 Intangible Assets

	Computer software 000's \$	Other intangible assets 000's \$	Goodwill 000's \$	Total 000's \$
Parent entity				
At 1 January 2017				
Cost	13,469	-	-	13,469
Accumulated amortisation and impairment	(12,299)	-	-	(12,299)
Net book amount	1,170	-	-	1,170
Year ended 31 December 2017				
Opening net book amount	1,170	-	-	1,170
Additions - Separately acquired	1,038	-	-	1,038
Amortisation	(1,507)	-	-	(1,507)
Closing net book amount	701	-	-	701
At 31 December 2017				
Cost	14,507	-	-	14,507
Accumulated amortisation and impairment	(13,806)	-	-	(13,806)
Net book amount	701	-	-	701
Year ended 31 December 2018				
Opening net book amount	701	-	-	701
Additions - Separately acquired	1,600	-	-	1,600
Amortisation	(856)	-	-	(856)
Closing net book amount	1,445	-	-	1,445
At 31 December 2018				
Cost	16,107	-	-	16,107
Accumulated amortisation and impairment	(14,662)	-	-	(14,662)
Net book amount	1,445	-	-	1,445

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

Consolidated	Computer software 000's \$	Other intangible assets 000's \$	Goodwill 000's \$	Total 000's \$
At 1 January 2017				
Cost	13,763	1,676	225	15,664
Accumulated amortisation and impairment	(12,534)	(851)	(115)	(13,500)
Net book amount	1,229	825	110	2,164
Year ended 31 December 2017				
Opening net book amount	1,229	825	110	2,164
Additions - Separately acquired	1,051	277	-	1,328
Amortisation	(1,528)	(195)	(3)	(1,726)
Impairment loss in income	(1)	-	(41)	(42)
Foreign exchange movements	-	(66)	-	(66)
Closing net book amount	751	841	66	1,658
At 31 December 2017				
Cost	14,840	1,777	180	16,797
Accumulated amortisation and impairment	(14,089)	(936)	(114)	(15,139)
Net book amount	751	841	66	1,658
Year ended 31 December 2018				
Opening net book amount	751	841	66	1,658
Additions - Separately acquired	1,600	856	-	2,456
Amortisation	(874)	(305)	(49)	(1,228)
Impairment loss in income	(3)	-	-	(3)
Foreign exchange movements	-	85	-	85
Closing net book amount	1,474	1,477	17	2,968
At 31 December 2018				
Cost	16,348	2,635	217	19,200
Accumulated amortisation and impairment	(14,874)	(1,158)	(200)	(16,232)
Net book amount	1,474	1,477	17	2,968

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

22 Other non-financial assets

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current				
Prepayments	7,861	7,523	7,790	7,250
Deposit for UOWM College	1,305	-	-	-
Lease incentive	264	200	264	200
	9,430	7,723	8,054	7,450
Non-current				
Prepayments	25	235	25	235
Lease incentive	386	349	386	349
	411	584	411	584
Total other non-financial assets	9,841	8,307	8,465	8,034

23 Deferred tax assets and liabilities**(a) Deferred tax liability**

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Deferred tax liability				
The balance comprises temporary differences attributable to:				
Amounts recognised in net result				
Unearned income	349	167	-	-
Property plant and equipment	108	41	-	-
Available-for-sale financial assets	(8,568)	(6,433)	-	-
Accruals	251	230	-	-
Provisions	824	725	-	-
Other	(62)	417	-	-
Net deferred tax liabilities	(7,098)	(4,853)	-	-
Deferred tax liabilities to be settled after more than 12 months	(7,098)	(4,853)	-	-
Total deferred tax liabilities	(7,098)	(4,853)	-	-

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(b) Deferred tax asset movements consolidated

Movements - Consolidated	Unearned income 000's \$	Property plant and equipment 000's \$	Available-for-sale financial assets 000's \$	Accruals 000's \$	Provisions 000's \$	Other 000's \$	Total 000's \$
At 1 January 2017	264	(5)	(3,122)	220	618	645	(1,380)
Charged/(credited) to the income statement	(97)	46	-	10	107	(228)	(162)
Charged directly to equity	-	-	(3,311)	-	-	-	(3,311)
At 31 December 2017	167	41	(6,433)	230	725	417	(4,853)
Charged/(credited) to the income statement	182	67	(2,135)	21	99	(479)	(2,245)
Charged directly to equity	-	-	-	-	-	-	-
At 31 December 2018	349	108	(8,568)	251	824	(62)	(7,098)

24 Trade and other payables

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current				
Secured Liabilities				
Trade creditors	41,718	48,111	38,437	39,982
OS-HELP Liability to Australian Government	(643)	364	(643)	364
	41,075	48,475	37,794	40,346
Total current trade and other payables	41,075	48,475	37,794	40,346
Total trade and other payables	41,075	48,475	37,794	40,346

(a) Foreign currency risk

The carrying amounts of the Group's and parent entity's trade and other payables are in Australian dollars.

25 Borrowings

	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Secured finance lease liabilities	167	159	-	-
Unsecured interest annuity bond	394	307	394	307
Total current borrowings	561	466	394	307
Secured finance lease liabilities	152	318	-	-
Unsecured annuity bond	59,477	60,415	59,477	60,415
Unsecured bank loans	174,451	174,451	174,451	174,451
Total non-current borrowings	234,080	235,184	233,928	234,866
Total borrowings	234,641	235,650	234,322	235,173

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(a) Class of borrowings

	Face value	Term	Rate	Issue date
Fixed Rate Note	175,000	10 years	3.5%	December 2017
Interest Annuity Bond 1	42,500	30 years	3.75%+CPI indexed	August 2008
Interest Annuity Bond 2	20,000	25 years	5.5%+CPI indexed	December 2010

The interest annuity bond represents two bonds issued to fund capital works on the University's Main and Innovation Campuses. The first bond of \$42.5m was issued in August 2008 for a term of 30 years. The second bond of \$20m was issued in December 2010 for a term of 25 years. Both bonds are instruments where the periodic interest rate applicable to the loan is indexed to the CPI.

(b) Financing arrangements

Unrestricted access was available at reporting date to the following lines of credit:

	Consolidated		Parent entity	
	2018	2017	2018	2017
	000's	000's	000's	000's
	\$	\$	\$	\$
Credit standby arrangements				
Total facilities				
Bank overdraft	750	750	-	-
Credit card facilities	2,552	2,492	2,000	2,000
Lease facility	3,270	3,270	1,500	1,500
International facility	1,000	1,000	1,000	1,000
Cash advance facility	-	68,000	-	68,000
Bank guarantee	5,370	5,370	5,000	5,000
Margin on guarantee	110	99	-	-
Total credit standby arrangements	13,052	80,981	9,500	77,500
Used at balance date				
Credit card facilities	78	1,193	8	1,093
Lease facility	318	478	-	-
Bank guarantee	2,509	3,676	2,389	3,556
Margin on guarantee	110	99	-	-
Total used at balance date	3,015	5,446	2,397	4,649
Unused at reporting date				
Bank overdraft	750	750	-	-
Credit card facilities	2,474	1,299	1,992	907
Lease facility	2,952	2,792	1,500	1,500
International facility	1,000	1,000	1,000	1,000
Cash advance facility	-	68,000	-	68,000
Bank guarantee	2,861	1,694	2,611	1,444
Total unused at balance date	10,037	75,535	7,103	72,851

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(c) Fair value

The carrying amounts and fair values of borrowings at reporting date are:

Consolidated	2018		2017	
	Carrying amount	Fair value	Carrying amount	Fair value
	000's	000's	000's	000's
	\$	\$	\$	\$
On-balance sheet				
Interest annuity bond	59,871	59,871	60,722	60,722
Bonds payable	174,451	174,451	174,451	174,451
Lease liabilities	319	319	477	477
Total Liabilities	234,641	234,641	235,650	235,650

Other than those classes of borrowings denoted as "traded", none of the classes are readily traded on organised markets in standardised form.

(i) On-balance sheet

The fair value of current borrowings equals their carrying amount, as the impact of discounting is not significant. The fair values of non-current borrowings are based on cash flows discounted using borrowing rates varying from 5% to 8%, depending on the type of the borrowing (2017 – 5% to 7%).

