UTS

2021

UTS
Annual
Report

Review of
operations

UTS Traditional Owners and Land

UTS acknowledges the Gadigal people of the Eora Nation, the Boorooberongal people of the Dharug Nation, the Bidiagal people and the Gamaygal people upon whose ancestral lands our university stands.

We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

The Hon. Alister Henskens SC MP
New South Wales Minister for Skills and Training
52 Martin Place
Sydney NSW 2000

Dear Minister

The University of Technology Sydney is pleased to present the UTS Annual Report 2021 for presentation to Parliament.

Volume one outlines our performance against our UTS 2027 strategy, and includes our statutory reporting. Volume two contains our financial statements as endorsed by the UTS Council.

The report has been prepared in accordance with the Annual Report (Statutory Bodies) Act 1984 (NSW).

Yours faithfully,

Catherine Livingstone AO

Chancellor

Professor Andrew Parfitt

Vice-Chancellor

2021 year in review

Chancellor Catherine Livingstone AO

Vice-Chancellor Professor Andrew Parfitt

At a time when society is rapidly changing, the role of universities is more critical now than ever. We usher students into their new careers, we inspire new ways of thinking, we research to solve the problems of the day, we help businesses prepare their people for new challenges and we strive to make society fairer for all.

The COVID-19 pandemic has forced everyone to adapt to a new normal. What has remained throughout this period of change has been the commitment, resilience and positivity of the UTS community.

2021 achievements

Despite the effects of the COVID-19 pandemic, UTS continued to make an impact with our teaching, research and engagement. There was partnership growth with major organisations to support research collaboration, enterprise learning, student engagement and innovation.

2021 was an extremely successful year for our wholly online award degrees. Demand for our short courses and microcredentials continued to grow. We saw an increase of more than 2000 participants this year. The number of enterprise learning clients and course participants also increased in 2021.

We joined with other NSW-based universities to facilitate the return of international students to Australia after ongoing border closures during the pandemic.

Under the Safe Arrival Plan, international students commenced arriving in Sydney from December on chartered or commercial flights. We were pleased to start the process of welcoming our international students back to UTS.

Our research continued to be recognised by our peers this year. We had 10 Highly Cited Researchers in Clarivate's 2021 Highly Cited Researchers, and our researchers won various awards including Distinguished Professor Fang Chen with a NSW Premier's Prize for Science and Engineering; Associate Professor Diane McDougald and Dr Gustavo Espinoza Vergara winning Australian Museum Eureka prizes; and Distinguished Professor Larissa Behrendt AO being announced the Australian Human Rights Commission's Human Rights Medal winner.

Farewell Professor Attila Brungs

We farewelled our longstanding Vice-Chancellor this year. Professor Attila Brungs was with UTS for 12 years; four years in the role of Deputy Vice-Chancellor (Research) and Vice-Chancellor and President from 2014.

Professor Brungs was an outstanding and inspirational leader.

Throughout his time as Deputy Vice-Chancellor (Research) he transformed UTS into a research-intensive university.

He was a strong advocate for industry and government partnerships. He embraced social justice, ensuring that UTS is seen as a university for all. He was instrumental in developing the university's surrounding precinct into an innovative dynamic centre.

As Vice-Chancellor, he was responsible to the UTS Council for the strategic direction of UTS. Under his leadership, the UTS 2027 strategy was created. Attila played a pivotal role in helping UTS realise its vision of being a leading public university of technology recognised for its global impact.

We wish Attila all the very best for his new role at the University of New South Wales.

Welcome to Professor Parfitt as UTS's new Vice-Chancellor

Following an international search, Council was delighted to appoint our then Provost, Professor Andrew Parfitt, to be UTS's next Vice-Chancellor and President.

Andrew becomes Vice-Chancellor at a critical time. Working closely with the UTS Council, the Vice-Chancellor is accountable for leading UTS through this period of rapid change where we must continue to innovate and adapt. Professor Parfitt has the experience, skills and comprehensive understanding of UTS required to deliver the university's strategy and our long-held commitment to deliver positive social change through our teaching, research and engagement.

With Andrew's appointment in October, a search commenced for a new Provost, with Professor Lesley Hitchens, former UTS Dean of Law, acting in the role in the interim.

Leadership team changes

Deputy Vice-Chancellor (Resources) Patrick Woods announced that he will be stepping down from his role in 2022 after 15 years of outstanding service to UTS. Patrick has been an essential member of the UTS leadership team, bringing commercial experience and business rigour to the role. Having played a key part in the transformation of the UTS campus, Mr Woods also leaves UTS with a legacy of supporting the development of a robust, sustainable and innovative university.
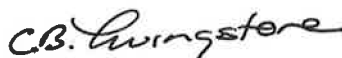
In October we welcomed Glen Babington as UTS's new Chief Operating Officer. Glen brings a wealth of experience gained in large complex organisations, including the Australian Army and TAFE NSW. Glen will be responsible for leading our new Operations Division to further enable the delivery and implementation of the UTS 2027 strategy.

We were also pleased to announce three new deans: Professor Anita Stuhmcke in the Faculty of Law, Professor Carl Rhodes in the UTS Business School and Professor Deborah Anderson for the Faculty of Health. We are most fortunate to have such depth and quality of leadership across the university.

Looking ahead

We would like to acknowledge the ongoing contributions, perseverance and commitment of our students and staff this year. Despite our current challenges, our community has responded and adapted well to the difficult and uncertain circumstances we have faced throughout the year.

As we move into fully reactivating our campus, we are looking forward to increasing our social contact and connections, and continuing on our path to achieving our vision of being a world-leading university of technology.
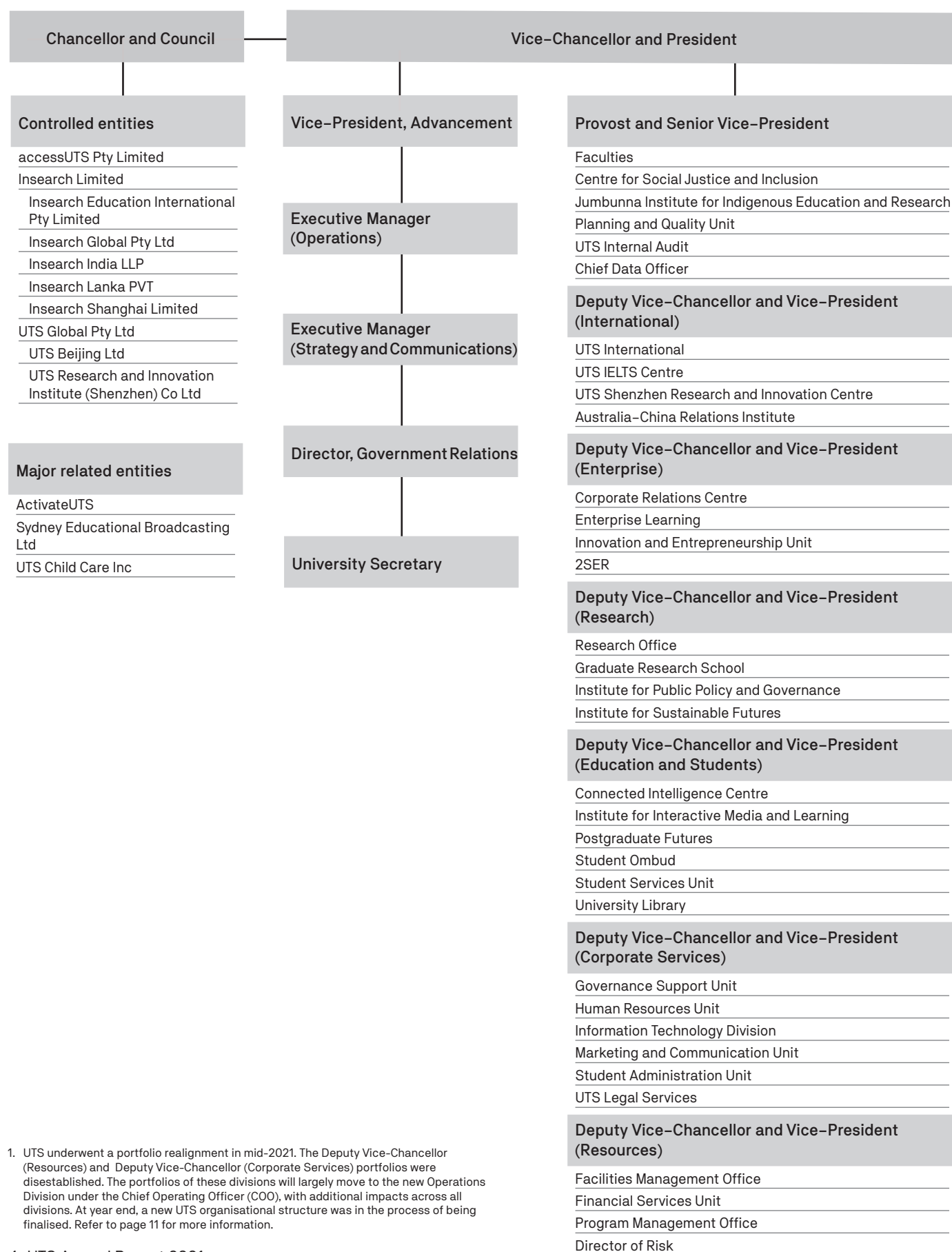
Catherine Livingstone AO
Chancellor

Professor Andrew Parfitt
Vice–Chancellor

UTS organisational structure[1]

Chancellor and Council	Vice–Chancellor and President

Chancellor and Council branch

Controlled entities

accessUTS Pty Limited

Insearch Limited

Insearch Education International Pty Limited

Insearch Global Pty Ltd

Insearch India LLP

Insearch Lanka PVT

Insearch Shanghai Limited

UTS Global Pty Ltd

UTS Beijing Ltd

UTS Research and Innovation Institute (Shenzhen) Co Ltd

Major related entities

ActivateUTS

Sydney Educational Broadcasting Ltd

UTS Child Care Inc

Vice–President, Advancement branch

Vice–President, Advancement

Executive Manager (Operations)

Executive Manager (Strategy and Communications)

Director, Government Relations

University Secretary

Provost and Senior Vice–President branch

Provost and Senior Vice–President

Faculties

Centre for Social Justice and Inclusion

Jumbunna Institute for Indigenous Education and Research

Planning and Quality Unit

UTS Internal Audit

Chief Data Officer

Deputy Vice–Chancellor and Vice–President (International)

UTS International

UTS IELTS Centre

UTS Shenzhen Research and Innovation Centre

Australia–China Relations Institute

Deputy Vice–Chancellor and Vice–President (Enterprise)

Corporate Relations Centre

Enterprise Learning

Innovation and Entrepreneurship Unit

2SER

Deputy Vice–Chancellor and Vice–President (Research)

Research Office

Graduate Research School

Institute for Public Policy and Governance

Institute for Sustainable Futures

Deputy Vice–Chancellor and Vice–President (Education and Students)

Connected Intelligence Centre

Institute for Interactive Media and Learning

Postgraduate Futures

Student Ombud

Student Services Unit

University Library

Deputy Vice–Chancellor and Vice–President (Corporate Services)

Governance Support Unit

Human Resources Unit

Information Technology Division

Marketing and Communication Unit

Student Administration Unit

UTS Legal Services

Deputy Vice–Chancellor and Vice–President (Resources)

Facilities Management Office

Financial Services Unit

Program Management Office

Director of Risk

1. UTS underwent a portfolio realignment in mid-2021. The Deputy Vice-Chancellor (Resources) and Deputy Vice-Chancellor (Corporate Services) portfolios were disestablished. The portfolios of these divisions will largely move to the new Operations Division under the Chief Operating Officer (COO), with additional impacts across all divisions. At year end, a new UTS organisational structure was in the process of being finalised. Refer to page 11 for more information.

