

AGENDA PAPERS

NOTICE OF COUNCIL MEETING

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

**Council Room, Level 7, WA Building, AUT City Campus
On: Monday, 28 April 2025**

FROM: 3.30 – 6.00 PM

**Andrea Vujnovich
COUNCIL SECRETARY**



AUCKLAND UNIVERSITY OF TECHNOLOGY COUNCIL

Chancellor	Rob Campbell Appointed by Council
Pro-Chancellor	Marama Royal Appointed by Council
Members	Professor Damon Salesa Vice-Chancellor of the Auckland University of Technology
	Peter Treacy Appointed by the Minister
	Janine Smith Appointed by the Minister
	Shaun Clarke Appointed by the Minister
	Mark Darrow Appointed by the Minister
	Alicia Lemmer Appointed by the Auckland University of Technology Student Association
	Leo Foliaki Appointed by Council
	Michelle Huang 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>
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PART A

OPEN AGENDA



COUNCIL PART A OPEN AGENDA

Council Agenda Part A (Open Agenda)

Monday 28 April 2025 from 3.30 pm to be held in the Council Room, Level 7, WA Building, AUT City Campus

Karakia		
Mihi – Chancellor		
1. Welcome, Apologies and approval of agenda	The Chancellor moves that apologies be noted and that Council approve the assignment of agenda items to Part A and Part B of the Council agenda.	
2. Declaration/Recording of any Interests	2. 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 Chancellor moves that the declarations if any be noted and the action taken be endorsed .
3. Constitutional Matters, Conferment of Degrees, and Policy	3.1 Noting Chancellor delegation – Granting, Rescinding, Revoking and Amending Qualifications – March 2025.	The Chancellor moves that the following be approved : <ul style="list-style-type: none">• See item 3.1
4. Council Meetings	4.1 a) Council AGM Draft Minutes, 24 February 2025; and b) Council Meeting Draft Minutes Part A, 24 February 2025. 4.2 Matters arising from the Minutes Part A of the Council Meeting, 24 February 2025 not elsewhere on the agenda.	The Chancellor moves that: a) The Minutes of the Council AGM held on 24 February 2025 be taken as read and confirmed as a true and correct record of the meeting; and b) the Minutes of Part A of the Council Meeting held on 24 February 2025 be taken as read and confirmed as a true and correct record of the meeting
5. Vice-Chancellor's Report	5. Vice-Chancellor's Report	The Chancellor moves that the Vice-Chancellor's Report be received .
6. Chancellor's Report	6. Chancellor's Report	The Chancellor moves that the Chancellor's Report be received .

7. Reports from Boards, Committees and Working Groups to Council	7. Reports and Minutes from the Academic Board, 17 February 2025 and 31 March 2025.	The Chancellor moves that Reports and Minutes from the Academic Board , 17 February 2025 and 31 March 2025 be received .
8. Health, Safety, and Wellbeing Report	8. 1 Health, Safety & Wellbeing Report for November 2024 to February 2025, Health & Safety Assurance Programme 2024/2025 and presentation on learnings from Ports of Auckland case.	The Chancellor moves that Council receive : <ul style="list-style-type: none"> • The Health, Safety and Wellbeing Report November 2024- February 2025; • The Health & Safety Assurance Programme 2024/2025; and • Presentation on learnings from Ports of Auckland case.
9. Te Tiriti	9. No report	
10. Strategic Reports	10. No report	
11. Student Success	11. No report	
12. Correspondence referred by the Chancellor	12. No correspondence	
13. Other matters arising for decision or noting	13.1 Update from the President of AUTSA. 13.2 Update from the Council Member elected by the Academic Staff of the Auckland University of Technology 13.3 Update from the Council Member elected by the Professional Staff of the Auckland University of Technology	The Chancellor moves that the Update from AUTSA be received . The Chancellor moves that the Update from the Council member Elected by the Academic Staff of the Auckland University of Technology be received . The Chancellor moves that the Update from the Council member Elected by the Professional Staff of the Auckland University of Technology be received .
14. Items moved from Part B of the agenda to Part A and General Business		

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 24 February 2025	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), 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), 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 14 April 2025	s 9(2)(b)(ii), s 9(2)(i), s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
20.2 Draft Minutes of the People and Culture Committee held on 14 April 2025	s 9(2)(b)(ii), s 9(2)(i), s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
22. Other Business	s 9(2)(a), s 9(2)(g)(i), s 9(2)(g)(ii),	7(2)(a), 7(2)(f)(i), 7(2)(f)(ii)



Part A
OPEN AGENDA
ITEM

3.1

Council Agenda Paper

Subject: **GRANTING, RESCINDING, REVOKING AND AMENDING QUALIFICATIONS – MARCH AND APRIL 2025**

Date: **15 APRIL 2025**

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:
MARCH

1. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 MARCH MONTHLY CORPORATE CYCLE ON 13 MARCH.*
2. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 MARCH MONTHLY CERTIFICATE ON 13 MARCH.*
3. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 MARCH CERTIFICATE OF PROFICIENCY (COP) CYCLE ON 13 MARCH.*
4. *REVOKE QUALIFICATIONS FOR THE STUDENTS ON THE ATTACHED SCHEDULE AHEAD OF THE MARCH CORPORATE CYCLE ON 13 MARCH.*
5. *AMEND THE QUALIFICATION FOR THE STUDENTS IN THE ATTACHED SCHEDULE.*
6. *RETROSPECTIVELY GRANT A QUALIFICATION TO THE GRADUAND ON THE ATTACHED SCHEDULE BACKDATED TO 20 NOVEMBER 2020.*

APRIL

7. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 APRIL MONTHLY CORPORATE CYCLE ON 10 APRIL.*
8. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 APRIL MONTHLY CERTIFICATE ON 10 APRIL.*
9. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 APRIL CERTIFICATE OF PROFICIENCY (COP) CYCLE ON 10 APRIL.*
10. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 APRIL OFFSHORE CORPORATE CYCLE ON 10 APRIL.*
11. *REVOKE QUALIFICATIONS FOR THE STUDENTS ON THE ATTACHED SCHEDULE AHEAD OF THE APRIL CORPORATE CYCLE ON 10 APRIL.*
12. *RETROSPECTIVELY GRANT A QUALIFICATION TO THE GRADUAND ON THE ATTACHED SCHEDULE BACKDATED TO 31 JULY 2015.*

The schedules are in supplementary papers.



PART A	4.1
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: Minutes of the AGM and Part A of the Council Meeting held on 24 February 2025

Date: 29 February 2025

Author: A Vujnovich

RECOMMENDATION:

THAT THE MINUTES OF THE AGM HELD ON 24 FEBRUARY 2025 AND THE MINUTES OF PART A OF THE COUNCIL MEETING HELD ON 24 FEBRUARY 2025 BOTH BE CONFIRMED AS A TRUE AND CORRECT RECORD OF THOSE MEETINGS

CONFIDENTIAL



MINUTES

Annual General Meeting

Held on Monday 24 February 2025 from 3.30 – 3.45 pm
Council Room, Level 7, WA Building, AUT City Campus

PRESENT:	R Campbell (Chair); L Foliaki; P Treacy; M Royal; (via Teams) D Salesa; M Darrow; S Clarke; M Huang; W Ings; L Thomson; A Lemmer.
SECRETARY:	A Vujnovich, Council Secretary R Nottingham, Minute taker
IN ATTENDANCE:	W Lawson (Deputy Vice-Chancellor Academic), L Williams (AVC Finance and Infrastructure and Chief Financial Officer), S Davies (Group Director, People & Culture) and F Henare (Director, Health & Safety).

The Chancellor opened the meeting with a Karakia.

1 APOLOGIES AND WELCOME

No apologies had been received.

2 INITIAL ITEMS

2.1 Declaration/Recording of Any Relevant Interests

Members were referred to the Council Policy on Council Member's Interests, which are set out in the Council Policies and Statutory Documents Handbook.

3 CONSTITUTIONAL MATTERS

Rob Campbell noted his interest in item 3.1.1 (Re-appointment to Council) and 3.1.2 (Election of Chancellor) and recused himself from discussions and decisions on those items.

The Chair of Council Finance & Audit Committee presided over the meeting for these items.

3.1.1 Re-appointment to Council

Peter Treacy moved that Rob Campbell be re-appointed to Council for a term of four years from 22 February 2025.

Janine Smith seconded the motion.

Noted in discussion:

- Re-appointment did not proceed through the Nominations committee as the Nominations Committee's terms of reference do not include consideration of, or recommendation to Council

on appointment or re-appointments. The Nominations Committee terms of reference provide that it makes recommendations to the AGM only on committee membership and the chair of Council committees.

- Consideration of appointment or re-appointments to Council have previously been made by all Council members in session.
- There was an opportunity to review and clarify the Council appointment and re-appointments process in Council statutory documents to meet best practice.

Resolved

IN ACCORDANCE WITH PARAGRAPH 2(F) OF THE CONSTITUTION AND PARAGRAPH 8 OF COUNCIL MEMBERSHIP STATUTE THAT ROB CAMPBELL BE RE-APPOINTED TO COUNCIL FOR A PERIOD OF FOUR YEARS FROM 22 FEBRUARY 2025 TO 21 FEBRUARY 2029

3.1.2 Election of Chancellor and Pro-Chancellor

The acting chair called for nominations for Chancellor for the 2025 Council year.

Marama Royal nominated Rob Campbell as Chancellor for the 2025 Council year.
Leo Foliaki seconded the motion.

Noted in discussion:

- No other nominations were received.

Resolved

1. *THAT THE NOMINATION OF ROB CAMPBELL AS CHANCELLOR OF AUT BE RECEIVED;*
2. *THERE BEING NO FURTHER NOMINATIONS FOR THE POSITION OF CHANCELLOR, THAT THE NOMINATIONS FOR CHANCELLOR BE CLOSED; AND*
3. *THAT ROB CAMPBELL BE ELECTED AS CHANCELLOR OF THE AUCKLAND UNIVERSITY OF TECHNOLOGY IN 2025.*

The Chancellor resumed chairing the meeting.

Marama Royal noted her interest in item 3.1.2 (Appointment of Pro Chancellor) and recused herself from discussions and decisions on this item.

The Chancellor called for nominations for the Pro Chancellor for the 2025 Council year.

The Chancellor nominated Marama Royal as Pro Chancellor for the 2025 Council year. Leo Foliaki seconded the motion.

Noted in discussion:

- No other nominations were received.

Resolved

1. *THAT THE NOMINATION OF MARAMA ROYAL AS PRO-CHANCELLOR BE RECEIVED;*
2. *THERE BEING NO FURTHER NOMINATIONS FOR THE POSITION OF PRO-CHANCELLOR, THAT THE NOMINATIONS FOR PRO-CHANCELLOR BE CLOSED;*
3. *THAT MARAMA ROYAL BE ELECTED AS PRO-CHANCELLOR OF THE AUCKLAND UNIVERSITY OF TECHNOLOGY IN 2025.*

3.1.3 Election of Council Secretary and Returning Officer

The Chancellor nominated and moved that Andrea Vujnovich be appointed as Council Secretary and Returning Officer. Welby Ings seconded the motion.

Resolved

THAT ANDREA VUJNOVICH BE APPOINTED COUNCIL SECRETARY AND RETURNING OFFICER.

Items 3.1.4 to 3.1.9 (inclusive)

The Chancellor recommended these items be taken together. He noted the proposed membership of committees was on a continuation basis and invited Council Members to propose adjusted memberships if, and when they wished to.

3.1.4 Council Executive Committee

The Chancellor moved that the Council Executive Committee be comprised of those members set out in the draft resolution. Janine Smith seconded the motion.