(d) Risk exposures

The exposure of the Group's and parent entity's borrowings to interest rate changes and the contractual repricing dates at the reporting dates are as follows:

	Consolidated		Parent entity	
	2018	2017	2018	2017
	000's	000's	000's	000's
	\$	\$	\$	\$
Within one year	561	466	394	307
Between one and five years	152	318	-	-
Later than five years	233,928	235,866	233,928	234,866
Total borrowings	234,641	236,650	234,322	235,173
Current borrowings	561	466	394	307
Non-current borrowings	234,080	235,184	233,928	234,866
Total borrowings	234,641	235,650	234,322	235,173

The carrying amounts of the Group's borrowings are denominated in the following currencies:

For an analysis of the sensitivity of borrowings to interest rate risk and foreign exchange risk refer to note 38.

(e) Reconciliation of liabilities arising from financing activities

	2017	Cash flows	Non-cash changes			2018
	000's	000's	Acquisition / Disposal	Foreign exchange movement	Fair value changes	Other
	\$	\$	000's	000's	000's	000's
	\$	\$	\$	\$	\$	\$
Long-term borrowings	234,866	(938)	-	-	-	233,928
Short-term borrowings	307	87	-	-	-	394
Lease liabilities	477	(158)	-	-	-	319
Total liabilities from financing activities	235,650	(1,009)	-	-	-	234,641

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

26 Provisions

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current provisions expected to be settled within 12 months				
Employee benefits				
Workers compensation	493	360	493	360
Long service leave	13,780	7,467	6,551	6,178
Annual leave	21,901	19,284	19,051	17,002
Provision for voluntary redundancy schemes	1,061	1,238	1,061	1,238
Short-term provisions				
Restructuring	102	-	-	-
Additional superannuation contributions	1,000	2,000	1,000	2,000
Current provisions expected to be settled after more than 12 months	38,337	30,349	28,156	26,778
Employee benefits				
Annual leave	12,813	13,043	12,813	12,523
Long service leave	53,083	55,248	53,083	50,616
	65,896	68,291	65,896	63,139
Total current provisions	104,233	98,640	94,052	89,917
Non-current provisions				
Employee benefits				
Long service leave	7,449	7,424	6,981	7,020
Defined benefit obligation	40 327,250	305,942	327,250	305,942
Workers compensation	953	852	953	852
Long-term provisions				
Provision for restoration	2,155	1,852	1,109	944
Total non-current provisions	337,807	316,070	336,293	314,758
Total provisions	442,040	414,710	430,345	404,675

Workers compensation

The parent entity is a licensed self-insurer under the Workers Compensation Acts of NSW. The licence requires the disclosure of an adequate provision determined by an independent actuary to be provided at each balance date. The assessment for 2018 was performed by David A Zaman Pty Ltd on 7 January 2019. Key assumptions in for this calculation are detailed in note 1(v).

Long service leave

The liability for long service leave (LSL) is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the balance date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

For the parent entity, the provision for LSL was assessed by PricewaterhouseCoopers for the year ended 31 December 2017 and a shorthand method applied for the year ended 31 December 2018. Key assumptions in this calculation are

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

detailed in note 1(v).

Annual leave

The liability for annual leave is recognised in current provisions for employee benefits as it is due to be settled within 12 months after the end of the reporting period. It is measured at the amount expected to be paid when the liability is settled. Regardless of the expected timing of settlements, provisions made in respect of annual leave are classified as a current liability.

Provision for voluntary redundancy

Voluntary redundancies are provided for when they are approved at the end of the reporting period and paid in the following year.

Defined benefit obligation

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the University of Wollongong's beneficiaries of the State Superannuation Scheme and State Authorities Superannuation Scheme on an emerging cost basis. This arrangement is evidenced by the State Grants (General Revenue) Amendment Act 1987, Higher Education Funding Act 1988 and subsequent amending legislation. Accordingly, the unfunded liabilities have been recognised in the statement of financial position under Provisions with a corresponding asset recognised under Receivables. The recognition of both the asset and the liability consequently does not affect the year end net asset position of the University of Wollongong and its controlled entities. Refer note 1.

Restoration

In accordance with the lease conditions, the University of Wollongong and UOWD Ltd have leased premises that must be restored to their original condition at the end of their occupancy. Leased premises are renewed on an annual basis. Because of the long term nature of the liability, the greatest uncertainty in estimating the provision is the costs that will ultimately be incurred and the provision has been calculated by discounting these future costs.

Additional superannuation contributions

Late in 2016 the University of Wollongong discovered potential system and processing anomalies to some superannuation contributions payable on behalf of its employees. The University immediately engaged Deloitte to assist in identifying the extent of anomalies and to commence remediation activities. That review resulted in the recognition of a liability for additional superannuation contributions. The liability is reported in current provisions as any outstanding contributions and related payments are due to be settled within 12 months after the end of the reporting date.

(a) Movements in provisions

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

	Provision for restoration	Workers compensation	Total
	\$	\$	\$
Consolidated - 2018			
Carrying amount at start of year	1,852	1,212	3,064
Additional provisions recognised	499	2,323	2,822
Amounts used	(196)	(2,089)	(2,285)
Carrying amount at end of year	2,155	1,446	3,601

	Provision for restoration	Workers compensation	Total
	\$	\$	\$
Parent entity - 2018			
Carrying amount at start of year	944	1,212	2,156
Additional provisions recognised	360	2,323	2,683
Amounts used	(196)	(2,089)	(2,285)
Carrying amount at end of year	1,108	1,446	2,554

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

27 Other liabilities

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Current				
Income in advance	55,603	51,322	39,573	37,122
Accommodation lease liability	244	244	244	244
Contribution to occupancy	-	-	-	532
Lease incentive	1,068	993	1,068	993
Total current other liabilities	56,915	52,559	40,885	38,891
Non-current				
Accommodation lease liability	7,481	7,725	7,481	7,725
Lease incentive	3,103	950	3,103	950
Contribution to occupancy	-	-	-	6,651
Total non-current other liabilities	10,584	8,675	10,584	15,326
Total other liabilities	67,499	61,234	51,469	54,217

28 Reserves and retained earnings**(a) Reserves**

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Reserves				
Foreign currency translation surplus	(559)	(276)	-	-
UOWCHK Ltd reserve	210,337	180,693	-	-
Available for sale revaluation reserve	-	7,308	-	(2,010)
Total reserves	209,778	187,725	-	(2,010)

Movements

	Note	Consolidated		Parent entity	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Foreign currency translation surplus					
Balance 1 January		(276)	(119)	-	-
Translation of foreign operations		20,012	(15,003)	-	-
Transfer to UOWCHK Ltd reserve		(20,295)	14,846	-	-
Balance 31 December		(559)	(276)	-	-

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For the Year Ended 31 December 2018

Note	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
UOWCHK Ltd reserve				
Balance 1 January	180,693	178,735	-	-
Transfer from other reserves & retained earnings	29,644	1,958	-	-
Balance 31 December	210,337	180,693	-	-
Available for sale revaluation reserve				
Balance 1 January	7,308	17,704	(2,010)	9,809
Increase in non-current assets available for sale	-	15,460	-	15,460
Revaluation increments	(10,834)	10,834	-	-
Deferred tax liability arising on revaluation	3,250	(3,250)	-	-
(Gain) / loss recognised in the income statement	(5,885)	(15,312)	2,010	(15,312)
Transfer to UOWCHK Ltd reserve	6,161	(6,161)	-	-
Dividend recognised in the income statement	-	(11,967)	-	(11,967)
Balance 31 December	-	7,308	-	(2,010)
Total reserves	209,778	187,725	-	(2,010)

Movements in retained earnings were as follows:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Retained earnings (accumulated losses) at the beginning of the financial year	957,258	886,808	908,185	840,114
Net result for the period	22,106	84,974	7,839	67,715
Adjustment on initial application of AASB9	9,318	-	-	-
Transfer to UOWCHK Ltd reserve	(9,349)	(10,643)	-	-
Actuarial changes for defined benefit schemes	(410)	356	(410)	356
Other minor movements	(4)	-	(4)	-
Forgiveness of debt to the University of Wollongong Recreation and Aquatic Centre Limited	-	(4,237)	-	-
Retained earnings at end of the financial year	978,919	957,258	915,610	908,185

(b) Nature and purpose of reserves**(i) Foreign currency translation surplus**

Exchange differences arising on translation of the foreign controlled entity are taken to the foreign currency translation reserve, as described in note 1(c). The reserve is recognised in the net result when the net investment is disposed of.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(ii) UOW College Hong Kong Ltd reserve

The net assets of UOW College Hong Kong Ltd (formerly CCCU Ltd), which are incorporated within the Group's Statement of Financial Position, are not available for distribution to its immediate parent or ultimate holding entities. Accordingly, the directors have chosen to reflect the net financial position of UOW College Hong Kong Ltd within a separate reserve. Refer to note 33. Following the change in name of CCCU Ltd to UOW College Hong Kong Ltd, the reserve was also re-named.