Senior executive

Vice–Chancellor and President

Professor Attila Brungs, BSc(Hons) (UNSW), DPhil (Oxon), FTSE, FRSN

Ended: 20 October 2021

Professor Andrew Parfitt, BE, PhD (Adel), SMIEEE, FIEAust

Acting Vice-Chancellor and President: 21 October 2021
Vice-Chancellor and President from: 15 November 2021

Provost and Senior Vice-President

Professor Andrew Parfitt, BE, PhD (Adel), SMIEEE, FIEAust

Ended: 14 November 2021

Acting Provost and Senior Vice–President

Professor Lesley Hitchens, GAICD, DipTeach (AMC), BA (Macq), LLB (UNSW), LLM (Lond)

Chief Operating Officer and Vice-President

Glen Babington, CSC

From: 11 October 2021

Deputy Vice–Chancellor and Vice–President (International)

Iain Watt, BSc (ANU)

Deputy Vice–Chancellor and Vice–President (Enterprise)

Professor Glenn Wightwick, BSc (Monash), FTSE

Deputy Vice–Chancellor and Vice–President (Research)

Professor Kate McGrath, BSc(Hons) (UC), PhD (ANU), PGDipComFinance (Otago), FNZIC

Deputy Vice–Chancellor and Vice–President (Education and Students)

Professor Shirley Alexander, BSc, MAppStats (Macq), GradDipEd (SCAE)

Acting Deputy Vice–Chancellor and Vice–President (Corporate Services)

Chrissy Burns, BA, LLB (Sydney), GradCertMgmt (UNE), PhD (UNSW)

Ended: 28 October 2021

Deputy Vice–Chancellor and Vice–President (Resources)

Patrick Woods, BSc (Guelph), MBA (McM), ACPA, FAICD

UTS Council

UTS Council is the governing body of the university. It is constituted in line with the provisions of the University of Technology Sydney Act 1989 (NSW). Council controls and manages the university's affairs. It acts in all matters in a manner that best promotes UTS's objectives and interests.

The UTS Council comprises 20 elected and appointed members. Members have expertise and background relevant to the university's governance needs.

UTS Council members

Chancellor

Catherine Livingstone AO, BA (Accounting) (Hons) (Macq), HonDBus (Macq), HonDSc (Murdoch), HonDBus (UTS), HonDLitt (Sydney), HonDSc (UOW), FCAANZ, FAATSE, FAICD, FAAS

1 December 2016 to 30 November 2020
1 December 2020 to 30 November 2024

Vice–Chancellor and President

Professor Attila Brungs, BSc(Hons) (UNSW), DPhil (Oxon), FTSE, FRSN

Ended: 20 October 2021

Vice–Chancellor and President

Professor Andrew Parfitt, BE, PhD (Adel), SMIEEE, FIEAust

Acting Vice-Chancellor: 21 October 2021
Vice-Chancellor from: 15 November 2021

Chair of Academic Board

Professor Maryanne Dever
Ended: 28 February 2021

Professor Anthony Dooley, PhD (ANU)
9 March 2021 to 31 December 2022

Deputy Chancellor

Dr John Laker AO, BEc(Hons) (Sydney), PhD (LSE), HonDSc (Sydney)

1 December 2018 to 30 November 2020
1 December 2020 to 30 November 2022

Members appointed by the Minister

Dr Sue Barrell, BSc(Hons) (UC), PhD (ANU), GradDipMeteorology (BMTC), FTSE, GAICD

1 November 2018 to 31 October 2022

Tony Tobin, BA LLB (UQ)

12 December 2011 to 31 October 2014
1 November 2014 to 31 October 2018
1 November 2018 to 31 October 2022
Pro–Chancellor (elected by Council):
1 December 2018 to 30 November 2020
1 December 2020 to 31 October 2022

Members appointed by Council

Peter Bennett, BEc, DipEd (Monash), MBA (Melb), FCPA, MAICD, SA Fin

1 November 2010 to 31 October 2012
1 November 2012 to 31 October 2016
1 November 2016 to 31 October 2020
1 November 2020 to 31 October 2022
Pro–Chancellor (elected by Council):
1 December 2020 to 31 October 2022

Michelene Collopy, JP, BEc (ANU), CA, FPS, GAICD

4 October 2011 to 31 October 2012
1 November 2012 to 31 October 2016
1 November 2016 to 31 October 2020
1 November 2020 to 31 October 2023
Pro–Chancellor (elected by Council):
1 December 2018 to 31 October 2020
1 November 2020 to 31 October 2022

Dianne Hill, BAcc (UniSA), Fellow (UTS), FCA, FAICD, MIIA
1 July 2019 to 31 October 2022

Dr John Laker AO, BEc(Hons) (Sydney), PhD (LSE), HonDSc (Sydney)
1 July 2015 to 31 October 2018
1 November 2018 to 31 October 2022

Dr Lisa O'Brien, MBBS(Hons), MBA, MHRM&C (Sydney), FRACMA, GAICD
1 March 2020 to 31 October 2023

Aden Ridgeway, HonLittD (UTS)
1 November 2018 to 8 March 2021

Dr Jack Steele, BSc(Hons), PhD (UWA)
19 August 2020 to 31 October 2023

Elected members of academic staff

Distinguished Professor Larissa Behrendt AO, Director, Jumbunna Research, and Associate Dean (Indigenous Research)
1 November 2018 to 31 October 2022

Professor Anita Stuhmcke, Associate Dean (Research), Faculty of Law
1 November 2020 to 31 October 2022

Elected member of professional staff

Patrick Tooth, Information Services Librarian
1 November 2020 to 31 October 2022

Elected undergraduate student

Juneyt Adem Cihan; enrolled Bachelor of Business
1 November 2020 to 31 October 2022

Elected postgraduate student

Peter Munford, Juris Doctor (Law)
1 November 2020 to 31 October 2022

University Secretary

William Paterson, BA(Hons) (Sydney), MEdAdmin (UNSW)

Council members' report

Council of the University of Technology Sydney

The members of the Council of the University of Technology Sydney present their report on the consolidated entity consisting of the university and the entities it controlled at the end of, or during, the year ended 31 December 2021.

Members

The following persons were members of the Council of the University of Technology Sydney during the whole of the year and up to the date of this report:

Ms Catherine Livingstone AO

Mr Peter Bennett

Ms Michelene Collopy

Ms Dianne Hill

Mr Tony Tobin

Mr Juneyt Cihan

Dr Jack Steele

Mr Peter Munford

Professor Anita Stuhmcke

Dr John Laker AO

Dr Sue Barrell

Dr Lisa O'Brien

Distinguished Professor Larissa Behrendt AO

Mr Patrick Tooth

The following were appointed members as indicated below and continue in office at the date of this report.

Professor Anthony Dooley (commenced as Chair, Academic Board 9 March 2021)

Professor Andrew Parfitt (commenced as Acting Vice-Chancellor 21 October 2021 and as Vice-Chancellor from 15 November 2021)

The following were members from the beginning of the year until their resignation as indicated below.

Professor Maryanne Dever (resigned as Chair, Academic Board effective 28 February 2021)

Mr Aden Ridgeway (resigned 8 March 2021)

Professor Attila Brungs (last day 20 October 2021)

Meetings of members

The numbers of meetings of the members of the Council of the University of Technology Sydney, and of each Council committee held during the year ended 31 December 2021, and the numbers of meetings attended by each member were:

Names of responsible persons and executive officers

The following persons were responsible persons and executive officers of the University of Technology Sydney during the year:

	Council+		Audit and Risk		Commercial Activities*		Finance		Governance		Honorary Awards*	
	A	B	A	B	A	B	A	B	A	B	A	B
Ms Catherine Livingstone AO	9	9	5	5	1	1	6	6	3	3	2	2
Professor Attila Brungs (Vice-Chancellor)	6	6					5	5	3	3	2	2
Professor Andrew Parfitt (Vice-Chancellor)	1	1					1	1				
Professor Anthony Dooley	8	8									2	2
Mr Peter Bennett	9	9			4	4					2	2
Ms Michelene Collopy	9	8	5	5			6	6			2	2
Ms Dianne Hill	9	9	3	3			6	6				
Mr Tony Tobin	9	8							3	2	2	2
Dr John Laker AO	9	9					6	6	3	3	2	2
Dr Sue Barrell AO	9	9			3	3						
Mr Aden Ridgeway	1	-										
Dr Lisa O'Brien	9	9	3	3								
Dr Jack Steele	9	9			4	4						
Mr Patrick Tooth	9	9										
Mr Peter Munford	9	9										
Mr Juneyt Cihan	9	9										
Professor Anita Stuhmcke	9	9										
Dist. Prof. Larissa Behrendt AO	9	9									2	1
Professor Maryanne Dever	1	-										

	Nominations*		Physical Infrastructure*		Remuneration		Student Council Liaison		Total	
	A	B	A	B	A	B	A	B	A	B
Ms Catherine Livingstone AO			5	4	4	4			**35**	**34**
Professor Attila Brungs (Vice-Chancellor)									**16**	**16**
Professor Andrew Parfitt (Vice-Chancellor)									**2**	**2**
Professor Anthony Dooley									**10**	**10**
Mr Peter Bennett									**15**	**15**
Ms Michelene Collopy							3	3	**25**	**24**
Ms Dianne Hill									**18**	**18**
Mr Tony Tobin			5	5	4	4			**23**	**21**
Dr John Laker AO			5	5	4	4			**29**	**29**
Dr Sue Barrell AO									**12**	**12**
Mr Aden Ridgeway									**1**	**-**
Dr Lisa O'Brien									**11**	**11**
Dr Jack Steele									**13**	**13**
Mr Patrick Tooth									**9**	**9**
Mr Peter Munford							3	2	**12**	**11**
Mr Juneyt Cihan							3	-	**12**	**9**
Professor Anita Stuhmcke									**9**	**9**
Dist. Prof. Larissa Behrendt AO									**11**	**10**
Professor Maryanne Dever									**1**	**-**

*. Indicates that, for this committee, the composition allows for the Vice–Chancellor or nominee to attend. Figures for the Vice–Chancellor only include those meetings he attended, not those possible or attended by his nominee (if such nomination has occurred).
+ Note that during 2021, in addition to its normal meetings, Council met twice without the Vice-Chancellor present to discuss the resignation of the Vice-Chancellor and his successor.
A: Represents the number of meetings held during the time the member held office or was a member of the committee during the year. A dash indicates that a member is not entitled to attend that particular committee meeting.
B: Represents the number of meetings attended by the member.

Principal activities

UTS offers over 130 undergraduate and 210 postgraduate courses across traditional and emerging disciplines.

The university's world leading research centres span a range of disciplines providing practical and relevant solutions to issues of national and international importance and equip graduates with the latest discipline specific skills and practices.

The university also maintains strong relationships with the local community, industry, business and the professions through a wide range of partnerships, projects and events.

As a public purpose institution, UTS is committed to supporting positive social change within and beyond our campus. Student-based programs, focused research and innovative teaching approaches aim to create a more just and equitable world.

There were no significant changes in the nature of the activities of the consolidated entity during the year.

Review of operations, including significant changes in the state of affairs

UTS 2027

UTS 2027, our decadal strategy, was launched in 2018 with the vision for UTS to be a leading public university of technology recognised for our global impact. The first three years of the implementation of UTS 2027 have led to significant foundational achievements, irrespective of the challenges of the impact of the global COVID-19 pandemic in 2020 and 2021. The extraordinary work of our staff, the resilience of our students and the support of our stakeholders has been instrumental in navigating these two challenging years.

Operating result for 2021

UTS has achieved an operating result of $122 million (2020: ($43 million)), made up of an underlying surplus of $29 million and a $93 million one-off dividend and revaluation related to UTS's long-term investment in Education Australia. This better than anticipated outcome for 2021 reflects a number of factors, including significant cost control, a lower than anticipated reduction in international student revenue and cash preservation strategies aimed at achieving a sustainable financial position for the most financially challenging 2022 and 2023 years ahead.

Context and outlook

The onset of the global pandemic from 2020 was forecast to impact UTS revenue in excess of $400 million over the period 2020 to 2025. Notably, the most significant reductions in international student revenue were forecast to occur from 2022 onwards as a result of the effect of reduced commencing student numbers and the completion of studies by continuing students, many of whom have continued to study remotely from overseas. The assumptions underpinning that forecast continue to hold.

UTS took actions in 2020 to ensure that it had the resources available to operate effectively over the impacted period. A program of work called 'Fit for 2027' removed approximately $100 million of operational expenses (including $53 million from a voluntary separation program in 2020) and realised $100 million cash through asset sales and other cash preservation strategies. That work was completed in 2021, and has yielded a financial position which allows UTS to stabilise and address the impact of the revenue reduction and provides a platform for future growth.

Revenue

UTS saw a reduction in International Equivalent Full-Time Student Load of circa 1,300 or around $28 million in 2021. This was in addition to the 2020 decline of 1,650 or $38 million. 2021 was a slightly lower reduction than originally anticipated. The university was able to maintain a strong continuing cohort on the back of several key initiatives and investments. These investments included the rapid move to remote teaching on UTS's newly implemented Canvas platform, the implementation of strong student support services and the continued delivery through offshore learning centres to supplement the student experience. Domestic student revenue, both undergraduate and postgraduate, was broadly flat for UTS with year-on-year growth particularly strong in the new online course offerings.

