



## **AGENDA PAPERS**

### **NOTICE OF COUNCIL MEETING**

**Notice is Hereby Given that a Meeting of the Council of Auckland  
University of Technology will be held:**

**Premium Room, AF312, 90 Akoranga Drive, Northcote  
AUT North Campus**

**On: Monday 29 July 2024**

**FROM: 3.30 – 6.00 PM**

**Andrea Vujnovich  
COUNCIL SECRETARY**



## AUCKLAND UNIVERSITY OF TECHNOLOGY COUNCIL

### Chancellor

**Rob Campbell**  
Appointed by Council

### Members

**Professor Damon Salesa**  
Vice-Chancellor of the Auckland University of Technology

**Peter Treacy**  
Appointed by the Minister for Tertiary Education and Skills

**Janine Smith**  
Appointed by the Minister for Tertiary Education and Skills

**Shaun Clarke**  
Appointed by the Minister for Tertiary Education and Skills

**Mark Darrow**  
Appointed by the Minister for Tertiary Education and Skills

**Alicia Lemmer**  
Appointed by the Auckland University of Technology Student Association

**Leo Foliaki**  
Appointed by Council

**Marama Royal**  
Appointed by Council

**Welby Ings**  
Elected by the Academic Staff of the Auckland University of Technology

**Lani Thomson**  
Elected by the Professional Staff of the Auckland University of Technology

# Karakia

Beginning and closing	
<p>Tuia ki te rangi Dedicated to the sky</p> <p>Tuia ki te whenua and to the earth below</p> <p>Tuia ki te human kind are bound</p> <p>Ira tangata and inseperable</p> <p>Ka rongo te pō From the infinite potential</p> <p>Ka rongo te ao to the realization in light</p> <p>Tūturu whakamaua Let us come together</p> <p>Kia tīna with purpose</p> <p>Haumi e Hui e united and ready</p> <p>Tāiki e to progress</p>	<p>Kia tau iho Let the strength</p> <p>Te tauwhirotanga and serenity</p> <p>O te wāhi ngaro of our ancestors</p> <p>E pai ai te nohotahi guide us as we gather</p> <p>Ā tinana, wairua hoki in body and spirit</p> <p>Whakauenuku ake Holdfast to</p> <p>Te āio mō te katoa Peace for all</p> <p>Kia whakamaua kia tīna let it be realised</p> <p>Hui e Tāiki e for us all</p>
Closing	
<p>Unuhia, unuhia Draw on, draw on</p> <p>Unuhia ki te uru tapu nui Draw on the supreme sacredness</p>	<p>Kia tau kia tātou katoa May peace, love, and safety</p> <p>Te āio, te aroha me te marutau Be upon us all</p>

<p>Kia wātea, kia māmā, te ngākau, te tinana, te wairua i te ara takatā To clear, to free the heart, the body and the spirit of mankind</p> <p>Koia rā e Rongo, whakairia ake ki runga Rongo, suspended high above us</p> <p>Kia tina! Tina! Hui e! Tāiki e! Draw together! Affirm!</p>	<p>Thei mauri ora a promise of a glorious day</p>
---	---

# PART A

## OPEN AGENDA



## COUNCIL PART A OPEN AGENDA

**Council Agenda Part A (Open Agenda)****Monday 29 July 2024 at 3.30 pm to be held in the AF312 Premier Room, AUT North Campus**

<b>Karakia</b>		
<b>Mihi – Chancellor</b>		
<b>1. Welcome, Apologies and approval of agenda</b>	The <b>Chancellor moves</b> that apologies be <b>noted</b> and that <b>Council approve</b> the assignment of agenda items to Part A and Part B of the Council agenda.	
<b>2. Declaration/Recording of any Interests</b>	<b>2.</b> The attention of Members is drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.	The <b>Chancellor moves</b> that the declarations if any be noted and the action taken be <b>endorsed</b> .
<b>3. Constitutional Matters, Conferment of Degrees, and Policy</b>	<b>3.1</b> Noting Chancellor delegation – Granting, Rescinding, Revoking and Amending Qualifications – July 2024.	The <b>Chancellor moves</b> that the following be <b>approved</b> :  See item 3.1
<b>4. Council Meetings</b>	<b>4.1</b> Council Meeting Draft Minutes Part A 27 May 2024.  <b>4.2</b> Matters arising from the Minutes Part A of the Council Meeting, 27 May 2024 not elsewhere on the agenda.	The <b>Chancellor moves</b> that the Minutes Part A of the Council Meeting held 27 May 2024. be taken as <b>read</b> and <b>confirmed</b> .
<b>5. Vice-Chancellor's Report</b>	<b>5.</b> Vice-Chancellor's Report.	The <b>Chancellor moves</b> that the Vice-Chancellor's Report be <b>received</b> .
<b>6. Chancellor's Report</b>	<b>6.</b> Chancellor's Report.	The <b>Chancellor moves</b> that the Chancellor's Report be <b>received</b> .
<b>7. Reports from Boards, Committees and Working Groups to Council</b>	<b>7.</b> Report and Minutes from the Academic Board, 27 May 2024.	The <b>Chancellor moves</b> that <b>Report</b> and <b>Minutes</b> from the <b>Academic Board</b> , 27 May 2024 be <b>received</b> .

8. <b>Health, Safety, and Wellbeing Reports</b>	8. 8.1 Health, Safety and Wellbeing Report June 2024	The <b>Chancellor moves</b> that the Health, Safety and Wellbeing Report June 2024 be <b>received</b> .
9. <b>Te Tiriti</b>	9. No report	
10. <b>Strategic Reports</b>	10.1 No report	
11. <b>Student Success</b>	11. No report	
12. <b>Correspondence referred by the Chancellor</b>	12. Letter from the Free Speech Union dated 3 July 2024	The <b>Chancellor moves</b> that the letter from the Free Speech Union dated 3 July 2024 be <b>received</b> .
13. <b>Other matters arising for decision or noting</b>	<p>13.1 Update from the President of AUTSA.</p> <p>13.2 Update from the Council Member elected by the Academic Staff of the Auckland University of Technology</p> <p>13.3 Update from the Council Member elected by the Professional Staff of the Auckland University of Technology</p> <p>13.4 Sale and Purchase Transfer of City Campus Crown Land to AUT</p>	<p>The <b>Chancellor moves</b> that the Update from AUTSA be <b>received</b>.</p> <p>The <b>Chancellor moves</b> that the Update from the Council member Elected by the Academic Staff of the Auckland University of Technology be <b>received</b>.</p> <p>The <b>Chancellor moves</b> that the Update from the Council member Elected by the Professional Staff of the Auckland University of Technology be <b>received</b>.</p> <p>The <b>Chancellor moves</b> that the Sale and Purchase Transfer of City Campus Crown Land to AUT report be <b>approved</b>.</p>
14. <b>Items moved from Part B of the agenda to Part A and General Business</b>		

**PUBLIC EXCLUSIONS**

The Chancellor moved that the public be now excluded from Part B of this meeting, and that the following matters be discussed without public disclosure. This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and section 9 of the Official Information Act, as the case may require, which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting AND THAT W Lawson, L Williams, A Vujnovich and R Nottingham be permitted to remain at this meeting, after the public has been excluded, because of their knowledge of the matters to be discussed in the proceedings while the public are excluded. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to these matters because they relate to aspects of the administration of AUT for which those persons are responsible.

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under section 9 of the OIA identified below.	Ground(s) under section 48(1) LGOIMA for the passing of this resolution
15. Council Meeting Part B of the meeting held on 27 May 2024	s 9(2)(b)(ii), s 9(2)(i), 9(2)(k)	7(2)(f)(i), 7(2)(h), 7(2)(i), 7(2)(j)
16. Report from AUT Ventures	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
17. Report from AUT Millennium	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
18. Report from AUT Ethics Committee	s 9(2)(a), 9(2)(b)(ii), s 9(2)(i), 9(2)(g)(i)	s7(2)(a), 7(2)(c), 7(2)(j), 7(2)(F)(i), 7(2)(f)(ii)
20.1 Draft Minutes of Finance and Audit Committee held on 25 June 2024 & 20.2 Draft Minutes of the People and Culture Committee held on 22 July 2024	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
21 Items moved from part A to Part B		
22 Other Business 22.1	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
22.2	9(2)(a)	7(2)(a)





Part A  
OPEN AGENDA  
ITEM

3.1

## **Council Agenda Paper**

Subject: **GRANTING, RESCINDING, REVOKING AND AMENDING QUALIFICATIONS – JULY 2024**

Date: **19 July 2024**

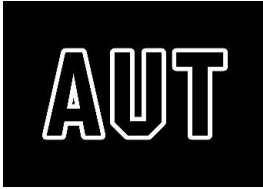
---

### **RECOMMENDATION:**

*THAT COUNCIL NOTE THAT THE CHANCELLOR HAS EXERCISED A DELEGATION UNDER THE COUNCIL DELEGATION POLICY AND IN ACCORDANCE WITH THE GENERAL ACADEMIC STATUTE AND SECTION 283 OF THE EDUCATION AND TRAINING ACT 2020 TO:*

1. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2024 JULY MONTHLY CERTIFICATES ON 19 JULY;*
  2. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2024 JULY CERTIFICATE OF PROFICIENCY (COP) CYCLE ON 19 JULY.*
- 

The schedules are in supplementary papers.



<b>PART A</b> <b>OPEN AGENDA ITEM</b>
--

<b>4.1</b>
------------

## **Council Agenda Paper**

**Subject: Minutes of Part A of the Council Meeting held on 27 May 2024**

**Date: 29 July 2024**

**Author: A Vujnovich**

---

**RECOMMENDATION:**

*THAT THE MINUTES OF PART A OF THE COUNCIL MEETING HELD ON 27<sup>th</sup> MAY 2024 BE CONFIRMED AS A TRUE AND CORRECT RECORD OF THAT MEETING*

---

CONFIDENTIAL



## MINUTES

### **Council Meeting**

Meeting held 27 May 2024 at 3.30 pm  
Board Room, South Campus, Manukau, Auckland

**PRESENT:** R Campbell (Chair), S Turner, D Salesa, J Smith, P Treacy (via Teams), L Foliaki, S Wendt, W Ings, L Thomson, A Lemmer.

**SECRETARY:** A Vujnovich, Council Secretary  
R Nottingham, Minute Taker

**IN ATTENDANCE:** L Williams (Chief Financial Officer and AVC Finance and Infrastructure); S Davies (Group Director People & Culture); F Henare (Director Health & Safety & Wellbeing) - Item 8.1; M Orams (Deputy Vice-Chancellor Research) – Item 10.1.

**IN APOLOGY:** M Royal.

#### **HEALTH & SAFETY WALK**

Council Members present carried out a Health & Safety discussion with a student on placement and then conducted walk around parts of the South Campus as part of meeting due diligence enquiries under the Health, Safety and Wellbeing Act 2015. Refer Appendix 1 to these Minutes for details.

#### **PART A OPEN AGENDA**

The meeting was opened with a Samoan prayer karakia led by the Vice Chancellor.

#### **1 WELCOME, APOLOGIES AND APPROVAL OF AGENDA ITEMS**

##### Resolved

1. *THAT AN APOLOGY FOR ABSENCE FROM M ROYAL BE RECEIVED.*
2. *THAT THE ASSIGNMENT OF AGENDA ITEMS TO PART A AND PART B OF THE COUNCIL AGENDA BE APPROVED.*

#### **2 DECLARATION/RECORDING OF INTERESTS**

The attention of Members was drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.

##### Resolved

*THAT THE DECLARATIONS BE NOTED AND THE ACTIONS TAKEN BE ENDORSED.*

#### **3 CONSTITUTIONAL MATTER, CONFERMENT OF DEGREES AND POLICY**

**3.1 Granting, Rescinding, Revoking and Amending Qualifications – May 2024**

Received

Memorandum for Granting of Qualifications – May 2024

Resolved

*THAT COUNCIL NOTE THAT THE CHANCELLOR HAS EXERCISED A DELEGATION UNDER THE COUNCIL DELEGATION POLICY AND IN ACCORDANCE WITH THE GENERAL ACADEMIC STATUTE AND SECTION 283 OF THE EDUCATION AND TRAINING ACT 2020 TO:*

- 1. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2024 MAY MONTHLY CORPORATE CYCLE ON 16 MAY;*
- 2. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2024 MAY OFFSHORE CYCLE ON 16 MAY;*
- 3. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2024 MAY MONTHLY CERTIFICATES ON 16 MAY;*
- 4. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2024 MAY CERTIFICATE OF PROFICIENCY (COP) CYCLE ON 16 MAY;*
- 5. REVOKE QUALIFICATIONS FOR THE STUDENTS ON THE ATTACHED SCHEDULE AHEAD OF THE 2024 MAY CORPORATE CYCLE ON 16 MAY.*

**4 COUNCIL MEETINGS AND MINUTES OF PREVIOUS MEETING**

**4.1 Minutes of the previous meeting**

Received

Draft Minutes (Part A), of the Council meeting held on 29 April 2024

Resolved

*THAT THE MINUTES PART A OF THE COUNCIL MEETING HELD ON 29 APRIL 2024 BE CONFIRMED AS A TRUE AND CORRECT RECORD OF THAT MEETING.*

**4.2 Matters Arising**

There were no matters arising from the Minutes (Part A), of the Council meeting of 29 April 2024 not elsewhere on the agenda.

