



THE UNIVERSITY OF  
MELBOURNE

# Annual Report 2022



# Message from *The Chancellor*



The Hon Gayle Tierney MP  
Minister for Training and Skills, Minister for Higher Education and Minister for Agriculture  
Level 1, 2 Treasury Place  
East Melbourne Vic 3002

31 March 2023

Dear Minister

I am pleased to submit the Annual Report of the University of Melbourne for the year ending 31 December 2022.

University of Melbourne Council endorsed the 2022 Annual Report at its meeting on Wednesday 15 March 2023. The report is prepared in accordance with requirements of the financial reporting directions under the *Financial Management Act 1994*.

The University's purpose is to benefit society through the transformative impact of education and research. Members of Council are mindful of our role in overseeing the efforts of the University to realise this purpose, and of our public duty to serve the University and the broader community of which we are a part.

This annual report articulates the University's 2022 achievements and progress towards the priorities and aspirations set out in our *Advancing Melbourne* strategy. With students and staff returning to campus after almost two years of remote studying and working, the University delivered a dynamic and cross disciplinary academic experience for its students in 2022, and looked to the future of education with development of our new *Advancing Students and Education Strategy*.

Throughout 2022, the University continued to grow its research profile and collaborate with partners to address major challenges facing the world. This research excellence is reflected in the University's success in international rankings and national funding programs, and in the many awards received by our researchers in recognition of their vital contributions to the evolution of knowledge.

As the Chancellor of the University of Melbourne, I submit this annual report to you for your information and presentation in Parliament.

Yours sincerely

A handwritten signature in blue ink that reads "Jane Hansen".

**Jane Hansen AO**  
Chancellor

# Message from *The Vice-Chancellor*



31 March 2023

During 2022, the University of Melbourne's global reputation continued to grow. In one small measure of our global connection, we were honoured to welcome visits to Melbourne from world leaders during the year including India's External Affairs Minister Dr S Jaishankar, and the US Secretary of State Antony Blinken.

With the re-opening of international borders, the University furthered its engagement on the international stage, welcoming the return of international students and strengthening even further our global research linkages, with face-to-face meetings in numerous countries in Asia and the Pacific, and in Europe.

In partnership with others at home and abroad, the University continues to tackle some of the world's hardest problems, seeking to build a positive future for Australia and for neighbouring nations. Among many examples given in this annual report, I mention establishment of the Cumming Global Centre for Pandemic Therapeutics at Parkville, which will help make the world safer from future pandemics by enabling rapid design and development of new treatments for infectious diseases.

In similar vein the University's new Genesis Pre-Seed Fund and Tin Alley Ventures Fund will support University staff, students and alumni, as well as researchers from affiliated organisations, in translating their research into viable commercial projects and products, thus helping to make a positive difference in many people's lives.

The launch of the University of Melbourne *Sustainability Plan 2030* was a further significant moment in 2022, underlining the leadership role the University is determined to play in addressing the global climate crisis through expertise and action across the knowledge disciplines.

A centrally important element of our work in 2022 has been to engage actively with students and staff to seek continuous development in teaching and learning, and to considerably improve the student experience. This has been enhanced by the gradual opening of our new Student Precinct on the Parkville campus, which provides an outstanding series of buildings and open spaces for our students to use and enjoy.

I look forward to continuing to lead this outstanding University through a number of important new strategic initiatives during 2023.

Yours sincerely

A handwritten signature in black ink that reads "Duncan Maskell". The signature is written in a cursive, slightly slanted style.

**Professor Duncan Maskell**  
Vice-Chancellor

# Acknowledgement of *Traditional Owners*

of the land on which our campuses are located



The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi-wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

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Cover image: As a public-spirited institution, the University of Melbourne participates in and promotes public discourse, convening opportunities for engagement on issues of significance to the community, and sharing knowledge to advance policy discussion and debate. In line with this commitment, the University and City of Melbourne partnered with the Sydney Peace Foundation to celebrate awarding of the prestigious Sydney Peace Prize to the Uluru Statement from the Heart at the Melbourne Town Hall in November. Accompanied by guitarist Cisco, John Wayne Parsons (pictured) held the packed house spellbound when they came to hear Alyawarre woman Pat Anderson AO and Cobble Cobble woman Professor Megan Davis and learn more about the call for a Voice for Indigenous people in the Constitution. John Wayne is a Yugerrabul and Ugarem Le (man) and Team Leader for Indigenous Student Success at the University's Murrup Barak Melbourne Institute for Indigenous Development. He is also completing a PhD through the Faculty of Fine Arts and Music (Indigenous Arts and Culture) via the Wilin Centre, investigating how First Nations performers use song as a mode to re-story their experiences. In his thesis, John Wayne is specifically examining how song can be used to highlight the transgenerational resilience inherent in the First Nations experiences of his own family and ancestors. *Image: Ross Bird*

# Making an impact *at historic milestones*

*Since establishment in 1853, the University of Melbourne has contributed its research and teaching at significant historic moments to advance knowledge for the benefit of society in ways that enrich and transform lives.*

1853

## **University education**

Founded by an Act of the Victorian Parliament, the University of Melbourne was established as a centre of learning in 1853. With the laying of the foundation stone, the University assumed its place as an integral part of the small colony's cultural life, growing and evolving to become a provider of education and research excellence, both locally and globally.

1856

## **The eight-hour day**

On 21 April, stonemasons building the University of Melbourne stopped work and marched to Parliament House, gathering fellow stonemasons on the way to demand the eight-hour day: eight hours' labour, eight hours' recreation and eight hours' rest. The eight-hour day became the goal of a fledgling labour movement as well as its central celebration.

1862

## **Scientific and cultural knowledge sharing**

From its earliest years, the University of Melbourne has housed important scientific and cultural institutions. This included the Melbourne Museum between 1862 and 1899, and the Melbourne Herbarium established in 1926. And in 1854, Sir Redmond Barry, the University of Melbourne's first and longest serving Chancellor, founded the State Library of Victoria.

1881

## **Higher education for women**

The University of Melbourne admitted women from 1880 and in December 1883, Julia Margaret (Bella) Guérin became the first female graduate of an Australian university, being awarded a Bachelor of Arts and subsequently a Master of Arts in 1885.

1914–1918

## **World War I**

The University of Melbourne played a critical role in the war effort, shortening medical courses to expedite supply of doctors to the front. Its professors offered expertise to munitions committees that brought advances in manufacturing tolerances and, combining knowledge of chemistry, physics and physiology, developed gas masks to protect soldiers against chlorine and bromine.

1920

## **Symphony orchestras**

Bernard Heinze, Ormond Chair of Music, reformed the Melbourne Symphony Orchestra, combining it with the University Symphony Orchestra in 1932. The change occurred in time for the establishment of the Australian Broadcasting Commission (ABC), and provided music for radio as well as local concerts.

1939–1945

## **World War II**

The Second World War made still greater demands on universities than the first. The University of Melbourne worked with defence authorities as part of 'manpower' controls to supply professional graduates across a range of disciplines. University staff joined defence committees, including famously in the first Australian manufacture of optical glass.

1948

**University research**

The University of Melbourne became the first Australian university to offer PhDs in 1948 to Erica Wolff in Arts, and RH Myers in Science. The development of the PhD reflected the increasing importance placed on research in the Academy.

1956

**Computerisation**

In 1947 Maston Beard and Trevor Pearcey, a British radar scientist who had emigrated to Australia after World War II, led a research group at the CSIR (after 1949 called CSIRO) to design and build CSIR Mk1, the world's fourth stored-memory electronic computer. In 1955 the computer was transferred to the University of Melbourne. Renamed CSIRAC, it continued to operate until November 1964.

1968

**Performing arts**

Emerging from the Union Repertory Theatre, 'the Rep' as it was known since its formation in 1953, evolved to become the University of Melbourne Theatre Company in 1968. Today, the Melbourne Theatre Company is a department of the University of Melbourne.

1990

**The internet**

The first TCP/IP internet connection to Australia, and the system for allocation of all domain names, was developed and managed at the University of Melbourne. The University's pivotal role in the country's early internet was due to Professor Peter Poole and Robert Elz from the University of Melbourne's Department of Computer Science who established a data link to the United States of America enabling Australian researchers to exchange email with the users of overseas networks. Although cumbersome by modern standards, it was nevertheless the forerunner of the modern internet.

2008

**University curricula**

In 2008, inspired by leading international centres of higher education, the University of Melbourne developed an innovative teaching model to support and inspire graduates to become great thinkers with the skills to solve the world's great challenges. The model encourages students to pursue their passions and explore studies outside their major through breadth subjects, fostering a broader skill set and complementing their degrees.

2010

**Truth telling**

In concert with universities across the world starting to recognise and acknowledge Indigenous history, knowledge and past wrongs, the University of Melbourne developed its first *Reconciliation Action Plan* (RAP). The University remains committed to using its teaching and learning, research and engagement to make a sustainable contribution to improve health, education and living standards for Indigenous Australians.

2020–2022

**COVID-19 pandemic**

In response to the COVID-19 pandemic, the University demonstrated leadership in advancing scientific understanding of the virus and its health impacts, informing public policy and government response, and driving pandemic recovery. Significantly, scientists at the Doherty Institute were the first outside of China to grow and share the SARS-CoV-2 virus globally. The University was also successful in securing the largest ever philanthropic donation (\$250 million) to Australian medical research to establish the Cumming Global Centre for Pandemic Therapeutics at the Doherty Institute.

# *At a glance*

**52,712**  
students (EFTSL)<sup>1</sup>

**#1**  
in Australia in  
THE Global  
Rankings<sup>2</sup>

**21,835**  
total award  
completions

**#32**  
in the world  
in ARWU  
rankings<sup>3</sup>

**2000+**  
alumni mentors

**\$672M**  
HERDC research  
income<sup>4,5</sup>

1. Equivalent Full-Time Student Load (EFTSL)
2. Times Higher Education (THE)
3. Academic Ranking of World Universities (ARWU)
4. Higher Education Research Data Collection (HERDC)
5. Indicative only and subject to change following a final audit
6. Total staff full-time equivalent (FTE) including continuing, fixed-term and casual staff



**#34**

in the world  
in THE  
Global Rankings<sup>2</sup>

**470,000+**

living alumni

**9809**

staff<sup>6</sup>

**150+**

student  
nationalities

**41%**

international  
students

**52%**

undergraduate

**48%**

graduate

# Year *in review*



## *January*

### **Summer term commences**

The academic year began in earnest with many students undertaking summer term subjects.

## *February*

### **Campuses come alive**

Students and staff returned to campus after almost two years of remote learning, teaching and working and enjoyed new facilities such as the 6 Star Green-Rated Student Pavilion and Science Gallery Melbourne. The University also hosted visits from a number of high-profile international dignitaries, including United States Secretary of State, Mr Antony Blinken, and India's External Affairs Minister, the Hon Dr S Jaishankar.



## *March*

### **Building a strong institutional culture**

Providing leadership and direction on issues of most concern to students and staff, the University created the new People and Community portfolio and appointed its first Deputy Vice-Chancellor (People and Community).

## *April*

### **Deepening global partnerships**

The University led the first in a series of international delegations to the Asia Pacific in 2022, visiting India to deepen its connections and collaborations with the country through new and long-standing partnerships.



## *May*

### **Sustainability Plan 2030**

The University launched its new *Sustainability Plan 2030*, outlining its approach to addressing the global climate and sustainability crisis and strengthening the University's commitment to climate leadership.

## *June*

### **Launch of \$115 million research commercialisation funds**

In a first for an Australian university, the University of Melbourne announced establishment of two new major investment funds – the Genesis Pre-Seed Fund in partnership with Victorian Government initiative Breakthrough Victoria, and Tin Alley Ventures Fund with Tanarra Capital – to support researchers to turn their discoveries into commercial realities.



*July*

### **Garma Festival**

The University returned to Garma, Australia's premier Indigenous event, as principal sponsor. Under the central theme of *Nhaŋa ŋathilyurra*, a Yolŋu phrase meaning to 'Look ahead towards the future', the University welcomed the opportunity discuss its broader partnerships in North East Arnhem Land and across Indigenous Australia.

*August*

### **Celebrating new opportunities on campus**

Establishment of the new Cumming Global Centre for Pandemic Therapeutics was announced at the Peter Doherty Institute for Infection and Immunity, made possible by an exceptionally generous \$250 million donation from philanthropist Mr Geoffrey Cumming. In the same month, the University welcomed more than 45,000 aspiring students and their families to the Parkville and Southbank campuses for the first on-campus Open Day in three years.



*September*

### **Arts and culture take centre stage**

Following the opening of the new Student Pavilion building at the start of 2022, the Arts and Cultural Building opened on the Parkville campus, providing a vibrant cultural hub for students and the community, and a new home for the University's historic Union and Guild theatres.

*October*

### **Australia's leading university**

For the 13th consecutive year, the University of Melbourne was the highest ranked university in Australia in the Times Higher Education World University Rankings.



*November*

### **Amplifying Indigenous voices**

Following the Dungala Kaiela Oration in August, the University proudly hosted two other signature events profiling key Indigenous leaders: awarding of the Sydney Peace Prize to Uluru Statement from the Heart authors Pat Anderson AO, Professor Megan Davis and Noel Pearson, and the 2022 Narrm Oration, delivered by Professor Eleanor Bourke AM.

*December*

### **New Chancellor appointed**

Jane Hansen AO was appointed as the 23rd Chancellor of the University of Melbourne.

# Continuing the *fight against COVID-19*

*In the third year of the pandemic, the University of Melbourne forged ahead on vaccine development and discovery, making critical contributions to the treatment and prevention of COVID-19 and supporting recovery efforts through medical interventions, policy responses and community education initiatives.*

As Australia learned to live with COVID-19 and lockdowns eased in 2022, University of Melbourne researchers focused on optimising safety in the transition back to physical workplaces.

The BREATH project, led by the City of Melbourne in partnership with the University and Cbus Property, found that simple changes to ventilation systems significantly decreased the transmission of COVID-19, protecting office workers while also reducing energy consumption in buildings. (See also page 29)

The Medihood 'McMonty', a personal ventilation hood for use in hospitals, was developed in the first year of the COVID-19 pandemic by Professor Jason Monty from the Faculty of Engineering and Information Technology and Associate Professor Forbes McGain from Western Health. The McMonty was recognised with two significant awards in 2022: the MTPConnect award for the Most Substantial Impact in the Australian Health Sector, and the WorkSafe Victoria Workplace Health and Safety Solution of the Year. The device, developed to significantly reduce risks of COVID-19 transmission in hospitals, has since been adopted for use in other clinical areas such as coronary care, dialysis and respiratory care.

With COVID-19 infections remaining high, the University's VaxFACTS website, hosted by Professor Margie Danchin from the Faculty of Medicine, Dentistry and Health Sciences and the Murdoch Children's Research Institute, continued to be a trusted source of information for the community. New videos covered the flu and COVID-19 vaccines and provided advice on vaccination for children.

Across the year, the University's medical researchers continued to investigate ways to combat the virus, assessed the impacts of existing vaccines, and explored the potential for new vaccines and treatments. The Peter Doherty Institute for Infection and Immunity secured a landmark agreement with Moderna. The agreement facilitated access to Moderna's mRNA Access program and will rapidly accelerate vaccine testing for a range of infectious diseases, including HIV, tuberculosis and Japanese encephalitis.

Associate Professor Lisa Hui from the Faculty of Medicine, Dentistry and Health Sciences led a study showing no increase in congenital abnormalities or foetal growth restriction in women who were vaccinated during pregnancy, and furthermore that these women had fewer preterm births and stillbirths than those who were unvaccinated.

Researchers from the Doherty Institute, including Dr Jennifer Juno from the Faculty of Medicine, Dentistry and Health Sciences, showed that the human body's T cells provide long-lasting memory against the virus following vaccination or infection from COVID-19. Dr Juno's research also discovered that vaccination boosted the levels of these T cells by up to 30 times.

The University of Melbourne, together with Monash University, received \$5.4 million from the Victorian Government to establish the Victorian mRNA Innovation Hub to develop next-generation mRNA vaccines and therapeutics to fight diseases.

Researchers also extended their findings to the wider issue of pandemic preparedness generally. This included establishment of the Cumming Global Centre for Pandemic Therapeutics to ensure resilience against future pandemics. (See also pages 14–15).

Associate Professor Nic Geard and Dr Cameron Zachreson from the Faculty of Engineering and Information Technology led development of an epidemiological simulation model to help improve future border quarantine practices, both in Australia and internationally.

University researchers including Professor David Nisbet from the Faculty of Engineering and Information Technology, considered ways to prevent spread of the virus through surface transmission, contributing to development of a first-of-its-kind permanent sprayable coating to repel viruses and bacteria. They also incorporated materials in the coating that can kill pathogens through an air-filled barrier.

Research was conducted to examine the effects and outcomes of lockdowns and public health measures introduced in earlier years of the pandemic. The University's Future of Work Lab published a report, led by Dr Peter Ghin from the Faculty of Business and Economics, revealing significant changes to working patterns in regional Victoria since the onset of COVID-19.

Reflecting greater geographic mobility and workplace flexibility afforded by remote working arrangements, the study showed that people who migrated to regional Australia during COVID-19 were more likely to retain metro-based employment rather than transfer their skills into the regional workforce.

A study co-authored by Professor Mark Wooden and Dr Esperanza Vera-Toscano from the Faculty of Business and Economics showed that, due to the incidence and length of lockdowns in 2020, Victorian women experienced greater mental health decline compared to the rest of Australia, with negative impacts more severe for women in couples, women with children under 15, and those living in flats or apartments.

In December, findings from the latest HILDA Survey (Household, Income and Labour Dynamics in Australia) were released, revealing the impacts of the COVID-19 pandemic on Australian households. HILDA, conducted by the Melbourne Institute, is the country's only nationally representative longitudinal household study following the same group of Australians over their lifetimes. The latest report uses data up until 2020. It showed that inequality declined significantly in Australia with the largest fall in the survey's 20-year history, as governments provided unprecedented emergency income support and other measures to respond to the growing pandemic. The results offer important insights into the levels and impact of assistance Australia provides to the most vulnerable members of society.



Forging ahead with vital work in vaccine development and discovery, the University of Melbourne, together with Monash University, received \$5.4 million from the Victorian Government to establish the Victorian mRNA Innovation Hub to develop next-generation mRNA vaccines and therapeutics to fight a range of diseases and conditions.

*Image: supplied*

# Cumming Global Centre for Pandemic Therapeutics

## *Embracing big and bold ideas to ensure resilience against future pandemics*

The largest philanthropic donation to medical research, and one of the largest gifts in Australia's history, was announced in August, to establish the Cumming Global Centre for Pandemic Therapeutics at the University's Parkville campus.

The work of this groundbreaking global medical centre will focus on research in emerging, high-potential molecular platforms and computational techniques to develop new therapeutics with unprecedented speed.

Establishment of the new centre will be made possible by the exceptional generosity of international businessman and philanthropist, Mr Geoffrey Cumming, a Canadian and New Zealand citizen who lives in Melbourne, and the vision of the Victorian Government. Mr Cumming donated \$250 million to the University of Melbourne to establish the new Cumming Global Centre within the Peter Doherty Institute for Infection and Immunity.

The centre will provide a critical 'second shield' to protect society in the event of another COVID-type event. This extraordinary donation will enable rapid design, testing and delivery of new therapeutics within months of a pandemic outbreak.

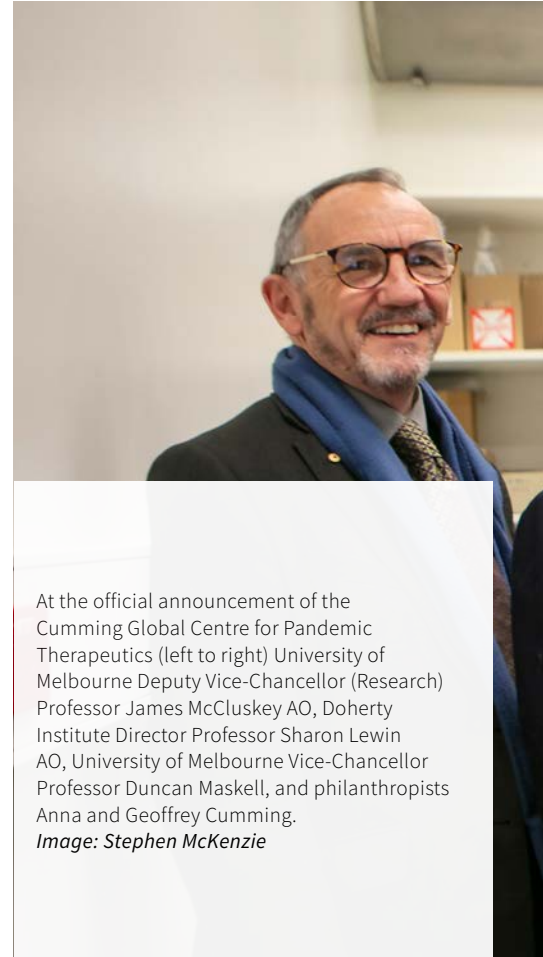
"It will provide long-term support for both junior and senior researchers to tackle big and bold ideas," said Professor Sharon Lewin AO, Director of the University of Melbourne's Peter Doherty Institute for Infection and Immunity.

Experience from previous pandemics, including COVID-19, has shown that therapeutics are critically important in preventing progression of infections to severe disease, and ultimately in saving lives.

The approach taken by the Cumming Global Centre for Pandemic Therapeutics will complement public health measures and, in addition to vaccines, provide an effective therapeutic response for people contracting disease in the face of a pandemic. The centre will have the potential to transform how the next outbreak is managed by addressing traditional dependence on vaccines alone.

In support of Mr Cumming's donation, the Victorian Government recognised the critical need to advance science behind therapeutics for the benefit of society, making a significant initial contribution of \$75 million to the new venture.

The Cumming Global Centre for Pandemic Therapeutics will be established within the Doherty Institute's Parkville facility and will form part of the \$650 million Australian Institute for Infectious Disease, a partnership between the University of Melbourne, the Doherty Institute and Burnet Institute, and co-funded by the Victorian Government with a \$400 million investment.



At the official announcement of the Cumming Global Centre for Pandemic Therapeutics (left to right) University of Melbourne Deputy Vice-Chancellor (Research) Professor James McCluskey AO, Doherty Institute Director Professor Sharon Lewin AO, University of Melbourne Vice-Chancellor Professor Duncan Maskell, and philanthropists Anna and Geoffrey Cumming.  
*Image: Stephen McKenzie*



## Staying safe on campus

*Throughout 2022, as it welcomed more people and activity back to campus, the University of Melbourne prioritised the health, safety and wellbeing of students and staff through a comprehensive public health response.*

The University supported students and staff when unwell, offering remote learning and working options and a range of student supports and special COVID-19 staff benefits for those unable to study or work remotely due to illness or isolation. Staff could also access special COVID-19 benefits and flexible working arrangements to get vaccinated or if they were unable to work due to an adverse reaction to a vaccine.

Free masks and rapid antigen tests were offered to students and staff attending campus to help detect and reduce transmission of COVID-19 across the University community.

Enhanced infection control, improved ventilation and cleaning measures across all facilities were a continued focus throughout 2022.

A two-dose COVID-19 vaccination requirement was in place until mid-July. With more than 97 per cent of staff and students receiving two vaccine doses, and in line with Victorian Government settings, the requirement for people attending campus was removed.

The University strongly encouraged all members of its community to stay up to date with their vaccinations and offered pop-up COVID-19 vaccination centres on the Parkville, Southbank and Werribee campuses in August to support this goal.

From Semester 2, while continuing to offer teaching and learning programs online, on campus and via dual-delivery mode, the University encouraged students to choose on-campus options wherever possible, bringing vibrancy back to campus life.

# Awards, achievements *and acknowledgements*

## FELLOWS AND ACADEMY APPOINTMENTS

### *Academy of Social Sciences in Australia* **Appointed Fellows**

- Professor Kim Dovey, Faculty of Architecture, Building and Planning
- Professor Michelle Foster, Melbourne Law School
- Professor Guyonne Kalb, Faculty of Business and Economics
- Professor Roger Wilkins, Faculty of Business and Economics

### *Australian Academy of Health and Medical Sciences* **Appointed Fellows**

- Professor David Burgner  
Murdoch Children's Research Institute
- Professor Leonid Churilov, Faculty of Medicine, Dentistry and Health Sciences
- Professor Phillip Darcy, Sir Peter MacCallum Department of Oncology
- Professor Ian Freckelton  
Melbourne Law School
- Professor Jane Hocking, Faculty of Medicine, Dentistry and Health Sciences
- Professor Anne Kavanagh, Faculty of Medicine, Dentistry and Health Sciences
- Professor Laura Mackay, Peter Doherty Institute For Infection and Immunity
- Professor Ben Solomon, Sir Peter MacCallum Department of Oncology
- Professor Mark Stevenson, Faculty of Architecture, Building and Planning

### *Australian Academy of the Humanities* **Appointed Fellows**

- Dr Jenny Green, Faculty of Arts
- Professor Ronan McDonald, Faculty of Arts
- Professor Denise Varney, Faculty of Arts
- Professor Sally Young, Faculty of Arts

### *Australian Academy of Science* **Appointed Fellows**

- Laureate Professor Kate Smith-Miles  
Faculty of Science

### *Australian Academy of Technology and Engineering* **Appointed Fellows**

- Professor Thas Nirmalathas  
Faculty of Engineering and Information Technology

### *Department of Foreign Affairs and Trade* **Visiting Legal Fellows**

- Professor Anne Orford  
Melbourne Law School

### *International Science Council* **Appointed Fellows**

- Professor Ruth Fincher  
Faculty of Science

## NATIONAL AWARDS

### *Australian Academy of Health and Medical Sciences Jian Zhou Medal*

- Professor Sant-Rayn Pasricha, WEHI

### *Australian Academy of Health and Medical Sciences Outstanding Female Researcher Medal*

- Professor Sharon Lewin AO FAHMS  
Peter Doherty Institute for Infection and Immunity

### *Australian Academy of Health and Medical Sciences Emerging Leader Award*

- Professor Thomas Kalincik  
Faculty of Medicine, Dentistry and Health Sciences

### *Australian Academy of Technological Sciences and Engineering Awards*

- Dr George Chen, Faculty of Engineering and Information Technology
- Associate Professor Laura Downie  
Faculty of Medicine, Dentistry and Health Sciences
- Professor Jason Monty  
Faculty of Engineering and Information Technology

### *Prime Minister's Prizes for Science* **Prize For New Innovators**

- Dr Pip Karoly, Faculty of Engineering and Information Technology

### *Rural Doctors Association of Australia's* **Medical Student of the Year Award**

- Jasraaj Singh, Faculty of Medicine  
Dentistry and Health Sciences



*Victorian Endowment for Science,  
Knowledge and Innovation (veski)  
Victoria Fellowships*

**Physical Sciences Category**

- Dr Wenyi Li, Faculty of Medicine Dentistry and Health Sciences
- Dr Tuan Nguyen, Faculty of Engineering and Information Technology
- Dr Wei Tong, Faculty of Science

**Life Sciences Category**

- Dr Dinh Bui, Faculty of Medicine Dentistry and Health Sciences
- Dr Sarah McColl-Gausden  
Faculty of Science

*Universities Australia Award for  
Excellence in University Research  
Reporting*

- Pursuit

## INTERNATIONAL AWARDS

*Australasian Research Management  
Society Paul Taylor Award for Research  
Management Excellence*

- Faculty Research Support Team
- Research Outputs Team

*L'Oréal-UNESCO for Women in Science  
Fellow*

- Dr Georgia Atkin-Smith, WEHI
- Dr Hui-Fern Koay, Peter Doherty  
Institute for Infection and Immunity
- Dr Rebecca Morris, Faculty of Science

*Tang Prize in Rule of Law*

- Professor Cheryl Saunders  
Laureate Professor Emeritus  
Melbourne Law School

*Telly Awards*

**Gold Award In Education And Training  
Category**

- Associate Professor David Kok  
Peter MacCallum Cancer Centre  
and Dr Sathana Dushyanthen  
Faculty of Medicine, Dentistry and  
Health Sciences

*US National Academy of Public  
Administration Class of Academy Fellows*

- Professor Janine O'Flynn  
Melbourne School of Government

*2022 University of Melbourne  
Fulbright Scholars*

- Dr Kelly Atkins, Faculty of Medicine  
Dentistry and Health Sciences
- Johannes Janssens, Faculty of  
Medicine, Dentistry and Health Sciences
- Dr Alexandra Murphy, Austin Health
- Professor Timothy J Lynch  
Faculty of Arts
- Michael Traeger, Burnet Institute

## RESEARCH AWARDS

*Australian Academy of Science Awards  
Dorothy Hill Medal*

- Dr Samantha Perera, Faculty of Science

**Gottschalk Medal**

- Dr Alisa Glukhova, WEHI

*Australian Clinical Trials Alliance Clinical  
Trials Awards*

- Professor Kim Bennell, Faculty of  
Medicine, Dentistry and Health Sciences

*Australian Council of Graduate Research  
Excellence Award*

- Australian Research Council Centre for  
Medical Implant Technology (CMIT)  
led By Professor Peter Lee. Team:  
Associate Professor David Ackland,  
Dr Jia-Yee Lee and Ms Meg Belmonte  
(Faculty of Engineering and Information  
Technology)

*Australian Museum Eureka Prizes*

**ANSTO Eureka Prize for Innovative  
Use of Technology**

- Nanomslide Project – Professor Belinda  
Parker (Peter MacCallum Cancer  
Centre), Professor Brian Abbey and  
Dr Eugeniu Balaur (La Trobe University)

**Australian Infectious Diseases Research  
Centre Eureka Prize for Infectious  
Diseases Research**

- Professor Deborah Williamson  
(Doherty Institute), Professor Jane  
Hocking (Faculty of Medicine,  
Dentistry and Health Sciences)  
Associate Professor Eric Chow  
Professor Christopher Fairley  
Professor Catriona Bradshaw and  
Professor Marcus Chen  
(Monash University)

### **Cooperative Research Australia Excellence Awards**

- Professor Bob Cowan, Faculty of Medicine, Dentistry and Health Sciences
- Oral Health CRC researchers, led by Laureate Professor Eric Reynolds AO (Faculty of Medicine, Dentistry and Health Sciences) and Commercial Partners Mondelez International, GC Corporation and CSL Limited

### **Ernest Scott Prize**

- Dr Lucy Mackintosh, Faculty of Arts
- Emeritus Professor Janet McCalman Faculty of Arts

### **Premier's Awards for Health and Medical Research – Clinical Research Category**

- Dr Rachel Nelligan, Faculty of Medicine Dentistry and Health Sciences

## UNIVERSITY OF MELBOURNE AWARDS

### **The Chancellor's Prize for Excellence in the PhD Thesis**

#### **Humanities, Creative Arts and Social Sciences**

- Lauren Lillian Brown, Melbourne Graduate School of Education
- Emad Ahmad A Alghamdi, Faculty of Arts

#### **Science and Engineering**

- Neeta Lohani, Faculty of Veterinary and Agricultural Sciences
- Johnathon James Gargalionis, Faculty of Science

#### **Medicine, Dentistry and Health Sciences**

- Fana Alemseged, Faculty of Medicine, Dentistry and Health Sciences
- Carlos Miranda Rodrigues, Faculty of Medicine, Dentistry and Health Sciences

#### **Indigenous Award**

- Arlie Rocky Alizzi, Faculty of Arts

### **Education Innovation Fellowship**

- Ian Bland, Faculty of Veterinary and Agricultural Sciences
- Charlotte Clark, Faculty of Medicine, Dentistry and Health Sciences
- Rachel Colla, Melbourne Graduate School of Education
- Helen Gaynor, Faculty of Fine Arts and Music
- Lisa Godinho, Faculty of Science
- Christina Marth, Faculty of Veterinary and Agricultural Sciences
- Clare McNally, Faculty of Medicine, Dentistry and Health Sciences
- Eduardo Araujo Oliveira, Faculty of Engineering and Information Technology
- Michael 'Maxx' Schmitz, Faculty of Arts
- James Thompson, Faculty of Architecture, Building and Planning

### **Gem Scott Teaching Fellowship**

- Josephine Lang, MSPACE Faculty of Business and Economics
- Grace Thompson, Faculty of Fine Arts and Music

### **Marles Medal in Humanities and Social Sciences**

- Professor Robert Crawford, Faculty of Architecture, Building and Planning

### **Marles Medal in Science, Technology, Engineering, Mathematics and Medicine**

- Professor Kim Bennell, Faculty of Medicine, Dentistry and Health Sciences and Professor Rana Hinman, Faculty of Medicine, Dentistry and Health Sciences
- Professor Jane Hocking, Faculty of Medicine, Dentistry and Health Sciences

### **Melbourne Laureate Professor Appointments**

- Professor Kim Bennell, Faculty of Medicine, Dentistry and Health Sciences
- Professor Sundhya Pahuja Melbourne Law School
- Professor Adrienne Stone Melbourne Law School

### **Redmond Barry Distinguished Professors**

- Professor Shyamali Dharmage, Faculty of Medicine, Dentistry and Health Sciences
- Professor Sally Gras, Faculty of Engineering and Information Technology
- Professor Malcolm McConville, Faculty of Medicine, Dentistry and Health Sciences

### **Universitas 21 Scholarship for Professional Staff**

- Kathy Ryan, Student and Scholarly Services

### **Universitas 21 Fellowship for Academic Staff**

- Dr Elizabeth Mairi Lakey, Faculty of Arts

### **Woodward Medal in Humanities and Social Sciences**

- Dr Tanya Josev, Melbourne Law School

### **Woodward Medal in Science and Technology**

- Dr Luke Kelly, Faculty of Science

## MAJOR APPOINTMENTS

- Professor Sharon Lewin AO, Director of the Peter Doherty Institute for Infection and Immunity, was appointed President of the International Aids Society (IAS), the peak international organisation for HIV and AIDS professionals.
- Professor Richard Robson FRS from the Faculty of Science was elected a Fellow of the Royal Society of London for Improving Natural Knowledge, a Fellowship of many of the world's most eminent scientists and the oldest scientific academy in continuous existence.

## MELBOURNE EXCELLENCE AWARDS

### *Global, Place and Community Excellence Awards*

#### **Award for Excellence in Building and Strengthening Student Diversity**

- Jessica Sturk, Faculty of Medicine, Dentistry and Health Sciences

#### **Award for Excellence in Building Student Connection and Belonging**

- Trish Thorpe, Faculty of Medicine, Dentistry and Health Sciences

#### **Award for Excellence in Indigenous Collaborations**

- Bernadette Murphy and the Yambirra Schools Collaboration, Melbourne Graduate School of Education

#### **Award for Excellence in Place-Based Initiatives**

- Budj Bim Project Team – Associate Professor Juliana Kaya Prpic, Associate Professor Martin Tomko, Damein Bell, Denise Lovett, Tyson Lovett-Murray (Faculty of Engineering and Information Technology) and the Gunditjmarra Community – Gunditj Mirring Traditional Owners Aboriginal Corporation
- Cummeragunja Project Team – a collaboration with the Cummeragunja Community, Bower Studio at the Faculty of Architecture, Building and Planning, and the Academy of Sport, Health and Education

#### **Award for Excellence in Public Benefit**

- Community Fellows Program – Charlene Edwards, Claire Smiddy, Kathleen Patterson, Jo Barraket (Melbourne Social Equity Institute)

#### **Patricia Grimshaw Award for Mentor Excellence**

- Associate Professor Lauren Ayton, Faculty of Medicine, Dentistry and Health Sciences

### *Professional Excellence Awards*

#### **Award for Professional Excellence and Innovation**

- Research Computing Portal Team – Dr Bernard Meade, Dinusha Withanage, David Toulmin, Kaushik Ramesh, Callum Cartwright, Lauren Meaney, Sara Ogston, Terry Brennan (Business Services)
- Research Computing Services Data Solutions Team – Dr Andy Tseng, Dr Neil Killeen, Jared Winton, Wilson (Wei) Liu, Robert Hutton, Koula Tsiaplias (Business Services)
- Research Outputs Team – Samuel Rowland, Janelle Christie, Amin Khaliqi, Sally Tape, Alison Timms, Jen Ri, Dr Sarah Kirby, Sonia Sharma (Student and Scholarly Services)
- Sarah English (Faculty of Medicine, Dentistry and Health Sciences)

#### **Gerry Barretto Awards for Outstanding Student Services**

- Dove Rengger-Thorpe, Faculty of Fine Arts and Music
- Timetabling Team – Medaline Lee, Martin Andersson, Adam Downs, Emily Lebetzis, Ehtesham Ali, Chris Gorley, Rick Prakhoff, Sabrina Rahman, Khaled Terbah, Peggy Williams, Eva Hargitay, Oshadha Iddawela, Sebastian Scamporlino, Priscilla Salloum (Student and Scholarly Services)

### *Research Excellence Awards*

#### **Award for Excellence in Enabling Research**

- Methods and Implementation Support for Clinical And Health Research (MISCH) Hub – Professor Julie Simpson, Shaie O’Brien, An Nguyen, Katie Boncza Ozdowska, Professor Mark Jenkins, Sabine Braat, Dr Karen Lamb, Dr Emily Karahalios, Dr Anurika De Silva, Dr Digsu Koye, Vanessa Pac Soo, Dr Robert Mahar, Dr Alistair McLean, Dr Sophie Zaloumis, Joanna Ling, Professor Leonid Churilov, Dr Hannah Johns, Dominic Italiano, Professor Kim Dalziel, Dr An Duy Tran, Dr Ting Zhao, Paul Amores, Professor Douglas Boyle, David Ormiston-Smith, Professor Victoria Palmer, Dr Jennifer Bibb, Associate Professor Adam Deane, Fiona McManus (Faculty of Medicine Dentistry and Health Sciences)

#### **Award for Excellence in Graduate Researcher Supervision**

- Professor Sandra Kentish  
Faculty of Engineering and Information Technology

#### **Award for Excellence in Interdisciplinary Research**

- repliCATS Team – Professor Fiona Fidler, Dr Martin Bush, Dr Fallon Mody, Dr Eden Smith, Dr Hannah Fraser, Dr Felix Singleton Thorn, Dr Bonnie Wintle, Dr Anca Hanae, Dr David Wilkinson, Aaron Willcox, Professor Peter Vesk, Kahlil Hodgson, Cassie Watts, Dr Rose O’Dea, Elliot Gould, Steven Kambouris, Daniel Hamilton, Raquel Ashton, Rania Poulis, Mel Ross, Professor Richard Sinnott, Glenn Tesla Jayaputera, Ivo Widjaja, Ivy Zhang, Andrew Head, Dr Libby Rumpff, Dr Victoria Hemming, Dr Ans Vercammen, Beth Clarke, Rebecca Groenewegen, Fazil Hassen, Ross Pearson, Professor Mark Burgman, Professor Simine Vazire (Faculty of Arts, Faculty of Engineering and Information Technology, Faculty of Medicine, Dentistry and Health Sciences, Faculty of Science)

#### **Award for Excellence in Mid-Career Research Achievements**

- Associate Professor Alysia Blackham  
Melbourne Law School
- Dr Luke Kelly, Faculty of Science
- Dr Stanley Cheng Xie, Faculty of Medicine, Dentistry and Health Sciences

#### **Award for Excellence in Research Programs with External Organisations**

- Professor Nathan Grills, Professor Ajay Mahal, Dr Lindsey Gale, Nicole Bishop (Melbourne School of Population and Global Health, Faculty of Medicine, Dentistry and Health Sciences)

### *Teaching Excellence Awards*

#### **Award for Excellence and Innovation in Indigenous Higher Education**

- Ways of Knowing Collaborative Leadership Team – Joanne Bolton, Dr Ngaree Blow, Madelyn Hudson-Buhagiar, Brooke Conley, Professor Elizabeth Molloy, Carolyn Cracknell, Donya Eghrari, Associate Professor Lilon Bandler, Dr Peter Carew, Professor Julie Satur, Jiangli Tan, Tamara Clements, Heather Buttigieg, Adi Lipscombe, Philippa Marriot, Jo Martin, Associate Professor Anthea Cochrane, Professor Louisa Remedios, Dr Jessica Stander, Dr Karen Donald, Associate Professor Christina Bryant, Sue Durham, Emma Barnard, Dr Nicole Hill, Dr Rebecca Waring, Dr Samantha Byrne (Faculty of Medicine Dentistry and Health Sciences)

#### **Barbara Falk Award for Teaching Excellence**

- Associate Professor Jennifer Beard,  
Melbourne Law School

#### **David White Award for Teaching Excellence**

- Dr Kwang Meng Cham, Faculty of Medicine, Dentistry and Health Sciences

#### **Edward Brown Award for Teaching Excellence**

- Dr Saeed Miramini, Faculty of Engineering and Information Technology

#### **Norman Curry Award for Innovation and Excellence in Educational Programs**

- Melbourne Medical School Assessment Team – Professor Anna Ryan, Dr Terry Judd, Dr Simone Elliott, Kimberley Hokin (Faculty of Medicine, Dentistry and Health Sciences)

## ACKNOWLEDGING THE UNIVERSITY'S GENEROUS COMMUNITY OF SUPPORTERS

### *Significant philanthropic gifts*

Gifts to the University of Melbourne of all sizes – large and small – provide benefits to the University community and wider society, positively impacting the lives of thousands of students, researchers, staff and alumni.

In 2022, the University welcomed a range of significant gifts which will help to drive powerful, positive societal progress. These gifts included:

- Establishment of the Cumming Global Centre for Pandemic Therapeutics, resulting from an extraordinary gift of \$250 million donated by Geoffrey Cumming, a Canadian and New Zealand citizen residing in Melbourne. This is the largest philanthropic donation to medical research, and one of the largest gifts in Australia's history. The Victorian Government also provided an initial \$75 million contribution to the venture.
- MPavilion Parkville, opening in University Square in early 2023 after relocation from Southbank's Queen Victoria Gardens. Donated by the Naomi Milgrom Foundation, this significant cultural gift designed by Glenn Murcutt AO for the 2019 MPavilion program will host events, talks, performances and workshops for students, staff and the wider community.
- Founding of the Thylacine Integrated Genetic Restoration Research (TIGRR) Lab, led by Professor Andrew Pask in the Faculty of Science. This important initiative has been funded through a \$5 million gift from the Wilson Family Trust. It will develop technologies to achieve de-extinction of the thylacine and provide crucial tools for threatened species conservation.
- Seed funding of the Public Humanities Fellowship Program within the Faculty of Arts. This gift of \$1 million from Jeanne Pratt AC and the Pratt Family Foundation will fund development of a creative director position to work with both the Faculty and its cultural partners to establish broad and accessible new ways of engaging with the humanities.

# Sustainability Plan 2030: *accelerating climate action*

*Representing a new phase of climate action at the University of Melbourne, the Sustainability Plan 2030 reflects the collective ambition of students and staff to take a leadership position in achieving a sustainable future across the globe.*

The University of Melbourne launched its new *Sustainability Plan 2030* in May 2022. The plan sets out a holistic strategy to address the global climate and sustainability crisis, leveraging the unique attributes of the University as a public-spirited, globally connected research and teaching institution.

The plan provides a strategic roadmap to deliver on the University's commitments under its Sustainability Charter, spanning three key domains:

- **Amplifying action through campus and communities**

Integrate the domains of knowledge mobilisation and operations in ways that amplify progress towards a sustainable future.

- **Mobilising knowledge for action**

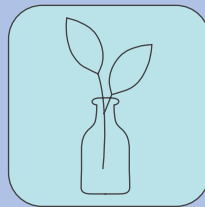
Catalyse action and solutions, by inspiring students and staff to develop deep disciplinary and interdisciplinary perspectives on sustainability, and collaborating with communities, government, industry and institutional partners to advance real-world solutions and reciprocal learning.

- **Walking the talk in our operations**

Model the commitment and action necessary to effect meaningful change in the University's operations and development by minimising harm to the environment and promoting the health of all ecosystems the University is part of.

Each domain of action aligns to goals set out in the University's strategy *Advancing Melbourne 2030*, reflecting the aspiration to embed sustainability in every aspect of the University's core functions. Sitting within the three domains are 12 priority areas for sustainability action across the University.

University students and staff across all campuses informed and shaped the plan, sharing their vision for a sustainable University of Melbourne. Over 850 suggestions and points of feedback were received from teachers, researchers, staff, students, prospective students and alumni.



### Amplifying action through campus and communities

- Climate leadership
- Campuses as living laboratories
- Community of sustainability learners and practitioners



### Mobilising knowledge for action

- Graduates for a sustainable future
- Discovery
- Indigenous knowledges
- Engagement and partnerships



### Walking the talk in our operations

- Climate resilience
- Healthy ecosystems
- Healthy water cycles
- Just and circular economy
- Responsible investment

At the launch of the University of Melbourne Sustainability Plan 2030 in May, name tags were embedded with the seeds of lemon-scented bottlebrush, oregano and Swan River daisy, and later planted into pots to be grown and enjoyed at home. Image: Richard Timbury



The new plan forms the basis of a series of initiatives led by the University to address the climate crisis and accelerate transition to sustainability, including fast tracking previous University climate targets to achieve carbon neutral certification by 2025 and climate positive status by 2030.

Accordingly, targets were set for the University to assess performance and progress across actions and priorities and will be reported on in an annual sustainability report. (See also pages 109–112)

# Advancing Melbourne 2030

*Advancing Melbourne 2030 is based on the University of Melbourne's commitment to benefiting society through the transformative impact of education and research. The Advancing Melbourne strategy is built around five intersecting themes: Place, Community, Education, Discovery and Global, and four key outcomes:*

- Students are offered a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- The University will be recognised locally and globally for leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- The University will be empowered by a sense of place and connections with communities. It will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- A brilliant, diverse and vibrant University community will be built, with strong connections to those the University serves.

The 2022 Annual Report is structured around the five themes of *Advancing Melbourne*, with each chapter outlining examples of how the University is addressing and progressing its ambitions against its strategic priorities.

More information about *Advancing Melbourne* and its reporting framework can be found at: [about.unimelb.edu.au/strategy/advancing-melbourne](https://about.unimelb.edu.au/strategy/advancing-melbourne)





## 2022 PERFORMANCE SNAPSHOT

### Place



The number of student engagements through curriculum across Museums and Collections increased in 2022. This was supported by the opening of major cultural venues, most notably Science Gallery, and the work of the Museums and Collections Academic Liaison Committee.



The Place chapter highlights development and impact of place-based partnerships across the University.



Strengthened local ownership and governance arrangements in Indigenous and place-based partnerships in Goulburn Valley, City of Melbourne and North East Arnhem Land. Good progress on establishment of Munarra Centre for Regional Excellence and North East Arnhem Land partnership.

### Community



The University attracted the largest ever philanthropic donation of \$250 million for establishment of the Cumming Global Centre for Pandemic Therapeutics.



Share of women in University leadership has grown to 43% from 35% in 2019.



Focus on growing proportion of under-represented undergraduate students that includes low SES, regional and remote categories, as part of Access Melbourne special entry scheme. Work is also under way to launch a new alumni engagement strategy.

### Education



The internal student experience survey is showing improvement in 2022 compared to 2021. Enhancing student experience is a critical priority for the University, with more to be done.



75% of graduates remain satisfied regarding leadership skills and attributes as indicated from the Graduate Outcomes Survey.



The University was benchmarked as second out of 15 participants in the Technology Enhanced Learning Review (ACODE).

### Discovery



Strong Victorian Government support to assist the University with establishment of the Australian Institute for Infectious Disease and Cumming Global Centre for Pandemic Therapeutics.



Total HERDC income stands at \$672.4 million in 2022, representing 36% growth from the 2019 baseline.



Approximately 16% of research outputs are in top 10% of publications by year of publication.



The University established two new investment funds in 2022 to support translation of early-stage research into start ups: \$15 million Genesis Pre-Seed Fund and \$100 million Tin Alley Ventures Fund.

### Global



The University continues to maintain strong ranking and reputation as reflected in global rankings.



The University continued to forge and strengthen global alliances and achieve impact and reputation both globally and in the Asia-Pacific region, and in 2022 deepened and strengthened partnerships and presence in India.

### Legend



Result



Insight



Further action needed

# Place

*The University of Melbourne embraces its place in Australia and the world, partnering in the future of Melbourne as a thriving and sustainable global city.*

## HIGHLIGHTS

- Opening of major venues and exhibitions attracted large crowds of students, staff and the general public to share in the University's unique museums, galleries and theatres.
- The University strengthened its partnerships in Melbourne, North East Arnhem land and the Goulburn Valley with the roll-out of new health and education initiatives.
- Signature Indigenous events were held in person after a two-year hiatus: the Dungala Kaiela Oration on Country in Shepparton and the Narrm Oration on Parkville campus.
- The University delivered Australia's first Voluntary Local Review Declaration of the United Nations Sustainable Development Goals in partnership with the City of Melbourne and Monash University.
- The new *Indigenous Strategy 2023–27* will guide future Indigenous priorities for the next five years to foster a more equitable and inclusive University community.





*The University of Melbourne's strategy is grounded in the importance of place and place-based partnerships. Through collaborations with partners on a local, national and global scale, it contributes to the economic, social and cultural prosperity of the communities it serves. Throughout 2022, the University highlighted the importance and influence of Indigenous knowledge, explored the Indigenous history of the University, and developed a new Indigenous strategy. Place-based partnerships were strengthened, and an ambitious post-pandemic program of signature orations, arts programs and exhibitions was staged to celebrate the joy of being back on campus together.*

## ADVANCING RECOGNITION OF INDIGENOUS KNOWLEDGE SYSTEMS

The University's commitment to place begins with a recognition of the importance of its relationships with Traditional Owners, and its ongoing obligations to advancing reconciliation and affirming the place of Indigenous knowledge within the Academy.