Education Australia

UTS benefited from a one-off transaction in relation to its shareholding in Education Australia. In 2021, Education Australia paid the university a dividend of $83 million in the form of both cash and shares in IDP. UTS now holds 1.8 million shares in IDP subject to certain escrow restrictions. The fair value of the IDP shares were valued upwards a further $10 million as at 31 December 2021. As a result of the above transaction, UTS wrote down its investment in Education Australia from $50 million to zero reflected in Other Comprehensive Income (in volume two of this report).

Expenditure

Total expenditure on operating activities was $1.02 billion (2020: $1.10 billion) representing $80 million of annualised reduction year-on-year. This reduction reflects significant efforts made by UTS in reducing the size of the workforce by around 400 FTE through structural alignment and management prudence in recruiting in a difficult environment. Non-salary items were only 3 per cent lower year-on-year due to reduced campus teaching and reductions in activity due to lockdowns, offset by COVID mitigations including support and safety measures.

Cash and capital

UTS finished the year with $205 million in cash (2020: $97 million), an increase of around $100 million on 2020. This was a result of a focus on cash preservation. There were reduced and delayed capital expenditures across the university with no major building works taking place, and, during 2021, UTS settled on the sale of its Buckland Street property and completed the sale of outlying housing, which settled in January 2022, yielding $85 million.

Borrowings

The university's debt in the form of bonds and revolving debt facilities reduced to $300 million (2020: $340 million). The university repaid $40 million from its revolving debt facility in 2021, leaving $250 million of undrawn facilities at the end of the year.

Matters subsequent to the end of the financial year

The COVID-19 virus is anticipated to have an impact on the university's international student revenue in 2022 mainly in relation to students from People's Republic of China.

On 16 March 2022, a recommendation was made that Council approve the winding up of accessUTS Pty Limited, a subsidiary of the university. Council will consider this recommendation at the April 13th meeting. This event is not expected to have a material effect on the consolidated financial statements of the university.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the group or parent, the results of those operations, or the state of affairs of the group or parent in future financial years.

Likely developments and expected results of operations

The university is managing likely future developments through its risk management framework and delivery of the UTS 2027 strategy.
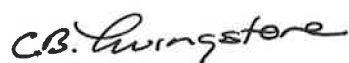
Environmental reporting

The University of Technology Sydney is not subject to any particular or significant environmental regulation under either Commonwealth or state legislation. However, the university believes that adequate systems are in place for the management of environmental requirements and is not aware of any breach of those environmental requirements.

Insurance of officers

The university maintains commercial insurance to indemnify persons who serve on UTS boards and committees. The coverage includes costs of awards of damages, judgements, court orders for compensation and associated costs in relation to claims for wrongful acts made against UTS's directors or officers.

Declaration

This report is made in accordance with a resolution dated 13 April 2022 of the members of the Council of the University of Technology Sydney.

C.B. Livingstone

Ms Catherine Livingstone AO
Chancellor
Sydney

13 April 2022

2021 initiatives

The UTS 2027 strategy was designed to adapt and grow to reflect the changing environment of the higher education sector and society as a whole. That is why we chose to deliver our strategy three years at a time. 2021 was the last year under our first round of three-year initiatives.

From 2019 to 2021, we've focused on the following key initiatives.

- Learning for a lifetime (incorporating the personal learning experience and digital partners in learning initiatives)
- New ways of working
- Precinct, community and partnerships
- Connected research
- International profile and student experience
- Positive social change

Learning for a lifetime

Startups

UTS has one of the largest communities of student-launched startups in Australia, with 381 active startups at year's end. Despite COVID-19 reducing the opportunity to engage on campus, we exceeded all targets for UTS Startups.

In support of UTS's approach to a lifetime of learning, we started work on a program introducing UTS Startups in high schools around New South Wales, to be implemented in 2022.

Student support

The Student Learning Hub helped thousands of students across the university this year. The hub allows students to access support services, navigate the physical and online campus, and connect with other students.

The hub was the central point for Autumn session orientation activities and a place where students returned throughout the session for help and advice. UTS clubs also used the hub to put on events for students including for Respect.Now. Always, mental health and wellbeing, and sustainability activities.

We saw online engagement increase during the year as a result of lockdown in the Spring session. The supporting online study portal had more than 37,000 views in 2021. The portal provides access to a range of support services including academic support, IT and learning tools, professional skills and careers ideas, community, health and wellbeing, inclusive support and accessibility, and financial assistance.

We also offered incoming students an improved digital experience via the use of faculty specific micro sites. These sites provided a personalised experience and ensured the most relevant orientation activities were featured. Students also had the option to meet with a peer.

Student learning

We continued to refine our approach to blended learning, offering our students the best of online and face-to-face learning.

2021 was an extremely successful year for our wholly online award degrees. We expanded our courses from four suites to nine, with 34 awards offered across these suites. Student numbers increased significantly, with more than 1200 new students enrolling in our Online Program Management courses. Our revenue performance exceeded budget by 40 per cent, and retention rates and student feedback survey satisfaction rates also exceeded expectations.

Short forms of learning

During 2021, more than 5500 participants enrolled in 210 unique short courses and 125 unique microcredentials. This is up from 3000 enrolments in 2020. UTS used a pilot referral campaign through Open Universities Australia to increase awareness of its offerings.

Our Short Forms of Learning Policy was reviewed after its introduction in 2020. The policy provides a framework to support the development, approval and review of our suite of short forms of learning. The policy is supported by a standard business case process for the approval of short forms of learning that assesses market demand and product differentiation.

Enterprise learning

UTS's enterprise learning revenue met its $3 million budgeted target by building on existing partnerships and establishing new partnerships. We increased our sales capacity and submitted a number of successful tender responses.

The number of enterprise learning clients and course participants increased in 2021. We also made several modules available to a wider audience through UTS Open.

We established PLUS UTS to work with organisations to develop customised future-focused learning.

New ways of working

COVID-19 is changing how we work, teach and learn. We continued to support our staff this year in an increasingly complex and changing environment. To ensure our staff can thrive in this new hybrid environment we need to build on what we've got and put a solid framework in place to sustain our working culture.

COVID-19

As the COVID-19 pandemic continued to impact UTS's core business activities, the safety and wellbeing of UTS staff and students remained a key priority. The university's health safety and wellbeing team (HSW) played a pivotal role this year in supporting and advising senior management on the interpretation and application of NSW Public Health Orders. The team also supported the university's COVID-19 taskforce throughout the prolonged state-wide lockdown, providing regular advice on the management of risk.

Support for staff working remotely became even more important as the pandemic continued through its second year. Responding to the psychosocial needs of staff became a key focus, with general fatigue and anxiety noted via incident and hazard reports.

Further information on UTS's work health and safety activities during the year is available on page 20.

Work environment

A significant project this year was the behaviours and cultures project, which looked into how UTS is able to support desired academic and professional staff behaviours and cultures in relation to on-campus and hybrid/remote workspaces.

In support of this, work was started on UTS hybrid working guidelines, to be delivered in 2022.

Workforce capabilities

Academic staff were a key focus of our new ways of working initiative this year. Two mentoring programs were delivered between 2020 and 2021 with one targeted to early career research women and one for Chancellor's postdoctoral research fellows. The inaugural UTS-wide mid-career researchers mentoring program was developed and piloted in 2021.

Leadership capabilities

The Faculty of Arts and Social Sciences leadership development program was conducted, piloting distributed leadership concepts, and identifying and addressing supervisor skills training requirements. Following final evaluations of the program it is expected to be rolled out to other faculties.

Organisational changes

Under the university's Fit for 2027 portfolio realignment project, we disestablished the divisions of Corporate Services and Resources and created a new Operations division. Student Administration moved into the Education and Students portfolio; and Risk and Governance support moved under the Vice-Chancellor.

The Chief Operating Officer (COO), Glen Babington, started at UTS on 11 October, with the new Operations division being formally established a few weeks later, including changes to systems, processes and delegations.

The Data Analytics and Insights Unit (the former Data Centre of Excellence) was formally established on 29 October and incorporated into the Operations division. The Chief Data Officer (CDO) and the new team now report to the COO as part of the strategy of embedding data excellence into all of UTS's functions.

UTS also established two new Pro Vice-Chancellor roles: a newly created role of Pro Vice-Chancellor (Global Partnerships) and Pro Vice-Chancellor (Research). The Global Partnerships role was established as it is considered a key strategic priority for the university and a major focus in the coming years. And the Pro Vice-Chancellor (Research) will provide leadership and strategic support to the Deputy Vice-Chancellor (Research) on the delivery of the UTS 2027 strategy, the implementation of the UTS Research Strategy and the Indigenous Education and Research Strategy.

Four new dean appointments were made in 2021: Professor Anita Stuhmcke in the Faculty of Law, Professor Carl Rhodes in the UTS Business School and Professor Deborah Anderson in the Faculty of Health. A new dean of the Graduate Research School, Professor Helene de Burgh-Woodman, was appointed and will start in 2022.

With the appointment of Professor Andrew Parfitt as Vice-Chancellor in October 2021, a search commenced for a new Provost; with Professor Lesley Hitchens acting as Provost in the interim.

The news of Professor Shirley Alexander's intention to retire in mid-2022 prompted the commencement of the search for a new Deputy Vice-Chancellor (Education and Students).

Precinct, community and partnerships

Our precinct

Despite the impact of the COVID-19 pandemic, significant progress was made towards the establishment of the Tech Central innovation and technology precinct. At the end of 2021, the NSW Government formally announced Tech Central and opened Tech Central's Quantum Terminal, located within Sydney's Central Station. Quantum Terminal provides 3000 sqm of affordable coworking space for people working in quantum technology and related disciplines.

The Digital Central initiative, a national centre of excellence for digital sciences and technologies in the precinct, under development by UTS and the University of Sydney, has progressed to the next phase of co-location in the new Quantum Terminal in 2022.

Western Sydney

The collaboration between UTS and the Western Parkland City Authority (WPCA) has progressed well via a high-level memorandum of understanding.

UTS is now a foundation partner with TAFE in the Institute of Applied Technology Digital at Meadowbank; and a partner with the WPCA and the NUW Alliance (an alliance of four research-intensive universities) in the Advanced Manufacturing Research Facility at the Western Sydney Aerotropolis.

Partnerships

UTS is a major partner with TAFE NSW in delivering several technology-related training courses. This year we received $365,000 funding to deliver the TAFE Year 13 Pathway program, which is underway.

During 2021 UTS formalised partnerships with Microsoft and ING Bank.

There was continued partnership growth supporting research collaboration, enterprise learning, student engagement and innovation with DHL, British Telecom, Commonwealth Bank of Australia, Sydney Water, Telstra, National Heart Foundation, NTT and Celestino.

At our multidisciplinary research facility, Tech Lab, we continued our partnership collaboration with Boral, Nokia, Transport for New South Wales, Space Machines Company and Siemens. We also worked with smaller companies and companies that undertake research and project testing.

A main initiative for this year was the SME@UTS program, which has secured $577,000 of federal government funding. The SME@UTS program is designed to reduce the barriers small and medium enterprises (SMEs) face in innovating, adopting digital technologies and pursuing emerging trends.

We also took part in events to connect UTS's innovation expertise and resources with specific opportunities for industry and university collaboration. We partnered with SingularityU, a global learning and innovation community, to host their annual summit, which brought together local and international innovators, inventors and entrepreneurs. UTS partnered with the City of Sydney's visiting entrepreneur program to present a discussion around Sydney building a world class quantum industry.

Alumni

In 2021, the UTS alumni community grew to comprise 240,000 graduates globally, including 12,000 inbound international students who were welcomed for the first time.

We continued our efforts this year on creating a pathway for early engagement of our alumni through to board and network volunteers, and our peak group, UTS Friends of Distinction.

The UTS Young Alumni Program continued to establish its foothold with the under 35 cohort, conducting the popular 2021 Autumn orientation session 'What I wish I knew starting university', and being named a finalist in the 2021 Engagement Australia Excellence Awards for Excellence in Alumni Engagement.

As part of UTS's learning for a lifetime initiative, we conducted campaigns in April and October to build awareness among alumni of UTS's further study offerings. The campaigns resulted in exceptionally high open rates and strong interest in short courses, online postgraduate courses and microcredentials.

Philanthropy

In 2021, $12.05 million in philanthropic funds in the form of receipts and pledges was secured against a target of $14.7 million: a 28 per cent increase on the 2020 total. The closure of the Centre for Neuroscience and Regenerative Medicine contributed to the target shortfall, accounting for $2.5 million of the target.

UTS received eight donations in excess of $500,000 throughout the year, the majority from foundations including the Vincent Fairfax Family Foundation ($1.4 million) and the Paul Ramsey Foundation ($1.875 million). The largest pledge was a unique partnership initiated by beverage producer Diageo Australia Limited who committed to donating a percentage of their profits to the Coral Nurture Program, with a forecast value of $1.6 million.