Resolved

THAT THE COUNCIL EXECUTIVE COMMITTEE COMPRISE:

- *THE CHANCELLOR (CHAIR)*
- *THE PRO-CHANCELLOR*
- *THE VICE-CHANCELLOR*
- *CHAIR OF FINANCE AND AUDIT COMMITTEE*
- *CHAIR OF PEOPLE AND CULTURE COMMITTEE*
- *OTHER MEMBER(S) OF COUNCIL APPOINTED BY THE CHANCELLOR*

3.1.5 Council Finance and Audit Committee

The Chancellor moved that the Council Finance and Audit Committee be comprised of those members set out in the draft resolution. Janine Smith seconded the motion.

Resolved

THAT THE COUNCIL FINANCE AND AUDIT COMMITTEE COMPRISE:

- *P TREACY (CHAIR)*
- *R CAMPBELL*
- *M DARROW*
- *L FOLIAKI*

3.1.6 Council People and Culture Committee

The Chancellor moved that the Council People and Culture Committee be comprised of those members set out in the draft resolution. Janine Smith seconded the motion.

Resolved

THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE COMPRISE:

- *M ROYAL (CHAIR)*

- *R CAMPBELL*
- *J SMITH*
- *S CLARKE*
- *M HUANG*
- *W INGS*
- *L THOMSON*

3.1.7 Council Nominations Committee

The Chancellor moved that the Council Nominations Committee be comprised of those members set out in the draft resolution. Janine Smith seconded the motion.

Resolved

THAT THE COUNCIL NOMINATIONS COMMITTEE COMPRISE:

- *THE CHANCELLOR (CHAIR)*
- *THE PRO-CHANCELLOR*
- *THE VICE-CHANCELLOR*

3.1.8 Council Honours Committee

The Chancellor moved that the Council Honours Committee be comprised of those members set out in the draft resolution. Janine Smith seconded the motion.

Resolved

THAT THE HONOURS COMMITTEE COMPRISE:

- *THE CHANCELLOR (CHAIR)*
- *THE PRO-CHANCELLOR*
- *THE VICE-CHANCELLOR*
- *THE PERSON ELECTED TO COUNCIL BY THE PROFESSIONAL STAFF*
- *THE PERSON ELECTED TO COUNCIL BY THE ACADEMIC STAFF*
- *THE PERSON APPOINTED TO COUNCIL BY THE AUCKLAND UNIVERSITY OF TECHNOLOGY STUDENT ASSOCIATION*

3.1.9 Vice-Chancellor's Employment Agreement Committee

The Chancellor moved that the Vice-Chancellor's Employment Agreement Committee be comprised of the members set out in the draft resolution. Janine Smith seconded the motion.

Resolved

THAT THE VICE-CHANCELLOR'S EMPLOYMENT AGREEMENT COMMITTEE COMPRISE:

- *THE CHANCELLOR (CHAIR)*
- *THE PRO-CHANCELLOR*
- *THE CHAIR OF FINANCE AND AUDIT COMMITTEE*

3.1.10 Auckland University of Technology Ethics Committee

The Chancellor moved that Marion Jones be appointed as the Council representative on the Auckland University of Technology Ethics Committee. Welby Ings seconded the motion.

Noted in discussion:

- Marion Jones was a well-known researcher to AUT and had overseen the Post Graduate Research School.
- Marion Jones had a good knowledge of different disciplines so had valuable ethics experience.
- No objection was registered.

Resolved

THAT MARION JONES BE APPOINTED TO THE AUCKLAND UNIVERSITY OF TECHNOLOGY ETHICS COMMITTEE

3.2 Committee Terms of Reference 2025

Received:

Proposed Committee Terms of Reference 2025

The Chancellor moved the Committee Terms of Reference 2025 be approved. Janine Smith seconded the motion.

Noted in discussion:

- If not an appointed member, any Council member could attend any Committee meeting subject to any conflict-of-interest considerations;
- Council Executive Committee had no standing delegations;
- Nominations Committee should comprise members who were both Council and Ministerial appointees;
- Recommended an amendment to allow an alternative Council member to sit on the Council Nominations Committee in the event of a conflict;
- Members were invited to provide feedback on the Committee Terms of Reference to the Council Secretary who would then propose any amendments to Council at a future meeting.

Action: Members to provide feedback on the current Committee Terms of Reference to the Council Secretary to develop an amended terms of reference for consideration by Council.

Resolved

THAT THE TERMS OF REFERENCE FOR EACH COMMITTEE BE APPROVED

3.3 Council Members Honorarium

All Council Members declared and noted their interest in this item and the Chancellor agreed that all could participate in the discussion and decision.

Received:

Council Members Honorarium

Noted in discussion:

- The increase was within limits prescribed by Government and was less than the maximum fee.

Resolved

THAT COUNCIL:

1. *CONSENTED TO THE DELIBERATION OF THE MATTER OF COUNCIL FEES PURSUANT TO SCHEDULE 11, CLAUSE 8 OF THE EDUCATION AND TRAINING ACT 2020 BY ALL COUNCIL MEMBERS PRESENT.*
2. *CONSENTED TO THE DELIBERATION OF THE MATTER OF COUNCIL FEES PURSUANT TO SCHEDULE 11, CLAUSE 8 OF THE EDUCATION AND TRAINING ACT 2020 BY ALL COUNCIL MEMBERS PRESENT.*
3. *AGREED THAT WITH EFFECT FROM 1 JANUARY 2025:*
 - a. *THE HONORARIUM PAYABLE TO THE CHANCELLOR BE \$62,400 (GROSS) PER ANNUM.*
 - b. *THE HONORARIUM PAYABLE TO THE PRO CHANCELLOR BE \$39,000 (GROSS) PER ANNUM.*
 - c. *THE FEES PAYABLE TO OTHER MEMBERS OF COUNCIL (EXCLUDING THE CHANCELLOR, PRO CHANCELLOR AND VICE-CHANCELLOR) BE \$31,200 (GROSS) PER ANNUM.*
 - d. *A COUNCIL MEMBER WHO IS CHAIR OF A COUNCIL SUB- COMMITTEE AND WHO IS NOT THE CHANCELLOR OR PRO CHANCELLOR OR VICE CHANCELLOR BE PAID IN ADDITION TO THE ANNUAL FEE, \$3,120 BEING 10% OF THAT ANNUAL FEE FOR THE ROLE AS CHAIR OF THAT SUB-COMMITTEE.*
4. *AGREED THAT MEMBERS SEEK LEAVE OF ABSENCE FROM COUNCIL IF THEY ARE TO BE ABSENT FROM COUNCIL FOR THREE (3) CONSECUTIVE MEETINGS OR MORE.*

4 OTHER MATTERS FOR DISCUSSION

None

5 CLOSE OF MEETING

The meeting closed at 3: 53pm.

CONFIRMED AS A TRUE AND CORRECT RECORD

Chancellor

Date

CONFIDENTIAL



MINUTES

Council Meeting

Meeting held 24 February 2025 at 3.45pm

Council Room, Level 7, WA Building, City Campus, Auckland

PRESENT: R Campbell (Chair); D Salesa; J Smith; M Royal (via Teams); L Foliaki; A Lemmer; S Clarke; L Thomson; M Huang; P Treacy; M Darrow; W Ings.

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

IN ATTENDANCE: L Williams (Chief Financial Officer and AVC Finance and Infrastructure); W Lawson (DVC Academic); M Orams (DVC Research – Item L McKenzie (Head of Sustainability) - Item 10; S Davies (Group Director People & Culture) and F Henare (Director Health and Safety)- Item 8.

IN APOLOGY: None.

PART A OPEN AGENDA

1 WELCOME, APOLOGIES AND APPROVAL OF AGENDA ITEMS

Resolved

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

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:

FEBRUARY 2025:

- 1. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 FEBRUARY MONTHLY CORPORATE CYCLE ON 13 FEBRUARY.*
- 2. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 FEBRUARY MONTHLY CERTIFICATES CYCLE ON 13 FEBRUARY.*

3. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2025 FEBRUARY CERTIFICATE OF PROFICIENCY (COP) CYCLE ON 13 FEBRUARY.*
4. *AMEND THE QUALIFICATION FOR THE STUDENT IN THE ATTACHED SCHEDULE.*
5. *REVOKE QUALIFICATIONS FOR THE STUDENTS ON THE ATTACHED SCHEDULE AHEAD OF THE 2025 FEBRUARY MONTHLY CORPORATE CYCLE ON 13 FEBRUARY.*

4 COUNCIL MEETINGS AND MINUTES OF PREVIOUS MEETING(S)

4.1 Minutes of the previous meeting

Received

Draft Minutes (Part A), of the Council meeting held on 2 December 2024

Noted in discussion

- Request to ensure that all actions from December meeting had been captured in the Matters Arising register.

Resolved

THE MINUTES OF PART A, COUNCIL MEETING HELD ON 2 DECEMBER 2024 BE CONFIRMED AS A TRUE AND CORRECT RECORD OF THAT MEETING.

4.2 Matters Arising

Noted in discussion

- Noted the status of matters arising.

5 VICE CHANCELLOR'S REPORT

Received

Vice Chancellor's Report

Noted in discussion

- Te Aronui is an all-encompassing approach that embraces institutional goals with Te Tiriti, to prioritise Māori leadership, Māori research, teaching and scholarship and to walk alongside Whānau Māori, Hapū, Iwi, and Hāpori Māori (Māori communities);
- A new role, Te Toi Aronui has been established and Professor Meihana Durie (Rangitāne; Ngāti Raukawa; Ngāti Kauwhata; Ngāti Porou; Rongo Whakaata; Ngāi Tahu) had been appointed to this position to support and strengthen Māori scholarly leadership;
- Professor Durie served as Massey University's Deputy Vice-Chancellor Māori for five years and was head of Te Pūtahi-a-Toi, the School of Māori Knowledge prior to that. Other experience includes serving on the Health Research Council Māori Health Committee and as Kaihautū/Academic Director at Te Wānanga o Raukawa;
- Student visa processing had been more streamlined by Immigration NZ this summer;
- Management's focus on managing student numbers, currently expected to be within the upper limit prescribed by the TEC;
- The University Advisory Group (UAG) report has not been published which creates uncertainty in the tertiary sector;
- Management had begun modelling the financial position post 2025, and is awaiting detailed budget announcements from Government before finalising;
- International students had increased significantly in 2025 which was a good indication of AUT's performance and reputation in the international market.

- AUT's Vice Chancellor was now chair of the UNZ group on international students;
- A project was underway to improve the end-to-end student enrolment process;
- Role of student accommodation in light of Te Kete was being considered, options and opportunities are being explored and will be brought to Council/CFAC for discussion annually;
- An accommodation strategy was being developed as part of the Long Term Academic and Capital Plan (LTACP), a draft of which would be presented to Council Finance & Audit Committee in April.

Resolved

THAT THE VICE-CHANCELLOR'S REPORT BE RECEIVED.

6 CHANCELLOR'S REPORT

Noted in discussion

- Noted all matters of discussion were dealt with in other items of the agenda.

Resolved

THAT THE CHANCELLOR'S REPORT TO COUNCIL BE RECEIVED.

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

7.1 Academic Board Report and Minutes, 25 November 2024

Received

Academic Board Report and Minutes, 25 November 2024

Resolved

THAT THE ACADEMIC BOARD REPORTS AND MINUTES OF THE MEETING HELD ON 25 NOVEMBER 2024 BE RECEIVED.

8 HEALTH, SAFETY AND WELLBEING REPORT

8.1 Health, Safety and Wellbeing Report, February 2025

Received

Health, Safety and Wellbeing (HSW) Report, February 2025

Noted in discussion

- Improvements in management of hazardous chemicals and biocontainment, which continued to be monitored closely;
- Management will progress and complete any recommendations relevant to AUT's gas reticulation system;
- Importance of PCBU delegation to Executive to avoid ambiguity around PCBU duties.