In 2022 the University focused efforts on developing its new *Indigenous Strategy 2023–27* to guide future Indigenous priorities and foster a more truthful, just and healthy society. The strategy is underpinned by five themes: leadership; place, heritage and culture; partnerships; Indigenous knowledge; and truth telling and justice. These themes were endorsed by the University's Traditional Owners Advisory Group and the Indigenous Strategy Reference Group.

Both advisory groups were reconstituted in 2022 to include members representing the lands on which the University's campuses and activities are located, Indigenous partner organisations, Elders and Respected Persons with whom the University has long-standing relationships, senior Indigenous and non-Indigenous staff, and Indigenous student representatives.

A commitment to truth telling is central to the University's work to advance knowledge and contribute to the pursuit of justice. A major project to write and publish the Indigenous history of the University of Melbourne is nearing completion. This Indigenous-led research project examines the relationship between Indigenous Australia and the University of Melbourne from its foundation in 1853 to the present day.

Two books, with contributions from more than 70 University researchers and staff, will be published in 2023 to formally acknowledge the University's institutional and colonial past and its complicity with eugenics and scientific racism.

Importantly, this publication will also be available via online open access, allowing Indigenous communities globally to access this research and its findings.

The need for truth telling was also the catalyst for inviting Professor Eleanor Bourke AM to present the 2022 Narrm Oration. Professor Bourke is Chair of the Yoorrook Justice Commission, Australia's first formal truth-telling body and a former staff member of the University. The oration provided an opportunity for the community to hear directly from Professor Bourke about the important role of truth telling in creating transformational change for First Peoples. Delivered annually since 2009, the Narrm Oration is the University's key address profiling Indigenous leaders from around the world to advance ideas about Indigenous Australia. *Narrm* is the Woi Wurrung word for the Melbourne region.

In a partnership with the Kaiela Institute, the 14th Dungala Kaiela Oration was held in person at the Rumbalara Football Netball Club in August for the first time in two years.



Co-hosted by Kaiela Institute and the University of Melbourne, the 14th annual Dungala Kaiela Oration attracted a packed house when it was held on Yorta Yorta Country in Shepparton. Featured from left to right are Associate Provost Professor Marcia Langton AO, Kaiela Institute Executive Chairman Paul Briggs OAM, Orator Professor Wiremu Doherty, and Vice-Chancellor Professor Duncan Maskell. *Image: Peter Casamento*

The oration challenges and inspires the region to create a shared cultural identity, promoting Indigenous development and building an inclusive vision for the region's peoples. Professor Wiremu Doherty, CEO of tertiary organisation Te Whare Wānanga o Awanuiārang in New Zealand, delivered the 2022 oration, exploring outcomes of Māori-led education models on people, communities and economies.

The University recognises the importance of including Indigenous knowledge in education and takes its responsibility to do so seriously. In 2022 this was exemplified by the Ngarrngga Project (a Taungurung word meaning to know, to hear, to understand). The project provides teachers with resources to build their confidence and intercultural competence, and further embed Indigenous knowledge within educational settings.

The University's Indigenous Knowledge Institute also continues to provide leadership in advancing Indigenous knowledge in teaching, learning and research. In 2022 Professor Brian Djangirrawuy Gumbula, Professor Diane Kerr OAM, and Professor Wanta Pawu were appointed as Fellows to the institute, bringing expertise, knowledge and connection to Country.

The subject 'On Country, On Campus: Wurundjeri' was developed in 2022 for delivery in 2023. The subject will be co-delivered by the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and the Indigenous Studies Program in the Faculty of Arts. It will provide a best practice template for collaborative teaching and learning partnerships with Traditional Owners and their representative organisations.

## PARTNERING WITH THE CITY TO HELP SHAPE MELBOURNE'S FUTURE

Serving society through the impact of education and research is central to the University's purpose, and this is true at a local level. The University's past, present and future are inextricably linked with the City of Melbourne, the city where it was founded in 1853 and from which it takes its name.

In 2022, the University's Melbourne Centre for Cities, in partnership with the City of Melbourne and Monash University, delivered Australia's first Voluntary Local Review Declaration (VLR) of the United Nations Sustainable Development Goals (SDGs). The VLR was endorsed by the City of Melbourne Council in June, with commitments to the SDGs included in both the city's COVID-19 recovery plans and long-term strategic aspirations. The partnership led to further collaboration with Monash University to support implementation of SDGs at a local government level in the Pacific.

The Melbourne Centre for Cities, led by Professor Michele Acuto, also works with the City of Melbourne to support the Night Time Economy program, providing expertise and advice to the Project Night Justice and Good Night Out programs. These initiatives are delivered in partnership with the Victorian Government and support gender diverse accessibility and inclusion.

As recovery from the pandemic continued to be a critical focus for Melbourne, the University applied its research expertise to support a return to urban workplaces. The Faculty of Engineering and Information and Technology worked with the City of Melbourne, Cbus Property and others to trial different ventilation systems in a vacant building located in Melbourne's central business district. The trial revealed that simple but effective changes to ventilation can significantly decrease the transmission of COVID-19 and reduce energy consumption in office buildings. These findings were made public for organisations to access and adopt when encouraging workers to return to the office. (See also page 12)

The COVID-19 pandemic also emphasised people's reliance on digital technologies and exposed the inequalities faced by those sectors of the community with insufficient access to reliable and affordable internet and software. In response, the University released its Understanding Digital Inequality Report in 2022, revealing that the digital connectivity challenges experienced by residents from a Carlton housing estate in Melbourne's inner north accentuated existing inequality. The research built on the University's existing relationship with the Carlton Community Network and was funded by the Melbourne Social Equity Institute and the Australian Communications Consumer Action Network. The report provides important additional evidence required by governments and industry to understand the best ways to tackle increasing digital inequality in Australia.

## GROWING CAMPUSES AND PRECINCTS

Through the purposeful development and redevelopment of campuses and precincts, the University of Melbourne works with partners from across the city and creates spaces to support collaboration for social and economic impact.

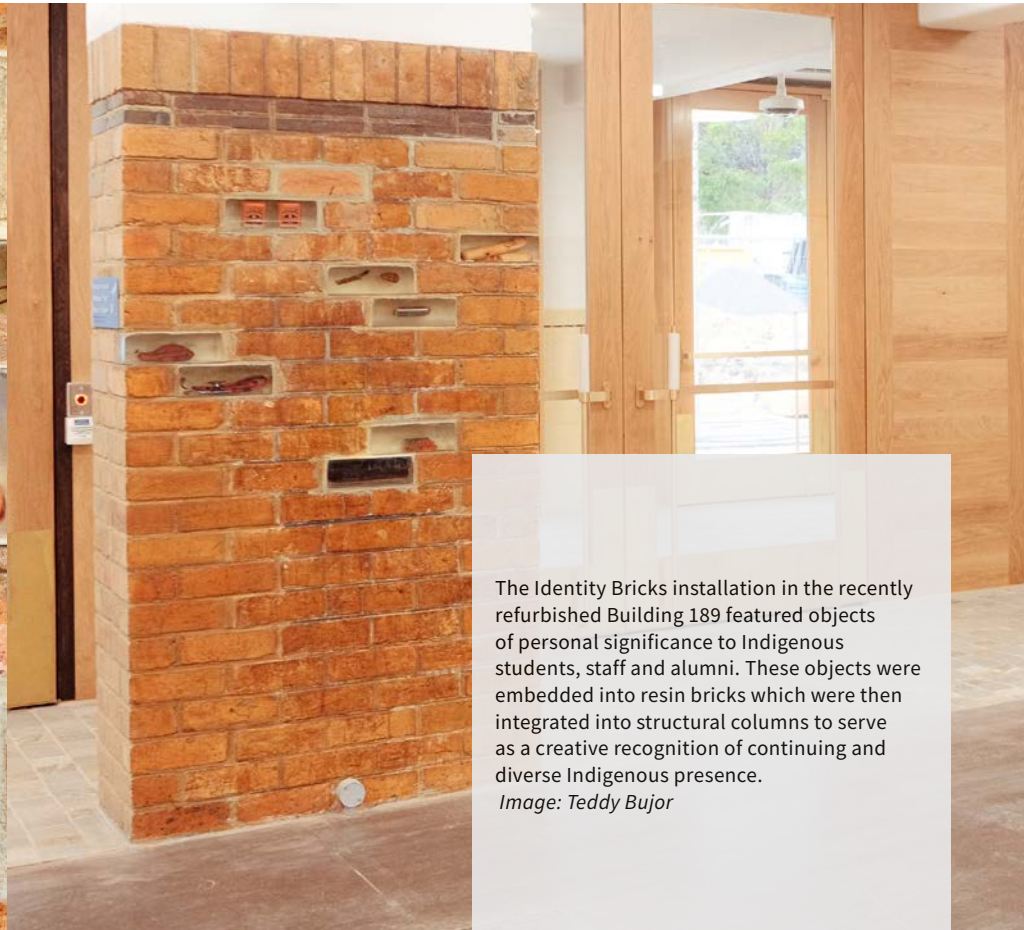
At the Fishermans Bend campus, remediation work continued throughout the year to prepare the site for commencement of Phase 1A construction in 2024. The new campus will host the faculties of Architecture, Building and Planning and Engineering and Information Technology, to create a distinctive and dynamic destination where students, academics and industry partners will come together to lead on developments in engineering, climate, advanced manufacturing and design innovation.

The new Student Pavilion on Parkville campus opened in March, followed closely by the Arts and Cultural Building in July, providing a cultural hub for students and the wider arts community and a new home for the Union and Guild theatres, as well as the University of Melbourne Student Union’s established arts programs. Co-designed with contributions from more than 20,000 students, staff and alumni, these buildings form part of the Student Precinct Project, one of the largest investments the University has made to Parkville campus to date, and signals its commitment to delivering a world-class, campus-based experience for students. (See also page 55)

## CULTURAL COMMONS: AMBITIOUS STRATEGY TO CELEBRATE, CARE FOR AND SHARE THE CULTURAL ESTATE

Arts, culture and place-based activity contribute to the academic mission of the University and support a vibrant student experience and campus life. After two years of lockdowns, 2022 saw the University’s cultural vision come to life, with expanded access to the University’s unique group of museums, galleries, theatres, collections, and performance spaces.

Science Gallery Melbourne, Australian node in the internationally acclaimed Science Gallery Network, opened to the public in January and presented two exhibitions, MENTAL and SWARM. Close to 40,000 visitors attended these exhibitions to explore the collision of art and science.



The Identity Bricks installation in the recently refurbished Building 189 featured objects of personal significance to Indigenous students, staff and alumni. These objects were embedded into resin bricks which were then integrated into structural columns to serve as a creative recognition of continuing and diverse Indigenous presence.  
*Image: Teddy Bujor*

*MENTAL* then toured to ArtScience Museum Singapore in September, the first collaboration between the University and the renowned Singaporean institution. More than 15,000 visited the exhibition in its first month, and over 100 local alumni attended opening events.

Back in Melbourne, Old Quad at Parkville hosted *Emu Sky*, exploring Indigenous land management, knowledge, science, plant use, language and truth telling, with more than 13,000 visitors attending. The Buxton Contemporary on Southbank campus opened three exhibitions focused on the practice of contemporary artists with a combined total attendance of close to 12,000.


The University encourages use of its cultural assets by staff and students through an active program that stretches across all disciplines. In 2022, more than 10,000 students across 143 subjects participated in unique teaching and learning experiences, curriculum-focused engagements, research projects and co-curricular opportunities.

The University also delivered learning experiences for over 12,000 students from over 150 schools through the STEM Centre of Excellence, Science Gallery Melbourne, Buxton Contemporary and Old Quad as well as other special outreach projects and digital learning programs. The STEM Centre of Excellence is a partnership between the University and the Victorian Government delivered at Science Gallery Melbourne. The program provides students from 25 partner schools in five Melbourne local government regions with free STEAM (Science, Technology, Engineering, Arts and Mathematics) education tailored to individual schools' needs.

Museums and Collections also carried out several important programs of work to care for the University's diverse and extensive First Nations collections. Significant progress was made in 2022 to prepare for repatriation of Aboriginal ancestral remains and secret and sacred objects, including development of protocols for repatriation and signing of a Memorandum of Understanding with the Victorian Aboriginal Heritage Council.

Five bark paintings from the Donald Thomson Collection were sent to the United States of America for inclusion in the major touring exhibition *Madayin: Eight Decades of Aboriginal Australian Bark Painting from Yirrkala*. The loan was supported by Yolŋu Elders, and made possible through an amendment to the Protection of Movable Cultural Heritage Regulations 2018 (Cth), championed by the Kluge-Ruhe and the Consul-General in the United States, with the support of the University's Associate Provost Professor Marcia Langton AO. The exhibition will tour from September 2022 to January 2025 and includes over 100 bark paintings from Yirrkala dating from 1935 to today.





*Wheel*, a collaboration between renowned artist Hiromi Tango and Florey Institute of Neuroscience and Mental Health researcher Dr Emma Burrows, featured in Science Gallery Melbourne's MENTAL exhibition when it opened at ArtScience Museum Singapore in September. *Wheel* explores the effect of vibrant colours, playful spaces and exercise on mood, and the influence of positive social reward on people's exercise commitment.  
Image: Alan Weedon

## DEEPENING PLACE-BASED PARTNERSHIPS

The University of Melbourne recognises that its relationship with place must necessarily start at home and works to grow and strengthen partnerships with Traditional Owner groups in Melbourne. A secondment program was established with Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation to provide professional and academic staff with work experience in an Aboriginal community, while supporting the organisation with further capacity and expertise in administration, research and teaching and learning activities. The current secondee, Dr Rachel Standfield from the Indigenous Studies Program in the Faculty of Arts, is assisting Wurundjeri Woi Wurrung Traditional Owners to locate and document archival materials that will strengthen cultural knowledge. This secondment arrangement was also critical to the co-development and delivery of the undergraduate subject 'On Country, On Campus: Wurundjeri'.

The University is collaborating with the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and working to develop a Memorandum of Understanding with them and other Traditional Owner Corporations in Narrm (the Melbourne area).

Beyond Melbourne, the University continued to encourage rich and diverse place-based partnerships in North East Arnhem Land and the Goulburn Valley.

In North East Arnhem Land, the University of Melbourne is a principal sponsor of the Garma Festival which, in 2022, returned after a two-year break. The central theme of this year's festival *Nhaja nathilyurra* means 'Look ahead towards the future'. A University of Melbourne delegation, led by Vice-Chancellor Professor Duncan Maskell and Associate Provost Professor Marcia Langton AO, attended the festival to observe and celebrate the cultural, artistic and ceremonial traditions of the Yolŋu people and Indigenous Australia at Gulkula, a significant Yolŋu ceremonial site about 40 kilometres from Nhulunbuy. Approximately 2000 leaders in business, politics, education and philanthropy attended the festival, including Prime Minister Anthony Albanese, who reaffirmed the Federal Government's commitment to holding a referendum to enshrine a First Nations Voice in the Australian Constitution.

Also returning to Arnhem Land in 2022, the University's Master of Teaching program placed eight final-year students in five remote schools across the region to complete their final practicum placement. Several of the mid-year graduates returned to teach during the second half of the school year at Laynhapuy Homelands School and Ngukurr School. Researchers also engaged with additional Indigenous-led projects across health, education and law in the region.

In the Goulburn Valley, situated on Yorta Yorta Country, the University has a long-standing presence. The region is home to the University's Department of Rural Health in Shepparton, the Equine Hospital and the Dookie campus which, since 1886, has supported development of agriculture and agricultural teaching, learning and research.

Shepparton is also home to the Academy of Sport, Health and Education (ASHE), a partnership between the Rumbalara Football Netball Club, GOTAFE and the University. For almost 20 years, ASHE has successfully used sport to reintegrate disaffected secondary school students in education and training in a trusted, culturally appropriate environment, particularly for Indigenous students. In 2022 ASHE provided learning experiences to 103 students across programs including the Victorian Certificate of Applied Learning (VCAL), Diploma of Nursing, Bachelor of Nursing, Diploma of Community Services, Certificate VI Community Services and Bachelor of Education.

In 2022, the University agreed terms of lease and capital contribution to the Munarra Centre for Regional Excellence, an Indigenous-led initiative, with Kaiela Institute, Rumbalara Football Netball Club, the University and the Victorian Government as key partners. The centre, due to be delivered in early 2024, will provide a new home for ASHE, and will expand educational opportunity and economic and social development in the Goulburn Valley.



Access to healthcare is vital for regional and rural communities. The Faculty of Medicine, Dentistry and Health Sciences' Department of Rural Health, provides professional health education and research training in rural areas with a focus on increasing the rural health workforce.

In May, the Department of Rural Health welcomed the first cohort of students in the Doctor of Medicine (Rural Pathway). To address chronic shortages of doctors in regional and rural areas, students from regional Australia can for the first time study the Doctor of Medicine degree entirely in a rural setting after completing their undergraduate degree with La Trobe University. This partnership is funded by the Federal Government under the banner of the Murray-Darling Medical Schools Network.

In 2022, the Department of Rural Health also partnered with community to deliver innovative training and education initiatives through the Going Rural Health program. This included a new project to boost mental health and wellbeing training in rural Victoria in partnership with Gateway Health, Budja Budja Aboriginal Cooperative and the departments of Rural Health of Deakin, La Trobe, Melbourne and Monash universities. The Mental Health and Wellbeing for Remote and Aboriginal Victorians Project will enhance mental health expertise in several regional communities through an expansion of nursing and allied health student placements, commencing with a pilot program in Tallangatta.

The Going Rural Health Program, which supports students from all universities to undertake placements in the regions, also brought occupational therapy students into primary schools in Mooroopna for the first time alongside many other regional placements across the year.

The Department of Rural Health also hosted the 7th Annual Ngar-Wu Wanyarra Aboriginal and Torres Strait Islander Health Conference. With a focus on promoting health for Indigenous Australians, the conference explored culturally tailored healthcare and the value of Indigenous knowledges.

University researchers also worked across the Goulburn Valley to contribute to local projects and have a positive impact in line with identified local priorities. For example, researchers from the Faculty of Architecture Building and Planning are working with the Committee for Greater Shepparton (C4GS) on a collaborative research project exploring new types of housing solutions. NorVicFoods, launched in 2021 with support of \$2.7 million from the Victorian Government's Higher Education State Investment Fund, established several notable industry partnerships, engaged with the community on key issues to tackle food waste, and welcomed two cohorts of Master of Food Science students as interns.

Students from the Master of Architecture also had the opportunity to engage with the Goulburn Valley community as part of their studies. The Cumeragunja On Country Learning Precinct is a collaboration between the local Indigenous community, the Cumeragunja Aboriginal Land Council and Housing and Development Corporation, the University of Melbourne and Arup Consulting Engineers. The project offers Master of Architecture students the opportunity to engage with Indigenous Elders in co-designing and building a cultural structure through the Bower Studio subject. In 2022, the project reached a significant milestone with the opening of a new pavilion (known as a bough shed), identified by Cumeragunja Elders as a priority to host cultural ceremonies within the community.

When major flooding impacted the Goulburn Valley region in October, the University acted swiftly to support its students, staff, partners and the wider community, including by providing accommodation at the University's Shepparton campus for nurses deployed to the area. Staff of the Equine Hospital supported local owners in ensuring the safety of horses and conservators from Grimwade Conservation Services helped people recover and restore treasured possessions following devastating floods across many parts of Australia, hosting free online workshops to help those impacted to salvage flood-damaged items in the critical immediate post-event period. Future collaborative projects will focus on building resilience in the region.



## Case study

# First things first: *becoming literate in language*

*For many Indigenous children, particularly those living in more remote areas of Australia, going to school means engaging with English, often for the first time in their lives. But for those at the Yirrkala School in North East Arnhem Land, an innovative learning app is helping Aboriginal children develop literacy skills entirely in their first language.*

The Yirrkala School, in the small town on the east coast of Arnhem Land's Gove Peninsula, has offered bilingual education in Dhuwaya and English for over 40 years. But the lack of classroom resources to deliver Indigenous language programs, particularly digital resources, has presented real challenges for teachers in the community.

"Writing and reading is a *balanda* [white people] way of learning," said Yalmy Yunupingu, a teacher linguist at the Yirrkala School. "We wanted to help teach kids how to read in their first language, *Dhuwaya Yolŋu Matha*."

Addressing this need, University of Melbourne linguist Jill Wigglesworth from the Faculty of Arts led an interdisciplinary team to design the *Yäku ga Rirrakay* app, an innovative teaching resource that introduces phonics skills to children in Dhuwaya.

"We chose to develop an iPad app, rather than use a more traditional approach, because the children at Yirrkala – like children everywhere – are very familiar with modern technology and engage better when using it," Professor Wigglesworth said.

The app is a departure from other Indigenous language education tools, most of which are designed to teach Aboriginal languages to non-Aboriginal Australians. It takes the unique approach of teaching children how to recognise, break down and blend together sounds to make words in Dhuwaya – skills that are not only important for helping children to read and converse in their first language, but that also promote general literacy, including in English, by enhancing letter and sound knowledge, sight words and early reading skills.

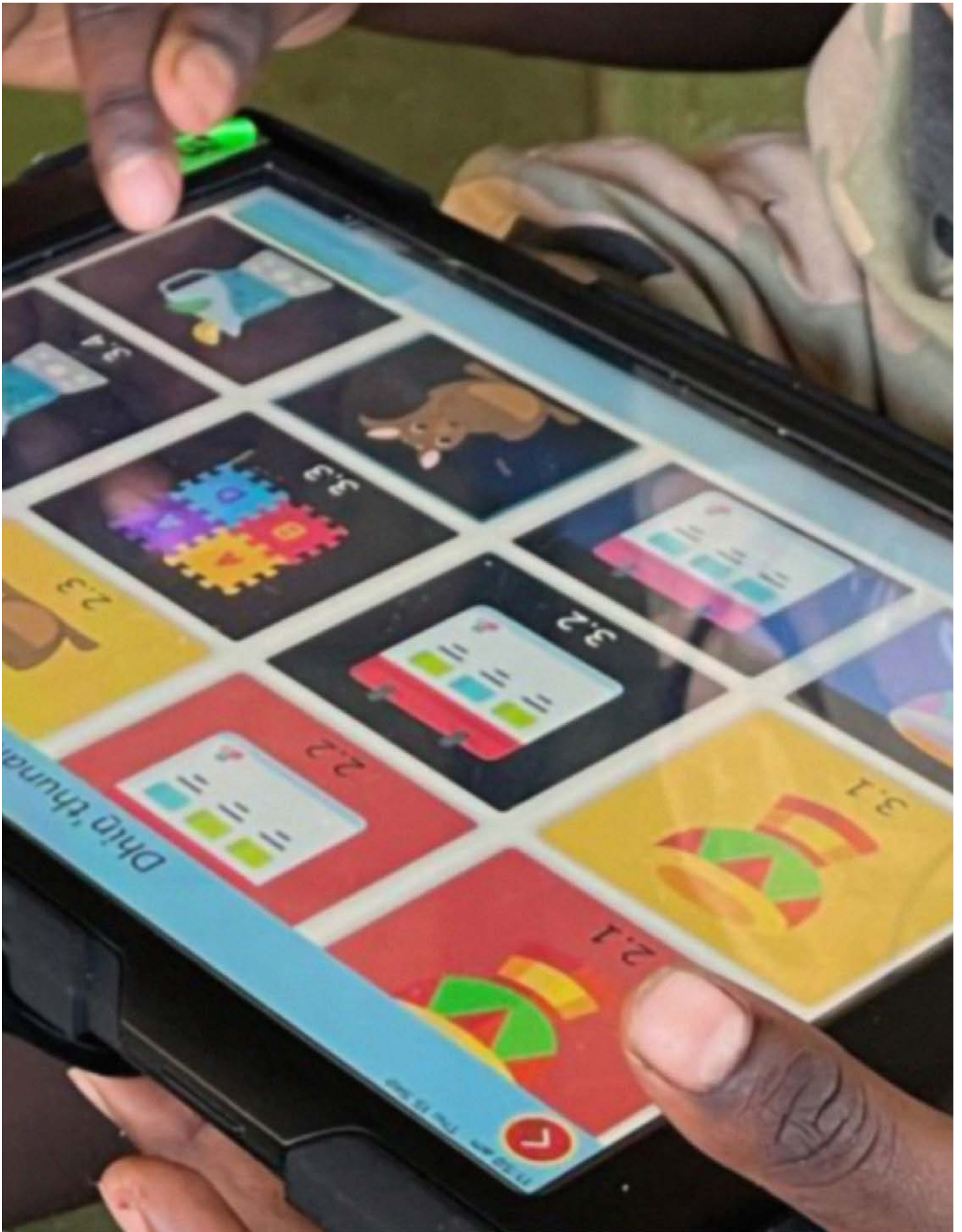
Since being piloted in 2021, the *Yäku ga Rirrakay* app has become a part of daily classes for children at the Yirrkala School, and was developed over seven years in close collaboration with Dhuwaya speakers, Elders, Yirrkala educators, and linguists from the Northern Territory Government's Department of Education.

The initiative speaks to the broader pressing need to support ongoing use of Indigenous languages across Australia, a challenge that Professor Wigglesworth hopes will be aided by use of the app.

"The tool was designed in modular form which will hopefully allow other communities to use it by changing sounds and pictures relevant to their own Indigenous languages," she said.

Several other Indigenous communities have already expressed interest in adapting the app for their own first languages, and Professor Wigglesworth believes it will prove a vital digital resource in helping primary teachers and their assistants improve local language literacy.

"It's been great to see how effective the app has been in establishing children's literacy skills at Yirrkala, and we're now looking forward to seeing it used to help preserve and teach other Indigenous languages in remote communities across the country."



Students from Yirrkala School in remote North East Arnhem Land use the Yäku ga Rirrakay app every day to learn early literacy skills in their first language Dhuwaja, a Yolŋu Matha language. *Image: Loredana Ducco*

# Community

*The University of Melbourne aspires to be a vibrant, diverse and inclusive community, and a destination of choice for talented students and staff.*

## HIGHLIGHTS

- The new People and Community portfolio, headed by the University's first Deputy Vice-Chancellor (People and Community), was created to provide leadership and direction on issues of most concern to students and staff.
- The Respect at Melbourne program delivered important initiatives in line with the University's strong stance on eliminating sexual misconduct within its community.
- Addressing staff underpayments as an issue of the highest priority, the University identified and processed back payments of \$30.8 million to current and former staff through a review of payments against the last two enterprise agreements.
- The University launched its first *Gender Equality Action Plan* to improve representation and experience of women and non-binary people at every level of the University.
- Pursuit, the University's online research and commentary website, won the Universities Australia Award for Excellence in University Research Reporting 2022 at the National Press Club in Canberra.



*The University of Melbourne is committed to fostering an environment that values diversity and inclusion, where a culture of respect and equity is supported to flourish. In 2022, the University advanced important initiatives to embed these principles across all areas of University life, while continuing to take action to address casualisation of the workforce, staff underpayment and sexual misconduct. Beyond its immediate community of students and staff, the University continued to play a leading role in the broader social context by contributing to productive public debate on prominent local, national and global issues.*

## STRENGTHENING AND VALUING THE UNIVERSITY COMMUNITY

Central to a university community is the commitment to its students and staff, working with them to deliver shared aspirations, supported by a positive culture that recognises and values people's contribution and talent.

Signalling its determination to strengthen culture and community for all students and staff, in 2022 the University created the new People and Community portfolio headed by Professor Pip Nicholson as its first Deputy Vice-Chancellor (People and Community). A priority for the portfolio is development of the new People Strategy. Since its establishment in April, the portfolio has begun working collaboratively across the University towards reducing the use of casual employment and other insecure work.

Critical work has also been undertaken to deliver a comprehensive program to remediate staff underpayments, bolster leadership on sexual misconduct, and advance diversity and inclusion initiatives.

Addressing its reliance on casual and short duration fixed-term employment is one of the University's highest priorities. A dedicated team is leading a comprehensive program of work to reframe the University's workforce by establishing new roles and structures to enable greater utilisation of continuing employment, and build stronger academic career pathways.

Underpayment of staff for work performed or payment in any way inconsistent with enterprise agreements is unacceptable. Therefore, an extensive program of work has been undertaken to identify and repay affected staff and strengthen the University's systems and processes to prevent recurrence of these issues.

This program involved the analysis of more than 4.6 million payslip records and remediation payments of \$30.8 million processed for current and former employees in 2022, with additional payments to be made in 2023. The Vice-Chancellor has formally apologised for these underpayments and has re-affirmed the University's determination to ensure these underpayments are not repeated.

The University also takes a clear stand on issues of sexual misconduct. The Respect at Melbourne program is a University-wide initiative dedicated to eliminating sexual misconduct and improving support for victim-survivors. In 2022, the University continued to roll out the mandatory Respect Education Program for staff to equip everyone at the University to play an active role in identifying, responding to and preventing sexual misconduct. To date the program has delivered workshops to 3390 staff, beginning with executives and the Professoriate, then expanding to managers, supervisors and non-supervisory staff.

The program will continue to be rolled out to remaining staff throughout 2023, and engage students more explicitly.

The University took decisive action against those who breached the Sexual Misconduct Prevention and Response Policy and in May 2022 published its first Sexual Misconduct Annual Report, which included changes in practice and outcomes from its investigations. An important step in providing greater transparency and accountability, this will now be a publicly accessible annual report.

In May, the University also launched an online portal, Speak Safely, as an additional tool for staff and students to confidentially report alleged sexual misconduct, access support, or seek action by the University. The tool offers functionality to encourage reporting, including a confidential encrypted messaging function.

It also offers a 'diary' function where victim-survivors can store critical records privately.

Additionally, the University allocated extra resources to support the Respect at Melbourne Program, including establishment of the Respect Reference Group with broad stakeholder representation, particularly from students, to support the work of the Respect at Melbourne Committee.

Setting and meeting high standards for diversity and inclusion is another focus for the People and Community portfolio to ensure a healthy, robust and equitable culture. In 2022, the University launched its first *Gender Equality Action Plan* to raise and improve representation and experience of women and non-binary people at every level of the University.

As part of this plan, the University is working towards 40 per cent women, 40 per cent men and 20 per cent any gender in senior leadership roles.

Since 2019, the number of women in University leadership positions – both academic and professional – has grown from 35 per cent to 43 per cent.

In 2022, University Council was made up of 46 per cent women. However, there is still some way to go to meet gender equity targets for University Executive which, in 2022, sat at 32 per cent women.

Removing roadblocks to academic progression typically experienced by women and supporting their promotion to senior academic positions are also critically important.

University campuses came to life during 2022, with the student community celebrating the opportunity to be together in person at a range of on-campus events after two years of remote learning. *Image: Gregory Lorenzutti*



Since 2020, the number of academic women at level D has increased from 39 to 44 per cent, and at level E from 32 to 35 per cent. In February, the University launched the Athena Swan STEP (Supporting Talent and Enabling Progression) Mentoring Program to support women and non-binary staff applying for promotion to senior academic level D, where they are underrepresented in most University faculties.

The University made further progress in implementing its Gender Affirmation Policy, published in 2021, appointing a specialist adviser and improving University IT systems and processes to support gender affirmation. The University also developed a number of educational materials and resources to support students and staff.

Development of two important action plans, focused on disability inclusion and LGBTIQ+ inclusion, were developed in 2022, putting a spotlight on the foundational work required to support a welcoming and inclusive community for everyone. In 2022, the University celebrated Transgender Day of Visibility in March, International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) in May and International Day of People with Disability in December to raise awareness about the message of these significant dates.



Celebrating successful conclusion of the *Believe* campaign, the University thanked its international community of alumni and supporters with events in London, New York, San Francisco, and at Singapore's ArtScience Museum where the University's *MENTAL* exhibition toured in 2022.  
*Image: supplied*



Attracting students from all backgrounds is crucial to ensuring a rich and diverse campus life, and to creating a welcoming and supportive environment for everyone. In 2022 the University renewed its efforts to attract the widest possible student cohort by improving access for high-achieving students from all backgrounds. This included broadening entry to the University's special entry access scheme Access Melbourne and offering a series of scholarships to support students from regional and rural areas and those who had experienced significant disadvantage during secondary education. (See also pages 51–52)

## MAINTAINING LIFELONG CONNECTIONS WITH ALUMNI AT HOME AND ABROAD

The University's community is enriched by more than 470,000 alumni living in over 170 countries, of whom more than 17,000 engaged with the University in 2022.

The University hosted a series of events for valued donors and alumni volunteers in Melbourne, London, New York, San Francisco and Singapore, to thank and demonstrate the impact of their support through the *Believe* campaign. Their support changed lives through the transformative impact of scholarships, innovative research that contributes to solving the world's grand challenges, community engagement locally and globally, and world-class facilities that have enabled students and researchers to thrive and prosper in their work. The University's community of international alumni also had the opportunity to reconnect with their alma mater in 2022 through activities hosted by alumni associations in Beijing, Hong Kong, Jakarta, Kuala Lumpur, London, New York, Shanghai, Singapore, Sydney and Tokyo.

A number of these events were dedicated to welcoming and connecting with graduates returning to their home countries after living and studying in Australia throughout the COVID-19 pandemic.

Deputy Vice-Chancellor (International) Professor Michael Wesley also attended the first Malaysian Alumni Association dinner since the pandemic and met with alumni in India and Indonesia during delegations to these countries.

In Melbourne, alumni also engaged in a range of local faculty-based events during 2022, with the 12th annual Melbourne Foundation for Business and Economics Dinner drawing a crowd of close to 350 people, and the Faculty of Architecture, Building and Planning alumni network collaborating with Melbourne Connect for a Melbourne Knowledge Week event in May. The Faculty of Medicine, Dentistry and Health Science's Reunion Day was held in November, with more than 300 alumni in attendance.

The importance of alumni to the University community is reflected in the support provided to students in myriad ways. In 2022, more than 2000 alumni mentors worked with students and recent graduates, providing them with the benefit of their skills, knowledge and career advice.



## STRONG VOICES CONTRIBUTING TO PUBLIC DEBATE

Beyond its own community of students, staff and alumni, the University actively participates in public discourse to advance and inform policy discussion and debate, fulfilling its responsibility to share knowledge and contribute its expertise for the benefit of the community more broadly.

In 2022 researchers contributed to commentary and thought leadership on issues such as the war in Ukraine, the ongoing pandemic, gender, climate change, and cyber and data security, registering 46,156 media mentions. The work of more than 580 Australian and international researchers was published on Pursuit, the University's online research and commentary website, with engagement surpassing more than 1.7 million page views.

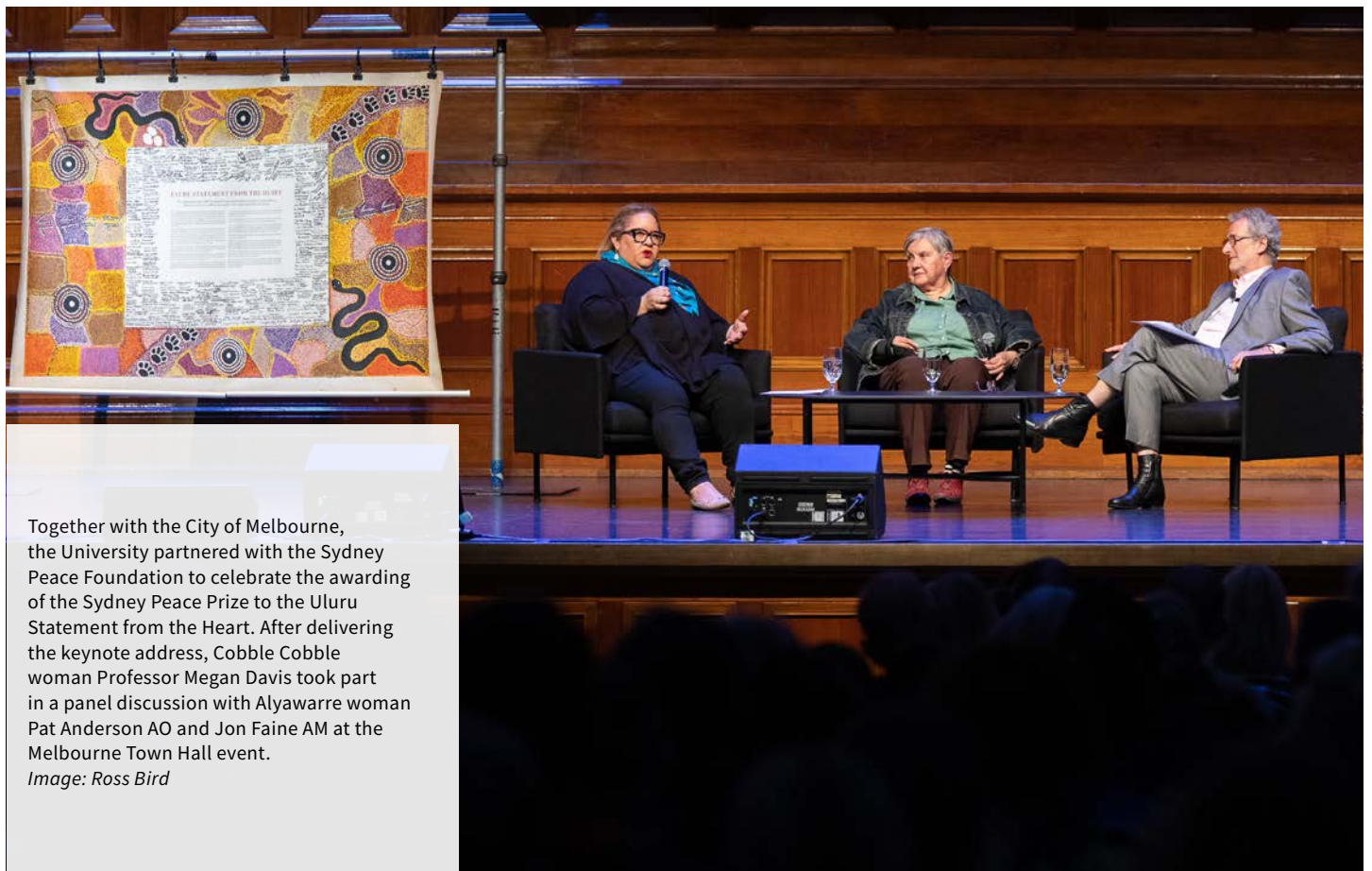
In December, the Pursuit team was recognised at the National Press Club in Canberra winning the Universities Australia Award for Excellence in University Research Reporting 2022. Judges described Pursuit's COVID-19 coverage as "powerful public service journalism that highlighted the indispensable role of Australian university research to save lives, safeguard public health, and help to shape public policy informed by robust evidence."

Public events provided opportunities for the broader community to engage with academic expertise on a variety of topics and issues of significant importance to the community.

Together with the City of Melbourne, the University partnered with the Sydney Peace Foundation to celebrate the awarding of the prestigious Sydney Peace Prize to the Uluru Statement from the Heart.

Held at the Melbourne Town Hall, the event titled 'From the heart: Enshrining a First Nations Voice in the Australian Constitution' featured a keynote address from Professor Megan Davis, followed by a panel discussion with Pat Anderson AO.

In November, the Melbourne Institute of Applied Economic and Social Research partnered with *The Australian* newspaper to host the first in-person Economic and Social Outlook Conference since 2019. Held for the past 20 years, in 2022 the conference brought together government, academic researchers and industry experts to discuss policy and economic innovation to promote and improve opportunity for all Australians under the theme 'Opening Doors of Opportunity'. Alongside University researchers, business and community leaders, the agenda included presentations from Prime Minister Anthony Albanese, Federal Treasurer Dr Jim Chalmers, Minister for Aged Care Anika Wells, Minister for NDIS Bill Shorten, and Minister for Immigration, Citizenship and Multicultural Affairs Andrew Giles.



Together with the City of Melbourne, the University partnered with the Sydney Peace Foundation to celebrate the awarding of the Sydney Peace Prize to the Uluru Statement from the Heart. After delivering the keynote address, Cobble Cobble woman Professor Megan Davis took part in a panel discussion with Alywarre woman Pat Anderson AO and Jon Faine AM at the Melbourne Town Hall event.

*Image: Ross Bird*

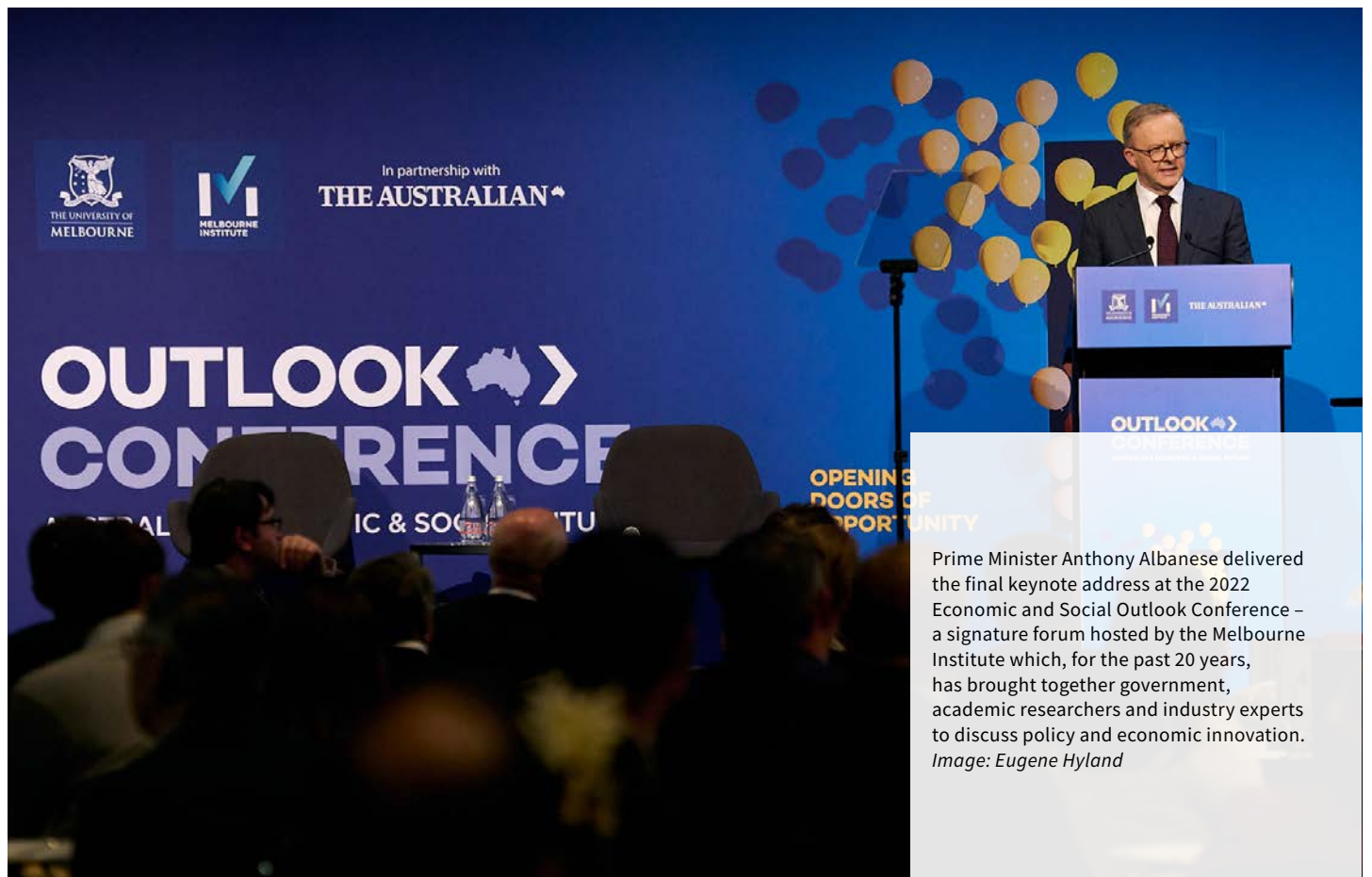
The inaugural Melbourne Climate Futures Summit, held in October, brought the breadth of University research to leaders from policy, industry, and Indigenous and youth communities, and offered the opportunity to work collaboratively, share ideas and continue to make strides towards impactful climate action.

Partnering with government to contribute to debate and policy on national priorities including jobs and skills, climate change and gender equality was also a focus for the University in 2022. Ahead of the Federal Government’s Jobs and Skills Summit in September, the University convened a roundtable of researchers to share ideas to tackle economic challenges.

Melbourne Climate Futures worked alongside the Climate and Health Alliance to advise on Australia’s first National Health and Climate Strategy, and University researchers provided briefings to the Office for Women in the Department of Prime Minister and Cabinet regarding findings of the Melbourne Institute of Applied Economic and Social Research’s report 'From Partnered to Single: Financial Security Over a Lifetime'.

The University continued to make formal submissions to government in 2022, on subjects including the Australian Universities Accord, review of the Australian Research Council, Global Victoria's International Education Recovery Plan 2025, international student diversity, research translation, qualifications recognition, the Jobs and Skills Summit, the Productivity Commission’s interim five-year report, and automated decision making and AI regulation.

University experts served on important advisory groups and government committees. For example, in September, the University’s Director of IBM Quantum Hub Professor Lloyd Hollenberg was appointed to the Federal Government’s National Quantum Advisory Committee. In October, Professor Bruce Bonyhady was appointed Co-Chair of an independent review into the National Disability Insurance Scheme to advise on program design, operation and sustainability. In December, Pro Vice-Chancellor (Systems Innovation) Professor Liz Sonenberg was appointed as chair of the National Research Infrastructure Advisory Group, to provide long-term strategic advice to the government on research infrastructure. Deputy Vice-Chancellor (International) Professor Michael Wesley was appointed to the Universities Accord Ministerial Reference Group. This group will be a sounding board and source of advice to the team developing the accord. Professor Wesley was also re-appointed to the Australian Government’s Council on International Education.



Prime Minister Anthony Albanese delivered the final keynote address at the 2022 Economic and Social Outlook Conference – a signature forum hosted by the Melbourne Institute which, for the past 20 years, has brought together government, academic researchers and industry experts to discuss policy and economic innovation. *Image: Eugene Hyland*

## TRACKING PERFORMANCE

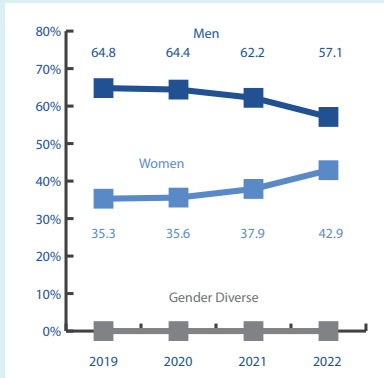
### Priority area: Staff diversity and inclusion

Key

Measure

Insight

Leadership diversity – percentage of men, women and gender diverse full-time and part-time employees in leadership



Share of women in University leadership has grown to 43% from 35% in 2019.

Note: Data for all years as at 31 March. This measure includes the two most senior levels of academic staff (Professor and Associate Professor) and senior members of professional staff (senior managers and above).

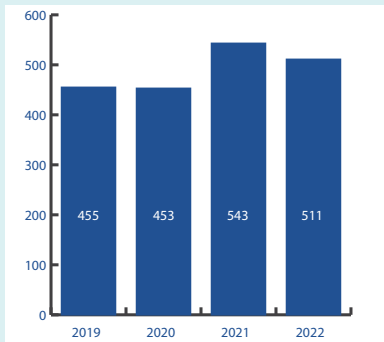
### Priority area: Student diversity and inclusion

Key

Measure

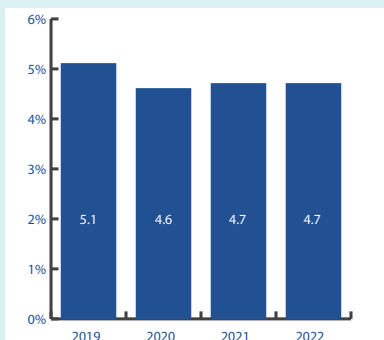
Insight

Indigenous student headcount (all students)

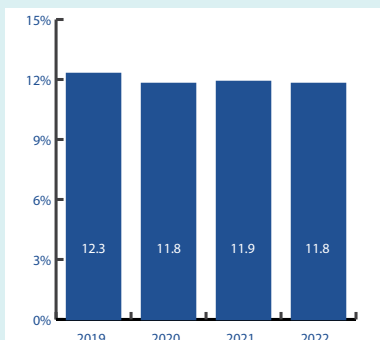


The headcount of Indigenous students declined slightly compared to 2021, although still higher than baseline levels.

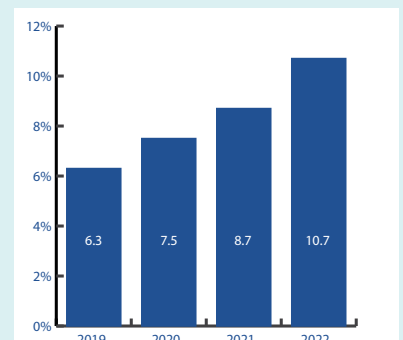
% of domestic low SES commencing undergraduate students



% of domestic regional and remote commencing undergraduate students



% of domestic commencing students with indicated disability

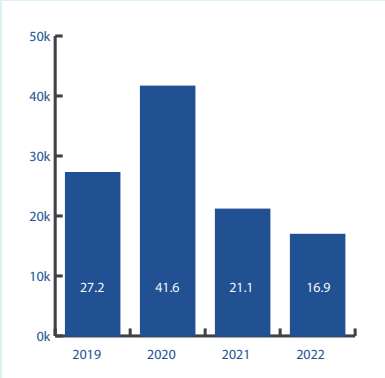


Focus on growing proportion of underrepresented undergraduate students includes low SES, regional and remote categories, as part of Access Melbourne special entry scheme.