**5 VICE CHANCELLOR'S REPORT**

Received

Vice Chancellor's Report

Noted in discussion

- Potential for AUT to take advantage of Australian and Canadian changed settings for international students;
- Focus on responding to the wide-ranging questions posed by the Science System Advisory Group (SSAG) and University Advisory Group (UAG), which presented risks to and opportunities for AUT, particularly regarding differentiation and what was meant by excellence;
- Queries around UAG members' conflicts of interest had been raised as well as the position/role of the creative arts in the SSAG;
- Vice Chancellor taking every opportunity to engage with the UAG and work with Universities New Zealand, with timing of Council engagement unclear, whether this would precede or proceed the preliminary report.

Resolved

*THAT THE VICE-CHANCELLOR'S REPORT BE RECEIVED.*

**6 CHANCELLOR'S REPORT**

Verbal report

- Update on Office of Auditor General audit on cyber governance, noting recent interviews had not given rise to new concerns for Council and frequency and impacts of attacks needed closer oversight;
- Very high percentage of students who came through AUT had a work-integrated learning experience, a point of difference from other universities.

Noted in discussion

- Earlier discussion on extent of student placements highlighted risks to staff and students requiring mitigation by Management as well as wider discussion on Government funding for para-medical students and need for AUT to a stance and strategy for funding of placements;
- The tension between keeping doors as open as a university of opportunity and sustainability of absorbing students not funded by the Government, noting current levels of unfunded students were manageable;
- Opportunities and limitations for generating revenue outside of funding, noting the online offering was progressing and scoping underway relating to offshore opportunities, though the latter had a long ROI period.

Resolved

*THAT THE CHANCELLOR'S VERBAL REPORT TO COUNCIL BE RECEIVED.*

**7 PART A – REPORTS FROM BOARD, COMMITTEES AND WORKING GROUPS OF COUNCIL**

**7.1 Academic Board Report and Minutes, 29 April 2024**

Received

Academic Board Report and Minutes, 29 April 2024

Noted in discussion:

- Master of Communications changes were in composition of requirements, not a reduction of points to complete it.

Resolved

*THAT THE ACADEMIC BOARD REPORTS AND MINUTES OF THE MEETING HELD ON 29 APRIL 2024 BE RECEIVED.*

**8 HEALTH, SAFETY AND WELLBEING REPORT**

**8.1 Health, Safety and Wellbeing Report, May 2024**

Received

Health, Safety and Wellbeing Report, May 2024

Noted in discussion

- Standard number of Employee Assistance Programme sessions for employees could be increased where recommended by an expert.

Resolved

*THAT THE HEALTH SAFETY AND WELLBEING REPORT FOR MAY 2024 BE RECEIVED.*

## 8.2 Heath, Safety and Wellbeing Due Diligence Framework

### Received

Health, Safety and Wellbeing Due Diligence Framework

### Noted in discussion

- Updates on mitigations of risks identified in the H&S placement discussion today would be brought back to the People & Culture committee;
- Management had initiated discussions with partners such as Te Whatu Ora and St John on overlapping Health & Safety duties;
- Evolving Health & Safety caselaw, noting the Ports of Auckland case brought by Maritime NZ, and the Whangarei High case had a focus on the governance group.

### Resolved

*THAT THE HEALTH SAFETY AND WELLBEING DUE DILIGENCE FRAMEWORK BE APPROVED.*

## 9 MĀORI ADVANCEMENT REPORT

### Received

Māori Advancement Report

### Noted in discussion

- Noted the scale of activities underway but noted the progress seemed to lack urgency;
- Update on timing of recruitment of a DVC Māori and acknowledgement that single responsibility would not deliver the desired results;
- Vice Chancellor acknowledged growth in Māori staffing, leadership and research were areas of focus;
- An AUT goal was to be a preferred university for Māori, noting this was already true for some demographics;
- Socio-economic circumstances resulted in a lower qualification rate, but not completion rate;
- Support to address the trend of under-representation of Māori and Pacific male students included introduction of flexible/online learning and could include targeted use of philanthropic funds;
- Management was progressing a study using IDI data to help understand hypotheses around student;
- Whether broader partnerships could be achieved with iwi to support more Māori into university.

### Resolved

*THAT THE MĀORI ADVANCEMENT REPORT BE RECEIVED.*

## 10 STRATEGIC REPORTS

### 10.1. Research Update report on the Research Plan – Rautaki Rangahau – 2023-2028

#### Received

Research Update report on the Research Plan – Rautaki Rangahau – 2023-2028

#### Noted in discussion

- Strong alignment between Te Kete and Rautaki Rangahau, noting greater emphasis needed on researcher relationships with communities and required strong leadership;

- Appropriate balance needed between research deriving from curiosity and practice, both had benefits and overall goal was research with impact;
- Management focus on translation of research to maximise outcomes, with a new resource aimed to build that capacity, as well as seeking placements and partnerships with industry;
- Cancellation of PBRF 2026, with its replacement to be determined by the Science System review;
- DVC-Research was leading Management's response to the SSAG which would be circulated to Council;
- Risks stemming from the SSAG and significant consequences if incentives and funding were moved away from AUT;
- Steps being taken by Management to implement the Trusted Research-Protective Security Requirements across the AUT research community, with periodic updates to Council;
- Commended Management on the development and progress of the plans.

Action: Management's response to the Science System Advisory Group which would be circulated to Council.

Resolved

*THAT THE RESEARCH UPDATE REPORT FROM DEPUTY VICE CHANCELLOR, RESEARCH, PROFESSOR MARK ORAMS ON THE RESEARCH PLAN – RAUTAKI RANGAHAU – 2023-2028 BE RECEIVED.*

**11 STUDENT SUCCESS**

No report

**12 CORRESPONDENCE REFERRED BY THE CHANCELLOR**

None.

**13 OTHER MATTERS FOR DECISION OR NOTING**

**13.1 Update from AUTSA**

Verbal Update

- Initiatives to reflect the student voice in UAG considerations, including working with other student associations and AUT senior management;
- Noted the lack of connection between Study Link and UAG work;
- Working to improve awareness of student services provided by AUTSA.

Noted in discussion

- Challenges of providing and keeping up to date information on funding options for students, including that from other agencies, noting some resources dedicated to providing such assistance to students.

Resolved

*THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE PRESIDENT OF AUTSA*

**13.2 Update from Council Member elected by the Academic Staff of AUT**

Verbal Update

- Widespread concern regarding the UAG review, particularly timeframes and genuineness of consultation;

- Perceived UAG misapprehension of a university of technology in AUT context, focus was translation of knowledge for benefit, which was not always economic but often for community or policy or practice;
- University's durability required clear articulation of what AUT stands for.

Noted in discussion

- What action should be taken now regarding UAG process and whether there was opportunity to slow it down;
- Maintain close connection with other universities throughout the UAG process and continue to engage in it and with it as much as possible.

Resolved

*THAT THE UPDATE FROM THE COUNCIL MEMBER ELECTED BY THE ACADEMIC STAFF OF THE AUCKLAND UNIVERSITY OF TECHNOLOGY BE RECEIVED.*

**13.3 Update from the Council Member elected by the Professional Staff of AUT**

Verbal Update

- Staff survey to be issued on 28 May, with survey champions across the university engaged to improve response rate;
- Pressure continued for staff with student-facing roles.
- Reduction in University-entrance with additional support "staircasing" put in place to bridge gaps.

Noted in discussion

- Reassurances given by Management to staff regarding confidentiality and reporting to preserve privacy from survey results, but survey would close in three weeks;
- AUT online could assist in alleviating pressure on student-facing roles;
- Effect on AUT of a possible removal of the fees-free policy should be considered and a plan put in place now.

Resolved

*THAT THE UPDATE FROM THE COUNCIL MEMBER ELECTED BY THE PROFESSIONAL STAFF OF THE AUCKLAND UNIVERSITY OF TECHNOLOGY BE RECEIVED.*

**14 GENERAL BUSINESS AND ITEMS MOVED FROM PART B TO PART A**

None

**RESOLUTION TO EXCLUDE THE PUBLIC**

The Chancellor moved that the public be now excluded from Part B of this meeting, and that the following matters be discussed without public disclosure. This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and section 9 of the Official Information Act, as the case may require, which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting **AND THAT** W Lawson, L Williams, A Vujnovich and R Nottingham be permitted to remain at this meeting, after the public has been excluded, because of their knowledge of the matters to be discussed in the proceedings while the public are excluded. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to these matters because they relate to aspects of the administration of AUT for which those persons are responsible.



General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under section 9 of the OIA identified below.	Ground(s) under section 48(1) LGIOIMA for the passing of this resolution
15. Council Meeting Part B of the meeting held on 29 April 2024	s 9(2)(b)(ii), s 9(2)(i), 9(2)(k)	7(2)(f)(i), 7(2)(h), 7(2)(i), 7(2)(j)
18. Report from AUT Ethics Committee	s 9(2)(a), 9(2)(b)(ii), s 9(2)(i), 9(2)(g)(i)	s 7(2)(a), 7(2)(c), 7(2)(j), 7(2)(F)(i), 7(2)(f)(ii)
22. Other Business	9(2)(a)	7(2)(a)

## **APPENDIX 1 TO THE PART A MINUTES OF THE FCM 27<sup>TH</sup> MAY 2024**

### **AUT SOUTH CAMPUS HEALTH & SAFETY WALKABOUT AND TOUR BY AUT COUNCIL – HOSTED BY CLINICAL SCIENCES**

#### **Background Information**

Clinical Sciences Programmes – South Campus

- Bachelor of Health Science Midwifery
- Bachelor of Health Science Perioperative Practice
- Bachelor of Health Science Counselling
- Bachelor of Health Science Paramedicine
- Diploma of Health Science Paramedicine
- Masters of Nursing Science
- Also teaching on South Campus for other courses from North based programmes where practical do so, programmes such as PgCertHSc, PgDipHSc, MHSc, MHPrac have certain courses like this within.
- Clinical operations for Oral Health

As at end of 2023, Clinical Science student headcount numbers for South Campus based programmes listed above were 1370.

#### **Officers Duty being supported**

“To gain an understanding of the nature of the operations of the business or undertaking of the PBCU and generally of the hazards and risks associated with those operations” s.44 (4) (b) HSWA 2015

#### **Key Points from Council Discussion with Student on Para-medicine Placement regarding Placement H&S Risks & Issues**

- Large volume of students on placement (>1000 on placement at any one time) and overall completion rate in Paramedicine to 60%. Paramedicine students undertake 130 hours of placement per year, often in ambulance where no knowledge of what students will encounter on each trip, several situations can be traumatising such as death of an infant;
- Licensed AUT Paramedicine staff also have to undertake practical placements annually to retain their licence – can be difficult to manage with day job as well;
- Students exposed to placement relatively early, so not hiding reality;
- Preparations and mitigations from AUT include: AUT staff are experienced practitioners so relate and understand what students face, training graduated as experience grows, counselling is available and notifiable events e.g. death is notified by St John to AUT with check in calls to student(s) affected, as well as peer support from St John and debrief post incident. Partners do contact AUT if concern about a student’s wellbeing;

- Overall student services regarded as effective where a student has been referred but relies on student being willing to recognise they want/need support. Currently a trial by Student Relations Team providing a trauma specialist though students have to put themselves forward, or be referred;
- Simulation of situations is helpful e.g. to provide familiarity with equipment but does not prepare for reactions, real life patients and difficult situations;
- AUT H&S initiating discussions with partners, such as St John, to help ensure better coordination of H&S of students or staff on placements;
- In firearms cases, all follow police protocols and AUT provides support if police interviews etc needed;
- Suggestions for improvement included: AUT used to conduct interviews for paramedicine students, but may be beneficial to consider re-introducing to help ensure student is mentally capable of coping with situations they may face; make professional supervision mandatory after a notifiable event; Bring in mental wellbeing module earlier in course;
- Funding shortages in St John could create higher pressure on St John staff particularly in Auckland e.g. burnout risk and knock on potential risk for students in terms of supervision;
- Students on placement choose times/dates of placement but do not get paid, though there are expenses of a worker such as parking. Too challenging to study and go on placement and manage a job. Noted that volunteers with St John get paid approx. \$32 per hour which typically covers parking and food;
- Support for safety of students at nighttime limited with key issues parking and sometimes access to buildings to use toilets/facilities.

#### **Walkabout and Tour**

- MD Level 1 – Midwifery, Paramedicine, Perioperative Sim
- MC Level 1 – New space for Perioperative
- MH Level 2 and Level 3 – Classrooms and Sim Space – If time allows

#### **Purpose**

The purpose of this discussion and tour was to describe from a health and safety viewpoint the technical nuances of health services and the impact of that on the build and design of health educational facilities as opposed to those used for general learning.