Resolved

THAT THE HEALTH SAFETY AND WELLBEING REPORT FOR FEBRUARY 2025 BE RECEIVED.

9 TE TIRITI REPORT

No report

10 STRATEGIC REPORTS

Received

Research Update report from Deputy Vice-Chancellor, Research

Noted in discussion

- Positive trend in AUT's external research income with further growth and maturing possible;
- Science System Advisory Group (SSAG) first report recommended combining university oversight with science and innovation;
- MBIE had prioritised recommendations, with IP attribution policy likely to most affect AUT;
- Management would prepare for changes to PBRF and contestable research funding before implementation in 2027;
- There may be risks to AUT with the SSAG and UAG recommendations, if there is no additional funding or if funding is unequally distributed;
- There is a role of the University commercialising its intellectual property to enhance its research impact and facilitating additional revenue streams.

Resolved

THAT THE RESEARCH UPDATE REPORT FROM DEPUTY VICE-CHANCELLOR, RESEARCH, PROFESSOR MARK ORAMS BE RECEIVED

11 STUDENT SUCCESS

No report

12 CORRESPONDENCE REFERRED BY THE CHANCELLOR

No correspondence

13 OTHER MATTERS FOR DECISION OR NOTING

13.1 Update from AUTSA

Verbal Update

- AUTSA seeking to increase awareness of its services for new students via social media;
- Collaborating with the university to support O week when all students were back.

Resolved

THAT COUNCIL THE UPDATE FROM THE PRESIDENT OF AUTSA BE RECEIVED

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

Verbal Update

- Lack of clarity pending outcomes from SSAG and UAG creating challenges in long-term planning and wellbeing of academics, particularly in social sciences and humanities;
- Staff acknowledged AUT was trying to clarify the picture and the danger in narrowing the focus of research on STEM at the expense of social sciences and humanities.

Noted in discussion

- Next staff survey may be in 2026;
- Longer term, social sciences and humanities may increase demand with the advance of technology.

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

- Revised literary and numeracy requirements for NCEA from 2028 could have adverse effects on university entrance, particularly for less resourced schools.

Noted in discussion

- AUT had invested in teacher roles to improve support for lower decile schools as part of Ki Uta Ki Tai;
- Supported Management's intention to analyse and prepare before the new requirements came into effect;
- Requested a briefing to Council on the likely effects of the new literacy and numeracy requirements on AUT.

Action: Management to provide a briefing to Council on the likely effects of the new literacy and numeracy requirements on AUT at an appropriate time.

Resolved

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

13.4 Sustainability Update Report February 2025

Received

Sustainability Update Report February 2025

Noted in discussion

- Data showed reduction in emissions since 2018 baseline, though travel is an area where it was harder to control reductions;
- Supported focus on energy and gas infrastructure, subject to managing capex implications;
- Prior investigation of fuel alternatives such as biomass and solar, with the latter likely to be investigated again in the future as prices had fallen;
- Management is considering working with suppliers on reducing emissions related to technology and AI.

Resolved

THAT THE SUSTAINABILITY UPDATE REPORT FEBRUARY 2025 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) LGOMA for the passing of this resolution
15. Minutes Part B of the Special Council meeting – 2 December 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)
20.2 Draft Minutes of People and Culture Committee, 28 November 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)
20.2 Draft Minutes of Council Executive Committee, 18 December 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)
22 Other business	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)

COUNCIL MEETING RAISED	ACTION	WHO	STATUS/ TARGET DATE
24 February 2025	13.3 Update from the Council Member elected by the Professional Staff of AUT <ul style="list-style-type: none"> Management to provide a briefing to Council on the likely effects of the new literacy and numeracy requirements on AUT at an appropriate time. 	Group Director Strategy & Planning	2025



PART A	5
OPEN AGENDA ITEM	

Council Agenda Paper

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

Date: **29 April 2025**

RECOMMENDATION:

THAT THE VICE CHANCELLOR'S REPORT BE RECEIVED

In February, I was in Vietnam with the Prime Minister as part of the New Zealand government's official delegation. It was a privilege to attend the celebration marking 50 years of strong diplomatic ties between our nations. AUT marked this occasion by expanding its commitment to increasing educational opportunities in the country and strengthening its relationship with one of Vietnam's top universities – an [MOU with Vietnam National University](#) – Ho Chi Minh City University of Science (VNU-HCMUS). During this trip, I signed the Vietnamese government training scheme Project 89 MOU with the Vietnam Ministry of Education on behalf of Universities New Zealand (UNZ) and moderated a session at the ASEAN Futures Forum.

As a university of technology, AUT is committed to engaging with and contributing to emerging technologies. This means supporting their ethical, practical, safe, efficient, and optimal utilisation within our activities, and advancing the University's mission and its positive impact on the world, for all our communities and stakeholders.

In line with this commitment, AUT launched the Technology in Society Speaker Series at the end of March as part of our approach to engaging public conversations around technology, particularly artificial intelligence (AI). I thoroughly enjoyed hosting futurist Ben Reid to explore the impact of this technology and field questions from the public. You can watch the conversation [AI for Aotearoa with Ben Reid](#) and download the content from the Masterclass on Tuia.

The impact of Generative AI on higher education and in other facets of society is top of mind for many of us. In April, I launched the [report](#) of the AI Taskforce – thanks to a group of internal experts who helped to create a cohesive strategy for AUT. The Taskforce has assessed our current state and defined our aspirations and priority opportunities to apply AI in ways that are authentic, ethical, and transformative.

AUT continues to make great strides toward the aspirations set out in *Te Kete*. I want to acknowledge the dedication and hard work our colleagues bring to these initiatives, which are helping drive us forward.

HIGHLIGHTS

- We officially welcomed Professor Meihana Durie as Te Toi Aronui with a pōwhiri at Ngā Wai o Horotiu Marae on 14 March, supported by Ngāti Whātua Ōrākei. It was a momentous occasion, ushering in a new era of Māori leadership at AUT. [Read more](#)
- Globally recognised software engineer and Samoan leader, Namulau'ulu Nu'ulali'I Eteroa Lafaele, has been awarded the 2025 Kiwibank Young New Zealander of the Year. The Bachelor of Computer and Information Sciences graduate has been recognised for forming new pathways to bridge the digital divide for Pacific communities in Aotearoa. [Read more](#)
- AUT's commitment to gender equality and empowering women saw the University ranked 36th globally in the latest Times Higher Education Impact Rankings for the United Nations Sustainable Development Goal on Gender Equality. [Read more](#)
- Amokura – the Vice-Chancellor's Leadership Programme, a significant initiative designed to nurture and support AUT's high-achieving students, was launched with a dinner in March. [Read more](#)
- A new approach to senior leadership has been developed to support our strategy, Te Kete. There are three dimensions to this – AUT Executive (existing), and two newly established groups – Te Hautū and the VC's Fono People Leaders' Forum. [Read more](#)
- AUT welcomed six new Kaihoe (appointees) to its Eke Tangaroa programme, a vital strategic initiative focused on increasing the presence and success of Māori and Pacific academics within the University. [Read more](#)
- AUT's Student Services and Administration (SSA) teams have been recognised with three prestigious industry awards, acknowledging their outstanding contributions to student success and support. [Read more](#)
- During Orientation Week from 24 - 28 February, AUT welcomed over 4,700 enthusiastic students as they embarked on their tertiary education journey. [Read more](#)
- Nominations are open for the 2025 Ngā Whakamānawa o Matariki (staff awards) – recognising staff across learning and teaching, research and professional services. [Read more](#)
- Team AUT at Round the Bays 2025 saw more than two hundred staff and their whānau take on the coastal course. [Read more](#)

PRIORITY 1: TE TIRITI O WAITANGI**1.1 Tēnei Au Māori Staff Leadership Programme**

The Kaihautū Tiriti have received overwhelmingly positive feedback from participants in Tēnei Au – Māori leadership programme, with many expressing how transformative and affirming the experience has been. There is a strong and clear desire from across the cohort to see this opportunity continue and be extended to more Māori staff. Of the five planned two-day wānanga, the current cohort has just completed their third wānanga in early April, marking the programme's halfway point. In response to the growing interest and in honour of kaimahi Māori's aspirations, we are now exploring innovative ways to sustain and expand Tēnei Au, so that more staff can access this unique leadership journey.

1.2 Māori Data and AI

The Kaihautū Tiriti are supporting Te Kāhui Poipoi Rangahau and the Research Data Project in advancing Māori Data Sovereignty. To strengthen this kaupapa, they have made two key recommendations: convening a hui with key whānau Māori who are active in the Māori Data Sovereignty space to discuss the draft project charter and explore the structure of a Māori Data

Governance Group at AUT; and seeking independent expert advice on the matter. The Kaihautū Tiriti is also represented on the AI Taskforce.

1.3 Iwi Engagement

The Kaihautū Tiriti has led external engagements with the following key iwi partners. These interactions are not just tika collaborations; they embody the strategic objective of building 'partnerships that accelerate impact.

Iwi Partner	Current Status	Next Steps
Ngāti Whātua Ōrākei (NWO)	Kōtuitanga is being shared with NWO Trust Board for discussion and subsequent approval.	None
Waikato Tainui	Ready to forward to the Vice-Chancellor	Awaiting all Kōtuitanga to be ready for presentation to the Vice-Chancellor.
Te Kawerau a Maki	Kaihautū Tiriti has met with Te Kawerau a Maki on 27 March. They are presenting a draft to their Chief Executive for approval before submitting it to their Chair.	Awaiting final draft to come from TKaM
Ngāti Paoa	Still under review	
Ngāti Rongo o Mahurangi	Have been in contact to discuss coming together in 2025.	Organise whakawhanaungatanga event
Te Kei o Tainui & Te Waiohū	Kaihautū Tiriti has progressed discussions – a meeting with Ngāti Tamaoho and Te Waiohū has yet to occur.	To follow up

PRIORITY 2: EXCELLENCE AND EQUITY IN EDUCATION AND RESEARCH

2.1 AUT Online

The AUT Online initiative has continued to build strong momentum since the business case was formally approved in September 2024. A significant milestone was reached with the successful in-market launch in February 2025, marking a significant step forward in AUT's digital transformation journey. Early indicators are promising. By 7 April, 31 applications have resulted in ten enrolments: five in the MBA, four in the Master of Educational Leadership, and one in the PGCert in Educational Leadership, which places us ahead of projected timelines.

Course development is underway, with the first two courses in pre-development, and the build is scheduled to commence mid-April. Planning is also progressing for the 2026 programme pipeline, which includes high-demand offerings in AI, sports leadership, applied psychology, information technology, and creative technologies. The team is preparing Committee on University Academic Programmes (CUAP) submissions for Round 3, 2025, and remains focused on creating a high-quality, connected online learning experience. The pace and quality of progress to date reflect strong university cross-

collaboration, a dedicated AUT Online team, and a shared commitment to AUT's future. As we shift into the next phase, the project is well-positioned to continue this trajectory.

2.2 Research Funding

Te Kāhui Poipoi Rangahau (TKPR) - Research funding activities for March 2025.