29 Key Management Personnel Disclosures

(a) Names of responsible persons and executive officers

The following persons were responsible persons and executive officers of University of Wollongong during the financial year:

(i) Names of responsible persons and executive officers

Ms J Broadbent AC (Chancellor)
Professor P Wellings CBE (Vice-Chancellor)
Dr E Magassy (Deputy Chancellor)
Mr R Ryan (Deputy Chancellor)
Ms M Andrews (until August 2018)
Ms C Bale
Mr P Ell
Mr Z Fitzpatrick (until August 2018)
Mr D Groves
Ms J Le (appointed August 2018)
Ms N Murray
Ms N Nankivell (appointed December 2018)
Mr Y Ruan
Professor N Seuffert
Mr W Shanks
Mr Z Todorcevski
Professor W Vialle
Associate Professor R Vickers
Mr G West
Professor J Chicharo
Professor A Frino
Professor A Jones
Professor J Raper AM
Ms M Crouch CSM
Mr D Israel

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(b) Remuneration of council members and executives

Remuneration of Council Members	Consolidated										Parent entity					
	2018		2017		2018		2017		2018		2017		2018		2017	
	SOORT Remuneration Band	2018 Male	SOORT Remuneration Band	2017 Male	SOORT Remuneration Band	2018 Female	SOORT Remuneration Band	2017 Female	SOORT Remuneration Band	2018 Male	SOORT Remuneration Band	2017 Male	SOORT Remuneration Band	2018 Female	SOORT Remuneration Band	2017 Female
Nil to \$9,999	8	6	8	5	8	6	8	5	8	6	8	6	8	5	-	-
\$150,000 to \$159,999	-	1	-	-	-	1	-	-	-	1	-	1	-	-	-	-
\$210,000 to \$219,999	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
\$230,000 to \$239,999	-	1	-	-	-	1	-	-	-	1	-	1	-	-	-	-
\$240,000 to \$249,999	-	-	1	1	-	-	1	1	-	-	1	-	-	1	1	1
\$250,000 to \$259,999	-	1	-	1	-	-	-	1	-	1	-	1	-	1	1	1
Consolidated																
Remuneration of Executive Officers																
\$450,000 to \$459,999	-	-	Band 3	-	1	-	-	Band 3	-	-	-	Band 3	-	-	-	1
\$510,000 to \$519,999	-	-	Band 4	1	-	-	-	Band 4	-	-	-	Band 4	1	-	-	-
\$520,000 to \$529,999	Band 4	1	Band 4	1	2	Band 4	1	Band 4	1	2	Band 4	1	1	2	-	-
\$530,000 to \$539,999	Band 4	2	-	-	-	Band 4	-	-	2	-	-	Band 4	-	-	-	-
\$590,000 to \$599,999	-	-	Over Band 4	1	-	-	-	Over Band 4	-	-	-	Over Band 4	1	-	-	-
\$720,000 to \$729,999	Over Band 4	-	Over Band 4	-	Over Band 4	-	Over Band 4	-	1	1	-	Over Band 4	-	-	-	-
\$900,000 to \$909,999	-	-	Over Band 4	1	-	-	-	Over Band 4	-	Over Band 4	1	Over Band 4	1	-	-	-
\$930,000 to \$939,999	Over Band 4	1	-	-	Over Band 4	-	Over Band 4	1	-	Over Band 4	-	Over Band 4	-	-	-	-

The average remuneration of Executive Officers in 2018 was \$0.587m (2017: \$0.575m). This represented 1.17% of 2018 employee related expenses (2017: 1.18%). Disclosures are in accordance with the NSW Governments Annual Reports (Statutory Bodies) Regulation 2015. The Statutory and Other Offices Remuneration Tribunal (SOORT) bands are determined on an annual basis under Section 240 of the Statutory and Other Offices Remuneration Act 1975 and published by the NSW Remunerations Tribunal.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(c) Key management personnel compensation

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Short-term employee benefits	4,256	3,993	4,256	3,993
Post-employment benefits	718	739	718	739
Termination benefits	192	-	192	-
Total key management personnel compensation	5,166	4,732	5,166	4,732

30 Investments where the University has significant influence**Interests in unconsolidated structured entities**

The University of Wollongong has a significant influence on the Illawarra Health and Medical Research Institute Limited. Details of the entity and the nature of risks for the University of Wollongong are disclosed in the following two tables.

Name of unconsolidated structured entity	Nature of entity	Purpose of entity	Size of entity	Activities of entity	How the structured entity is financed
Illawarra Health and Medical Research Institute Ltd (IHMRI)	Company Limited by guarantee	The objectives of IHMRI are to foster, develop and promote health and medical research between through the University of Wollongong and the Illawarra Shoalhaven Local Health District.	Medium sized organisation	Health and medical research, publication of research and training.	Government grants and service agreements

Nature of risks in unconsolidated structured entities

	Carrying amounts of assets and liabilities relating to interests in unconsolidated structured entities	Line items in the statement of financial position that assets and liabilities are recognised in	Maximum exposure to loss from University of Wollongong's interests in unconsolidated structured entities
Assets			
Cash	2,347	Cash	1,173
Accounts receivable	273	Accounts receivable	137
Term deposit	1,500	Term deposit	750
Liabilities			
Trade and other payables	(1,078)	Trade and other payables	(539)
Other liabilities	(196)	Other liabilities	(98)
Total	2,846		1,423

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

Financial support for unconsolidated structured entities

The University provides services and facilities to IHMRI under contractual arrangements.

31 Contingencies

The Group and parent entity does not have any contingent assets or liabilities.

32 Commitments**(a) Capital commitments**

Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Property, plant and equipment				
Within one year	58,820	6,118	53,782	4,902
Between one year and five years	70,836	385	70,836	-
Total PPE commitments	129,656	6,503	124,618	4,902

(b) Lease commitments**(i) Operating Leases**

This represents non-cancellable operating leases contracted for but non capitalised in the accounts for motor vehicles, photocopiers, computer equipments and office buildings.

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Within one year	21,074	18,759	8,332	8,990
Between one year and five years	77,920	43,357	22,575	11,471
Later than five years	57,937	66,997	8,043	6,229
Total future minimum lease payments	156,931	129,113	38,950	26,690

(ii) Finance Leases

The consolidated entity leases plant and equipment under non-cancellable financial leases expiring from one to five years. The leases generally provide the consolidated entity with a right of renewal at which time all terms are renegotiated.

Commitments in relation to finance leases are payable as follows:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Within one year	178	178	-	-
Between one year and five years	154	333	-	-
Total future minimum lease payments	332	511	-	-
Future finance charges	(14)	(33)	-	-
Finance lease liabilities	318	478	-	-

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

Representing lease liabilities				
Current	167	160	-	-
Non-current	151	318	-	-
Total lease liabilities	318	478	-	-

(c) Lease commitments: where a Group member is the lessor

The future minimum lease payments receivable under non cancellable operating leases are as follows:

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Due within one year	7,579	6,855	6,387	5,934
Due after one year, but within five years	17,888	10,574	16,089	8,975
Later than five years	299	582	299	582
Total lease commitments	25,766	18,011	22,775	15,491

33 Business combinations**(a) Summary of acquisition**

On 1 July 2015, UOWD (the Company) and its controlled entity, UOWC Ltd, acquired a controlling interest in the Community College of City University Ltd (CCCU Ltd), a Hong Kong company limited by guarantee. The Company and UOWC Ltd are the majority members of CCCU Ltd, with the City University of Hong Kong retaining a minority voting interest for the duration of a 5 year transition period. Under the CCCU Ltd Articles of Association, the Company and UOWC Ltd control a majority of the appointments to the CCCU Ltd governing body, the Board of Management, and thereby ultimately control the decision-making authority of the CCCU Ltd entity.

On 1 July 2015 a formal Deed of Trust was executed whereby the City University of Hong Kong agreed to hold certain funds as trustee for CCCU Ltd. The Deed of Trust contains certain conditions for the release of the trust funds to CCCU Ltd. These conditions relate to activities being undertaken to transition CCCU Ltd as an education institution independent from its reliance on services and facilities of City University of Hong Kong. The trust period ends and the balance of the trust funds will be paid to CCCU Ltd on the date on which CCCU Ltd has vacated all spaces currently utilised by CCCU Ltd on City University's Kowloon Tong campus. The trust funds are disclosed as "Cash restricted", refer note 15.