- Doors not staying open which is problematic when moving trolleys with heavy equipment on
- Doors with lips meaning movement of heavy simulation equipment requires lifting of trolleys over them
- Uneven surfaces on pathways used to move trolleys between buildings
- MC building only lift is a disabled one, not big enough for stretchers, meaning any simulation on level two requires carrying of 80kg mannequins up stairs

Council was also shown and advised on other areas of hazards and risk that we are currently managing and how we are managing, including but not limited to the below.

- Students on Placement
- Oxygen Cylinders
- Drugs on site
- Sharps
- Sterilisation

#### **Key Points from Walkabout**

##### **Midwifery**

- Clinically set up well, procedures for dealing with and disposing of sharps (needles);
- Approach to minimise use of real drugs as far as possible, noting controls in place to mitigate risk of improper access/misuse including retaining smaller quantities and locked cupboards;
- Significant use of simulations using mannequins;
- No incidents of misadventure had been recorded but there remained risk of this occurring e.g. with IV lines;

- H&S reviewing regulatory requirements in higher risk areas such as HES to ensure compliance.

Perioperative practice

- Space had been designed specifically for this practice with appropriate equipment;
- Anaesthetic support machine required use of pure oxygen to run, which was combustible but not flammable;
- Access to the room was locked and controlled via swipe card most of the time;
- Students were trained on manoeuvring mannequins of around 80kg and there was a renewed focus on ergonomics, an area of concern across health sector, with HES experts partnering with WorkSafe to develop qualifications in it;
- Again simulations were an important part of training and assisted students to feel confident when confronted with the real world;
- Some challenges with campus buildings, e.g. moving heavy trolleys/mannequins around, as the campus was originally a corporate campus so not designed specifically for uses that HES requires, but alternatives i.e. retaining expensive equipment in each of required locations was not supportable.

Paramedicine Training

- Key issue was financial due to funding of students in paramedicine vs medical, and the need to update equipment so that students practiced and became familiar and confident with current equipment used in health practices.

Concluding discussions:

- Noted H&S team was setting up engagement plans with each Faculty and business unit with consistent terminology which require each faculty or business unit to:
  - ensure every staff member knows how to report a H&S risk or issue;
  - create a critical risk list and submit to H&S.
- H&S also working to ensure consistency and complementary activities with the new Senior Risk Manager.

COUNCIL MEETING RAISED	ACTION	WHO	STATUS/ TARGET DATE
	<b>9. Te Tiriti Report</b> <ul style="list-style-type: none"> <li>A Te Tiriti workshop will be scheduled for Council (Note: related to action #7 below).</li> </ul>	Valance Smith - Kaihautu Tiriti	Deferred June - July 2024
25 September 2023	<b>11. Student Success</b> <ul style="list-style-type: none"> <li>Management to provide information and metrics on student experience in the next update on Ki Uta Ki Tai to Council.</li> </ul>	Wendy Lawson – DVC Academic	December 2023
30 October 2023	<b>4.2 Matters Arising</b> <ul style="list-style-type: none"> <li>Management to work with Council members to develop programme for a Council retreat in early 2024, potentially at North or South Campus.</li> </ul>	Council Secretary	June 2024
	<b>9 Te Tiriti Report</b> <ul style="list-style-type: none"> <li>Management to develop and diarise Te Aronui training sessions for Council members, dates to be scheduled as soon as possible. (Note: related to action #2 above).</li> </ul>	Valance Smith - Kaihautu Tiriti	June – July 2024
4 December 2023	<b>10.1 Pacific at AUT</b> <ul style="list-style-type: none"> <li>Pacific at AUT plan to be presented to Council in 2024</li> </ul>	Jacoba Matapo – PVC Pacific	September 2024
29 May 2024	<b>10.1 Research Update report on the Research Plan – Rautaki Rangahau – 2023-2028</b> <ul style="list-style-type: none"> <li>Management’s response to the Science System Advisory Group to be circulated to Council.</li> </ul>	Mark Orams - DVC Research	Actioned



PART A	5
OPEN AGENDA ITEM	

## **Council Agenda Paper**

Subject: **VICE-CHANCELLOR'S REPORT**

Date: **29 July 2024**

---

### **RECOMMENDATION:**

*THAT THE VICE CHANCELLOR'S REPORT BE RECEIVED*

---

It was great to see so many colleagues from across the University come together for [Matariki Ki Waihorotiu](#) earlier this month, a special celebration to acknowledge the significant service and hard work made by our whānau over the past year. During our celebrations, I had the privilege of addressing our AUT staff, and acknowledging the contribution of each of our AUT whānau. In the spirit of Matariki, I shared my reflections on our journey, challenges and accomplishments over the past year, from placing the first of the University's voyaging stars in the sky with Te Aronui, AUT's response to Te Tiriti to the recent launch of its new strategy, Te Kete. As a community, we have achieved so much this past year, including the completion and opening of Tukutuku – AUT's newest building and 'heart' of our North campus. We should all be looking forward to even more in the year to come. [Read my full address.](#)

Following our strategy process last year, where we gathered your insights and ideas to support the development of [Te Kete](#), we are preparing to kick off a similar series of sessions to inform our Long-Term Academic and Capital Plan (LTACP). We are calling this mahi [Building our Academic Future](#). The goal is to translate Te Kete into tangible academic priorities and outline the steps, resources, and timelines needed to deliver them.

Following the New Zealand Government's announcement of the university sector reviews, AUT has considered and made submissions to both reviews, which can be read on TUIA (staff intranet) [here](#). The University Advisory Group (UAG) has announced a second phase of public consultation, which will close at the end of August.

### **HIGHLIGHTS**

- A blessing ceremony was held on the 21 July for our new North Campus building Tukutuku.
- Prime Minister the Right Honourable Christopher Luxon officially unveiled and opened Tukutuku on 26 July.
- AUT announced the [winners of Ngā Whakamānawa o Matariki](#) - AUT's Matariki Awards for staff at the staff celebration on 2 July.
- We launched AUT Impact, a series of on-demand public talks by AUT experts exploring topical issues. The public talks can be found on the AUT website [here](#).

- The independent AUT's Employee Advisory and Resolutions Service has been gifted a new name to articulate its work in helping colleagues settle disputes, clear pathways and re-introduce balance. [Ea](#) is available to help people navigate challenging and inappropriate behaviour at work through coaching, mediation and facilitation.
- AUT launched a staff engagement survey called '[Your Voice](#)' from 28 May to 21 June. Overall, 78% of staff responded to the survey. The full survey results will be released soon.
- We submitted a response during the first round of consultation to the University Advisory Group (UAG) and Science System Advisory Group (SSAG) [sector reviews](#) being undertaken on behalf of the New Zealand Government. A second phase of consultation is underway for the UAG, closing on 30 August. Staff continue to be engaged and have been invited to contribute.
- We held another [Te Pae Tata leadership series](#) discussion for staff, increasing awareness around AUT's governance on 16 July. Chancellor Rob Campbell, council members Lani Thompson and Welby Ings, and Council Secretary Andrea Vujnovich joined the discussion as panel members.
- Winter Graduation is coming up on August 1 and 2 and will be held at the Aotea Centre.
- AUT LIVE, our biggest recruitment event, will occur on Saturday 26 August. Staff are invited to support the event, which will see thousands of prospective students arrive on campuses to explore our programmes and offerings.
- AUT held its inaugural Learning and Teaching symposium to showcase AUT's pedagogy, curriculum and student support. It is intended for this to be an annual event taking place in the Semester 1 mid-semester break – to complement Research Week in the mid-semester break in Semester 2.

---

## PRIORITY 1: TE TIRITI O WAITANGI

### 1.1 Mana Whenua Engagement

Mana whenua engagement with Te Kawerau a Maki, Ngāti Whātua Ōrākei, and Ngāti Paoa has progressed significantly, with discussions nearing the completion of a draft Memorandum of Understanding (MOU). There is a desire, particularly from Ngāti Whātua Ōrākei, to elevate the formal relationship from an MOU to a Kōtuitanga (partnership document) that better aligns with Tikanga and Te Ao Māori. This forthcoming Kōtuitanga seeks to formalise the partnership and outline the collaborative commitments between the University and these mana whenua groups based on several hui and discussions had to date. From these hui have emerged mutual understanding and goal alignment. The Tiriti Strategist plans to have a draft Kōtuitanga for the Vice-Chancellor to consider by 31 July. The Tiriti Strategist will then work with senior leaders to develop work plans to implement the agreed-upon commitments and continue to maintain strong relationships through ongoing engagement. Discussions with Waikato/Tainui have not yet progressed to this point. The Tiriti Strategist is currently reaching out to Ngāti Whātua ki Kaipara.

### 1.2 Aronui Ora Cultural Capability Programme

The [Aronui Ora Cultural Capability programme](#) has experienced high demand, evidenced by a waiting list for the new intake, indicating a strong desire among staff to participate. To meet this demand, People and Culture have onboarded three additional staff members to support the programme's workshops, with two more yet to be advertised. Four of the five roles were accounted for and budgeted for in the Aronui Ora Better Business Case that was approved by the VC Executive Committee in February 2024. Plans are underway to develop online modules to broaden access and accommodate more participants. The current focus is on delivering workshops and enhancing staff cultural capability while ensuring the quality and consistency of the programme with the new staff onboard.

### 1.3 Te Aronui Update

The implementation of the [Te Aronui Tiriti framework](#) has gained momentum with the return of the Tiriti Strategist from parental leave. These discussions centre on integrating the framework into core departmental work. The Tiriti Strategist, supported by University Librarian and senior leader Kim Tairi, who dedicates one day a week to this initiative, is guiding staff on practical application and promoting understanding of the framework. The next steps involve responding to the growing number of enquiries, developing resources to aid implementation, and maintaining strategic collaboration aligned to Te Kete to ensure effective integration of the framework across the University.

## **PRIORITY 2: EXCELLENCE AND EQUITY IN EDUCATION AND RESEARCH**

### **2.1 Learning and Teaching**

A Learning and Teaching Symposium was held over three days recently (3-5 July). The Symposium took a holistic view of student success, covering pedagogy, curriculum, assessment, and student support, to reflect the approach we are taking as a University to student success—recognising that it is a holistic endeavour.

The focus of the first day was Ki Uta Ki Tai.

- This began with a presentation about who our students are.
- This was followed by an update from the Deputy Vice-Chancellor Academic, regarding the progress of various initiatives under the Ki Uta Ki Tai umbrella.
- Two of the larger initiatives currently underway - the Pathways project and Uni101 – were discussed in greater detail.
- Presentations about UniPrep, Office of Māori Advancement, Disability Services and AUTSA provided an overview of some of the ways we support our students.

The focus of the second day was curriculum.

- This included a panel discussion about what Te Aronui means for our curriculum, assessment, and ākonga.
- This was followed by presentations about the importance of learning design, and the work done by Te Mātāpuna Library and Learning Service to collaborate with teaching staff to embed the development of academic literacies into the curriculum.
- A wide range of staff, including the finalists in the Matariki Educator awards, also gave a series of presentations sharing good practices.

The final day focused on the new Assessment Principles, Policies, and Procedures, and particularly AUT's approach to Artificial Intelligence in Assessment.

- The Office of Learning, Teaching, and Educational Design presented the “AREA” framework (Assemble/Review/Engage/Assessment Redesign), which has been developed to provide guidance for our teaching staff about using AI in assessment under the two-channel approach that forms part of the Assessment Policy and Procedures.
- The two-channel approach recognises that there will be some points in a programme where learning needs to be assured through secured, controlled assessments, but that all other assessments need to recognise that AI is ubiquitous and, therefore, take a proactive approach to the use of AI in those assessments.
- The framework provides guidance to staff on how to review assessments to determine how at risk they are from AI, redesign assessments, and teach students to actively and ethically incorporate AI into assessments to varying degrees as appropriate for the assessment. In addition to resources relating to the framework being put on TUIA, explanation and application of the framework will form part of the project to implement the Assessment Policy.

The organising team for the Symposium led by the Pro Vice-Chancellor (PVC) Learning and Teaching, and including the PVC Pacific, the Director and Senior Manager of Learning, Teaching and Educational Design (LTED) and other senior members of LTED, were pleased with the number of staff who volunteered to showcase some of the good work that is going on around the University in pedagogy, curriculum and student

support. The Symposium was well attended. It is intended for this to be an annual event taking place in the Semester 1 mid-semester break – to complement Research Week in the mid-semester break in Semester 2.

## 2.2 AUT Matariki Awards

The Auckland University of Technology (AUT) announced the winners of Ngā Whakamānawa o Matariki – AUT's Matariki Awards at its annual Matariki staff celebration. Ngā Whakamānawa o Matariki are the University's new top-level internal awards for staff recognising excellence, service and distinction across academic and professional disciplines.

There are nine awards, with each award aligned to a star within the Matariki constellation—three for educators, three for professional services, and three for research.