Priority area: Alumni engagement

Key Measure Insight

Number of alumni engaged in participation



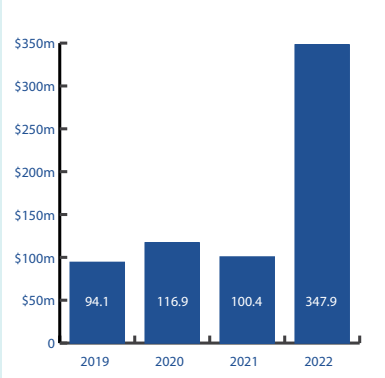
Alumni engagement spiked in 2020 driven by the transition to online events and programs during COVID-19. Work is also under way to launch a new alumni engagement strategy.



Priority area: Philanthropic support

Key Measure Insight

Philanthropic support: \$million raised, new funds secured



Spike in 2022 reflected in exceptional \$250 million gift for the Cumming Global Centre for Pandemic Therapeutics.



Source: ▲ University of Melbourne

## Case study

# Changing the face of politics

*Australia, like many countries around the world, has historically faced issues of female underrepresentation at local, state and federal levels of government. Determined to redress this imbalance, the Pathways to Politics program is equipping women with the skills, knowledge, confidence and networks to run for elected office and thrive as political leaders.*

For Juliana Addison MP, Member for Wendouree in the Victorian Parliament, the Pathways to Politics program provided the essential support and mentoring she needed to run for office in 2018.

“This program is crucial,” she said. “It made such a difference to have incredible women from across the political spectrum encouraging me. And more women in parliament better reflects our community’s values and experiences.”

Juliana is one of the 19 alumni of the Pathways to Politics program who ran in the 2022 Victorian election, and one of six successfully elected to the upper and lower houses across five parties.

The Pathways to Politics Program for Women is a non-partisan initiative made possible by the vision and generosity of founder Carol Schwartz AO, Chair of Trawalla Foundation and Women’s Leadership Institute Australia.

Modelled on Harvard University’s successful political training program ‘From Harvard Square to the Oval Office’, the Pathways to Politics program provides hands-on training and networking opportunities for women, female-identifying, and non-binary people who aspire to elected office.

Participants in the program have the opportunity to learn from and be mentored by guest presenters from all sides of politics, including sitting and retired politicians, public speaking professionals, campaign strategists, advisers, public policy experts, and leading figures in Australian political and public life.

Since its launch in 2016, the program has realised significant impact in advancing female political participation, with 28 electoral successes achieved nationally across the political spectrum at all levels of government.

Bridget Vallence MP, State Member for Evelyn, was also successfully re-elected in 2022 and applauds the program for providing women with the confidence to pursue careers in politics, despite the well-documented obstacles they can face.

“The program is candid about how challenging it is being in politics,” Vallence said. “It shows how women, regardless of political persuasion, experience common challenges and can work together to break down these barriers.”

In 2022, the program reached another significant milestone with the launch of its Pathways to Politics Knowledge Hub, a free online platform providing a range of online resources to support women and gender diverse people to run for office.

The initiative is the founding program in the national Pathways to Politics network, with partner programs at Queensland University of Technology, University of New South Wales and Charles Darwin University.

In 2023, the program will expand further into the Australian Capital Territory and South Australia, with the University of Canberra and University of Adelaide joining the national network. Universities in Western Australia and Tasmania are expected to follow in the coming years to make it a fully national program.

Pathways to Politics highlights the University’s commitment to advancing policy discussion and debate, and recognises that central to this is a diversity of views in the public realm.

Carol Schwartz believes that the collaboration with university partners has been critical to the program’s success and pays recognition to the University of Melbourne as an excellent founding partner.

“This is about optimising outcomes for our country by ensuring that men and women together share power, leadership and decision making,” she said. “Having a record 19 of our alum run in the 2022 state election is a wonderful step towards that ultimate goal.”

“Together with our other university partners, we have built a program that is literally changing the face of Australian politics.”



A record number of Pathways to Politics alumni ran in the 2022 Victorian state election, including (left to right) Mayor of Merri-bek and Greens candidate for Pascoe Vale Councillor Angelica Panopoulos, Animal Justice Party Member for Northern Victoria Georgie Purcell, ALP candidate for Prahran Wesa Chau, Yarra Ranges Councillor and Independent candidate for Monbulk Councillor Johanna Skelton, and Liberal candidate for Hastings Briony Hutton.

*Image: Peter Casamento*

# Education


*Students are at the heart of the University of Melbourne, renowned for their outstanding knowledge, skills and societal influence.*

## HIGHLIGHTS

- The new *Advancing Students and Education Strategy* will define the future of education at the University of Melbourne and achieve a transformation in the student experience.
- The University significantly expanded eligibility criteria for its special entry access scheme Access Melbourne, making it easier for more students from all backgrounds to participate in a University of Melbourne education.
- New Education Innovation Fellows delivered major curriculum enhancements to transform student learning experiences.
- Students immediately embraced the newly opened Student Pavilion and Arts and Cultural Building, enjoying new social and study spaces in these state-of-the-art facilities on Parkville campus.
- More than 100 new industry-aligned microcredentials provided myriad study options outside conventional degree structures, reflecting the importance of lifelong learning.







*Students are essential contributors to the intellectual life of the University, valued for their diverse range of views, knowledge and experiences. In 2022, the University of Melbourne made significant headway in developing an ambitious new strategy to reshape its teaching, learning and student experience. It continued to foster a vibrant student community and deliver an innovative educational offering through its distinctive Melbourne curriculum. Outside the classroom, students engaged in a wide variety of activities to complement and enhance their studies, supported by a range of wellbeing programs and services.*

## DEFINING THE FUTURE OF A MELBOURNE EDUCATION AND STUDENT EXPERIENCE

A great university education is transformative, supporting and enabling students to fulfil their potential and contribute their talents to solving the world's complex challenges. In a changing educational landscape, the University recognises that bold and imaginative thinking is needed to design the future of a University of Melbourne education for the benefit of individual students, and for the good of community.

Developing an ambitious new *Advancing Students and Education Strategy* was a top priority for the University in 2022. A consultation process spanning eight months attracted feedback from more than 2500 students and staff on new and different ways to define the future of education and achieve transformation in the student experience.

The strategy, to be launched in early 2023, builds on the University's existing strengths and the foundations of the Melbourne curriculum. It concentrates on supporting undergraduate students to lead in the areas they choose to have impact – whether that be in research, industry or local and global communities.

Further, it extends the variety and flexibility of the University's graduate programs as students increasingly seek to learn in new ways and at different life and career stages. Designing the curriculum and student support with diversity as a first principle will also be vital to an enriched student community. The strategy therefore signals a heightened commitment to enabling students from all backgrounds to participate in a University of Melbourne education.

Results from the Quality Indicators for Learning and Teaching (QILT) surveys, and the University's own student feedback, are tangible reminders that further action is needed to enhance the student experience. This is a major priority for the University. Although the 2021 QILT results, released in August, showed a slight improvement on 2020, the University was again disappointed by the results. Through the *Advancing Students and Education Strategy*, the University will redouble its efforts to build a thriving community, strengthen connection and belonging, improve the classroom experience and provide the services, systems and processes that will meet, and hopefully exceed, student expectations.

## WELCOMING AND SUPPORTING A DIVERSE STUDENT COMMUNITY

Increasing access for all students, and welcoming and supporting a diverse student body, is a critical priority of the *Advancing Students and Education Strategy*, and one the University is already pursuing with determination. In 2022, the University widened the eligibility for its special entry access scheme, Access Melbourne. Expanded eligibility in the disadvantaged financial background and first-in-family categories, and further adjustment of the Australian Tertiary Admission Rank (ATAR) selection guarantees, led to more students being eligible to enrol in Melbourne undergraduate courses. The University also launched an online Access Melbourne calculator, enabling prospective students to see what ATAR they would likely need to participate in Melbourne degree courses.

The University provided greater opportunities for secondary students in rural and regional areas of Australia to learn about tertiary study options, running more than 150 engagement sessions throughout the year. It expanded its student ambassador program to include more regional student voices, and established an advisory group of regional and remote careers teachers to help guide engagement, including through an equity forum on campus.

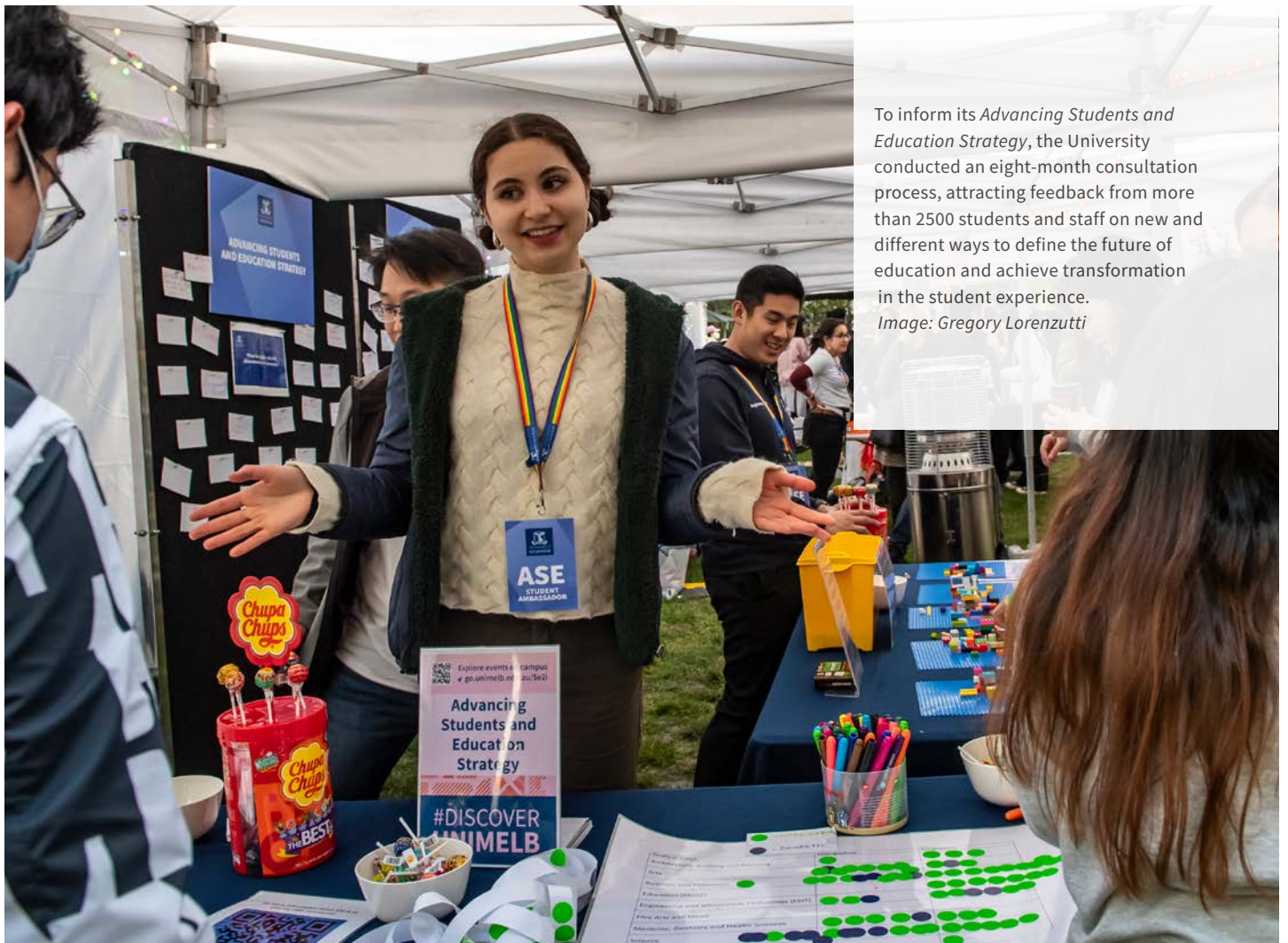
The University also established a joint scholarship with residential colleges in recognition of the financial challenges faced by many regional and remote students, offering grants of up to \$17,500 to alleviate the cost of relocating to Melbourne. More broadly, 324 students who experienced significant disadvantage during their secondary education received Melbourne Access Scholarships totalling approximately \$3.5 million.

A further 91 scholarships were provided by Melbourne University Sport to support students who experienced financial hardship to engage in recreation, fitness and sports programs. In addition, more than 4300 students received one of the University's new and expanded range of scholarships announced in 2021.

A true celebration of the diversity of the University's community includes welcoming and embracing international students on their return to campus. Coming from every continent and nation, international students bring with them different backgrounds, experiences and perspectives. Following the University's Indigenous Wominjeka celebration welcoming all students to the new academic year, University campuses hosted religious and cultural celebrations and festivals from around the world, including the Mid-Autumn Moon Festival, Fiesta del Sol and Diwali. (See also page 76)



Following the University's Indigenous Wominjeka celebration welcoming all students to the new academic year, religious and cultural celebrations and festivals from around the world including the Mid-Autumn Moon Festival, Fiesta del Sol and Diwali were held on University campuses throughout 2022. The events attracted huge numbers of international and domestic students and generated joy and energy for everyone who attended. *Image: Gregory Lorenzutti*



To inform its *Advancing Students and Education Strategy*, the University conducted an eight-month consultation process, attracting feedback from more than 2500 students and staff on new and different ways to define the future of education and achieve transformation in the student experience.

*Image: Gregory Lorenzutti*

To further support international students in their transition to Melbourne after extended periods of remote study, the University issued more than 12,500 Melbourne Welcome Grants of \$4000 to students travelling to Australia for the first time. Returning students continued to receive these scholarships ahead of Semester 1, 2023. A new suite of Melbourne Global Graduate Scholarships was also launched for graduate students from key international regions commencing study in 2023.

Through the Australia Awards Scholarships, funded by the Department of Foreign Affairs and Trade, the University welcomed more than 200 new and deferred students from 31 countries across Africa, the Pacific, and South and Southeast Asia. The University also established the inaugural Melbourne Climate Action Scholarship, a joint initiative with McMaster University, University of Cambridge, University of Montreal and University of Toronto to support students from Pacific Small Island Developing States to undertake study addressing the effects of climate change in the Pacific.

(See also page 80)

## INNOVATION DRIVING EXCELLENCE IN EDUCATION

Delivering the highest-quality teaching and learning outcomes is a clear goal for the University of Melbourne. As an academic institution, the University constantly reflects on its teaching and learning practices, considering how to apply the latest educational approaches and ways to adopt new technologies.

This approach underpins the academic values inherent in the Melbourne curriculum. Under this distinctive model, students undertake broad-based undergraduate degrees to develop well-rounded skills across one of nine disciplines, followed by employment, further professional and specialised education at graduate level, or a research degree. The Melbourne curriculum allows students to study outside core disciplines. Known as breadth subjects, these go beyond traditional elective courses to provide students with the opportunity of working with peers and researchers from across different fields, tailor courses to fit their interests and career ambitions, and improve career prospects.

In 2022, the University returned to on-campus teaching with flexible education options to support students in Australia and overseas, delivering teaching and learning activity through campus-based, dual and online subject delivery modes. Although only 10 per cent of subjects were delivered entirely online in 2022, students were given flexible options using dual delivery and digitally supported campus-based subjects.

An essential ingredient in the mix is the University's Flexible Academic Programming (FlexAP) initiative. FlexAP has transformed student learning experiences by embedding best practice teaching and learning principles and incorporating digital technologies into subject development and design. In 2022, FlexAP appointed 12 Education Innovation Fellows to deliver 44 curriculum innovation projects within foundational subjects, 35 pedagogical delivery enhancement projects, and 112 improvements to blended synchronous learning delivery.

To date, almost 34 per cent of all student study has been enhanced through the FlexAP initiative, including funding of 135 subjects for major curriculum enhancements, and the embedding of ePortfolios in 107 subjects. The University also delivered 188 workshops and 312 learning support consultations for teaching staff throughout 2022.

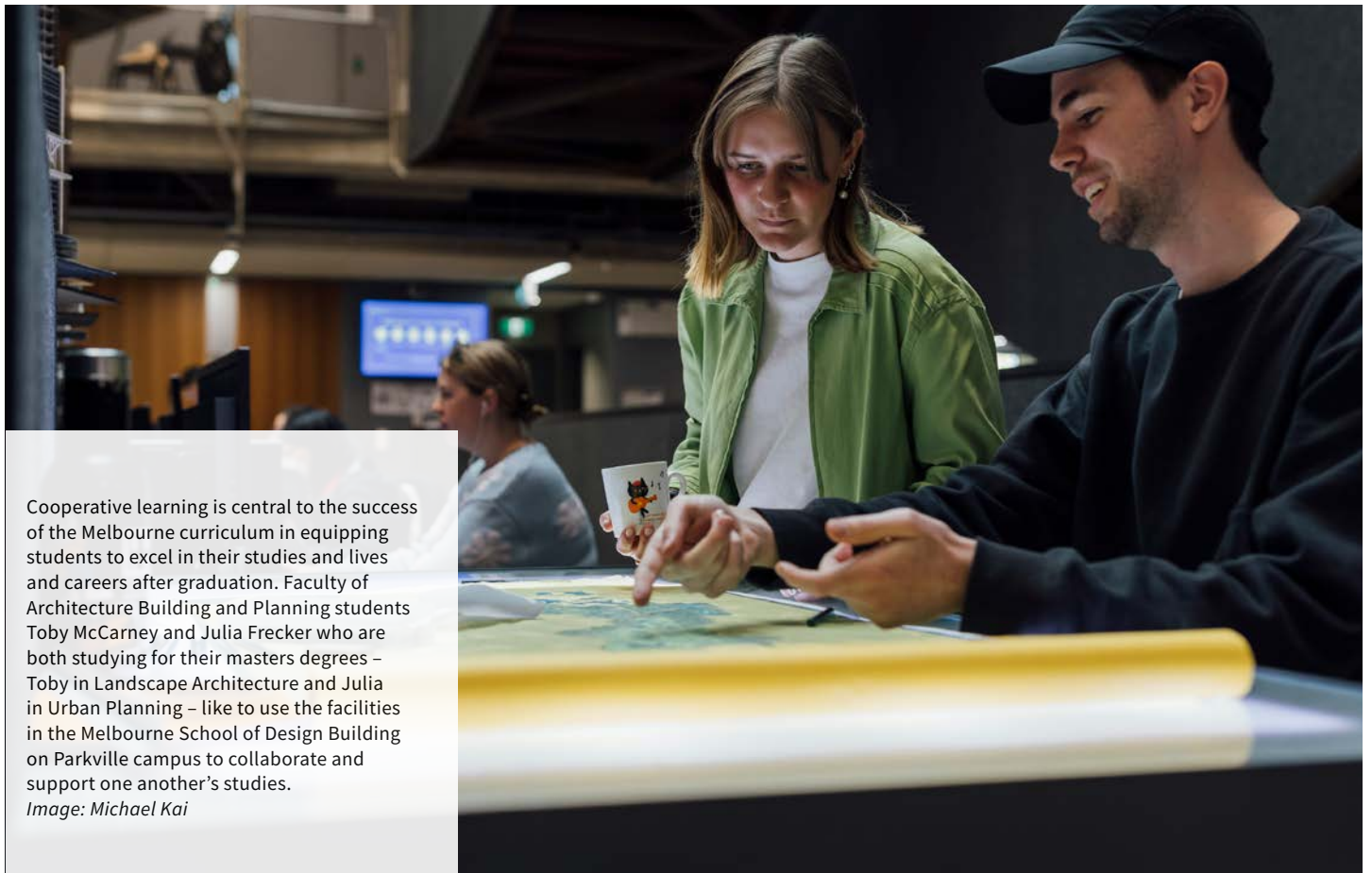
Learning and Teaching Initiative (LTI) grants encouraged further innovations in teaching and learning. For example, in the Faculty of Business and Economics, fintech lecture content was brought to life through an accessible podcast packed with relevant, real-life examples of academic concepts. The Faculty of Engineering and Information Technology also used digital technologies to revitalise practical demonstrations, employing Hollywood stunt technology to offer multidimensional, up-close perspectives in ways that would not be achievable in the classroom.

In addition, the Faculty opened a Teaching and Learning Laboratory to support research-informed enhancements to learning and teaching through capability development, support, research, and evaluation. These examples complement other teaching and learning innovation centres at the University, including the Built Environments Learning + Teaching (BEL+T) group and the Williams Centre for Learning Advancement.

In the Faculty of Medicine, Dentistry and Health Sciences Professor David Kok and Dr SathanaDushyanthen developed a video *Stereotactic Radiotherapy* as a teaching resource to explore an advanced form of treatment that enables oncologists to treat previously untreatable cancers. The video won a gold award at the Telly Awards and is used in the University's Master of Cancer Sciences degree.

Also developed for teaching and training purposes, *Breach Investigation* is a short film on cybersecurity and intellectual property theft produced by Associate Professor Atif Ahmad and Associate Professor Sean Maynard from the Faculty of Engineering and Information Technology. The film won the award for Best Original Screenplay of a Short Film at the London International Film Festival 2022.

Another important tenet of the Melbourne curriculum is the incorporation of international perspectives to equip graduates with the ability to work well across cultures, contexts and communities in an increasingly global society. Launched in 2022, the Internationalisation of the Curriculum initiative provides grants for faculties to embed intercultural elements and a greater diversity of perspectives into curricula. Under this program, eight faculties were awarded grants.



Cooperative learning is central to the success of the Melbourne curriculum in equipping students to excel in their studies and lives and careers after graduation. Faculty of Architecture Building and Planning students Toby McCarney and Julia Frecker who are both studying for their masters degrees – Toby in Landscape Architecture and Julia in Urban Planning – like to use the facilities in the Melbourne School of Design Building on Parkville campus to collaborate and support one another's studies.

Image: Michael Kai

These grants complement the inaugural Global Classrooms Seed Grants launched in mid-2022 to create and deliver curriculum in collaboration with the University's international partners. Valued at up to \$10,000, the grants increase student access to innovative and distinctive global learning experiences. The total fund of \$100,000 was awarded in 2022 for subjects to be developed for Semester 2, 2023 and Semester 1, 2024.

The University's progressive and dynamic curriculum and academic approach include study options that move beyond conventional degree structures, with lifelong learning at its core. In 2022 the Melbourne School of Professional and Continuing Education (MSPACE) launched over 100 industry-aligned microcredential courses, many of which were endorsed by or co-designed with industry. For example, in partnership with Telstra, MSPACE introduced three microcredentials: Intrapreneurship Fundamentals, Managing Strategic Performance, and Process Thinking and Improvement. And, together with the Wilin Centre for Indigenous Arts and Culture and the Victorian Government, developed two online cultural literacy and treaty series.

## SUPPORTING STUDENTS BEYOND THE CLASSROOM

The University understands that student success goes beyond academic achievement. The University's student support services provide practical assistance and guidance with academic mentoring and peer support, career advice and preparation, mental health and wellbeing services, and opportunities to participate in a vibrant campus life through clubs, societies and events.

The University's Student Life initiative connects students with academic mentors and student support networks. In 2022, the Academic Advising Program connected 8766 students with 1206 academics and, for the first time, included students from all three years of an undergraduate degree. 2022 marked the end of the program's three-year initiation phase before it is embedded as a core element of the Melbourne student experience from 2023. Peer mentoring sessions continued to be offered throughout 2022, with 7037 commencing students participating in 2700 sessions, led by 919 peer mentors.

The University prioritises equipping students with the skills they need to develop their careers and navigate employment opportunities, providing programs and services to help support career placements, workshops, industry events, and connections with alumni. In 2022 the University also embedded a career readiness benchmarking census into its student enrolment process. The results were used to design targeted and personalised programming for students during their studies, tailored to individual career goals and progression.

Across 2022, the University's Careers and Employability service supported almost 25,000 students with advice, resources, tools and workshops, and the Ask Alumni mentoring program supported more than 1000 meetings between students and alumni mentors.

The University's Students@Work Program placed almost 100 students in on-campus internships and approximately 400 students from the broader Students@Work pool undertook on-campus employment opportunities across the University. Students reported that they felt more connected to university life and were able to build connections with staff through these meaningful work experiences.

Nearly 900 international students participated in the Melbourne Employability Accelerator (MEA) program, designed to provide opportunities through real-world digital industry projects. The MEA has welcomed some 3000 students and 140 employers since its launch.

Following a successful pilot in Semester 1, the University introduced Melbourne Plus, a co-curricular recognition program co-designed with student organisations, Melbourne University Sport and Medley Hall. Melbourne Plus awarded 817 digital credentials to 748 students across four capability areas: People Leadership, Community Engagement, Innovation, and Sustainability Advocacy.

The University recognises that health and wellbeing is essential for students to perform at their best. In April, the University endorsed a new Student Wellbeing and Mental Health Framework focusing on three pillars: promoting positive wellbeing through teaching and learning, enhancing knowledge and skills, and personalised care. The framework provides clear direction for the University's programs of work in student wellbeing and mental health, and will be essential in continuing to foster an environment where students are supported to thrive and succeed.

In 2022, the University produced two new mental health training programs to assist staff and student leaders in supporting student mental health. In addition to mental health first aid training and individual appointments, the University's Counselling and Psychological Services team supported student wellbeing and mental health with more than 2000 students engaging with workshops and group programs. Offshore counselling services and after-hours mental health crisis support continued throughout the year.

The wellbeing of students was bolstered by the opportunity to fully experience the vibrancy of university life by coming on to campus, connecting with other students and taking part in the events on offer.

The year kicked off with over 5000 commencing undergraduate students attending in-person Melbourne Commencement Ceremonies during Orientation Week. The University also held its first in-person graduation ceremonies since 2019, congratulating and celebrating over 20,000 graduates across 55 ceremonies.

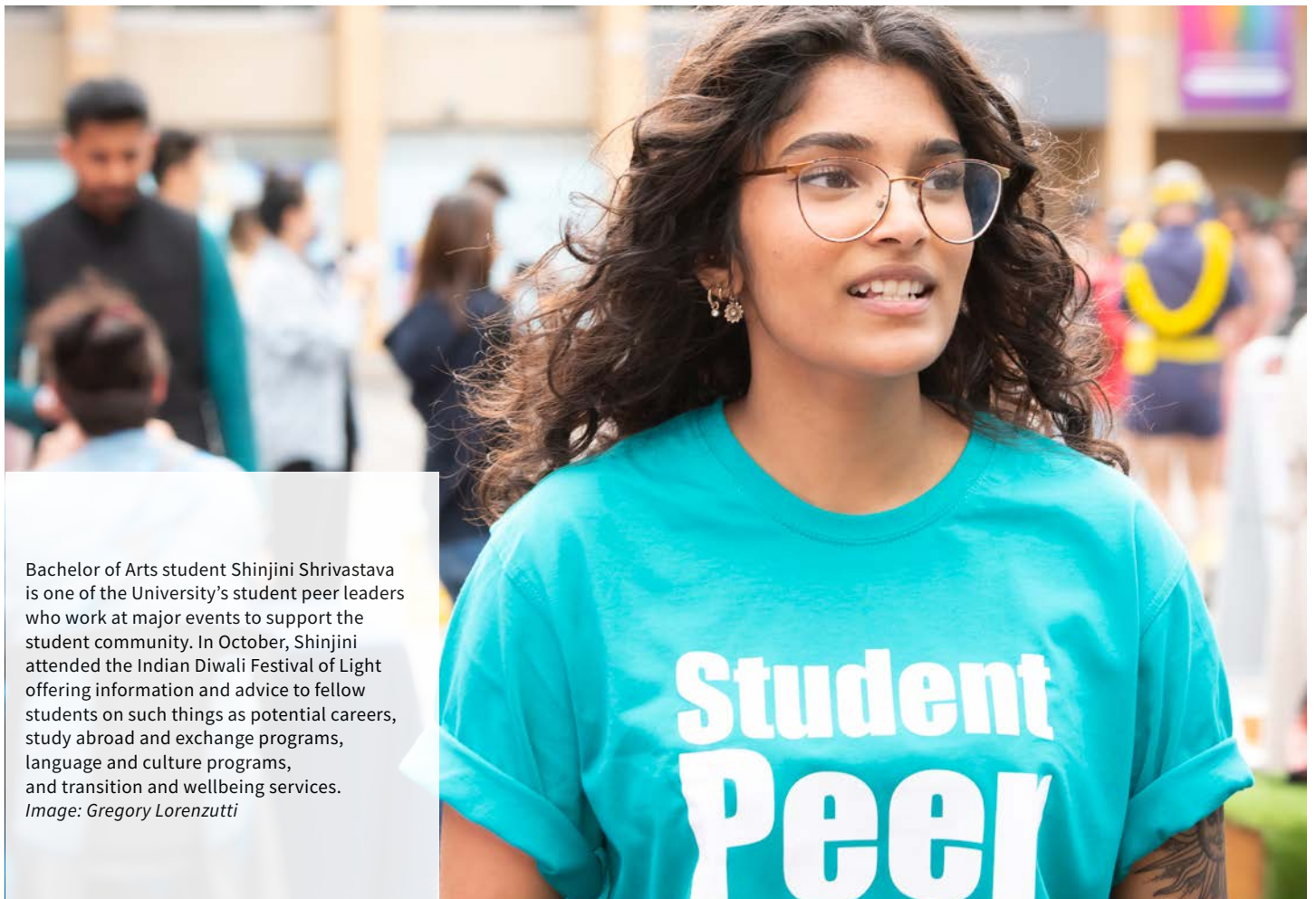
With the ongoing development of the new Student Precinct Project, Parkville campus has undergone a dramatic and positive transformation. The 6 Star Green-Rated Student Pavilion and Arts and Cultural Building opened during the year and were immediately embraced by students who took advantage of the new study spaces and facilities on offer.

The Pavilion is home to the relocated Rowden White Library, an Indigenous rooftop kitchen garden, and four robotic farms used as research and demonstration sites for students and the broader community.

Since opening at the start of Semester 2, the Arts and Cultural Building has hosted more than 30 student theatre productions. (See also page 30)

Many of the University's support services for international students were expanded in 2022 to provide opportunities for students to access programs to enrich their studies and connect with the University, whether based in Australia or overseas. This was made possible thanks to support from the Victorian Government's International Education Resilience Fund.

And for those international students who were still unable to travel in 2022, the University maintained close connections and offered ongoing support, including via its Study Hubs in Nanjing and Shenzhen, China. (See also page 76)



Bachelor of Arts student Shinjini Shrivastava is one of the University's student peer leaders who work at major events to support the student community. In October, Shinjini attended the Indian Diwali Festival of Light offering information and advice to fellow students on such things as potential careers, study abroad and exchange programs, language and culture programs, and transition and wellbeing services.

*Image: Gregory Lorenzutti*

## TRACKING PERFORMANCE

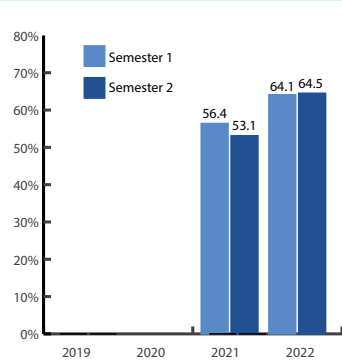
### Priority area: Exceptional student experience

Key

Measure

Insight

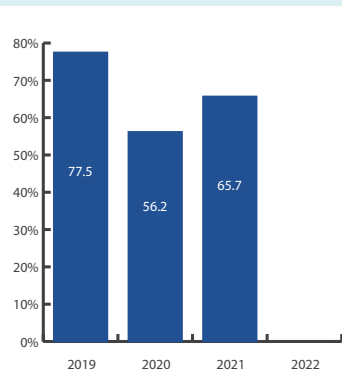
Student experience as measured by internal student survey results



Internal student survey results show improvement in 2022 compared to 2021 with the return to campus likely to further strengthen positive outcomes.

*Note: data not available prior to 2021 (first year of survey)*

% 'good' or 'excellent' against QILT Student Experience Survey (SES) measure for overall student experience



The University made progress against QILT SES measures in 2021, compared to 2020. Student experience continues to be an area of focus for further action.

*Note: QILT SES results for 2021 were released in August 2022. Data is not yet available for 2022.*

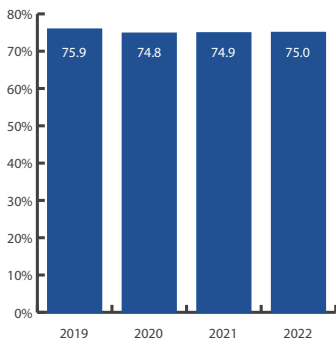




**Priority area: Educating outstanding graduates**

Key Measure Insight

Average of all leadership measures from Graduate Outcomes Survey – Longitudinal (undergraduate and graduate)



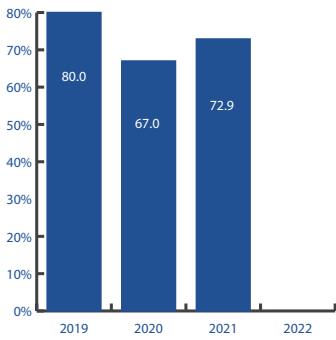
The University continues to show broadly consistent performance across these measures including (i) adaptive skills and attributes and (ii) teamwork and interpersonal skills.



**Priority area: High quality, research-rich interdisciplinary learning**

Key Measure Insight

Teaching quality score from QILT Student Experience Survey



The University’s teaching quality score increased in the post COVID-19 lockdown period.  
*Note: data not yet available for 2022*



Source: ▲ University of Melbourne © Student Experience Survey, QILT Survey Program ❖ GOS-L Survey

## Case study

# Fostering the *future of tech talent*

*In a time of rapid technological transformation, the demand for innovative solutions to complex problems – and the skills needed to find them – has never been more pressing. Partnering with industry to grow the future pool of tech talent, the University of Melbourne has joined forces with global fintech company Airwallex to support high-achieving technology students to become the innovators of tomorrow.*

Airwallex was founded out of a Melbourne cafe by pioneering University of Melbourne alumni Xijing Dai (2006), Max Li (2006), Lucy Liu (2010) and CEO Jack Zhang (2007). Since founding in 2015, the company has grown to employ over 1200 people across 19 international offices, and provides modern technological solutions to help businesses operate across borders in an increasingly globalised world.

Keen to support the next generation of tech leaders, Airwallex partnered with the University in 2022 to offer a range of opportunities such as scholarships, grants, events and career support for promising students studying within the Faculty of Engineering and Information Technology. The initiative exemplifies one of the ways in which the University collaborates with industry partners to enrich teaching and learning, and contributes to solving workforce and sector challenges.

Bachelor of Science student Ayush Tyagi was an inaugural recipient of the Airwallex Excellence in Technology Scholarship, valued at up to \$15,000 per annum across three years. The scholarship recognises Ayush's skill and potential in computing and software systems, and has helped provide the second-year student with reassurance that he's on the right path.

"It's opened up many future pathways for me," Ayush said, "and will help me concentrate on my studies and career without having to worry so much about the financial stress of educational expenses."

The partnership, valued at \$3 million in total, also offers specialised opportunity funds for students experiencing financial hardship – an all-too-common reality facing many students and one that is particularly familiar to Airwallex co-founder and CEO Jack Zhang, who recalls how difficult it was being an international student and holding down three part-time jobs while studying.

In addition to the financial assistance and award schemes it provides, the partnership also facilitates mentoring experiences for students, giving them invaluable access and exposure to professionals in the field.

For Ayush, who hopes to pursue a career in software engineering after graduating with a masters degree, facing industry professionals for the first time when looking to gain relevant work experience was an intimidating prospect.

"The Airwallex partnership eases this pressure by preparing students through exposure and insight into the industry, specifically via its mentorship program and networking opportunities."

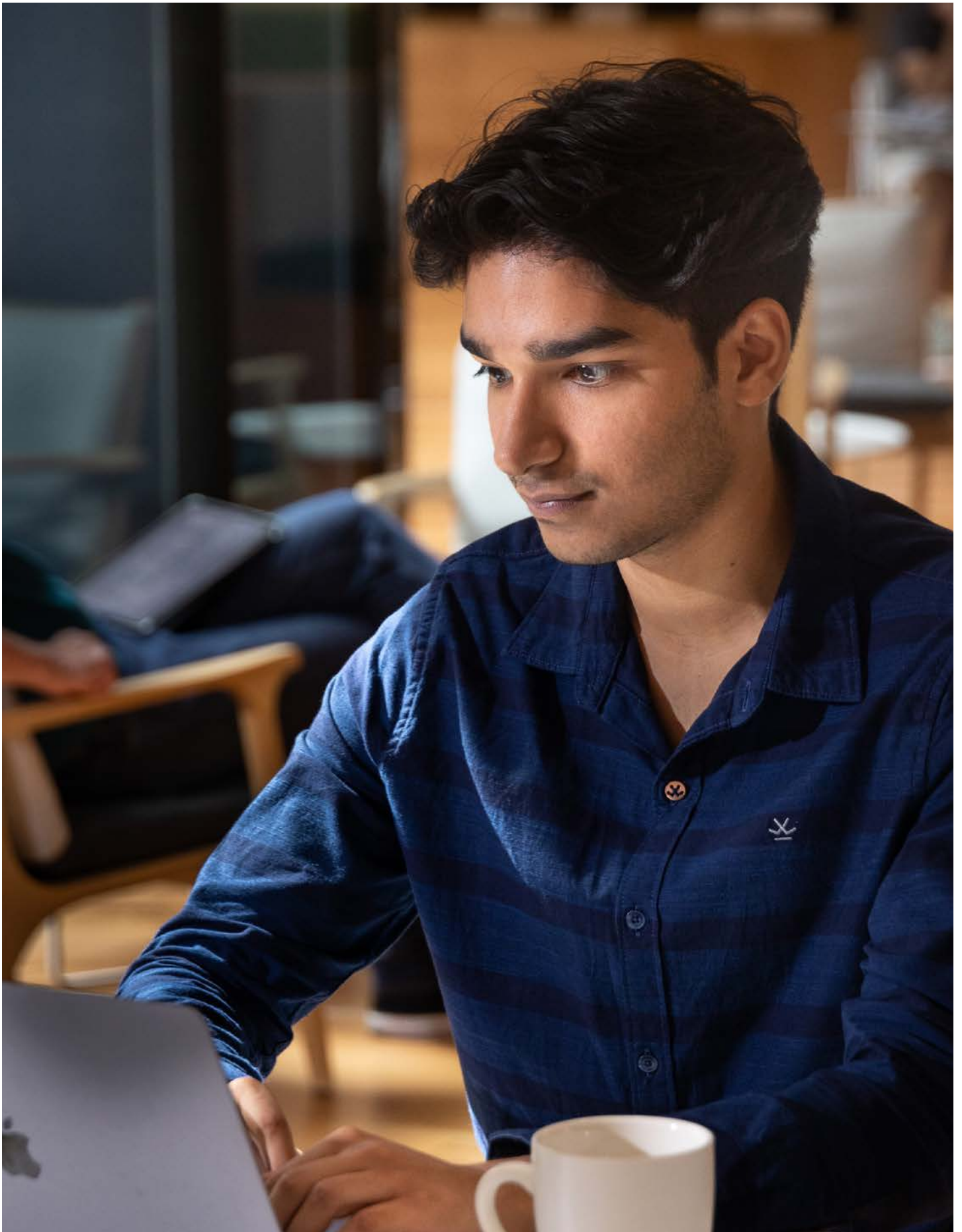
The Airwallex–University of Melbourne partnership comes at a critical time when the tech talent shortage continues to impact Australian businesses. In 2022, the Tech Council of Australia forecast that Australia will need 653,000 additional people in tech jobs by 2030 to fuel the nation's economic growth.

"We understand deeply the tech talent challenges facing businesses today," said Zhang. "By providing students with opportunities and support from inside the sector, this partnership aims to grow the local talent pool and, ultimately, strengthen Australia's tech and start up ecosystem."

The partnership will run over three years from 2022–2025 and showcases the impact of a University of Melbourne education, not only on its alumni, but for the communities they go on to serve.

"It's an honour and a privilege to be in a position to give back to the community that's been a part of the Airwallex story from day one," said Zhang.

"I look forward to seeing the next generation of Australian tech leaders, entrepreneurs and innovators benefit from this partnership and make their mark in the world."



The Airwallex partnership is one example of how the University collaborates with industry to enrich students' learning experience and equip graduates with the skills they'll need to succeed in their careers. Second-year Bachelor of Science student Ayush Tyagi was an inaugural recipient of the Airwallex Excellence in Technology Scholarship, in recognition of his skill and potential in computing and software systems.

*Image: Peter Casamento*

# Discovery

*The University of Melbourne is at the leading edge of discovery, understanding and impact through research.*

## HIGHLIGHTS

- The excellence of University of Melbourne research was again recognised by major Australian funding bodies, including the Australian Research Council, the National Health and Medical Research Council, and the Medical Research Future Fund.
- In partnership with Breakthrough Victoria and Tanarra Capital, the University launched two new major investment funds dedicated to supporting researchers to turn extraordinary discoveries and innovation into commercial reality.
- The University took a leadership position in addressing public health challenges, including in response to the ongoing pandemic and the expansion of the Melbourne Pollen Service to help hay fever and asthma sufferers protect their health.
- Next Level Collaboration, a new social enterprise that uses a ground-breaking approach to teach social skills to neurodiverse children and teenagers, exemplified the success of the University's TRAM (Translating Research at Melbourne) program.
- The University awarded 11 McKenzie Postdoctoral Fellowships and nine Melbourne Postdoctoral Fellowships to outstanding early career researchers.





*The University of Melbourne plays a critical role in advancing knowledge for public good, working closely with industry, government and the community to address major social, economic, health and environmental challenges. In 2022 the University focused on its innovation and entrepreneurship, creating new opportunities for researchers to achieve impact through translation and commercialisation. During the year the University also offered a range of programs to support the capability of its community of researchers across all career stages and disciplines. The excellence of Melbourne research was again well recognised, attracting support from Australia's major research funding bodies.*

## ADDRESSING COMPLEX CHALLENGES THROUGH RESEARCH

Universities exist to foster knowledge, ideas and creative thinking. Developing and applying research across the depth and breadth of disciplines is central to the University's role as a public-spirited institution to address and tackle global challenges for the benefit of society.

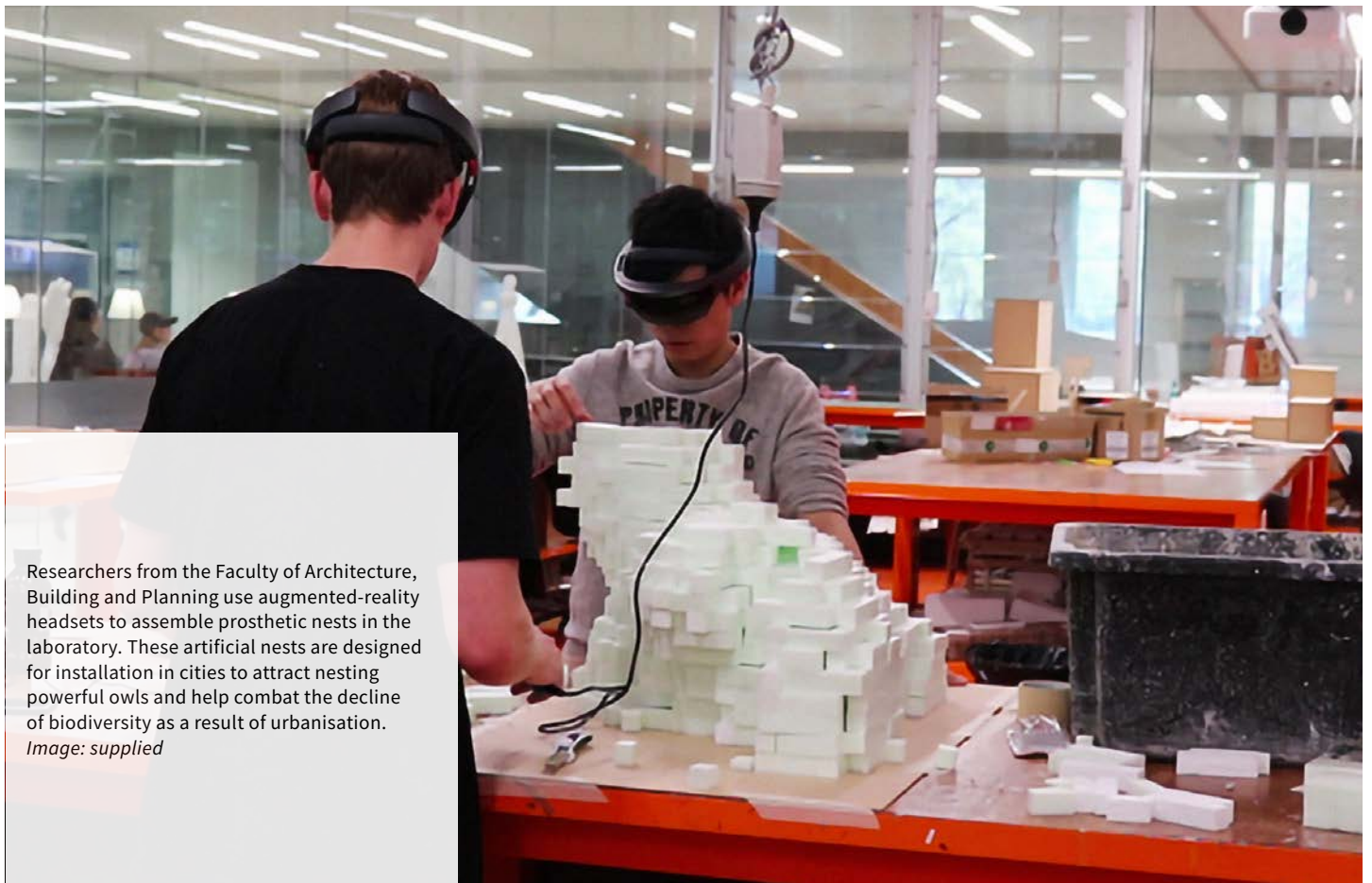
The University is proud to be a leading partner in the Melbourne Biomedical Precinct, working with colleagues across research institutions, hospitals and industry to help combat pressing medical and health issues. In 2022, as Australia adjusted to living with COVID-19, the University again made vital contributions to treat and protect against the virus and support recovery efforts through community education initiatives and medical interventions.

Vaccine development remained a priority, with research focusing on preparing for future pandemics and protecting the workforce transitioning back to offices. (See also pages 12–13)

At this critical juncture in pandemic recovery and public health, Melbourne researchers made positive advancements in improving the lives of Australians living with a range of serious medical conditions. Associate Professor Dina LoGiudice from the Faculty of Medicine, Dentistry and Health Sciences led development of resources for the 'Let's CHAT (Community Health Approaches To) Dementia in Aboriginal and Torres Strait Islander Communities' project. This initiative is designed to raise awareness about dementia and cognitive impairment in Aboriginal and Torres Strait Islander communities, increase detection rates and optimise care for people at risk of, or living with, the condition.

The Rapid Exposure Supporting Trauma Recovery trial, Australia's largest ever treatment trial of posttraumatic stress disorder (PTSD) in military personnel and veterans, was led by Associate Professor Lisa Dell from the University's Phoenix Australia Centre for Posttraumatic Mental Health and the Faculty of Medicine, Dentistry and Health Sciences. The trial showed that PTSD, a serious and disabling disorder, can be treated with intensive daily exposure therapy over two weeks, rather than the typical prolonged weekly exposure over three months. This resulted in significant reduction of symptoms in almost all trial participants.

The Melbourne Pollen Service, coordinated by Associate Professor Ed Newbigin and Dr Edwin Lampugnani from the Faculty of Science, provides critical information and forecasts to help hay fever and asthma sufferers protect their health.



Researchers from the Faculty of Architecture, Building and Planning use augmented-reality headsets to assemble prosthetic nests in the laboratory. These artificial nests are designed for installation in cities to attract nesting powerful owls and help combat the decline of biodiversity as a result of urbanisation.

*Image: supplied*

In late 2021, the University installed Australia's first automated pollen counter at its Parkville campus, a device that enables researchers to undertake continual pollen counts and form a more detailed picture of pollen and its health implications, including the rare but potentially deadly thunderstorm asthma. In November, the Perth Pollen Count and Forecast Service was launched in partnership with Curtin University. This was an important step in a wider effort to establish a national pollen and monitoring network, with similar services already operating in Sydney and Canberra.

University researchers also used their expertise to respond to social and geopolitical challenges facing Australia and the world in 2022. Associate Professor Cathy Vaughan and Dr Karen Block from the Faculty of Medicine, Dentistry and Health Sciences collaborated with Birkbeck University, University of Birmingham and Uppsala University on a study examining sexual and gender-based violence experienced by women and children forced from their countries as refugees.

Launched in Geneva with the International Red Cross, the report provided multi-country evidence to humanitarian aid organisations, governments, immigration and asylum agencies and called for urgent attention and a transnational response. Professor Philomena Murray and Dr Claire Loughnan from the Faculty of Arts produced a policy report calling for an end to harmful narratives about those seeking refugee protection that are used by governments, political parties and the media.

With cost-of-living pressures increasing, Dr Rachel Carey and Dr Maureen Murphy from the Faculty of Veterinary and Agricultural Sciences collaborated with government, members of the community and industry in Victoria to provide a roadmap for tackling food insecurity and identifying key features of a resilient food system in the future.

In a world increasingly dependent on artificial intelligence, the establishment of the Centre for Brain, Mind and Markets in the Faculty of Business and Economics in 2022 will provide a significant contribution with its exploration of human and machine decision-making processes.

With the climate emergency continuing to challenge scientists and policymakers across the world, the University supported researchers across the breadth of its disciplines in 2022 to investigate climate change and related consequences. The Peter McMullin Centre on Statelessness at Melbourne Law School published 'The Future of Nationality in the Pacific: Preventing Statelessness and Nationality Loss in the context of Climate Change', providing the first in-depth look at legal risks associated with statelessness and nationality loss in the Pacific as a result of climate change.