During 2018, the Council of UOW and the Board of UOWD Ltd approved a corporate restructure. The shares and ownership of UOWD Ltd were transferred from the University of Wollongong to a newly created subsidiary of UOW, named UOWGE Ltd. This change of ownership occurred on 1 January 2019. On 14 November 2018, a new entity, UOWM Sdn. Bhd., was incorporated in Malaysia. Subsequently agreements were executed by UOWM Sdn. Bhd. with Paramount Corporation Bhd. for the acquisition of majority shareholdings and management control of three KDU higher education institutions located in Malaysia. The agreements contained a number of conditions precedent that were acquired to be fulfilled for the acquisition to be completed.

(b) Restrictions on distribution

UOW College Hong Kong Ltd (formerly CCCU Ltd) is a not-for-profit educational institution and is exempt from Hong Kong company tax in accordance with the Hong Kong Companies and Inland Revenue Ordinances. The company's Articles of Association restrict the distribution of income and property of CCCU Ltd to the members of CCCU Ltd. Accordingly, the below net assets, which are incorporated within the Group's Statement of Financial Position, are not available for distribution to its immediate parent or ultimate holding entities.

The directors have chosen to reflect the net financial position of CCCU Ltd within a separate reserve.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(c) Restricted Statement of Financial Position

	2018	2017
	000's	000's
	\$	\$
Assets		
Current Assets		
Cash and cash equivalents	-	35,909
Cash and cash equivalents - restricted	-	10,844
Trade and other receivables	-	3,461
Non-current Assets		
Property, plant and equipment	-	1,107
Available for sale financial assets - restricted	-	137,522
Intangible assets	-	642
Total Assets	-	189,485
Current Liabilities		
Trade and other payables	-	4,920
Provisions	-	719
Other liabilities	-	3,153
Total Liabilities	-	8,792
Net Assets	-	180,693

34 Subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described below:

Name of Entity	Principal place of business	Ownership interest	
		2018	2017
		%	%
UOWD Ltd	Australia	100.00	100.00
UOWC Ltd (a)	Australia	100.00	100.00
UOW Pulse Limited	Australia	100.00	100.00
University of Wollongong Recreation & Aquatic Centre Limited	Australia	100.00	100.00
The Sydney Business School Pty Ltd	Australia	100.00	100.00
The University of Wollongong USA Foundation	United States of America	100.00	100.00
UOW College Hong Kong Ltd (formerly CCCU Ltd)	Hong Kong	100.00	100.00
CCCU Deed of Trust	Hong Kong	100.00	100.00
UWAT Pty Ltd	Australia	-	100.00

(a) On 2 January 2019, the ownership of UOWC Ltd was transferred from the Company to UOWGE Ltd, a newly created subsidiary of the University of Wollongong.

Basis for control of the above entities is as follows:

UOWD Ltd

- ITC Ltd was renamed to UOWD Ltd on 12 July 2013
- 100% equity in 2 (two) fully paid shares of \$1.00.
- University Council appoints the Board of Directors of the Company.
- ITC Education Ltd was renamed to UOWC Ltd on 12 July 2013.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

UOWC Ltd

- 100% equity in 2 (two) fully paid shares of \$1.00.
- University Council appoints the Board of Directors of the Company.

UOW Pulse Limited

- The University Council on the 22 April 2016 approved the restructure of University of Wollongong Recreation & Aquatic Centre Limited and Wollongong UniCentre Limited into a single entity UOW Pulse Limited effective from the 1 January 2017. The Council approved the transfer of URAC's existing activities and operations into UOW Pulse Limited on this restructure.
- Wollongong UniCentre Limited changed its business name to UOW Pulse Limited on 22 August 2016.
- The UOW Pulse budget is approved by the University Council.
- No alteration to the constitution of the UOW Pulse can be made without the approval of the Council.
- UOW Pulse constitution indicates it is an integral part of the University.

Sydney Business School Pty Ltd

- Sydney Business School Pty Ltd is a non trading entity of the University of Wollongong.
- Commenced registration 17 February 2005.

The University of Wollongong USA Foundation

- Commenced registration in USA 20 March 2013.

UOW College Hong Kong Ltd (formerly CCCU Ltd) and the CCCU Deed of Trust

- Refer to note 33 for details on the acquisition of Community College of City University Ltd and the CCCU Deed of Trust.

35 Contributions to controlled entities and financial arrangements

UOWD Ltd

- Minor quality assurance activities for academic programs reimbursed by way of a proportional share in dividends.

UOW Pulse Limited (previously Wollongong UniCentre Limited)

- UOW Pulse Limited pays rent to the University of Wollongong and the University of Wollongong makes a funding contribution towards the operations of UOW Pulse Limited.
- On 1 January 2017 UOW Pulse received the net assets of the University of Wollongong Recreation and Aquatic Centre Limited less the debt forgiven by the parent entity.

The University of Wollongong USA Foundation

- Administrative and governance support.

The University of Wollongong is committed to ensuring that its subsidiaries have adequate cash reserves to meet all commitments as and when they fall due. The University will assist its subsidiaries by allowing flexible short term arrangements for balances owing by them to the University. The assistance provided to these organisations is offset by the benefits accruing to the University, its students and staff through enhanced facilities, community relations, marketing, funding and/or repute. All other identifiable costs and services relating to companies and organisations associated with the University are charged out to those entities under normal commercial terms and conditions. There is no material expenditure or assets provided by other government bodies or statutory bodies at no cost to the University.

36 Events occurring after the reporting date

On 1 January 2019, shares and ownership of UOWD Ltd were transferred from the University of Wollongong to a newly created subsidiary of UOW, named UOWGE Ltd. Refer to note 33(a) for details.

There has not been any other matter or circumstances that has arisen since the end of the financial year that has significantly affected, or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group, in future financial years.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

37 Reconciliation of net result after income tax to net cash provided by / (used in) operating activities

	Consolidated		Parent entity	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Net Result for the period	22,106	84,974	7,839	67,715
Depreciation and amortisation	41,482	40,400	38,024	37,574
Fair value gains on other financial assets at fair value through profit or loss	11,380	-	18,413	-
Net exchange differences	231	24	231	24
Non cash retirement benefits expense	(410)	356	(410)	356
Net gain on disposal of property plant and equipment	676	(15,345)	509	(15,345)
Investment revenue and income	(15,594)	(11,967)	(15,339)	(11,967)
Other Non cash reserve movements	-	-	(4)	-
Change in operating assets and liabilities, net of effects from purchase of controlled entity:				
(Increase) / decrease in trade debtors	(22,343)	(26,576)	(24,211)	(22,905)
(Increase) / decrease in inventories	578	190	(31)	(8)
(Increase) / decrease in prepayments	(128)	(30)	(330)	554
(Increase) / decrease in accrued income	805	383	(1,838)	332
(Increase) / decrease in other operating assets	(1,406)	372	(101)	(28)
(Decrease) / increase in revenue in advance	4,281	4,819	2,451	6,703
Increase / (decrease) in trade creditors	(7,400)	8,419	(2,553)	9,312
Increase / (decrease) in other operating liabilities	4,229	2,231	1,984	(1,757)
Increase / (decrease) in provision for income taxes payable	(843)	424	-	-
Increase / (decrease) in other provisions	27,330	12,722	25,670	12,880
Net cash provided by / (used in) operating activities	64,974	101,396	50,304	83,440

38 Financial Risk Management

The Group's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

The University Council has overall responsibility for the establishment and oversight of the risk management framework. The Council has established the Risk, Audit and Compliance Committee, which is responsible for developing and monitoring risk management policies. The Committee reports to the Council on its activities.

The Risk, Audit and Compliance Committee oversees how University management monitor compliance with the Group's risk management policies and procedures, and reviews the adequacy of the risk management framework, including financial risk management in relation to the risks faced by the Group.

For the University's investment portfolio, the Finance and Resource Committee is the delegated authority under the University Council to monitor the University's finance and investment direction. The Finance and Resource Committee reviews and recommends to Council new policies and strategies covering the investments of the University. Performance of the University's investment portfolio is reported at each Committee meeting. The Finance and Resource Committee reports to the Council on its activities.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(a) Market risk

(i) Foreign exchange risk

Foreign exchange risk arises when future commercial transactions and recognised financial assets and financial liabilities are denominated in a currency that is not the Group's functional currency. The risk is measured using sensitivity analysis and cash flow forecasting.