The winners are:

- Matariki | General Educator Award – The New Zealand Sign Language Team from the School of Social Sciences and Humanities.
- Waipuna-ā-rangi | Kaupapa Māori Educator Award – The Mahitahi Team from the Faculty of Design and Creative Technologies.
- Ururangi | Pacific Educator Award – Dr Junior Nomani from the School of Engineering, Computer and Mathematical Sciences.
- Tupu-ā-rangi | Professional Diversity, Equity and Inclusion Award– Pam Laird from the School of Sport and Recreation.
- Waitā | Professional Innovator Award – Jing Boyd from the School of Clinical Sciences.
- Hiwa-i-te-rangi | Professional Rising Star Award– Sandelyn Lua from the School of Engineering, Computer and Mathematical Sciences.
- Tupu-ā-nuku | Early Career Researcher Award – Associate Professor Shahab Ramhormozian from the School of Future Environments.
- Waitī | Postgraduate Research Student Support Award – Sports Performance Research Institute New Zealand (SPRINZ) Culture Team.
- Te Huihuinga o Matariki | Research Excellence Award – Professor Alice Theadom from the School of Clinical Sciences.

## 2.3 Research Funding

**Te Kāhui Poipoi Rangahau (TKPR) - Research funding activities for April 2024.**

**External Research Income (ERI) TEC Submission** *(Source: TechOne)*

		NZ Government Contestable (\$)	NZ Non-Government (\$)	NZ Public Sector (\$)	Overseas (\$)	Total (\$)
2017	Unweighted	6,292,624.49	2,154,977.37	2,328,146.21	683,100.96	11,458,849.03
	Weighted	6,292,624.49	4,309,954.74	2,328,146.21	1,024,651.44	13,955,376.88
2018	Unweighted	9,236,190.77	1,172,121.13	3,803,682.01	877,137.52	15,089,131.43
	Weighted	9,236,190.77	2,344,242.26	3,803,682.01	1,315,706.28	16,699,821.32
2019	Unweighted	10,211,710.32	1,245,065.74	3,464,734.56	484,738.87	15,406,249.49
	Weighted	10,211,710.32	2,490,131.48	3,464,734.56	727,108.31	16,893,684.67
2020	Unweighted	11,113,788.50	1,245,497.81	2,814,469.16	562,207.39	15,735,962.86
	Weighted	11,113,788.50	2,490,995.62	2,814,469.16	843,311.09	17,262,564.37
2021**	Unweighted	14,877,971.51	1,054,580.55	2,198,466.58	793,263.90	18,924,282.54
	Weighted	14,877,971.51	2,109,161.10	2,198,466.58	1,189,895.85	20,375,495.04
2022**	Unweighted	16,396,163.03	967,165.92	2,811,532.70	1,026,338.46	21,201,200.11



	<b>Weighted</b>	16,396,163.03	3,868,663.68	2,811,532.70	3,592,184.61	<b>26,668,544.02</b>
<b>2023*</b>	<b>Unweighted</b>	17,987,115.97	960,609.24	2,441,798.21	1,318,086.85	<b>22,707,610.27</b>
	<b>Weighted</b>	17,987,115.97	3,842,436.96	2,441,798.21	4,613,303.98	<b>28,884,655.12</b>
<b>2024</b>	<b>Unweighted</b>					<b>13,738,677.00</b>

Notes:

Unweighted means that ERI is not weighted according to TEC guidelines

\* = after Bad Debt adjustment

^ = after Audit adjustment

**External funding activity**

Ministry of Business Innovation and Employment (MBIE)	<b>Submissions</b> <ul style="list-style-type: none"> <li>AUT is working with 6 applicants for the NZ-China Strategic Research Alliance funding call due on 12 July 2024.</li> </ul>
Health Research Council (HRC)	<b>Submissions</b> <ul style="list-style-type: none"> <li>6 Career Development Awards – Clinical Research Training Fellowship applications were submitted on 2 July 2024</li> <li>Currently working on the following: <ul style="list-style-type: none"> <li>✓ 8 applicants for the HRC Project EOIs funding round due on 11 July 2024</li> <li>✓ 3 applicants for the HRC NZ-China Biomedical Research Alliance due on 18 July 2024</li> <li>✓ 1 applicant for the HRC Māori Health Masters Scholarship due on 24 July 2024</li> <li>✓ 1 applicant for the HRC Māori Health PhD Scholarship due on 24 July 2024</li> <li>✓ 3 applicants for the HRC Pacific Health Research Postdoctoral Fellowship due on 24 July 2024</li> <li>✓ 1 applicant for the HRC Pacific Health Research PhD Scholarships due on 24 July 2024</li> <li>✓ 1 applicant for the HRC Health Delivery Research Project Full Proposal due on 8 August 2024. The 1 success came from the original 3 EOIs submitted in March 2024</li> </ul> </li> </ul>
Government	
Royal Society of New Zealand	<b>Submissions</b> <ul style="list-style-type: none"> <li>Four full Marsden applications were submitted in June.</li> </ul> <b>Calls</b> <ul style="list-style-type: none"> <li>The newly established Te Mana Fellowships call is open</li> </ul>
National Collaborations	<b>Submissions</b> <ul style="list-style-type: none"> <li>2 Consortium for Medical Devices Technologies (CMDT) Research Accelerator Programme (RAP) 1 applications were submitted – Faculty of Health and Environmental Sciences (HES)</li> </ul>

	<ul style="list-style-type: none"> <li>1 CMDT RAP 2 application was submitted (HES)</li> </ul> <b>Results</b> <ul style="list-style-type: none"> <li>1 CMDT Rap 1 was successfully submitted in the previous round</li> <li>1 transfer of Maurice Wilkins Centre (MWC) discretionary funding account.</li> </ul>
International	<b>Results</b> <ul style="list-style-type: none"> <li>1 contract funded by an overseas company</li> <li>1 successful application</li> </ul>
Industry	<b>Submissions</b> <ul style="list-style-type: none"> <li>AUT submitted an expression of interest to BRANZ on their Research Investment priority area.</li> </ul>
Community	<b>Submissions</b> <ul style="list-style-type: none"> <li>6 Maurice and Phyllis Paykel Trust applications submitted.</li> <li>2 Auckland Medical Research Foundation applications submitted.</li> </ul>

#### 2.4 Horizon Europe

Associate Professor Matt Raskovic was part of a successful bid for Horizon Europe (Pillar II) funding. This is the first time an AUT researcher has been awarded Horizon Europe funding under the 2023 agreement that makes New Zealand institutions eligible to apply for Pillar II funding. The project will be only the 9th awarded to a consortium which includes a New Zealand partner. The four-year research programme will investigate how the rule of law and populism interact to impact socio-economic outcomes. It will be led by Innsbruck University in Austria and includes partners from seven jurisdictions. Total funding is around \$NZ 5.2M, with AUT receiving around \$NZ 160K.

### PRIORITY 3: ENVIRONMENTAL AND FINANCIAL SUSTAINABILITY

#### 3.1 Financial Performance (detail in Appendix 2)

The year-to-date June net operating surplus is \$24.4M, which is \$12.8M ahead of budget, reflecting primarily the impacts of the favourable enrolments, salary, and interest savings.

The full year forecast projects \$13.2M net operating surplus. The forecasted \$6.2M net surplus variance to budget reflects the impact of higher EFTS forecast, salary savings partially offset by higher costs to support increased student enrolments.

#### 3.2 Student enrolment update (detail in Appendix 1)

- **Overall, AUT has achieved 101% of its total (domestic and international) 2024 budget**, compared to 98% of the 2023 budget this time last year.
  - This improvement in progress towards the total EFTS budget is due to lower targets and improved enrolments compared to last year.
- **Domestic EFTS** were up in both new and returning EFTS at the same time last year, including a remarkable recovery in the first-year retention rate. While domestic EFTS are showing signs of recovery following the lowest point last year, we are still tracking at the lowest levels of enrolments in over a decade.
- **International EFTS** continue to recover from the post-COVID low point in 2022, demonstrating two consecutive years of YoY growth since then. China and India remain our top two source countries for international students. India, in particular, is showing strong growth post-COVID.

**Summary Table**

	Domestic SAC		International		Total	
	2024	2023	2024	2023	2024	2023
YTD EFTS	15,682	15,449	2,650	2,311	18,332	17,760
% of target	101%	94%	102%	139%	101%	98%

**Bullet points:**

Year to Date **Domestic SAC** enrolments (2024, compared to the same time in 2023):

Total: up 2% (+233 EFTS)

New to Programme: up 3% (+160 EFTS)

Returning: up 1% (+73 EFTS)

Year to Date **International Full Fee** enrolments (2024, compared to the same time in 2023):

Total: up 15% (+339 EFTS)

New to Programme: up 8% (+101 EFTS)

Returning: up 23% (+238 EFTS)

Year to Date **Māori Domestic SAC** enrolments (2024, compared to the same time in 2023):

Total: up 6% (+96 EFTS)

New to Programme: up 14% (+100 EFTS)

Returning: down -0.4% (-4 EFTS)

Year to Date **Pacific Domestic SAC** enrolments (2024, compared to the same time in 2023):

Total: up 0.4% (+10 EFTS)

New to Programme: up 2% (+17 EFTS)

Returning: down -0.5% (-7 EFTS)

Year to Date **Pre-Degree** enrolments (2024, compared to the same time in 2023):

Total: up 5% (+43 EFTS)

New to Programme: up 4% (+28 EFTS)

Returning: up 10% (+15 EFTS)

Year to Date **Undergraduate** enrolments (2024, compared to the same time in 2023):

Total: up 1% (+157 EFTS)

New to Programme: down -0.4% (-19 EFTS)

Returning: up 2% (+175 EFTS)

Year to Date **Postgraduate** enrolments (2024, compared to the same time in 2023):

Total: up 11% (+389 EFTS)

New to Programme: up 16% (+269 EFTS)

Returning: up 6% (+120 EFTS)

### **3.3 Admissions**

Applicant numbers, domestic and international, continue to increase at an unabated rate; now have reached 41,400 for the year to date, and currently 21% ahead of last year and 29% ahead of the non-COVID-affected year of 2019. The domestic and international applicant numbers for the year 2025 are also much higher than those for other years, with 10,450 for the year to date, being 47% ahead of last year and 121% ahead of 2020.

### **3.4 University key performance indicators (detail in Appendix 3)**

### **3.5 Marketing and Recruitment**

Brand and Marketing Services – activity report for May/June 2024.

#### **Digital Marketing**

Our year-to-date leads to application conversion have seen a 36% increase year-on-year. Our digital marketing has seen huge growth across many metrics. One standout is our advertising reach, up 87% on the same time last year.

We have also seen a 25% increase in international enquiries compared to last year. Domestic enquiries are also up 2% year-on-year. However, the email channel enquiries are showing a decrease in engagement, which will be monitored and subsequently followed by changes for improvement.

#### **Brand**

Our Always on brand health dashboard shows an increase of 4% in awareness of the AUT brand. AUT is down 2% on consideration, with the industry average down only 1%. AUT remains strong in being 'innovative', 'gives me confidence in my future' and 'provides an excellent student experience' statements. Future Students' team have been extremely busy with evening work, completing 95 engagement activities (career expos, events, presentations)

#### **Communications**

Over 600 external communications completed. Matariki Finalists and blessing of AUT's new North Campus building being most popular news stories.

Under the Creative Commons licence, content in The Conversation can be picked up and republished for free by outlets around the world. In June, five Faculty of Business, Economics and Law-authored articles were published and read by approximately 22K readers from NZ, Australia, the US, the UK, France, Germany, Singapore, Canada, Ireland, Japan, India, and Norway. Collectively, these articles have been republished around 100 times.

#### **Marketing and Recruitment**

Marketing and Recruitment ran an adult learner webinar. There were 530 registrations, which is a +392% increase from 2023. The event resulted in 32 applications. Our trusty reactivation nurture email (re-engage with known leads to encourage applying) contributed to 420 applications, up 8% from 2023.

Two campaigns in international-specific marketing have seen great results so far. Google Search and StudyPortals together have 568 applicants and 30 enrolments. These are positive results for international marketing mahi.

The Future Students team hosted an intimate “Leaders Connect” event. Fifty-five secondary school head prefects, principals, and deputy principals enjoyed time with Vice Chancellor Damon Salesa and Minister Erica Stanford. The conversation focused on the future of education, student concerns, and wellbeing.

#### **Social Media**

Our social media continues to perform well, with our [TikTok](#) being the most outstanding. AUT is exceeding benchmarks with high engagement and high views. Past content continues to drive strong results, suggesting long-term audience interest.

### **3.6 Places and Spaces**

During this period, the Estates Group focused on the following key activities:

- Completion of the A1 Project and occupation/operation of the new facility.
- Capital Asset Renewal Projects.
- Implementation of the Integrated Workplace Management System (IWMS).
- Lease-related activities for WY and WR Building exits.
- Delivery of normal campus operations.

#### **Major Capital Works**

##### **A1 Project**

- Practical Completion was achieved on 11 Jun 24.
- The latest CPU (certificate of public use) was issued by Auckland Council on 25 Jun 24.
- All furniture and equipment (IT equipment, AV LED screen, meeting pods, computers/ monitors, etc.) are installed.
- There remains a very high number of snagging works with ongoing meetings between RDT Pacific Management and the site Facility Manager.
- All draft O&Ms have been reviewed; final O&M is still outstanding.

#### **Medical Centre Relocation**

- Planning for relocation of the Student Medical Centre into WB1 is being developed. Concept design and user engagement are underway.

### **3.7 Environmental Sustainability**

Key highlights for the period 15 May – 9 July 2024.