Net Zero Australia is a research partnership between the University of Melbourne, University of Queensland, Princeton University and management consultancy Nous Group that provides rigorous and independent analysis of the pathways Australia can use to achieve net zero in both domestic and export emissions. During the year the collaboration released interim findings covering modelling impacts of net zero scenarios on energy use, energy sources, costs and employment. The report received significant interest from government, with researchers briefing senior policymakers on the implications of its findings.

The Zero Emission Energy Laboratory (ZEE Lab) program, supported by \$4.7 million from the Victorian Government's Victorian Higher Education State Investment Fund, provides opportunities for students and researchers to connect with industry and support research into clean energy technologies. Through ZEE Lab's internship program, graduate students undertook paid internship placements with industry partners to help drive research projects in energy transition.

Researchers across the University also investigated ways to improve biodiversity and new methods of conservation. The Thylacine Integrated Genetic Restoration Research Lab, led by Professor Andrew Pask from the Faculty of Science, partnered with genetic engineering company Colossal Biosciences to accelerate efforts to de-extinct the thylacine (commonly known as the Tasmanian Tiger).

Through access to DNA editing technology and a consortium of scientists and resources, the lab is seeking to bring Australia's only marsupial apex predator back from extinction and, in doing so, provide crucial tools and methods for the conservation of other threatened marsupials.

Similarly, conservation of threatened species was a focus of collaborative research for the pilot of a project using computationally designed hollows to attract nesting powerful owls. Graduate researcher Dan Parker and Dr Stanislav Roudavski from the Faculty of Architecture, Building and Planning, with Associate Professor Therésa Jones and Dr Kylie Soanes from the Faculty of Science, are combating the decline of old, hollow-bearing trees in urban areas and seeking to provide habitat structures that allow wildlife to thrive in cities.

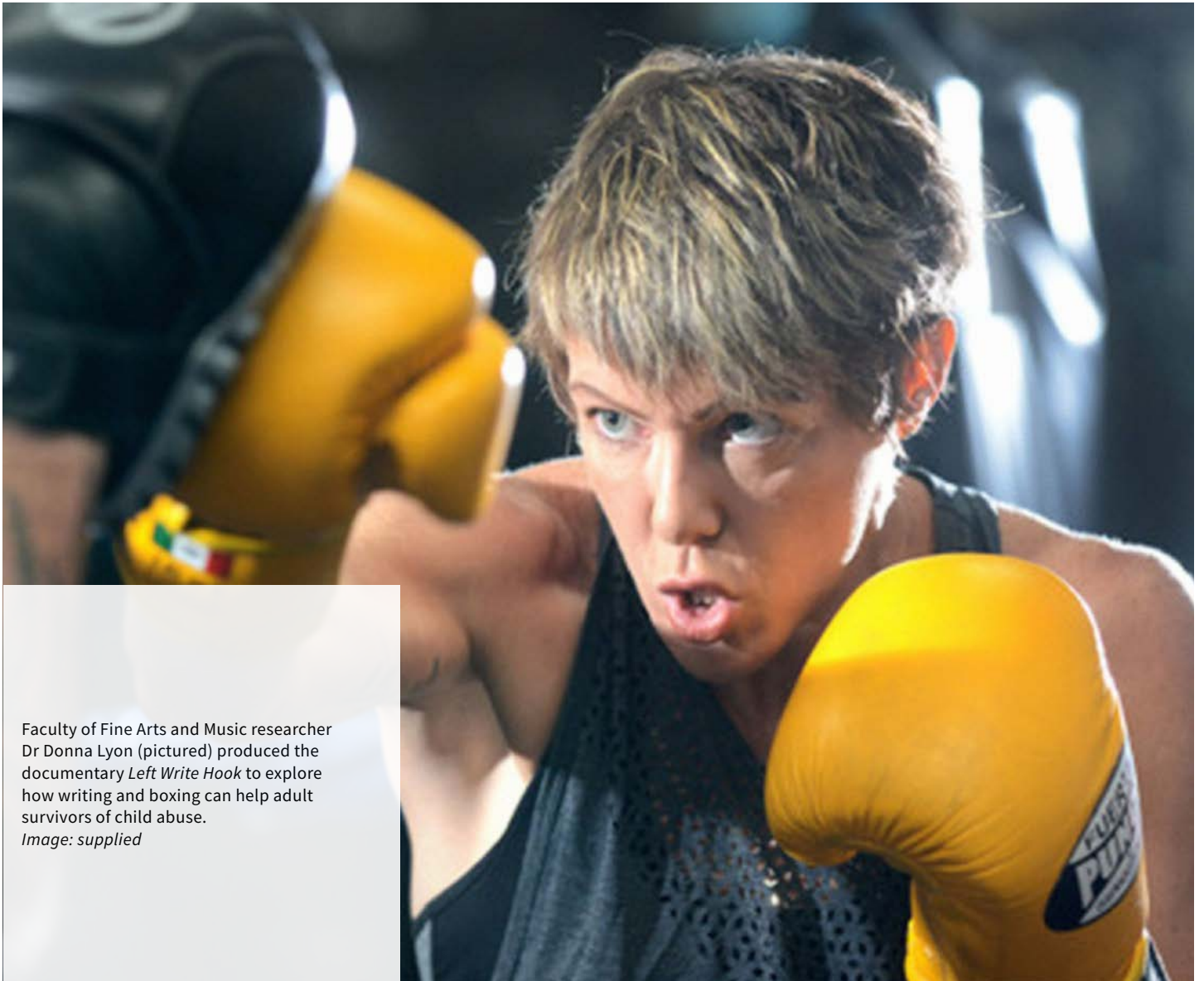
In November, the Minister for Environment and Water Tanya Plibersek launched a new Biodiversity Council, to be incubated at the University of Melbourne. The Biodiversity Council brings together leading experts, including Indigenous knowledge holders, from 11 universities to foster public, policy and industry recognition of the biodiversity crisis, the importance of biodiversity for wellbeing and prosperity, and positive opportunities and solutions to address these challenges.



Featured left to right, Vice-Chancellor Professor Duncan Maskell, Tanarra Principal Anna Shave and Breakthrough Victoria CEO Grant Dooley attended the official launch of the University of Melbourne Genesis Pre-Seed Fund and Tin Alley Ventures Fund.

*Image: Peter Casamento*





Faculty of Fine Arts and Music researcher Dr Donna Lyon (pictured) produced the documentary *Left Write Hook* to explore how writing and boxing can help adult survivors of child abuse.  
*Image: supplied*

Knowing that fundamental research can, and has, lead to some of society's greatest advancements, the University collaborates with global partners to address great unanswered questions. In 2022, this pursuit was exemplified when, in August, the University officially unveiled the Stawell Underground Physics Laboratory (SUPL), the first dark matter laboratory in the Southern Hemisphere. The laboratory is managed by SUPL Ltd and governed by a board chaired by Dr Sue Barrell AO, with representation from all the co-owners (the University of Melbourne, ANSTO, the Australian National University, Swinburne University of Technology and the University of Adelaide).

Led by Professor Elisabetta Barberio from the Faculty of Science, the particle physics research team joined a global quest to understand the nature of dark matter, a phenomenon that has eluded scientists for decades.

The project is supported by the Australian and Victorian governments, each providing \$5 million in funding for the building of the laboratory. The Australian Research Council also awarded a \$35 million grant for development of a Centre of Excellence for Dark Matter Particle Physics. (See also pages 72–73)

Throughout 2022 University of Melbourne researchers published an extensive range of books, films and other scholarship. Two notable examples are Professor Mark Considine from the Faculty of Arts who published 'The Careless State: Reforming Australia's Social Services', and Dr Suzie Sheehy from the Faculty of Science who released 'The Matter of Everything: Twelve Experiments that Changed our World'.

The University's Indigenous Eye Health Unit in the Faculty of Medicine, Dentistry and Health Sciences launched 'Minum Barreng: The Story of the Indigenous Eye Health Unit', reflecting on work undertaken over many years to close the gap in Indigenous eye health inequalities.

With funding from Screen Victoria, Dr Donna Lyon from the Faculty of Fine Arts and Music produced *Left Write Hook*. The documentary, to be released in 2023, explores an evidence-based research program, derived out of a University of Melbourne creativity and wellbeing initiative to support adult survivors of child abuse who use writing and boxing as part of their therapy.

## TURNING RESEARCH DISCOVERIES INTO COMMERCIAL REALITY

Translation of research for the benefit of society is inherent to the University's purpose. The University of Melbourne supports its researchers to have impact on a community level – locally, nationally and internationally – and to find avenues for the translation of research in myriad ways.

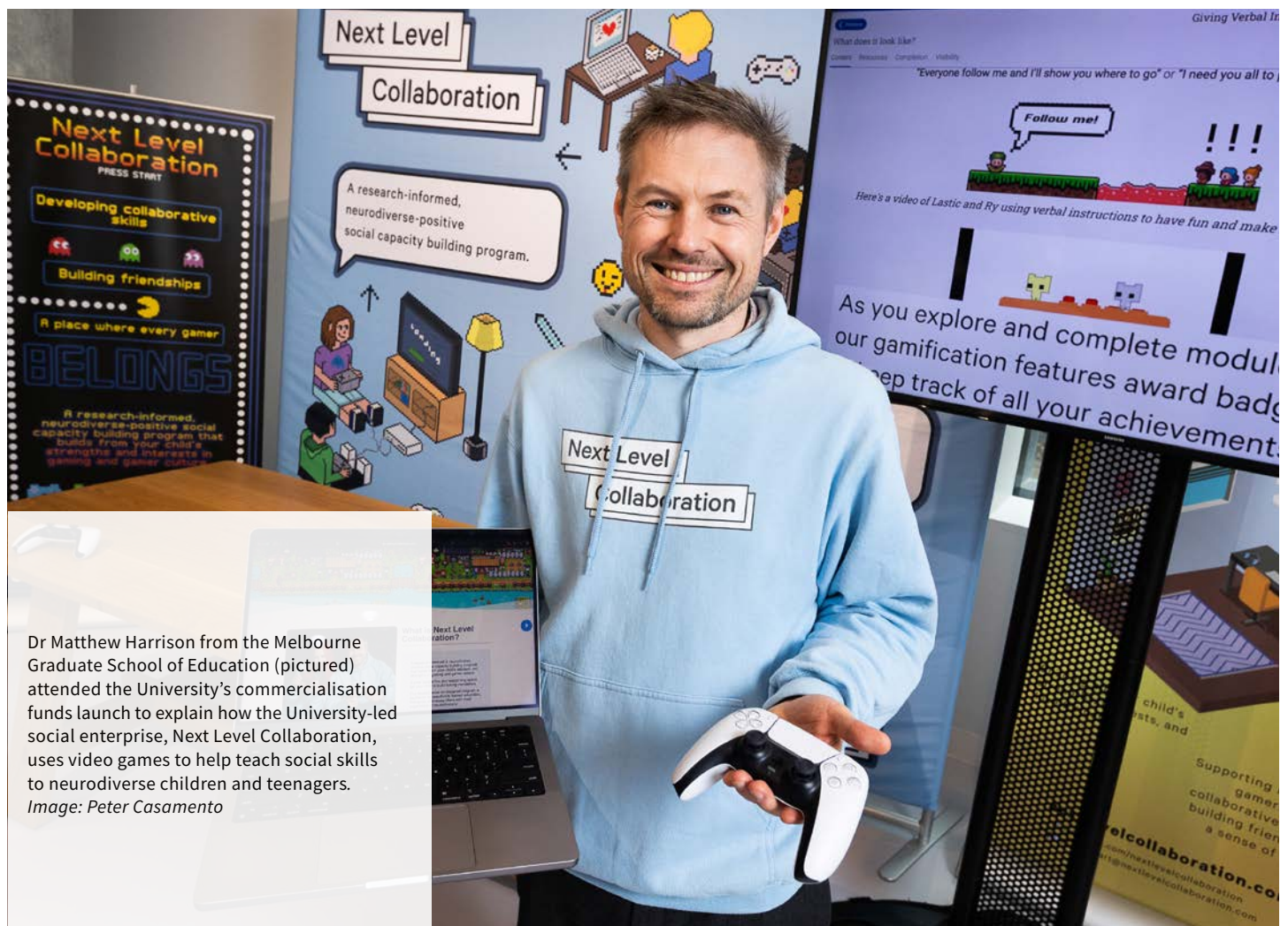
In 2022, the University took significant steps to support researchers who want to explore opportunities for research impact through commercialisation, launching two major investment funds with partner organisations.

The University of Melbourne Genesis Pre-Seed Fund, established in conjunction with Breakthrough Victoria, provides funding for high-potential University research, ideas and technologies at the early, pre-seed stage, helping researchers establish investment-ready start ups so they can take new discoveries into the world and scale and sustain their impact.

The Tin Alley Ventures Fund, led by Tanarra Capital, invests in high-potential University-affiliated start ups, providing support from seed stage through to pre-initial public offering. These funds complement existing schemes at the University and will support researchers to turn extraordinary discoveries and innovations into commercial reality.

The University is the first in Australia to introduce an end-to-end funding platform supporting the full research commercialisation pathway, from initial translation and commercial validation of IP, through to start-up formation, and scaling through the University's existing Proof of Concept scheme, the \$15 million University of Melbourne Genesis Pre-Seed Fund and \$100 million Tin Alley Ventures Fund.

University-born start ups continued to progress and scale up in 2022. Synchron, a start up co-founded by University researchers Professor Nick Opie and Associate Professor Tom Oxley in 2012, is commercialising an innovative implantable device designed to help severely paralysed patients operate digital devices with their minds. An estimated 30 million people suffer from paralysis and there are very few medical options.



Dr Matthew Harrison from the Melbourne Graduate School of Education (pictured) attended the University's commercialisation funds launch to explain how the University-led social enterprise, Next Level Collaboration, uses video games to help teach social skills to neurodiverse children and teenagers.

Image: Peter Casamento

Securing US\$145 million venture capital funding, Synchron is conducting research and development in Australia, and in July 2022 commenced trials in the United States. This marked a significant milestone towards making the technology available to physicians. The motor neuroprosthesis system – known as the Stentrode – has been developed by leading medical and engineering experts through a multi-partner project. It is a tiny, fully implantable device that helps people with paralysis to text and email via thought. Four devices successfully implanted in Australian patients with severe paralysis due to muscular dystrophy and motor neuron disease confirmed the safety of the technology.

Seer Medical, another University start up, has developed proprietary medical technology that is transforming epilepsy diagnostics and management. The take-home portable diagnostic system for epilepsy saves people from spending a week in hospital to receive a full diagnosis. Their world-first seizure risk forecast provides greater peace of mind and helps people with epilepsy manage their condition long term. In 2022, Seer Medical was named the Victorian Start Up of the Year. More than 65 million people worldwide live with epilepsy, which is notoriously difficult to diagnose and remarkably complex to treat.

Access to home epilepsy diagnostic services frees up hospital beds and gives many more people the opportunity to improve their healthcare. The technology behind Seer Medical's portable diagnostic system is based on clinical observations led by researchers affiliated with the University of Melbourne. The University and other partners have invested in Seer to support its plan to become a global leader in epilepsy home monitoring and management, with Breakthrough Victoria investing in Seer in July 2022.

Seer Medical is located within the University's purpose-built innovation and entrepreneurial precinct, Melbourne Connect. Opened in 2021, Melbourne Connect continued to grow in 2022 and is now home to a vibrant community of partners spanning a broad range of industries, facilitating opportunities for connection and growth between research, academia and industry. This includes several collaborative initiatives supported by a \$6 million investment from the Victorian Higher Education State Investment Fund – the Digital Health Validitron, Digital Twin Data Visualisation Lab, Future of Work Lab and the Opportunity Lab.

Showcasing the commercial potential of research that addresses expressed community needs, the University-led social enterprise, Next Level Collaboration, was rolled out in 2022. Co-founded by Dr Matthew Harrison and Jess Rowlings from the Melbourne Graduate School of Education, this innovative program incorporates video games to help teach social skills to neurodiverse children and teenagers. Next Level Collaboration was made possible by TRAM (Translating Research at Melbourne), Australia's premier university-based impact accelerator program. TRAM is a gateway to research entrepreneurship and industry engagement for ambitious researchers, running programs that quickly develop entrepreneurial thinking to maximise real-world impact of research-based projects.

In partnership with the University of Western Australia, the University of Melbourne joined the Australian Clinical Entrepreneur Program Pilot (part of MTP Connect) in September to develop innovation and commercialisation skills of Australia's clinicians and healthcare professionals. The expansion into regional Victoria of the multi-partner Innovation Acceleration Program identifies and supports early-stage venture creation across the University and hospitals, giving rural-based clinicians the opportunity to build solutions for urgent and unmet healthcare needs.

The University was a partner in an industry-led consortium comprising Artesian, La Trobe University and RMIT University selected by the Victorian Government to establish the Cremorne Digital Hub. With the support of a \$10 million Victorian Government investment, the hub will deliver a range of activities including community building and knowledge sharing events, digital skills training and custom education, research and innovation, and a range of start-up and commercialisation activities including establishment of the Cremorne Venture Capital Fund.

Progress continued throughout 2022 on the biotech incubator, a collaboration between the University of Melbourne, CSL, and WEHI, and with support from Breakthrough Victoria. Australian deep-tech incubator Cicada Innovations was appointed to establish operations and oversee day-to-day management to grow early-stage Australian biotech companies translating medical research into commercial outcomes. The incubator will be located at CSL's new global headquarters within the Melbourne Biomedical Precinct, with space in the incubator for up to 40 biotech companies.

## RECOGNISING RESEARCH EXCELLENCE AND ENHANCING CAPABILITY

Determined and rigorous pursuit of research excellence is essential for a global university to meet its aspirations and obligations for the benefit of society. This is true for the University of Melbourne.

In 2022, the University's research excellence was well recognised by the major Australian funding bodies, most notably the Australian Research Council (ARC), the National Health and Medical Research Council (NHMRC), and the Medical Research Future Fund (MRFF). University researchers received 102 ARC grants totalling over \$90 million, including nine ARC Future Fellowships and 22 Discovery Early Career Researcher Awards. Researchers were awarded 96 NHMRC grants totalling over \$119 million, including 25 Investigator Grants.

The MRFF supported 44 University of Melbourne projects to a total of more than \$87 million.

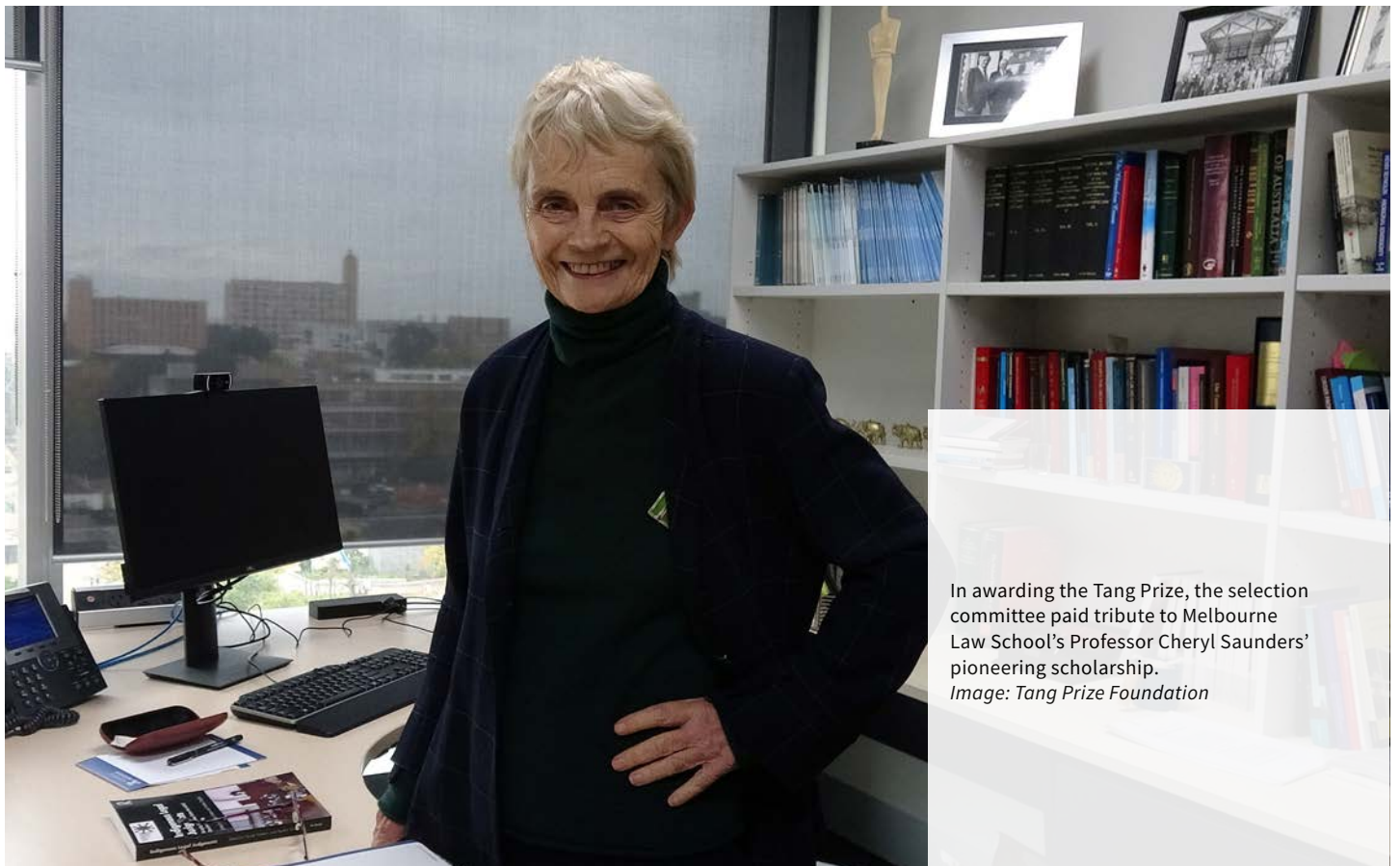
Among those recognised was Professor Michael Stumpf from the Faculty of Science, who was awarded an ARC Laureate Fellowship to develop mathematical models of biological cells. Professor Stumpf will also lead a new ARC Centre of Excellence for the Mathematical Analysis of Cellular Systems.

The One Basin Cooperative Research Centre, to be led by the University of Melbourne, attracted funding of \$50 million through the Federal Government's Commonwealth Cooperative Research Centres Program. This is in addition to \$106.5 million contributed by 85 participating partners. The collaboration will develop and commercialise opportunities for Australia's irrigated agriculture and rural water industries, and achieve a more productive, resilient and sustainable Murray-Darling Basin with flow-on effects on other river systems across the country.

A new NHMRC Centre for Research Excellence was established by the Faculty of Medicine, Dentistry and Health Sciences in 2022. The My Breast Cancer RISK Centre will apply a holistic approach to breast cancer screening by considering multiple aspects of a woman's breast cancer risk to enhance the benefits of screening and reduce fatalities.

University scholars were celebrated extensively for contributions to their fields on a national and global scale in 2022. Laureate Professor Emeritus at Melbourne Law School, Professor Cheryl Saunders, received the international Tang Prize in Rule of Law in recognition of her outstanding contribution to comparative constitutional law, including its practical application through constitutional engagement in the Asia-Pacific region.

Associate Professor Ada Cheung from the Faculty of Medicine, Dentistry and Health Sciences was awarded GLOBE's Ally of the Year Award, recognising her work in establishing Trans Health Research, an organisation that advances knowledge of and access to transgender healthcare.



In awarding the Tang Prize, the selection committee paid tribute to Melbourne Law School's Professor Cheryl Saunders' pioneering scholarship.

*Image: Tang Prize Foundation*

Dr Philippa (Pip) Karoly received the Prize for New Innovators in the 2022 Prime Minister's Prizes for Science, in recognition of her breakthrough scientific research into epilepsy and development and commercialisation of an app that forecasts seizures and allows people living with epilepsy to better manage the condition.

Nurturing ambition and supporting researchers at all stages of their careers are crucial in the pursuit of excellence. In 2022, Professor Katrina Skewes McFerran was appointed Director of the University's Researcher Development Unit (RDU) to support academics at all stages of their research careers, with a particular focus on graduate, early-career and mid-career researchers. The RDU provides resources and delivers a range of workshops and activities on topics including interdisciplinary research, building research partnerships and pathways, and research translation and impact.

The University awarded 11 McKenzie Postdoctoral Fellowships in 2022. Established to attract outstanding recent doctoral graduates to the University from around the world, this year's program recruited high-achieving applicants with strong potential to contribute expertise across disciplines.

The Melbourne Postdoctoral Fellowships Program supports early career researchers and is open to University of Melbourne PhD graduates and current academic staff who have graduated with a PhD from another university. In 2022, nine fellowships were awarded to applicants to build and lead interdisciplinary collaborative research activities.

Atlantic Fellows for Social Equity, one of seven global, interconnected Atlantic Fellows programs established by Atlantic Philanthropies, welcomed their fifth cohort of Fellows in 2022.

The Fellows – 12 from Australia and six from Aotearoa/New Zealand – will focus on Indigenous agency, self-determination and capacity building, recognising the resilience and depth of Indigenous knowledge, cultures and histories. The AFSE program drives Indigenous social equity by maximising the impact of hundreds of social change makers and connecting them with thousands of peers across the world. The Fellows complete either a Masters or Graduate Certificate of Social Change Leadership through the Melbourne Graduate School of Education.

The University also invested to grow research strengths in emerging fields of endeavour through its Hallmark Research Initiatives program that funds research addressing significant local and global challenges unable to be solved by one discipline alone. Anti-Racism, Wildfire Futures, and Work Futures were all launched as Hallmark Research Initiatives in 2022, engaging in forward facing, cross-disciplinary research and community engagement.



In August the 2021 cohort of Atlantic Fellows for Social Equity graduated with their Masters or Graduate Certificate of Social Change Leadership at the Royal Exhibition Building in Melbourne, pictured with Deputy Vice-Chancellor (Research) Professor James McCluskey AO (middle row, third from right).  
*Image: James Henry*

## TRACKING PERFORMANCE

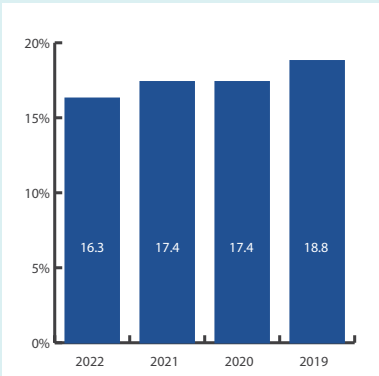
### Priority area: Research capability and excellence

Key

Measure

Insight

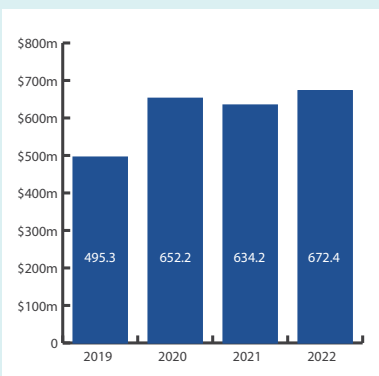
#### % of research outputs in top 10% (by year of publication)



The quality of University publications continues to be maintained as demonstrated by the percentage in the top 10% of cited publications. More of the University's publications move into the top 10% as they spend more time in the literature, allowing them to accrue citations.

*Note: Years of publication are shown in reverse order to represent increasing years since publication.*

#### Total HERDC income (\$million)



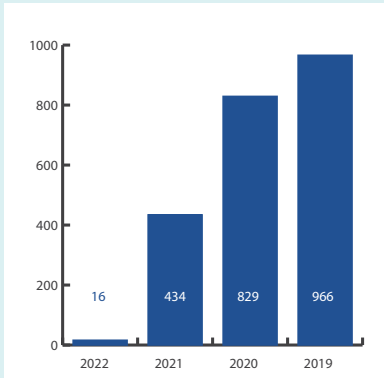
The University's eligible HERDC income remains strong and continues to grow noting that in 2020 a significant donation was included.

*Note: 2022 income amounts are indicative only and subject to change following a final audit.*

**Priority area: Research translation and impact**

Key Measure Insight

Number of policy and patent mentions



The University is making steady progress in achieving citations in policies and patents. As the University’s research publications spend longer in the public domain and become more influential, they increase the likelihood of being cited in policies and patents.

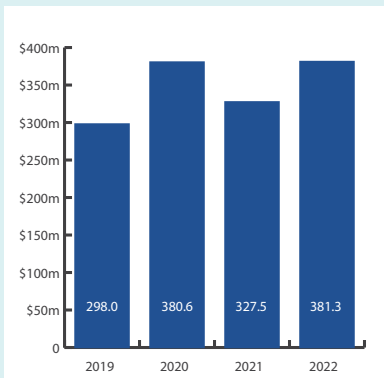
*Note: Years of publication are shown in reverse order to represent increasing years since publication.*



**Priority area: Research collaboration and partnerships**

Key Measure Insight

HERDC Category 2–4 income (\$ million)



The University’s engagement income, that is, income from sources other than the traditional Commonwealth funding agencies, continues to grow. As previously noted, 2020 included a significant donation reported as Category 3 (Industry and other) income.

*Note: 2022 income amounts are indicative only and subject to change following a final audit.*



## Case study

# Digging deep to shed *light on dark matter*

*The existence of dark matter has eluded scientists for decades and understanding its nature will radically change how we perceive the universe. Located one kilometre underground in the Stawell Gold Mine, the first dark matter laboratory in the southern hemisphere is joining the global quest to understand the nature of dark matter and help solve one of science's great unanswered questions.*

Despite decades of research, the existence of dark matter particles remains theoretical. But scientists believe that the way the universe behaves indicates that something must be there.

“Currently, we can only really observe about five per cent of the whole universe,” said University of Melbourne physicist and Director of the Centre of Excellence for Dark Matter Particle Physics Professor Elisabetta Barberio.

“The rest is partly made of dark matter – invisible fundamental particles that make up the majority of matter, have no electric charge, don't produce light and don't interact very much with anything we can see.”

The Stawell Underground Physics Laboratory (SUPL) is the only underground physics lab in the southern hemisphere and its aim is to answer one of the fundamental questions about the universe:

Does dark matter exist?

“Dark matter research needs to happen this deep underground to cut out the cosmic ‘noise’ and radiation,” said Professor Barberio.

With Stage 1 completed in August 2022, the lab is now hosting the experiment known as SABRE South.

The research is being carried out in collaboration with partners from the Laboratori Nazionali del Gran Sasso in Italy, who claim to have detected dark matter in a laboratory that sits inside a mountain as part of the DAMA/LIBRA project.

The SUPL lab in the southern hemisphere will therefore be critical for replicating and verifying the results of the Italian tests and ruling out any seasonal variations. The project highlights the University of Melbourne's commitment to driving deep discovery, working closely with local and global partners to advance the frontiers of human knowledge.

The project is supported by the Australian and Victorian governments, each providing \$5 million in funding for the building of the laboratory, and a \$35 million grant from the Australian Research Council for development of a Centre of Excellence for Dark Matter Particle Physics.

The laboratory is a collaboration between the University of Melbourne, ANSTO, the Australian National University, Swinburne University of Technology and the University of Adelaide, with ongoing support provided by Stawell Gold Mine.

For Dr Madeleine Zurowski, who completed her PhD in 2022 and has worked on experiments to observe dark matter over the past seven years, the opportunity to contribute to breakthrough research of this kind is one of the most fascinating and fundamental pursuits for a physicist.

Referencing the classic example of the World Wide Web and the role the Large Hadron Collider played in its discovery, Dr Zurowski points to the importance of such research.

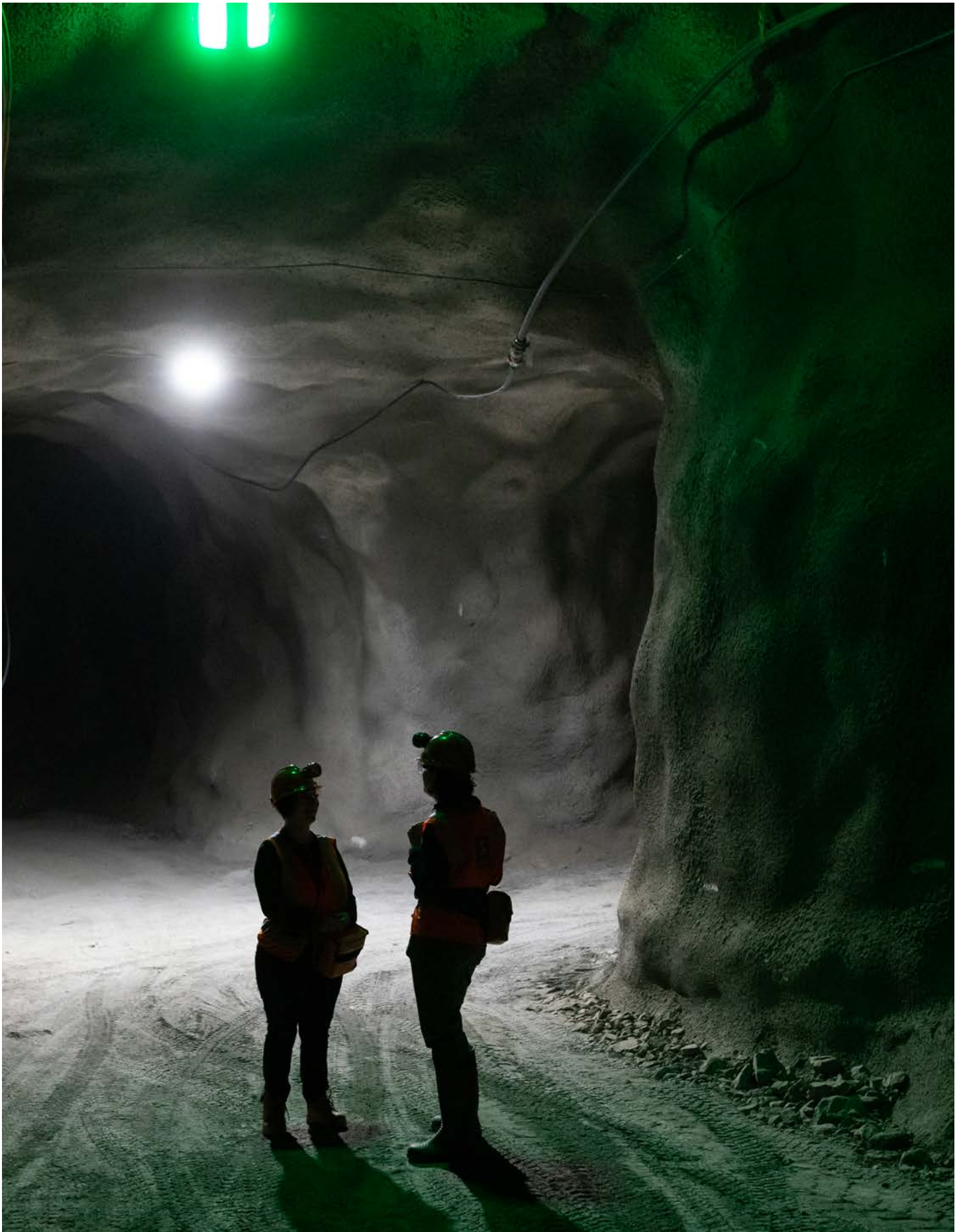
“Even though the questions we're trying to answer might be really abstract and theoretical, a lot of the technological advances we achieve are the result of people doing this kind of wacky, outside-the-box thinking.”

Working closely with SUPL's partner organisations, as well as its Italian counterpart, SUPL now sits at the centre of dark matter research globally, and possesses the tools and location to lead in the quest to find dark matter and unlock this hitherto hidden secret of the universe.

For Professor Barberio and Dr Zurowski, bold research is essential if scientists are to address the great unanswered questions and, in their estimation, the boldest research is often only made possible through collaboration.

“Proving the existence of dark matter will not just be one of the biggest discoveries this century. It will be one of the biggest discoveries ever.”





Lead researcher Professor Elisabetta Barberio and Dr Madeleine Zurowski (pictured left to right) are conducting research into the nature of dark matter in the Stawell Underground Physics Lab, one kilometre underground in the Stawell Gold Mine.

*Image: David Maurice Smith*

# Global

*The University of Melbourne leads, convenes and collaborates through strategic partnerships on a global scale.*

## HIGHLIGHTS

- The University welcomed international students back to campus, hosting vibrant cultural celebrations, and providing supportive Melbourne Welcome financial packages.
- United States Secretary of State Mr Antony Blinken and India's External Affairs Minister the Hon Dr Subrahmanyam Jaishankar met with researchers, students and partners on Parkville campus.
- Delegations to India for the first time since 2019 reaffirmed the University's commitment to the Australia-India relationship and provided crucial opportunities for face-to-face collaboration on regional priorities.
- Melbourne Climate Action Scholarships were introduced to support students from Pacific Island nations to address the urgent issues of climate change in their own countries.
- The University became one of the first to re-establish exchange programs when borders reopened, with inbound and outbound student numbers exceeding pre-pandemic levels.



*As an inherently international organisation, the University of Melbourne consolidated and strengthened its global partnerships in 2022, once again welcoming new and returning international partners and convening important strategic dialogues overseas. The Melbourne curriculum equips students with the attributes needed to lead in a global society and, in 2022, the University extended its scholarships and opportunities for domestic and international students to participate in exchange programs.*

## FOSTERING A GLOBAL STUDENT EXPERIENCE

International students are a vital part of the University community. Through a diversity and wealth of experience, they bring vibrancy and warmth to the campus. They help to create an outstanding learning environment for all students, influencing their development as future global citizens and leaders.

With the reopening of international borders, the University welcomed back students who had been studying remotely from their home countries and were returning for the academic year. By Semester 2, more than 9000 international students benefited from extra support services, including the Melbourne Welcome package: a \$4000 grant and welcome pack, first introduced in 2021.

Cultural and religious celebrations became a feature of student life, with a series of inspiring events held throughout the year. These included the Indian Holi Festival of Love, the Chinese Mid-Autumn Moon Festival, the Latino Fiesta del Sol, and Diwali, the Hindu Festival of Lights.

For students unable to travel to Australia, the University of Melbourne Study Hubs in Nanjing and Shenzhen continued to host events supporting academic efforts and exam preparation, as well as social celebrations including orientation camps, AFL skills sessions and coffee making classes. Student Peer Leader Services were available online and in person.

Fostering global learning opportunities for all students through its internationalised curriculum and global mobility programs is a key plank of the Melbourne curriculum. As one of the only Australian universities to facilitate international exchanges at the beginning of the year, Melbourne students embraced the opportunities of global learning with hundreds engaging in exchange programs with partner institutions across the world.

Participation levels exceeded pre-pandemic intakes in Semester 2. The University also hosted over 800 inbound exchange students, adding to the rich diversity of the Melbourne classroom experience.

The University was accepted as an overseas partner in the Indonesian International Student Mobility Awards, a scholarship scheme funding Indonesian students to study at leading international universities, with Melbourne students joining the first intake in Semester 2.

Melbourne students also received support to study overseas, with seven undergraduate students awarded Westpac Asian Exchange Scholarships. A diverse group of undergraduates, including two Indigenous students, will spend up to two semesters at an exchange institution in Asia.

## MAKING GLOBAL CONNECTIONS IN MELBOURNE

International collaborations are increasingly critical to helping solve global challenges. In 2022, the University once again welcomed new and returning international partners, convening a series of important face-to-face meetings to consolidate and strengthen strategic partnerships that are global in reach, ambition and impact.

In February, the fourth Quad Foreign Ministers' Meeting was held in Melbourne, with dignitaries visiting Parkville campus. United States Secretary of State Mr Antony Blinken met with partners in the Melbourne Biomedical Precinct, major research organisations, and US biotech companies to highlight US-Australian public-private partnerships that contributed to local and global responses to the COVID-19 pandemic.

The Australia India Institute hosted India's External Affairs Minister, the Hon Dr Subrahmanyam Jaishankar, as keynote speaker for its *India Matters* program, profiling the importance of this bilateral partnership in the Indo-Pacific.

Both Secretary Blinken and Dr Jaishankar met with groups of students, giving these emerging student leaders the opportunity to converse with global representatives who are shaping foreign policy.



In October, Parkville campus played host to Fiesta Del Sol, the Latino festival of culture, food and music. The Fiesta gave students a welcome break from their studies, offering a packed schedule of activities including performances by Samba dancers in traditional costume.

*Image: Gregory Lorenzutti*

In March, the Birmingham 2022 Commonwealth Games Queen's Baton Relay was welcomed to Parkville, with seven athletes, students and graduate researchers from the University of Melbourne and University of Birmingham carrying the baton along South Lawn.

These students represented the University's global community of scholars and highlighted the strong partnership between the cities of Melbourne and Birmingham, and Australia and the United Kingdom more broadly.

International partners also established a more permanent presence on Parkville campus during 2022.

The Centre National de la Recherche Scientifique (CNRS) co-located its Oceania representative office at the University, strengthening its important collaboration with this leading research institution. Chief Executive Officer and Chairman Professor Antoine Petit and fellow CNRS representatives visited their new offices and signed a Memorandum of Understanding to renew its commitment to a research partnership that began in 2014.



In February, United States Secretary of State Antony Blinken visited the University of Melbourne to meet with Vice-Chancellor Professor Duncan Maskell (right), Biomedical Precinct partners, major research organisations and US biotech companies to highlight US-Australian public-private partnerships that supported the response to the COVID-19 pandemic.

*Image: Drew Echberg*

## DEEPENING GLOBAL COLLABORATIONS AND RESEARCH PARTNERSHIPS

In recognition of the dynamism of the Asia-Pacific region and its pivotal role in shaping future progress internationally, the University continues to pursue impactful research and engagement opportunities in the region to foster a culture of collaboration with researchers and other universities. With the return of international travel in 2022, the University reconnected with international partners and expanded opportunities for collaboration around the world. Delegations and visits to India, Indonesia, Japan and Vietnam deepened existing relationships and developed new partnerships in the region.

Two University of Melbourne delegations travelled to India in 2022, highlighting the importance of the Australia-India relationship to the University.

The launch of the Blended Academy for Teaching and Learning, in collaboration with the Savitribai Phule Pune University, will expand on existing Bachelor of Science (Blended) offerings in the region.

The number and breadth of faculty representatives who attended the delegation to India highlighted the importance of these international relationships to the University, and provided opportunities to continue and strengthen research relationships with discipline-specific organisations and institutions. For example, Associate Professor Meenakshi Arora continued to develop collaborations between the University of Melbourne and India through the Melbourne India Postgraduate Academy.

In May, Associate Professor Arora was awarded the India Business and Community Alliance Australia India Impact Award (Individual) in recognition of these efforts.

University leaders attended the Australia India Leadership Dialogue in New Delhi, hosted by the University's Australia India Institute with a focus on emerging technology. The event coincided with the Australian High Commission's launch of VirtuCare, led by the Nossal Institute for Global Health. VirtuCare is a telehealth initiative to support people with disabilities and will inform development of a dynamic, effective and accessible virtual health system. Its aim is to improve outcomes in India and Australia, particularly among those who experience disadvantage and poor access to healthcare.

(See also page 82–83)



Australia India Institute was honoured to host India's External Affairs Minister the Hon Dr S Jaishankar in February. While on campus, Dr Jaishankar delivered the keynote address for the India Matters program and met with international students to discuss their challenges during the pandemic.

*Image: Hashem McAdam*

In June, Vice-Chancellor Professor Duncan Maskell led a research delegation to Japan to strengthen collaborations with partner universities and address important societal issues in both Australia and Japan. During the visit, the University announced the first recipients of the new Joint Research Workshop Funds with Hokkaido University and Osaka University. The University also signed a Memorandum of Understanding to become a Global Knowledge Partner of Osaka University, and announced the piloting of a new co-funding scheme with the Japan Society for the Promotion of Science.

Throughout 2022, the University played a leadership role in advancing recognition of Indigenous knowledge systems globally. In November, University leaders travelled to Mexico to co-host the inaugural workshop of the Association of Pacific Rim Universities' (APRU) Indigenous Knowledges Working Group, with Tecnológico de Monterrey. This included representatives from the University's Indigenous Knowledge Institute, the Faculty of Arts' Indigenous Studies Program, and Murrup Barak. The working group brought together APRU member universities with world-leading departments and programs in Indigenous, First Nations, Māori, Pacific and Native American studies to share knowledge and build connections.

## ACTING ON GLOBAL SOCIAL RESPONSIBILITIES

Throughout the world, countries face deep challenges, from political instability and violence to climate change – one of the most significant challenges facing the modern world. In 2022, the University made significant contributions to overcoming such global challenges.

As one of four new partners in the Reach Alliance, a global initiative bringing together researchers and practitioners from across disciplines and around the world, the University will play its part in accelerating achievement of the United Nations Sustainable Development Goals. In November, the University's efforts were recognised at the Asia Pacific Higher Education Summit in Jakarta, with Melbourne named in the inaugural QS Sustainability Rankings as one of the top three most socially sustainable universities in Australasia and the Asia-Pacific region.

In 2022, the University took a tangible step in its efforts to address climate change with launch of the Melbourne Climate Action Scholarship for students from Pacific Island nations. This new scholarship program recognises the disproportionate effects of climate change on Small Island Developing States and will support masters students and graduate researchers to develop skills and knowledge to address the effects of climate change in their countries.

In addition to leveraging its research and partnerships to tackle global challenges, the University joined Welcoming Universities as an inaugural member under the banner of the Welcoming Cities organisation to help create an environment where people of all backgrounds have equal opportunity to belong, contribute and thrive. Through this initiative, the University supported students on temporary humanitarian visas with advice, pathways to study and financial support, including students from Afghanistan, Iran and Ukraine. The University's participation in the program will enable benchmarking of its cultural diversity and inclusion practices, and further create a sense of belonging for all students and staff.



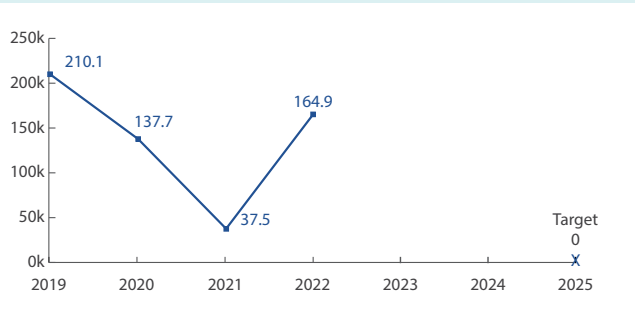


## TRACKING PERFORMANCE

### Priority area: Global experience and citizenship

Key Measure Insight

Carbon footprint (total University-wide net greenhouse gas emissions in tCO<sub>2</sub>-e)

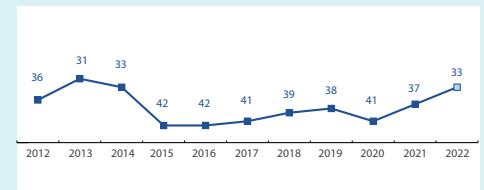
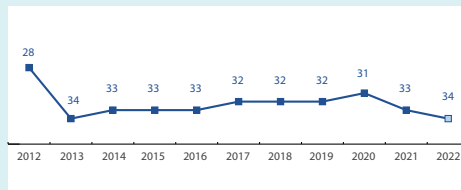
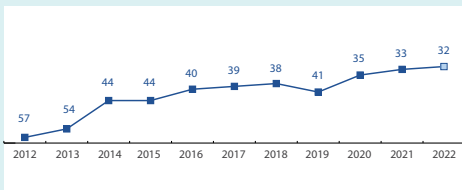


In 2022, the University expanded the range of emissions included in its carbon footprint. For the first time, the greenhouse gas inventory (GHGI) included indirect emissions from procurement across all categories. This comprehensive GHGI is an important step in the University’s journey to carbon neutrality by 2025.

### Priority area: Distinctive and admired global reputation

Key Measure Insight

Position in global rankings



The University has performed consistently well in global rankings of university performance, maintaining a position in the Top 50 of the three main ranking systems. While rankings are not the sole or most meaningful measures of performance, given fluctuations in methodology and comparator base, they do provide a point of comparison with universities around the world.

Source: ▲ University of Melbourne

## Case study

# Caring about *disability beyond borders*

*Helping to solve complex issues requires bold thinking, creativity and collaboration across international borders. For the University of Melbourne, partnering with researchers, government and industry to lead on challenges facing the Asia-Pacific region is central to its social purpose. In 2022, the University set its sights on addressing disability healthcare in India.*

During the COVID-19 pandemic, the rapid expansion of telehealth protected many patients and provided continuity of care for hundreds of thousands of people in India. However, it often failed to include people with a disability.

VirtuCare is a research initiative that will develop a virtual model of care to address health and rehabilitation needs of people with disability in India.

Supported by the Australian Government through the Australia-India Council of the Department of Foreign Affairs and Trade, VirtuCare was formally launched at the Australian High Commission in New Delhi during the University's delegation to India in September.

Led by the University of Melbourne, the initiative has received in-kind support from partners including the Public Health Foundation of India, the George Institute India, University of Adelaide, Infosys, the Emmanuel Hospital Association, and eSanjeevani through the Government of India's Centre for Development of Advanced Computing based in Mohali.

Professor Nathan Grills is the lead researcher on the project, working out of the Nossal Institute in the Melbourne School of Population and Global Health and as the Senior Research Associate (Health) at the Australia India Institute.

"Applying what we've learned from the pandemic, VirtuCare will inform the co-design, piloting and evaluation of inclusive virtual healthcare and rehabilitation services," Professor Grills said.

"VirtuCare is an example of how, through its international partnerships, the University can contribute to health outcomes on a global scale and lead on challenges facing our international neighbours and partners."