In 2021 the growing philanthropic culture at UTS was clearly demonstrated by fruitful collaborations between senior leaders, academics and fundraising staff, leading directly to large gifts. The pan-university thematic fundraising priorities of health, social justice, Indigenous, and climate and sustainability have allowed UTS to concentrate its philanthropic efforts and compete in a crowded marketplace.

In November 2021 Advancement staff undertook a thank-you calling campaign to engage donors, a particularly essential activity given that the pandemic context prohibited most in-person opportunities.

Connected research

The critical role that research plays in discovering real solutions to meet society's needs has never been more evident than it is today. University-based research has been frontline in the creation and delivery of solutions to today's increasingly complex challenges.

UTS has made a concerted effort this year to ensure that our researchers are receiving the recognition they deserve. A key part of our research strategy is taking a people-centric approach: It's our people who define our level of research excellence.

Research achievements

More and more of our people are being recognised by their peers for their research contributions. In 2021, UTS saw substantial research achievement.

- The CWTS Leiden ranking of world universities has UTS as number one in Australia for the proportion of its research appearing in the top 10 per cent of most-cited scientific publications.
- UTS has 10 Highly Cited Researchers in Clarivate's 2021 Highly Cited Researchers.
- Distinguished Professor Larissa Behrendt AO was announced as the Australian Human Rights Commission's Human Rights Medal winner.
- Distinguished Professor Fang Chen won a NSW Premier's Prize for Science and Engineering.
- Associate Professor Diane McDougald and Dr Gustavo Espinoza Vergara were awarded the UNSW Eureka Prize for Scientific Research and Dr Emma Camp took out the Macquarie University Eureka Prize for Outstanding Early Career Researcher.
- Vice-Chancellor Professor Andrew Parfitt and Distinguished Professor Dayong Jin were made fellows of the Australian Academy of Technology and Engineering.

- Emeritus Professor Andrew Jakubowicz was named a fellow of the Academy of the Social Sciences Australia.
- Associate Professor Karen O'Connell was awarded the NSW Legal Academic of the Year.
- Distinguished Professor Karu Esselle won the Defence Connect Excellence Award and the Academic of the Year award at the Australian Defence Industry Awards.
- PhD student Krystal Campbell took out first prize in the international Visualise your Thesis Competition.

Research income

UTS total external research income was $79.4 million in 2021 (compared to $86 million in 2020). Research government block grants increased by 64.5 per cent as UTS received $18 million additional research support funding from the government to alleviate the immediate financial pressures on all universities during the COVID-19 pandemic.

Connected research

One of our main research initiatives this year was to connect networks and teams across disciplines. UTS aims to increase cross-faculty research collaboration as a key differentiator of UTS research.

Through the UTS research cross-faculty collaboration scheme, 17 research teams, including 105 researchers, are being funded to provide opportunities for cross-disciplinary research.

Graduate research students

Our graduate research students contribute enormously to our research reputation and culture, which is why we continued our work this year to make the experience for our students seamless and simple.

We completed our thesis submission workflow to make it all automated, and completed an enquiry management system for our students.

Research support and capability

Foundational work on our research excellence and support hub, RES Hub, was completed and an operational model for future work was finalised.

The suite of policy documents for UTS centres was approved. The policy, and associated procedures and guidelines, was implemented to provide a standard approach, including terminology and categorisation, towards all university research centres.

Partnerships

The Heart Foundation and UTS have a five-year strategic partnership to improve heart-disease treatment and care for all Australians. This partnership will harness the expertise of academics across UTS from an array of disciplines, including data science, public policy and health.

UTS, Microsoft and Macquarie University partnered with TAFE to pilot the first Institute of Applied Technology for Digital Technology for NSW, a new revolutionary education model.

UTS partners with Celestino in the Centre of Innovation for Autonomous Mobility Services at the Sydney Science Park. The centre will feature a project to provide an autonomous mobility service for the science park. A world first to test fully autonomous drones in an urban environment is also planned.

UTS and the University of Sydney host the NSW Space Research Network (SRN) in Sydney's innovation and technology precinct, Tech Central. The SRN is a university-led initiative that will see collaborations between government, industry and academic research institutions in the space sector.

Also based at Sydney's Tech Central is the National Space Industry Hub. The New South Wales Government chose deep tech incubator Cicada Innovations to run the $2.1 million hub. The hub will connect industry with researchers, by housing the Space Industry Association of Australia and the NSW node of the SmartSat Cooperative Research Centre. This includes the UTS Tech Lab, the University of Sydney's aerospace, mechanical and mechatronic facilities, and the Australian National University's heavy ion accelerator.

Further, UTS and the University of Sydney have jointly been appointed to lead the NSW Government's newly established Connectivity Innovation Network (CIN). The CIN, developed by the NSW Telco Authority in consultation with the Office of the NSW Chief Scientist and Engineer, will address the connectivity challenges faced by rural and regional Australia.

Responding to a critical need to reduce waste in societies, UTS and TAFE NSW will develop a new Centre for Fashion and Textiles Sustainability. The centre aims to fast-track the Australian fashion industry's post COVID-19 recovery by ushering in a new era of sustainable fashion using cutting-edge design technology.

The James Martin Institute for Public Policy was officially launched in August. The institute has been established through a generous endowment from the NSW Government, alongside funding from the University of Sydney, Western Sydney University and UTS.

International profile and experience

International students

Despite the border closure, UTS attracted 2982 new international students this year, exceeding the target of 2039.

The Safe Arrival Plan was undertaken with other NSW-based universities to return international students to Australia after ongoing border closures. The first cohort arrived on 6 December 2021, with a total of 104 students arriving under the scheme on chartered or commercial flights. The program sent a positive and welcoming message to international students, with the borders finally opening to all international students in early 2022.

In 2021 UTS continued to offer offshore learning centres (OLCs) in Indonesia, Vietnam and across three locations in China. In total 876 students were supported through an on-campus experience at partner universities, with learning and student support augmented through on-site learning facilitators and social events.

UTS's resilience can be largely attributed to our rapid and personalised response to students unable to travel to Sydney, the successful establishment of OLCs, the quality of emergency remote learning delivered by our faculties and the strength of the university's brand and reputation.

International markets

In 2021, UTS continued to work on its strategy to diversify its international student population.

While COVID delayed some activities, work was undertaken to develop new markets, such as Africa, increase brand awareness of UTS in schools and colleges in South and South-East Asia, and diversify our postgraduate student population by increasing activity in markets such as India and Vietnam.

International mobility

In 2021, approximately 150 inbound exchange and study abroad students enrolled for a virtual semester. A significant drawcard was the development of the Culture Connect program, which engendered in students a sense of connection to UTS and Australia.

Almost 600 UTS students participated in our Think Global Winter and Summer programs, which offered a broad range of remote and online opportunities, from sessions on cultural intelligence, guest speaker series, and credit-bearing academic and internship programs.

A further 1250 students engaged in UTS BUILD global learning experiences via online workshops, events and speaker sessions, designed to shape global mindsets, raise awareness of the United Nations' Sustainable Development Goals, inspire students towards global citizenship and empowered leadership.

Delivering positive social change

Social impact

The Carnegie Community Engagement Classification pilot was completed and launched in Australia this year. UTS played a leadership role in this initiative. We now chair the newly established governance group and are responsible for the management of the related national community of practice.

UTS monitors its social impact through social impact progress reports. This year, we completed a pilot of digitising these reports, providing enhanced access and use of data for better decision-making. Work has also begun on aligning the social impact progress reports with the United Nations' Sustainable Development Goals.

Workforce diversity

UTS continues to make good progress on increasing its percentage of female academic staff, one of the key areas of the Athena Swan Action Plan. The plan is designed to address barriers to equity and inclusion in areas such as recruitment, promotion and culture.

We've seen representation of women in STEMM increase from 37 per cent in 2018 to 39 per cent in 2021.

Indigenous education, research and employment

Under the UTS 2027 strategy, UTS aims to be a home to a culture of excellence in Indigenous higher education, research, employment and community engagement.

Activities in 2021 to continue to develop this culture of excellence, and to reach our education and employment targets, included:

- the finalisation of an Indigenous action plan by all faculties
- the roll out of the AIATSIS core cultural learning program to Senior Executive and senior academic and professional managers
- online recruitment and outreach activities for potential students
- resourcing to support the UTS–Northern Territory Department of Education agreement, and
- continued development of the Indigenous Residential College concept.

In Indigenous research, Distinguished Professor Larissa Behrendt AO has been appointed as UTS's first Associate Dean (Indigenous Research).

Our Wingara Indigenous employment strategy sets an employment target of three per cent participation by 2023. The 2021 Indigenous staff participation target of 1.8 per cent was not achieved, in spite of a healthy 1.7 per cent participation rate. Similar to the situation in 2020, largely due to the university's recruitment pause and the financial impacts of COVID-19, the achievement of the Indigenous employment target of 3 per cent by 2023 is at risk.

To stay on track to reach our target, there was a renewed focus on UTS-wide engagement with the Wingara strategy. All faculties and divisions now have Indigenous employment action plans providing for greater career progression opportunities for Indigenous professional staff and the creation of a professional staff pipeline to the senior staff group level.

Access and inclusion

In 2021, UTS created a range of resources to improve knowledge and support for inclusive teaching practices, as well as procedural improvements for timely student access to support.

With a majority of learning online this year we worked to ensure that it was accessible to all students.

In consultation with accessibility consultants and academic liaison officers UTS created resources on alternative assessments, reasonable adjustments and inclusive teaching practices.

A process was developed to ensure that accessibility considerations and inclusive practices were embedded in existing LX.lab support for academics.

We were able to further enhance our digital accessibility practice through the creation of new roles to perform accessibility testing by students and staff with lived experience of disability and assistive technology.

Widening participation

As part of the NSW Government's Collaboration and Innovation Fund, UTS, the University of New South Wales and Macquarie University received funding of $500,000 for the NSW Equity Consortium: Imagined Futures outreach program. In collaboration with partner schools, the universities designed and delivered research-informed literacy intervention outreach programs to Year 7 to Year 9 students. In 2021 the program included 1653 students across seven low SES school

Academic pass rates for UTS's low SES cohort have continued to show improvement with an increase from 91.4 per cent in 2020 to 91.9 per cent in 2021, close to the general population success rate of 93 per cent. Feedback from activities included an increased awareness of inclusive curriculum with a commitment to embed changes and the establishment of a working group to build a UTS-wide transition support program for low SES students. Our innovative U@Uni Academy program that allows low SES students to access university via a non-ATAR pathway, offered its first places in 2021, with commencement of our first U@Uni cohort in 2022. A total of 229 places were offered, with 184 acceptances.

A key area of development in our STEMM student outreach this year has been an emphasis on developing school hubs to connect primary and high schools in the same neighbourhoods. This has enabled collaboration between schools, additional professional development activities for teachers as well as leadership opportunities for teachers through the new STEMM champions role.

Our outreach program is becoming known in the sector as a leading approach to gender inclusive STEMM student outreach, being recognised as one of three international finalists at the Global Engineering Deans' Council (GEDC) awards for 2021, receiving a funding prize and formal recognition through the wider GEDC network.

The Faculty of Engineering and Information Technology's undergraduate female student gender ratio exceeded 20 per cent for the first time in 2021. The Faculty of Science has increased their gender ratio by three per cent since 2019 to just over 57 per cent undergraduate female students in 2021.

Statutory reporting

UTS Freedom of Expression Attestation Statement

This annual statement attests that the UTS Council is satisfied that the university:

- has a policy that upholds freedom of speech and academic freedom as paramount values, as required under the Model Code

- maintains an institutional environment in which freedom of speech and academic freedom are upheld and protected

- addresses questions in relation to the management of freedom of speech and academic freedom issues promptly, actively and in good faith.

In November 2018, the Commonwealth Government initiated a review to be conducted by The Hon. Mr Robert French AC into university freedom of speech. The resulting report (Report of the Independent Review of Freedom of Speech in Australian Higher Education Providers) proposed that universities adopt a code (the Model Code) for the protection of freedom of speech and academic freedom in the Australian higher education sector. Further to this report, at its August 2021 meeting, the Australian University Chancellors Council approved a Freedom of Speech and Academic Freedom Attestation Statement and recommended its adoption by all member universities.

UTS has always respected and promoted academic freedom and freedom of speech, with its expectations articulated in its enterprise agreements and a range of policies. However, to strengthen its commitment, discussions throughout the university (including at Council and Academic Board) over recent years culminated in the view that an overarching policy might be beneficial for articulating the university's position on the matter.