- Final draft Sustainability Report received by Executive Leadership Team and Council Finance and Audit Committee
- Submitted applications for two Australasian Green Gown Awards

- Developed communications campaign for Plastic Free July
- On-site sorting of the contents of the bins at City Student Accommodation began
- Ongoing work with key suppliers around sustainable procurement
- Developing semester two sustainability engagement and behaviour change events for staff and students.

### 3.8 Staff diversity statistics (June 2024)

#### Staff by Occupation

Staff diversity is based on AUT's permanent/fixed-term workforce on the final day of the reporting month (excludes hourly paid and temps on-campus staff).

As at	Academic	%	Professional	%
30 June 2024	1,050	47.7%	1,153	52.3%

#### Staff by Prioritised Ethnicity and Workforce Type

Prioritised Ethnicity	Academic	%	Professional	%
Māori	90	54.9%	74	45.1%
Pacific	47	34.1%	91	65.9%
Asian	193	36.3%	339	63.7%
MELAA	53	55.2%	43	44.8%
Other	55	44.4%	69	55.6%
European	560	54.6%	466	45.4%
No Declaration	52	42.3%	71	57.7%
<b>Total</b>	<b>1050</b>	<b>47.7%</b>	<b>1153</b>	<b>52.3%</b>

#### Senior Staff by Gender and Occupation

Gender	Academic	%	Professional	%
Female	615	44.8%	758	55.2%
Male	425	52.9%	379	47.1%
Gender Diverse	6	42.9%	8	57.1%
Not Disclosed	4	33.3%	8	66.7%
<b>Total</b>	<b>1050</b>	<b>47.7%</b>	<b>1153</b>	<b>52.3%</b>

#### Senior Staff by Gender

Senior Roles - by Gender	Total	Distribution
Female	163	45.2%
Male	193	53.5%
Gender Diverse	2	0.6%
Not Disclosed	3	0.8%
<b>Total</b>	<b>361</b>	<b>100.0%</b>

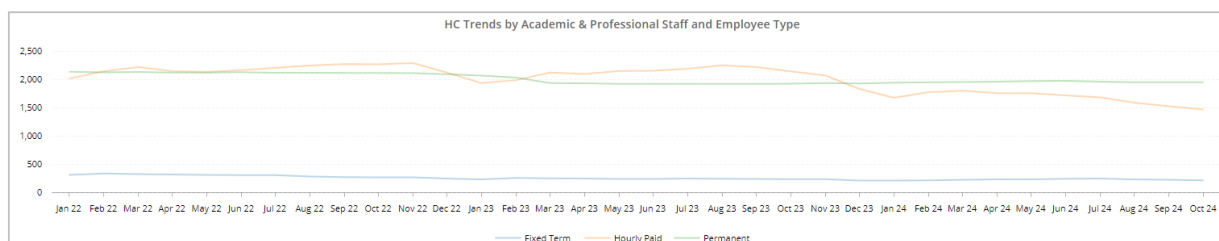
#### Senior Māori & Pacific Staff by Gender

Senior Roles - by Gender	Total	Distribution
Senior Women – Māori	14	82.4%
Senior Women – Pacific	3	17.6%
% of Total Women	17	1.4%

Senior Men – Māori	11	78.6%
Senior Men – Pacific	3	21.4%
% of Total Men	14	1.9%
<b>Total Senior Management vs Total AUT</b>	<b>31</b>	<b>1.6%</b>

### 3.9 People and Culture Work Programme (detail in appendix 4)

### 3.10 Staff Headcount



*Trends are based on the average headcount per month.*

- **Permanent Staff:** The overall average headcount for June was 1,977, increasing by 0.15% from May 2024. We have seen a 2.6% increase in headcount between June 2023 and June 2024. While this is a slight increase between 2023 and 2024, it is a 7% decrease compared to the same period in 2022.
- **Fixed-Term Staff:** Fixed term roles have increased from 236 in May to 248 in June. Although fixed term numbers have steadily increased over 2024 (216 in January to 248 in June) we have shown an overall decrease in the fixed-term staffing population over the longer term, having reduced from 311 in June 2022 to 248 in June 2024.
- **Hourly Paid Staff:** The year-on-year trend for hourly paid follows a standard pattern, picking up between semester breaks and summer operations but overall trending downwards. While there are an average of 1,731 hourly paid staff on payroll, only a proportion of these will be working at any one time.

### 3.11 AUT Foundation

- For the period 13 May to 8 July 2024. AUT Foundation has received a total of \$92,122.78 from 145 donors.
- For the period 1 January to 8 July 2024 (year-to-date), AUT Foundation has received a total of \$1,044,284.82 from 493 donors.

## PRIORITY 4: STUDENT SUCCESS

### 4.1 AUT International

Key activities for the International Office during this period:

#### International Partnerships:

- The Vice-Chancellor's Office and the International Office hosted a delegation from Xi'an Jiaotong University and participated in the NZ hosting event for the Deputy Premier of China on 14 June.

- The International Office with the Health and Environmental Sciences and the Design and Creative Technologies Faculties hosted a delegation from Nanyang Technological University Singapore on 24 June.
- The International Office hosted a delegation from Hong Kong University of Science and Technology on 26 June.

**International Recruitment:**

- The International Recruitment team attended or hosted 26 events (online and in-person) in June across India, Sri Lanka, Nepal, China, Indonesia, Myanmar, and New Zealand.
- The International Office hosted the Term Two completion ceremony for the AUT Certificate in Foundation Studies on campus on 25 June.

**International Relations:**

- On 24 June, the Pro Vice-Chancellor International hosted H.E. Fientje Maritje Suebu, the Indonesian Ambassador to New Zealand, and her delegation.
- The VC hosted the US Ambassador before he gave a lecture on 11 July.

**4.2 Student Hub**

During June, the focus of the Student Hub was on the assessment weeks to conclude Semester One and preparation for the Semester Two Orientation, which took place in the second week of July. The Orientation returned to a one-day event for incoming students based at the City Campus, with campus tours at all campuses offered across the week. The Orientation also includes a new sensory lite response embedded into the day to ensure the event component of transition feels authentic and accessible for all students.

In June, 78 students were financially supported in accessing \$38,654.

**4.3 Employability Support**

June saw students preparing for exams and seeking advice on the job market and how to prepare for it. The employability team continued to provide support with this and expanded the services to different parts of the University.

There were a number of workshops delivered and tailored to specific cohorts of students, including a Physiotherapy Work Ready session which was attended by more than 100 students in their final year as well as employers and panel members who provided helpful insights for the students, and 'Khawat' Refugee student group presentation covering CV's, Cover Letters and Job interview tips. The sessions and the workshops delivered received great positive feedback from faculty and students.

**Job Market Insights**

The current job market is extremely tough, with a high number of applications versus a low number of jobs available posing challenges for both domestic and international students. Conversations have been challenging as well, and appointments can take longer than their allocated times, though our employability specialists' approach has been honesty combined with hope and encouragement to get the students to try various strategies.

**4.4 Library and Learning Services**

In Te Mātāpuna ki Waihorotiu, the library at the City campus, student numbers during extended hours have climbed again during semester one's study and assessment weeks, approaching and comparable to pre-COVID levels. On the busiest day, 145 students were still in the library mid-evening, with 60 remaining at the end of the night. Over 180 students were in the library on the King's Birthday.

**Pressbooks launches at AUT**

After recently joining the CAUL Open Education Resources (OER) Collective, Te Mātāpuna Library & Learning has gained access to Pressbooks, a platform for creating and publishing open textbooks. [A call out to staff](#) interested in either producing new textbooks or converting existing published works into textbooks and



making them open and freely accessible to learners everywhere in May resulted in 7 groups of staff entering conversations with Te Mātāpuna Library & Learning Services. Three textbooks are now in the works to be published early next year. This contributes to AUT's goals of increasing openly accessible outputs.

#### 4.5 Graduate Research School

Key highlights and activities from the Graduate Research School Te Kura Tāura Rangahau.

- **48%** increase in PhD applications compared to the same time last year (source Uni Assist).
- **17%** Increase in PhD admissions compared to the same time last year.
- **Aotearoa-specific Researcher Development Framework** - Ethical approval has now been attained (subject to conditions) for this research project.
- **The 2024 Research Week [website](#)** is now live.
- **Canvas – Research Skills for AUT Staff** -12,400 page views since the site launched in March. The course is home to a growing library of online training resources. All academic staff members have access by default.
- 867 Active doctoral students
- 60 Doctoral students in examination
- 53 Active MPhil students
- 33 Deferred PhD students

### PRIORITY 5: MATURING UNIVERSITY SYSTEMS AND PROCESSES

#### 5.1 Academic Audit

The University's [Self-Review Portfolio for Cycle 6 Academic Audit](#) was submitted to the Academic Quality Agency for New Zealand Universities (AQA) on 17 May and is now available to staff on TUIA. The Audit Panel will visit the University from 9 to 11 September. In preparation for the visit the University is collating the additional information requested by the Panel and will work with the Panel Chair and Executive Director of the AQA to finalise an interview schedule. Briefings for staff and students who will be meeting with the panel will be organised closer to the time.

The Audit Panel is:

- **[Panel Chair] Dr Hamish Cochrane**, PhD, MSc, BSc. Dr Cochrane is the Director of Student Administration and Student Health at Lincoln University. He previously held roles as Deputy Vice-Chancellor (Academic) and Dean of Engineering and Forestry at the University of Canterbury and was a member of the Committee on University Academic Programmes (CUAP) for six years.
- **Professor Meihana Durie** ((Rangitāne, Ngāti Kauwhata, Ngāti Raukawa Te Au ki Te Tonga, Ngāti Porou, Rongo Whakaata, Ngāi Tahu), PhD. Professor Durie is Deputy Vice-Chancellor Māori at Massey University Te Kunenga Ki Pūrehuroa. Professor Durie was head of Te Pūtahi-a-Toi, the School of Māori Knowledge at Massey University Te Kunenga Ki Pūrehuroa from 2017 to 2020.
- **Dr Keaka Hemi**, PhD. Dr Hemi is Assistant Vice-Chancellor Pacific at the University of Waikato. Dr Hemi was previously Associate Dean of Undergraduate Programmes at Te Piringa Faculty of Law at Waikato University.
- **Emeritus Professor Mairéad Browne**, BA, Dip Psych (NUI), MLib (UNSW), PhD (Macq). Emeritus Professor Browne is an independent consultant specialising in higher education and quality assurance and has held academic roles at University College, Dublin (National University of Ireland) and the University of Sydney. At the University of Technology, Sydney she was dean of Humanities and Social Sciences, and later Dean of the University Graduate School.

- **Mr Vikram Selvaraj**, BSc (Crim Just), BSc (Bus Mgmt). Mr Selvaraj is the recent graduate member of the panel and completed a BSc Criminal Justice at Te Whare Wānanga o Waitaha | University of Canterbury in 2022. He was President of the New Zealand International Students' Association and a member of the Committee on University Student Pastoral Care (CUSPaC). Mr Selvaraj is currently a climate change advisor at Gisborne District Council.

## 5.2 ICT

Key activities and outcomes from ICT for this period:

### Cybersecurity

	Feb	Mar	Apr	May	Jun
<b>Security Alerts Detected</b>	<b>376</b>	<b>833</b>	<b>1685</b>	<b>838</b>	<b>778</b>
<b>Alerts requiring investigation</b>	<b>10</b>	<b>12</b>	<b>20</b>	<b>25</b>	<b>18</b>

### Transform the way staff and students access AUT software

- The vision is access to AUT software from anywhere, at any time, and from any location and any device.
- Analysis of business requirements and solution options are underway, and a briefing paper is being prepared for PVC Learning & Teaching.
- Improvements to the existing solution (VMware Horizon) access control are underway, including the introduction of Multifactor Authentication (MFA) and a cloud-based front end to enable improved maintenance of the back-end solution without complete loss of service.

### ICT Business Satisfaction survey scheduled for July 29th

- ICT is conducting its bi-annual business satisfaction survey to improve its services to the University. This is a standard industry benchmarking survey conducted by InfoTech and will begin on July 29th, 2024.
- The last survey was run in 2022 and will be the benchmark for this survey.

### Ongoing Student Management System (Arion) Improvements

- Implement a new Single Data Return (SDR) submission process, as required by the Tertiary Education Commission's (TEC) Data Systems Refresh (DSR) initiative from 2025
- Migrate legacy student-facing functionality (Arion Web) to My AUT/AUT App
- Allow non-students to log in to My AUT, using Microsoft Azure integration
- Implement enhancements to Apply Online (Stage 1 of Unified Enrolments - 'non-standard' programmes)
- Enhance and streamline Arion graduation functionality

### ICT Infrastructure Refresh Program of projects currently underway.

- Establish a Network Roadmap for new network hardware
- Replace end-of-life Network assets
- Replace end-of-life Wi-Fi assets
- Improve network cabling resilience for City Campus

## 5.3 Office of Pacific Advancement

The Office of Pacific Advancement is implementing a new structure to strengthen its ability to enable Pacific student and staff wellbeing and success, nurturing of Pacific research, and community and industry engagement.