As one of the first steps in the project, the VirtuCare partnership brought together more than 200 experts from across India and Australia at a symposium in Hyderabad to explore how virtual care can be developed and modified to increase access to healthcare for people with disability.

"Unless you actively think about and include people with disabilities and other people in the margins, telehealth might miss its tremendous potential to assist such groups," said Professor Grills.

"And we don't want to squander this opportunity."

Professor Grills also brought his expertise and leadership to broader collaborations exploring the impact of technology on healthcare in India, including as a delegate at the high-level Australia India Leadership Dialogue, held in New Delhi in September.

The University's Australia India Institute (AII) partnered with technology giant Atlassian to co-chair the dialogue, with AII CEO the Hon Lisa Singh joining Atlassian co-CEO and co-founder Mike Cannon-Brookes to host 50 high-profile leaders from both countries, including ministers, business leaders and academics.

"Through actively building stronger relationships, engaging experts and thought leaders, the 2022 Australia India Leadership Dialogue acted as a gamechanger for the future Australia-India footprint," Ms Singh said.

Ms Singh said projects and collaborations like Virtucare and the Australia India Leadership Dialogue are examples of how university and research collaborations can strengthen bilateral relations between the two countries.

"Australia and India have a long history of partnership and cooperation, and both countries have advanced research and development capabilities," Ms Singh said.

"Connecting the unique expertise of both nations provides important opportunities to work together to address the complex challenges facing the Indo-Pacific and the world."



Collaborating across international borders is a positive way universities can play meaningful roles in helping address challenges facing the world today. Australia India Institute CEO the Hon Lisa Singh (left) joined University of Melbourne researcher Professor Nathan Grills at the Australia India Leadership Dialogue as part of the University's visit to India in September to discuss such challenges in the areas of education, technology, disability and healthcare.

*Image: Jai Narula*

# Organisational and *student statistics*

<b>Student statistics</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Students (EFTSL)<sup>1</sup></b>					
Total EFTSL	52,676	54,581	52,165	54,396	52,712
Research Higher Degree	3436	3347	3123	3380	3590
Postgraduate coursework	22,544	23,640	22,190	22,701	21,967
Undergraduate	26,696	27,594	26,852	28,315	27,156
Female enrolment (%)	57	57	57	58	58
International EFTSL	22,438	23,840	21,468	21,810	21,869
International students (%)	43	44	41	40	41
Total Indigenous student enrolments	382	437	463	542	511
Commonwealth Supported Places (incl. Research training programs)	24,966	25,546	25,425	27,124	25,601
<b>Award completions</b>					
Research Higher Degree (excluding higher doctorates)	1019	967	901	728	733
Postgraduate coursework	11,993	12,981	11,845	12,792	12,554
Undergraduate	8357	8457	8392	9297	8548
<b>Total</b>	<b>21,369</b>	<b>22,405</b>	<b>21,138</b>	<b>22,817</b>	<b>21,835</b>
<b>Staff statistics<sup>2,3</sup></b>					
Total academic staff (FTE)	4444	4835	4754	4904	4945
Total professional staff (FTE)	4473	4679	4435	4546	4864
<b>Total staff (FTE)</b>	<b>8917</b>	<b>9514</b>	<b>9189</b>	<b>9451</b>	<b>9809</b>
<b>Key organisational statistics</b>					
<b>Research performance indicators<sup>1</sup></b>					
Research income (\$million) <sup>4</sup>	474	495	652	634	672
Web of Science indexed publications <sup>5</sup>	7673	8866	9426	10,188	8071
Graduate research completions (excluding higher doctorates)	1019	967	901	728	733
<b>Financials (\$million)<sup>6</sup></b>					
Operating income (\$million)	2494	2531	2426	2660	2722
Operating expenditure (\$million)	2437	2495	2417	2513	2826
Operating result <sup>7</sup> (\$million)	58	37	9	147	(104)
Operating margin (%)	2.3	1.4	0.4	5.5	(3.8)

1. Equivalent full-time student load (EFTSL). 2021 student enrolments, awards and research performance indicators are estimates based on best available data
2. Staff full-time equivalent (FTE) includes continuing, fixed-term and casual staff
3. Employees are correctly included in workforce data collections
4. Indicative only and subject to change following a final audit

5. As of 16 January 2022
6. Amounts represent University financial results excluding subsidiaries
7. Amounts represent University financial results excluding subsidiaries

## 2022 enrolment by area of study (EFTSL)



# University governance

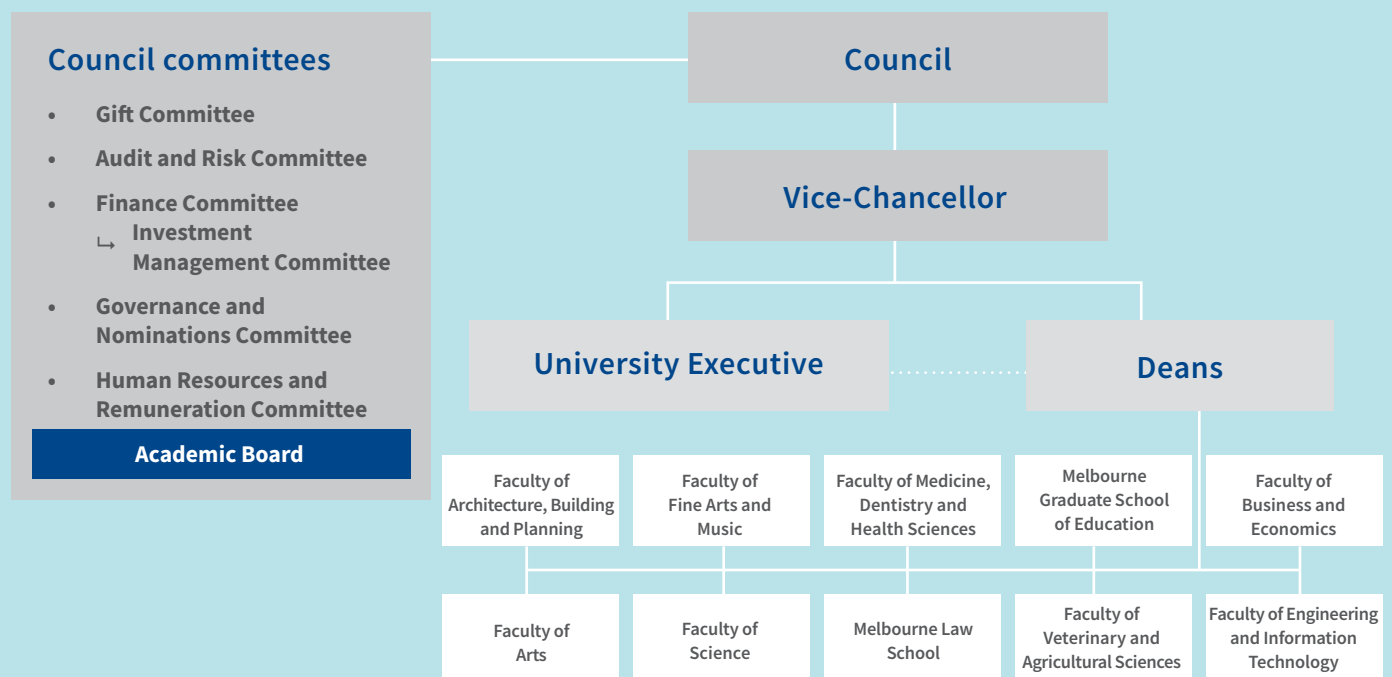
The University of Melbourne was established by an Act of the Victorian Parliament in April 1853. The 13-member University Council is the governing body of the University and oversees its entire direction and superintendence.

Specific powers and functions of Council, as defined by the *University of Melbourne Act 2009* (section 9.1), are:

- a. To appoint the Chancellor, any Deputy Chancellor and the Vice-Chancellor
- b. To establish policies relating to the governance of the University
- c. To oversee and review management of the University and its performance
- d. To oversee management and control of property and business affairs of the University
- e. To oversee management and control of University finances
- f. Any other powers and functions conferred on it by or under:
  - i. this Act or any other Act, or
  - ii. any University statute or University regulation
- g. The power to do anything else necessary or convenient to be done for, or in connection with, its powers and functions.

There are six Council committees including Academic Board, the chief academic body responsible for academic quality assurance. The University has 10 faculties and is led and managed by the Vice-Chancellor and University Executive.

The University is compliant with the Universities Australia and University Chancellors Council's 'Voluntary Code of Best Practice for the Governance of Australian Public Universities'.



\* This chart represents the structure of the University of Melbourne as at 31 December 2022. In November 2022 the University announced that the Faculty of Veterinary and Agricultural Sciences would be disestablished and the two schools that make up the faculty, the Melbourne Veterinary School and School of Agriculture, would be integrated into the Faculty of Science. This change took effect from 1 January 2023.

### **University statutes and regulations**

The University Statute, Regulations and Standing Resolutions of Council are administered in accordance with provisions of the *University of Melbourne Act 2009*. The University's regulatory framework comprises the University of Melbourne Statute, three regulations – the Council Regulation, Academic Board Regulation and Vice-Chancellor Regulation – and University policies and processes.

### **Council**

The formal Council meeting is normally preceded by an informal session focused on discussion of strategy. This provides an opportunity for Council to dedicate time to emerging strategic matters and give constructive input to strategy development.

### **Council member attendance at 2022 Council meetings**

<b>Category of appointment</b>	<b>Council member attendance at Council meetings held during 2022</b>	<b>Eligible meetings</b>	<b>Attended meetings</b>	<b>Leave of absence</b>
Chancellor	<b>Allan Myers AC KC</b>	10	9	1
Vice-Chancellor	<b>Professor Duncan Maskell</b>	10	9	1
President of Academic Board	<b>Professor Andrew Kenyon</b>	10	10	0
Ministerial Appointment	<b>Mark Leibler AC</b>	10	10	0
Governor-in-Council appointment	<b>Dr Helen Szoke AO</b>	10	9	1
Governor-in-Council appointment, Deputy Chancellor	<b>Jane Hansen AO</b>	10	10	0
Governor-in-Council appointment	<b>Wendy Stops</b>	10	10	0
Council appointment	<b>Professor Joseph J Y Sung SBS JP</b>	10	10	0
Council appointment	<b>Nadia Carlin</b>	10	9	1
Council appointment	<b>Dr Andrew Cuthbertson AO</b>	10	10	0
Council appointment	<b>Andrew Sisson AO</b>	10	10	0
Staff-elected member of Council	<b>Professor Marilyns Guillemin</b>	7	7	0
Staff-elected member of Council	<b>Professor Louise Harms</b>	3	3	0
Student-elected member of Council	<b>Desiree Cai</b>	8	8	0
Student-elected member of Council	<b>Archit Agrawal</b>	2	2	0



## CHANCELLOR

### *Allan J Myers AC KC*

BA LLB(Hons) *Melb* BCL Oxon DUniv *ACU*  
HonLLD *Melb* FUniv *Melb*

Appointed Chancellor 1 January 2017 and re-appointed in 2019 for second term commencing 1 January 2020. Chair of the University of Melbourne's Humanities Foundation Board and inaugural Chair of the Campaign Board for *Believe – The Campaign for the University of Melbourne*. Governor of the Ian Potter Foundation. President of the Council of Trustees of the National Gallery of Victoria from 2003 to 2012. Chair of the National Gallery of Australia Council and the Museums and Art Galleries Board of the Northern Territory from 2012 to 2018. Member of the Council of Newman College, and of the Graduate Studies Advisory Board of the Law Faculties at the University of Melbourne and Oxford University. Founding Chair of the Grattan Institute from 2008 until 2015. Director of publicly listed companies in Europe and of private and unlisted companies in Australia and elsewhere. King's Counsel in all Australian States and Territories and barrister in England, New Zealand and Papua New Guinea. Philanthropist and business person.

*Term of office concluded 31 December 2022.*



## DEPUTY CHANCELLOR

### *Jane Hansen AO*

BEC *Monash* MFin&BA *Columbia* BA *Melb*  
FUniv *Melb*

Appointed 1 January 2016 (originally Governor-in-Council appointment). Re-appointed (interim term) 1 January 2019. Re-appointed 1 July 2019. Re-appointed 1 January 2022. Elected Deputy Chancellor 1 January 2018 (one-year term). Re-elected Deputy Chancellor 1 January 2019. Re-elected Deputy Chancellor 1 January 2021. Appointed Chancellor at the end of 2022, with term of office commencing 1 January 2023 and concluding 31 December 2025. Field of experience: international investment banking, mergers and acquisitions, strategy and corporate finance. Chair of Board of Management of the Melbourne Theatre Company. Chair of *New Campaign Advisory Board for the University of Melbourne*. Member of the Advisory Board for the Melbourne Humanities Foundation. Board member of Opera Australia. Board member of The Lord Mayor's Charitable Foundation and member of Chief Executive Women. Chair and CEO of the Hansen Little Foundation. Member of Australian Institute of Company Directors.

*Term of office concluding 31 December 2025\*.*

*\* Jane Hansen AO was appointed as Chancellor at the end of 2022 and her current term of office as Chancellor concludes on 31 December 2025.*



## VICE-CHANCELLOR

### *Professor Duncan Maskell*

MA PhD *Cantab* FMedSci HonAssocRCVS

Appointed Vice-Chancellor 1 October 2018. Field of experience: infectious diseases, higher education and research, entrepreneurship. Director of Grattan Institute, Melbourne Business School and Melbourne Theatre Company. Member of the Board of Group of Eight and Universities Australia. Non-executive Director of CSL Limited. Ex-officio member of the University's companies and controlled entities.





## PRESIDENT OF ACADEMIC BOARD

### **Professor Andrew Kenyon**

LLB(Hons) *Melb* LLM(Dist) *Lond* PhD *Melb*

Appointed 26 June 2021. Ex-officio member of Council as elected President of Academic Board. Field of experience: law, higher education and research. Professor in the Melbourne Law School, University of Melbourne. Investigator in the multi-institution ARC Centre of Excellence for Automated Decision-Making and Society.

*Term of office concluded 31 December 2022.*



### **Nadia Carlin**

BCom *Melb*

Appointed 1 January 2019 (Council appointment). Re-appointed 1 January 2022. Field of experience: risk, assurance and governance services, provision of audit services to public and private companies in Australia across a diverse range of industries and business models, Covid-19 recovery and public health expertise. Former Chief Risk Officer, Executive Board and Governance Board member at PwC. Advisor to the Trustees of the Edwin and Marion Flack Charitable Trust. Fellow of the Institute of Chartered Accountants in Australia.

*Term of office concluding 31 December 2024.*



### **Dr Andrew Cuthbertson AO**

BMedSci MBBS PhD *Melb*

Appointed 1 January 2020 (Council appointment). Re-appointed 1 January 2023. Field of experience: biotechnology, immunology, vaccine development. Non-executive Director of CSL Limited Board. Previously CSL R&D Director and Chief Scientific Officer. Enterprise Professor, Faculty of Medicine, Dentistry and Health Sciences, University of Melbourne. Board Member of Centre for Eye Research Australia and the Grattan Institute. Fellow of the Australian Academy of Science, Australian Academy of Health and Medical Sciences and Australian Academy of Technological Sciences.

*Term of office concluding 31 December 2025.*



**Mark Leibler AC**

LLB(Hons) *Melb* LLM *Yale* HonLLD *Melb*

Appointed 1 April 2017 (Ministerial appointment). Re-appointed 1 January 2020. Re-appointed 1 January 2023 (interim term). Field of experience: law, business, Jewish affairs, and Aboriginal and Torres Strait Islander social justice. Senior Partner, Arnold Bloch Leibler. National Chairman, Australia/Israel & Jewish Affairs Council. Governor of the Australia-Israel Chamber of Commerce. Member of the World Board of Trustees and Executive of Keren Hayesod-United Israel Appeal. Member of the Board of Governors and Executive of the Jewish Agency for Israel and member of the Board of Governors of Tel Aviv University. Founding member and Co-Chair from 2005 to 2011 of the board of Reconciliation Australia. Former Co-Chair of both the Expert Panel and Referendum Council on Constitutional Recognition of Indigenous Australians that culminated in 2017 with the release of the Uluru Statement from the Heart.

*Term of office concluding 30 June 2023.*



**Andrew Sisson AO**

BSci *Melb*

Appointed 1 January 2020 (Council appointment). Re-appointed 1 January 2023. Field of experience: investment management. Founder, Balanced Equity Management. Director of Opera Australia and Trustee of the Helen Macpherson Smith Trust. Former Trustee of National Gallery of Victoria and former Director of Save the Children Australia. Former member of the Takeovers Panel. Fellow of the Australian Institute of Company Directors.

*Term of office concluding 31 December 2025.*



**Wendy Stops**

BAppSc(IT) *CIT* GAICD

Appointed 1 January 2016 (Governor-in-Council appointment). Re-appointed (interim term) 1 January 2019. Re-appointed 1 July 2019. Re-appointed 1 January 2022. Field of experience: information technology (including large-scale program management) and management consulting, risk and quality management, across many industry sectors and geographies. Non-executive Director at Coles Group, Blackmores and Fitted for Work. Chair of Industry Advisory Board for the Centre for Business Analytics at Melbourne Business School. Member of the Digital Experts Advisory Committee for the Department of Industry, Science and Resources' Digital Technology Taskforce. Member of the Australian Institute of Company Directors' Governance of Technology & Innovation Panel. Member of Chief Executive Women and its Leaders Program Committee. Previous Non-executive Director at the Commonwealth Bank of Australia and Altium.

*Term of office concluding 31 December 2024.*



**Professor Joseph J Y Sung SBS JP**

MBBS HKU MD CUHK PhD UCalgary FRCP (London) FRCP (Edin) FRCP (Glasgow) FRACP FAGA FACG FHKCP FHKAM (Medicine)

Appointed 1 January 2018 (Council appointment). Re-appointed 1 January 2021. Field of experience: gastroenterology, university teaching and leadership. Distinguished University Professor, Senior Vice-President (Health and Life Sciences) and Dean of Medicine, Nanyang Technological University in Singapore. Emeritus Professor, The Chinese University of Hong Kong. Academician, Chinese Academy of Engineering. Chief Scientific Officer, Precision Medicine Institute, the First Affiliated Hospital, Sun Yat-sen University. Former Vice-Chancellor and President of The Chinese University of Hong Kong (2010 to 2017). Former Director of the Institute of Digestive Disease, Stanley Ho Center of Emerging Infectious Diseases. Director of the Dr Stanley Ho Medical Development Foundation and CUHKMC, Governor of the Charles Ko Foundation, Council Chairman of Wu Zhi Qiao (Bridge to China) Charitable Foundation.

*Term of office concluding 31 December 2023.*



**Dr Helen Szoke AO**

BA Tas GDip PhD Melb HonLLD Deakin FIPA GAICD FAIIA FIPAA

Appointed 16 May 2018 (Governor-in-Council appointment). Re-appointed 1 January 2021. Field of experience: public policy, social justice, human rights and international development. Non-executive Director of Life Without Barriers. Co-Chair of the Collingwood Expert Advisory Group on Anti-Racism. Advisory Committee member of the Climate Project Griffith University and member of the Expert Panel to Indigenous Business Australia. Independent member of the Judicial Commission of Victoria. Lead Reviewer for the Review of Issues Management and Culture for the CFA. Member of Advisory Boards for the Royal College of Surgeons and the Royal Australian and New Zealand College of Obstetricians and Gynaecologists. Member of the Advisory Board for the Melbourne School of Government. Former inaugural Chair of You Matter and CEO of Oxfam Australia.

*Term of office concluding 31 December 2023.*



**STAFF-ELECTED MEMBER OF COUNCIL**

**Professor Marilys Guillemain**

PhD Melb MEd Murdoch DipEd Melb BAppSc RMIT

Appointed 1 October 2016. Re-appointed 1 October 2019. Field of experience: health sociology and ethics, higher education and research. Professor and Associate Dean (Learning and Teaching), Faculty of Medicine, Dentistry and Health Sciences, University of Melbourne. Board member, Orygen.

*Term of office concluded 30 September 2022.*



**Professor Louise Harms**

BA BSW MSW PhD *Melb*

Appointed 1 October 2022. Field of experience: social work education and research, mental health and trauma, disability and health. Chair and Head of Department of Social Work, and Deputy Head, School of Health Sciences, University of Melbourne.

*Term of office concluding 30 September 2025.*



**STUDENT-ELECTED  
MEMBER OF COUNCIL**

**Archit Agrawal**

Appointed 1 December 2022. Field of experience: higher education, student leadership and mentoring, international students, community leadership, government relations, environmental science. Bachelor of Science student at the University of Melbourne. Current Research and Project Officer and previous Sustainability Intern, Australia India Institute, University of Melbourne. Adviser, Victorian Parliament. Student Peer Leader, University of Melbourne, 2019-2021. Peer Mentor, Faculty of Science, University of Melbourne, 2019. President of UMSU International, 2019-2020. Education and Welfare Officer (2018-2019) and International Student Ambassador (2018), UMSU International.

*Term of office concluding 30 November 2024.*



**Desiree Cai**

Appointed 1 December 2020. Field of experience: Bachelor of Arts student at the University of Melbourne. President of National Union of Students in 2019. Consultant on the TEQSA Student Expert Advisory Group in 2019. President of UMSU, 2017-2018. Student member of Academic Board, 2018. Student member on the Faculty of Arts Course Standing Committee, 2017.

*Term of office concluded 30 November 2022.*

## GOVERNANCE STRUCTURE 2022

The governance of the University of Melbourne, subject to provisions of the *University of Melbourne Act 2009*, is detailed in Part 3 of the Council Standing Resolutions. Council was assisted in its deliberations in 2022 by the work of the following standing committees. Membership of Council committees comprises members of Council and other external appointees with relevant expertise in business and commerce, audit and compliance, risk management, financial management, philanthropy and law.

### **Audit and Risk Committee**

Chair: Nadia Carlin

Members: Jenny Johanson, Professor Andrew Kenyon, Mark Leibler AC, Kylie Maher, Carol Pagnon, Wendy Stops, Dr Helen Szoke AO, Penelope Walter

Audit and Risk Committee oversees the University's external and internal audit programs, recommends the annual financial statements to Finance Committee (for its recommendation for approval to Council) and monitors the University's response to internal audits and the annual external audit.

Audit and Risk Committee supports Council in overseeing and monitoring assessment and management of risk across the University, including University commercial activities. The committee reviews the Risk Management Framework and practice and receives regular reports on significant strategic and operational risks and their management to an acceptable level. The committee advises Council, and other committees as appropriate, on the Risk Management Framework, practice improvements and progress as well as significant risks arising from their review. The committee recommends the Risk Management Framework, Risk Policy and Risk Appetite Statement updates to Council for approval.

In 2022, Audit and Risk Committee continued to oversee risks relating to the impact of the COVID-19 pandemic. The committee also continued its work on University risk management, compliance and audit matters.

### **Finance Committee**

Chair: Allan J Myers AC KC

Members: Nadia Carlin, Jane Hansen AO, Professor Andrew Kenyon, Professor Duncan Maskell, Andrew Sisson AO, Wendy Stops

Finance Committee exercises governance responsibilities with respect to the University's financial and business affairs, including monitoring the financial risk and performance of University subsidiaries and commercial ventures.

Due to continued and uncertain impacts of the pandemic, in 2022 the Finance Committee continued to closely monitor the University's financial outlook. Recommendations were made to Council regarding the financial strategy and implementation of mitigation strategies to address financial risks.

### **Investment Management Committee**

Chair: Andrew Sisson AO

Members: Paul Axup (from August 2022), Liliana Colla, Amanda Fong, Professor Paul Kofman, Mark Leibler AC, Peter Scott, Allan Tait (until July 2022)

Investment Management Committee is a sub-committee of Finance Committee. It exercises governance oversight of the University's investment funds, supervises selection and performance of fund managers and advisers appointed to give effect to the University's investment objectives. The Committee exercises a stewardship role in relation to management of investment funds.

In 2022, Investment Management Committee worked closely with its primary investment managers and advisers to review and implement strategies to achieve its long-term investment objectives. In addition, following a detailed review of the management of its long-term investment portfolio, the University appointed JANA Investment Advisers to be its primary funds manager. Throughout 2022, the University worked with JANA and VFMC to transition to the new arrangements.

### **Gift Committee**

Chair: Jane Hansen AO

Members: Professor Mark Cassidy, Professor Marilyns Guillemin, Associate Professor Daniel Halliday, Lara McKay, Peter McMullin AM, Allan J Myers AC KC, Professor Nicola Phillips, Professor Michael Wesley

Gift Committee assists Council in overseeing and administering philanthropic funds from donors to any part of the University. It supports appropriate and effective acceptance and use of any gift, bequest and pledge received and supports the work of existing foundations, funds, boards and advisory groups associated with such gifts. The Committee also oversees the University's stewardship of endowments and trusts.

In 2022, Gift Committee approved an update to the Significant Gift Thresholds in response to significant inflationary pressures impacting the real value of gifts. Gift Committee also considered and approved a number of gifts dedicated to pandemic research and therapeutics, climate change, biomedical research and scholarships for Indigenous and disadvantaged students.

### **Governance and Nominations Committee**

Chair: Allan J Myers AC KC

Members: Jane Hansen AO, Professor Andrew Kenyon, Mark Leibler AC, Professor Duncan Maskell

Governance and Nominations Committee advises Council and makes recommendations on appointments to Council, on the appropriate form of University statutes, regulations, policy and governance arrangements, and on appointments or awards of special distinction.

In 2022, Governance and Nominations Committee conducted the University's periodic review of its faculties' structure and governance arrangements, and endorsed those arrangements for Council approval.

### **Human Resources and Remuneration Committee**

Chair: Allan J Myers AC KC

Members: Nadia Carlin, Mark Leibler AC, Wendy Stops, Dr Helen Szoke AO

Human Resources (HR) and Remuneration Committee exercises governance responsibilities in oversight of the remuneration of senior officers of the University of Melbourne and the HR Strategy of the University.

In 2022, Human Resources and Remuneration Committee received important updates on key human resources matters including updates on implementation of the University's Sexual Misconduct Prevention and Response Policy, casual employment matters, and development of the University's new People Strategy. It continued to monitor performance and remuneration of the leadership executive of the University.

## **ACADEMIC GOVERNANCE**

Academic Board is established by Council under the *University of Melbourne Act 2009* and by the University of Melbourne Statute. The board is responsible to Council for quality assurance in academic activities including maintenance of high standards in teaching, learning and research, development of academic and research policy, and acts as the final appeal body for students in accordance with the Academic Board Regulation. The President of the Academic Board is a biennially elected position and supported by a Vice-President and Deputy Vice-President.

### **President of Academic Board**

Professor Andrew Kenyon  
LLB(Hons) *Melb* LLM(Dist) *Lond* PhD *Melb*

### **Vice-President of Academic Board**

Professor Karen Farquharson  
BA *Berkeley* MA PhD *Harvard*

### **Deputy Vice-President of Academic Board**

Professor David Shallcross  
BEng(Chem) PhD *Melb*

Standing committees of Academic Board report to the Board after every meeting on matters within their terms of reference. Academic Board met eight times in 2022 and was supported in its work by the following committees:

- Academic Programs Committee
- Higher Degrees by Research Committee
- Selection Procedures Committee
- Teaching and Learning Quality Assurance Committee.

## **SENIOR LEADERSHIP**

The University Executive Committee comprises senior leaders in Academic Divisions and Chancellery and the President of Academic Board (as listed in the organisational chart on page 95). The committee is responsible for overseeing matters relating to University strategy. It oversees finalisation of the University's strategic plan and preparation of the annual University budget. University Executive monitors divisional performance against plans and budgets, the University's capital program and major projects.

## **UNIVERSITY EXECUTIVE SUB-COMMITTEES**

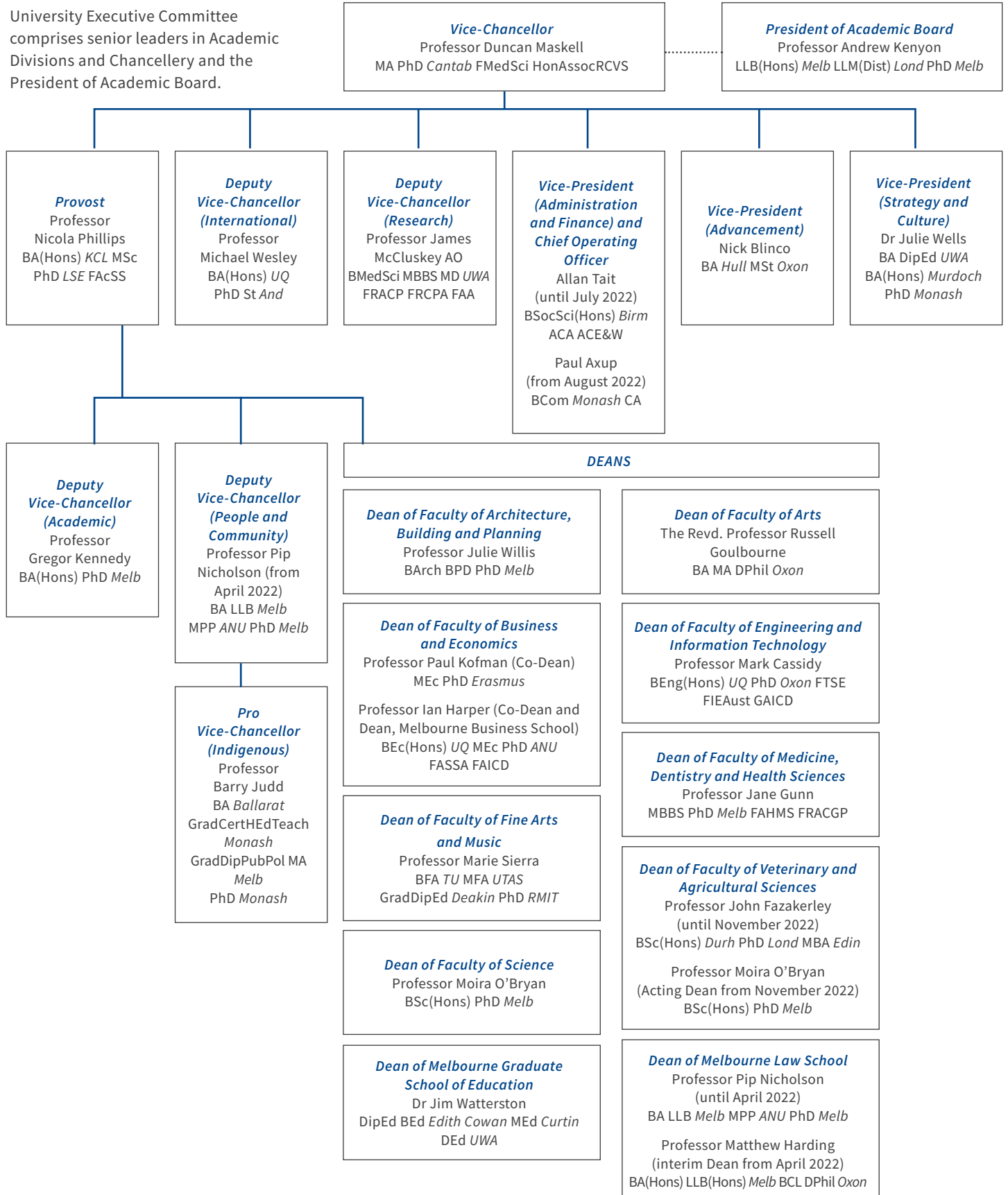
In 2022, University Executive was supported by the following four sub-committees in its program of work and terms of reference:

- Diversity and Inclusion Sub-committee
- Resources and Operations Sub-committee
- Risk Management and Compliance Sub-committee
- Strategy Coordination and Planning Sub-committee.

# SENIOR LEADERSHIP – UNIVERSITY EXECUTIVE

as at 31 December 2022

University Executive Committee comprises senior leaders in Academic Divisions and Chancellery and the President of Academic Board.



## COVID-19 GOVERNANCE RESPONSE

During 2022, the University's key decision-making bodies – including Council and University Executive – continued to address the University's response to the COVID-19 pandemic and strategic priorities.

### *Pandemic Response Group*

In addition to the key decision-making bodies, the University's governance framework to support decision making in response to COVID-19 included the Pandemic Response Group which oversaw the University's operational response until October 2022, when the Victorian Government lifted the Pandemic Order. The Pandemic Response Group provided coordination and communication across the University to balance immediate responses to COVID-19 with future needs, including planning and implementation for pandemic recovery.

### *Membership*

- Professor Nicola Phillips, Provost (Chair)
- Paul Axup, Vice-President (Administration and Finance) and Chief Operating Officer (from August 2022)
- Professor Jane Gunn, Chief Public Health Adviser and Dean, Faculty of Medicine, Dentistry and Health Sciences
- Professor James McCluskey AO, Deputy Vice-Chancellor (Research)
- Lyn McColl, COVID-19 Incident Coordinator
- Allan Tait, Vice-President (Administration and Finance) and Chief Operating Officer (until July 2022)
- Dr Julie Wells, Vice-President (Strategy and Culture)

The Pandemic Response Group was supported by a Monitoring Group which oversaw day-to-day considerations and changes in the regulatory, public health and operational environment pertaining to COVID-19 and escalated issues as required for resolution. The Monitoring Group and divisional and portfolio leads provided guidance to University staff and students on broader University plans and COVIDSafe operations.

### **Pandemic response governance**

#### *Pandemic Response Group (until October 2022)*

- Advisory to Vice-Chancellor, Vice-Chancellor's Advisory Group and University Executive. Oversaw the University's operational response and provided coordination and communication across the University to balance immediate responses to COVID-19 with future needs, including planning and implementation for pandemic recovery.
- Supported by a Monitoring Group which oversaw the regulatory, public health and operational environment pertaining to COVID-19 and escalated issues as required.

#### *Vice-Chancellor's Advisory Group*

- Advises University Executive on major strategic issues (financial and non-financial) likely to impact achievement of strategy, capital, people, risk and reputation
- Collaborated with the Pandemic Response Group on planning as the COVID-19 situation evolved

#### *University Executive*

- University Executive is the University's principal management committee. In 2022, University Executive was supported by four sub-committees:
  - » Diversity and Inclusion Sub-committee
  - » Resources and Operations Sub-committee
  - » Risk Management and Compliance Sub-committee
  - » Strategy Coordination and Planning Sub-committee.

#### *Council*

- Council is the University's governing body and approves major strategic and financial directions for the University.



## FACULTIES, SCHOOLS AND OTHER ACADEMIC UNITS

### *Faculty of Architecture, Building and Planning*

Faculty of Architecture, Building and Planning is a single-department faculty, comprising one graduate school:

- Melbourne School of Design

### *Faculty of Arts*

Faculty of Arts comprises the following schools and institute:

- Asia Institute
- Graduate School of Humanities and Social Sciences
- School of Culture and Communication
- School of Historical and Philosophical Studies
- School of Languages and Linguistics
- School of Social and Political Sciences

### *Faculty of Business and Economics*

Faculty of Business and Economics consists of the following departments, schools, and institute:

- Department of Accounting
- Department of Business Administration
- Department of Economics
- Department of Finance
- Department of Management and Marketing
- Melbourne Business School
- Melbourne Institute: Applied Economic and Social Research
- Melbourne School of Professional and Continuing Education

### *Faculty of Engineering and Information Technology*

Faculty of Engineering and Information Technology is a graduate faculty comprising the following schools and departments:

- School of Chemical and Biomedical Engineering
  - » Department of Biomedical Engineering
  - » Department of Chemical Engineering
- School of Computing and Information Systems
- School of Electrical, Mechanical and Infrastructure Engineering
  - » Department of Electrical and Electronic Engineering
  - » Department of Infrastructure Engineering
  - » Department of Mechanical Engineering

### *Faculty of Fine Arts and Music*

Faculty of Fine Arts and Music is a single faculty comprising the following divisions and centre:

- Melbourne Conservatorium of Music
- Victorian College of the Arts
- Wilin Centre for Indigenous Arts and Cultural Development

### *Faculty of Medicine, Dentistry and Health Sciences*

Faculty of Medicine, Dentistry and Health Sciences consists of the following schools, departments and institutes:

- Melbourne Dental School (graduate school)
- Melbourne Medical School (graduate school)
  - » Baker Department of Cardiometabolic Health
  - » Department of Clinical Pathology
  - » Department of Critical Care
  - » Department of General Practice
  - » Department of Infectious Diseases
  - » Department of Medical Education
  - » Department of Medicine
  - » Department of Obstetrics and Gynaecology
  - » Department of Paediatrics
  - » Department of Psychiatry
  - » Department of Radiology
  - » Department of Rural Health
  - » Department of Surgery
- Melbourne Medical School clinical schools
  - » Austin Clinical School
  - » Ballarat Rural Clinical School
  - » Bendigo Clinical School
  - » Epworth Clinical School
  - » Extended Rural Cohort
  - » Northern Clinical School
  - » Royal Melbourne Clinical School
  - » Shepparton Clinical School
  - » St Vincent's Clinical School
  - » Wangaratta Clinical School
  - » Western Clinical School
- Melbourne School of Health Sciences (graduate school)
  - » Department of Audiology and Speech Pathology
  - » Department of Nursing
  - » Department of Optometry and Vision Sciences
  - » Department of Physiotherapy
  - » Department of Social Work
- Melbourne School of Population and Global Health (graduate school)
- Melbourne School of Psychological Sciences (graduate school)

- School of Biomedical Sciences
  - » Department of Anatomy and Physiology
  - » Department of Biochemistry and Pharmacology
  - » Department of Microbiology and Immunology
- Faculty-level departments, centres and institutes
  - » Centre for Cancer Research
  - » Centre for Digital Transformation of Health
  - » Centre for Youth Mental Health (Orygen)
  - » Department of Medical Biology (Walter and Eliza Hall Institute)
  - » Florey Department of Neuroscience and Mental Health
  - » Medical Bionics Department
  - » Melbourne Dementia Research Centre (The Florey Institute of Neuroscience and Mental Health)
  - » Melbourne Poche Centre for Indigenous Health
  - » The Peter Doherty Institute for Infection and Immunity
  - » The Sir Peter MacCallum Department of Oncology

#### **Faculty of Science**

Faculty of Science includes the following schools, department, and institute:

- Australian Mathematical Sciences Institute
- School of BioSciences
- School of Chemistry
- School of Ecosystem and Forest Sciences
- School of Geography, Earth and Atmospheric Sciences
- School of Mathematics and Statistics
- School of Physics
- Office for Environmental Programs

#### **Faculty of Veterinary and Agricultural Sciences**

Faculty of Veterinary and Agricultural Sciences comprises the following schools and departments:

- Department of Veterinary Biosciences
- Department of Veterinary Clinical Sciences
- Melbourne Veterinary School (graduate school)
- School of Agriculture and Food
- University of Melbourne U-Vet Werribee Animal Hospital

#### **Melbourne Graduate School of Education**

Melbourne Graduate School of Education is a graduate school established as a faculty.

#### **Melbourne Law School**

Melbourne Law School is a graduate school established as a faculty. The faculty includes the following school:

- Melbourne School of Government

## OTHER ACADEMIC UNITS

#### **Australia India Institute**

Australia India Institute is the leading centre for engaged research on contemporary India outside the subcontinent. The institute builds Australia's capacity for India-related research that addresses key social, political and environmental challenges.

#### **Bio21 Molecular Science and Biotechnology Institute**

Bio21 Molecular Science and Biotechnology Institute is a multidisciplinary research centre specialising in medical, agricultural, and environmental biotechnology.

#### **Graeme Clark Institute for Biomedical Engineering**

Graeme Clark Institute for Biomedical Engineering is a virtual institute that aims to shape the future of healthcare with biomedical engineering solutions that deliver health, societal and economic benefits to Australia and the world.

#### **Nossal Institute for Global Health**

Nossal Institute for Global Health contributes to the improvement of global health through research, education, inclusive development practice, and training of future leaders in the fields of health sciences.

### ***Melbourne interdisciplinary research institutes***

- Indigenous Knowledge Institute
- Melbourne Disability Institute
- Melbourne Energy Institute
- Melbourne Social Equity Institute
- Melbourne Sustainable Society Institute (disestablished March 2022)

In addition to objectives and functions related to their respective fields of operation, interdisciplinary research institutes have the following common objectives:

- a. Respond to societal concerns requiring interdisciplinary research approaches
- b. Increase public awareness of, and debate on, critical issues in their field
- c. Raise the profile of University research as the basis for various forms of partnerships
- d. Develop relationships with relevant government departments and instrumentalities, educational institutions, and government and private research agencies, both within Australia and internationally
- e. Promote, and attract funding for interdisciplinary research in a recognised area of strength of the University
- f. Encourage, design and consider proposals for research projects, particularly collaborative research projects across the University
- g. Support research activities in selected priority areas, specific to their respective fields of operation
- h. Provide a point of contact for University and external parties interested in their field of operation
- i. Provide advice to the University on any matter which they consider appropriate relating to their field of operation.

### ***University departments not controlled or hosted by a faculty***

University departments not controlled or hosted by a faculty are established for the purpose of organising non-academic activities of the University.

- Asialink
- Atlantic Fellows for Social Equity
- Department of Museums and Cultural Collections
- International House
- Medley Hall
- Melbourne Theatre Company
- Melbourne University Sport Subsidiary companies
- Australia India Institute Private Limited (India)
- Australian Music Examinations Board (Vic) Ltd
- Doherty Clinical Trials Ltd (registered May 2022)
- Goulburn Valley Equine Hospital Pty Limited
- Melbourne Business School Ltd Group
- Melbourne Teaching Health Clinics Ltd
- Melbourne University Publishing Ltd
- Nossal Institute Ltd
- UM Commercialisation Pty Ltd
- UMELB Pte Ltd (Singapore)
- UoM Commercial Ltd
- UoM International Holdings Pty Ltd



# Compliance

## STATUTORY REPORTING

### *Risk Management Strategy and Framework*

The University of Melbourne recognises risk management as a key aspect of governance and a vital component of effective decision making. The University Council performs a compliance attestation that the University applies systems and processes that comply with the Victorian Government Risk Management Framework (VGRMF), as summarised in the table below:

#### Summary - VGRMF compliance status

#	VGRMF requirement	Status
1	The agency has a risk management framework in place consistent with <i>AS/ISO 31000: 2018 Risk Management – Guidelines</i>	Compliant
2	The risk management framework is reviewed annually to ensure it remains current and is enhanced as required	Compliant
3	The risk management framework supports the development of a positive risk culture within the agency	Compliant
4	The agency defines its risk appetite	Compliant
5	The agency makes it clear who is responsible for managing each risk	Compliant
6	Shared risks are identified and managed through communication, collaboration and/or coordination by the impacted agencies	Compliant
7	The agency contributes to the identification and management of state significant risks, as appropriate	Compliant
8	Risk management is embedded in strategic and business planning and decision-making processes and the agency demonstrates consideration of material risks	Compliant
9	The agency assigns adequate resources to risk management	Compliant
10	The agency's risk profile and risk appetite are reviewed at least annually	Compliant

### *Health and safety*

The University of Melbourne has a broad health and safety risk profile covering general workplace risks associated with infection control, and specific risks associated with:

- Manual tasks
- Storage
- Handling and use of chemicals and biologicals
- Laboratory and workshop operations
- Travel and field work
- Performance theatres.

Supported by the *Health and Safety Management Plan 2021–2025*, the Health and Safety Policy commits the University to providing a safe and healthy working and learning environment for all staff, contractors, students and visitors. The plan sets out health and safety goals against three strategic objectives.

### Health and Safety Management System (HSMS)

The University of Melbourne's HSMS was continually reviewed in 2022. This included review of all health and safety policies, procedural principles and HSMS requirements in light of changes to information technology systems, legislation and other legal requirements.

### Health and safety resources

In 2022, each faculty and portfolio had health and safety business partners available. Higher-risk faculties and portfolios resourcing included health and safety managers, and moderate and lower-risk faculties and portfolios had health and safety business partners.

Complementing the divisional business partners, specialist health and safety advisory services continued to be provided through Business Services. In addition, the University commissioned specialist health and safety advice from external consultants where required.

The Public Health Network continued to support implementation and monitoring of COVIDSafe plans throughout the University. The network comprised public health and infection control subject matter experts supported by communications, wellbeing and safety services within the University.

### Consultative framework

Employees continued to be represented by elected employee health and safety representatives. There were 43 elected employee health and safety representatives (HSR) holding office in 2022. Each faculty has a consultative Health and Safety Committee with membership comprising employer and employee representatives and, where applicable, student representatives.

Membership of the University-wide Health and Safety Committee (HSC) comprises equal numbers of employer and employee representatives. Students are represented via student observers. The employee representatives are elected from the pool of University employee health and safety

## Health and Safety key performance indicators 2021–2025 summary

Objective	Key performance indicators	2022 outcome
<b>Safety system improvement: safety processes are streamlined to enhance the end-user experience</b>		
Decrease in number of adverse outcomes resulting from safety regulator intervention	<ul style="list-style-type: none"> <li>a. Zero improvement notices (WorkSafe)</li> <li>b. Zero prohibition notices (WorkSafe)</li> <li>c. Zero prosecutions from safety regulators</li> </ul>	<ul style="list-style-type: none"> <li>a. <b>Target not achieved</b> ✗ One improvement notice (WorkSafe)</li> <li>b. <b>Target achieved</b> ✓ Zero prohibition notices (WorkSafe)</li> <li>c. <b>Target achieved</b> ✓ Zero prosecutions from safety regulators</li> </ul>
<b>Safety leadership and engagement: improve and sustain Health and Safety leadership and culture throughout the University community</b>		
Managers and supervisors visibly demonstrate their commitment to health and safety and implementation of the University Safety Management System.	<ul style="list-style-type: none"> <li>a. 100% of identified managers and supervisors completed the Health and Safety responsibilities training (TrainME).</li> </ul>	<ul style="list-style-type: none"> <li>a. <b>Target not achieved</b> ✗ 90% of identified managers and supervisors completed the Health and Safety responsibilities training (TrainME)</li> </ul>
Provide high-quality consistent and practical health and safety information and advice to the University community.	<ul style="list-style-type: none"> <li>a. Net promoter score (NPS) of 8 or greater to indicate the quality of health and safety services</li> <li>b. Zero non-conformances to University-wide systems criteria in external Health and Safety Management System (HSMS) audits</li> </ul>	<ul style="list-style-type: none"> <li>a. <b>Target achieved</b> ✓ 9.55/10 net promoter score</li> <li>b. <b>Target not achieved</b> ✗ One Minor non-conformance to University-wide systems</li> </ul>
<b>Injury reduction: elimination of work-related injuries and illnesses (as far as reasonably practicable)</b>		
Improved confidence in incident reporting system.	<ul style="list-style-type: none"> <li>a. Lost time injury frequency rate (LTIFR) (per one million hours worked): Target 0 (risk tolerance 1.4)</li> <li>b. 5% increase in reported hazards and non-injury incidents<sup>1</sup> (to reduce under reporting)</li> <li>c. Number of worker's compensation claims: Target 5% reduction</li> <li>d. Number of lost time injury claims: Target 5% reduction</li> <li>e. Work-related fatalities: Target 0</li> </ul>	<ul style="list-style-type: none"> <li>a. <b>LTIFR is within tolerance</b> ✓ 2020: 0.69, 2021: 0.82, 2022: 0.92</li> <li>b. <b>Target achieved</b> ✓ 34% increase in reported incidents and hazards: 2020: 2775, 2021: 3736, 2022: 6381</li> <li>c. <b>Target achieved</b> ✓ 12% decrease in Worker's Compensation claims 2020: 31, 2021: 26, 2022: 23</li> <li>d. <b>Target not achieved</b> ✗ 12% increase of lost time injury claims 2020: 13, 2021: 14, 2022: 15</li> <li>d. <b>Target achieved</b> ✓ Work-related fatalities: 0</li> </ul>

1. Change compared to previous calendar year.

representatives. The HSC met four times during 2022, with minutes of the meetings published on the University's safety webpages.

### Training

During 2022, the University provided training to address general health and safety responsibilities and specific health and safety hazards.

The health and safety training needs of each employee, as well as cohorts of graduate research students and coursework students, were assessed in accordance with the University's health and safety training requirements.

Over 54,000 health and safety-related training modules were completed in 2022, representing an increase of 29 per cent on the previous year.

2117 managers/supervisors completed the University's Health and Safety Roles and Responsibilities training in 2022, representing 90 per cent of this cohort.

### Emergency management

The University's approach to emergency management is based on requirements of Australian Standard (AS) 3745: Planning for Emergencies in Facilities.

Throughout 2022 the University continued to maintain and test emergency response and recovery procedures for all high-risk buildings and all campuses. Annual emergency event drills were undertaken for each occupied University building during 2022, with the efficacy of each drill assessed to ensure adequate local emergency readiness and to identify opportunities for improvement.

The University delivered customised emergency response training to more than 75 chief and deputy chief emergency wardens during 2022. Campus and site-specific sessions were also delivered to Emergency Control Organisations (ECOs) to provide skills, knowledge and capability required to undertake their roles. A specific exercise was undertaken at Dookie campus to practice a whole-campus evacuation and a shelter-in-place response to a simulated grassfire emergency.

### Critical incident management

The University maintains a Critical Incident Management Framework for significant disruptive events aligned to the Australasian Inter-Service Incident Management System (AIIMS) used by emergency services agencies. In 2022, 10 additional staff were trained to join the pool of over 150 members of the Critical Incident Management Team. Team members received comprehensive incident management training throughout 2022. A critical incident response exercise undertaken during the year involved a simulated severe-weather event impacting multiple campuses.

### Radiation management

The University holds a radiation management licence to support its research and teaching needs. In 2022, 27 variations were made to the University's radiation management licence.

Supported by risk-based review and monitoring, the University continued an internal self-certification program for radiation laboratories, with 100 per cent of radiation laboratories completing the program in 2022.