In 2020 the new UTS Academic Freedom and Freedom of Expression Policy (the policy) was approved. The policy not only makes clear our commitment to uphold freedom of speech and academic freedom as paramount values, but also directly aligns with the requirements of the Model Code.

The policy's implementation also included the alignment of other UTS policies, the development of a dedicated Academic freedom at UTS website and clear steps that could be followed for making complaints and handling such complaints. Together these initiatives help maintain an institutional environment in which freedom of speech and academic freedom are upheld and protected. They also give clear guidance on how UTS addresses questions in relation to the management of freedom of speech and academic freedom promptly, actively and in good faith.

In December 2020 the federal government commissioned an independent review, conducted by Emeritus Professor Sally Walker AM, of the Model Code's implementation. The review made a small number of recommendations it believed would further strengthen the university's approach to academic freedom. UTS responded to these recommendations in 2021.

On 15 July 2021, the Commonwealth Department of Education, Skills and Employment advised that UTS's policy is fully aligned with the Model Code. In November 2021 the UTS Council formally approved the adoption of the University Chancellors Council Freedom of Speech and Academic Freedom Attestation Statement.

In 2021, UTS has considered a small number of external and internal cases under the freedom of expression clauses of the policy to resolve the issues and also test the policy's robustness and appropriateness. These were reported to Council in November 2021 as part of a broader academic freedom compliance report.

This year UTS continued to develop improved processes and guidance for staff and students, particularly around reporting incidents of intimidation or harassment when exercising academic freedom (with all information managed confidentially in line with the Privacy Policy and Records Management Policy).

Statement on Voluntary Code of Best Practice for the Governance of Australian Public Universities

The Voluntary Code of Best Practice for the Governance of Australian Public Universities provides a framework to assess performance and to ensure transparency and accountability in a university's governance arrangements. It contains 14 protocols, each of which have several sub-components.

For protocol 12(b), regarding the independence of controlled entity board directors, UTS has chosen in some instances to not adhere to the protocol's requirements. This approach has been the case since the code's adoption.

In 2021, UTS was fully compliant with 13 of the code's protocols and, noting the above exception, partially compliant with the remaining protocol. The university reviews its compliance on an annual basis.

Employees

Academic staff full-time equivalent, excluding casual academic staff, represent 42 per cent of staff.

	2019	2020[1]	2021
FTE staff (non-casual)[1, 2]			
Academic	1,462.7	1,365.2	1,344.9
Professional	1,985.2	1,824.1	1,825.8
Total	3,447.9	3,189.3	3,170.7
FTE staff (casual)			
Academic	535.6	459.8	408.0
Professional	283.2	239.2	234.1
Total	818.8	699.0	642.1
Actual persons (non-casual)[1, 2]			
Academic	1,592	1,486	1,469
Professional	2,116	1,931	1,921
Total	3,708	3,417	3,390

1. 2020 continuing and fixed–term staff per HR Staff List snapshot at 31 December.
2. Staff may be employed as both academic and professional staff.

Workforce diversity

UTS is committed to a workforce that draws on the diversity of people in the community. Information on UTS's workforce diversity initiatives and achievements is available from the delivering positive social change section.

		2017	2018	2019	2020	2021
Academic						
Women	%	43.3	43.0	44.1	44.9	45.3
	headcount	586	635	711	763	682
Aboriginal and Torres Strait Islander Peoples	%	1.3	1.8	2.1	2.1	2.2
	headcount	17	27	34	35	33
People whose first language was not English	%	19.2	21.1	20.0	23.1	23.9
	headcount	260	311	323	393	360
People with disability	%	2.8	2.7	2.6	2.8	2.9
	headcount	38	40	41	48	44
Professional staff						
Women	%	60.8	60.8	62.6	63.4	63.2
	headcount	1127	1179	1298	1401	1200
Aboriginal and Torres Strait Islander Peoples	%	1.2	1.2	1.4	1.3	1.1
	headcount	23	23	30	29	21
People whose first language was not English	%	17.5	16.7	16.6	20.1	20.4
	headcount	324	324	345	445	388
People with disability	%	2.9	2.6	2.4	2.6	2.7
	headcount	53	50	50	58	51

• Information is provided on all full-time and part-time staff employed at 31 March each year in line with Australian Government data collections.
• Staff on leave without pay are included in the figures.

Senior executive remuneration

Band	2020		2021	
	Female	Male	Female	Male
Band 4 (Secretary)	–	1	–	2
Band 3 (Deputy Secretary)	3	4	3	3
Band 2 (Executive Director)	–	–	–	–
Band 1 (Director)	–	–	–	–
Total	**3**	**5**	**3**	**5**

Band	Range	2020	2021
Band 4 (Secretary)	$700,000–$1,100,000	1	2
Band 3 (Deputy Secretary)	$400,000–$699,999	7	6
Band 2 (Executive Director)	$300,000–$399,999	–	–
Band 1 (Director)	$150,000–$299,999	–	–

Controlled entities

accessUTS Pty Limited

accessUTS Pty Limited is a wholly owned company of the university.

accessUTS's mission is to provide a professional gateway for government, industry and the community to access the knowledge, expertise and resources of UTS.

Insearch

Insearch Limited (trading as UTS College) is a registered private higher education provider and a pathway provider to UTS. Insearch operates under the trading name UTS College.

Insearch offers academic English programs, UTS Foundation Studies and higher education diplomas.

Kilimanjaro[1]

Kilimanjaro Learning Solutions Pty Ltd is a proprietary company limited by shares, 100 per cent owned by UTS. It was incorporated on 29 September 2021, with the sole initial director the UTS Vice-Chancellor, Professor Andrew Parfitt.

The company provides a direct-to-learner marketplace technology platform to deliver new experience-based learning opportunities.

1. Kilimanjaro did not trade in 2021. It is expected to be operational in 2022.

UTS Global Pty Ltd

UTS Global Pty Ltd provides management and administrative services to the university related to UTS representative offices overseas.

Currently, UTS Global Pty Ltd provides services related to the strategic direction and management of:

- a representative office in Beijing, China, UTS Beijing Ltd, which is a wholly foreign–owned entity of which UTS Global Pty Ltd is the only shareholder, and which provides relationship management, market intelligence and profile–building services to UTS; and

- UTS Research and Innovation Institute (Shenzhen) Co Ltd, also a wholly foreign–owned entity of which UTS Global Pty Ltd is the only shareholder, which provides business development, technology transfer, consultancy and industry engagement services to UTS, particularly research–focused engagement.

The directors of UTS Global Pty Ltd, UTS Beijing Ltd and UTS Research and Innovation Institute (Shenzhen) Co Ltd comprise current UTS executive and staff.

Sexual assault and sexual harassment reporting

This report provides an overview of the number of disclosures, staff and student uptake of online reporting, location of reported offences, and reports made to the NSW Police.

For several years, UTS has operated under a holistic program (Respect.Now.Always) for the prevention of sexual assault and sexual harassment. Along with education, training and support, UTS has rigorous online reporting and information capture, case resolution and analysis for systemic issues.

Further information on UTS's Respect.Now.Always activities is available from the UTS website.

The table below details the number of reported sexual assault/sexual harassment incidents. Reports are received via:

- direct student reports through online report forms, and
- online reports via staff who have received student disclosures.

Reported incidents	2019	2020	2021
Direct student reports	8 (2[1])	3 (2[1])	3
Reports via staff	89 (6[1])	57 (7[1])	63 (8[1])
Total use of reporting forms	105	69	74
Total incidents[2]	97	60	66

1. Some incidents reported from two or more sources. Unbracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.
2. Total represents number of unique incidents reported.

In 2021, only two reports were of behaviour on campus (down from four reports in 2020 and 11 reports in 2019). The majority of disclosures (64) refer to incidents off campus, many historical in nature. Both reports of on campus incidents were reported to police.

The figures for sexual assault and sexual harassment have increased by 10 per cent compared to 2020 but by and large are lower compared to 2019. The increased figures may be attributed to:

- increased opportunity for interaction and socialisation in 2021 in part due to the rollout of COVID-19 vaccination programs
- impact of the wider MeToo movement contributing to community awareness and education
- UTS's Respect.Now.Always campaign, and mandatory completion of Consent Matters module by all staff and students.

UTS areas reporting student disclosures to staff

The majority of student disclosures to staff were made to UTS Counselling.

Staff reports of student disclosures	Number	%
Student Services Unit (SSU) Counselling	43 (6[1])	68
SSU accessibility	7	11
Office of the Provost	3	5
UTS Activate	3	5
Security	2	3
UTS Startups	2	3
SSU housing	1 (1[1])	1.5
Chancellery	1	1.5
FMO	1	1.5
Total[2]	63	

1. Some incidents reported from two or more sources. Unbracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.
2. Total represents number of unique incidents reported.

Work health and safety

As the COVID-19 pandemic continued to dictate the way that UTS conducted its core business, the safety and wellbeing of UTS staff and students remained a key priority. The university's health safety and wellbeing (HSW) team continued to play a pivotal role in supporting and advising senior management on the interpretation of NSW Public Health Orders as they related to the university.

The team supported the university's COVID-19 taskforce throughout the prolonged state-wide lockdown, providing regular advice on the management of risk. Support for staff working remotely became even more important as the pandemic continued through the second year. Responding to the psychosocial needs of staff became a key focus, with general fatigue and anxiety noted via incident and hazard reports.

Incidents

A total of 316 incidents were reported for the year, down from 398 in 2020. This is due to continued significant reduction of staff and students on campus. There was a significant increase in the number of incidents that did not require any treatment. Of the 316 incidents reported 36 met the requirements for reporting to the workers compensation insurer.

SafeWork NSW investigations and notices

The following two incidents required notification by UTS to SafeWork NSW under the incident notification provisions of the Work Health and Safety Act 2011 (NSW).

In May we notified SafeWork NSW of a dangerous incident, where a worker connected a PPE breathing apparatus that he was wearing to what he thought was compressed air but was nitrogen. He breathed nitrogen for several seconds before realising there was a problem and removed the apparatus. SafeWork NSW did not investigate. Investigations were conducted internally and actions closed out.

In August we notified SafeWork NSW of a dangerous incident, where a research student received an electric shock from a piece of laboratory equipment. Although the student reported feeling significant after effects, the equipment and RCD was deemed safe by a qualified electrician. SafeWork NSW did not investigate.

Three other incidents were notified to SafeWork NSW by contractors who were working on campus where they had full control of the work area. In each of these cases UTS worked with the contractors to confirm that investigations were suitably conducted.

Workers compensation data 2021

- Premium impacting claims: 10
- Average cost per claim: $47,936
- Premium: $1,150,816 (GST exclusive)
- Total workers comp notifications: 30

Health and safety plan

Comprehensive safety management planning is the most effective way of keeping our university community members safe at work. The plan ensures that we meet our obligations under the WHS legislation.

Key achievements include the identification of psychosocial risk factors across the university via the People at Work Survey (PAW); development of an ergonomic guideline and self-assessment tool for staff to apply to their various working environments; review and upgrade of the online risk management system to improve the user experience and to assign accountability for each risk assessment; and the creation of a monthly health safety and wellbeing newsletter to promote safety and wellbeing across UTS working groups.

The HSW team continued to respond to NSW Health advice related to the pandemic and worked closely with academic and professional staff to provide support in the lead up to campus reactivation. Risk assessments were developed for staff to apply to their teaching and learning activities and spaces.

Auditing and compliance

The UTS HSW audit examined the approach to working and learning remotely, and the process for safely returning staff to campus. This was completed in the first half of 2021. It found the HSW systems in place to be at an effective level of control with a positive approach to the establishment of practices for managing remote working and learning.

The HSW team continued to audit faculty and unit compliance with their local safety plans throughout the year adopting a hybrid approach to data collection, document review and interview methods.

Health and safety training

Mandatory online training completion rates are at, or close to, the target of 95 per cent. Casual staff completion rates continue to be tracked with the average for 2021 being 73 per cent, which is up on the previous year's average of 63 per cent.

With most staff working from home for much of 2021, there was a focus on providing information on how to work safely from home. The HSW team published the ergonomic guideline and checklist to assist staff and managers to establish a safe home-based work environment. Guidance on ergonomic workstation setup was also provided virtually by the team on a case-by-case basis.

Health management cases

Throughout 2021 the number of staff health cases being actively managed at any time ranged from over 50 to approximately 35 being managed at year end. Of these, approximately 65 per cent were of a psychological nature and with 35 per cent related to physical conditions. A number of these cases remain active for long periods throughout the year.

Cultural diversity

UTS values the richness of our culturally diverse community and the enormous benefits that diversity brings to our university.