With this, the operational delivery of AUT's UniPrep programme for school leavers is moving to Brand and Marketing Services to align with their future student engagement and recruitment activities. Collaboration with work areas across AUT will remain key to this delivery, including strategic oversight by the Office of Pacific Advancement.

## Appendix 1: Enrolments

## 2024 EFTS Progress to Target Monitoring Report

*Year to Date Compared to Target and Equivalent Date Last Year*

*Programme EFTS as at 11 Jul 2024*

Student Achievement Component EFTS	Total	BEL	CSOC	DECT	HEAL	TEAP
Pending	1,137	222	127	315	459	14
Actual	14,545	2,359	1,712	4,755	5,641	57
<b>Total Pending and Actual</b>	<b>15,682</b>	<b>2,581</b>	<b>1,839</b>	<b>5,070</b>	<b>6,101</b>	<b>70</b>

<b>2024 Target</b>	<b>15,564</b>	2,653	1,896	4,991	5,870	120
Progress to Target (%)	<b>101%</b>	97%	97%	102%	104%	59%
EFTS needed to reach 100%	<b>-117</b>	72	57	-78	-231	49
Ahead or behind on this time last year:	Ahead by	Ahead by	Behind by	Ahead by	Behind by	Behind by
	<b>233</b>	39	240	480	25	16
Progress to Target, this time last year (%)	<b>94%</b>	92%	87%	99%	94%	83%
EFTS needed to reach Target this time last year	<b>1,011</b>	213	324	31	414	17
Achieved from this time last year to year end	<b>104</b>	53	-21	68	0	4

International Full-Fee EFTS	Total	BEL	CSOC	DECT	HEAL	TEAP
Pending	120	33	19	45	18	0
Actual	2,530	658	504	997	356	2
<b>Total Pending and Actual</b>	<b>2,650</b>	<b>690</b>	<b>523</b>	<b>1,042</b>	<b>375</b>	<b>2</b>

<b>2024 Target</b>	<b>2,592</b>	828	464	983	303	7
Progress to Target (%)	<b>102%</b>	83%	113%	106%	124%	26%
EFTS needed to reach 100%	<b>-58</b>	137	-59	-59	-72	5
Ahead or behind on this time last year:	Ahead by	Behind by	Ahead by	Ahead by	Ahead by	Behind by
	<b>339</b>	13	41	205	95	5
Progress to Target, this time last year (%)	<b>139%</b>	114%	170%	148%	140%	∞
EFTS needed to reach Target this time last year	<b>-648</b>	-88	-199	-272	-80	-7
Achieved from this time last year to year end	<b>136</b>	82	-1	46	8	0

AUT South Campus	Total	BEL	CSOC	DECT	HEAL
Pending	105	11	8	4	82

Actual	1,647	179	179	37	1,232
<b>Total Pending and Actual</b>	<b>1,752</b>	189	187	41	1,314
 <b>2024 Target</b>	 <b>1,746</b>	278	200	38	1,194
Progress to Target (%)	100%	68%	93%	107%	110%
EFTS needed to reach 100%	-6	89	13	-3	-120
Ahead or behind on this time last year:	Behind by	Behind by	Behind by	Behind by	Behind by
	72	36	17	1	13
Progress to Target, this time last year (%)	110%	5387%	85%	94%	100%
EFTS needed to reach Target this time last year	-159	-221	37	3	4
Achieved from this time last year to year end	-15	0	1	1	-17

Pre-Degree Total EFTS	Total
Pending	83
Actual	874
<b>Total Pending and Actual</b>	<b>957</b>

Ahead or **behind** on this time last year: Ahead by 43

Undergraduate Total EFTS	Total
Pending	910
Actual	12,906
<b>Total Pending and Actual</b>	<b>13,816</b>

Ahead or **behind** on this time last year: Ahead by 157

Postgraduate Total EFTS	Total
Pending	305
Actual	3,630
<b>Total Pending and Actual</b>	<b>3,935</b>

Ahead or **behind** on this time last year: Ahead by 389

<b>Doctoral</b>	<b>645</b>
-----------------	------------

Māori Domestic SAC EFTS	Total
Pending	105
Actual	1,694
<b>Total Pending and Actual</b>	<b>1,799</b>

Ahead or **behind** on this time last year: Ahead by 96

Pacific Domestic SAC EFTS	Total
Pending	186
Actual	2,372
<b>Total Pending and Actual</b>	<b>2,558</b>

Ahead or **behind** on this time last year: Ahead by 10

**Please Note:**

- In 2023, 37 SDR SAC Budget EFTS were not assigned to an academic faculty. As a result, the total budget is 37 greater than the sum of the faculty totals for tables presenting Domestic – SAC Funded, South (SAC) and University totals.
- Returning to programme EFTS defined as all EFTS consumed by students enrolled in the same programme code in a previous calendar year, regardless of progress through programme. EFTS consumed by students who enrolled in any Bachelor of Health Science programme (any programme code ending in '3680') in a previous calendar year and then enrolled in a related programme are also considered to be returning. All other EFTS classified as 'New'.
- Budget EFTS pertaining to South Campus have been identified using the following working definition: Where the teaching school name includes the word 'Manukau', 'Manku', 'South', or 'South', OR the teaching school code is 'VK', 'RO', or 'KO', the Budget EFTS are assumed to relate to South Campus.
- (\*) Please note that the 2016 South SAC EFTS target of 1,514 represents the University's internal operating budget, as set by central Finance, rather than the 2016 TEC South Campus target provided in the Funding Letter (1,827).

## Appendix 2: Financial Performance – Full year 2023

## Financial Performance – Current Year

As at 27 June 2024 (refer item 5.1)

\$000s	Year to Date (\$000s)			Full Year (\$000s)		
	Actual	Budget	Variance	Forecast	Budget	Variance
Income	240,740	229,059	11,681	471,430	457,607	13,823
Expense	215,715	216,693	979	457,045	447,657	(9,388)
<b>Surplus before interest</b>	<b>25,025</b>	<b>12,366</b>	<b>12,660</b>	<b>14,385</b>	<b>9,950</b>	<b>4,435</b>
Interest	625	777	151	1,231	2,954	1,723
<b>Net surplus</b>	<b>24,400</b>	<b>11,589</b>	<b>12,811</b>	<b>13,154</b>	<b>6,996</b>	<b>6,158</b>

*Comment*

The year-to-date June net operating surplus is \$24.4M, which is \$12.8M ahead of budget, reflecting primarily the impacts of the favourable enrolments, salary, and interest savings.

The full year forecast projects \$13.2M net operating surplus. The forecasted \$6.2M net surplus variance to budget reflects the impact of higher EFTS forecast, salary savings partially offset by higher costs to support increased student enrolments.

	2024 Year-end Forecast		
	FY Forecast	Bank Target	Outcome
<b>Banking Covenants</b>			
Max Net Debt / Net Debt + Equity Ratio	4%	35%	On target
Min Interest Cover Ratio (EBITDA / Interest Expense)	4,495%	150%	On target
Min Guaranteeing Group Cover	97%	90%	On target
<b>TEC Financial Covenants</b>			
	FY Forecast	TEC Target	Outcome
Max commercial debt borrowings \$000s	\$32,500	\$220,000	On target
Max aggregate financing \$000s	\$41,381	\$243,000	On target
Max Debt / Debt + Equity Ratio	4%	30%	On target
Max Debt / Net Cash Flow Ratio	0.72	3.00	On target
Max Debt / Total Revenue Ratio	9%	55%	On target
Min Net Surplus Ratio	2.8%	>0.0%	On target
Min Cash Flow from Operation Ratio	114%	114%	On target
Min Interest Cover Ratio (EBIT / Interest Expense)	11.69	Suspended until 2026	
Min Liquidity Ratio	47%	2%	On target

*Comment*

All Banking covenants and TEC financial covenants are projected to be met in 2024.



**Financial Performance 2024 YTD Compared to 2023 YTD**

\$000s	Year to Date (\$000s)		
	2024	2023	Variance
Income	240,740	217,202	23,538
Expense	216,340	193,580	(22,760)
<b>Net surplus</b>	<b>24,400</b>	<b>23,622</b>	<b>778</b>

Higher **year-to-date income** compared to the same period last year is driven by higher student enrolments this year.

Higher **year-to-date expenses** compared to the same period last year are driven by higher costs to support increased student enrolments in 2024.

Overall, the **year-to-date net surplus** is \$0.8M higher than same time last year reflects the net impact of additional income from and support of higher student enrolments

## Appendix 3: University key performance indicators – Progress report

## University key performance indicators: Progress report

10 July 2024

AUT's Statement of Service Performance was established as part of Investment Plan 2022-2024. Each KPI relates to at least one of the key themes of *AUT Directions*. A new statement of service performance was submitted to TEC reflecting *Te Kete* on 5 July. This will take effect from 2025.

- Theme 1 Creating exceptional learning experiences
- Theme 2 Discovery and application of knowledge for wellbeing and prosperity
- Theme 3 Responding to our place in the world
- Theme 4 Building our position as New Zealand's university of technology
- Theme 5 Being a great place to work and learn

KPIs	Theme(s)	Target 2024	YTD 2024	YTD 2023	Actual 2023	Notes
4. Proportion of bachelors graduates who completed work-integrated learning while studying	1, 4	90%	80%	86%	92%	
5. Course completion rate for students from areas with high deprivation scores	1,3	78%	84%	87%	76%	Note very few semesters 1 results are included; this result is subject to change
6. Number of quality-assured research outputs	2	Annual increase	684	787	1,964	Below last year
7. Proportion of research-active academic staff	2	Annual increase	41%	41%	58%	
8. Value of new research contracts signed	2,4	Annual increase	\$14.7M	\$8.5M	\$15.3M	
9. Proportion of outputs with an international co-author	2,3	Annual increase	61%	59%	56%	Above last year
10. Ranking amongst NZ universities for field citation ratio	2,4	Top-four placing	Fifth	Third	Third	Based on 2021 publications (used for the 2024 reporting year)
11. Number of media articles using AUT staff as expert voices or highlighting AUT research	2,4	>1,000	633	857	1,439	Below last year but on track for achievement
12. Number of Māori graduates from bachelors degrees	1,3	Annual increase	43	32	324	
13. Number of Māori students in research programmes	2,3	Annual increase	118	114	138	
14. Number of Pacific graduates from bachelors degrees	2,3	Annual increase	51	43	437	

15. Number of Pacific students in research programmes	2, 3	Annual increase	65	65	77
16. Number of EFTS at South Campus	3, 5	Annual increase	1705	1705	1,864

**Results still to come**

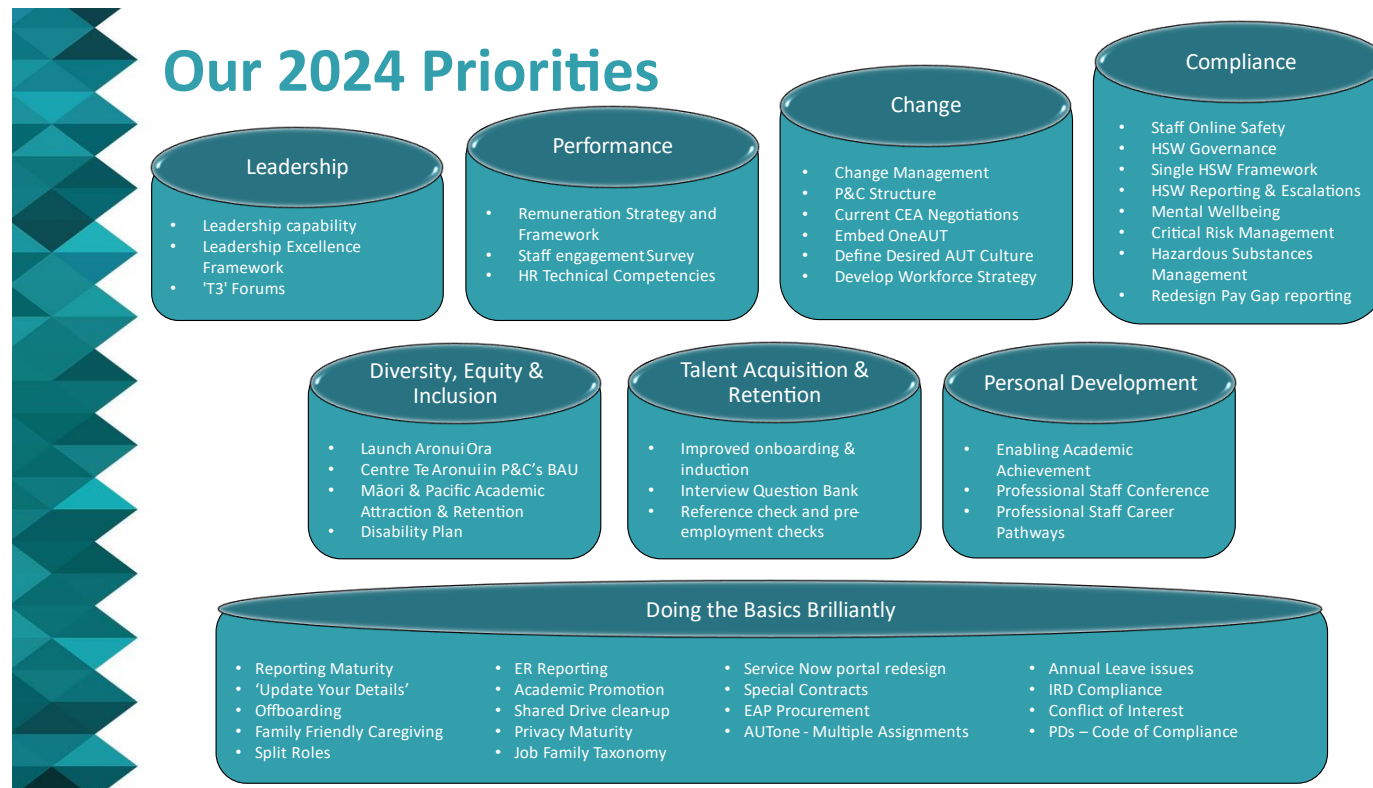
KPI	Theme(s)	Actual 2023	Source	Available
1 Proportion of students who would recommend their programme of study	1	79%	Annual Programme Survey	Annually (December)
2. Proportion of students who are satisfied with teaching quality	1	81%	Annual Programme Survey	Annually (December)
4. Proportion of available graduates who are working full time	1	88%	Annual Graduate Survey	Annually (December)

## Appendix 4: People & Culture Business Planning

### 2024 Work Programme

#### People & Culture Business Planning

#### 2024 Work Programme



#### 2025 – 2027 Business Planning

Business Planning for P&C has now been presented to ELT for discussion and feedback.