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
	Weighted	16,396,163.03	3,868,663.68	2,811,532.70	3,592,184.61	26,668,544.02
2023*	Unweighted	17,987,115.97	960,609.24	2,441,798.21	1,318,086.85	22,707,610.27
	Weighted	17,987,115.97	3,842,436.96	2,441,798.21	4,613,303.98	28,884,655.12
2024	Unweighted					28,456,795.00

Notes:

Unweighted means that ERI is not weighted according to TEC guidelines

* = after Bad Debt Adjustment

^ = after Audit adjustment

External funding activity

Government	Submissions <ul style="list-style-type: none"> Submission on extending the MPI Science and Research Panel Forest services
Royal Society of New Zealand (RSNZ)	Submission <ul style="list-style-type: none"> 1 2025 RSNZ James G. Hay Travel Award Calls <ul style="list-style-type: none"> Royal Society Te Apārangi has now announced that the nominations are open for new Fellowships, Ngā Ahurei a Te Apārangi, and Honorary Fellowships, Ngā Ahurei Honore a Te Apārangi for 2025. More information at: Our Fellows and Academy
National Collaborations	Submissions <ul style="list-style-type: none"> 1 application to Antarctic Science Platform Tiaki Moana (HES) 1 application on Consortium for Medical Device Technologies (CMDT) Research Acceleration Programme (RAO) 2 (DCT) Results <ul style="list-style-type: none"> 2 Coastal People Southern Skies scholarships (CoRE) (HES) 1 MacDiarmid application (Becoming PI in the CoRE) (HES)

International	Submissions <ul style="list-style-type: none"> 1 application Human Frontiers Research Programme (DCT) 1 application to Volvo Foundation (HES) 1 Letter of intent to Research Foundation Flanders (FWO) Results <ul style="list-style-type: none"> 1 Blue Economy application (DCT)
Community	Submissions <ul style="list-style-type: none"> 1 New Zealand Society for the Study of Diabetes Research Awards application 3 Neurological Foundation grant applications 1 Heart Foundation: Project Grant expression of interest

2.3 Horizon Europe

On 21st March, external expert for Clusters 4 (Digital Industry), Cluster 5 (Climate and Transport), and Cluster 6 (Food and Environment) visited us and held in-person meetings with AUT researchers to discuss potential opportunities.

- The Research Office also arranged one-on-one meetings for AUT researchers with Horizon Europe National Contact Points for Clusters 1 (Health), 2 (Democracy, Culture, and Inclusive Society), and 3 (Civil Society).
- Participation in the Aotearoa New Zealand European Research Management Network Meeting – Meeting with Research Offices of other Universities and CRIS discussing Horizon Europe updates
- Meeting with AUT Moanaroa Network providing information on Horizon Europe funding and discussing potential opportunities
- Creation and preparation of support documents for researchers and faculty finance for the awarded Horizon Europe projects to ensure compliance with the funder requirements.

PRIORITY 3: ENVIRONMENTAL AND FINANCIAL SUSTAINABILITY

3.1 Financial Performance (detail in Appendix 2)

The year-to-date net surplus variance to budget of \$5.7M reflects the favourable summer school enrolments, and savings in salaries and other costs that reflect the phasing of operations for the year.

3.2 Student enrolment update (detail in Appendix 1)

- Overall, AUT has achieved 94% of its total 2025 budget (domestic and international), compared to 93% of the 2024 budget at this time last year.
- Domestic Funded EFTS** are up by 6% (+852 EFTS) compared to the same time last year, driven by growth in both new and returning EFTS. The YoY growth in 2025 is unprecedented in AUT's history.
- International Full Fee EFTS** are up by 16% (+352 EFTS) compared to the same time last year, demonstrating three consecutive years of YoY growth since the post-COVID low point in 2022. China and India remain AUT's top two source countries for international students. Particularly, India is showing strong growth post-COVID.

Summary Table

	Domestic Funded		International Full Fee		Total	
	2025	2024	2025	2024	2025	2024
YTD EFTS	15,494	14,642	2,583	2,231	18,077	16,873
% of target	96%	94%	84%	86%	94%	93%

Key data points:

Year-to-date **Domestic Funded** enrolments (2025, compared to the same time in 2024):

Total: up 6% (+852 EFTS)

New to Programme: up 6% (+346 EFTS)

Returning: up 6% (+506 EFTS)

Year to Date **International Full Fee** enrolments (2025, compared to the same time in 2024):

Total: up 16% (+352 EFTS)

New to Programme: up 16% (+161 EFTS)

Returning: up 16% (+191 EFTS)

Year to Date **Māori Domestic Funded (Mainstream)** enrolments (2025, compared to the same time in 2024):

Total: up 6% (+106 EFTS)

New to Programme: up 1% (+10 EFTS)

Returning: up 10% (+96 EFTS)

Year to Date **Pacific Domestic Funded (Mainstream)** enrolments (2025, compared to the same time in 2024):

Total: up 8% (+201 EFTS)

New to Programme: up 7% (+77 EFTS)

Returning: up 9% (+124 EFTS)

Year to Date **Pre-Degree** enrolments (2025, compared to the same time in 2024):

Total: up 24% (+228 EFTS)

New to Programme: up 25% (+202 EFTS)

Returning: up 17% (+26 EFTS)

Year to Date **Undergraduate** enrolments (2025, compared to the same time in 2024):

Total: up 3% (+391 EFTS)

New to Programme: up 1% (+47 EFTS)

Returning: up 4% (+344 EFTS)

Year to Date **Postgraduate** enrolments (2025, compared to the same time in 2024):

Total: up 17% (+579 EFTS)

New to Programme: up 18% (+270 EFTS)

Returning: up 17% (+309 EFTS)

3.3 Admissions

The Admissions team's processing has seen a change in focus in March due to the pause in domestic processing for Semester 2. As a result, staffing resources were applied to international application processing, and the processing times were reduced to 2-3 working days. The AUT Quality Survey (AUTQS) team also supported the team in triaging international postgraduate applications, which is now having a significant impact.

3.4 University Key Performance Indicators (detail in Appendix 3)

The new Statement of Service Performance was established as part of the Investment Plan 2025-2027. This includes new KPIs (6, 7, 8, 10, 11, 13, 14, 15, and 16), and a new methodology for calculating others (KPIs 9 and 10). Because of the change in KPIs and methodology, comparative results are unavailable for some KPIs, including KPIs 5, 10, 11, 13, 14, and 16.

3.5 Marketing and Recruitment

Activity report for February/ March 2025

Macro-conditions continue to present a complex picture for recruitment activities. On the one hand, a high unemployment rate – the highest since Q4 2016, excluding the initial COVID period – encourages more domestic students to enter tertiary education. On the other hand, the high net migration of New Zealand citizens overseas – approximately 44,000 for the prior year, which is six times greater than the equivalent pre-COVID period – presents challenges.

Year-to-date lead generation (11,200) is 8.9% lower than the equivalent period last year. Engagement and conversion continue to be robust, contributing to a strong Semester 1 intake.

Marketing

Marketing activities in February and March focused on a final push for applications and conversions, building campaign materials for the Semester 2 intake, and planning for the Semester 1 2026 intake.

- Digital advertising performed strongly, with ads reaching 12% more people than in the equivalent period last year, clicks increasing by 15%, and video views rising by 76%, reflecting an optimisation towards video engagement.
- Over the past few months, AUT Online has had significant support. Over 800 hours have been dedicated to delivering on the website, content, enquiries, marketing automation, and digital marketing.

Recruitment

- Over 20,000 programme guides and prospectuses have been distributed to more than 300 schools across New Zealand. Schools can request additional programme guides and

prospectuses as needed throughout the year. Printed material remains popular among prospective students, their parents, and school career staff in the digital age.

- Term 1 secondary school recruitment is underway with over 2,000 year 13 students attending AUT *Insights* presentations across Auckland, Northland, Waikato, and Bay of Plenty, and 85 Career Advisors attending the annual AUT Careers Advisors Update Day.
- The UniPrep programme has concluded with 95% of all 400 UniPrep applicants applying for another AUT programme. Of the 227 UniPrep attendees, 96% have applied for another AUT programme, and 83% have enrolled in an AUT programme. UniPrep equips students from priority schools with skills, confidence, and the social networks necessary to succeed at AUT.

Brand

Brand sentiment monitoring indicates a slight dip in awareness for AUT, which is also reflected in the University of Auckland (UoA), suggesting a broader trend. For the categories: *Lifelong learning* AUT is leading, In *innovative* AUT is equal to UoA, and *Gives me confidence in my future* AUT is a close second to UoA.

3.6 Places and Spaces

During this period (February to March 2025), the Estates Group focused on the following key activities:

- Supporting students starting Semester 1 2025
- Commencing the demolition work on the AR building
- Notable projects: AG refurbishment works have been scoped and tendered, and a recommendation has been made, which is now awaiting approval. These works will lift AG to a comparable standard to Tukutuku, ready to house Education, Facilities Management and a campus "landing pad". The works are expected to be completed mid-year

3.7 Staff Diversity Statistics (March 2025)

Staff by Occupation

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

As at	Academic	%	Professional	%
2 nd April 2025	1059	46.4%	1225	53.6%

All permanent and fixed-term staff by Prioritised Ethnicity

Ethnicity	Total	Current % of staff	This time last year % of staff
Māori	184	8.1%	7.8%
Pacific	169	7.4%	6.5%
Asian	558	24.4%	24.0%
MELAA	103	4.5%	4.4%
Other	130	5.7%	5.3%
European	1047	45.8%	47.5%
No Declaration	93	4.1%	4.6%
Total	2284	100.0%	100.0%

Staff by Gender

All permanent and fixed term staff

Gender	Total	Current % of staff	This time last year % of staff
Female	1424	62.3%	62.2%
Male	842	36.9%	37.0%
Gender Diverse	16	0.7%	0.6%
Not Disclosed	2	0.1%	0.2%
Total	2284	100%	100%

Senior Leaders by Gender

Senior Leaders - by Gender	Total	Distribution
Female	68	55.3%
Male	54	43.9%
Gender Diverse	0	0.0%
Not Disclosed	1	0.8%
Total	123	100.0%

Senior Māori & Pacific Leaders by Gender

Senior Leaders - by Gender	Total	% of total
Senior Women – Māori	11	8.9%
Senior Women – Pacific	2	1.6%
Senior Men – Māori	6	4.9%
Senior Men – Pacific	2	1.6%
Māori and Pacific Senior Leaders vs Total Senior Leaders	21	17.1%

3.8 Staff Headcount (January 2025)**Overall headcount**

Employee type	Current month headcount	Month on Month change	Month on Month % change	Year-on-year change	Year on Year % change
Permanent	2073	-2	-0.1%	92	4.6%
Fixed Term	211	0	0.0%	-26	-11.0%
Total (Perm & FT)	2284	-2	-0.1%	66	3.0%
Hourly Paid	1758	27	1.6%	-218	-11.0%
Overall total (Perm/FT/HP)	4042	25	0.6%	-152	-3.6%

Academic headcount

Employee type	Current month headcount	Month on Month change	Month on Month % change	Year-on-year change	Year on Year % change
Permanent	954	-8	-0.8%	31	3.4%
Fixed Term	105	-7	-6.3%	-45	-30.0%
Total (Perm & FT)	1059	-15	-1.4%	-14	-1.3%
Hourly Paid	1217	20	1.7%	-105	-7.9%
Overall total (Perm/FT/HP)	2276	5	0.2%	-119	-5.0%

Professional headcount

Employee type	Current month headcount	Month on Month change	Month on Month % change	Year-on-year change	Year on Year % change
Permanent	1119	6	0.5%	61	5.8%
Fixed Term	106	7	7.1%	19	21.8%
Total (Perm & FT)	1225	13	1.1%	80	7.0%
Hourly Paid	541	7	1.3%	-113	-17.3%
Overall total (Perm/FT/HP)	1766	20	1.1%	-33	-1.8%

Trends are based on the average monthly headcount. The Overall total will differ slightly from the added totals of Academic and Professional staff, as some staff members hold both roles.

- **Permanent Staff:** The overall average permanent headcount for March was 2073. We have seen a 4.6% increase in permanent headcount between March 2024 and March 2025.
- **Fixed-Term Staff:** The number of Fixed-Term roles has remained the same month on month but is down by 11% year on year.
- **Hourly Paid Staff:** While there are an average of 1,758 hourly paid staff on payroll, only a proportion of these will be working at any one time.