Aligned with this, UTS is required by the New South Wales Government to embed four key principles — service delivery, planning, leadership and engagement — into its core business.

We aim to promote a positive and supportive learning environment for our students, and an inclusive workplace for our staff. In 2021 we offered a wide range of activities and programs.

- UTS Residential Life Program: UTS's housing team put on events, activities and training programs to encourage cross-cultural communication. Students are challenged to overcome cultural biases, reassess stereotypical beliefs and develop friendships.

- Online English conversation sessions: Volunteer alumni and staff ran English conversation sessions (UTS's Higher Education Language and Presentation Support (HELPS) program) attended by students from languages other than English backgrounds. Students also volunteered in a buddy program supporting international students.

- Online TalkFest: Connects students and volunteers from all backgrounds and faculties across UTS, promoting cultural exchange and community. It offers students an opportunity to network with each other while taking part in rounds of group discussion and games.

- Refugees: First-year students experiencing financial disadvantage who identify as being current or past holders of a permanent humanitarian visa can join the transition and academic support program where they receive tutoring assistance from an experienced UTS student. Students from a refugee or asylum seeker background who are currently on temporary visas and therefore unable to access the government's HECS-HELP scheme are eligible for fee-waiver scholarships.

- Online buddy program: This program matched international students with local students, staff and community volunteers. Students and buddies get together once a week and speak English, exchange cultural information and form friendships in a non-threatening informal way.

- UTS multi–faith chaplaincy: A visiting chaplaincy service assisted students and staff of all faith traditions and those of no faith. This assistance is flexible and available via a variety of modalities, including remotely and in-person. Where appropriate, there are bookable spaces for students and staff to carry out activities related to their faith tradition

- Multicultural Women's Network (MWN): In 2021 the MWN developed a charter and governance structure including a core team to oversee the strategy and direction of the network. Through a partnership with Afghan Women on the Move, MWN successfully delivered 'Hear me Raw', an online storytelling fundraiser.

- Cultural awareness training and Aboriginal and Torres Strait Islander cultural learning: UTS purchased the AIATSIS comprehensive core cultural learning package, which will be completed by 500 staff by the end of 2022.

- Mentoring program: the Pasifika mentoring program for high school students continued in 2021 after a successful first year in 2020. Key activities in 2021 included the program expanding to four schools and Pasifika Experience Day being held in late June for more than 150 students attending UTS campus.

Careers

Our careers service ran several programs and pilots this year in support of UTS's cultural diversity. Through the Career Service, students were able to:

- better understand and be prepared for the Australian workplace. We held programs and events to give international students the opportunity to connect with organisations and gain local experience. After a successful collaboration with the Australian Technology Network in 2020, we continued to offer online modules for international students to help them prepare for work-integrated learning experiences.

- understand work visa pathways. Careers ran virtual information sessions with a migration agent to ensure international students have knowledge about visa requirements to help them decide their next steps after graduation.

- connect with like-minded peers throughout orientation where we connected new students with current students via religious, cultural, political, sporting and social club activations and initiatives.

- feel welcomed and a sense of belonging on commencement and during their time at UTS. Our UTS Peer Network volunteer program connects local and international students during orientation and throughout the year through a number of social events and activities.

- develop knowledge of the history and culture of Aboriginal and Torres Strait Islander people while understanding the contemporary challenges they are facing today. Careers supported all of our commencing Peer Network volunteers to undergo Aboriginal Cultural Awareness Training to ensure First Nations students feel welcome when they first attend campus at orientation.

- gain skills and employment experience, while being employed to work on the Peer Network and Outreach programs.

- find internship, graduate and mentoring opportunities through the careers services' collaboration with Accessibility, the Australian Network on Disability, GRADwise and career fair partner Prosple. Throughout 2021 we collaborated nationally to host a number of discipline specific virtual career fairs, students with a disability fair, diversity careers fair and the Indigenous careers fair.

- broaden their global network by connecting international students with international alumni through virtual networking sessions. Additional opportunities were provided to connect students with alumni and industry representatives, including events held for International Women's Day and, in conjunction with the Centre for Social Justice and Inclusion, programs such as Univative, an inter-university consulting competition and hackathons for U@Uni.

Sustainability

Sustainability is core to UTS's distinctive identity. The university continues to improve its sustainability performance and advance on its pathway towards creating a more sustainable future. Staff, students, partners and the community have all contributed to the positive outcomes achieved in 2021 through their engagement in sustainability initiatives.

COVID-19 continued to impact UTS's sustainability activities in 2021. Utility use again decreased due to the reduced occupancy of campus buildings, selected building shut-downs and energy efficiency initiatives. Many engagement activities continued in an online format with the university's staff and students adapting well to virtual content.

Key sustainability activities and achievements for 2021 include:

- achievement of UTS's carbon emissions reduction target of 30 per cent between 2007 to 2021 and exceeding its carbon intensity target. Along with other Australian Technology Network members our collective carbon emission reduction and carbon intensity targets were exceeded by 21 per cent and 35 per cent respectively

- decreased electricity, gas and water use by 10 per cent, 13 per cent and 19 per cent respectively, when compared with 2020. This is due to factors including the impact of COVID-19 on building occupancy, selected building shut-downs, building optimisation and tuning, higher efficiencies due to chilled water imports and ongoing energy and water efficiency and building management system analytics projects

- 3.84 per cent reduction of GHG emissions compared with 2020

- ongoing procurement of electricity using a combination of 'block' and 'progressive' purchasing, with 100 per cent of electricity secured for financial year 2022, 85 per cent for 2023 and 45 per cent for 2024

- the first stage of consultation with the UTS community on the development of the UTS Climate Positive Plan

- update of the UTS Sustainability Policy

- completion of the sustainability strategy for the Haymarket Masterplan and Indigenous Residential College

- installation of 142kW of solar (347 panels) on Block D at the Tech Lab, Botany

- highlights on the UTS4Climate website of UTS researchers cutting-edge work on climate science and impacts

- re-signed memorandum of understanding with the City of Sydney for the Better Buildings Partnership initiative

- continued growth of the 2SER Think: Sustainability weekly radio and podcast program, with approximately 78,656 podcast listens in 2021 and over 60,000 weekly radio listeners.

- delivery of engagement activities, many of which were adapted to an online format due to COVID-19, including World Environment Day, UTS Green Hero Awards, Ride to UTS Day and Green Campus Day

- delivery of the Green Impact Program, a behaviour change program where staff and students work in teams to undertake sustainability actions, which are audited by trained students. In 2021, 15 teams, including five student teams, undertook 250 actions

- two Australasian Green Gown Awards, with the UTS Central plastic-free food court winning the Creating Impact category and the TDI subject Industry Innovation Project (part of the Bachelor of Creative Intelligence and Innovation) winning the Next Generation Learning and Skills category. Both are now shortlisted for the international Green Gown awards with winners announced in July 2022

- first time participation in the Times Higher Education Impact Ranking (based on the UN Sustainable Development Goals) with results expected in April 2022.

Goals for 2022 include updating the UTS Sustainability Strategy, enhancing the website to showcase UTS's contribution to the UN Sustainable Development Goals and the completion of UTS's Climate Positive Plan, which includes developing new targets for the university and a pathway to net zero.

Legal change

New legislation

Changes to student eligibility for financial help

The Education Legislation Amendment (2021 Measures No. 2) Act 2021 introduced administrative changes to student eligibility for Commonwealth assistance, HECS-HELP re-crediting and repayment provisions and grants. The Act extends access to student loans to former permanent humanitarian visa holders, provides refunds of student upfront payments in certain circumstances where the provider has remitted a student loan amount, changes the administrative arrangements for certain grants and clarifies that the Education Services for Overseas Students Act 2000 (Cth) continues to apply to formerly registered providers of education to overseas students for the purposes of resolving issues that relate to their time as registered providers.

Update on the Higher Education Standards Framework

The Higher Education Standards Framework (Threshold Standards) 2021 came into effect on 1 July 2021. New changes include minor amendments to Part A: Standards for Higher Education and substantial changes to Part B: Criteria for Higher Education Providers. Part B has been rewritten to incorporate the recommendations of the 2019 review of the Provider Category Standards.

Universities must continue to ensure that they meet the minimum acceptable requirements for the provision of higher education in or from Australia.

Remote witnessing of signatures now permanent in NSW

On 29 November 2021, remote witnessing of signatures and attestation of documents by audio visual link were made permanent in New South Wales by the Electronic Transactions Amendment (Remoting Witnessing) Act 2021 (NSW). The Act also confirms that documents can be remotely witnessed under Part 2B even if the signatory and/or the witness are not located in New South Wales.

Significant cases

First successful application concerning site-blocking under the TEQSA Act

The first successful site blocking application under the Tertiary Education Quality and Standards Agency Act 2011 (Cth) (TEQSA Act) has been delivered in Tertiary Education Quality and Standards Agency v Telstra Corporation Ltd [2021] FCA 1202. In this matter, the Federal Court ordered various Australian ISPs to take reasonable steps to disable access to two online locations. The websites involved in this matter published advertisements to university students in Australia offering services such as helping essays for a fee. The Tertiary Education Quality and Standards Agency (TEQSA) made an application pursuant to section 127A of the TEQSA Act.

Given the successful result obtained, it is expected that TEQSA will continue to use section 127A against Australian internet service providers to take steps to monitor academic cheating services provided to Australian students. UTS will continue to monitor cheating services and report these to TEQSA or other appropriate bodies to allow the regulator to take further action as appropriate.

High Court providing guidance on academic freedom

In Ridd v James Cook University [2021] HCA 32, the High Court has highlighted the importance of intellectual and academic freedom in higher education institutions, but did not suggest that they are unqualified rights. The proceedings concerned the termination of Dr Ridd's employment for serious misconduct and the scope of the intellectual freedom clause in JCU's Enterprise Agreement (EA). The High Court found that the intellectual property protected by the EA was not a general freedom of speech, but did protect employees' right to express their genuine academic opinions relating to their expertise.

Privacy

UTS is bound by the 12 information protection principles contained in the Privacy and Personal Information Protection Act 1998 (NSW) (PPIP Act). This Act covers the university in relation to how it manages personal information on or after 1 July 2000, and health information on or after 1 July 2000 until 1 September 2004.

UTS is also bound by the 15 health privacy principles contained in the Health Records and Information Privacy Act 2002 (NSW) (HRIP Act). This Act covers the university in relation to how it manages health information on or after 1 September 2004.

Although UTS is not directly covered by the Privacy Act 1988 (Cwlth), its principles may apply in certain circumstances in relation to university activities that are governed by other federal legislation or codes of practice and data breach reporting (in relation to certain information). Similarly, in some cases, provisions of the European Union's General Data Protection Regulation (GDPR) may apply to data in some limited activities.

How UTS manages personal and health information

The management of personal and health information is governed by the university's Privacy Policy and the Privacy Management Plan.

The Privacy Management Plan is required under the PPIP Act and is essentially a statement of how UTS complies with both New South Wales privacy acts. The plan includes information for both members of the public and UTS staff about:

- UTS policies and practices that govern privacy
- information and training programs for staff
- how UTS complies with information protection and health privacy principles, including how UTS collects, uses and protects information, and examples of when information may be disclosed
- UTS's internal review process, and
- types of information UTS collects and holds.

Both the policy and the plan are available on the UTS website. Where appropriate, privacy requirements are also specifically referenced in other policies. More specific information may also be included in privacy notices (collection statements) provided to individuals at the time their information is collected. These notices will explain what is being collected, how that information will be used, if it is expected to be disclosed and the individual's rights.

Activities during 2021

- The Privacy Policy and Privacy Management Plan were updated and effective from May. Changes included updates relating to UTS's activities and application of various technologies, and the obligations under any relevant changes in legislation, including the European Union's GDPR.

- There was a continued and increased focus on building privacy into information system design and development as part of the project planning stage. This included, in particular, new ways of working and studying as a consequence of COVID-19.

- New online privacy training was rolled out to staff in 2021 and a review of staff guidance and resources was completed with new updated content made available to staff.

- A new Privacy Contact Network began in 2021. This network was launched during Privacy Awareness Week by the NSW Privacy Commissioner who attended the inaugural meeting in May. The network consists of faculty and unit senior staff members, nominated by the respective deans and directors, who are the contact representing their areas and championing privacy. The network has two formal meetings each year.

Reviews

Under section 53 of the PPIP Act, UTS completed no formal internal review in 2021.

Data breaches

Under Part IIIC of the Privacy Act 1998 (Cwlth) (or under the GDPR where applicable), UTS had no eligible data breaches for mandatory notification in 2021.

Right to information

Review of proactive release program

Under section 7 of the Government Information (Public Access) Act 2009 (NSW) (GIPA Act), 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.