PART A

OPEN AGENDA ITEM

6

## **Council Agenda Paper**

**Subject:** Chancellor's Report

**Date:** 29 July 2024

---

**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE CHANCELLOR'S VERBAL REPORT*

---



PART A  
OPEN AGENDA ITEM

7

## **Council Agenda Paper**

**Subject:** Report from Academic Board

**Date:** 29 July 2024

---

**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE ACADEMIC BOARD REPORT AND MINUTES OF THE MEETING HELD ON 27 MAY 2024.*

---

The minutes are in supplementary papers.

## Academic Board Report to Council

Meeting held 27May 2024

### Strategic Matters and Policy Developments

- **Your Voice Engagement Survey**  
The Vice-Chancellor encouraged participation in the upcoming staff engagement survey, the first such survey since before Covid.

- **The University Advisory Group (UAG) and Science System Advisory Group SSAG**  
The Vice-Chancellor confirmed that a summary of the University's SSAG submission has been posted on TUIA and the entire submission will be uploaded in due course.

The UAG submission date is 31 May. The University will make a submission and also support University New Zealand's submission. Individuals can also make submissions via a link on TUIA.

A small group exercise was conducted to gain Academic Board members' feedback on the UAG questions. It was noted that the questions being asked focus on the university sector rather than the tertiary sector as a whole.

Committees of Academic Board - nil

Other - nil



AGENDA ITEM

8.1

## **Council Agenda Paper**

Subject: **Health, Safety & Wellbeing Report June 2024**  
 Date: **29 July 2024**  
 From: **Fred Henare, Director Health Safety and Wellbeing**

### **RECOMMENDATION:**

---

*THAT THE COUNCIL RECEIVE THE HEALTH, SAFETY & WELLBEING JUNE REPORT*

---

### **Health, Safety and Wellbeing Report June**

#### **HSW Executive Summary**

HSW Activity for this month has focussed on the School of Science and in particular development of policies and procedures enhancing compliance with Hazardous Substances storage and use and management of Bio-Containment hazards. These activities are intended to support the MPI Biosafety audit due in August and the Hazardous Substances Test Location Certificate assessment later in the year. (November)

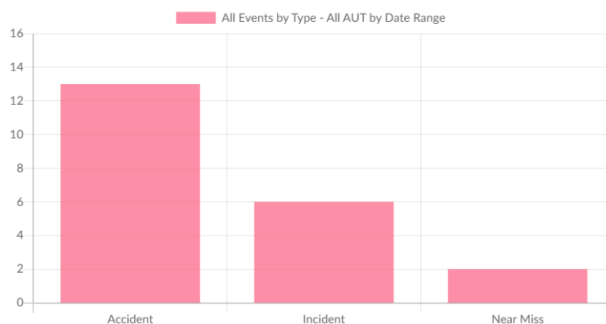
Discussions have taken place with GoodSpace Schools to review the opportunity for collaboration between Student Services and People and Culture on assessing and responding to psychosocial harm for both staff and students. While there is a desire to work collaboratively with NZ companies like GoodSpace, further work is required to develop tools that will support psychosocial assessment of young persons and adults and report in a meaningful way that will allow AUT to respond appropriately.

Becoming more connected has been a theme this month with resuming our Australasian Universities Safety Association membership and joining the Association for Biosafety Australia and New Zealand. These memberships will help our staff by providing a ready source of advice and inspiration by their peers. They will be able to better manage Safety and Biosecurity in the Tertiary environment particularly through membership of Special Interest Groups in each organisation who meet regularly online and share information relevant to our sector.

The HSW Governance policy proposed and endorsed by the People and Culture Committee at the last meeting (April 2024) has been prepared and will be go to Council for sign off in July closely followed by a PCBU framework that will delegate organisational HSW responsibilities to ELT members.

#### **Accident, Incident and Near Miss Summary**

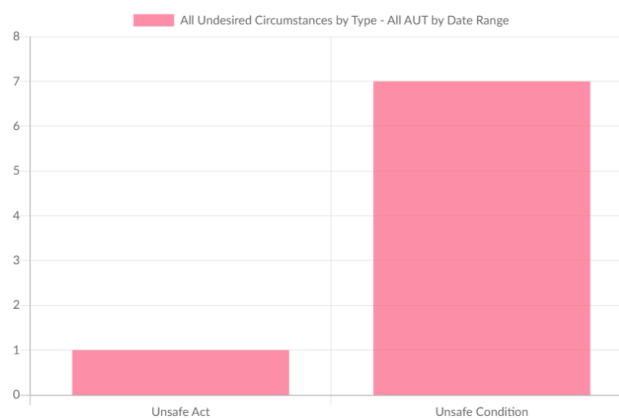




Key HSW Events reported to the Health, Safety and Wellbeing team in June included:

- Vehicles have been parking and driving in pedestrian-only areas outside the North Campus gym since the front entrance reopened. The AUT project team is evaluating permanent solutions, such as installing bollards, to prevent vehicle access to this area. In the meantime, they are replacing the cones with water-filled barriers across the entrance. The Estates team continues to monitor the situation and has reminded the onsite contractors about the parking rules.
- A fight occurred between a gym member and a secondary school basketball player in one of the gym's changing rooms. It was discovered that the teens were vaping in the changing room, and when a gym member asked them to stop and leave, a fight ensued, leading to security being called. The gym has contacted the North Harbour Basketball Association to follow up with the school and issue a formal warning about the strict no-vaping policy. The gym member involved, who was remorseful and apologetic, has been suspended for a week while the incident continues to be investigated

### Undesired Circumstances Summary

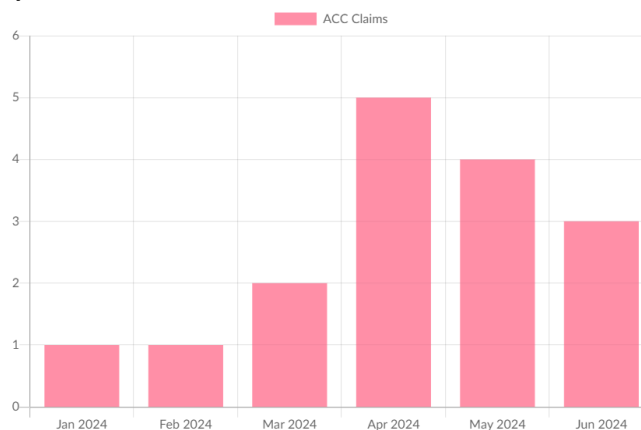


**Key hazards reported to the Health, Safety and Wellbeing team in May included:**

- The oxygen depletion gas alarm in the NMR (Nuclear Magnetic Resonance) room was triggered in the middle of the night and continued to sound throughout the day. The Director of HSW, Head of School, and Dean of Health and Environmental Sciences decided to restrict access to the NMR room for staff and students until the issue was resolved. Estates were notified and coordinated the following actions:
  - ControlCo to investigate and calibrate the sensors. They confirmed that these have passed the testing
  - Aquaheat to alter the configuration of the room's venting

During this process, it was discovered that the science staff had no access to the Oxygen sensor information since the previous contact left AUT. Estates has since arranged access for two staff members.

- Disruptive students making loud noises and vaping in the library. The library staff notified security and the Manager of Student Conduct. The HSW team is assisting the library staff as the regular occurrence of this is starting to negatively impact the wellbeing of staff.

**ACC Work Related Injury Claims**

This year, there have been 16 workplace injuries where staff sought support from ACC; the top three injuries include:

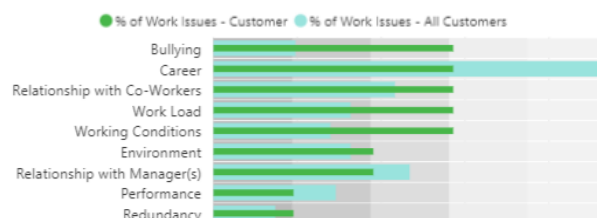
- Sprains: 6 cases (Knee/Leg, Finger, Elbow/Forearm)
- Lumbar Sprain: 4 cases
- Contusions: 3 cases (Finger, Hand, Foot)

This highlights the need for increased focus on preventive measures and safety training to mitigate the risks of workplace injuries, such as proper lifting techniques and safety awareness sessions. By addressing these concerns proactively, we can create a safer and more productive work environment for all employees.

**EAP work-related support request comparison to all EAP Customers**

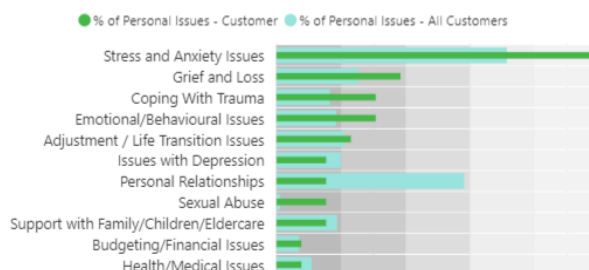
In June, 63 staff members accessed wellbeing support through EAP Services, an increase of 16 staff members compared to May. Of this, 5% sought help for a work-related concern, an increase of 10% from May. The below chart compares AUT's (in green) prime, presenting reasons against all other users of EAP Services. This shows that the main work-related reasons for staff access support were bullying, career, relationships with co-workers, workload, and working conditions.

## Work Issue Comparison to All EAP Customers



In June, 65% of staff who saw EAP Services did so for assistance with personal wellbeing concerns. The below chart compares AUT's (in green) prime, presenting reasons against all other EAP Services. This shows that the main reasons for staff accessing personal support were Stress and Anxiety issues and Grief and Loss.

## Personal Issue Comparison to All EAP Customers



## Worksite Risk Review

In the previous monthly report, we discussed being approached by managers with older staff members seeking occupational health support to extend their working lives. We have engaged with Habit Health, about their functional (Work) and Worksite Reviews. This service involves a health professional visiting the site, observing staff performing their duties, and providing detailed reports with recommendations on how workers might be able to maintain or extend their working life. The respective Faculty, Schools and Departments will need to cover the cost of this assessment but may benefit from extending workers functional ability. Below is an estimate of the assessment price.

<b>Worksite Risk Review</b> A standard assessment will take 3-4 hours in total – if additional hours are required or if monitoring of the plan is required this will be identified at the time of the assessment. Includes <ul style="list-style-type: none"> <li>Administration/booking support</li> <li>Occupational therapist time</li> <li>Report with recommendations</li> </ul>	Review of the work environment to give advice on overall ergonomic set up of workspace	<b>\$198</b> Per hour
---	--	--------------------------

## HSW Induction

We have begun developing the new HSW (Health, Safety, and Wellbeing) Induction training for all staff, including a new specialised induction for People Leaders. The training will cover essential HSW information that new staff need to know, such as:

- Procedures to follow in the event of an accident and how to submit an HSW Event Notification
- Emergency evacuation protocols
- Identifying their Floor Warden and First Aiders
- Locating HSW Policy, Protocol, and Procedures in the HSW A to Z
- Contact information for the HSW Team
- AUT Security information, including the Safe Escort service to cars or bus stops

This new induction, which is envisaged to be available by September 2024, aims to ensure all staff and people leaders are well-informed and prepared for common HSW-related situations.

### **Fleet Management**

A review of vehicles use in the School of Science has highlighted potential policy gaps in the fleet management space. While the current AUT-wide fleet of approximately 23 vehicles are wholly owned by AUT, future options for procurement, management and disposal including driver management and training, incident/accident reporting and onboard vehicle reporting/telematics are to be reviewed at an AUT-wide level. We are currently awaiting the results of a review by Estates of this area and look forward to contributing to work to address this gap if confirmed.