Exposure to foreign currency is managed by overseas operations transacting in the prevailing currency in the region and a US dollar cash hedging policy to protect against any large change in the Australian to US dollar exchange rate.

For sensitivity analysis of the foreign exchange risk, see (iv) Summarised sensitivity analysis below.

(ii) Price risk

The Group and the parent entity are exposed to equity securities price risk. This arises from investments held by the Group and classified on the statement of financial position either as available for sale or assets held for sale. Neither the Group nor the parent entity is exposed to commodity price risk.

To manage its price risk arising from investments in equity securities, the Group diversifies its portfolio. Diversification of the portfolio is performed in accordance with the limits set by the Group.

The exposure to price risk arises with the Group's Jana and Mercer investments classified as assets available-for-sale at fair value.

Each portfolio is diversified across a variety of investment types consistent with the risk/return/timeframe objectives of the portfolio and the University's broader investment management objectives which can be found in the University's Investment Policy.

(iii) Cash flow and fair value interest rate risk

For the Group's assets, the Group's exposure to market interest rates relates primarily to the Group's cash and cash equivalents, held to maturity investments and borrowings. The Group's trade and other receivables are non interest bearing and all related party loans and receivable are interest free.

(iv) Summarised sensitivity analysis

The following tables summarise the sensitivity of the Group's financial assets and financial liabilities to interest rate risk, foreign exchange risk and other price risk.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

31 December 2018

	Carrying amount \$	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$
Financial assets													
Cash and Cash Equivalents - at bank	113,940	(1,139)	(1,139)	1,139	1,139	(107)	(107)	107	107	-	-	-	-
Receivables	42,511	-	-	-	-	(205)	(205)	205	205	-	-	-	-
Other financial assets designated at fair value through profit or loss	531,025	-	-	-	-	-	-	-	-	(53,103)	-	53,103	-
Financial assets - Held to maturity	216,820	(2,168)	(2,168)	2,168	2,168	-	-	-	-	-	-	-	-
Financial liabilities													
Payables	41,076	-	-	-	-	-	-	-	-	-	-	-	-
Borrowings	288,022	-	-	-	-	-	-	-	-	-	-	-	-
Other financial liabilities	2,028	-	-	-	-	-	-	-	-	-	-	-	-
Total increase/(decrease)		(3,307)	(3,307)	3,307	3,307	(312)	(312)	312	312	(53,103)	-	53,103	-

31 December 2017

	Carrying amount \$	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$	Result 000's \$	Equity 000's \$
Financial assets													
Cash and Cash Equivalents - at bank	110,560	(1,106)	(1,106)	1,106	1,106	(428)	(428)	428	428	-	-	-	-
Receivables	37,736	-	-	-	-	(102)	(102)	102	102	-	-	-	-
Financial assets - Available for sale	199,839	-	-	-	-	-	-	-	-	(19,984)	-	19,984	-
Financial assets - Fair value through profit or loss - restricted	137,522	(1,375)	(1,375)	1,375	1,375	-	-	-	-	-	-	-	-
Financial assets - Held to maturity	390,096	(3,901)	(3,901)	3,901	3,901	-	-	-	-	-	-	-	-
Financial liabilities													
Payables	48,119	-	-	-	-	-	-	-	-	-	-	-	-
Borrowings	300,992	-	-	-	-	-	-	-	-	-	-	-	-
Other financial liabilities	6,123	-	-	-	-	-	-	-	-	-	-	-	-
Total increase/(decrease)		(6,382)	(6,382)	6,382	6,382	(530)	(530)	530	530	(19,984)	-	19,984	-

(b) Credit risk

Credit risk arises from the financial assets of the Group, which comprise cash and cash equivalents, trade and other receivables, assets available for sale, held to maturity investments and assets held for sale. The Group's exposure to credit risk arises from potential default of the counter party. The carrying amount of the Group's financial assets represent the maximum credit exposure. Exposure at balance date is addressed in each applicable note to the financial statements.

The Group trades with students, government and other educational organisations and as such, collateral is not requested nor is it the Group's policy to securitise its trade and other receivables.

Receivable balances are monitored on an ongoing basis with the result that the Group's exposure to bad debts is not significant.

The Group's exposure to credit risk is influenced mainly by the individual characteristics of each customer.

The consolidated entity does not have any significant exposure to any individual customer, counter party or shareholding.

No credit limits were exceeded during the reporting period and management does not expect any losses from non performance by these counterparties. This information is prepared on a consolidated basis only and no similar information is provided to the key management personnel for the parent entity.

The carrying amount of financial assets (as contained in the table in subnote below) represents the Group's maximum exposure to credit risk.

The carrying amount of financial assets (as contained in the table in subnote 39(a)) represents the Group's maximum exposure to credit risk.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

Receivables

Credit risk is managed at group level subject to the University of Wollongong's established policy, procedures and control relating to credit risk management. Credit quality of a customer is assessed based on individual credit limits. Outstanding receivables are regularly monitored.

An impairment analysis is performed at each reporting date using a provision matrix to measure expected credit losses. The provision rates are based on days past due for groupings of various customer segments with similar loss patterns (i.e., by geographical region, product type, customer type and rating). The calculation reflects the probability-weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions. Generally, trade receivables are written-off if past due for more than one year and are not subject to enforcement activity. The maximum exposure to credit risk at the reporting date is the carrying value of each class of financial assets disclosed in the notes above.

The University of Wollongong evaluates the concentration of risk with respect to trade receivables as low, as its customers are located in several jurisdictions and industries and operate in largely independent markets.

Financial instruments and cash deposits

Credit risk from balances with banks and financial institutions is managed by the University of Wollongong in accordance with the University of Wollongong's policy. Investments of surplus funds are made only with approved counterparties and within credit limits assigned to each counterparty. Counterparty credit limits are reviewed by the University of Wollongong's Board of Directors on an annual basis, and may be updated throughout the year subject to approval of the University of Wollongong's Finance and Resource Committee. The limits are set to minimise the concentration of risks and therefore mitigate financial loss through a counterparty's potential failure to make payments.

The University of Wollongong's maximum exposure to credit risk for the components of the statement of financial position at 31 December 2018 and 2017 is the carrying amounts as illustrated in Note 18. The University of Wollongong's maximum exposure relating to financial derivative instruments is noted in the liquidity table below.

(c) Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and cash equivalents and held to maturity investments and the funding through an adequate amount of credit facilities to meet obligations as they arise and fall due. At the end of the reporting period the group held unrestricted cash and cash equivalents of \$84 million (2017: \$81 million) and deposits at call of \$217 million (2017: \$390 million) that are expected to readily generate cash flows for managing liquidity risk.

Management monitors the rolling forecasts of the group's liquidity on the basis of expected cash flows. This is carried out by each entity within the Group and the management varies according to the size and liquidity needs of the individual entity.

The following tables summarise the maturity of the Group's financial assets and financial liabilities:

	Average Interest rate		Variable interest rate		Less than 1 year	
	2018 %	2017 %	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Financial Assets:						
Cash and cash equivalents	1.50	1.50	113,844	110,447	-	-
Receivables	-	-	-	-	-	-
Available for sale financial assets	-	11.53	531,025	199,839	-	-
Held to maturity	-	2.62	216,820	390,096	-	-
Financial assets at fair value through profit or loss						
- Restricted	-	-	-	137,522	-	-
Total Financial Assets			861,689	837,904	-	-
Financial Liabilities:						
Payables	-	-	-	-	-	-
Borrowings	-	6.44	319	318	394	736
Other financial liabilities	-	-	-	-	-	-
Total Financial Liabilities			319	318	394	736

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For the Year Ended 31 December 2018

	5+ years		Non-Interest Bearing		Total	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Financial Assets:						
Cash and cash equivalents	-	-	96	113	113,940	110,560
Receivables	-	-	42,511	37,736	42,511	37,736
Available for sale financial assets	-	-	-	-	531,025	199,839
Held to maturity	-	-	-	-	216,820	390,096
Financial assets at fair value through profit or loss - Restricted	-	-	-	-	-	137,522
Total Financial Assets	-	-	42,607	37,849	904,296	875,753
Financial Liabilities:						
Payables	-	-	41,076	48,483	41,076	48,483
Borrowings	287,309	299,938	-	-	288,022	300,992
Other financial liabilities	-	-	2,028	6,123	2,028	6,123
Total Financial Liabilities	287,309	299,938	43,104	54,606	331,126	355,598

39 Fair Value Measurement**(a) Fair value measurements**

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

Due to the short-term nature of the cash and cash equivalents and current receivables, their carrying value approximates their fair value and based on credit history it is expected that the receivables that are neither past due nor impaired will be received when due.