3.9 Student Accommodation

In March, the Student Accommodation commenced the 'building community' stage of the resident journey, with residents settling in, socially connecting, undergoing wellbeing and welfare checks, and familiarising themselves with the village house rules.

Akoranga Student Village (ASV) was technically full in February, pre-check-in, with limited rooming preference; however, we continued to manage the waitlist for potential withdrawals. As of the end of March, occupancy of 196 includes cancellations and early withdrawals with no waitlist.

The Semester 2 portal intake will commence in early April, focusing on Study Abroad/Exchange students at Mayoral Drive Student Accommodation (MDSA), as well as current residents extending and new intakes, supported by the Marketing team to deliver a marketing campaign promoting the facility.

Semester One Occupancy: Accommodation	In Room	Reserve	Tentative	Estimated occupancy (inclusive, tentative)	Capacity	%	Vacant rooms
Akoranga Student Village	196	0	1	196	204	96%	6
Mayoral Drive Student Accommodation	631	6	6	643	697	92%	54

3.10 Organisational Development

Staff Survey

We've made significant progress on the AUT Priorities workstreams. Here are the key updates for each:

- Priority 1: Addressing Workplace Culture and Behaviour**
 We're in the early stages of redeveloping the Code of Conduct and are currently collaborating with the wider P&C team to prepare a draft for consultation.
- Priority 2: Supporting Innovation**
 We are compiling and communicating the innovative initiatives already underway across the university.
- Priority 3: Balancing Workload and Wellbeing**
 We've begun planning the rollout of a Wellbeing Assessment, where each participant will receive an individualised wellbeing report. The insights from these assessments will inform the development of a university-wide Wellbeing Plan.

Additionally, we are exploring the need for specific academic workload guidelines or a model to support academics in this area better.

3.11 AUT Foundation

- For the period (Year-to-date) 1 January to 7 April 2025, the AUT Foundation has received a total of \$603,812.70.

AUT Foundation has recently partnered with Auckland Foundation to drive impact for Aucklanders in their community through philanthropy and giving. The partnership will be officially launched in May at a dinner with partners and donors.

3.12 Government Relations

External relations activities, February to March 2024:

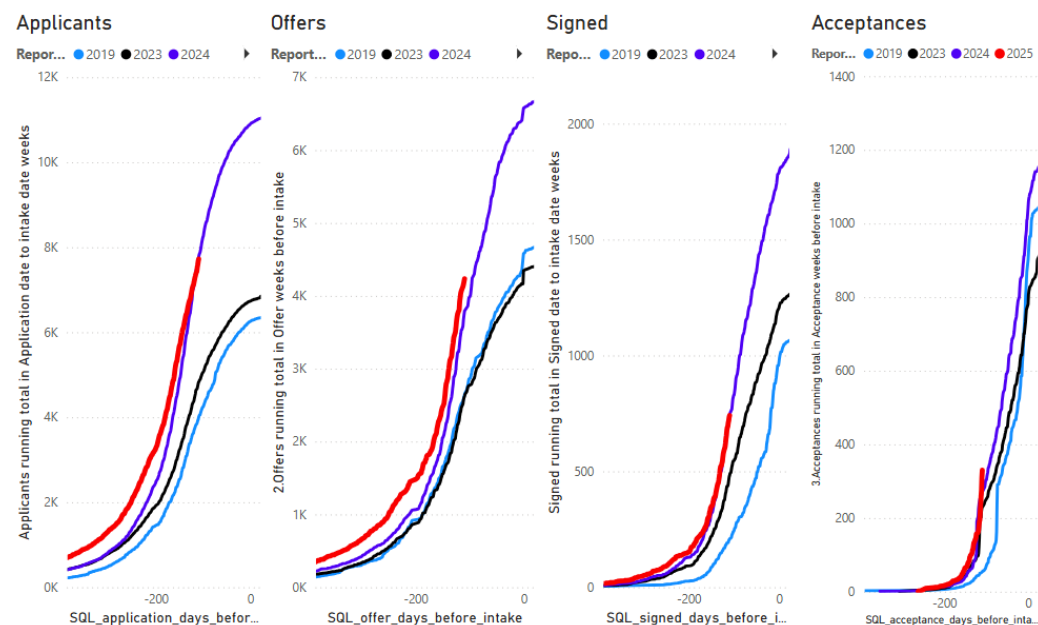
- Hosted NZ First spokesperson on tertiary education, Andy Foster
- The Vice-Chancellor travelled to Vietnam as part of the Prime Minister's trade delegation
- Responding to government reforms of the science sector, and signalling that universities need to support their researchers better to drive commercialisation of their work
- Hosted VIPs including MP Shanan Halbert, at the pōwhiri for Professor Meihana Durie
- Hosted Minister for Mental Health Matt Doocey at the launch of the Postgraduate Diploma in Associate Psychology (PGDipAPsych) in partnership between AUT and Health New Zealand | Te Whatu Ora

PRIORITY 4: STUDENT SUCCESS**4.1 International Partnerships & Relations****International Partnerships & Relations:**

- Director International and Director International Relations and Recruitment attended the Asia Pacific Association of International Education (APAIE) conference in New Delhi to meet with partners and suppliers and discuss further business opportunities in March.
- The partnerships team, along with the DCT and the TAP team, attended the Champlain College Welcome Dinner hosted by philanthropist and former Champlain College board member George Burrill in March.

International Recruitment:

- The number of international applications increased by 28.5% in 2025 S1 compared to 2024 (11,295), while the acceptance rate rose by 16.8% (1,396).
- S2 2025 application numbers are tracking at a similar rate to S2 2024, with 7,723 applications and 4,235 offers, driven by 2,731 direct contacts and participation in 31 events across Asia, Europe, and New Zealand between February and March.



- Outbound exchange numbers for S1 2025 have increased by 46% from S1 2024 and is anticipated to continue growing in S2 2025.
- Study Abroad numbers remain stable for the S1 2025 intake with a likelihood of at least 20% growth in S2 2025.

4.2 Student Hub

The movement of the phone channel and associated FTE to the Student Connect team, along with the response plan enacted by the Peer Advisor team, and their allocation across campaigns and incoming calls resulted in a significant improvement in reducing call wait times. Lower abandonment rates were another benefit of the teams being adaptable to shifts in work demands across teams. The provision of

backup cover and support was achieved against the backdrop of high student enrolment in 2025 and the return of other students for a new year. New students were excited to start their student journey and were surprised and grateful for the outbound calls they received. They appreciated that current AUT students made the calls, making these calls meaningful and informative.

February also saw the engagement and celebration of Pride Month, with the Rainbow team leading the University's response and representing AUT at the Big Gay Out, receiving massive support from teams across the Student Hub, and beyond. We had some fabulous conversations with past, present and future AUT students, and shone out as a highlight of the day for many attendees!

We continue to focus on delivering business-as-usual enhancements to ensure our student community is enabled and equipped to be resilient and persistent learners.

Student Advising

The Student Hub and Disability Support Services received 6,269 digital enquiries in February 2025 and 7,191 in March 2025, remaining within service standards for all enquiry channels. The Student Hub operates a case management approach to provide ongoing support to students.

In February 2025, we had a total of 586 cases, and 56% of the open cases were resolved. During March, we reported 1,073 cases, with 55% of them resolved. Those cases that remain open are those in which students have ongoing support needs.

The case load increases across March can be attributed to the delays in Studylink processing, with March 2025 seeing the largest demand in financial assistance support across multiple years and months.

In February 2025, 48 students received financial assistance, totalling \$31,947. In March, the number increased to 404 students, who were supported financially, totalling \$193,597.

4.3 Employability & Industry Engagement

Employability Support

March saw an increase in demand for the Employability team, with high drop-ins and a real focus on students needing to find work to help them financially while studying. We have also seen an increase in uptake for the Beyond AUT Award programme due to recommendations from many areas of the university. . Additionally, a wide range of workshops were delivered, some in collaboration with faculty, to support students navigating internship opportunities and the job market.

Industry Engagement

With March marking the recruitment season, we focused on preparing the students for the direct engagement opportunities with industry through events, including the Careers Expos

- 812 students attended the Business Expo, which featured the participation of 34 organisations. Industry and student feedback was overwhelmingly positive, and the event remained busy, encouraging us to consider extending this event for next year.
- The Law Expo was attended by 157 students, with 17 organisations participating.
- The IC & Engineering Career Expo and the first-ever Architecture Career Expo also ran successfully with 879 attendees across both events, demonstrating the level of interest from students and employers alike.

4.4 Graduate Research School

Key highlights and activities from the Graduate Research School Te Kura Tāura Rangahau (April 2025)

- 26% increase in PhD applications compared to the same time last year (source Uni Assist).
- 2024 recorded the most significant number of PhD submissions at AUT; 330 students were admitted.
- A '12 Weeks to Research Active' course for academic staff is in the design phase in collaboration with Te Mātāpuna Library, Learning Services and others.
- The new Tiriti-led research workshops were offered in March.
- Aotearoa-specific Researcher Development Framework (RDF) abstract has been accepted to the Higher Education Research and Development Society of Australia (HERDSA).
- Many PG workshops have now been updated to incorporate topic-specific guidance on the use of generative AI, and the RED team has given input on research and postgraduate issues to the AI Futures project.
- The programme for Research Week 2025 (8-12 September) is now in development, with 21 events in various stages of design.

Quick Statistics

- 894 Active doctoral students
- 61 Doctoral students in examination
- 54 Active MPhil students
- 48 Deferred PhD students

4.4 Ki Uta Ki Tai Student Success Plan

The focus at a programme level continues to be on stakeholder and subject matter expert engagement to support how we phase, deliver and measure work. We are also part of a data requirements working group, led by Strategy & Planning, involving Ki Uta Ki Tai (KUKT), the Academic Quality Office, and the offices of Māori Advancement and Pacific Advancement, to collectively collate requirements, identify users, and consider potential solutions in a holistic and joined-up way.

For **Project Navigator** (previously Whole of University Service Model), the project team are working alongside subject matter experts to discuss and identify areas of collective focus and continuous improvement. Planning work is also underway in service design. It will include forming a working group of leaders to support the ideation of options for our desired future state of service provision.

The first prioritisation forum for the AUT app focused on the Continuous Improvement workstream, which prioritised four initiatives. The second forum is scheduled for April, where a prioritisation matrix will be introduced to support decision-making. Once tested and endorsed by forum members, this approach will be shared with Digital Directions and other forums as appropriate.

The **Pathways project** focuses on launching the 2025 programme and training the teaching assistants and peer mentors for the start of semester one. In February, we held a workshop with all key stakeholders involved in delivering the Disability Action Plan. The next step is establishing smaller cross-functional working groups tasked with providing a set of initiatives, enabling us to develop a forward plan for all initiatives in 2025–2026.

The **Recruiting Priority Students project** team has met with teachers, students, and whānau from pilot schools and stakeholders from across the University to deliver the School Partnerships Programme. With the offices of Māori Advancement and Pacific Advancement, faculties, and the Future Students

team, a pōwhiri and a welcoming ceremony will take place on 30 April at South Campus and welcome eighty students and their whānau from eight partnership schools.

The final output of the research study in the **Non-school Leaver Recruitment project** space has been shared with the stakeholders involved and will next be shared with University leadership.