UTS's program for the proactive release of information involves decisions made at the routine business activity level regarding what information to make public on the university's website. Consideration of proactive release is undertaken on an ongoing basis, and considered annually by the right to information team.

Information relating to ongoing business and key projects and activities considered of interest to the wider community is proactively released on the UTS website.

- News: UTS News includes news stories of interest, including media releases, and informs the public of activities happening at UTS.

- Sustainability: UTS strives to continually improve its sustainability performance. Information is available on the UTS website relating to our targets, sustainability-related activities and performance.

- Facts, figures and ratings: Information known to be of interest to the public includes information on the university's ratings against other universities, and facts and figures including information on student numbers, diversity, performance and completion rates, and graduate employment. This information is released for the benefit of past, present and future students, as well as donors, partners and supporters.

- Governance: The GIPA Act requires certain governance information to be made public, such as policy documents. These are available on the UTS website. Additional governance information is proactively released to inform staff, students and members of the public about the governance frameworks at UTS and important university decisions. Governance information proactively released includes information about the UTS Council and Academic Board and associated committees, agenda and minute documents.

- Strategy: The UTS 2027 strategy was shaped by ideas from staff, students, alumni and industry partners. Information on the strategy is available on the UTS website.

- COVID-19: Information on how the university is tackling the challenges related to COVID-19, and how staff, students and members of the public can be protected when engaging with the university, was regularly maintained on our website during 2021. This included alerts of positive cases and a plan for reactivation moving from 2021 into 2022.

In addition to the above, the review focused on trends identified through requests for information, including applications under the GIPA Act. Any information available regarding informal requests was also considered. No trends in requests were identified. As a result no further information was proactively released.

Number of access applications received

During 2021, UTS received a total of 11 access applications, 10 of which were or became valid access applications. No applications were carried over from 2020. Communicating with applicants and processing of applications continued in both remote and hybrid working environments in 2021. Applications were completed on time or as negotiated with applicants.

Number of refused applications for Schedule 1 information

During the reporting period, UTS refused access to some information covered under two applications due to a conclusive public interest against disclosure under Schedule 1 to the GIPA Act. Under these two applications, three decisions were made based on a conclusive public interest against disclosure.

Statistical information about access applications

Table A: Number of applications by type of applicant and outcome[1]

	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
Media	2	3	2	1	0	0	0	0
Members of parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not–for–profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	1	0	0	0	0
Members of the public (other)	2	2	2	4	0	0	0	0

1. More than one decision can be made in respect of a particular access application. Each decision is individually recorded.

Table B: Number of applications by type of application and outcome[1]

	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
Personal information applications[2]	1	2	1	3	0	0	0	0
Access applications (other than personal information applications)	2	3	3	2	0	0	0	0
Access applications that are partly personal information applications and partly other	1	0	0	1	0	0	0	0

1. More than one decision can be made in respect of a particular access application. Each decision is individually recorded.
2. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the GIPA Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	Number
Application does not comply with formal requirements (s 41)	2
Application is for excluded information of the agency (s 43)	0
Application contravenes restraint order (s 110)	0
Total number of invalid applications received	**2**
Invalid applications that subsequently became valid applications	1

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to the GIPA Act[1]

Overriding public interest against disclosure	Number of times consideration used
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	1
Excluded information	2
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0

1. 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).

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of the GIPA Act[1]

Public interest considerations against disclosure	Number of occasions when application not successful
Responsible and effective government	2
Law enforcement and security	0
Individual rights, judicial processes and natural justice	3
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate freedom of information legislation	0

1. 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).

Table F: Timeliness

Timeliness	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	10
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**10**

Table G: Number of applications reviewed under Part 5 of the GIPA Act (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner	0	2	2
Internal review following recommendation under section 93 of the GIPA Act	0	0	0
Review by NSW Civil and Administrative Tribunal	0	0	0
Total	0	**2**	**2**

Table H: Applications for review under Part 5 of the GIPA Act (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (s 54)	0

Note: Includes where an application for review was lodged with the IPC and where an internal review was also completed.

Table I: Applications transferred to other agencies under Division 2 of Part 4 of the GIPA Act (by type of transfer)

Type of transfer	Number of applications transferred
Agency–initiated transfers	0
Applicant–initiated transfers	0

Public interest disclosures

UTS received no public interest disclosures in 2021.

Our Fraud and Corruption Prevention and Public Interest Disclosures Policy (available on the UTS website) addresses UTS's legal and ethical obligations to prevent, monitor and report fraud and corrupt conduct.

The policy (and supporting procedures) describe the framework for dealing with fraud and corruption risks faced by UTS. They outline how to make disclosures of corrupt conduct, maladministration, serious and substantial waste, and government information contraventions.

Cybersecurity

During 2021 UTS prioritised cybersecurity in response to the increasingly complex risks presented by cyber threats, and the realisation that UTS needed to boost its cybersecurity capability maturity.

Progress was made during 2021 in reducing some of our risk exposure, especially around our ability to respond effectively to cyber incidents when they occur. UTS has continued to manage its cyber risks in a manner which is broadly consistent with the NSW Government Cyber Security Policy and is increasingly aligned with good industry practice.

The Information Security Policy and the Provision and Acceptable Use of Information Technology Resources Policy, along with supporting cybersecurity standards and guidelines, define the fundamental principles for the protection of UTS's information resources and the controls needed to ensure compliance with internal and external regulatory and legislative requirements.

The standards and guidelines align with the National Institute of Standards and Technology's Cybersecurity Framework and ISO27001, which provides coverage for the NSW Cyber Security Policy. The policies are publicly available on the UTS website, and all users of UTS's information technology resources must comply with them.

UTS has cyber incident response processes in place. The processes have been tested in real and simulated situations.

The university's Data Governance Policy (also available on the UTS website) establishes principles and practices for effective management and use of UTS corporate data.

Cybersecurity is an increasingly critical issue for the university. We have continued to increase the maturity of our cybersecurity capabilities in order to effectively manage more complex cyber threats and risks.

This includes:

- appointed a Chief Information Security Officer (CISO) and expanded the cyber team with the creation of a dedicated operations manager and capability development manager. The CISO now attends every Audit and Risk Committee meeting

- established a Cybersecurity Steering Committee with cross UTS representation to enable better engagement and governance of cybersecurity activities

- increased the frequency of cybersecurity awareness messaging to all staff, and direct engagement with faculty leadership on cyber risk

- delivered year one of the 2021–2024 Cybersecurity Strategy, including the identification of the most critical assets (Crown Jewels) for prioritisation, and completed an external assessment of the university's cybersecurity maturity and capabilities

- conducted technical testing against several of UTS's critical assets, identifying a few risk areas that are being remediated, further strengthening our cybersecurity controls

- established a Security Operations Centre (AARNet SOC) managed service, which significantly improves our ability to detect and respond to incidents, and also set up an incident response retainer with an external partner

- rolled out multi-factor authentication and other good practice authorisation controls in line with good practice and Australian Government advice.

Overseas travel

Due to the COVID-19 pandemic, university expenditure on overseas travel was greatly reduced from prior years. The university paid $236,000 for overseas travel in 2021 (compared with $1.5 million in 2020). These payments supported activities including attendance and presentation of research papers at international conferences, staff development, and research and teaching at affiliated institutions.

Risk management

UTS employs a range of strategies to manage and mitigate risk.

We review and assess strategic and operational risks biannually at a university and faculty/business unit level. We conduct risk assessments to manage specific areas of risk, including building projects; environment, health and safety; information technology projects; strategic projects; disaster recovery; emergency management; fraud and corruption; financial risk management; and business continuity planning.

The university's Risk Management Policy, and supporting procedures, set out the objectives, framework and approach for considering and managing risk. The Audit and Risk Committee provides strategic guidance and reviews UTS's top risk themes and top strategic and operational business risks biannually.

We continue to advance the consideration of risk across the university, with this embedded in many key areas of decision-making, and operating procedures and processes. UTS continues to enhance its overarching framework, strengthen its risk aware culture and provide a variety of risk management training, including risk–intelligent informed decision-making and risk connect.

2021 strategic and operational risk assessment (top risk themes)

Having re-aligned the top strategic and operational risks in 2020 to take account of the impact of the COVID-19 pandemic (having originally set these risks considering the UTS 2027 strategy), in 2021, a new detailed review of the top strategic and operational risks was undertaken. This considered any further impacts resulting from COVID-19, emerging external risks and the updated risk assessments performed by faculties and business units.

This led to refined strategic risks and top operational risks split into two categories: top operational risks to implement/deliver the UTS strategy and top operational risks impacting core business.

During the year, a further exercise was undertaken between the Vice-Chancellor, Senior Executive and Risk Director to consider these top risks and identify the top six risk themes that were the primary focus for the university to deliver the strategy.

These top risk themes included the university continuing to need to address its new product scale by protecting and growing diverse revenue streams to mitigate high impact low likelihood risk events (for example, the pandemic), changes in government policy and aggressive market competition. UTS is also focusing on the other side of having a resilient business model, with a specific risk theme on building operational sustainability through projects (such as Fit for 2027 and process re-design) and implementing the UTS digital strategy.

The experience of the pandemic had accelerated the need to address two risk themes on mindset shift to learning for a lifetime and change management / ways of working. These risk themes have moved forward as the university has had to increase the pace and scale of agility and adaptability required to scale up and down activities, as well as meeting changes in stakeholder preferences through the pandemic experience.

Two operational risk themes are focusing on cybersecurity and new/existing legislative requirements with plans and programs being implemented to manage these risks.

Internal audit and risk management attestation statement for the 2021 financial year

We, the undersigned, are of the opinion that the University of Technology Sydney has internal audit and risk management processes in operation that are compliant with the seven core requirements set out in the Internal Audit and Risk Management Policy for the General Government Sector, specifically:

(For each requirement, please specify whether compliant, non-compliant, or in transition.)

	Risk management framework	
1.1	The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.	Compliant
1.2	The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant
	Internal audit function	
2.1	The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
2.2	The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for Professional Practice for Internal Auditing.	Compliant
2.3	The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
	Audit and Risk Committee	
3.1	The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.2	The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

Membership

The independent chair and members of the Audit and Risk Committee for 2021 are:

- Chair: Michelene Collopy, 1 November 2020 to 31 October 2022
- Member (Council, who is also a member of the Finance Committee): Catherine Livingstone, AO, 1 November 2020 to 31 October 2022
- Member (Council): Dr Lisa O'Brien, 14 April 2021 to 31 October 2022
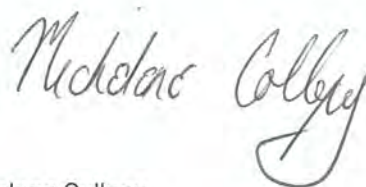- Member (external): Chris Westworth, 1 November 2020 to 31 October 2022

Nick Glover
Director of Risk

Frederik Theron
Director, Internal Audit

Professor Andrew Parfitt
Vice-Chancellor and President

Michelene Collopy
Chair, Audit and Risk Committee

Internal audit

Internal audit program 2021

Portfolio	Operational units	Business process (scope)
COO	Financial Services Unit/All	Treasury management and cash-flow monitoring
DVC Education and Students; Provost	Student Services Unit/ Jumbunna, EDU, Faculties	Student support (hardship funds, financial counselling, financial aid, and other financial support mechanisms)
Provost; All DVCs	All faculties and divisions	Foreign arrangements and interference
COO; Provost; All deans	Faculties; WHS unit	Health and safety: Research labs
COO	ITD	IT digital strategy and resource capacity management
Vice President Advancement	Advancement	Donations, philanthropy, fundraising and alumni engagement (advancement)
Provost; DVC Education and Students; COO	Faculties	Academic standards; academic quality assurance
COO	Casual academic payments	End-to-end procurement
COO	Financial Services Unit/ITD	Payroll post implementation review
Provost; COO; All	Financial Services Unit; Faculties; Divisions	Post VSP: Staffing and work redistribution (Management review)
COO	ITD	Cybersecurity follow-up
COO; Provost	Financial Services Unit / GSU	Related entities: Management and governance
DVC International and UTS College	UTS International	ESOS
COO	All	Triennial review of the Register of Commercial Activities
COO	Financial Services Unit / ITD	Payroll pre-imp wave 2

Account payment performance

(Parent entity only)

2021		Total accounts paid on time		Total amounts paid on time	
		Target[1] %	Actual[1] %	Target $'000	Actual $'000
Q–1	January to March	70	76	58672	83817
Q–2	April to June	70	75	55035	78621
Q–3	July to September	70	76	54294	77562
Q–4	October to December	70	80	62489	89270

1. The percentage is based on number of transactions and not on monetary value.

Investment performance

(Parent entity only)

For investment performance purposes, the university classifies investment funds into the following pools.