The carrying amounts and aggregate fair values of financial assets and liabilities at balance date are:

		Carrying Amount		Fair Value	
		2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Consolidated					
Financial assets					
Cash and cash equivalents	15	113,940	110,560	113,940	110,560
Receivables	16	42,511	37,736	42,511	37,736
Other financial assets					
Held-to-maturity	18	216,820	390,096	216,820	390,096
Financial assets at fair value through profit and loss	18	531,025	137,522	531,025	137,522
Managed funds	18	-	199,838	-	199,838
Total financial assets		904,296	875,752	904,296	875,752
Financial liabilities					
Payables	24	41,076	48,483	41,076	48,483
Borrowings	25	288,022	300,992	288,022	300,992
Other Liabilities	27	2,028	6,123	2,028	6,123
Total financial liabilities		331,126	355,598	331,126	355,598

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For the Year Ended 31 December 2018

The University of Wollongong measures and recognises the following assets and liabilities at fair value on a recurring basis:

- financial assets at fair value through profit or loss
- available-for-sale financial assets

(i) Disclosed fair values

The University of Wollongong has a number of assets and liabilities which are not measured at fair value, but for which the fair values are disclosed in the notes.

The fair value of assets or liabilities traded in active markets (such as publicly traded derivatives, and listed equity instruments) is based on quoted market prices for identical assets or liabilities at the end of the reporting period (level 1). This is the most representative of fair value in the circumstances.

The fair values of the non-listed equity investments have been estimated using a discounted cash flow model. The valuation requires management to make certain assumptions about the model inputs, including forecast cash flows, the discount rate, credit risk and volatility. The probabilities of the various estimates within the range can be reasonably assessed and are used in management's estimate of fair value for these non-listed equity investments.

The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of their fair values due to their short-term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the University of Wollongong for similar financial instruments (level 3).

The fair value of non-current borrowings disclosed in note 25 is estimated by discounting the future contractual cash flows at the current market interest rates that are available to the group for similar financial instruments. For the period ending 31 December 2018, the borrowing rates were determined to be between 5% and 8%, depending on the type of borrowing. The fair value of current borrowings approximates the carrying amount, as the impact of discounting is not significant (level 2).

Derivative contracts are fair valued by comparing the contracted rate to the current market rate for a contract with the same remaining period to maturity.

(b) Fair value hierarchy

The University of Wollongong categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurement.

- Level 1 quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
- Level 3 inputs for the asset or liability that are not based on observable market data (unobservable inputs)

(i) Recognised fair value measurements

Fair value measurements recognised in the statement of financial position are categorised into the following levels at 31 December 2018.

Fair value measurements at 31 December 2018

Consolidated	Note	2018 000's \$	Level 1 000's \$	Level 2 000's \$	Level 3 000's \$
Recurring fair value measurements					
Financial assets					
Financial assets at fair value through profit and loss	18	354,914	-	354,914	-
Equity securities		22,919	-	22,919	-
Total financial assets		377,833	-	377,833	-

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

Fair value measurements at 31 December 2017

Consolidated	Note	2017 000's \$	Level 1 000's \$	Level 2 000's \$	Level 3 000's \$
Recurring fair value measurements					
Financial assets					
Managed funds	18	183,370	-	183,370	-
Equity securities	18	15,700	-	15,700	-
Total financial assets		199,070	-	199,070	-

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year.

The University of Wollongong's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period.

(c) Valuation techniques used to derive level 2 and level 3 fair values**(i) Recurring fair value measurements**

The fair value of financial instruments that are not traded in an active market (for example, over-the-counter derivatives) is determined using valuation techniques. These valuation techniques maximise the use of observable market data where it is available and rely as little as possible on entity specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3. This is the case for unlisted equity securities.

(ii) Non-recurring fair value measurement

Land and non-current assets (or disposal groups) classified as held for sale during the reporting period were measured at the lower of their carrying amount and fair value less cost to sell at the time of the reclassification. The fair value of the land was also determined using the sales comparison approach as described in (i) above.

40 Defined Benefit Plans**(i) Nature of the benefits provided by the fund**

State schemes (SASS, SSS & SANCS)

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation schemes:

* State Authorities Superannuation Scheme (SASS)

* State Superannuation Scheme (SSS)

* State Authorities Non-contributory Superannuation Scheme (SANCS)

Professional Superannuation Fund (PSF)

The fund is closed to new members and provides active members with a combination of accumulation benefits and defined benefits based on professional salary levels. Pensioner members receive a pension payments from the Fund based on professional salary levels.

(ii) Description of the regulatory framework

State schemes (SASS, SSS & SANCS)

The schemes in the Pooled Fund are established and governed by the following NSW legislation: Superannuation Act 1916, State Authorities Superannuation Act 1987, Police Regulation (Superannuation) Act 1906, State Authorities Non-Contributory Superannuation Scheme Act 1987, and their associated regulations.

The schemes in the Pooled Fund are exempt public sector superannuation schemes under the Commonwealth Superannuation Industry (Supervision) Act 1993 (SIS). The SIS Legislation treats exempt public sector superannuation funds as complying funds for concessional taxation and superannuation guarantee purposes.

Under a Heads of Government agreement, the New South Wales Government undertakes to ensure that the Pooled Fund will conform with the principles of the Commonwealth's retirement incomes policy relating to preservation, vesting and reporting to members and that members' benefits are adequately protected.

The New South Wales Government prudentially monitors and audits the Pooled Fund and the Trustee Board activities in a

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For the Year Ended 31 December 2018

manner consistent with the prudential controls of the SIS legislation. These provisions are in addition to other legislative obligations on the Trustee Board and internal processes that monitor the Trustee Board's adherence to the principles of the Commonwealth's retirement incomes policy.

Professional Superannuation Fund (PSF)

The Fund is subject to the provisions of the Superannuation Industry (Supervision) Act 1993, the Income Tax Assessment Act 1997, and various other legislation and regulation applicable to Australian superannuation funds. Any surplus Fund assets are subject to a limit of the asset ceiling. Under Superannuation Guarantee laws, employers are required to make a minimum contribution of 9.50% of gross Ordinary Times Earnings into a fund for active members or to provide a minimum level of defined benefits.

(iii) Description of other entities' responsibilities for the governance of the fund

State schemes (SASS, SSS & SANCS)

The Fund's Trustee is responsible for the governance of the Fund. The Trustee has a legal obligation to act solely in the best interests of fund beneficiaries. The Trustee has the following roles:

- * Administration of the fund and payment to the beneficiaries from fund assets when required in accordance with the fund rules;
- * Management and investment of the fund assets; and
- * Compliance with other applicable regulations.

Professional Superannuation Fund (PSF)

The Fund's Trustee is responsible for the prudential operation of the Fund and is required to act in the best interest of all members.

(iv) Description of risks

State schemes (SASS, SSS & SANCS)

There are a number of risks to which the Fund exposes the Employer. The more significant risks relating to the defined benefits are:

- * Investment risk - The risk that investment returns will be lower than assumed and the Employer will need to increase contributions to offset this shortfall.
- * Longevity risk - The risk that pensioners live longer than assumed, increasing future pensions.
- * Pension indexation risk - The risk that pensions will increase at a rate greater than assumed, increasing future pensions.
- * Salary growth risk - The risk that wages or salaries (on which future benefit amounts for active members will be based) will rise more rapidly than assumed, increasing defined benefit amounts and thereby requiring additional employer contributions.
- * Legislative risk - The risk is that legislative changes could be made which increase the cost of providing the defined benefits.

The defined benefit fund assets are invested with independent fund managers and have a diversified asset mix. The Fund has no significant concentration of investment risk or liquidity risk.

Professional Superannuation Fund (PSF)

Whilst the Fund remains an ongoing arrangement the main risk to the Group is the need to make additional contributions to the Fund resulting from adverse investment experience, members and their spouses living longer than expected, salary increases being greater than expected and Fund expenses being greater than expected and allowed for in the recommended contribution rate.

(v) Description of significant events

There were no fund amendments, curtailments or settlements during the year.

The University expects to make a contribution of \$1.44 million (2017: \$1.40 million) to the defined benefit plan during the next financial year.

The weighted average duration of the defined benefit obligation is 11.4 years (2017: 11.6 years).