PART A

OPEN AGENDA ITEM

12

## **Council Agenda Paper**

**Subject:** Letter from the Free Speech Union dated 3 July 2024

**Date:** 3 July 2024

**Author:** Council Secretary

---

### **RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE LETTER FROM THE FREE SPEECH UNION DATED 3 JULY 2024*

---

### **Background**

The legislation defines academic freedom as the freedom, within the law, to question and test received wisdom, put forward new ideas and state controversial or unpopular opinions. Academic freedom and the university's role as a critic and conscience role, are intrinsically linked.

AUT as an institution doesn't itself, have an opinion as a critic and conscience of society. Nor does AUT attempt to impose on its academic community, a singular view that represents the "AUT view" as a collective. Instead, AUT recognises and respects that it is the individual academics in the AUT community who fulfil the critic and conscience role, and this requires AUT to support its academics to freely express divergent opinions that are also unorthodox, challenging, dissenting or unpopular.

AUT allows its academic staff to deviate from conventional wisdom, and defends its staff when adverse pressures are brought to bear as a consequence of them acting as a critic and conscience. AUT recognises that academic freedom is integral to AUT performing its role as a critic and conscience of society.

In 2023, AUT proactively adopted a Charter of Academic Freedom which confirms the right of the AUT community to academic freedom as defined in the Education and Training Act 2020.

The Charter supports the right to academic freedom and the rights of the AUT community to academic freedom and freedom of expression of opinion on matters of public interest, even if controversial.

In the Charter, AUT affirms it will:

- Encourage the rights of academic freedom and freedom of expression, being fundamental to academic endeavour.
- Encourage its community, including its Council, staff, and students to inquire, discuss and freely challenge ideas.
- Support the right of its community to pursue knowledge and to debate, deliberate and disseminate knowledge through informed discussions that are conducted responsibly and with tolerance.

The Charter provides the AUT community with certain assurances of their right to academic freedom and as a critic and conscience of society by stating:

1. AUT declares its commitment to academic freedom as important in a democratic society and for intellectual, moral, cultural, and social advance, when lawfully exercised within an area of expertise and in accordance with the highest ethical standards and for the responsible pursuit of knowledge.
2. AUT will preserve and protect the interests of its community in equal dignity through our values that shall not be infringed upon:
  - a. Pono – the threshold of objective truth or opinion and expressed with integrity being expertise-based, either by research or embodied experience.
  - b. Tika – the expression is fair, and respects equality and accessibility and is just, respectful and expressed with courtesy and civility.
  - c. Aroha – the modelling of empathy, compassion, and attention
3. AUT recognises its responsibilities under Te Tiriti o Waitangi and acknowledges those laws which protect tangata whenua communities and all persons from being humiliated or intimidated.
4. AUT affirms its rights of autonomy, self-governance, and judicious administration as well as the rights and responsibilities of the AUT community, to pursue knowledge for its own sake, wherever the pursuit might lead.
5. AUT supports the responsible transmission of knowledge openly within academic and wider communities in conformity with the law and with the values and obligations of AUT.
6. AUT, in accordance with its values, undertakes to promote and support:
  - a. the responsible pursuit of knowledge through research in accordance with ethical and professional standards and the law;
  - b. the responsible dissemination of the outcomes of research in publications and creative works, and in public and professional discourse; and
  - c. the principled and informed discussion and debate on all aspects of knowledge and culture.
7. AUT values courage, civility and respect and promotes a climate where people disagree with tolerance.

In support of the Charter, AUT has adopted principles for the protection of academic freedom and freedom of speech and expression and affirmed its commitment to upholding the principles. The principles provide:

Academic freedom comprises the following elements:

- The freedom of AUT to regulate course content and to allocate resources.
- The freedom of staff, in the course of their area of expertise to educate, discuss, or research and to disseminate and publish the results of their academic activities.
- The freedom of staff and students, in the course of their academic activities, to engage in intellectual inquiry, to express their opinions and beliefs, to hear from a range of views and to contribute to public debate, in relation to those academic activities.
- The freedom of staff and students to express their informed opinions.

The AUT community must observe its duty to foster the wellbeing of staff and students, however, staff are not precluded from exercising academic freedom solely on the ground that it may offend or shock any student or class of students, or any staff member or any person.

The exercise by a member of the AUT community of the right to academic freedom, subject to the above limitations, does not constitute misconduct or receive any penalty imposed by AUT.

The ability of AUT's academics to express their views as a critic and conscience is evidenced by the many AUT academics who willingly and freely provide public commentary on contemporary issues which at times, have been unorthodox and/or challenging.



3 July 2024

AUT Council  
Council Secretary  
[andrea.vujnovich@aut.ac.nz](mailto:andrea.vujnovich@aut.ac.nz)

## University Councils must protect academic freedom at Kiwi universities

Good afternoon,

1. We write on behalf of the Inter-University Council on Academic Freedom (IUCAF), a sub-committee of the Free Speech Union (FSU). We represent academics from across all eight universities in New Zealand and support the coordination of the work the Free Speech Union does to promote and defend academic freedom, as a derivative right of free speech for academics and students in higher education.
2. As a university council, your statutory functions include to determine the policies of the institution in relation to the management of its affairs. You have duties to ensure that the institution attains the highest standards of excellence in education, training, and research and proper standards of integrity, conduct, and concern for the public interest are maintained.
3. We write to you as we believe institutional and cultural change begins with University Councils.
4. There are major forces threatening academic freedom in New Zealand. These include questions of funding, geopolitics, and existential questions relating to the role and purpose of universities. These present serious challenges to academics to continue to perform their roles as 'critics and conscience' of society. These challenges are not unique to universities in New Zealand. Many claim the state of academic freedom across the anglosphere specifically, and around the West more generally, is in decline for a variety of reasons. The FSU has sponsored several visits from prominent international commentators over the past 2 years on this issue, including Jonathan Rauch from The Brookings Institute, Jacob Mchangama, CEO of the Future of Free Speech at Vanderbilt University, and Toby Young, who was intricately involved in drafting the Higher Education (Freedom of Speech) Act in the United Kingdom.
5. We echo the contention of Prof. Steven Pinker, Professor of Psychology at Harvard University, that there are 5 major commitments that universities must undertake to reverse the decline in academic freedom, namely:
  - i. **Free Speech** - Universities should adopt a clear and conspicuous policy on academic freedom that recognises the critical role of being able to speak/publish/research without fear. We believe there is reason to question whether this is presently the case for a vast majority of academics in New Zealand across the most important issues.
  - ii. **Institutional neutrality** – Universities must clearly be apolitical, but also more broadly, institutionally agnostic, for academic freedom to exist. When a university takes a public stand, it either puts words in the mouths of staff and students who can speak for themselves or unfairly



positions them against their own employer. As you will know, in recent weeks numerous universities (including Harvard University) have issued statements of institutional neutrality in response to what they perceive as an inability for the institution to perform its function while taking substantive positions on topical issues.

- iii. **Nonviolence** – Universities should not indulge acts of vandalism, trespassing, and extortion. Free speech does not include a heckler's veto, which blocks the speech of others.
  - iv. **Viewpoint diversity** – Universities should incentivise departments to diversify their ideologies to prevent intellectual and political monocultures. While research on this question is more readily available internationally, it stands to reason that the academy has become increasingly ideologically homogenous. This presents a danger to the ability of universities to sponsor robust debates on complex issues.
  - v. **Disempowering DEI** – Many threats to academic freedom come from an expanding bureaucracy that calls for diversity, equity, and inclusion while enforcing uniformity of opinion, a hierarchy of victim groups, and the exclusion of freethinkers. Like the recent wave of universities committing to institutional neutrality, numerous prominent universities (particularly in the United States) have disavowed the requirements previously stipulated by 'DEI' policies. While these do not exist in the same name in New Zealand, an equivalent corrosive impact is felt, nonetheless.
6. We believe that the tertiary education sector generally, and Kiwi universities specifically, face considerable headwinds. The five features outlined above are each, in isolation, positive steps to rehabilitate confidence in the ability for academics and students to exercise their academic freedom. But collectively, they stand to reinvigorate research, debate, and teaching on complex and important subjects for our time.
7. We look forward to your comments on the 5 commitments above that universities must undertake to reverse the decline in academic freedom. We would appreciate the opportunity to engage with you further on this.

Yours faithfully,

**Inter-University Council on Academic Freedom**



**Prof. Paul Moon (AUT)** **Prof. Elizabeth Rata (University of Auckland)**  
Co-Chairperson Co-Chairperson  
[paul.moon@aut.ac.nz](mailto:paul.moon@aut.ac.nz) [E.rata@auckland.ac.nz](mailto:E.rata@auckland.ac.nz)



**Jonathan Ayling (FSU)**  
Chief Executive  
[jonathan@fsu.nz](mailto:jonathan@fsu.nz)



PART A

OPEN AGENDA ITEM

13.1

**Council Agenda Paper**

**Subject:** Update from the President of AUTSA – Alicia Lemmer

**Date:** 29 July 2024

---

**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE PRESIDENT OF AUTSA*

---



<b>PART A</b> <b>OPEN AGENDA ITEM</b>	<b>13.2</b>
--	-------------

## **Council Agenda Paper**

**Subject:** Update from the Council Member Elected by Academic Staff – Welby Ings

**Date:** 29 July 2024

---

**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE COUNCIL MEMBER ELECTED BY THE ACADEMIC STAFF OF THE AUCKLAND UNIVERSITY OF TECHNOLOGY*

---



PART A

OPEN AGENDA ITEM

13.3

## **Council Agenda Paper**

**Subject:** Update from the Council Member Elected by Professional Staff – Lani Thomson

**Date:** 29 July 2024

---

**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE COUNCIL MEMBER ELECTED BY THE PROFESSIONAL STAFF OF THE AUCKLAND UNIVERSITY OF TECHNOLOGY*

---



Part A OPEN AGENDA ITEM	13.4
----------------------------	------

## **Council Agenda Paper**

Subject: **Sale and Purchase Transfer of City Campus Crown Land to AUT**

Date: **29 July 2024**

---

### **RECOMMENDATION:**

#### **THAT COUNCIL:**

1. *APPROVE THE ENTRY OF AUT INTO AN AGREEMENT FOR SALE AND PURCHASE WITH HIS MAJESTY THE KING FOR THE TRANSFER OF LAND COMPRISING THAT PART AUT CITY CAMPUS HELD IN CROWN TITLE TO AUT FOR TEN DOLLARS (\$10.00); AND*
2. *AUTHORIZE THE VICE CHANCELLOR TO EXECUTE THE AGREEMENT AND LEGAL COUNSEL TO EXECUTE ALL ANCILLARY DOCUMENTS REQUIRED TO ADMINISTER OR EFFECTUATE THIS AGREEMENT.*

---

### **EXECUTIVE SUMMARY**

Council is requested to approve the entry into an agreement for Sale and Purchase with His Majesty the King for the Transfer of Land comprising that part of AUT City Campus held in Crown title to AUT for Ten Dollars (\$10.00).

The authority granted herein shall automatically rescind in the event the agreement is not executed within 180 days of the date of this Council report. Information pertinent to this agreement is stated below.

**NAME OF OTHER PARTY:** His Majesty the King

**PURPOSE:** The Agreement allows for the transfer to AUT for educational purposes the land pursuant to section 50 of the Public Works Act 1981 in terms of a Memorandum dated 25 May 2017. The 2.92 ha of land in question is shown on the attached map.

AUT shall meet the costs of transfer including the costs associated with the procurement of statutory, regulatory or policy approvals or consents in addition to AUT's costs.

AUT acknowledges that the sale is pursuant to AUT meeting the expectations set out in Cabinet Office Circular CO(15)5 - Investment Management and Asset Performance in the State Services and that the transfer and settlement is subject to the Crown obtaining all necessary statutory and policy clearances.

These conditions are as per the successfully completed 2019 transfer of the North Campus land and buildings.

**DATES:** The settlement date will be the date of publication of the Gazette Notice effecting the transfer of the land to AUT under section 50 of the Public Works Act 1981.

Transfer and settlement will be completed as soon as practicable following confirmation of the requirements.

The Crown, as soon as practicable after the Agreement becomes unconditional, will prepare and arrange for execution by the Minister.

#### **FURTHER INFORMATION**

The purchase has been reviewed by the University's external legal counsel and is consistent with agreements negotiated by AUT's legal counsel and the Estates Group. The transfer of the City Campus land was delayed by protracted negotiations with Heritage New Zealand Pouhere Taonga over the scale of the heritage covenant which was to be applied to the land on the transfer of ownership. This was only resolved to the satisfaction of both parties in late 2023.

As requested by Council Finance and Audit Committee at its April meeting, Management sought assurance from the Crown that it had completed all relevant policy and process steps prior to completion of the transfer. This information has been sought from the Crown agent (WSP – the property consultants formerly known as Opus) along with some minor corrections to the SPA draft and to the relevant title documents.

WSP confirmed recently that the request for information and the minor amendments to the SPA and titles are still being actioned. AUT is therefore proceeding with the transfer activity and expects a formal confirmation from WSP prior to the Sale & Purchase Agreement being signed (but signing is not conditional on receiving this confirmation).

MAP SHOWING LOCATION OF CROWN LAND TO BE TRANSFERRED TO AUT