### Health and Safety training: 2020–2022 summary

Training course type	Attendees		
	2020	2021	2022
Health and Safety Roles and Responsibilities	5,149	4,820	9,517
Health and Wellbeing, Change Management and Psychosocial	7,734	6,071	6,547
First Aid and Emergency Management	660	1,186	2,193
Chemical Safety, Radiation Safety and Compressed Gas Safety	2,213	2,769	2,728
Manual Handling and Ergonomics	3,699	5,563	8,435
Personal Protective Equipment	1,112	1,368	1,332
Health and Safety Representative	10	7	9
COVID Safe <sup>2</sup>	12,586	9,054	8,271

2. Training module addressing the COVID-19 pandemic continued in 2022.

### Occupational health surveillance and programs

The University coordinates and implements health monitoring and vaccination programs to support its compliance obligations, as well as offering voluntary vaccination programs to reduce the incidence of employee illness.

During 2022, 216 health and hazard assessments were reviewed, resulting in selected screening with employees and students.

Service provided	2020	2021	2022
Influenza vaccinations	7,209	5,152 <sup>3</sup>	7,515
Pathologies and biological screening	10	13	31
Q Fever vaccinations	117	81	205

3. Numbers reduced in 2021 due to the reduced presence of staff on campus

### Worker's compensation and injury management

Throughout 2022 the University's injury management team worked with injured employees and their supervisors to develop and implement return-to-work plans for all compensable lost-time injuries. To ensure successful return-to-work outcomes, support was also provided to injured workers with non-compensable injuries and other health-related conditions.

### Health and safety incident statistics: 2020–2022

Performance indicator	2020	2021	2022
Reported incidents (including injury and illness)	2775	3736	6,381
Reported incident incidence rate (per 100 FTE employees)	28.52	39.07	70.21
Days lost due to reported injuries	431	201	264
Number of worker's compensation claims received	31	26	29
Number of lost time injury claims (LTI)	13	14	16
LTI incidence rate (per 100 FTE employees)	0.12	0.15	0.17
LTI frequency rate (per one million hours worked)	0.69	0.82	0.92
Average cost per claim (including estimate of future costs)	\$10,167	\$7628	\$13,226
Work-related fatalities	0	0	0

During 2022, the University implemented an early support service program to support employees with both work-related injuries and non-work related injuries to assist injured employees to receive early medical treatment to aid recovery.

### Self-insurance approval and workers compensation compliance

WorkSafe Regulatory Claims Management Audit was undertaken for the 2021/2022 period. The University of Melbourne achieved a very good overall result with a 93 per cent compliance rate. WorkSafe classified the University of Melbourne in tier two for self-insurance claims management compliance.

Additionally, WorkSafe undertook a review of the University of Melbourne's claims management decision making during 2022. A 100 per cent conformance rate was recorded against the review criteria, with the University receiving a commendable result.

### Regulatory activity

The University continued to work cooperatively with health and safety regulators. WorkSafe was the most active health and safety regulator at the University during 2022. WorkSafe activity consisted of visits following incident notifications to WorkSafe, and in response to requests to WorkSafe by others.

### Regulatory activity trends 2020–2022

Action	2020	2021	2022
Visits to University's workplaces by WorkSafe	6	8	6
Prohibition notices issued by WorkSafe	0	0	0
Improvement notices issued by WorkSafe	0	0	1 <sup>4</sup>
Health and safety convictions	0	0	0

4. Compliance with the Improvement Notice was achieved and the matter is closed.

### Health and safety performance monitoring

To assist in monitoring effectiveness of the health and safety management system, performance reports are provided to consultative, management, executive and governance forums within the University. This includes the Occupational Health and Safety Committee, Risk Management and Compliance Committee, and Audit and Risk Committee.

Local health and safety business partners provide health and safety performance reports to respective faculties and portfolios. All significant incidents are reviewed in detail and, where appropriate, action plans put in place to minimise risk of reoccurrence.

### Incidents requiring notification to WorkSafe

The *Occupational Health and Safety Act 2004 (Vic)* requires the University to notify WorkSafe Victoria of all serious injuries, dangerous occurrences, and deaths at the workplace. A breakdown of these incidents is outlined in the following table. An investigation of each incident has either commenced or been completed. The University instigated corrective and preventative actions to prevent or reduce the risk of reoccurrence.

### Notifications to WorkSafe: 2020–2022

Performance indicator	Event	2020	2021	2022
Serious injury or illness	Immediate medical treatment – temporary loss of bodily function	11	8	6
Serious injury or illness	Immediate medical treatment – eye injury	1	0	3
Serious injury or illness	Immediate medical treatment – electric shock	0	0	0
Serious injury or illness	Admission as an inpatient in a hospital	1	0	0
Serious injury or illness	Medical treatment within 48 hours – exposure to substance	0	1	1
Serious injury or illness	COVID-19 notification <sup>5</sup>	1	0	3
Serious injury or illness	Uncontrolled implosion, explosion or fire	2	9	2
Dangerous occurrence	Fall or release from a height of any plant, substance or object	1	2	1
Dangerous occurrence	Non-work-related fatalities	2	2	6
Death at a workplace	All incidents	0	0	1
<b>Total</b>	<b>All incidents</b>	<b>19</b>	<b>22</b>	<b>23</b>

5. From July 2020 until January 2022, employers are required to notify WorkSafe when an employee or a contractor's employee with a confirmed COVID-19 diagnosis has attended the workplace up to 14 days prior to diagnosis or onset of symptoms.

#### External Health and Safety Management System (HSMS) audits

The University of Melbourne conforms to the HSMS National Self-Insurers Audit Tool (NAT) as a requirement of the University's worker's compensation self-insurance.

During 2022, an external surveillance audit was undertaken by Lloyd's Register Quality Assurance auditors to support maintenance of the University's external certification of HSMS to the NAT, ISO45001 and AS/NZS4801 occupational health and safety management systems.

The recertification audit assessed 108 audit criteria, from a review of 601 samples, across five academic divisions and Chancellery. Seven criteria were assessed as non-conformances.

Corrective actions were implemented and the seven minor non-conformances closed in 2022. The University successfully maintained the NAT and AS/NZS4801 certifications until September 2023.

AS/NZS 4801 will be superseded during 2023 requiring the University to migrate to ISO 45001. In preparation, the University was successful in obtaining ISO 45001 certification in December 2022.

#### WorkSafe audit

The purpose of the HSMS audit was to evaluate conformance of HSMS at the University of Melbourne against the National Self-insurer OHS Management System Audit Tool and determine effectiveness of design and implementation of the University of Melbourne HSMS.

The audit findings contribute to WorkSafe Victoria's assessment of the University of Melbourne's application for renewal of approval to self-insure in accordance with the *Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)* (WIRC Act), including the 'fit and proper' criteria. Business operations included in this audit included teaching and research, museum collections, theatre production and the equine hospital.

The University of Melbourne has partially met the expectation with 20 criteria rated as non-conformance from the 54 criteria audited. Corrective action plans are being formulated by the local areas with a projected completion date of May 2023.

#### Internal Health and Safety Management System (HSMS) audits

The University undertook a program of internal audits against NAT and AS4801 criteria in 2022, with 405 samples assessed across University divisions, departments and wholly-owned subsidiaries.

Overall, less than one per cent of the audit criteria was assessed to be in non-conformance. The University established corrective action plans to address these non-conformances and these will be reviewed as a part of 2023 audit program.

#### COVID-19 response

Significant changes throughout 2022 in government mandates required the COVID-19 response to continually evolve. Critical activities focused on responding to multiple COVID-19 waves and continually reviewing, updating and managing risk controls to ensure confidence in attending campus safely. Dedicated supports for a range of sensitive settings, including student accommodation and early childhood education centres, were established to ensure COVIDSafe plans were observed and rapid response to emerging risks made.

To support the ongoing response to COVID-19, the University undertook a monthly survey of the on-campus experience of staff, students and contractors who attended campus. Over 2000 responses were received during 2022. The responses were used to inform and update on COVIDSafe plans, alongside government-mandated information.



**Workforce data disclosures**  
(December 2021–December 2022)

The University's recruitment, selection and appointment processes are consistent with the requirements of the University of Melbourne 2018 Enterprise Agreement and relevant policies.

	DECEMBER 2021								DECEMBER 2022							
	All employees		Ongoing			Fixed-term and casual			All employees		Ongoing			Fixed-term and casual		
	Number (Head-count)	FTE	Full-time (Head-count)	Part-time (Head-count)	FTE	Number (Head-count)	FTE	Number (Head-count)	FTE	Full-time (Head-count)	Part-time (Head-count)	FTE	Number (Head-count)	FTE		
<b>Demographic data</b>																
<b>Gender</b>																
Women executives	32	31	11	2	13	19	18	34	33	10	3	13	21	20		
Women (total staff)	7089	5493	2457	942	3073	3690	2420	7486	5775	2516	1004	3184	3966	2591		
Men executives	24	22	7	2	8	15	14	28	27	8	3	11	17	16		
Men (total staff)	4828	3931	2083	312	2269	2433	1662	4877	3989	2078	356	2292	2443	1697		
Self-described executives	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Self-described (total staff)	43	26	4	3	6	36	20	69	45	8	8	14	53	31		
<b>Age</b>																
15–24	717	357	44	7	49	666	308	757	413	48	8	54	701	359		
25–34	3190	2444	777	126	859	2287	1585	3259	2464	748	138	838	2373	1626		
35–44	3542	2943	1463	466	1767	1613	1176	3687	3049	1495	485	1817	1707	1232		
45–54	2522	2123	1305	367	1541	850	583	2613	2203	1300	407	1567	906	636		
55–64	1570	1306	825	222	966	523	340	1660	1374	853	250	1013	557	361		
Over 64	419	277	130	69	166	220	111	456	306	158	80	201	218	106		
<b>Total employees</b>	<b>11960</b>	<b>9451</b>	<b>4544</b>	<b>1257</b>	<b>5348</b>	<b>6159</b>	<b>4102</b>	<b>12432</b>	<b>9809</b>	<b>4602</b>	<b>1368</b>	<b>5490</b>	<b>6462</b>	<b>4319</b>		

Employees correctly included in workforce data generated for the 2022 annual reporting period.

**Casual workforce disclosures (December 2021–December 2022)**

	DECEMBER 2021*		MARCH 2022**		DECEMBER 2022*	
	CASUAL		CASUAL		CASUAL	
	Number (Headcount)	FTE	Number (Headcount)	FTE	Number (Headcount)	FTE
<b>Total employees</b>	<b>2720</b>	<b>1288</b>	<b>3275</b>	<b>1226</b>	<b>2530</b>	<b>1113</b>

**notes**

\* Casual employees active and employed in the last full pay period of the reporting year

\*\* Casual employees active and employed in the last full pay period of March

**Definitions**

<b>Census date</b>	Ongoing and fixed term staff were measured as of 31 December in the reported year
<b>Casual reporting period</b>	Casual headcount and FTE were calculated as an average of casuals paid in the month of December in the reporting year
<b>Executives</b>	Executives were defined based on level of seniority and grade
<b>Casual executives</b>	There are no executives employed on a casual basis
<b>Total staff</b>	The sum of continuing, fixed term and casual staff, including executives

## OTHER DISCLOSURES

In 2022, an external consultancy firm was engaged to undertake a current state maturity assessment of the University's compliance function, and to provide recommendations and better practice insights for consideration.

Following this assessment, the focus has been on uplifting the compliance program, with reference to the targeted roadmap of actions and recommendations made by the consultants.

Key activities in 2022 included:

- Reviewing and implementing recommendations from the external review conducted by the consultants
- Ensuring a risk-based approach to implementing compliance
- Strengthening organisational end-to-end regulatory compliance process
- Clarifying roles and responsibilities of various stakeholders in the compliance process to improve accountability
- Improving service delivery to stakeholders requiring support and advice
- Aligning compliance training to the University's overarching structure and future legislative requirements.

### ***Buildings and the Building Act***

The University of Melbourne is committed to compliance with the building and maintenance provisions of the *Building Act 1993* (the Act). All new buildings and renovations are designed and built to comply with the building and maintenance requirements of the Act. To ensure compliance with current building regulations and codes, all relevant projects are referred to an independent building surveyor for certification. All existing buildings comply with standards applicable at the time of their construction. As part of the University's program of capital works, all refurbishment projects are undertaken to current code requirements and, where appropriate, the scope of these works are extended to address new compliance requirements and deemed to apply to the entire building.

Expenditure for property was approximately \$250 million, which includes funding for major strategic initiatives including the Student Pavilion and Arts and Cultural Building, Australian Institute of Infectious Diseases (AIID), and Fishermans Bend.

The management of capital works is undertaken in accordance with the University's capital planning principles, procedures, and guidelines throughout the project management lifecycle.

Building on the efforts to date, the University is developing a pathway to asset management maturity and compliance with the Asset Management Accountability Framework. A self-assessment in relation to property was undertaken in 2022 and will be reported on in future years in accordance with government requirements.

The University ensures that it complies with its obligations with regard to management of asbestos within its buildings. In addition to the general Division 5 audits, the University ensures that contractors complete a more detailed Division 6 audit prior to construction.

The University completed a detailed audit of all its campuses to identify works to improve campus mobility and compliance with the *Disability Discrimination Act 1992* (DDA). An ongoing prioritised program of works to address areas of non-compliance is now proceeding.

Furthering the University's commitment and leadership in sustainability, in 2022 it released its *Sustainability Plan 2030* which included bringing forward its carbon neutrality target from 2030 to 2025. To support the carbon neutral target, significant investment was made in energy reduction works and onsite renewable energy generation projects (solar PV panels at more than 44 locations across University campuses), and now purchases power via two renewable energy agreements with windfarms located in western Victoria. The University achieved its target of zero net emissions from electricity in 2021.

Throughout the COVID-19 pandemic, the University sought to ensure that all its facilities were safe to occupy by maintaining a process of additional cleaning, providing access to hand sanitisation and face masks at building entrances, increasing building ventilation, installing air monitoring (particularly in teaching spaces), and providing air purification in areas of need.

### ***Carers Recognition Act***

The University of Melbourne acknowledges the *Carers Recognition Act 2010* and continues to recognise the important contribution made by people with carer responsibilities to the University's strategic and operational objectives.

The University provides support to carers through dedicated and flexible leave options embedded in terms and conditions of employment, and through a broad range of flexible work options outlined in policy. Flexible work options and remote work practices were streamlined throughout 2022 with greater coordination occurring at a localised, team-based level.

The University recognises the impacts that balancing work and carer commitments may have on a carer's wellbeing and enhanced the support offerings available under the Employee Assistance Program to include a range of additional supports and proactive wellbeing offerings including introductory legal referral services, financial coaching, nutritional coaching and a 'wellbeing gateway' app.

### ***National Competition Policy and Victorian Competitive Neutrality Policy***

Government business should not enjoy any net competitive advantage simply as a result of their public sector ownership. The aim of the Victorian Government's competitive neutrality policy is to account for this in such a way that, where Victorian public organisations undertake significant business activities in markets, they do so on a fair and equitable basis.

The University has established a transparent costing model that includes a full-cost recovery multiplier. This supports compliance with the National Competition Policy and requirements of the Competitive Neutrality Policy Victoria. The University is on track to be fully compliant by 2024–2025.

### **Whistleblower protection and public interest disclosures**

The University of Melbourne is committed to a culture of integrity and good governance and to maintaining the highest standards of ethics and quality in its research, teaching and administration. University employees are required to comply with all relevant laws, obligations and internal policies and to take all reasonable steps to prevent non-compliance and possible instances of corrupt or improper conduct.

Whistleblowers play an important role in identifying and calling out improper conduct and harm to the community. The University's Whistleblower Protection Program was revised 1 January 2020 to deal with relevant disclosures in connection with the University under both the Commonwealth regime and the Victorian *Public Interest Disclosures Act 2012* – now collectively referred to as 'whistleblower disclosures'.

During 2022, the University continued to embed and uplift the Whistleblower Protection Program via the following activities:

- Full deployment of the Whistleblower Portal. The portal is a secure reporting platform to encourage a speak-up culture and supporting compliance with Commonwealth whistleblower laws as well as referral to the Independent Broad-based Anti-corruption Commission (IBAC) for whistleblowers who seek protection under Victorian law. (The University is only authorised to receive and handle disclosures made under Commonwealth whistleblower laws)
- Revising the University's Whistleblower Protection Policy to align to ASIC Regulatory Guide 270 (Commonwealth) and emerging best practice, as well as current internal practices around the making of, and the handling and investigation of whistleblower disclosures
- Internal engagement and awareness activities with senior leaders (for example, 'eligible recipients' under Commonwealth whistleblower laws) on their responsibilities and under the University's Whistleblower Protection Policy.

The University will continue to embed a culture of encouraging whistleblowers to come forward with their concerns and protect them when they do so.

### **Modern Slavery Act compliance**

*The Commonwealth Modern Slavery Act 2018* requires the University of Melbourne to prepare an annual modern slavery statement that explains actions taken to assess and address modern slavery risks in its operations and supply chains. Cross-functional activity continues to assess modern slavery risks with the third statement in response to the Act due to be submitted by 30 June 2023.

### **Infringements Act**

The University of Melbourne is an 'enforcement agency' under the *Infringements Act 2006*.

An audit by the Department of Justice and Community Safety in 2021 found that the University complied with its obligations under the *Infringements Act 2006* and the *Public Records Act 1973*. Further, the 2021–2022 annual audit of compliance with the Department of Transport (VicRoads) Information Protection Agreement found that the University is compliant with its obligations relating to the use and protection of Department of Transport data and complies with applicable privacy laws.

### **Local Jobs First**

In 2022 there were seven applicable projects commenced or under way. The total value of Local Jobs First projects within the 2022 reporting period is \$42.3 million.

Through its Victorian Higher Education State Investment Fund (VHESIF), the Victorian Government supported the following projects, which include Local Jobs First clauses as a part of their procurement activity and/or head agreement:

- Bionic Devices Development Facility (BDDF), now NeoBionica (\$4 million VHESIF investment)
- Faster, Smarter Pharma and Food Manufacturing (\$1.8 million VHESIF investment)
- Illumina-UoM Genomics Hub (\$20 million VHESIF investment)

- Melbourne Connect – Innovation and Incubation (\$6 million VHESIF investment)
- NIF: New frontiers –Plant, molecular and MRI-HIFU imaging (\$3.1 million VHESIF investment)
- NorVicFoods: Agri-food Innovation Cluster (\$2.7 million VHESIF investment)
- Zero Emissions Energy Lab (ZEE Lab) (\$4.7 million VHESIF investment).

For Victorian Government grants provided during 2022, including VHESIF grants, the University of Melbourne had no interactions with the Industry Capability Network (Victoria) Ltd where interaction reference numbers were required.

### **Freedom of information**

The University is subject to the *Freedom of Information Act 1982* (FOI Act), which extends as far as possible the right of the community to request access to information in the possession of the Victorian Government and other bodies constituted under the law of Victoria. As a prescribed agency, the University is legally obliged to facilitate public access to documents and information about its functions and operations and must comply with the FOI professional standards in administering the FOI Act.

Under the FOI Act, any individual may request access to documents held by the University. In response, the University may provide access in full or refuse access, either fully or partially, subject to limited exceptions and exemptions available in the FOI Act. Examples of documents or information that may not be accessed include: some internal working documents; documents covered by legal professional privilege; certain commercial and financial information of the University or third parties; personal information about other people; information provided to the University in confidence; and documents relating to trade secrets.

The FOI Act provides a 30-day period for processing requests. This timeframe can be extended in certain instances, subject to specific provisions in the FOI Act.

If an applicant is not satisfied with a decision made by the University, the FOI Act provides them with the right to seek a review of the decision by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a notice of decision.

#### Making a request

Requests for access to documents held by the University can be submitted in writing to [FOI-Officer@unimelb.edu.au](mailto:FOI-Officer@unimelb.edu.au) or via post to:

FOI Officer  
c/o Freedom of Information Lead,  
Legal and Risk  
The University of Melbourne, Vic 3010

An application fee of \$30.60 currently applies. Access charges may also be payable if the volume or number of documents is large and/or the search for material time consuming. These fees and charges typically increase at the start of a new financial year.

When making an FOI request, applicants should ensure it is in writing and clearly identifies the material/documents being sought.

More information about the University's FOI arrangements can be found at: [about.unimelb.edu.au/strategy/governance/compliance-obligations/freedom-of-information](http://about.unimelb.edu.au/strategy/governance/compliance-obligations/freedom-of-information)

#### FOI statistics/timeliness

During 2021–22, the University received 53 requests which were valid under the provisions of section 17 of the FOI Act. Of these, 36 were access requests for documents relating to the applicant (personal requests), the remaining 17 were for access to documents of a general or non-personal nature.

Decisions on four requests were not finalised by the end of the reporting year.

Access to documents was granted in full in response to 12 requests, in part in response to 19 requests, and was denied in full in response to seven requests. No documents were identified in response to two requests. In eight instances, the

applicants withdrew their applications and in one instance documents were provided, or the request satisfied, outside the FOI Act (for example, informal, or proactive release).

Forty-three decisions were made within the statutory 30-day period and three decisions were made within an extended statutory 30–45-day time period.

During 2021–22, 12 requests were subject to a complaint/internal review by OVIC. One request progressed to the Victorian Civil and Administrative Tribunal (VCAT).

#### Further information

Further information regarding the operation and scope of FOI legislation and regulations can be found at: [ovic.vic.gov.au/freedom-of-information](http://ovic.vic.gov.au/freedom-of-information)

#### Amenities and service fee

In compliance with the *Education and Training Reform Act 2006* (Vic) the University sets an annual amenities and services fee allocated to the Student Services and Amenities (SSAF) fund. SSAF funds are used to provide a wide range of services and amenities for students, and to support student-focused initiatives. The fee for 2022 was \$315 for full-time students and \$236 for part-time students. In 2022, these funds were provided to the University of Melbourne Student Union, Melbourne University Sport, Graduate Student Association, the Student Services and Amenities Fee Grant Program, and other areas across the University. SSAF supported activities including: employment and career advice, childcare, development of academic skills, orientation activities, food services, sporting and recreational activities, mental health and wellbeing, and equity and disability support.

#### ICT expenditure

<b>BAU ICT expenditure (Opex)</b>	(A)	\$109,892,710
<b>Non BAU ICT expenditure (Total)</b>	(B) = (C) +(D)	\$114,719,341
<b>Non-BAU ICT expenditure (Opex)</b>	(C)	\$5,900,252
<b>Non-BAU ICT expenditure (Capex)</b>	(D)	\$108,819,089

#### Additional information available on request

In compliance with requirements of Financial Reporting Directive 221 (July 2021) under the *Financial Management Act 1994*, details in respect of the items listed below have been retained by the University and are available on request, subject to provisions of the *Freedom of Information Act 1982*:

- A statement that declarations of pecuniary interests have been duly completed by all relevant officers
- Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- Details of publications produced by the University about itself, and how these can be obtained
- Details of changes in prices, fees, charges, rates and levies charged by the University
- Details of any major external reviews carried out on the University
- Details of major research and development activities undertaken by the University
- Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
- Details of major promotional, public relations and marketing activities undertaken by the University to develop community awareness of the University and its services
- Details of assessments and measures undertaken to improve the occupational health and safety of employees
- A general statement on industrial relations within the University and details of time lost through industrial accidents and disputes
- A list of major committees sponsored by the University, the purposes of each committee and the extent to which the purposes have been achieved
- Details of all consultancies and contractors including:
  - » Consultants/contractors engaged
  - » Services provided
  - » Expenditure committed to for each engagement.

### KEY HIGHLIGHTS

- Launch of the *Sustainability Plan 2030*
- Achieved zero net emissions from electricity for the second year
- Australian sector-leading biodiversity data mapping initiative near completion across all University campuses
- Founding member of Nature Positive Universities Alliance
- Significant falls in waste across the Parkville campus, with single-use plastic free commitment for the Student Precinct development, establishment of new dishwash hub as part of the award-winning Choose to Reuse program, and reuse practices rolled out across campus retail
- A strong sustainability focus introduced into new service contracts, including KPIs and reporting requirements
- Environmental compliance obligations met, with development of Environmental Management System, promoting a culture of environmental sustainability in all aspects of University operations.

## ENVIRONMENTAL PERFORMANCE

Environmental sustainability outcomes continued to track well against the University of Melbourne’s sustainability targets in 2022. The new *Sustainability Plan 2030*, launched in May 2022, further embedded sustainability practices and initiatives as a priority for the University community. In the wake of the COVID-19 pandemic, most operational metrics returned to expected levels, albeit with some still tracking well below pre-2020 levels as a result of fewer people on campus throughout the year. The expectation, however, is that 2023 will see a return to pre-COVID-19 attendance.

### *Biodiversity baseline mapping*

Biodiversity baseline data collection for seven metrics across all eight campuses is almost complete. 2022 saw significant progress in data capture and analysis. Data collection at Burnley campus is 100 per cent complete, and at Parkville 94 per cent complete. Data for all other campuses are complete for 5 of 7 metrics. The seven biodiversity baseline indicators for the University of Melbourne will be set in 2023, allowing net loss or gain to be measured from 2024 onwards.

The University has committed significant resources in 2022 and 2023 to complete the biodiversity baseline mapping, to establish the actions, consistent with the implementation of the University’s recent pledge as a founding member of the Nature Positive Universities Alliance.

This information is linked to the ‘Healthy ecosystems’ priority area under the University’s *Sustainability Plan 2030*.

### *Water usage*

Water usage in 2022 shows that the earlier savings made by water reduction initiatives have been sustained. This includes reduced reliance on potable water for toilet flushing, increased efficiencies for irrigation on University grounds and reduced water usage via chiller optimisation.

In 2022, the University also installed Hydrowise, a smart WIFI irrigation control at Burnley campus. An upgrade to the metering network and roll out of hydrowise at Parkville will take place in 2023.

Water usage (including recycled)	
Unit	kL
2018	486,923
2019	452,020
2020	317,413
2021	331,309
2022	314,028

In 2023, the University will develop an integrated water management plan.

This information is linked to the ‘Healthy water cycles’ priority area under the University’s *Sustainability Plan 2030*.

### Waste reduction

Waste to landfill continued to fall from pre-pandemic levels for the third year, partly due to fewer attendees on campus and as a result of continual efforts to improve waste services and implement circular economy principles.

2022 saw a continued decline in waste to landfill at 11.8kg per person, compared with the pre-pandemic level of 29.9kg per person and shows the University is on track to achieve its stated target of 10kg per person by 2025.

Given that in 2023, campus participation numbers will increase, in 2022, the University has implemented initiatives that will maintain its focus on reducing waste to landfill and improving the circularity of materials. For example, the University opened part of the Student Precinct

(SP) which is working towards being a single use plastic free hub, and offers a mandatory crockery service for retailers and additional dishwashing services as part of the Choose to Reuse program. This is an industry first on this scale in Australia, initially piloted at Union House. The University also introduced Green Caffein, a free reusable swap cup scheme to tackle take-away coffee cup waste, and made contractual changes to retail leasing and vending machine contracts to reduce take-away items.

The University also completed an indoor bin infrastructure upgrade to ensure consistent waste collection methods and signage across the University. New waste processing services will be introduced in 2023, with a move towards diversion of organics from landfill at the SP supported by a new education campaign across the University.

### Furniture and equipment reuse

The reuse centre diverted 3916 items from landfill in 2022, equating to 95,469kg at a value of \$1.6 million – a 21 per cent increase compared to 2021 levels.

### Choose to Reuse plate program

Choose to Reuse washed 139,714 items during 2022. This is an 83 per cent increase compared to 2021. However, it remains a 62 per cent decrease on 2019 pre-pandemic levels, primarily due to fewer people being on campus and less retail being available during 2022.

This information is linked to the 'Just and circular economy' priority area under the University's *Sustainability Plan 2030*.

Waste performance	Unit	2018	2019	2020	2021	2022
Waste to landfill (per person)*	kg	29.9	28.9	12.8	12.9	11.8
Total waste (K)	kg	2755	2789	1397	1396	1356
Total recycling (K) *	kg	885	916	593	572	617
Recycling rate	%	32	33	42.5	41	45.5

\*Waste continues to decline and remains well below pre-pandemic levels, but with fewer people on campus. Percentage of recycled or diversion rate has increased. The University will continue to work to improve this rate, with a focus on generating less waste in the first place as key.

Total waste per person  
= 21.6kg

Total waste to landfill per person  
= 11.8kg

### Energy and emissions

Energy usage started to track back up over 2022 compared to 2019 and pre-pandemic figures in previous years, with an increase of 8.5 per cent compared to 2021 but a 2 per cent decrease compared to 2019.

Solar energy generation increased by 4 per cent in 2022, while electricity generation from the University's wind farm Power Purchase Agreements decreased by 13 per cent as a result of grid constraints and mechanical issues.

Energy usage	Unit	2018	2019	2020	2021	2022
Electricity	MWh	110,751	112,803	91,827	103,717	111,918
Natural gas	GJ	274,256	286,782	227,038	267,847	293,355
LPG	GJ	2779	2524	514	1787	1914

Energy generation	Unit	2021	2022
Solar	MWh	3124	3255
Wind	MWh	77,564	67,445

Year	Net greenhouse gas emissions (tCO <sub>2</sub> -e)
2022	164,902
2021	37,511
2020	137,740
2019	210,084
2018	192,227
2017	200,050

In 2022, for the first time, the University's greenhouse gas inventory (GHGI) was expanded to encompass indirect emissions from University procurement across all categories. The University's gross carbon emissions before offsetting were 219,500 tCO<sub>2</sub>-e. Net carbon emissions, after fully offsetting residual emissions from electricity consumption and emissions from business flights, were 164,900 tCO<sub>2</sub>-e. Direct carbon emissions, primarily from natural gas consumption, were slightly increased from 2021 at 16,800 tCO<sub>2</sub>-e. Gross indirect carbon emissions have increased significantly to 168,000 tCO<sub>2</sub>-e due to the inclusion of new procurement categories such as capital works, purchased goods and services, and professional services. After including carbon offsets, net indirect emissions were 148,000 tCO<sub>2</sub>-e. This comprehensive GHGI is an important step in the University's journey to carbon neutrality by 2025.

Smart Campus Energy Upgrade Project (SCEU) is actively underwriting 10 technology workstreams with a focus on optimisation of assets, energy storage and electrification. Projects completed and/or under way since 2019 total nearly \$9 million with estimated energy savings/generation of 5675MW per annum, which is enough energy to power 1230 homes.

Projects for 2022 included:

- Building optimisation and chilled plant upgrade works under way across 10 buildings (approximately 3300MWh savings per annum)
- Installation of LEDs (approximately 110MWh savings per annum)

- Design of solar rooftop arrays for five buildings is finalised and due for installation in 2023 (approximately 180MWh generation per annum)
- Feasibility for solar battery project under way at Dookie campus.

The University's output from the Murra Warra and Crowlands windfarms was 67 GWh in 2022. This was less than in 2021 due to mechanical issues with the wind turbines in the first half of the year, and constraints in feeding the generated electricity into the electricity grid.

The University once again met its zero net emissions from electricity target in 2022.

The University is currently developing an electrification prioritisation program to reduce natural gas consumption.

This information is linked to the 'Climate leadership' priority area under the University's *Sustainability Plan 2030*.

### Travel and transport

The University of Melbourne fleet size has not changed since 2021, with 139 vehicles in total, comprising one electric and 14 hybrids. Fleet usage also remained fairly consistent in 2022, compared to 2021; however, significantly lower than pre-pandemic levels.

A new fleet tender was awarded, transitioning in late 2022 and an EV strategy is in development for fleet vehicles and infrastructure.

- Emissions from fleet vehicles were 316 tCO<sub>2</sub>-e in 2022
- 100 per cent offsetting by GreenFleet annually with 753.8 tonnes of offsets purchased for 2021/22 financial year.

A new secure e-bike and e-scooter charging station opened in late 2022 as a pilot for future facilities. Scoping works for more end-of-trip facilities will begin in 2023. Bike repair stations were also installed at Werribee and Dookie campuses.

Year	Fleet number	Total Km travelled	Km travelled (passenger vehicle)	Km travelled (light commercial)	Fuel Consumed (L)
2022	139	1,785,681	1,194,245	591,436	99,352
2021	139	1,729,231	743,928	985,303	93,059
2020	138	1,264,832	575,511	689,321	86,273
2019	153	2,022,056	1,096,340	925,716	165,313
2018	161	2,213,861	1,127,641	1,086,220	179,881

### 2022 Staff and Student Sustainability Survey

	2020	2022
<b>Public transport use</b>		
Participants noted they always or mostly always use public transport to get to campus	73%	52%
Participants never use public transport	16%	21%
<b>Walking, cycling and scooting</b>		
Participants noted they always or mostly always walk or cycle to campus	64%	47%
Participants never walk, cycle or scoot	25%	30%
<b>Car sharing or carpooling</b>		
Participants noted they always or mostly always car share/carpool to campus	21%	9%
Participants never carpool or car share	38%	56%

Data captured May 2020 and August 2022.

The University undertook its biennial Staff and Student Sustainability Survey in 2022. Students and staff were asked about their travel habits, with 1136 respondents. There was a marked change in use of public transport since COVID-19, with far more people saying they do not take public transport. People appear to be less comfortable being in crowded spaces on public transport, such as trams and trains, and are using public transport less due to COVID-19, as well as being on campus less due to more hybrid ways of working. This appears to be in line with a much larger and more widespread change at a global level. The University will continue to encourage sustainable travel as more staff return to campus and the immediate concerns of COVID-19 abate.

This information is linked to the 'Climate leadership' priority area under the University's *Sustainability Plan 2030*.

#### **Air travel**

75,268,986 km flown, equating to approximately 15,581 tCO<sub>2</sub>-e tonnes of carbon emissions

This information is linked to the 'Climate leadership' priority area under the University's *Sustainability Plan 2030*.

#### **Paper usage**

5,687,500 A4 sheets of paper used

With 98.7 per cent recycled

This information is linked to the 'Climate leadership' priority area under the University's *Sustainability Plan 2030*.

#### **Campus community engagement and informal learning**

The University continued to embed a culture of sustainability within its campus community, focusing on a number of initiatives over 2022.

#### **Green Impact**

The University of Melbourne was the first University in Australia to implement Green Impact, and now in its sixth year, the key program outputs are:

- 50 teams
- 353 participants
- 1241 sustainability actions
- 5 campuses
- 73 student volunteer auditor/assistants.

#### **Student and staff engagement**

Student volunteering continued to see a resurgence since COVID-19. In 2022:

- 205 volunteers completed 1062 volunteer hours
- 13 interns completed 1400 hours across a broad range of sustainability projects
- Students gained meaningful experience in a professional setting, with contributions to sustainability resulting in positive, tangible impacts on University operations.

The Sustainability team hosted 112 events/presentations, attracting 3648 attendees. As the transition back to campus continued, this exceeded pre-pandemic numbers, with more people wanting to make connections. The team also supported other events, including University graduations, to be conducted in more sustainable ways. This was through the use of less disposable items, more reusable crockery and cutlery, less plastic packaging for merchandise, and more vegetarian/vegan food offerings.

#### **Listening to the community**

The biennial Sustainability Survey was published mid-2022, with 1136 respondents. Results will be analysed and published in early 2023.

This information is linked to the 'Community of sustainability learners and practitioners' priority area under the University's *Sustainability Plan 2030*.

#### **Environmental Management System**

In 2022, the University developed a formal Environmental Management System (EMS) to meet its environmental compliance obligations. Containing approximately 74 environmental aspects and 21 environmental opportunities, the EMS is compliant with requirements of ISO 14001:2015. It covers all activities and responsibilities that have actual or potential environmental impacts to minimise pollution and other environmental risks. The EMS will be used to promote a culture of environmental sustainability in all aspects of future University operations.



## INFORMATION GOVERNANCE

### *Cybersecurity*

Several high-profile Australian breaches have demonstrated the significant impact that cyber criminals can have on organisations and their customers. These breaches have led to greater awareness and concern throughout the community and increasing regulatory and government intervention. Threat actors operating across the globe are leveraging the increased digitisation of environments to develop new attack techniques and rapidly exploit vulnerabilities, creating greater risks for organisations and challenging them to continually adapt their response capabilities. Protecting the confidentiality, integrity and availability of the University of Melbourne's digital assets and systems continues to be an area of priority and investment across the organisation.

In 2022 the University continued to mature its cybersecurity posture, applying lessons learned from global and domestic cyber-attacks, through a series of projects and initiatives within the cybersecurity function, across the IT environment, and the broader University community. The cybersecurity program has been further informed by an intelligence and threat awareness-led approach that leverages information sharing within and beyond the sector. This has included deployment of identity-based threat detection capabilities, application allow-listing capabilities, establishment of a secure research enclave, and expanding the deployment of multiple cybersecurity control sets across the University's environment. Leveraging the increased awareness of cybersecurity among the community, education campaigns have been implemented within student and staff cohorts to bolster cyber-resilience. Targeted cybersecurity training sessions for key staff cohorts further underlined the University's view that cybersecurity is more than a technology challenge and requires a concerted effort from the broader community to identify and respond to cyber threats.

The University has also invested significantly in its application protection capabilities through deployment of code, vulnerability, and attack scanning technologies, as well as changes in processes to formalise and report on growth of the 'secure-by-design' approach. In addition, processes have been established to address any reported vulnerabilities as a matter of priority, further underlining the focus on protecting the University's assets. To ensure effective prioritisation and ongoing measurement of the effectiveness of its controls, the University's NIST-based cybersecurity controls framework and threat model has also been reviewed, tested, and updated in 2022 and will inform changes to approach and investment.

In 2023, the University will continue to strengthen its cyber-resilience in collaboration with partners, government and industry to ensure that defences remain robust and current, and that the University community remains vigilant and informed about cyber-risks.

### *Privacy and data protection*

The University of Melbourne respects the privacy rights of every person in its community. The University is committed to the compliant, responsible, and fair management of personal information upheld by a culture of good privacy governance and practices.

In 2022, a substantial increase in major personal data breaches affected millions of Australians. In addition to the varying harmful impacts to affected individuals, companies considered to be trusted household names suffered significant reputational and financial loss. As a result, there has been a surge in society's awareness and wariness of how organisations use and protect personal data. The University's Privacy and Cybersecurity teams continue to work in partnership to prevent and manage potential incidents involving personal information. This year, the University released guidance for staff on how to avoid common privacy incidents and respond effectively to a potential personal data breach.

The Privacy team continued to strengthen the University Privacy Management Framework, via a comprehensive multi-year work plan intended to uplift existing privacy programs and further embed a culture of privacy awareness and best practice throughout the organisation. This includes initiatives in three key areas:

- Organisational commitment and governance
- Privacy practices, policies and processes
- Continuous improvement.

The Privacy team worked to improve the Privacy Impact Assessment (PIA) function, better defining elements of the University's privacy governance model, and creating new staff resources.

Other key activities in 2022 included:

- Providing privacy support across core areas and projects, such as sensitive research data management, COVID-19 vaccination information, customer relationship management projects and enterprise resource planning
- Conducting PIAs for a wide range of initiatives
- Developing resources for staff that provide guidance on good privacy practices across a wide range of topics, including promotional communications, privacy incident management, and capacity for consent by children and young people.

### *Records and information*

The University of Melbourne is committed to effective and compliant management of University records to enable research, learning and teaching, engagement and administration. As a public office, the University is subject to the *Public Records Act 1973* (Vic) and its published recordkeeping standards. The University's Records Management Policy (MPF1106) aligns with these commitments and is supported by published records management processes.

The Records and Information team has pioneered and supported a variety of initiatives to achieve the University's objective to manage the records and information of the organisation compliantly.

This includes:

- Ongoing deployment of Records Managed SharePoint (RMSP) and assessment of other line-of-business systems procured by the University, supporting integrations with the enterprise recordkeeping system Content Manager where appropriate
- Partnering with Commercial Services and Legal Services to implement third party recommendations for the uplift of the end-to-end process for non-research contracts
- Partnering with Digital Stewardship (Research) and Archives and Special Collections on the preservation of University records. The Digital Preservation Project successfully implemented a pathway for information of permanent value to be stored in the enterprise digital preservation system, Preservica.

## ETHICAL AND RESPONSIBLE DECISION MAKING

### *Freedom of speech and academic freedom attestation statement*

The University's Academic Freedom of Expression Policy and the Freedom of Speech Policy uphold freedoms consistent with the Model Code for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers (the French Model Code).

In late 2020, the University received the findings of the Walker Review. The Review assessed universities' policy alignment with the French Model Code and determined that the University of Melbourne was 'partially aligned'. Amendments were approved by Council in March 2021. Following consideration by the Department of Education, the University's policies were deemed to be 'fully aligned' with the French Model Code.

In September 2021, the University approved 'Guidelines for the Appropriate Exercise of Freedom of Speech'. The Guidelines provide staff and students with more detailed advice regarding their responsibilities as well as their rights in the exercise of freedom of speech. ([about.unimelb.edu.au/\\_\\_\\_data/assets/pdf\\_file/0017/322208/GuidelinesAppropriateExerciseFreeSpeech.pdf](https://about.unimelb.edu.au/___data/assets/pdf_file/0017/322208/GuidelinesAppropriateExerciseFreeSpeech.pdf).)

The Guidelines make clear the University's commitment to the values of academic freedom and freedom of speech, and to a culture of respect for the rights of all to fully participate in the life of the University.

In 2021, the University also introduced a module on Freedom of Speech in Education and Research to be embedded in all undergraduate degrees from 2022 onwards. The module helps students understand the intellectual environment of the University as a place where students are encouraged to engage with many different viewpoints, and to express their own. More than 8200 commencing undergraduate students engaged with the module as part of induction to their studies in 2022.

Through continued discussion with the University community, the University seeks to foster an environment where critical thinking and robust debate can flourish, and where the rights of all to a respectful and inclusive environment in which to work and study are protected.

### *Foreign interference, influence and relations*

The University of Melbourne recognises the critical importance of securing Australia's national interest, as well as the University's interests, from foreign interference and undue foreign influence. As a global institution, the University is alert, proactive and sophisticated in how it manages potential risk to Australia's knowledge and technological resources and Australia's national security.

The University has continued to enhance risk management practices, build a stronger information base to guide decisions, and drive cultural change across all its domains. These ongoing efforts are a complex, whole-of-institution project and, where appropriate, are undertaken in consultation with relevant government agencies.

Under the auspice of the Foreign Interference Working Group, University departments – including Legal and Risk, Research Innovation and Commercialisation, Information Technology, Human Resources, Chancellery International, Advancement, and Chancellery Research and Enterprise – are engaged on workstreams addressing foreign interference and influence risk management. Additionally, strong governance structures, drawing on senior leadership across the University, have been established to ensure that oversight and risk management are comprehensive and responsive.

Due diligence and security practices are distributed across University of Melbourne portfolios and faculties. The Foreign Interference Working Group (UFIWG) seeks to drive greater transparency and oversight of risk-related matters, bringing together various activities to ensure sector-leading compliance with relevant laws and regulations on a University-wide basis. The Research Due Diligence Advisory Group (Chaired by the Deputy Vice-Chancellor (Research)) works with UFIWG and together with the Geopolitical Risk Advisory Group and Global Strategy Forum, they form a range of measures within the University to mitigate risks covering foreign interference, influence and relations.

UFIWG has oversight of implementation of the Guidelines to Counter Foreign Interference in the Australian University Sector issued by the Australian Government's University Foreign Interference Taskforce (UFIT). The University continues to progress its staged UFIT action and implementation plan.

The University requires obligatory declaration of foreign interests from staff and graduate researchers in higher-risk disciplines, and completion of mandatory foreign interest training encompassing topics including foreign interference and influence. Disclosed information enables holistic institutional risk identification that informs the University's policy decisions, as well as risk assessment and management that supports individual circumstances.

Under the Foreign Influence Transparency Scheme (FITS) no activities to date have been identified that would be registrable under the *Foreign Influence Transparency Scheme Act 2018*, and these are monitored on an ongoing basis. The *Foreign Relations Act 2020* established the Foreign Arrangements Scheme (FAS) to regulate arrangements between the University and foreign government/non-autonomous universities. Under this scheme a number of arrangements have been submitted to the FAS Public Register, with a small subset now appearing on the Register. The University has also continued to make available specialised training modules on the FITS and the Foreign Arrangements Scheme available to all staff, and has provided targeted communications about these modules to staff working in high-risk areas.

#### **Child safety**

On 1 July 2022, new, strengthened Victorian Child Safe Standards came into effect, aligned with the National Principles for Child Safe Organisations.

In response, the University has revised its Child Safety Policy to align with the new Standards and to reiterate its commitment to ensuring the safety and wellbeing of all children (defined as any person under 18 years old) it interacts with.

The University interacts with children in a wide variety of contexts, including: under-18 enrolled students, attendees of future student marketing and recruitment activities, early childhood education services, online and social media platforms, research, faculty-run camps and programs for secondary school students, and MU Sport school holiday programs.

A risk assessment tool has been developed to support implementation of the updated Child Safety Policy. A new mandatory training module will be rolled out in early 2023, and a new role established in Student and Scholarly Services to support and advise local areas on implementation of the Policy and compliance with the Victorian Child Safe Standards.

#### **Gender equality**

The University of Melbourne is one of the defined entities under the *Victorian Gender Equality Act 2020*. The Act came into effect on 31 March 2021 and is overseen by Victoria's first Public Sector Gender Equality Commissioner. The Act sets requirements for the Victorian public sector, local councils and universities (defined entities), to take positive action towards gender equality in their policies, programs and services.

There are four key compliance activities specified by the Act. To date, the University has been fully compliant with these requirements:

##### **1. Gender Impact Assessments (GIAs)**

The University established an institution-wide approach to identifying policies, programs and services for GIAs and completed an assessment for introduction of its Gender Affirmation Policy.

##### **2. Workplace Gender Audit**

The University completed a Workplace Gender Audit as a baseline for monitoring and measuring gender equality. It comprises collection and analysis of outcomes from its Gender Equality Survey and a workforce data report. Results from the Workplace Gender Audit are published on the Commission's reporting platform.

##### **3. Gender Equality Action Plan (GEAP)**

Informed by outcomes of the Workplace Gender Audit and staff consultations, the University has developed a GEAP. It identifies 34 actions across four key areas to improve gender equality:

- (i) Career progression
- (ii) Workplace flexibility
- (iii) Appropriate workplace behaviour
- (iv) Gender pay gap – implementation and progress monitoring are currently under way.

##### **4. Progress reporting**

The University is required to report on the progress of the GEAP implementation and GIAs by 20 February 2024.



# Financials

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# Financial statements overview

## *Year in review*

### **Measuring financial performance**

The University manages its financial performance using an internal financial measure referred to as the operating result.

This measure reflects the capacity of the University to live within its means, by removing from the net (or accounting) result, items that distort core operating performance such as discretionary investment income and income of a capital nature.

This measure supports the University to allocate its financial resources more effectively, communicate financial information to stakeholders and make decisions to support long-term success. It ensures the University is not reliant on returns on the investment portfolio, which are subject to volatility, to fund its core operating activities.

The operating result is calculated by subtracting discretionary investment income, interest expense, philanthropic endowment income and infrastructure grant income from the net (or accounting) result.

**-\$104m**

**Operating result**

▼ Down \$252M on FY21

**-3.8%**

**Operating margin**

▼ Down 9.4 percentage points on FY21

**-\$203m**

**Net result**

▼ Down \$787M on FY21

### **Understanding our financial performance**

The 2022 year was again impacted by the continued effects of the COVID-19 pandemic. The University recorded a large operating deficit of \$104 million, down from a surplus of \$147 million in 2021.

The deficit result is largely driven by increased investment in student support, including \$81 million invested in student support initiatives and spending linked to our return to on-campus teaching and learning, while revenue from student enrolments has remained below pre-pandemic levels. In addition, in 2021 the University's operating result was bolstered by a once-off \$111 million Federal Government support package, which was not repeated in 2022.

The net result was a \$203 million deficit, down from a surplus of \$584 million the previous year. In addition to movements in the operating result described above, the decrease in the net result was primarily due to significant investment losses totalling \$279 million due to changes to the market value of investments in line with movements in global markets. This contrasts to \$312 million of investment gains in 2021.

**\$2.7bn****Operating income**

▲ Up 2.3% on FY21

**52,712****Student EFTSL**

▼ Down 3.1% on FY21

41% International

59% Domestic

**Student revenue****57%****INTERNATIONAL****43%****DOMESTIC**

Operating income was \$2.722 billion, an increase of \$62 million or 2.3 per cent on 2021, reflecting growth in activity following easing of pandemic related restrictions including an increase in student revenue, research income and commercial income.

Total student load decreased from 2021 to 2022 driven by a decline in domestic student load, while international student load remained stable year-on-year. Student load remains below pre-pandemic levels.

Stable international student load coupled with standard tuition fee increases for domestic and international students following a freeze in 2021, contributed to an increase in student revenue in 2022.

Other student activity related to the return to campus, including a recovery in demand for student accommodation, also contributed to this increase.

In 2022 the University saw growth in research contracts and grants, particularly medical and scientific grants, and an increase in research and commercial income, due to increased activity following the end of pandemic lockdowns in 2021.

**\$2.8bn****Operating expenditure**

▲ Up 12.5% on FY21

**\$1.5bn****Employee**

▲ Up 3.2% on FY21

**\$1.3bn****Non-employee**

▲ Up 26.2% on FY21

Operating expenditure was \$2.826 billion, an increase of \$313 million or 12.5 per cent on 2021.

Non-employee expenditure increased by \$265 million or 26.2 per cent against the previous year. This was largely due to additional costs associated with a full year of on-campus activity in 2022, in addition to \$81 million in student support initiatives, such as the Melbourne Welcome Grant which was aimed at assisting international students with the cost of travel and adjustment to study and life in Melbourne.