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For the Year Ended 31 December 2018

(a) Categories of plan assets

The analysis of the plan assets at the end of the reporting period is as follows:

	2018 (%)		2017 (%)	
	Active Market	No Active Market	Active Market	No Active Market
Cash and Cash Equivalents	4.55	5.28	5.06	4.59
Equity instruments	39.44	6.85	44.66	7.76
Debt instruments	1.95	8.41	1.94	9.69
Property	1.67	6.88	2.23	6.09
Other	1.01	23.97	0.89	17.09
Total	48.62	51.39	54.78	45.22

The principal assumptions used for the purposes of the actuarial valuations were as follows (expressed as weighted averages):

	2018 %	2017 %
Discount rate(s)	2.33	2.65
Expected rate(s) of salary increase	2.69	2.50
Rate of CPI increase	2.00	2.25

(b) Actuarial assumptions and sensitivity

The sensitivity of the defined benefit obligation to change in the significant assumptions is:

	Change in assumption		Impact on defined benefit obligation	
		Increase in assumption	Decrease in assumption	
Discount rate - SASS, SANCS & SSS	1.00%	Decrease by 10.05%	Increase by 12.10%	
Discount rate - PSF	0.50%	Decrease by 3.61%	Increase by 3.83%	
Salary growth rate - SASS, SANCS & SSS	0.50%	Increase by 0.28%	Decrease by 0.27%	
Salary growth rate - PSF	0.50%	Increase by 3.60%	Decrease by 3.43%	

The above sensitivity analyses are based on a change in an assumption while holding all the other assumptions constant. In practice this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions the same method has been applied as when calculating the defined benefit liability recognised in the statement of financial position.

The methods and types of assumptions used in the preparation of the sensitivity analysis did not change compared to the prior period.

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For the Year Ended 31 December 2018

(c) Statement of financial position amounts

Amounts recognised in the statement of financial position - 2018	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Liabilities						
Provision for deferred government benefits for superannuation		(3,194)	6,865	322,767	812	327,250
Total liabilities		(3,194)	6,865	322,767	812	327,250
Assets						
Amounts recognised in the statement of financial position - 2018	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Receivable for deferred government benefit for superannuation		(3,194)	6,865	322,767	-	326,438
Total assets recognised in the statement of financial position		(3,194)	6,865	322,767	-	326,438
Net liability recognised in the statement of financial position		-	-	-	812	812
Net liability reconciliation - 2018						
Net liability reconciliation - 2018	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Defined benefit obligation		38,506	6,591	345,972	3,556	394,625
Fair value of plan assets		(41,700)	274	(23,205)	(2,744)	(67,375)
Net liability	26	(3,194)	6,865	322,767	812	327,250
Reimbursement right	16	3,194	(6,865)	(322,767)	-	(326,438)
Total net liability/(asset)		-	-	-	812	812
Reimbursement rights - 2018						
Reimbursement rights - 2018	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Opening value of reimbursement right		(5,164)	6,792	303,839	-	305,467
Remeasurements		1,970	73	18,928	-	20,971
Closing value of reimbursement right	16	(3,194)	6,865	322,767	-	326,438

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For the Year Ended 31 December 2018

		000's \$	000's \$	000's \$	000's \$	000's \$
Present value of obligation - 2018	Note	SASS	SANCS	SSS	PSF	Total
Opening defined benefit obligation		37,998	6,610	339,717	3,572	387,897
Current service cost		988	218	201	197	1,604
Interest expense		953	163	8,801	75	9,992
		39,939	6,991	348,719	3,844	399,493
Remeasurements						
Actuarial losses/(gains) arising from changes in demographic assumptions		(347)	(71)	1,656	-	1,238
Actuarial losses/(gains) arising from changes in financial assumptions		504	100	11,996	78	12,678
Experience (gains)/losses		1,872	183	(3,258)	223	(980)
		2,029	212	10,394	301	12,936
Contributions						
Plan participants		488	-	147	-	635
		488	-	147	-	635
Present value of obligation - 2018						
	Note	000's \$	000's \$	000's \$	000's \$	000's \$
Present value of obligation - 2018	Note	SASS	SANCS	SSS	PSF	Total
Payments from plan						
Benefits paid		(3,656)	(630)	(14,965)	(589)	(19,840)
Taxes, premiums & expenses paid		(294)	18	1,677	-	1,401
		(3,950)	(612)	(13,288)	(589)	(18,439)
Closing defined benefit obligation		38,506	6,591	345,972	3,556	394,625
Present value of plan assets - 2018						
	Note	000's \$	000's \$	000's \$	000's \$	000's \$
Present value of plan assets - 2018	Note	SASS	SANCS	SSS	PSF	Total
Opening fair value of plan assets		43,162	(182)	35,878	3,097	81,955
Interest (income)		1,108	(10)	748	76	1,922
		44,270	(192)	36,626	3,173	83,877
Remeasurements						
Return on plan assets, excluding amounts included in net interest expense		(499)	15	(272)	(109)	(865)
		(499)	15	(272)	(109)	(865)
Contributions						
Employers		1,391	516	(8)	269	2,168
Plan participants		488	-	147	-	635
		1,879	516	139	269	2,803
Payments from plan						
Benefits paid		(3,656)	(630)	(14,965)	(589)	(19,840)
Taxes, premiums & expenses paid		(294)	18	1,677	-	1,401
		(3,950)	(612)	(13,288)	(589)	(18,439)
Closing fair value of plans assets		41,700	(273)	23,205	2,744	67,376

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Amounts recognised in the statement of financial position - 2017	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Liabilities						
Provision for deferred government benefits for superannuation		(5,164)	6,792	303,839	475	305,942
Total liabilities		(5,164)	6,792	303,839	475	305,942
Assets						
Receivable for deferred government benefit for superannuation		(5,164)	6,792	303,839	-	305,467
Net liability recognised in the statement of financial position		-	-	-	475	475

Net liability reconciliation - 2017	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Defined benefit obligation		37,998	6,610	339,717	3,572	387,897
Fair value of plan assets		(43,162)	182	(35,878)	(3,097)	(81,955)
Net liability	26	(5,164)	6,792	303,839	475	305,942
Reimbursement right	16	5,164	(6,792)	(303,839)	-	(305,467)
Total net liability/(asset)		-	-	-	475	475

Reimbursement rights - 2017	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Opening value of reimbursement right		(3,386)	5,990	209,555	-	212,159
Remeasurements		(1,778)	802	94,284	-	93,308
Closing value of reimbursement right	16	(5,164)	6,792	303,839	-	305,467

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For the Year Ended 31 December 2018

	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Present value of obligation - 2017						
Opening defined benefit obligation		39,562	7,176	337,533	4,042	388,313
Current service cost		1,272	254	375	157	2,058
Interest expense		1,042	187	9,178	86	10,493
		<u>41,876</u>	<u>7,617</u>	<u>347,086</u>	<u>4,285</u>	<u>400,864</u>
Remeasurements						
Actuarial losses/(gains) arising from changes in financial assumptions		220	45	3,845	(106)	4,004
Experience (gains)/losses		(1,129)	388	1,710	(52)	917
		<u>(909)</u>	<u>433</u>	<u>5,555</u>	<u>(158)</u>	<u>4,921</u>
Contributions						
Plan participants		539	-	225	-	764
		<u>539</u>	<u>-</u>	<u>225</u>	<u>-</u>	<u>764</u>
Payments from plan						
Benefits paid		(3,371)	(814)	(14,948)	(555)	(19,688)
Taxes, premiums and expenses paid		(137)	(626)	1,799	-	1,036
		<u>(3,508)</u>	<u>(1,440)</u>	<u>(13,149)</u>	<u>(555)</u>	<u>(18,652)</u>
Closing defined benefit obligation		<u>37,998</u>	<u>6,610</u>	<u>339,717</u>	<u>3,572</u>	<u>387,897</u>

	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Present value of plan assets - 2017						
Opening fair value of plan assets		42,948	1,186	46,978	3,115	94,227
Interest (income)		1,150	21	1,104	80	2,355
		<u>44,098</u>	<u>1,207</u>	<u>48,082</u>	<u>3,195</u>	<u>96,582</u>
Remeasurements						
Return on plan assets, excluding amounts included in net interest expense		1,057	5	477	198	1,737
		<u>1,057</u>	<u>5</u>	<u>477</u>	<u>198</u>	<u>1,737</u>
Contributions						
Employers		976	46	243	259	1,524
Plan participants		539	-	225	-	764
		<u>1,515</u>	<u>46</u>	<u>468</u>	<u>259</u>	<u>2,288</u>
Payments from plan						
Benefits paid		(3,371)	(814)	(14,948)	(555)	(19,688)
Taxes, premiums and expenses paid		(137)	(626)	1,799	-	1,036
		<u>(3,508)</u>	<u>(1,440)</u>	<u>(13,149)</u>	<u>(555)</u>	<u>(18,652)</u>
Closing fair value of plans assets		<u>43,162</u>	<u>(182)</u>	<u>35,878</u>	<u>3,097</u>	<u>81,955</u>

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(d) Amounts recognised in other statements**Amounts recognised in the Income Statement - 2018**

The amounts recognised in the income statement are restricted to the Professional Superannuation Fund (PSF) in accordance with note 1(v). The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2018	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Current service cost		-	-		197	197
Interest income		-	-		(2)	(2)
Total expense recognised in the Income Statement	9	-	-	-	195	195

Amounts recognised in other comprehensive income - 2018

The amounts recognised in the statement of comprehensive income are restricted to the Professional Superannuation Fund (PSF) in accordance with note 1(v). The amounts are included in retained earnings (note 28).