A new project charter was approved by the Academic Transformation Governance Group (ATGG) in February for Aronui Ako, a pilot project led by the offices of Māori Advancement and Pacific Advancement and supported by KUKT and Academic Portfolio Management (APM) programmes. The offices of Māori Advancement and Pacific Advancement, led by Hariata Mareroa, have identified an opportunity to enhance ākonga success rates and outcomes for Māori and Pacific learners through both ākonga-focused and kaimahi-focused interventions with programme/course leads. Using course completion rate data, an initial set of courses has been identified as those where Māori and Pacific completion rates are the lowest. This data was shared with the KUKT and APM programme teams and the sponsors of this work, Felicity Reid (PVC Learning & Teaching) and Heather Merrick (Director of Academic Quality). The approved charter informed our joint recommendation for approaching a pilot project within the KUKT programme, aligning with work already underway in both academic quality and ākonga support spaces in the APM and KUKT (Pathways) programmes.

PRIORITY 5: MATURING UNIVERSITY SYSTEMS AND PROCESSES

5.1 ICT

Key activities and outcomes from ICT for this period:

Procurement & Installation Services

To ensure that AUT's vendors continue to provide services that remain competitive in the market, we periodically review long-standing contracts. In 2024, we went to RFP to review the services provided by Cyclone for the procurement of computer equipment, insurance, warranty, lease vs. purchase options, and delivery, installation, and decommissioning of equipment.

The RFP submissions have been reviewed, and the preferred supplier has been identified. Contract negotiations are expected to be completed in time for the next computer leasing round in 2025.

Fresh approach to managing AUT's computer fleet

For the last 15 years, AUT has managed its approximately 12,000 computers and laptops using Microsoft's System Centre Configuration Manager (SCCM). This product is now largely at the end of its life, and ICT is replacing it with the modern endpoint computer management tool called Intune. The project is currently in the design phase.

Fixed and WiFi network refresh

In 2024, AUT invested a further \$1.7M in its fixed and Wi-Fi networks. ICT has secured annual funding to refresh aging network equipment, improving resilience and capacity each year, and this will continue through 2025.

High Powered Computing at AUT

The need for High-Powered Computing (HPC) in schools has been growing and evolving for several years. In 2024, ICT worked with the School of Engineering, Computer & Mathematical Sciences, and the

School of Science to develop a proposed solution that could provide a sustainable, supported university-wide solution that will meet the needs of the majority of HPC requirements.

We have now implemented a dedicated HPC rack in AUT's Orbit Data Centre, marking the beginning of this service. Trials with two partnered schools will continue throughout 2025.

AI foundations training

ICT was tasked in late 2024 to implement a comprehensive GenAI training programme that equips AUT staff with standardised GenAI knowledge and skills aligned with the University's safe-use guidelines and AUT strategy. The training material, comprised mainly of self-service videos, has now been developed, and we are working with People & Culture to release this training in mid-April 2025.

Appendix 1: Enrolments

2025 EFTS Progress to Target Monitoring Report

Year to Date Compared to Target and Equivalent Date Last Year

Programme EFTS as at 03 Apr 2025

Domestic Funded EFTS	Total	BEL	CSOC	DECT	HEAL	TEAP
Pending	2,347	320	268	805	945	5
Actual	13,147	1,940	1,455	4,567	5,134	24
Total Pending and Actual	15,494	2,260	1,723	5,372	6,079	30

2025 Target	16,157	2,698	1,824	5,546	5,988	69
Progress to Target (%)	96%	84%	94%	97%	102%	43%
EFTS needed to reach 100%	663	439	101	174	-90	40
Ahead or behind on this time last year:	Ahead by	Ahead by	Behind by	Ahead by	Ahead by	Behind by
	852	158	97	483	316	17
Progress to Target, this time last year (%)	94%	79%	96%	98%	98%	39%
EFTS needed to reach Target this time last year	922	552	75	103	107	74
Achieved from this time last year to year end	1,253	577	0	264	387	27

International Full-Fee EFTS	Total	BEL	CSOC	DECT	HEAL
Pending	158	53	18	53	33
Actual	2,424	593	479	924	412
Total Pending and Actual	2,583	646	497	977	445

2025 Target	3,069	874	685	1,083	417
Progress to Target (%)	84%	74%	73%	90%	107%
EFTS needed to reach 100%	486	228	188	106	-28
Ahead or behind on this time last year:	Ahead by	Ahead by	Ahead by	Ahead by	Ahead by
	352	37	44	140	125
Progress to Target, this time last year (%)	86%	74%	98%	85%	106%
EFTS needed to reach Target this time last year	361	219	11	145	-17
Achieved from this time last year to year end	585	172	69	247	78

AUT South Campus (Domestic Funded)	Total	BEL	CSOC	DECT	HEAL
Pending	269	39	21	10	197
Actual	1,490	159	136	23	1,146
Total Pending and Actual	1,759	197	157	33	1,343

2025 Target	1,644	214	159	48	1,191
Progress to Target (%)	107%	92%	99%	69%	113%
EFTS needed to reach 100%	-115	17	2	15	-153

Ahead or behind on this time last year:	Ahead by	Ahead by	Behind by	Behind by	Ahead by
	94	19	39	6	113
Progress to Target, this time last year (%)	95%	64%	98%	102%	103%
EFTS needed to reach Target this time last year	81	100	5	-1	-37
Achieved from this time last year to year end	99	12	-7	4	92

Pre-Degree Total EFTS	Total
Pending	286
Actual	895
Total Pending and Actual	1,181
Ahead or behind on this time last year:	
Ahead by 228	

Undergraduate Total EFTS	Total
Pending	1,886
Actual	11,360
Total Pending and Actual	13,245
Ahead or behind on this time last year:	
Ahead by 391	

Postgraduate Total EFTS	Total
Pending	418
Actual	3,501
Total Pending and Actual	3,919
Ahead or behind on this time last year:	
Ahead by 579	
Doctoral	541

Māori Domestic Funded (Mainstream) EFTS	Total
Pending	249
Actual	1,557
Total Pending and Actual	1,806
Ahead or behind on this time last year:	
Ahead by 106	

Pacific Domestic Funded (Mainstream) EFTS	Total
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Pending	443
Actual	2,200
Total Pending and Actual	2,642

Ahead or behind on this time last year:

Ahead by 201

Please Note:

- In 2025, 31 SDR Domestic Funded Budget EFTS were not assigned to an academic faculty. As a result, the total budget is 31 greater than the sum of the faculty totals for tables presenting Domestic Funded, South (Domestic Funded) and University totals.
 - In 2025, 30 SDR Domestic Funded EFTS are not assigned to an academic faculty. As a result, the total EFTS is 30 greater than the sum of the faculty totals for tables presenting Domestic Funded, South (Domestic Funded) and University totals.
 - In 2024, 34 SDR Domestic Funded Budget EFTS were not assigned to an academic faculty. As a result, the total budget is 34 greater than the sum of the faculty totals for tables presenting Domestic Funded, South (Domestic Funded) 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).
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Appendix 2: Financial Performance

Financial Performance – Current Year

As at 28 February 2025 (refer item 5.1)

\$000s	Year to Date (\$000s)			Full Year (\$000s)
	Actual	Budget	Variance	Budget
Income	20,997	20,208	789	494,087
Expense	60,940	65,732	4,792	483,669
Surplus/(Deficit) before interest	(39,943)	(45,524)	5,581	10,418
Interest	55	153	98	548
Net surplus/(deficit)	(39,998)	(45,677)	5,679	9,870

Comment

The year-to-date net surplus variance to budget of \$5.7M reflects the favourable summer school enrolments, and savings in salaries and other costs that reflect the phasing of operations for the year.

	2025 Year-end Result		
	Budget	Bank	Outcome
Banking Covenants			
Max Net Debt / Net Debt + Equity Ratio	4%	35%	On target
Min Interest Cover Ratio (EBITDA / Interest Expense)	10,479%	150%	On target
Min Guaranteeing Group Cover	97%	90%	On target
TEC Financial Covenants	Budget	TEC	Outcome
Max commercial debt borrowings \$000s	\$35,710	\$220,000	On target
Max aggregate financing \$000s	\$43,652	\$243,000	On target
Max Debt / Debt + Equity Ratio	4%	30%	On target
Max Debt / Net Cash Flow Ratio	0.57	3.00	On target
Max Debt / Total Revenue Ratio	9%	55%	On target
Min Net Surplus Ratio	2.0%	>0.0%	On target
Min Cash Flow from Operation Ratio	117%	114%	On target
Min Interest Cover Ratio (EBIT / Interest Expense)	19.0	Suspended until 2026	
Min Liquidity Ratio	15%	2%	On target

Comment

All Banking covenants and TEC financial covenants are projected to be met in 2025.

Financial Performance 2025 YTD Compared to 2024 YTD

\$000s	Year to Date (\$000s)		
	2025	2024	Variance
Income	20,997	52,783	(31,786)
Expense	60,995	59,765	(1,230)
Net (deficit)/surplus	(39,998)	(6,982)	(33,016)

Lower **year-to-date income** compared to the same period last year is primarily due to student derived income only reflecting revenue earned from summer school, with semester 1 starting on March 3rd while in 2024 it was February 26th.

Higher **year-to-date expenses** compared to the same period last year are driven by the timing of the operating costs in 2025.

Overall, the **year-to-date net deficit** is \$33M higher than same time last year reflects the net impact of semester 1 starting on March 3rd and the timing of operating costs in 2025.

Appendix 3: University key performance indicators – Summary report

University key performance indicators: Progress report

9 April 2025

The new Statement of Service Performance was established as part of the Investment Plan 2025-2027. This includes new KPIs (6, 7, 8, 10, 11, 13, 14, 15, and 16), and a new methodology for calculating others (9 and 10). Because of the change in KPIs and methodology, comparative results are unavailable for some KPIs, including KPIs 5, 10, 11, 13, 14, and 16.

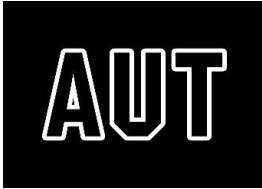
KPIs	Target 2025	YTD 2025	YTD 2024	Actual 2024	Notes
5. Course completion rate for students from areas with high deprivation scores	+1pp	82%	85%	79%	YTD results are for Summer School courses only; numbers are still small
9. Number of quality-assured research outputs	+2%	296	313		New methodology. The result is a rolling average of the past two years
10. Proportion of academic staff who are research active	+1pp	60%	-	75%	New methodology. It removes more staff who are not expected to conduct research and only counts as research active those who have published at least two outputs in the current and prior years.
11. Number of academic staff involved in PGR supervision	+2%	67%	-	73%	New methodology. Uses the same denominator as KPI 10 and includes all staff supervising dissertations/theses of 60+ points.
12. Number of media articles using AUT staff as expert voices or highlighting AUT research	≥1,000	229	242	1,404	
13. Proportion of research outputs that contribute to a UNSDG	+1pp	31%	-	34%	Source: Dimensions bibliometrics software.
14. Number of staff who have undertaken professional development in mātauranga Māori or te reo Māori	+100	101	-	72	Counts the number of fixed-term and permanent staff who have completed the three core modules of Te Aronui
15. Number of subjects ranked in the top 350 of the QS World University Subject Rankings	+1 subject	4	8	8	Not achieved
16. Revenue from donations, grants, and gifts-in-kind	\$2M	\$0.6M	-	\$1.5M	

Results still to come

KPI	Target 2024	Actual 2024	Source	Available
1. Proportion of students who would recommend their programme of study	≥82%	81%	Annual Programme Survey	Annually (December)
2. Proportion of students who are satisfied with teaching quality	≥82%	83%	Annual Programme Survey	Annually (December)
3. Proportion of bachelor's graduates who completed work-integrated learning while studying	≥85%	89%	AUT Data Warehouse	Biannually (following each graduation season)
4. Proportion of available graduates who are working full time	≥85%	83%	Annual Graduate Survey	Annually (December)
6. Number of Māori graduates from qualifications at degree-level and above	+4%	494	AUT Data Warehouse.	Biannually (following each graduation season)
7. Number of Pacific graduates from qualifications at degree-level and above	+3%	620	AUT Data Warehouse.	Biannually (following each graduation season)
8. Number of active research contracts	+2%	337	Research Elements Funding	Monthly from May

Note

KPIs 6 and 7 use total response ethnicity reporting (if a student identifies as both Māori and Pacific, for example, they will be counted once in each group).