Employee expenditure increased by \$48 million or 3.2 per cent against the previous year, principally due to salary increases for all staff and full time equivalent (FTE) staff growth reflecting vacant positions from 2021 filled in 2022, and additional FTE to support increased research and on-campus teaching activity.

# \$11.3bn

**Total assets**

▲ Up 6.4% on FY21

# \$3.6bn

**Total liabilities**

▲ Up 26.0% on FY21

# \$7.7bn

**Net assets**

▼ Down 0.8% on FY21

## *Financial position*

### **Total assets**

Increased by \$677 million or 6.4 per cent to \$11.272 billion.

### **Key movements**

- Over half of the University's assets comprise property, and plant and equipment which enable sustainable operations. In 2022 the property, plant and equipment value increased by \$153 million largely due to a revaluation of land and buildings.
- The size of the University's investment portfolio (financial assets) increased by \$933 million primarily due to contributions from cash received from 2022 bond issuances and cash previously invested in term deposits.

### **Total liabilities**

Increase of \$742 million or 26.0 per cent to \$3.594 billion.

### **Key movements**

- Borrowings increased by \$616 million mainly due to a US Private Placement totalling AUD \$400 million during 2022. In addition, the University issued a \$200 million bond in the Australian Medium Term Note market. This was the University's inaugural green bond, issued under its newly implemented Sustainability Financing Framework.
- The University had a successful year in attracting research funding, in particular medical research funding which will be spent over multiple years. As a result, refund liabilities (within other financial liabilities) which represent the unspent portion of activity, increased by \$49 million.

Other than the above, there were no significant changes in the financial position during the year.



# Five-year Financial summary

The table below provides a summary of the University's financial results for the current and preceding four reporting periods. Where required, amounts have been restated to ensure consistent accounting treatment from changes to accounting policy.

## INCOME STATEMENT

	2022	2021	2020	2019	2018
	\$'000	\$'000	\$'000	\$'000	\$'000
Income	2,955,216	3,125,930	2,664,107	2,853,644	2,661,608
Expenses	3,157,847	2,541,852	2,485,885	2,533,159	2,592,699
<b>Net result</b>	<b>(202,632)</b>	<b>584,078</b>	<b>178,222</b>	<b>320,485</b>	<b>68,909</b>

## STATEMENT OF FINANCIAL POSITION

	2022	2021	2020	2019	2018
	\$'000	\$'000	\$'000	\$'000	\$'000
Current assets	507,390	939,946	1,073,798	1,143,952	1,026,643
Non-current assets	10,764,643	9,654,806	8,401,427	7,693,211	6,653,233
<b>Total assets</b>	<b>11,272,033</b>	<b>10,594,752</b>	<b>9,475,225</b>	<b>8,837,163</b>	<b>7,679,876</b>
Current liabilities	1,421,577	1,258,124	1,335,405	833,014	807,904
Non-current liabilities	2,171,945	1,594,025	1,254,717	1,530,032	1,151,922
<b>Total liabilities</b>	<b>3,593,522</b>	<b>2,852,149</b>	<b>2,590,122</b>	<b>2,363,046</b>	<b>1,959,826</b>
Reserves	5,277,470	5,192,699	4,803,768	4,469,329	3,927,586
Retained surplus	2,401,041	2,549,904	2,081,335	2,004,788	1,792,464
<b>Total equity</b>	<b>7,678,511</b>	<b>7,742,603</b>	<b>6,885,103</b>	<b>6,474,117</b>	<b>5,720,050</b>
<b>Liquidity ratio</b>	<b>0.36</b>	<b>0.75</b>	<b>0.80</b>	<b>1.37</b>	<b>1.27</b>
<b>Debt to equity</b>	<b>19.1%</b>	<b>11.0%</b>	<b>9.9%</b>	<b>11.0%</b>	<b>11.5%</b>

### Notes

- In 2021, the University issued domestic Australian dollar Medium Term Note to the value of \$150 million for 10 years.
- In 2022, the University completed its second offering in the US Private Placement market comprising of three tranches of senior notes totalling the equivalent of \$400 million AUD. In addition, the University also issued domestic Australian dollar Medium Term Note to the value of \$200 million for 7 years.
- In 2022, investments (financial assets) increased by \$933 million primarily due to contributions to the investment portfolio from cash received from 2022 bond issuances and cash previously invested in term deposits.
- Independent valuations of land were carried out, increasing non-current assets and reserves in 2018 (\$14 million), 2019 (\$118 million), 2020 (\$156 million), 2021 (\$124 million) and 2022 (\$29 million). Buildings were revalued in 2019 increasing non-current assets and reserves by \$209 million, in 2020 (\$50 million) 2021 (\$33 million) and 2022 (\$116 million). Service concession assets were valued in 2019 (\$22 million), 2020 (\$3 million), 2021 (\$25 million) and 2022 (\$6 million).
- During 2018, the University received \$332 million from monetising rents on two student accommodation sites (303 Royal Parade and Little Hall). A similar arrangement was entered into in 2019 for the Melbourne Connect student accommodation, where the University received \$155 million. The amounts received are recognised as deferred income in contract and other liabilities in the financial statements and will be recognised as income over the life of each concession (40 years).

The table below provides a summary of the University's operating income and expenditure for the current and preceding four reporting periods along with a reconciliation to the net result.

## OPERATING INCOME AND EXPENDITURE

	2022	2021	2020	2019	2018
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Income per audited financial statements</b>	<b>2,955,216</b>	<b>3,125,930</b>	<b>2,664,108</b>	<b>2,853,644</b>	<b>2,661,608</b>
<i>Reconciling items:</i>					
Investment income (excluding endowments & research grants)	193,587	111,715	64,727	182,474	135,583
Gain on financial assets and liabilities at fair value through profit or loss	-	312,443	55,517	115,620	-
Infrastructure grant income	11,510	17,533	32,066	1,435	63
Philanthropic endowment income	27,091	24,371	85,715	22,765	31,510
Other	1,178	(360)	-	-	-
<b>Operating income</b>	<b>2,721,850</b>	<b>2,660,228</b>	<b>2,426,083</b>	<b>2,531,350</b>	<b>2,494,452</b>
<b>Expenditure per audited financial statements</b>	<b>3,157,847</b>	<b>2,541,852</b>	<b>2,485,885</b>	<b>2,533,159</b>	<b>2,592,699</b>
<i>Reconciling items:</i>					
Interest expense	29,967	28,910	33,816	34,354	32,598
Infrastructure expense		-	34,059	-	-
Loss on financial assets and liabilities at fair value through profit or loss	279,054	-	-	-	123,200
Non-recurring capital cost (ERP)	21,297				
Impairment expense		3	-	3,782	-
Other	1,286	114	532	282	-
<b>Operating expenditure</b>	<b>2,826,243</b>	<b>2,512,825</b>	<b>2,417,478</b>	<b>2,494,741</b>	<b>2,436,901</b>
<b>Net result per audited financial statements</b>	<b>(202,632)</b>	<b>584,078</b>	<b>178,222</b>	<b>320,485</b>	<b>68,909</b>
<i>Reconciling items:</i>					
Net discretionary financing activities	(115,437)	395,245	86,428	259,958	(20,215)
Infrastructure grant income	11,510	17,533	(1,993)	1,435	63
Gain from sale of asset	(21,297)				
Philanthropic endowment income	27,091	24,371	85,715	22,765	31,510
Other	(128)	(474)	(532)	(282)	-
<b>Operating result</b>	<b>(104,371)</b>	<b>147,403</b>	<b>8,604</b>	<b>36,609</b>	<b>57,551</b>
<b>Operating margin</b>	<b>(3.8%)</b>	<b>5.5%</b>	<b>0.4%</b>	<b>1.4%</b>	<b>2.3%</b>

### Notes

1. 'Net discretionary financing activities' comprises investment income (excluding endowments and research grants), gain or loss on financial assets and liabilities at fair value through profit or loss, less interest and impairment expense.
2. 'Infrastructure grant income' are grants received for capital projects and are excluded from the operating result due to the mismatch between income recorded and expenditure which inflates the accounting result. Income is recorded in the Income Statement whereas expenditure is capitalised in the Statement of Financial Position.
3. 'Philanthropic endowment income' represents capital donations where the principal is to remain intact for a defined time and income is generated on that principal for utilisation in future years. This also includes donations received where the principal will be used to fund, or partially fund, construction of new buildings.
4. 'Other' comprises the Academic Incentive Pool which is an internal incentive scheme that awards funds to University faculties where financial targets have been exceeded. Expenditure is excluded from the operating result as it is not a measure of financial performance.

## EVENTS OCCURRING AFTER REPORTING DATE

There are no matters or circumstances that have arisen since the end of the financial year that have affected the financial position of the Group.

## STATUTORY REQUIREMENTS

Under the *Financial Management Act 1994* and associated Financial Reporting Directions, the University is required to provide details of expenditure on consultancies.

In 2022, there were 95 consultancies where total fees payable to the consultants were in excess of \$10,000. Total expenditure incurred during 2022 in relation to these consultancies is \$37,638 million (excluding GST).

There were no consultancies under \$10,000.

Details of individual consultancies can be viewed at

**<https://about.unimelb.edu.au/news-resources/reports-and-publications>**.



Katerina Kapobassis  
Chief Financial Officer  
22 March 2023

# Financial Statements

## INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Consolidated		University	
		2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Revenue and income from continuing operations</b>					
Australian Government financial assistance					
– Australian Government grants	3	845,214	931,654	845,214	931,654
– HELP – Australian Government payments	3	291,857	301,103	291,857	301,103
State and Local Government financial assistance	4	67,415	63,268	67,415	63,268
HECS-HELP – student payments		33,545	32,043	33,545	32,043
Fees and charges	5	1,094,195	1,031,987	1,055,480	1,000,293
Investment revenue	6	248,573	165,197	243,145	157,848
Consultancy and contracts		185,975	142,174	185,975	142,174
Other revenue	7	224,295	183,743	225,234	185,271
Share of profit/(loss) of equity accounted investments		7,350	(167)	7,350	(167)
Other investment income	6	-	312,443	-	312,443
<b>Total revenue and income from continuing operations</b>		<b>2,998,419</b>	<b>3,163,445</b>	<b>2,955,215</b>	<b>3,125,930</b>
<b>Expenses from continuing operations</b>					
Employee related expenses	8	1,584,367	1,531,233	1,547,421	1,499,124
Depreciation and amortisation	16, 17	161,238	147,838	157,578	144,155
Repairs and maintenance		76,150	58,918	74,899	57,938
Finance costs		52,958	47,180	52,865	47,100
Impairment/(Write back) of assets	9	995	(2,641)	995	(2,724)
Loss/(gain) on disposal of assets	10	335	(287)	335	(287)
Other expenses	11	1,053,039	797,203	1,044,700	796,546
Other investment losses	6	286,454	-	279,054	-
<b>Total expenses from continuing operations</b>		<b>3,215,536</b>	<b>2,579,444</b>	<b>3,157,847</b>	<b>2,541,852</b>
<b>Net result</b>		<b>(217,117)</b>	<b>584,001</b>	<b>(202,632)</b>	<b>584,078</b>

*The above Income Statement should be read in conjunction with the accompanying notes.*

## COMPREHENSIVE INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Consolidated		University	
		2022	2021	2022	2021
		\$'000	\$'000	\$'000	\$'000
<b>Net result</b>		<b>(217,117)</b>	<b>584,001</b>	<b>(202,632)</b>	<b>584,078</b>
<b>Items that may be reclassified to the Income Statement</b>					
Valuation gain/(loss) on cash flow hedge		(12,474)	23,343	(12,474)	23,343
<b>Items that will not be reclassified to the Income Statement</b>					
Gain/(loss) on revaluation:					
– Land and buildings	16	166,947	164,121	145,280	162,125
– Works of art and other collections	16	2,098	16,053	2,098	16,053
– Service concession assets	16	5,751	25,018	5,751	25,018
Gain/(loss) on financial assets designated at fair value through other comprehensive income		(19,084)	68,284	(2,115)	46,882
Superannuation:					
– Increase/(decrease) deferred government contribution	13	(16,605)	(7,389)	(16,605)	(7,389)
– (Increase)/decrease deferred government employee benefits		16,605	7,389	16,605	7,389
Other		(92)	(12)	-	-
<b>Total other comprehensive income</b>		<b>143,146</b>	<b>296,807</b>	<b>138,540</b>	<b>273,421</b>
<b>Comprehensive result</b>		<b>(73,971)</b>	<b>880,808</b>	<b>(64,092)</b>	<b>857,499</b>

*The above Comprehensive Income Statement should be read in conjunction with the accompanying notes.*

## STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Note	Consolidated		University	
		2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>ASSETS</b>					
<b>Current assets</b>					
Cash and cash equivalents	12	296,603	774,113	288,664	767,218
Receivables and contract assets	13	180,163	137,464	175,740	133,091
Other financial assets	14	660	7,464	660	7,464
Other non-financial assets	15	43,382	33,280	42,326	32,173
Assets classified as held for sale	16	42,082	42,082	-	-
<b>Total current assets</b>		<b>562,890</b>	<b>994,403</b>	<b>507,390</b>	<b>939,946</b>
<b>Non-current assets</b>					
Receivables and contract assets	13	76,328	92,733	76,328	92,733
Other financial assets	14	4,341,947	3,434,923	4,233,154	3,302,532
Other non-financial assets	15	3,502	3,806	3,502	3,806
Investments in associates and joint ventures	28	20,946	11,366	20,946	11,366
Property, plant and equipment	16	6,509,750	6,316,688	6,339,798	6,162,081
Intangible assets	17	91,179	82,949	90,915	82,288
<b>Total non-current assets</b>		<b>11,043,652</b>	<b>9,942,465</b>	<b>10,764,643</b>	<b>9,654,806</b>
<b>TOTAL ASSETS</b>		<b>11,606,542</b>	<b>10,936,868</b>	<b>11,272,033</b>	<b>10,594,752</b>
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
Trade and other payables	18	312,997	223,776	304,352	217,765
Borrowings	19	32,778	33,617	32,295	33,127
Provisions	20	369,823	381,045	363,023	374,593
Contract and other liabilities	21	309,002	241,300	302,558	234,381
Other financial liabilities	22	419,349	398,258	419,349	398,258
<b>Total current liabilities</b>		<b>1,443,949</b>	<b>1,277,996</b>	<b>1,421,577</b>	<b>1,258,124</b>
<b>Non-current liabilities</b>					
Borrowings	19	1,436,610	820,238	1,436,227	819,677
Provisions	20	126,684	151,152	126,238	150,656
Contract and other liabilities	21	604,182	614,634	604,182	614,634
Other financial liabilities	22	5,298	9,058	5,298	9,058
<b>Total non-current liabilities</b>		<b>2,172,774</b>	<b>1,595,082</b>	<b>2,171,945</b>	<b>1,594,025</b>
<b>TOTAL LIABILITIES</b>		<b>3,616,723</b>	<b>2,873,078</b>	<b>3,593,522</b>	<b>2,852,149</b>
<b>NET ASSETS</b>		<b>7,989,819</b>	<b>8,063,790</b>	<b>7,678,511</b>	<b>7,742,603</b>
<b>EQUITY</b>					
Reserves	23	5,530,878	5,448,004	5,277,470	5,192,699
Retained surplus		2,458,941	2,615,786	2,401,041	2,549,904
<b>TOTAL EQUITY</b>		<b>7,989,819</b>	<b>8,063,790</b>	<b>7,678,511</b>	<b>7,742,603</b>

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

## STATEMENT OF CHANGES IN EQUITY AS AT 31 DECEMBER 2022

	Consolidated			University		
	Reserves	Retained Surplus	Total	Reserves	Retained Surplus	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Balance at 1 January 2021</b>	<b>5,034,840</b>	<b>2,148,142</b>	<b>7,182,982</b>	<b>4,803,768</b>	<b>2,081,336</b>	<b>6,885,104</b>
<b>Net result</b>	-	<b>584,001</b>	<b>584,001</b>	-	<b>584,078</b>	<b>584,078</b>
<b>Other comprehensive income</b>						
Gain/(loss) on revaluation:						
– Land and buildings	164,121	-	<b>164,121</b>	162,125	-	<b>162,125</b>
– Works of art and other collections	16,053	-	<b>16,053</b>	16,053	-	<b>16,053</b>
– Service Concession Arrangements	25,018	-	<b>25,018</b>	25,018	-	<b>25,018</b>
Gain/(loss) on financial assets designated at fair value through other comprehensive income	68,284	-	<b>68,284</b>	46,882	-	<b>46,882</b>
Gain/(loss) on cash flow hedge	23,343	-	<b>23,343</b>	23,343	-	<b>23,343</b>
Deferred government superannuation:						
– Increase/(decrease) in contribution	(7,389)	-	<b>(7,389)</b>	(7,389)	-	<b>(7,389)</b>
– (Increase)/decrease in employee benefits	7,389	-	<b>7,389</b>	7,389	-	<b>7,389</b>
Other	(12)	-	<b>(12)</b>	-	-	-
<b>Total comprehensive income</b>	<b>296,807</b>	<b>584,001</b>	<b>880,808</b>	<b>273,421</b>	<b>584,078</b>	<b>857,499</b>
Net transfers	116,357	(116,357)	-	115,510	(115,510)	-
<b>Balance at 31 December 2021</b>	<b>5,448,004</b>	<b>2,615,786</b>	<b>8,063,790</b>	<b>5,192,699</b>	<b>2,549,904</b>	<b>7,742,603</b>
<b>Balance at 1 January 2022</b>	<b>5,448,004</b>	<b>2,615,786</b>	<b>8,063,790</b>	<b>5,192,699</b>	<b>2,549,904</b>	<b>7,742,603</b>
<b>Net result</b>	-	<b>(217,117)</b>	<b>(217,117)</b>	-	<b>(202,632)</b>	<b>(202,632)</b>
<b>Other comprehensive income</b>						
Gain/(loss) on revaluation:						
– Land and buildings	166,947	-	<b>166,947</b>	145,280	-	<b>145,280</b>
– Works of art and other collections	2,098	-	<b>2,098</b>	2,098	-	<b>2,098</b>
– Service Concession Arrangements	5,751	-	<b>5,751</b>	5,751	-	<b>5,751</b>
Gain/(loss) on financial assets designated at fair value through other comprehensive income	(19,084)	-	<b>(19,084)</b>	(2,115)	-	<b>(2,115)</b>
Gain/(loss) on cash flow hedge	(12,474)	-	<b>(12,474)</b>	(12,474)	-	<b>(12,474)</b>
Deferred government superannuation:						
– Increase/(decrease) in contribution	(16,605)	-	<b>(16,605)</b>	(16,605)	-	<b>(16,605)</b>
– (Increase)/decrease in employee benefits	16,605	-	<b>16,605</b>	16,605	-	<b>16,605</b>
Other	(92)	-	<b>(92)</b>	-	-	-
<b>Total comprehensive income</b>	<b>143,146</b>	<b>(217,117)</b>	<b>(73,971)</b>	<b>138,540</b>	<b>(202,632)</b>	<b>(64,092)</b>
Net transfers	(60,272)	60,272	-	(53,769)	53,769	-
<b>Balance at 31 December 2022</b>	<b>5,530,878</b>	<b>2,458,941</b>	<b>7,989,819</b>	<b>5,277,470</b>	<b>2,401,041</b>	<b>7,678,511</b>

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Consolidated		University	
		2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Cash flows from operating activities</b>					
Australian Government grants		1,192,005	1,333,448	1,192,005	1,333,448
OS-HELP		2,989	191	2,989	191
State and Local Government grants		82,979	55,911	82,979	55,911
HECS-HELP student payments		33,545	32,043	33,545	32,043
Dividends received		232,834	136,413	227,644	129,086
Interest received		12,116	4,618	11,877	4,597
Receipts of student and other fee-for-service activities		1,064,731	1,015,498	1,028,166	983,678
Other operating inflows		429,154	337,262	428,128	338,465
Payments to employees		(1,579,663)	(1,491,958)	(1,543,014)	(1,460,041)
Payments to suppliers (inclusive of GST)		(777,855)	(568,715)	(753,679)	(549,673)
Interest and other costs of finance paid		(39,342)	(32,767)	(39,249)	(32,687)
Other operating outflows		(293,147)	(217,256)	(310,057)	(234,389)
<b>Net cash inflow/(outflow) from operating activities</b>	<b>24</b>	<b>360,346</b>	<b>604,688</b>	<b>361,334</b>	<b>600,629</b>
<b>Cash flows from investing activities</b>					
Proceeds from sale of property, plant and equipment		7,967	2,577	7,967	2,577
Proceeds from sale of financial assets		353,332	840,234	336,681	823,154
Payments for property, plant and equipment and intangibles		(184,099)	(255,197)	(181,874)	(253,387)
Payments for other financial assets		(1,575,638)	(1,108,038)	(1,563,427)	(1,086,023)
<b>Net cash inflow/(outflow) from investing activities</b>		<b>(1,398,438)</b>	<b>(520,424)</b>	<b>(1,400,653)</b>	<b>(513,679)</b>
<b>Cash flows from financing activities</b>					
Proceeds from borrowings		598,032	149,868	598,032	149,868
Loans granted		(2,230)	-	(2,230)	-
Repayment of borrowings		(7,115)	(257,158)	(7,115)	(256,430)
Repayment of lease liabilities		(28,105)	(24,678)	(27,922)	(24,772)
<b>Net cash inflow/(outflow) from financing activities</b>		<b>560,582</b>	<b>(131,968)</b>	<b>560,765</b>	<b>(131,334)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>(477,510)</b>	<b>(47,704)</b>	<b>(478,554)</b>	<b>(44,384)</b>
<b>Cash and cash equivalents at 1 January</b>		<b>774,113</b>	<b>821,817</b>	<b>767,218</b>	<b>811,602</b>
<b>Cash and cash equivalents at 31 December</b>	<b>12</b>	<b>296,603</b>	<b>774,113</b>	<b>288,664</b>	<b>767,218</b>

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.



## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

### **Note 1 Statement of significant accounting policies**

#### **1.1 Financial statements**

The Financial Report includes separate financial statements for the University of Melbourne and the consolidated entity consisting of the University and its subsidiaries, referred to as the Group.

The principal address of the University is Grattan Street, Parkville, Victoria 3010, Australia.

The Group's financial statements are presented in a simplified layout providing information that is more streamlined and relevant to users. Financial statement notes are grouped together where they are similar in nature, with related principal accounting policies, key estimates and judgements included directly below.

The principal accounting policies adopted by the Group for the year ended 31 December 2022 are set out within these financial statements. These policies have been consistently applied to each year presented unless otherwise stated.

#### **1.2 Basis of preparation**

The Group's Tier 1 general purpose financial statements are prepared as follows:

- Prepared under the historical cost convention, as modified by the revaluation of financial assets designated at fair value through other comprehensive income, financial assets and liabilities at fair value through profit or loss and certain classes of property, plant and equipment.
- Prepared on an accrual basis and in accordance with Australian Accounting Standards, the *Higher Education Support Act 2003*, *Financial Management Act 1994* (Vic) and *Australian Charities and Not-for-profits Commission Act 2012*.
- The University is a not-for-profit entity and these financial statements have been prepared on that basis. Some of the requirements for not-for-profit entities are inconsistent with IFRS requirements.

- Prepared on a going-concern basis, which assumes the continuity of normal operations.
- Presented in Australian dollars, which is the Group's functional and presentation currency.
- Rounded to the nearest thousand dollars unless otherwise specified.
- Comparative amounts have been restated, where applicable, to conform with the current period presentation.

#### **1.3 General policies**

##### **Finance costs**

- Interest expense is recognised using the effective interest rate method.

##### **Foreign currency**

- Foreign currency transactions are translated into the functional currency using the exchange rate at the date of the transactions. Foreign currency differences from such transactions are recognised in the Income Statement.
- Foreign currency differences from the translation at year-end exchange rates of monetary assets and liabilities are recognised in the Income Statement.
- Foreign currency differences arising from qualifying cash flow hedges are recognised in equity to the extent the hedges are effective.

##### **Taxation**

- The University is exempt from income tax pursuant to Part 50.1 of the *Income Tax Assessment Act 1997*.
- Income and expenses are recognised net of Goods and Services Tax (GST), except where the amount of GST incurred is not recoverable from the taxation authority. In these circumstances the GST is recognised as part of the expense.
- Assets are recognised net of GST, except where the amount of GST incurred is not recoverable from the taxation authority. In these circumstances the GST is recognised as part of the cost of acquisition of the asset. Receivables and payables are stated with the amount of GST included.

- The net amount of GST recoverable from or payable to the Australian Taxation Office (ATO) is included as a current asset or liability in the Statement of Financial Position.
- Cash flows are presented on a net basis with net cash flow payable to, or receivable from, the ATO recorded separately. GST components of cash flows arising from investing or financing activities recoverable from, or payable to, the ATO are presented as operating cash flows.

#### **1.4 Critical accounting estimates and judgements**

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. Estimates and judgements are continually evaluated by management and are based on historical experience and other factors, including expectations of future events that may have financial impact on the Group and believed to be reasonable under the circumstances. Estimates and assumptions that have a risk of causing a material adjustment to the carrying amounts of assets and liabilities are found in the following notes:

##### **Estimates**

- Impairment of assets (Note 9)
- Other financial assets (Note 14)
- Property, plant and equipment (Note 16)
- Provisions (Note 20)
- Fair value of derivatives and other financial instruments (Notes 29 and 30)

##### **Judgements**

- Revenue and income (Notes 3, 5, and 7)
- Impairment of assets (Note 9)
- Property, plant and equipment (Note 16)
- Borrowings (Note 19)
- Service concession arrangements (Notes 5, 16 and 21)
- Subsidiaries, joint arrangements and associates (Note 28)

**Note 1 Statement of significant accounting policies (continued)**

**1.5 Application of new and revised accounting standards and interpretations**

**New and revised accounting standards and interpretations that are mandatory for the current year**

In the current year, the Group adopted all new and revised standards and interpretations issued by the Australian Accounting Standards Board effective for the current reporting period.

**New and revised accounting standards and interpretations to be applied in future reporting periods**

The table below outlines the amendments to accounting standards and interpretations issued but not effective for the reporting period. Only the ones expected to have a material impact are discussed.

Standard or interpretation	Applicable from	Expected Impact
AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current	1-Jan-24	<p>This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. For example, the amendments clarify a liability is classified as non-current if, at the end of the reporting period, an entity has the right to defer settlement of the liability for at least 12 months after the reporting period. The meaning of settlement of a liability is also clarified.</p> <p>The Group expects the amendment to impact the WorkCover provision the deferred Government superannuation obligation, refer to Note 20. The Group does not expect the pattern of payments to change however, the Group would not have the right to defer payment for any workcover claims or for the deferred Government superannuation obligation. It is expected approximately \$86.864 million will move from non-current to current liabilities.</p>
AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates	1-Jan-23	<p>The amendments to AASB 101 require disclosure of material accounting policy information, instead of significant accounting policies. Unlike ‘material’, ‘significant’ is not defined in Australian Accounting Standards. This change is expected to help preparers make more effective accounting policy disclosures. The guidance illustrates circumstances where an entity is likely to consider accounting policy information to be material.</p> <p>The Group currently discloses its material accounting policies. Although, there will not be an extensive impact there will be some impact. The Group will refine its accounting policy disclosures and ensure we assess the materiality of our accounting policy disclosures by using the non-mandatory guidance in AASB Practice Statement 2 <i>Making Materiality Judgements</i></p>

## HOW WE ARE FUNDED

This section outlines the Group's major revenue and income categories. At a glance for 2022 these are:



\* Australian Government funding is inclusive of higher education loan programs.

### Note 2 Disaggregation of revenue and income

The Group monitors its financial performance using two financial measures, the 'operating result' and 'operating margin'. Both measures reflect the capacity of the Group to live within its means, by removing items that distort core operating performance from the accounting result.

A description of both measures can be found in the financial summary section of the Annual Report.

The measures provide a safeguard against unexpected adverse events, ensure no cross subsidisation of operations from investments and allow management to assess current year performance consistently compared with prior years.

Management assesses performance of revenue and income in three categories which broadly align to the University's strategy. These are Teaching and Learning, Research and Other. The table below provides a breakdown of revenue and income reported in the Financial Statements against the three categories.

	Note	Consolidated			Total \$'000
		Teaching and Learning \$'000	Research \$'000	Other \$'000	
<b>2022</b>					
Australian Government financial assistance	3	607,166	494,075	35,830	1,137,071
HECS-HELP - student payments		33,545	-	-	33,545
State and Local Government financial assistance	4	4,085	36,747	26,583	67,415
Fees and charges	5	979,717	9,613	104,865	1,094,195
Other revenue	7	19,277	155,877	49,141	224,295
Consultancy and contracts		10,364	155,300	20,311	185,975
Other		2,450	31,394	222,079	255,923
<b>Total revenue and income from continuing operations</b>		<b>1,656,604</b>	<b>883,006</b>	<b>458,809</b>	<b>2,998,419</b>
The revenue and income streams above are accounted for as follows:					
Total revenue from contracts with customers		1,650,316	256,966	127,980	2,035,262
Total income of not-for-profit entities		3,838	594,646	79,275	677,759
Income from leasing and service concessions		-	-	29,475	29,475
Other		2,450	31,394	222,079	255,923
<b>Total revenue and income from continuing operations</b>		<b>1,656,604</b>	<b>883,006</b>	<b>458,809</b>	<b>2,998,419</b>
<b>2021</b>					
Australian Government financial assistance	3	626,645	566,292	39,820	1,232,757
HECS-HELP - student payments		32,043	-	-	32,043
State and Local Government financial assistance	4	4,484	32,712	26,072	63,268
Fees and charges	5	945,663	6,714	79,610	1,031,987
Other revenue	7	2,092	133,258	48,393	183,743
Consultancy and contracts		3,840	127,782	10,552	142,174
Other		2,152	24,363	450,958	477,473
<b>Total revenue and income from continuing operations</b>		<b>1,616,919</b>	<b>891,121</b>	<b>655,405</b>	<b>3,163,445</b>
The revenue and income streams above are accounted for as follows:					
Total revenue from contracts with customers		1,600,723	185,068	81,912	1,867,703
Total income of not-for-profit entities		14,044	681,690	96,898	792,632
Income from leasing and service concessions		-	-	25,637	25,637
Other		2,152	24,363	450,958	477,473
<b>Total revenue and income from continuing operations</b>		<b>1,616,919</b>	<b>891,121</b>	<b>655,405</b>	<b>3,163,445</b>

### Note 3 Australian Government financial assistance

	Note	Consolidated		University	
		2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Commonwealth Grant Scheme and other grants	34.a	320,506	329,923	320,506	329,923
Higher Education Loan Programs	34.b	291,857	301,103	291,857	301,103
Education research	34.c	221,869	317,089	221,869	317,089
Capital funding	34.e	6,496	2,633	6,496	2,633
Australian Research Council	34.f	56,924	54,734	56,924	54,734
Other Australian Government financial assistance		239,419	227,275	239,419	227,275
<b>Total Australian Government financial assistance</b>		<b>1,137,071</b>	<b>1,232,757</b>	<b>1,137,071</b>	<b>1,232,757</b>

#### Key estimates and judgements

Significant judgement is applied to assess if a grant or contract is enforceable and contains sufficiently specific performance obligations. The table below outlines the circumstances that must exist for consideration to be recognised as revenue from a contract with a customer.

Where grants or contracts are recognised over time, the input method of costs incurred-to-date will be used to measure progress towards satisfaction of the performance obligation. The nature of the product or service and its satisfaction is directly related to the expert knowledge used to produce the product or provide the service. Costs incurred-to-date mainly comprise of employee related expenditure accordingly, this is the best measure of the transfer of control over the product or service.

#### Accounting policy

Revenue is measured at the amount of consideration to which the Group expects to be entitled to in exchange for transferring promised products or services to a customer. Specific revenue recognition criteria are set out below.

Revenue type	Performance obligation	Timing of satisfaction
Commonwealth Grant Scheme and Higher Education Loan Programs	Provision of education services.	Over time, as the student receives and consumes the educational services.
Education research	None	On receipt or right to receive payment in accordance with <i>AASB 1058 Income of Not-for-Profit Entities</i> . Where the agreement contains a termination for convenience clause, the unspent funding is recognised as a financial liability in the form of a refund obligation, with income recognised once the related expenditure has been incurred.
Capital funding	To acquire or construct a non-financial asset. Typically we receive capital funding to construct buildings for example, educational facilities.	Over time, as the building or facility is constructed. Income is recognised to the extent of costs incurred-to-date because the costs of construction are the best measure of the stage of completion of the building.
Australian Research Council and NHMRC (included in Other Australian financial assistance)	None	These contracts contain termination for convenience clauses. On receipt or right to receive payment, the unspent funding is recognised as a financial liability in the form of a refund obligation, with income recognised once the related expenditure has been incurred.
Other grants / Australian Government financial assistance	If the below facts and circumstances exist, these categories meet the criteria to be recognised as a contract with a customer. Otherwise, they are recognised on receipt or right to receive payment.	
	Provision of a final product. For example, a conceptual framework with measures or an evaluation report containing data and recommendations.	Where the customer controls the benefit throughout the agreement term, the revenue will be recognised over time as the service is provided.
	Provision of a specific number of internships with an industry partner.	At the point-in-time when each internship is completed. Transaction price is the amount agreed with the customer for each internship.
	Delivery of services directly to the public, on behalf of the customer.	Over time as the service is delivered.
	Provision of a non-exclusive licence or IP for the knowledge created by	Where the customer controls the benefit throughout the agreement term, the revenue will be recognised over time as the service is provided.  If the benefit transfers at a point-in-time the revenue and associated costs will be recognised at that point-in-time.

**Note 4 State and Local Government financial assistance**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Non-capital research	36,747	32,712	36,747	32,712
Non-capital other	27,043	26,754	27,043	26,754
Capital	3,625	3,802	3,625	3,802
<b>Total State and Local Government financial assistance</b>	<b>67,415</b>	<b>63,268</b>	<b>67,415</b>	<b>63,268</b>

**Key estimates and judgements**

State and Local Government financial assistance is measured and recognised in accordance with the policy and judgements set out in the other grants section of Note 3.

**Note 5 Fees and charges**

	Note	Consolidated		University	
		2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Course fees and charges</b>					
Fee-paying onshore overseas students		877,161	856,370	877,161	856,370
Continuing education *		1,828	1,898	1,828	1,898
Fee-paying domestic postgraduate students *		70,472	66,255	55,137	52,750
Fee-paying domestic undergraduate students *		635	647	635	647
Other domestic course fees and charges		25,433	19,466	3,478	2,460
Sundry fees		16,802	6,340	16,802	6,340
<b>Total course fees and charges</b>		<b>992,331</b>	<b>950,976</b>	<b>955,041</b>	<b>920,465</b>
<b>Other non-course fees and charges</b>					
Student services and amenities fees from students	34.h	5,919	9,753	5,919	9,753
Parking fees		4,362	3,210	4,362	3,210
Rent and use of facilities		16,096	13,032	14,492	11,799
Student accommodation		30,478	19,883	30,478	19,883
Testing services		8,801	6,462	8,801	6,462
Veterinary services		5,230	7,080	5,230	7,080
Other		30,978	21,591	31,157	21,641
<b>Total other non-course fees and charges</b>		<b>101,864</b>	<b>81,011</b>	<b>100,439</b>	<b>79,828</b>
<b>Total fees and charges</b>		<b>1,094,195</b>	<b>1,031,987</b>	<b>1,055,480</b>	<b>1,000,293</b>

\* Course fees and charges exclude FEE-HELP payments which are disclosed in Note 3 and Note 34.b

**Note 5 Fees and charges (continued)****Key estimates and judgements**

The existence of a sufficiently specific performance obligation, when it is satisfied and the amount of revenue to be allocated to each performance obligation involves significant judgement. The accounting policy below outlines the material performance obligations, and how and when these are satisfied.

**Accounting policy**

Course fees and charges revenue is recognised as the course is delivered to the student and is measured as the amount the Group expects to be entitled to. Any fee waivers are recognised as a reduction in the amount of revenue recognised. Where revenue has been received for programs or services to be delivered in the following year, these amounts are deferred as a contract liability.

Other non-course fees and charges are recognised as the service is delivered to the student or the public. For example, rent and student accommodation revenue are recognised as the Group provides the accommodation or use of space to the student or the public.

**Operating leases as lessor**

When the Group is a lessor, a lease is classified as an operating lease when it does not transfer substantially all of the risks and rewards incidental to ownership of the underlying asset. Indicators such as whether the lease is for the major part of the economic life of the asset are considered as part of this assessment. Payments received under operating leases are recognised as income on a straight-line basis over the lease term, and form part of the line item called rent and use of facilities.

**Student accommodation**

The Group entered into a number of Service Concession Arrangements with the private sector for the provision of student accommodation with terms between 40 and 42 years. Student accommodation includes revenue recognised in accordance with the grant of right to operate model of Service Concession Arrangements.

**Note 6 Investment revenue and other investment income**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Investment revenue</b>				
Interest	11,265	4,404	11,027	4,383
Dividends	236,457	160,579	231,267	153,251
Other investment revenue	851	214	851	214
<b>Total investment revenue</b>	<b>248,573</b>	<b>165,197</b>	<b>243,145</b>	<b>157,848</b>
<b>Other investment income</b>				
Gain / (Loss) on financial assets and liabilities at fair value through profit or loss	(286,454)	312,443	(279,054)	312,443
<b>Total other investment income</b>	<b>(286,454)</b>	<b>312,443</b>	<b>(279,054)</b>	<b>312,443</b>
<b>Total investment revenue and other investment income</b>	<b>(37,881)</b>	<b>477,640</b>	<b>(35,909)</b>	<b>470,291</b>

In 2022 total interest revenue comprised \$9.149 million (2021: \$4.193 million) for financial assets at amortised cost and \$1.617 million (2021: \$0.428 million) for financial assets at fair value through profit or loss.

**Accounting policy**

Revenue type	Recognition
Interest	Recognised taking into account the effective interest rates applicable to the financial assets.
Dividends	Recognised when the Group has the right to receive payment.
Gain/(loss) on financial assets and liabilities at fair value through profit or loss	Comprised of changes in fair value of the Group's investments in managed unit trusts (refer Note 14) and derivative financial assets and liabilities that are held for trading (refer Notes 14 and 22).

**Note 7 Other revenue**

	Consolidated		University	
	2022	2021	2022	2021
	\$'000	\$'000	\$'000	\$'000
Donations and bequests	71,176	62,044	70,762	61,946
Non-government grants	108,763	86,093	108,763	86,090
Commercial sales	23,124	10,808	22,624	10,530
Royalties, trademarks and licences	4,848	8,508	4,848	8,508
Other revenue	16,384	16,290	18,237	18,197
<b>Total other revenue</b>	<b>224,295</b>	<b>183,743</b>	<b>225,234</b>	<b>185,271</b>

**Key estimates and judgements**

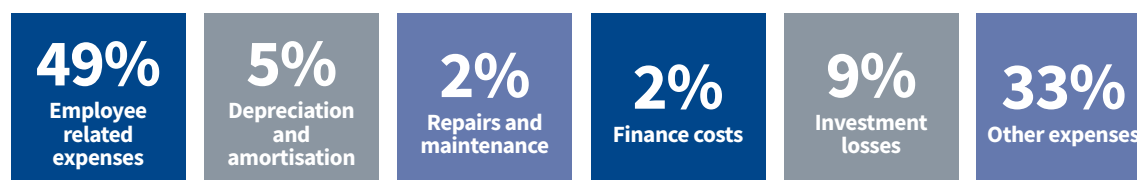
The existence of a sufficiently specific performance obligation, when it is satisfied and the amount of revenue to be allocated to it, involves significant judgement. The accounting policy below outlines the material performance obligations, how and when these are satisfied.

**Accounting policy**

Revenue type	Recognition	
Donations and bequests	None	Recognised on receipt, when there are no sufficiently specific performance obligations or it cannot be identified when the obligation is satisfied. Typically, the stated purpose of the gift is not specific enough for the requirements of the standard. In the rare circumstance where a gift has a sufficiently specific performance obligation, revenue is recognised when or as the obligation is satisfied. Where the agreement contains a terminate for convenience clause, the unspent funding is recognised as a financial liability, with revenue recognised once the related expenditure has been incurred.
Non-government grants	The accounting policy and judgements are the same as Other Grants in Note 3.	
Commercial sales	Provision of theatre productions	At a point-in-time, when the production has been delivered.
	Provision of fitness services	Evenly throughout the period of providing access to the fitness centre, given the inputs are expended evenly throughout the period. The customer receives access to the centre as it is provided.
Other revenue	Provision of childcare services	Evenly throughout the period of providing care to the child, given the inputs are expended evenly throughout the period. The child receives the care as it is provided.

## COMPOSITION OF EXPENDITURE

This section outlines the Group's major expenditure categories. At a glance for 2022 these are:



### Note 8 Employee related expenses

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Academic</b>				
Salaries	683,374	674,747	673,532	665,038
Contributions to superannuation and pension schemes	108,736	99,337	107,736	98,429
Payroll tax	44,763	36,919	44,140	36,389
Long service leave	9,731	16,641	9,485	16,390
Annual leave	56,551	51,875	56,391	51,825
Other	707	18,874	891	18,825
<b>Total academic</b>	<b>903,862</b>	<b>898,393</b>	<b>892,175</b>	<b>886,896</b>
<b>Professional</b>				
Salaries	508,949	465,995	491,830	451,356
Contributions to superannuation and pension schemes	74,031	66,539	72,292	65,144
Payroll tax	32,326	24,960	31,222	24,116
Long service leave	9,877	13,517	9,584	13,256
Annual leave	46,391	42,110	46,012	41,910
Other	8,931	19,719	4,306	16,446
<b>Total professional</b>	<b>680,505</b>	<b>632,840</b>	<b>655,246</b>	<b>612,228</b>
<b>Total employee related expenses</b>	<b>1,584,367</b>	<b>1,531,233</b>	<b>1,547,421</b>	<b>1,499,124</b>
<b>Employee numbers</b>				
Full-time equivalent staff numbers (excluding casual staff)	<b>9,041</b>	<b>8,454</b>	<b>8,834</b>	<b>8,285</b>

### Accounting policy

Employee benefits are expensed as the related service is provided. Other includes termination payments made or provided for in 2022.

### Note 9 Impairment/ (Write back) of assets

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Impairment/(Write back) of receivables	992	(2,644)	992	(2,727)
Other impairment losses	3	3	3	3
<b>Total impairment of assets</b>	<b>995</b>	<b>(2,641)</b>	<b>995</b>	<b>(2,724)</b>



**Note 9 Impairment of assets (continued)****Key estimates and judgements**

The Group assesses impairment at each reporting date by evaluating conditions that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. The recoverable amount is the greater of value in use and fair value less costs to sell.

Where there are clear impairment triggers for specific receivables these are recognised in the allowance for doubtful debts for trade receivables. The Group applies the simplified approach to estimate the allowance for doubtful debts for the remainder of trade receivables. The Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime expected credit losses at each reporting date. An expected credit loss (ECL) matrix is prepared incorporating debtor carrying amounts by days past due, with respective historical write-off rates and forward looking rates.

Application of the simplified approach to calculating ECLs requires significant judgement. The Group uses judgement in selecting the inputs to the ECL calculation, based on the Group's past history, existing market conditions and forward looking estimates at the end of each reporting period, specific to the debtors and the economic environment.

The simplified approach cannot be applied to loans to subsidiaries therefore, the general approach is used.

**Note 10 Loss/(gain) on disposal of assets**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Carrying amount of disposed assets	8,302	2,290	8,302	2,290
Proceeds from sale of assets	(7,967)	(2,577)	(7,967)	(2,577)
<b>Net loss/(gain) on disposal of assets</b>	<b>335</b>	<b>(287)</b>	<b>335</b>	<b>(287)</b>

**Accounting policy**

Property, plant and equipment, and intangible assets are derecognised when disposed of, or when their use is no longer expected to produce future economic benefits. Any gain or loss on disposal is recognised in the Income Statement.

**Note 11 Other expenses**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Scholarships, grants and prizes	301,843	222,422	318,682	238,903
Non-capitalised equipment	35,380	26,245	35,380	26,245
Advertising, marketing and promotional expenses	18,577	14,989	15,379	12,726
Computer software and services	65,620	56,345	63,891	54,654
Consumable materials	78,507	63,828	79,366	63,843
Contracted and professional services	350,978	286,180	339,565	277,988
Rent/hire costs	30,000	13,363	29,989	13,340
Travel, staff development and training	47,202	10,844	46,042	10,746
Utilities and services	64,799	62,259	64,048	61,413
Other expenses	60,133	40,728	52,358	36,688
<b>Total other expenses</b>	<b>1,053,039</b>	<b>797,203</b>	<b>1,044,700</b>	<b>796,546</b>

**Accounting policy**

Other expenses are recognised on an accruals basis whereby liabilities to pay for goods or services are recognised when goods are delivered or services and other costs are rendered.

## ASSETS

Assets are resources controlled by the Group from which future economic benefits are expected to be realised. Assets held by the Group at reporting date are:



### Note 12 Cash and cash equivalents

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Cash at bank and on hand	94,514	321,045	86,575	314,150
Deposits at call/term deposits	202,089	453,068	202,089	453,068
<b>Total cash and cash equivalents</b>	<b>296,603</b>	<b>774,113</b>	<b>288,664</b>	<b>767,218</b>

#### Accounting policy

Cash and cash equivalents include cash on hand and at bank, cash held within the investment portfolio, at-call deposits and bank bills with a maturity of 90 days or less. Any bank overdrafts are shown as a current liability within borrowings.

### Note 13 Receivables and contract assets

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Current</b>				
Trade receivables	106,941	67,555	102,658	63,326
Contract assets	2,150	-	2,150	-
Less allowance for impaired receivables and contract assets	(1,574)	(841)	(1,574)	(841)
Deferred Government contribution for superannuation	7,200	7,400	7,200	7,400
Other receivables	65,446	63,350	65,306	63,206
<b>Total current receivables and contract assets</b>	<b>180,163</b>	<b>137,464</b>	<b>175,740</b>	<b>133,091</b>
<b>Non-current</b>				
Deferred Government contribution for superannuation	76,328	92,733	76,328	92,733
<b>Total non-current receivables and contract assets</b>	<b>76,328</b>	<b>92,733</b>	<b>76,328</b>	<b>92,733</b>
<b>Total receivables and contract assets</b>	<b>256,491</b>	<b>230,197</b>	<b>252,068</b>	<b>225,824</b>

**Note 13 Receivables and contract assets (continued)****Allowance for impaired receivables and contract assets**

The movement in the allowance for impaired receivables and contract assets during the year was as follows:

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Movement in allowance for impaired receivables and contract assets</b>				
<b>Balance as at 1 January</b>	<b>841</b>	<b>4,170</b>	<b>841</b>	<b>4,170</b>
Net remeasurement of provision for expected credit losses and specific bad debts	733	(3,329)	733	(3,329)
<b>Balance as at 31 December</b>	<b>1,574</b>	<b>841</b>	<b>1,574</b>	<b>841</b>

**Interest rate and credit risk**

The Group's receivables and contract assets are non-interest bearing. The table below provides information about the credit risk exposure on the Group's receivables and contract assets using a provision matrix. Refer to Note 29 for further information on credit risk.

	Not past due \$'000	Past due 1-30 days \$'000	Past due 31-60 days \$'000	Past due 61-90 days \$'000	Past due 91-120 days \$'000	Past due 121 days + \$'000	Total \$'000
<b>Consolidated - 2022</b>							
Expected credit loss rate	0.70%	0.59%	0.64%	0.70%	0.68%	7.99%	
Gross carrying amount	87,452	6,853	3,737	626	903	7,361	106,932
Expected credit loss balance	612	41	24	4	6	588	1,275
Additional specific provisions	-	2	38	-	17	242	299
<b>Total expected credit loss including specific provisions</b>	<b>612</b>	<b>43</b>	<b>62</b>	<b>4</b>	<b>23</b>	<b>830</b>	<b>1,574</b>

	Not past due \$'000	Past due 1-30 days \$'000	Past due 31-60 days \$'000	Past due 61-90 days \$'000	Past due 91-120 days \$'000	Past due 121 days + \$'000	Total \$'000
<b>Consolidated - 2021</b>							
Expected credit loss rate	0.35%	0.33%	0.38%	0.45%	0.40%	5.56%	
Gross carrying amount	54,784	5,164	1,013	613	534	7,701	69,809
Expected credit loss balance	192	17	4	3	2	428	646
Additional specific provisions	-	40	8	18	9	120	195
<b>Total expected credit loss including specific provisions</b>	<b>192</b>	<b>57</b>	<b>12</b>	<b>21</b>	<b>11</b>	<b>548</b>	<b>841</b>

**Accounting policy****Trade receivables**

These are recognised at their consideration less any provision for impairment. Trade receivables are generally due for settlement within 30 days of the end of the month of invoice. Cash flows relating to short-term receivables are not discounted as the effect of discounting is immaterial.

**Contract assets**

A contract asset is the Group's right to consideration, for the performance obligations it has satisfied, when that right is conditional on something other than the passage of time. The difference between a receivable and contract asset is whether it is conditional or unconditional. Typically, this occurs where the right to consideration is based on an agreed payment schedule. In this case a contract asset is recognised when the performance obligation is satisfied however the right to consideration per the payment schedule is in the future. For example, graduation services are delivered in December however, consideration is not due until after the reporting date.

The typical timing of receipts or the right to a receivable is in advance of providing the service. Consideration for the provision of educational services, ancillary services, such as fitness, childcare, student accommodation and theatre, is received in advance of providing the service. Additionally, grants and contracts are typically received in instalments with the first instalment due when the contract is signed. Accordingly, a portion of the consideration is received or receivable prior to commencing the service, resulting in a contract liability.