	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Remeasurements						
Actuarial losses (gains) arising from experience adjustments		-	-		410	410
Total remeasurements in OCI		-	--		410	410

Amounts recognised in the Income Statement - 2017

The amounts recognised in the income statement are restricted to the Professional Superannuation Fund (PSF) in accordance with note 1(v). The amounts are included in the Income Statement.

Amounts recognised in the Income Statement - 2017	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Current service cost		-	-		157	157
Interest expense		-	-		5	5
Total expense recognised in the Income Statement	9	-	-	-	162	162

Amounts recognised in other comprehensive income - 2017

The amounts recognised in the statement of comprehensive income are restricted to the Professional Superannuation Fund (PSF) in accordance with note 1(v). The amounts are included in retained earnings (note 28).

	Note	000's \$ SASS	000's \$ SANCS	000's \$ SSS	000's \$ PSF	000's \$ Total
Remeasurements						
Actuarial losses (gains) arising from experience adjustments		-	-		(356)	(356)
Total remeasurements in OCI		-	-	-	(356)	(356)

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

41 Acquittal of Australian Government financial assistance**(a) Education - CGS and other Education grants**

Parent Entity (University) Only	Commonwealth Grants Scheme#1		Indigenous Support Program		Higher Education Participation and Partnership Program		Disability Support Program	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Net accrual adjustments	144,725	147,963	1,961	1,660	3,313	3,396	240	228
Revenue for the period	144,725	147,963	1,961	1,660	3,313	3,396	240	228
Surplus/(deficit) from the previous year	-	-	254	-	940	-	-	-
Total revenue including accrued revenue	144,725	147,963	2,215	1,660	4,253	3,396	240	228
Less expenses including accrued expenses	(144,725)	(147,963)	(2,170)	(1,406)	(3,487)	(2,456)	(240)	(228)
Surplus/(deficit) for reporting period	-	-	45	254	766	940	-	-

Parent Entity (University) Only	Promotion of Excellence in Learning and Teaching		Total	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Net accrual adjustments	-	55	150,239	153,302
Revenue for the period	-	55	150,239	153,302
Surplus/(deficit) from the previous year	-	-	1,194	-
Total revenue including accrued revenue	-	55	151,433	153,302
Less expenses including accrued expenses	-	(55)	(150,622)	(152,108)
Surplus/(deficit) for reporting period	-	-	811	1,194

#1 Includes the basic CGS grant amount, CGS – Regional Loading, CGS – Enabling Loading, CGS - Medical Student Loading, Allocated Places, Non Designated Courses and CGS - Special Advances from Future Years.

#2 Disability Performance Funding includes Additional Support for Students with Disabilities and Australian Disability Clearinghouse on Education & Training

#3 Indigenous Student Success Program has replaced the Indigenous Commonwealth Scholarships Program and the Indigenous Support Program as of 1 January 2018. Prior year programs should be combined and reported in Indigenous Student Success Program for 2017.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(b) Higher Education Loan Programs (excl OS-HELP)

Parent Entity (University) Only	HECS-HELP (Australian Government payments only)		FEE-HELP		SA-HELP		Total	
	2018 000's	2017 000's	2018 000's	2017 000's	2018 000's	2017 000's	2018 000's	2017 000's
	\$	\$	\$	\$	\$	\$	\$	\$
Cash Payable/ (Receivable) at the beginning of the year	103,856	103,671	6,042	7,792	3,105	3,128	113,003	114,591
Cash available for period	103,856	103,671	6,042	7,792	3,105	3,128	113,003	114,591
Revenue earned	103,856	103,671	6,042	7,792	3,105	3,128	113,003	114,591

VET Student Loan Program is not required to be acquitted here.

(c) Department of Education and Training Research #4

Parent Entity (University) Only	Research Training Program		Research Support Program		Total	
	2018 000's	2017 000's	2018 000's	2017 000's	2018 000's	2017 000's
	\$	\$	\$	\$	\$	\$
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)	22,752	22,676	-	14,112	22,752	36,788
Net accrual adjustments	-	-	13,748	-	13,748	-
Revenue for the period	22,752	22,676	13,748	14,112	36,500	36,788
Surplus/(deficit) from the previous year	330	37	-	-	330	37
Total revenue including accrued revenue	23,082	22,713	13,748	14,112	36,830	36,825
Less expenses including accrued expenses	(22,168)	(22,383)	(13,748)	(14,112)	(35,916)	(36,495)
Surplus/(deficit) for reporting period	914	330	-	-	914	330

#4 The reported surpluses for [program names] of \$- million for 2018 are expected to be rolled over for future use by the Group and the surpluses for [program names] of \$- million for 2018 are expected to be returned to the Department of Education and Training.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(d) Total Higher Education Provider Research Training Program expenditure #5

	Total domestic students 000's \$	Total overseas students 000's \$
Research Training Program Fees offsets	15,710	171
Research Training Program Stipends	6,287	-
Total for all types of support#6	21,997	171

#5 Please refer to the Commonwealth Scholarship Guidelines for expenditure definitions for the Research Training Program.

#6 The total for all types of support domestic and overseas students is expected to match the Research Training Program expenses, including accrued expenses, at row F of note 41(c) in respect to the 2018 year.

(e) Other Capital Funding

	Linkage Infrastructure, Equipment and Facilities Grant		Total	
	2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
Parent Entity (University) Only				
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)	1,680	479	1,680	479
Revenue for the period	1,680	479	1,680	479
Surplus/(deficit) from the previous year	(1,798)	(1,442)	(1,798)	(1,442)
Total revenue including accrued revenue	(118)	(963)	(118)	(963)
Less expenses including accrued expenses	(2,995)	(835)	(2,995)	(835)
Surplus/(deficit) for reporting period	(3,113)	(1,798)	(3,113)	(1,798)

(f) Australian Research Council Grants

		Networks and Centres				2018 000's \$	2017 000's \$	2018 000's \$	2017 000's \$
		Discovery	Linkages	Total	Total				
Parent Entity (University) Only									
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the program)		8,673	10,626	3,164	4,102	8,818	8,840	20,655	23,568
Revenue for the period	3(e)	8,673	10,626	3,164	4,102	8,818	8,840	20,655	23,568
Surplus/(deficit) from the previous year		4,283	5,756	1,159	904	3,491	898	8,933	7,558
Total revenue including accrued revenue		12,956	16,382	4,323	5,006	12,309	9,738	29,588	31,126
Less expenses including accrued expenses		(10,471)	(12,099)	(4,077)	(3,847)	(8,291)	(6,247)	(22,839)	(22,193)
Surplus/(deficit) for reporting period		2,485	4,283	246	1,159	4,018	3,491	6,749	8,933

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2018

(g) OS-HELP

	2018	2017
	000's	000's
	\$	\$
Parent Entity (University) Only		
Cash received during the reporting period	1,752	3,831
Cash spent during the reporting period	(2,759)	(2,515)
Net cash received	(1,007)	1,316
Cash surplus/(deficit) from the previous period	363	(953)
Cash surplus/(deficit) for reporting period	24 (644)	363

(h) Student Services and Amenities Fee

	2018	2017
	000's	000's
	\$	\$
Parent Entity (University) Only		
Unspent/(overspent) revenue from previous period	(739)	(1,608)
SA-HELP revenue earned	3(b) 3,105	3,128
Student Services and Amenities Fees direct from Students	5 2,414	2,653
Total revenue expendable in period	4,780	4,173
Student services expenses during period	(5,223)	(4,912)
Unspent/(overspent) student services revenue	(443)	(739)

END OF AUDITED FINANCIAL STATEMENTS

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