PART A	6
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: The Chancellor's Report

Date: 28 April 2025

RECOMMENDATION:

THAT COUNCIL RECEIVE THE VERBAL REPORT FROM THE CHANCELLOR



PART A OPEN AGENDA ITEM	7.1
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Council Agenda Paper

Subject: Report from Academic Board

Date: 17 April 2025

RECOMMENDATION:

THAT COUNCIL RECEIVE THE ACADEMIC BOARD REPORTS AND MINUTES OF THE MEETINGS HELD ON 17 FEBRUARY 2025 AND 31 MARCH 2025.

The minutes are in supplementary papers.

Academic Board Report to Council

Meeting held 17 February 2025

Strategic Matters and Policy Developments

- **Academic Audit Cycle 6 – findings and next steps**

Academic Board members were given a link to the recently released Audit Panel's Report which contains 24 commendations, 11 affirmations and 12 recommendations. The recommendations are as expected and the affirmations align with the University's direction signalled in the self-review report. Three of the recommendations were discussed. An implementation plan is being developed with the intention to align it as closely as possible with work already under way. A progress report will be submitted in January 2026.

Committees of Academic Board

- The following recommendations from the **Programme Approval and Review Committee** were approved.

Academic Board approved submission to CUAP of the following proposals for new qualifications:

- Master of Architectural Design Management, Postgraduate Certificate in Architectural Design Management - *120-point master's and a 60-point postgraduate certificate*
- Master of Clinical Practice (Midwifery) - *240-point graduate entry master's qualification*

Academic Board approved submission to CUAP of the following proposal for a change to structure:

- Master of Physiotherapy Practice - *Reduction of the research component from 45 points to 30 points and flow-on amendments to some existing courses*

- The following recommendation from the **University Postgraduate Research Board** was approved:

Academic Board approved the AUT Academic English programme as a permanent alternative English language test for entry to doctoral programmes. The test results will be equivalent to the IELTS entry requirements of B+ overall, A in writing, and no band lower than a B (Engineering, Computer and Mathematical Sciences only require a 6.5 Writing Band under IELTS; B+ under GIE).

- The following recommendation from the **Faculty of Culture and Society** was approved:

Academic Board approved the re-opening to new enrolments for the Master of Educational Leadership and the Postgraduate Certificate in Educational Leadership from Trimester 2 2025, as part of AUT Online delivery.

Other

Academic Board expressed a vote of thanks and best wishes to Professor Guy Littlefair who is leaving the University.

Academic Board Report to Council

Meeting held 31 March 2025

Strategic Matters and Policy Developments

- **Long-term Academic and Capital Plan**

Professor Lawson updated the Board on progress on the development of our first Long-Term Academic and Capital Plan, which is due to be in place by the middle of the year. This core AUT plan will have a lifetime to 2035, and will enable delivery of Te Kete. It includes some initiatives that are already underway (e.g. research networks, AUT Online, academic portfolio management project) as well as a series of proposed new initiatives. Business cases will be developed as usual in order to make specific investment decisions for new initiatives. Further updates will be provided in due course.

- **Pacific Plan**

Associate Professor Matapo outlined the purpose of the Pacific Plan which is to inform a consolidated direction for the University in terms of its position in Aotearoa New Zealand and the wider Pacific region. It is an opportunity to: articulate Pacific strategic aspirations to drive initiative and practice across the University; better understand the AUT Pacific landscape and context; and, identify the University's unique role in the Pacific. It was noted that the plan, which is underpinned by Te Aronui and Te Kete, is for everyone in the University, not just the office of Pacific Advancement. The development process during 2024-2025 was outlined and implementation 2026-2030 was noted.

- **Recording of Lectures**

This item was raised as Members Business at the September 2024 meeting, and after discussion was referred to the Learning and Teaching Committee for consideration. A report compiled by the Learning and Teaching Committee was circulated with the Agenda.

The policy to be developed will apply to undergraduate lectures. Postgraduate lectures will not be included because of the different nature of the postgraduate environment, but the policy will not preclude postgraduate lecturers from choosing to record. Lecturers will have the ability to edit their recorded lectures before they are made available to students. The Board was reminded that this issue relates to student access and opportunity.

Comments made by Academic Board members included: a need for support for academic staff; possible signage on lecture theatre doors re automatic recording; the importance of 'exemptions'; and, the benefits for a range of students of being able to replay lectures.

Academic Board approved the following recommendation:

- **That a policy is developed requiring automatic recording of undergraduate lectures delivered in recording-enabled rooms. An exemptions process could apply.**

Committees of Academic Board – nil

Other - nil



PART A	8
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: Health Safety & Wellbeing Report

Date: 17 April 2025

Author: Fred Henare, Director Health, Safety and Wellbeing

RECOMMENDATION:

THAT COUNCIL RECEIVE:

- *THE HEALTH, SAFETY AND WELLBEING REPORT FOR NOVEMBER 2024- FEBRUARY 2025;*
 - *THE HEALTH & SAFETY ASSURANCE PROGRAMME 2024 – 2025; AND*
 - *PRESENTATION ON LEARNINGS FROM PORTS OF AUCKLAND CASE*
-



AGENDA ITEM

8.1

Council Agenda Paper

Subject: Health, Safety and Wellbeing Report: November 2024 – February 2025

Date: 3rd April 2025

From: Fred Henare, Director Health Safety and Wellbeing

RECOMMENDATION:

THAT THE COUNCIL COMMITTEE RECEIVE THE HEALTH, SAFETY AND WELLBEING REPORT

Introduction

This report follows a revised format based on Council members duties as Officers of the PCBU (Person Conducting a Business or Undertaking) under the Health and Safety at Work Act and associated regulations, standards and Approved Codes of Practice. Where possible it will attempt to meet the Councils requirement for information and/or confirm the enactment of its PCBU duties by AUT through reporting progress on the implementation of strategies, plans, policies and programmes intended to ensure the health, safety and wellbeing of our people, students and others impacted by our work.

Government Makes Key Legislative Changes Impacting Officers

The Government has recently announced a refocus for Health and Safety legislation and its implementation by the Regulator WorkSafe. Discussed below are the potential implications for AUT and those in Governance and Executive Leadership roles in the coming year prior to implementation of the changes.

1. Clarified Governance vs Operational Responsibilities

A core reform addresses the Maritime New Zealand v Gibson ambiguity by legally distinguishing governance from operational health and safety duties. Officers (e.g. university council members, vice-chancellors) will now focus on “strategic oversight”, while day-to-day risk management falls to operational managers.

- Example: A university council sets resourcing and policy frameworks for safety, and faculty/Deans handle hazard assessments for lab work.

2. Narrower Focus on Critical Risks

The HSWA's purpose is being "sharpened" to prioritise risks that could cause death, serious injury, or illness. For universities, this means:

- Streamlining safety protocols to eliminate redundant "tick-box" activities.
- Reassessing whether existing policies (e.g. psychosocial harm frameworks) align with critical risk thresholds.

3. Reduced Notification Requirements

PCBUs must now notify WorkSafe only for significant workplace events (deaths, serious injuries/illnesses), reducing administrative burdens.

4. Landowner Liability Clarifications

Landowners (e.g. universities hosting recreational activities on campus) are exempt from liability unless their operations occur immediately alongside the activity.

- Example: A university farm hosting horse trekking tours would only manage risks directly intersecting with its core operations.

Implications for University Leadership

Governance Priorities

- Strategic Resourcing: Ensure adequate funding and systems for critical risk mitigation (e.g. lab safety, mental health crises).
- Due Diligence: Maintain oversight through regular high-level reporting on critical risks, not operational minutiae.
- Policy Alignment: Review existing health and safety policies to eliminate non-critical compliance tasks.

Operational Delegation

- Clearly delineate roles between governance bodies and management (e.g. facilities teams, department heads).
- Invest in training for operational managers to handle delegated safety responsibilities.

Risk Reassessment

- Conduct a university-wide audit to classify risks as "critical" (e.g. chemical exposure, campus violence) vs. lower-priority.
- Monitor upcoming guidance on "small low-risk business" definitions, which may apply to satellite campuses or smaller departments.

Future Considerations

- Legislative Timeline: Amendments are expected to pass in early 2026, with compliance likely required by mid-2026.
- WorkSafe's Evolving Role: Anticipate increased scrutiny on critical risks and potential cultural shifts as WorkSafe addresses "overcompliance" (e.g. road cone hotline precedent).

- **Stakeholder Engagement:** Collaborate with unions and student associations to align risk management with community expectations.

These reforms emphasise strategic governance over operational involvement, requiring universities to balance compliance efficiency with proactive critical risk mitigation. Officers should prioritise updating delegation frameworks and risk matrices ahead of 2026 implementation.

Governance Training

To support Council's obligation to acquire and keep up to date knowledge and understanding on health and safety and related issues, a proposed professional development programme is being developed for this year that considers the guidance offered by the Institute of Directors and the Business Leaders Health and Safety Forum. Core components for the proposed programme would include:

- **Understanding Officer Responsibilities:** A comprehensive overview of the Health and Safety at Work Act 2015 (HASWA), focusing on the distinction between governance and operational responsibilities.
- **Collective Council Accountability:** Training on how to work as a unified governance group to address safety risks comprehensively, emphasizing collaborative approaches to health and safety governance.
- **Risk Management and Critical Risks:** Developing skills in identifying, assessing, and managing critical health and safety risks specific to the organisation.
- **Culture and Leadership:** Exploring leadership behaviours and practices that foster a positive health and safety culture from the top down.
- **Stakeholder Accountability:** Understanding how to report on health and safety management, including critical risks and progress, in annual reports.

Feedback will be sought on both content and delivery of the programme.

Hazard and Risk Management

Reporting over the last 12 months has indicated a reasonably low number of injury events given the number of staff and the nature of some of our critical risks. The key risk management activity over the last 4 months has been the conduct of several compliance reviews driven by a range of requirements both internal and external including:

Occupational Hygiene Inspection Report

Required under s.36 (3) (g) Health and Safety at Work Act 2015. This requires technical assessments of the workplace for health threats including exposure to noise, dusts, solvents and systems that affect those exposures e.g. ventilation, lighting, fume hoods etc. This has required a detailed technical assessment of every at-risk work area predominantly on the City and Akoranga campuses.

Transitional Facility Audits

Required under s. 39 Biosecurity Act 1993 - Maintaining approval of transitional and containment facilities accreditation requires internal and external audits at least annually against the Standard for Structural and Operational Requirements for Physical Containment.

Test Location Certificate Inspections

Where designated under schedule 9, 10, 11 or regulation 13.38 of the Health and Safety at Work Hazardous Substances Regulations 2017 holders of hazardous substances of the requisite volumes and classifications are required to hold a Location Certificate authorising the holding of those substances and evidencing the adequacy of management arrangements. This requires an assessment audit undertaken annually.

Hazardous Substances Compliance for Tertiary Labs

Part 18 Health and Safety at Work Hazardous Substances Regulations provides exemptions for Laboratories that teach or carry out research. Universities are required to meet the Code of Practice for CRI and University Exempt Laboratories to demonstrate that they're meeting an appropriate standard to operate safely under the exemption. Independent external and appropriately qualified internal auditors are used for these audits as part of annual assurance activities.