1. Cash and cash equivalents

This pool comprises university cash holdings held and managed in order to meet liquidity, working capital and short–term returns requirements. The university manages this pool internally.

2. Managed funds

This pool comprises endowment funds donated to the university, invested with primarily a long–term view, returns from which are used to fund student scholarships. The university currently uses an external funds manager, being NSW Treasury Corporation for this purpose.

Performance comparison table

		2020		2021	
Pool	Manager	Actual rate of return %	Benchmark rate[1] of return %	Actual rate of return %	Benchmark rate[1] of return %
Cash and cash equivalents	Internal	0.82	0.37	0.39	0.03
Managed funds	External	4.36	4.01	12.82	14.92

1. Benchmark rates are sourced from NSW Treasury Corporation Investment Management Funds Review Report as at December.

Land disposals

UTS disposed of three land parcels in 2021, which were used for our outlying student accommodation, being:

• 23–27 Mountain Street, Ultimo

• 12 Boundary Street, Darlington

• 161 Broadway, Ultimo and 52A Mountain Street, Ultimo;

with settlement occurring 25 January 2022.

Consultants

UTS paid $23.12 million for external consulting services in 2021, of which $2.82 million was for capital works. A total of $8.50 million was paid for consultancies consisting individually of less than $50,000.

Payments in excess of $50,000 totalled $14.62 million and are listed below.

Company	Category	Project	$
Simplus Australia Pty Ltd t/a Sqware Peg Pty Ltd	Business consulting	Various IT projects e.g. Postgraduation Futures, TRACK-EL, Salesforce platform, Student acquisition, HDR enquiry, UTS Open	977,382.11
Deloitte Risk Advisory Pty Limited	Business consulting	Superannuation review, Cybersecurity posture project	906,111.75
Ethos Urban Pty Ltd	Design/statutory planning	Campus masterplan - sites 5, 13-15, Indigenous Residential College	751,130.30
Nous Group Pty Ltd	Business consulting	Establishment of hubs to deliver essential services, Learner acquisition	616,564.00
Ernst & Young	Business consulting	Maintain and Enhance Cybersecurity Posture Project	562,994.61
Architectus Group Pty Ltd	Architect	Campus Masterplan - Building 5, Building 13-15	548,030.00
UTS Research And Innovation Institute (Shenzhen) Co Ltd	Business consulting	UTS Shenzhen intercompany service fee	498,612.90
Marsh Pty Ltd	Insurance broker	Insurance broking and risk management solutions	387,750.33
Team8 Solutions LLC	Business consulting	Project Kilimanjaro	385,000.00
BVN Architecture Pty t/a Bligh Voller Nield	Architect/design	Indigenous Residential College, Building 13–15 Masterplan	378,200.00
Burtenshaw Scoufis Architecture Pty Ltd	Architect	CB10 New ways of working pilot project, Research and Commercial Institute - Shenzhen China	339,739.53
Sfdc Australia Pty Limited	Software consulting	Establish Salesforce platform capability, student acquisition technology implementation	278,666.67
Veldhoen & Company Pty Limited	Business consulting	Change management consulting FASS and FOH	269,061.00
Capgemini Australia Pty Limited	Software development	Student acquisition technology implementation	262,981.00
Louder Digital Pty Ltd	Software development	Professional services relating to Google Analytics	249,340.00
Deloitte Consulting Pty Limited	Business consulting	Casual employee remediation	222,117.00
Outside Opinion Pty Ltd	Research	Advice on research grants e.g. NHMRC, ARC	215,915.24
Incyzr Pty Ltd	Business consulting	FEIT consulting for various projects e.g. EIT21/193 WPCA-IA-21-067 AMRF Technical advisor	212,647.27
Computer Systems (Australia) Pty Limited	Software consulting	Staff service portal, Forms and approvals workflow rollout	210,657.75
De Luxe & Associates Pty Limited	Website marketing consultant	DAB - Website strategic acceleration project	196,000.00
Cybercx Pty Ltd	Cybersecurity specialist	Review cybersecurity of firewall and testing	181,300.00
Aspect Studios Pty Ltd	Landscape architect	Haymarket Ultimo precinct	158,310.00

Company	Category	Project	$
Prendergast Projects Pty. Ltd	Renewable energy consultant	UTS energy projects, ISF business renewables	152,452.50
The Sax Institute	Research	FOH – various research projects	146,049.75
M Capital Partners Pty Ltd	Business consulting	Project Kilimanjaro	143,000.00
Merkle Australia Pty Ltd	Data and analytics	UTS Open platform enhancements and business evolution	136,000.00
Isle Utilities Pty Limited	Business consulting	Research commercialisation – New international revenue streams leveraged from our research base	135,000.00
Le Quy Don Technical University	Software consulting	Digital transformation for effective management of disaster responses and search-and-rescue	133,815.73
Studio 3 Learning Pty Ltd t/a Studio 3 Learning	Creative media	Learning design services for various projects e.g. Co-creating safe and enjoyable meals	129,716.56
Hill PDA Pty Limited	Commercial real estate consultant	Advisory services for JVP Site 5, 13–15	124,760.00
Altis Consulting Pty Ltd	Data and analytics	HR reporting, student pipeline reporting	122,250.00
H20 Architects Pty Ltd	Architect	FEIT Tech Park masterplan, CB4 Longas lab refurbishment, informal spaces review	121,660.00
Hall & Partners Pty Ltd	Research	Research services for UTS SFL segmentation	120,000.00
Enable Professional Services Pty Ltd	Business consulting	Review IT service management processes and modernisation of ServiceNow platform	113,616.00
Crocker And Company Pty Ltd	Contractor	Strategy Advisor – Sydney Technology Innovation Precinct, Western Sydney Strategy	112,500.00
Dysart, Kenneth Michael t/a Ken Dysart Management Consultant	Contractor	FEIT finance related services	112,500.00
Ho Chi Minh City University of Technology	Research	FEIT Research – UTS Rapido Vietnam: Industry 4.0 for sustainable water systems	109,350.00
Kinesis Pty Ltd	Research	ISF Research – BASIX	108,540.00
Stalker Theatre Incorporated	Animated video consultant	Jarli Animation Project (Science Alive show)	106,000.00
Shape Australia Pty Limited t/a Isis Projects Pty Limited	Building consultant	Aluminium composite panel replacement project	103,638.00
Kernel Graphics Pty Ltd	Design consultant	IRC Storytelling campaign	100,000.00
Wavelength Reef Cruises Pty Ltd	Research	Wavelength crew staff time for coral nurture program	99,877.01
GNBK Advisory Pty Ltd	Research	Climate Risk partnership	98,900.00
Researchmaster Pty Ltd	Software consulting	HDR online thesis submission and scholarships, costing and pricing tool development	93,900.00
Arup Australia Pty Ltd	Engineers	Due diligence procurement Buildings 13–15, Remedial worksCB05	93,767.50
Aws Consulting	Business consulting	Europe in country	92,711.20
Batyr Australia Limited	Counselling service	BATYR project – programs for mental health and crisis intervention	91,800.00
Writemedia Pty Ltd	Contractor	Reviewing and writing support for various research projects and grant applications	86,463.30

Company	Category	Project	$
Australian Genome Research Facility Limited	Research	Various research projects e.g. Pelagic Symbioses, Ocean Health	86,169.00
The Trustee For Counterpoint Consulting Trust	Research	Hearing services program review	85,554.65
CBRE Pty Limited	Commercial real estate consultant	Managing Agent Fee	85,480.65
Quality Online Research Pty Ltd	Market research	Online research for various projects	85,240.54
Universitas of Indonesia	Research	Water for Women research (WASH)	83,683.00
Cmc Group Holdings Pty Ltd t/a 460degrees MG	Business consulting	ATN Frontiers Program	81,954.27
Surveyengine Gmbh	Research	Business school CHERE – various research projects	80,705.54
Ruby Cha Cha Pty Ltd	Market research	Enterprise learning skills shortage, PhD Futures	79,800.00
Urbanac Pty Ltd	Architect	Town planning services for various sites e.g. FEIT Tech Park, Blackfriars Research Building	78,623.83
Gardner Wetherill & Associates Pty Ltd	Architect	Refurbishment of Building 3, level 4	78,014.00
Workplace Options Asia Pte. Ltd	Counselling service	Provision of welfare support for Offshore students	77,626.41
Settlement Services International Limited T/A Settlement Services International Incorporated	Research	The Eden Foundation Ignite Western Sydney Project	76,659.57
Miller, Natalie Elaine T/A Natalie Miller	Psychologist	Individual psychology therapy services at The Kidman Centre Prince of Wales Randwick	75,969.66
The Trustee For The Rooftop Trust T/A The Rooftop Collective Pty Ltd	Business consulting	Workshop and evaluation services for various projects	74,797.88
Like A Photon Creative Pty Ltd	Research	FEIT Research - Jericho Indigenous Animated Character Project	74,709.00
Goodnews Strategy & Communications Pty Ltd	Business consulting	Project management and proofreading for various projects and research grant applications	74,001.00
Profiles Australia Pty Ltd	Market Research	Business School – market research for various projects	71,500.00
Hydrix Services Pty Ltd	Research	SARS-CoV2 Detection, using a sensitive saliva antigen screening test	70,000.00
Wtp Australia Pty Limited T/A Wt Partnership	Quantity surveyor	Quantity surveying services for Buildings 5, 13-15	69,895.00
Ipsos Pty Ltd	Research	ISF research - Stewardship benefits and effectiveness	68,800.00
Edgeworks Software Pty Ltd	Software development	FEIT - Research centered software development	65,860.00
Heyfield Community Resource Centre Inc	Research	MyTown MicroGrid Project	64,532.28
Sgs Economics And Planning Pty Ltd	Research	ISF - DPIE - Employment skills and supply chain NSW REZ	64,315.00
Wsp Australia Pty Limited T/A Wsp Digital	Data and analytics	ISF - Stewardship benefits assessment	64,085.00
Ntt Australia Pty Ltd	Software consulting	FASS and FOH New Ways of Working transformation	63,996.12
GHD Pty Ltd	Engineers	UTS Housing fire safety and emergency risk assessment and plan	63,400.00

Company	Category	Project	$
Net Positive Pty Limited	Business consulting	Maintenance of APCO reporting tool, support existing and new projects relating to economic and climate change	60,954.99
Era Co Pty Ltd	Business consulting	Change management consulting	60,050.00
The University Of The South Pacific	Research	Water for Women research (WASH)	60,000.00
Lockenet Pty Limited	Software development	CHERE - IT support	59,413.80
Okta Inc	Software consulting	One identity professional services	58,500.00
Mxx1 Holdings Pty Ltd	Research	FEIT special research projects - student activities associated with the development of new technologies	58,000.00
Foran Design Pty Ltd	Architect	Various room design consultancy e.g. Secure mail room, StartUps public space	55,105.23
The Benevolent Society	Carer Services	Co-creating safe and enjoyable meals for people with disability and swallowing difficulties	55,000.00
Unconscious Potential Pty Ltd	Coaching	Various projects - ISF transformation project, FOH strategy workshops.	54,246.50
Vanessa Chan Consulting Pty Ltd	Business consulting	IPPG Industry Engagement and Product Development	53,198.00
Gertsakis, John t/a Cambium Communications	Business consulting	Faciliate establishment of Product Stewardship Centre of Excellence	52,524.60
Cotton Education Services Pty Ltd	Design consultant	Senior learning designer for Graduate Research School courses	52,281.21
Lukac, Amanda t/a Amanda Lukac	Design consultant	Graphic design for various projects	52,176.00
The Strategy Group Pty Ltd	Business consulting	Development of Advancement Customer Experience (ACX) strategy	51,570.00
Qualtrics Llc	Data and analytics	Market research and data analytics for various projects	50,616.70
Arinex Pty Ltd	Business consulting	Seed funding for consultant to host IAFS 2023 conference	50,000.00

Acknowledgements

Compliance

The report was written to comply with relevant legislation including the Annual Reports (Statutory Bodies) Act 1984 (NSW) and the Annual Reports (Statutory Bodies) Regulation 2015 (NSW).

In its structure and writing we have striven for best practice reporting, taking into account annual reporting guidelines and recommendations from the NSW Treasury and the Audit Office of New South Wales.

Availability

The university's annual reports are available in PDF from the UTS website:

www.uts.edu.au

Acknowledgements

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The UTS Annual Report 2021 provides a
record of the university's performance and
activities for the year. It is in two volumes:
volume one is a review of our operations
and statutory reporting; and volume two
contains our financial statements.