Proposed Safe Work Instrument for CRI and Tertiary Laboratories

WorkSafe has proposed a Safe Work Instrument to replace the above Hazardous Substances Part 18 Exemption is going out shortly for public consultation. A compliance review was conducted to better understand the implications for AUT. Concerns expressed by other Tertiary organisations include significant capex for increased building fire protection requirements and restrictions on flammables in labs affecting the ability to teach larger classes.

University of Waikato Enforceable Undertaking

A hazardous substances incident at the University of Waikato has raised the vulnerability of Tertiary Laboratories to fire due to the design and supporting arrangement for gas reticulation where multiple gases are used in the same laboratory. A review was undertaken to assess compliance with Tertiary best practice.

Action Plan development and implementation

The summary of these compliance assessments and the resulting recommendations has been forwarded to impacted faculties and divisions for their review and development of action plans for review by Executive Leadership members on 1 May 2025. The outcomes of this activity and resulting actions will be reported on at the following Council meeting.

The AUT Risk Profile has been adjusted to consider the issues identified and reported to CFAC.

HSW Systems

Noggin

Noggin, the current system used to report & record incidents and any follow up actions, investigations and implementation of recommendations is under review. The intent is to configure the ability to record risks, risk assessments and the related risk controls. While it had been hoped to be able to record People Leaders risk management decisions on the system, this capability would require significant additional cost that would be untenable.

A simplified risk management approach has been developed for faculties and schools to record and rank their HSW risks and is being trialled to work out any issues.

HSW Inductions

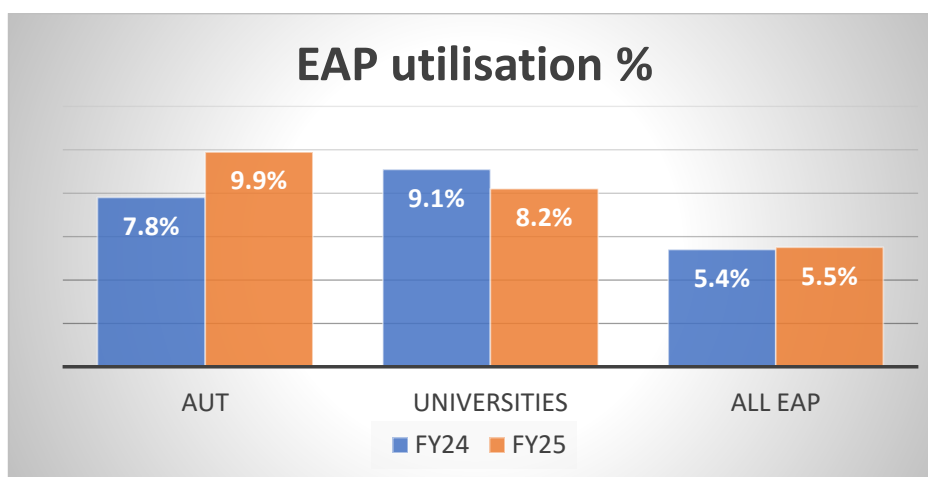
While Governance and Executive HSW training packages are being considered alongside the Institute of Directors and Business Leaders HSW Forum offerings, an all AUT staff HSW Induction training package has been developed with a further package in development for all People Leaders covering key information for each group. The intent is that they be available online once an appropriate platform is decided to support roll out in the next quarter.

Safety Management System

The system of policies, protocols and procedures that describe how AUT's health, safety and wellbeing responsibilities will be given effect is being reviewed to align with the direction of Council and in alignment with the organisations legal accountabilities. The first stage is expected to reflect recent discussions on the separation of responsibilities between AUT's Officers (at the governance level) and the Organisations accountabilities given effect by the Vice Chancellor and Executive Leadership. The next phase will include critical systems including operational planning and risk management.

Employee Assistance Programme (EAP)

A primary wellbeing tool available to AUT staff is the Employee Assistance Programme that makes available counselling for staff and their families at no cost for the first five sessions. This programme is currently under review at year 3 of a 5-year contract.



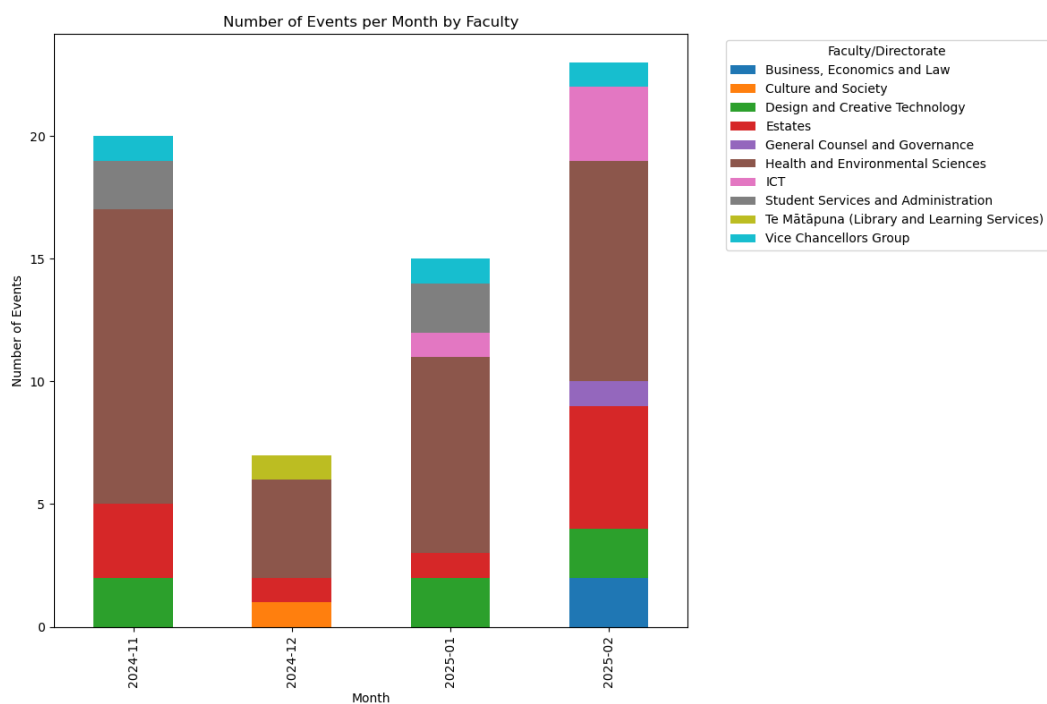
Graphic provided by EAP Services Limited

Presenting issues have been split consistently over the last 3 years into 25% Work related while 75% are personal. Of the Work-related issues, the comparison between AUT and other Universities reported in the diagram below shows little difference between them.

Work Issues	
FY25	
AUT	Universities
Career	Career
Relationship with Manager	Relationship with Manager
Work Load	Relationship with Co-Workers
Relationship with Co-Workers	Work Load
Environment	Performance

The expectation being made of EAP Services and AUT People Leaders is a drive encouraging greater use of EAP.

Incident Reporting for the Nov 2024 to Feb 2025 period



From a health and safety perspective, the bar chart provides several insights:

High Frequency of Events in Health and Environmental Sciences:

The **Health and Environmental Sciences** faculty consistently reports the highest number of events each month. This recognises the size of the faculty in relation to others and potentially indicates a need for targeted health and safety interventions to address the underlying causes.

Increase in Events in February 2025:

- There is a noticeable increase in the number of events reported in February 2025 across multiple faculties, particularly in **Estates** and **Health and Environmental Sciences**. This spike is likely due to seasonal factors, increased activity during this period.

Consistent Reporting in Estates:

- The **Estates** faculty also shows a relatively high and consistent number of events each month. This suggests ongoing health and safety challenges that need to be addressed, possibly related to the nature of the work in this faculty.

Low Reporting in Some Faculties:

- **Culture and Society**, and **Te Mātāpuna (Library and Learning Services)** report very few events. While this could indicate a safer environment, it might also suggest awareness or other concerns.

Variety of Event Types:

- The data includes a mix of accidents, incidents, near misses, and undesired circumstances. This variety highlights the importance of comprehensive health and safety training as envisaged and awareness programs to address different types of risks.

Need for Focused Safety Measures:

- Given the higher number of events in certain faculties, it may be beneficial to conduct more detailed risk assessments and implement focused safety measures in these areas. Regular safety audits, training sessions, and awareness campaigns could help reduce the number of incidents.

Overall, the chart underscores the importance of continuous monitoring and proactive health and safety management to ensure a safe working and learning environment across all faculties.

Incident Closures

- Of the 114 incidents reported during the period Nov 2024 – Feb 2025 25 remains open with 8 open longer than 28 days.

Overall, the chart underscores the importance of continuous monitoring and proactive health and safety management to ensure a safe working and learning environment across all faculties.

Compliance and Assurance

The compliance reporting indicated earlier in this report has emerged organically due to a range of both internal and external factors. The resulting findings and recommendations suggest that AUT may benefit from quality/continuous improvement initiatives to support more effective and efficient approaches to planning and implementation of programmes. More analysis needs to be undertaken in this space in the future.

The development and implementation of assurance programmes to support embedding of good practice is likely to allow AUT to confirm any improvements made. **See Supplementary paper 4.1a**



AGENDA ITEM

8.1a

Council Additional Paper

Subject: **Health & Safety Assurance Programme 2024/25**

Date: **14 April 2025**

From: **Fred Henare, Director Health Safety and Wellbeing**

RECOMMENDATION:

THAT THE COUNCIL COMMITTEE RECEIVE THE HEALTH & SAFETY ASSURANCE PROGRAMME 2024/25

Background

The HSW Quarterly Report details a number of assurance audits and reviews undertaken over the last twelve months, including four in the last quarter, assessing compliance with a range of statutory, regulatory and other requirements. To ensure that the resulting findings and recommendations are appropriately prioritised, actioned and resourced in a timely manner they have been combined into a single set of recommendations which relevant faculties and divisions are working collaboratively to turn into a structured action plan.

The HSW Action Plan

The audit and review reports cover a range of areas:

- Identification and assessment of Occupational Health risks to AUT staff
- MPI Regulatory Biocontainment Compliance Audits for AUT as a Transitional Facility Operator
- Hazardous Substances Storage and Management Regulatory Audit
- Health and Safety at Work Hazardous Substance Regulations Compliance Review
- Laboratory Reticulated Gas Systems Review post the University of Waikato incident
- Crown Research and Tertiary Laboratories Code of Practice Audit
- Biocontainment Incident Review – Review of Laboratory Practice arrangements (5 March 2025)

Seventy six of the 275 findings and recommendations from these audits and reviews have already been addressed while sixty-five are in progress while the remainder are being addressed through this process.

ELT Oversight

A cross-AUT working group, including the Faculty of Design and Creative Technologies, Faculty of Health and Environmental Sciences, and the Estates and People & Culture divisions has been established to work through the remaining findings. All remaining recommendations will have had appropriate solutions developed for consideration by their Executive Leader by 16th April. These will then be reviewed by an Executive Sub-Group, established to provide AUT oversight, for approval on 1st May 2025.

It is noted that the majority of recommendations are administrative e.g. new signs, procedures, revised policies and supporting training while a smaller number will require inter-departmental cooperation on minor equipment installation and maintenance. Dedicated people and financial resources are being allocated to this work, and external independent reviews of progress are being planned. There are some solutions that will require multi-phase projects that will align with Long Term Academic Capital Plan. A full report will be provided at the next meeting of Council in May with interim updates as required.



PART A
OPEN AGENDA ITEM

13.1

Council Agenda Paper

Subject: Update from the President of AUTSA – Alicia Lemmer

Date: 28 April 2025

RECOMMENDATION:

THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE PRESIDENT OF AUTSA



PART A OPEN AGENDA ITEM	13.2
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Council Agenda Paper

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

Date: 28 April 2025

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
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Council Agenda Paper

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

Date: 28 April 2025

RECOMMENDATION:

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