**Note 13 Receivables and contract assets (continued)****Allowance for impaired receivables and contract assets**

Refer to Note 9 for details of the Group's impairment policy.

**Deferred Government contributions for superannuation**

The Group has a number of employees who are members of the State Employees Retirement Benefits Scheme and the State Superannuation Fund administered by the Government Superannuation Office. These schemes are state super schemes and are not available to future University employees. Funding to meet payments incurred will be provided to the University of Melbourne by the Australian Government. The cost is shared between the State of Victoria and the Australian Government under the *States Grants (General Revenue) Amendment Act 1987*. The Group's obligation is limited to what is required to be paid for that year. This is refunded from the Australian Government on an emerging cost basis.

At 31 December 2022, the State Superannuation Fund was carrying total liabilities for member benefits greater than the value of the net market value of the plan's assets, based on an actuarial valuation. As a result an unfunded superannuation liability exists and is recognised in the financial statements of the Scheme. The Group recognises a receivable from the Australian Government in respect of unfunded superannuation schemes operated by the State Government, which offsets the deferred Government superannuation present obligation recognised in the financial statements. As at 31 December 2022 the Group's total unfunded superannuation liability determined by the Victorian Government Superannuation Office amounted to \$83.528 million (2021: \$100.133 million). Refer to Note 20 for the liability recorded. The increase/decrease in the asset and liability are disclosed in the Comprehensive Income Statement.

**Other receivables**

Other receivables are recognised at fair value and subsequently measured at amortised cost less any provision for impairment. Other receivables include receivables for student debt, tax, accrued income and, for 2021 only, receivables relating to the investment portfolio recognised on trade date. Student debtors are recognised on the date the student is assessed. Students are assessed at the earliest of the invoice date, due date, and first payment date. Accrued income is recognised when the good or service has been provided but not yet invoiced for transactions that are not contracts with customers.

**Note 14 Other financial assets**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Current</b>				
Derivative financial asset (held-for-trading)	660	7,464	660	7,464
<b>Total current other financial assets</b>	<b>660</b>	<b>7,464</b>	<b>660</b>	<b>7,464</b>
<b>Non-current</b>				
Financial assets at fair value through profit or loss	4,151,004	3,187,813	4,120,377	3,187,813
Financial assets designated at fair value through other comprehensive income	185,507	242,566	91,633	94,467
Derivative financial asset (held for trading)	892	-	892	-
Investments in subsidiaries	4,544	4,544	20,252	20,252
<b>Total non-current other financial assets</b>	<b>4,341,947</b>	<b>3,434,923</b>	<b>4,233,154</b>	<b>3,302,532</b>
<b>Total other financial assets</b>	<b>4,342,607</b>	<b>3,442,387</b>	<b>4,233,814</b>	<b>3,309,996</b>

**Note 14 Other financial assets (continued)****Derivative financial assets (held-for-trading)**

Derivative financial assets (held-for-trading) are comprised primarily of FX forwards to assist with foreign currency risk management. These have not been designated a hedging relationship. Derivatives in a positive position at the end of the reporting period are reported as financial assets. Derivative financial assets (held-for-trading) are carried in the Statement of Financial Position at fair value, with net changes in fair value recognised in the Income Statement.

**Financial assets at fair value through profit or loss (FVTPL)**

Financial assets at FVTPL consists of the Group's investments in managed unit trusts. These instruments are required to be measured at FVTPL as they are not a basic lending arrangement given the returns are not solely principle and interest.

Purchases and sales of investments are recognised on trade date, the date on which the Group commits to purchase or sell the asset. Financial assets at FVTPL are carried in the Statement of Financial Position at fair value with net changes in fair value recognised in the Income Statement. Financial assets are derecognised when the right to receive cash flows expires or are transferred, and the Group transfers substantially all the risks and rewards of ownership. Upon derecognition the gain or loss is recognised in the Income Statement.

**Financial assets designated at fair value through other comprehensive income (FVOCI)**

Financial assets designated at FVOCI consists of the Group's investments in other companies. The interests are classified as equity and the Group irrevocably elected to measure these assets at FVOCI, on the basis that they are not held-for-trading.

Financial assets designated at FVOCI are carried in the Statement of Financial Position at fair value with net changes in fair value recognised in the Comprehensive Income Statement. Gains or losses on these financial assets are never recognised in the Income Statement and are not subject to impairment testing. Dividends are recognised as investment revenue in the Income Statement when the right of payment has been established, except when the Group benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in the Comprehensive Income Statement.

**Investments in subsidiaries**

Investments in subsidiaries are carried at fair value. Where a fair value is not readily available, investments are carried at the lower of cost and recoverable amount. There are a number of immaterial subsidiaries that are not consolidated, as such, investments in these entities are not eliminated from the Consolidated entity. Refer to Note 28 for further details.

**Note 15 Other non-financial assets**

	Consolidated		University	
	2022	2021	2022	2021
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Prepayments	37,542	29,194	36,499	28,095
Other	5,840	4,086	5,827	4,078
<b>Total current other non-financial assets</b>	<b>43,382</b>	<b>33,280</b>	<b>42,326</b>	<b>32,173</b>
<b>Non-current</b>				
Prepayments	3,502	3,806	3,502	3,806
<b>Total non-current other non-financial assets</b>	<b>3,502</b>	<b>3,806</b>	<b>3,502</b>	<b>3,806</b>
<b>Total other non-financial assets</b>	<b>46,884</b>	<b>37,086</b>	<b>45,828</b>	<b>35,979</b>

**Accounting policy**

Prepayments are recognised when payment is made in advance of obtaining a right to access those goods or services.

**Note 16 Property, plant and equipment**

<b>Consolidated</b>	<b>Land</b>	<b>Buildings</b>	<b>Library collections</b>	<b>Works of art and other collections</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
<b>At 1 January 2021</b>				
– Cost	-	-	134,494	-
– Valuation	1,746,852	2,738,103	-	381,299
Accumulated depreciation	-	-	(89,549)	-
<b>Net book amount</b>	<b>1,746,852</b>	<b>2,738,103</b>	<b>44,945</b>	<b>381,299</b>
<b>Year ended 31 December 2021</b>				
Opening net book amount	1,746,852	2,738,103	44,945	381,299
Reclassification	-	(2,302)	-	-
Additions	34,766	20,934	1,196	165
Disposals	(2,270)	(18)	-	-
Revaluation increment/(decrement)	123,501	32,590	-	16,053
Depreciation	-	(70,536)	(6,510)	-
Transfer from construction in progress	-	21,920	-	-
Write-ups/transfers/(write-offs)	-	-	(1)	-
<b>Closing net book amount</b>	<b>1,902,849</b>	<b>2,740,691</b>	<b>39,630</b>	<b>397,517</b>
<b>At 31 December 2021</b>				
– Cost	-	-	135,689	-
– Valuation	1,902,849	2,742,478	-	397,517
Accumulated depreciation	-	(1,787)	(96,059)	-
<b>Net book amount</b>	<b>1,902,849</b>	<b>2,740,691</b>	<b>39,630</b>	<b>397,517</b>
<b>Year ended 31 December 2022</b>				
Opening net book amount	1,902,849	2,740,691	39,630	397,517
Additions	53	4,160	1,258	5,625
Disposals	(6,950)	(1,276)	(65)	(290)
Revaluation increment/(decrement)	37,518	124,121	-	2,098
Depreciation	-	(70,097)	(6,569)	-
Transfer from construction in progress	-	223,417	-	-
Write-ups/transfers/(write-offs)	-	(1,273)	-	-
<b>Closing net book amount</b>	<b>1,933,470</b>	<b>3,019,743</b>	<b>34,254</b>	<b>404,950</b>
<b>At 31 December 2022</b>				
– Cost	-	-	136,643	-
– Valuation	1,933,470	3,019,743	-	404,950
Accumulated depreciation	-	-	(102,389)	-
<b>Net book amount</b>	<b>1,933,470</b>	<b>3,019,743</b>	<b>34,254</b>	<b>404,950</b>

Plant and equipment	Leasehold property	Leased plant and equipment	Construction in progress	Right-of-use assets	Service concession assets	Total
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
421,169	43,000	-	341,673	117,253	-	1,057,589
-	-	-	-	-	314,098	5,180,352
(355,687)	(16,678)	-	-	(28,848)	-	(490,762)
<b>65,482</b>	<b>26,322</b>	-	<b>341,673</b>	<b>88,405</b>	<b>314,098</b>	<b>5,747,179</b>
65,482	26,322	-	341,673	88,405	314,098	5,747,179
-	-	-	-	-	2,302	-
32,558	-	-	141,813	273,475	-	504,907
(111)	-	-	-	(628)	-	(3,027)
-	-	-	-	-	25,018	197,162
(22,591)	(5,074)	-	-	(18,736)	(5,287)	(128,734)
709	76,178	-	(290,138)	-	190,916	(415)
(382)	(1)	-	-	-	-	(384)
<b>75,665</b>	<b>97,425</b>	-	<b>193,348</b>	<b>342,516</b>	<b>527,047</b>	<b>6,316,688</b>
451,588	119,178	-	193,348	389,110	-	1,288,913
-	-	-	-	-	527,047	5,569,891
(375,923)	(21,753)	-	-	(46,594)	-	(542,116)
<b>75,665</b>	<b>97,425</b>	-	<b>193,348</b>	<b>342,516</b>	<b>527,047</b>	<b>6,316,688</b>
75,665	97,425	-	193,348	342,516	527,047	6,316,688
40,533	-	-	112,216	18,562	-	182,407
(181)	-	-	-	(2,004)	-	(10,766)
-	-	-	-	-	5,751	169,488
(27,040)	(5,688)	-	-	(19,006)	(13,186)	(141,586)
3,296	10,653	-	(237,366)	-	-	-
(361)	(2,785)	-	-	251	(2,313)	(6,481)
<b>91,912</b>	<b>99,605</b>	-	<b>68,198</b>	<b>340,319</b>	<b>517,299</b>	<b>6,509,750</b>
490,146	126,845	-	68,198	398,586	-	1,220,418
-	-	-	-	-	517,299	5,875,462
(398,234)	(27,240)	-	-	(58,267)	-	(586,130)
<b>91,912</b>	<b>99,605</b>	-	<b>68,198</b>	<b>340,319</b>	<b>517,299</b>	<b>6,509,750</b>

*Note 16 Property, plant and equipment (continued)*

University	Land \$'000	Buildings \$'000	Library collections \$'000	Works of art and other collections \$'000
<b>At 1 January 2021</b>				
– Cost	-	-	134,494	-
– Valuation	1,650,857	2,684,603	-	381,183
Accumulated depreciation	-	-	(89,550)	-
<b>Net book amount</b>	<b>1,650,857</b>	<b>2,684,603</b>	<b>44,944</b>	<b>381,183</b>
<b>Year ended 31 December 2021</b>				
Opening net book amount	1,650,857	2,684,603	44,944	381,183
Reclassification	-	(2,302)	-	-
Additions	34,766	20,934	1,196	165
Disposals	(2,270)	(18)	-	-
Revaluation increment/(decrement)	123,501	32,589	-	16,053
Depreciation	-	(68,748)	(6,510)	-
Transfer from construction in progress	-	21,920	-	-
Write-ups/transfers/(write-offs)	-	-	-	-
<b>Closing net book amount</b>	<b>1,806,854</b>	<b>2,688,978</b>	<b>39,630</b>	<b>397,401</b>
<b>At 31 December 2021</b>				
– Cost	-	-	135,689	-
– Valuation	1,806,854	2,688,978	-	397,401
Accumulated depreciation	-	-	(96,059)	-
<b>Net book amount</b>	<b>1,806,854</b>	<b>2,688,978</b>	<b>39,630</b>	<b>397,401</b>
<b>Year ended 31 December 2022</b>				
Opening net book amount	1,806,854	2,688,978	39,630	397,401
Additions	53	4,160	1,258	5,625
Disposals	(6,950)	(1,276)	(65)	(290)
Revaluation increment/(decrement)	29,073	116,207	-	2,098
Depreciation	-	(68,308)	(6,569)	-
Transfer from construction in progress	-	223,417	-	-
Write-ups/transfers/(write-offs)	-	(1,275)	-	-
<b>Closing net book amount</b>	<b>1,829,030</b>	<b>2,961,903</b>	<b>34,254</b>	<b>404,834</b>
<b>At 31 December 2022</b>				
– Cost	-	-	136,643	-
– Valuation	1,829,030	2,961,903	-	404,834
Accumulated depreciation	-	-	(102,389)	-
<b>Net book amount</b>	<b>1,829,030</b>	<b>2,961,903</b>	<b>34,254</b>	<b>404,834</b>



Plant and equipment	Leasehold property	Leased plant and equipment	Construction in progress	Right-of-use assets	Service concession assets	Total
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
409,459	43,000	-	341,649	114,771	-	1,043,373
-	-	-	-	-	314,098	5,030,741
(349,699)	(16,678)	-	-	(27,289)	-	(483,216)
<b>59,760</b>	<b>26,322</b>	-	<b>341,649</b>	<b>87,482</b>	<b>314,098</b>	<b>5,590,898</b>
59,760	26,322	-	341,649	87,482	314,098	5,590,898
-	-	-	-	-	2,302	-
32,377	-	-	140,578	272,865	-	502,881
(21)	-	-	-	(588)	-	(2,897)
-	-	-	-	-	25,018	197,161
(21,785)	(5,074)	-	-	(18,263)	(5,287)	(125,667)
-	76,178	-	(289,014)	-	190,916	-
(294)	(1)	-	-	-	-	(295)
<b>70,037</b>	<b>97,425</b>	-	<b>193,213</b>	<b>341,496</b>	<b>527,047</b>	<b>6,162,081</b>
439,253	119,178	-	193,213	386,097	-	1,273,430
-	-	-	-	-	527,047	5,420,280
(369,216)	(21,753)	-	-	(44,601)	-	(531,629)
<b>70,037</b>	<b>97,425</b>	-	<b>193,213</b>	<b>341,496</b>	<b>527,047</b>	<b>6,162,081</b>
70,037	97,425	-	193,213	341,496	527,047	6,162,081
40,533	-	-	110,337	18,217	-	180,183
(181)	-	-	-	(1,753)	-	(10,515)
-	-	-	-	-	5,751	153,129
(26,108)	(5,688)	-	-	(18,486)	(13,186)	(138,345)
2,011	10,653	-	(236,081)	-	-	-
(362)	(2,785)	-	-	-	(2,313)	(6,735)
<b>85,930</b>	<b>99,605</b>	-	<b>67,469</b>	<b>339,474</b>	<b>517,299</b>	<b>6,339,798</b>
477,384	126,845	-	67,469	395,478	-	1,203,819
-	-	-	-	-	517,299	5,713,066
(391,454)	(27,240)	-	-	(56,004)	-	(577,087)
<b>85,930</b>	<b>99,605</b>	-	<b>67,469</b>	<b>339,474</b>	<b>517,299</b>	<b>6,339,798</b>

## Note 16 Property, plant and equipment (continued)

### Key estimates and judgements

#### Depreciation and amortisation

The estimation of useful lives, residual value, depreciation and amortisation methods require significant judgement and are reviewed annually. Depreciation is provided on a straight-line basis on all tangible fixed assets other than land, construction in progress, works of art and other collections, none of which are depreciated.

The Group's depreciation rates are:

#### Buildings and Service Concession Assets

- Structure/shell/building fabric 2%
- Site engineering services/central plant 3%
- Fit out 7%
- Trunk reticulated building systems 3%

Since 2009, newly constructed buildings are componentised into the above four categories. For non-componentised buildings, a single asset is recorded against the Structure/shell/building fabric category.

#### Plant and equipment

- Motor vehicles 12.5%
- Furniture 10%
- General equipment 10%
- Scientific equipment 20%
- Computing equipment 20%

#### Library collection

- Monographs 5%
- Periodicals 5%
- Audio-visual materials 5%

#### Leasehold property

- Amortised over the shorter of the lease term and useful life of the property.

#### Right-of-use assets

- Depreciated over the shorter of the lease term and useful life of the asset.

Assets are depreciated from the date of purchase until the shorter of the end of useful life and the date of disposal.

#### Right-of-use assets

Judgement is required to assess whether a contract is, or contains, a lease. Assessment is made when the contract is entered into, and is completed on a lease-by-lease basis. Areas of judgement include determining whether there is an identified asset, whether the Group will obtain substantially all of the economic benefits from use of the asset, whether the Group has the right to direct the use of the asset, and whether it is reasonably certain lease extension and termination options will be exercised.

#### Accounting policy

Property, plant and equipment costing \$10,000 or more is capitalised. Items under \$10,000 are expensed, with the exception of works of art and other collections and library. There has been no change to the capitalisation threshold in 2022.

Each class of property, plant and equipment is carried at cost or fair value less any accumulated depreciation and impairment losses. Valuation techniques and significant unobservable inputs used in measuring the fair value of property, plant and equipment are disclosed in Note 30.

Revaluation increments and decrements are recognised in the asset revaluation reserve on an asset class basis, except to the extent an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense. Revaluation reserves are not transferred to retained earnings on derecognition of the relevant asset but are retained in the asset revaluation reserve.

#### Land and buildings

Land and buildings are initially recorded at cost, which is considered to equate to fair value. Subsequent to initial recognition, land and buildings are recognised at fair value. At the date of revaluation any accumulated depreciation is eliminated against the gross carrying amount of the asset, which is then restated to the revalued amount of the asset.

Annual valuations are performed by independent valuers which include a site inspection every five years.

A number of the Group's owned assets are subject to an operating lease. The value of land and buildings subject to an operating lease is insignificant compared to the Group's total land and buildings.

#### Works of art and other collections

Works of art and other collections are measured at fair value and valued on a six year cyclical basis. A rolling valuation plan is in place for valuing these collections.

#### Library collection

The general library collection, which excludes the rare book collection and electronic publications, is recorded at cost less any accumulated depreciation and, where applicable, any impairment losses. The rare book collection is included as part of other collections and electronic publications are included as intangible assets.

### **Note 16 Property, plant and equipment (continued)**

#### ***Plant and equipment***

Plant and equipment, which includes motor vehicles, furniture and equipment with exception to leased equipment, is recorded at cost less depreciation and, where applicable, any impairment losses.

#### ***Leasehold property***

Leasehold property is recorded at cost less amortisation and, where applicable, any impairment losses. Leasehold property includes improvements made to leased properties.

#### ***Construction in progress***

Construction in progress is recorded in the Statement of Financial Position at cost. Capital expenditure relating to the refurbishment of buildings which adds value, rather than maintaining the value of the buildings, is included in construction in progress. When construction projects are completed, the balance within construction in progress is transferred to buildings.

#### ***Right-of-use assets***

Right-of-use assets are recognised at cost, less any accumulated depreciation and impairment losses, where the lease term is more than 12 months and the cost of the underlying asset is \$10,000 or more. Cost is initially measured at the value of the lease liability adjusted for lease payments made before commencement date. Lease liabilities are presented in Note 19 Borrowings.

The Group applies this policy equally to concessionary, or peppercorn, leases. This option under AASB 16 Leases was adopted rather than valuing the right-of-use asset at fair value at inception of the lease. The Group has four concessionary leases ranging with terms from 3 to 50 years. None of the concessionary leases relate to the Group's main campuses and as such the Group considers its dependency on these leases to be low.

#### ***Service Concession Assets***

The Group recognises a service concession asset when it controls the asset. Control of service concession assets arises when the Group controls or regulates what services the operator must provide with the asset, to whom it must provide them, and at what price. The Group must also control through ownership or beneficial entitlement, any significant residual interest in the asset at the end of the term of the arrangement.

Service concession assets are initially recognised at current replacement cost in accordance with the cost approach to fair value.

When an existing asset is used in a service concession arrangement, it is reclassified as a service concession asset and measured at current replacement cost at the date of reclassification. At the date of reclassification, where there is a difference between the carrying amount of the asset and its current replacement cost, the difference is accounted for as a revaluation of the asset and recognised in other comprehensive income and accumulated in the asset revaluation reserve.

After initial recognition or reclassification, service concession assets are carried at fair value less any depreciation and impairment. Service concession assets will be revalued in line with the Group's land and buildings revaluation policy outlined above.

Costs in relation to service concession assets under construction are recognised as Construction in Progress assets.

#### ***Assets classified as held for sale***

Assets are classified as held for sale if it's highly probable they will be recovered through a sale rather than through continuing use. Once classified as held for sale, assets are no longer depreciated. Assets held for sale are carried at the lower carrying amount or fair value less cost to sell.

#### ***Subsequent costs***

Subsequent expenditure is capitalised only if it is probable that future economic benefits associated with the expenditure will flow to the Group. The costs of servicing property, plant and equipment are expensed in the period they are incurred.

#### ***Contributions received or paid for buildings***

Contributions are both received from and made to third parties towards the construction of buildings in exchange for the right to occupy space. Contributions received are treated as joint operations where evidence of joint control exists. Each party only recognises their share of the building. There is no change to the treatment of contributions received from the application of AASB 16 Leases.

Contributions paid to third parties are accounted for as leases and classified as right-of-use assets.

### Note 16 Property, plant and equipment (continued)

#### 16.a Right-of-use assets by class of asset

The Group has leases for a number of different asset categories including land, buildings and equipment. The right-of-use asset column is the combined amounts for all categories. To assist with the understanding of the Group's leases, this table splits the right-of-use assets by category for key balances.

	Consolidated				University			
	Land	Buildings	Plant and Equipment	Total	Land	Buildings	Plant and Equipment	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>2021</b>								
Depreciation	(152)	(18,020)	(564)	<b>(18,736)</b>	(152)	(18,020)	(91)	<b>(18,263)</b>
Net book amount	4,308	337,094	1,114	<b>342,516</b>	4,308	337,094	94	<b>341,496</b>
<b>2022</b>								
Depreciation	(158)	(18,265)	(584)	<b>(19,007)</b>	(158)	(18,265)	(63)	<b>(18,486)</b>
Net book amount	4,208	335,234	876	<b>340,318</b>	4,208	335,234	32	<b>339,474</b>

#### 16.b Assets classified as held for sale

	Consolidated		University	
	2022	2021	2022	2021
	\$'000	\$'000	\$'000	\$'000
Assets classified as held for sale	42,082	42,082	-	-
<b>Total assets classified as held for sale</b>	<b>42,082</b>	<b>42,082</b>	<b>-</b>	<b>-</b>

Assets held for sale at reporting date are comprised of properties located at the Hawthorn Campus owned by UoM Commercial Ltd.

#### 16.c Service concession arrangements

Application of service concession accounting requires complex and highly judgmental assessments to be made. For the Group, the area of significant judgement involves the assessment of student accommodation to be a public service. The Group deems the provision of student accommodation to be a public service where it complements the University's public service objective of education and where it is not deemed to be commercial in nature.

The Group's Service Concession Arrangements relate to several arrangements with the private sector for the provision of student accommodation with terms between 38 and 42 years. Upfront payments are recognised as deferred revenue under the grant of right to operate (GORTO) model and amortised to revenue over the concession period. Student accommodation includes revenue recognised in accordance with the GORTO model. Refer to Note 21 Contract and other liabilities.

The following are the two types of arrangements:

**Student Accommodation Market Transaction:** The Group has an arrangement with a private operator for the provision of asset services for three student accommodation buildings for terms between 40-42 years. All buildings are in operation. In exchange for an upfront payment from the private operator and the provision of asset services, the private operator has the right to the net student rents collected over the concession term.

**Build, Own, Operate, Transfer (BOOT):** There are two student accommodation buildings under BOOT arrangements, whereby a private operator built, owns and operates the student accommodation and will transfer ownership of the building to the University at the end of the concession term. Both buildings are in operation. The Group provides the operator with the right to collect rent from the students for concession terms of between 38 and 42 years.

**Note 17 Intangible assets**

	Consolidated			University		
	Electronic library \$'000	Software \$'000	Total \$'000	Electronic library \$'000	Software \$'000	Total \$'000
<b>At 1 January 2021</b>						
Cost	47,403	54,238	101,641	47,403	50,379	233,976
Accumulated amortisation	-	(29,611)	(29,611)	-	(27,227)	(27,227)
<b>Net book amount</b>	<b>47,403</b>	<b>24,627</b>	<b>72,030</b>	<b>47,403</b>	<b>23,152</b>	<b>70,555</b>
<b>Year ended 31 December 2021</b>						
Opening net book amount	47,403	24,627	72,030	47,403	23,152	70,555
Additions	19,529	10,690	30,219	19,529	10,690	30,219
Amortisation	(18,138)	(941)	(19,079)	(18,138)	(348)	(18,486)
Transfer from construction in progress	-	414	414	-	-	-
Write-ups/transfers/(write-offs)	-	(635)	(635)	-	-	-
<b>Closing net book amount</b>	<b>48,794</b>	<b>34,155</b>	<b>82,949</b>	<b>48,794</b>	<b>33,494</b>	<b>82,288</b>
<b>Year ended 31 December 2021</b>						
Cost	189,742	64,434	254,176	189,742	61,002	250,744
Accumulated amortisation	(140,948)	(30,279)	(171,227)	(140,948)	(27,508)	(168,456)
<b>Net book amount</b>	<b>48,794</b>	<b>34,155</b>	<b>82,949</b>	<b>48,794</b>	<b>33,494</b>	<b>82,288</b>
<b>Year ended 31 December 2022</b>						
Opening net book amount	48,794	34,155	82,949	48,794	33,494	82,288
Additions	21,229	6,632	27,861	21,229	6,631	27,860
Amortisation	(18,889)	(741)	(19,630)	(18,889)	(344)	(19,233)
Write-ups / transfers / (write-offs)	-	(1)	(1)	-	-	-
<b>Closing net book amount</b>	<b>51,134</b>	<b>40,045</b>	<b>91,179</b>	<b>51,134</b>	<b>39,781</b>	<b>90,915</b>
<b>At 31 December 2022</b>						
Cost	210,970	70,941	281,911	210,970	67,509	278,479
Accumulated amortisation	(159,836)	(30,896)	(190,732)	(159,836)	(27,728)	(187,564)
<b>Net book amount</b>	<b>51,134</b>	<b>40,045</b>	<b>91,179</b>	<b>51,134</b>	<b>39,781</b>	<b>90,915</b>

**Accounting policy and key estimates**

Asset type	Recognition
Software	Major computer software is recognised at cost less amortisation and, where applicable, any impairment losses. With the exception of the research phase of development, all allowable costs are capitalised in the year they are incurred. Amortisation is provided on a straight-line basis at rates between 10% and 33.33% (2021: 10% and 33.33%).
Electronic library	Electronic library materials are acquired from third parties. They are recognised at cost and amortised on a straight-line basis at 25% (2021: 25%).

**Software-as-a-Service (SaaS) arrangements**

SaaS arrangements are arrangements in which the Group does not control the underlying software used in the arrangement.

Where costs incurred to configure or customise SaaS arrangements result in the creation of a resource which is identifiable, and where the Group has the power to obtain the future economic benefits flowing from the underlying resource and to restrict the access of others to those benefits, such costs are recognised as a separate intangible software asset and amortised over the useful life of the software on a straight-line basis. The amortisation period is reviewed at least at the end of each reporting period and any changes to the amortisation period are treated as changes in accounting estimates.

Where costs incurred to configure or customise do not result in the recognition of an intangible software asset, then those costs that provide the Group with a distinct service (in addition to the SaaS access) are recognised as expenses when the supplier provides the services. When such costs incurred do not provide a distinct service, the costs are capitalised as a prepayment and are recognised as expenses over the duration of the SaaS contract.

- Determining whether cloud computing arrangements contain a software licence intangible asset  
The Group evaluates cloud computing arrangements to determine if it provides a resource that the Group can control. The Group determines that a software licence intangible asset exists in a cloud computing arrangement when both of the following are met at the inception of the arrangement:
  - The Group has the contractual right to take possession of the software during the hosting period without significant penalty.
  - It is feasible for the Group to run the software on its own hardware or contract with another party unrelated to the supplier to host the software.

- Capitalisation of configuration and customisation costs in SaaS arrangements

Where the Group incurs costs to configure or customise SaaS arrangements and such costs are considered to enhance current on-premise software or provide code that can be used by the Group in other arrangements, the Group applies judgement to assess whether such costs result in the creation of an intangible asset that meets the definition and recognition criteria in AASB 138 Intangible Assets. For the year ended 31 December 2022, \$6.632 million (2021: \$10.690 million) of costs incurred in implementing SaaS arrangements were recognised as intangible assets.

## LIABILITIES AND EQUITY

Liabilities are present obligations of the Group, which are expected to result in an outflow of future economic benefits. Equity is the residual interest in the assets of the Group, after deducting all its liabilities. Liabilities and equity held by the Group at the reporting date are:

### Liabilities



### Equity

#### Note 18 Trade and other payables

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Current</b>				
Trade creditors	85,972	59,999	83,204	58,590
Sundry creditors	126,170	85,033	120,346	80,534
Accrued expenses	99,970	69,706	99,917	69,603
OS-HELP liability to Australian Government	885	9,038	885	9,038
<b>Total current trade and other payables</b>	<b>312,997</b>	<b>223,776</b>	<b>304,352</b>	<b>217,765</b>

#### Accounting policy

Payables represent liabilities for goods and services provided to the Group prior to the reporting date, which are unpaid. The amounts are unsecured and are usually paid within 30 days from the month following recognition.

Accrued expenses relate to liabilities to pay for goods or services when goods are delivered or services and other costs, including employee services are rendered.

#### Note 19 Borrowings

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Current</b>				
Unsecured bank borrowings	6,229	5,809	6,229	5,809
Lease liabilities	25,507	26,766	25,024	26,276
Other borrowings	1,042	1,042	1,042	1,042
<b>Total current borrowings</b>	<b>32,778</b>	<b>33,617</b>	<b>32,295</b>	<b>33,127</b>
<b>Non-current</b>				
Unsecured bank borrowings	-	6,229	-	6,229
Unsecured bonds	1,130,515	519,656	1,130,515	519,656
Lease liabilities	302,879	289,831	302,496	289,270
Other borrowings	3,216	4,522	3,216	4,522
<b>Total non-current borrowings</b>	<b>1,436,610</b>	<b>820,238</b>	<b>1,436,227</b>	<b>819,677</b>
<b>Total borrowings</b>	<b>1,469,388</b>	<b>853,855</b>	<b>1,468,522</b>	<b>852,804</b>

**Note 19 Borrowings (continued)****Unsecured bank borrowings**

The Group borrowed \$60.000 million which was fully drawn down in 2008. The interest rate is 7.03% fixed for the 15 year term. The amortised cost at 31 December 2022 is \$6.229 million (2021: \$12.038 million).

**Unsecured bonds**

In 2017 the Group issued domestic Australian dollar Medium Term Notes (MTN) to the value of \$100.000 million. The bond coupon rate is 4.25% fixed for 25 years. The amortised cost at 31 December 2022 is \$99.655 million (2021: \$99.644 million).

In 2021 the Group issued domestic Australian dollar MTN to the value of \$150.000 million. The bond coupon rate is 1.97% fixed for 10 years. The amortised cost at 31 December 2022 is \$149.892 million (2021: \$149.880 million).

In 2022 the Group issued domestic Australian dollar MTN to the value of \$200.000 million. The bond coupon rate is 4.67% fixed for 7 years. The amortised cost at 31 December 2022 is \$199.665 million (2021: \$nil).

The Group completed an offering in the US Private Placement market during 2015. This comprised four tranches of senior notes totalling the equivalent of \$274.300 million AUD. The first tranche amounting to \$41.250 million AUD was issued for 20 years (5.42% fixed interest) with three further tranches issued in 2016. These were made up of \$30.000 million AUD for 20 years (5.48% fixed interest), \$20.000 million AUD for 25 years (5.49% fixed interest) and \$131.000 million USD for 30 years (4.40% fixed interest).

The University completed its second offering in the US Private Placement market during 2022. This comprised three tranches of senior notes totalling the equivalent of \$400.000 million AUD. These were made up of \$260.000 million AUD for 30 years, \$110.000 million AUD for 30 years and \$30.000 million AUD for 40 years.

The repayment date is at the end of the respective tranche tenures. The amortised cost at 31 December 2022 totals \$681.310 million (2021: \$270.132 million).

**Loan covenant**

Borrowings are not subject to covenants apart from an annual requirement to supply the Group's audited financial statements and budget.

**Lease liabilities**

The Group has lease contracts as lessee for various properties and equipment. Rental contracts are typically made for fixed periods between 1 and 30 years, but may have extension options. There are two leases with a term of 50 years. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions.

In respect of leases that commenced prior to 31 December 2022, the Group expects to pay undiscounted contractual cash flows of \$25.395 million in less than one year (2021: \$26.971 million), \$94.269 million between one and five years (2021: \$85.539 million), and \$1,213 million in more than five years (2021: \$1,231 million).

The committed future cash outflows for leases not yet commenced is \$0.151 million (2021: \$7.676 million).

**Reconciliation of liabilities to cash flows arising from financing activities**

Consolidated	2022			2021		
	Long term borrowings	Lease liabilities	Total	Long term borrowings	Lease liabilities	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 January	537,258	316,597	853,855	633,802	50,305	684,107
Cash flows	590,912	(27,702)	563,210	(107,290)	(25,515)	(132,805)
Net non-cash additions/disposals	-	4,450	4,450	-	273,213	273,213
Foreign exchange movement	12,738	-	12,738	10,387	-	10,387
Amortised cost changes	94	35,041	35,135	359	18,594	18,953
<b>Balance at 31 December</b>	<b>1,141,002</b>	<b>328,386</b>	<b>1,469,388</b>	<b>537,258</b>	<b>316,597</b>	<b>853,855</b>

**Note 19 Borrowings (continued)****Key estimates and judgements**

Judgement is required to assess whether a contract is, or contains, a lease, these are outlined in Note 16.

**Accounting policy****Borrowings**

Borrowings are initially recognised at fair value net of transaction costs and subsequently measured at amortised cost. Using the effective interest rate method, any difference between the proceeds, net of transaction costs and the redemption amount, is recognised in the Income Statement over the term of borrowings.

Borrowings are removed from the Statement of Financial Position when the obligation specified in the contract is discharged, cancelled or expired.

**Lease liabilities**

Short-term leases and low-value assets are recognised as an expense on a straight-line basis over the lease term.

Lease liabilities are recognised as the present value of unpaid lease payments at the commencement date of the lease, where the lease term is more than 12 months and the cost of the underlying asset is \$10,000 or more. To calculate the present value, the outstanding lease payments are discounted using the incremental borrowing rate at the commencement date of the lease. Key payments included in the measurement of the lease liabilities for the Group include fixed payments, lease incentives, and variable lease payments that depend on an index or rate.

Subsequently, the lease liability is measured at amortised cost using the effective interest rate method, resulting in interest expense being recognised as a borrowing cost in the Income Statement. The lease liability is remeasured when there are changes in future lease payments arising from a change in an index or rate with a corresponding adjustment to the right-of-use asset. Right-of-use assets are presented in Note 16 property, plant and equipment.

**Note 20 Provisions**

	Note	Consolidated		University	
		2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Current</b>					
<b>Current provisions expected to be settled within 12 months</b>					
Employee benefits:					
– Annual leave		96,986	94,005	94,351	91,533
– Long service leave		29,658	29,826	25,770	25,991
– Time off in lieu		964	672	964	672
– Deferred Government superannuation obligation	13	7,200	7,400	7,200	7,400
WorkCover claims		2,656	1,694	2,656	1,694
Restructure		4,015	7,507	4,015	7,362
Other		27,984	49,647	27,707	49,647
		<b>169,463</b>	<b>190,751</b>	<b>162,663</b>	<b>184,299</b>
<b>Current provisions expected to be settled after more than 12 months</b>					
Employee benefits:					
– Annual leave		51,555	51,359	51,555	51,359
– Long service leave		148,805	138,935	148,805	138,935
		<b>200,360</b>	<b>190,294</b>	<b>200,360</b>	<b>190,294</b>
<b>Total current provisions</b>		<b>369,823</b>	<b>381,045</b>	<b>363,023</b>	<b>374,593</b>
<b>Non-current</b>					
Employee benefits:					
– Long service leave		39,820	49,493	39,374	48,997
– Deferred Government superannuation obligation	13	76,328	92,733	76,328	92,733
WorkCover claims		10,536	8,926	10,536	8,926
<b>Total non-current provisions</b>		<b>126,684</b>	<b>151,152</b>	<b>126,238</b>	<b>150,656</b>
<b>Total provisions</b>		<b>496,507</b>	<b>532,197</b>	<b>489,261</b>	<b>525,249</b>



**Note 20 Provisions (continued)****Movements in provisions other than employee benefits**

<b>Consolidated 2022</b>	<b>WorkCover claims \$'000</b>	<b>Restructure \$'000</b>	<b>Other \$'000</b>	<b>Total \$'000</b>
Balance at 1 January	10,620	7,507	49,647	67,774
Additional provisions recognised	2,572	4,008	15,544	22,124
Amounts used	-	(7,500)	(37,207)	(44,707)
<b>Balance at 31 December</b>	<b>13,192</b>	<b>4,015</b>	<b>27,984</b>	<b>45,191</b>

**Underpayments**

Since late 2020, the University has undertaken a program of work to identify and rectify issues related to underpayments of wages, largely in relation to casual staff. This program involves calculating and making payments to current and past employees across an 8-year period where the University's data shows they have been underpaid.

At 31 December 2021, the University recognised a provision of \$43.247 million in relation to this matter. This provision was based on a data analytics exercise which was extrapolated across the affected 8 years.

In 2022, with assistance from its external advisors, the University conducted detailed remediated calculations for the full 8-year remediation period. Pursuant to this detailed remediation review, during the 2022 financial year the University made remediation payments of \$30.8 million to current and former employees arising from identified shortfalls. The University is expecting to continue to remediate employees in to the 2023 financial year. Accordingly, the University has reassessed the provision considering the actual payments made and the estimated remaining liability likely to arise from the detailed remediation review. This reassessment has resulted in a provision of \$27.7 million as at 31 December 2022 and is disclosed within 'Other Provisions'.

On 9 February 2023, the Fair Work Ombudsman (FWO) filed proceedings in respect of its investigation into the Faculty of Arts. The University and its lawyers are considering the statement of claim and its response. It is too soon to advise either on the defence or merits of the claim and as such it is not sufficiently certain from a legal perspective to assess whether the University has a liability in relation to penalties and if it has the level of fines or penalties the University could then face.

As at the date of signing this financial report, the detailed remediation calculation exercise is continuing, and the University anticipates this to be finalised by the end of 2023. As such, the provision which has been recognised in the financial statements as at 31 December 2022 has been classified as a 'Current' provision (i.e. requiring payment within 12 months).

**Employee benefits**

Provision is made for employee benefit liabilities for annual leave, long service leave and time off in lieu, arising from services rendered by employees.

An estimate based on past pattern is made for the probability of leave that will be taken within 12 months and after 12 months. Employee benefits expected to be settled within 12 months are measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits not expected to be settled within 12 months are measured at the present value of the estimated future cash flows for those benefits.

Provisions made are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it is classified as a non-current liability.

**Long service leave**

Liabilities for long service leave are discounted to determine the present value of expected future payments to be made for services provided by employees up to the reporting date. The discount rate of 3.82% (2021: 1.35%) is based on average Indicative Mid Rates of Commonwealth Government Securities. Consideration is given to expected future salary levels, the pattern of employee departures and periods of service.

**Deferred Government superannuation obligation**

Refer to Note 13 for the accounting policy relating to deferred Government superannuation obligations.

Employee contributory superannuation funds managed outside of the University exist to provide benefits for the Group's employees and their dependents on retirement, disability or death of the employee. The contributions made to these funds are recorded in the Income Statement.

**Note 20 Provisions (continued)****WorkCover**

The University is a Self Insurer for Workers' Compensation and WorkCover. A provision is recognised representing an estimate of the total outstanding liability for workers' compensation claims. The value of the provision is based on an actuarial assessment carried out at reporting date. Significant estimates in the actuarial valuation include number of claims and cost per claim, and have been estimated based on an analysis of past experiences.

**Restructure**

Restructure provisions are recognised where the costs of restructure are measurable, there is a present obligation and steps have been taken to implement a detailed plan, including communicating the plan to those affected prior to reporting date.

**Note 21 Contract and other liabilities**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Current</b>				
Australian Government unspent financial assistance	23,945	32,744	23,821	32,620
Contract liability – grants and contracts	121,617	94,055	121,617	94,055
Contract liability – student fees	128,572	82,236	122,301	75,441
Deferred income – service concession arrangements	16,037	15,872	16,037	15,872
Other deferred income	18,831	16,393	18,782	16,393
<b>Total current</b>	<b>309,002</b>	<b>241,300</b>	<b>302,558</b>	<b>234,381</b>
<b>Non-current</b>				
Contract liability – grants and contracts	26,774	27,860	26,774	27,860
Deferred income – service concession arrangements	577,408	586,774	577,408	586,774
<b>Total non-current</b>	<b>604,182</b>	<b>614,634</b>	<b>604,182</b>	<b>614,634</b>
<b>Total contract and other liabilities</b>	<b>913,184</b>	<b>855,934</b>	<b>906,740</b>	<b>849,015</b>

**Key estimates, judgements and accounting policy****Australian Government unspent financial assistance**

Australian Government unspent financial assistance are amounts billed in accordance with contracts with the Australian Government, but where the Group has not yet provided the service; and also includes unspent Higher Education Loan Program (HELP) funds. The liability represents the Group's obligation to provide educational services to students or to refund cash to the Australian Government.

**Contract liabilities**

Contract liabilities arise from contracts with customers and represent amounts billed in accordance with customer contracts, but where the Group has not yet provided a good or service. Contract liabilities are recognised as revenue when the Group provides the customer with the good or service.

**Deferred income – service concession arrangements**

The Group has a number of arrangements with private sector parties for the provision of student accommodation, as outlined in Note 16.c.

The deferred income for service concession arrangements represents the unearned portion of the revenue arising from the exchange of assets between the Group and the operator. The liability is reduced as the revenue is earned, which is evenly over the concession term, from the date of practical completion of construction. The revenue is recorded as student accommodation revenue in Note 5.

Judgement was applied in assessing these arrangements to be service concession arrangements and in categorising them as the Grant of Right to Operator Model as defined by AASB 1059 Service Concession Arrangements.

**Note 21 Contract and other liabilities (continued)****Unsatisfied performance obligations**

Remaining performance obligations represent goods or services the Group has promised to provide to customers under contracts relating to the transfer of goods or services for the customers' own use. The remaining performance obligations can be categorised as follows:

Performance obligation	Unsatisfied when	Satisfied when
To acquire or construct a non-financial asset. Primarily, we receive capital funding to construct buildings for example, educational facilities.	The non-financial asset has not been constructed, is partially constructed or has not been acquired.	As the asset is constructed or when it is acquired.
Provision of a final product.	The final product has not been delivered.	The final product is delivered.
Delivery of services to or on behalf of the customer.	The services have not been delivered.	As the services are delivered.
Provision of a non-exclusive license or intellectual property.	The services have not been delivered.	As the services are provided.

The transaction price is allocated using the input method of costs incurred-to-date. The nature of the service or product and its satisfaction are directly related to the expert knowledge used to provide the service or produce the product. Costs incurred-to-date mainly comprises salaries, accordingly, costs incurred-to-date is the best measure of the transfer of knowledge i.e. the satisfaction of the performance obligation.

**21.a Assets and liabilities related to contracts with customers**

The Group has recognised the following assets and liabilities related to contracts with customers:

	2022			2021		
	Current		Non-current	Current		Non-current
	Contract assets \$'000	Contract liabilities \$'000	Contract liabilities \$'000	Contract assets \$'000	Contract liabilities \$'000	Contract liabilities \$'000
<b>Consolidated</b>						
<b>Opening balance</b>	-	209,035	27,860	325	231,465	27,860
Revenue recognised	-	(177,023)	(1,086)	(325)	(203,787)	-
Additional asset / liability	2,150	242,122	-	-	181,357	-
<b>Total contract assets and liabilities</b>	<b>2,150</b>	<b>274,134</b>	<b>26,774</b>	<b>-</b>	<b>209,035</b>	<b>27,860</b>

There are no significant changes to contract assets and liabilities. There have been no changes in transaction prices, therefore, there is no revenue recognised in the reporting period from performance obligations satisfied (or partially satisfied) in previous periods.

**Note 22 Other financial liabilities**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Current</b>				
Derivative financial liabilities (held-for-trading)	58	22,544	58	22,544
Refund liability	385,033	335,882	385,033	335,882
Obligation to pay cash to third parties	34,258	39,832	34,258	39,832
<b>Total current other financial liabilities</b>	<b>419,349</b>	<b>398,258</b>	<b>419,349</b>	<b>398,258</b>
<b>Non-current</b>				
Cross currency interest rate swap	5,298	6,833	5,298	6,833
Derivative financial liabilities (held-for-trading)	-	2,225	-	2,225
<b>Total non-current other financial liabilities</b>	<b>5,298</b>	<b>9,058</b>	<b>5,298</b>	<b>9,058</b>
<b>Total other financial liabilities</b>	<b>424,647</b>	<b>407,316</b>	<b>424,647</b>	<b>407,316</b>

**Cross currency interest rate swap**

As part of the US Private Placement (USPP) entered in 2015, the Group hedged its foreign currency exposure arising from the 30 year USD denominated tranche by entering into two fixed to fixed cross currency interest rate swaps (CCIRS) with an aggregate notional amount equal to \$131.000 million USD. The CCIRS contracts were designated as cash flow hedges of a highly probable forecast transaction, being the drawdown of the USD denominated debt under the USPP on 17 February 2016.

**Accounting policy**

The Group holds derivative financial instruments to hedge its foreign currency and interest rate risk exposures. Derivatives are initially recognised at fair value on the date a contract is entered into and are subsequently measured at fair value. The method of recognising the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged.

**Cash flow hedge**

The effective portion of changes in the fair value of derivatives that are designated, and qualify as cash flow hedges, are recognised in equity. Any ineffective portion is recognised immediately in the Income Statement.

Hedge accounting is discontinued when the Group revokes the hedging relationship, the hedging instrument expires, is sold, terminated, or exercised, or no longer qualifies for hedge accounting. Any cumulative gain or loss deferred in equity remains in equity and is recognised when the forecast transaction is ultimately recognised in the Income Statement. When a forecast transaction is no longer expected to occur, the cumulative gain or loss deferred in equity is recognised immediately in the Income Statement.

**Derivative financial liabilities (held-for-trading)**

Derivative financial liabilities (held-for-trading) comprise foreign exchange forwards used to assist with the Group's foreign currency risk management and an electricity contract for difference, which the Group uses to manage a portion of its overall electricity price exposure. Neither of these financial derivatives apply hedge accounting. Where the derivative is in a negative position at the end of the reporting period they are reported as financial liabilities. Changes in fair value of the derivatives are recognised in the Income Statement. Further information on how the Group manages its foreign currency and electricity price exposures can be found in Note 29.

**Refund liability**

A refund liability exists where the Group has an obligation to pay cash to the funding body or a third party, typically where there are unspent funds at the termination of the agreement. In addition, the Group recognises a refund liability where the contract contains a termination for convenience clause. As the customer can terminate the agreement without cause and require the immediate repayment of any unspent or uncommitted funding, the Group has no practical ability to avoid the grantor or customer exercising the clause. This refund liability is payable on demand should the agreement be terminated.

**Obligation to pay cash to third parties**

Obligations to pay cash to third parties mostly arise where the University must administer cash scholarships by paying a stipend to students.

**Note 23 Reserves**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Philanthropic gifts fund reserve	1,289,640	1,343,409	1,289,640	1,343,409
Asset revaluation reserve				
– land and buildings	3,792,692	3,619,198	3,609,262	3,458,232
– works of art and other collections	380,167	378,067	380,046	377,948
Financial assets revaluation reserve	47,014	73,485	10,503	12,618
Hedging reserve	(16,010)	(3,535)	(16,008)	(3,535)
General reserve	6,086	5,998	4,027	4,027
Members capital reserve	19,164	19,164	-	-
Contributed equity	12,339	12,339	-	-
Foreign currency translation reserve	(214)	(121)	-	-
<b>Total reserves</b>	<b>5,530,878</b>	<b>5,448,004</b>	<b>5,277,470</b>	<b>5,192,699</b>

Reserve	Nature and purpose of reserve
<b>Philanthropic gifts fund reserve</b>	Reflects net surpluses derived from donations and bequests which can only be applied to the purpose they were donated for.
<b>Asset revaluation reserve</b>	Arises from the revaluation of specific asset classes of land, buildings, works of art and other collections.
<b>Financial assets revaluation reserve</b>	Represents changes in fair value of equity instruments elected to be measured at fair value through other comprehensive income.
<b>Hedging reserve</b>	Arises from hedging gains and losses recognised on the effective portion of cash flow hedges.
<b>General reserve</b>	Maintained for a number of general purposes.
<b>Members capital reserve</b>	Maintained by Melbourne Business School Limited Group (MBS). The members capital reserve represents initial donor member contributions to the School, which were received in exchange for voting rights. Donor members are members other than the University of Melbourne.
<b>Contributed equity</b>	Represents the net fair value of assets identified upon acquisition of Mt Eliza Graduate School of Business Limited (MEBS). In 2004 MBS acquired the net assets of MEBS, which at the time were valued at \$12.339 million. In exchange for these assets the donor members of MEBS received voting rights in MBS.
<b>Foreign currency translation reserve</b>	Maintained for translation of foreign currency balances at reporting date.

**Note 24 Reconciliation of net result for the year to net cash flows from operating activities**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Net result for the year</b>	<b>(217,117)</b>	<b>584,001</b>	<b>(202,632)</b>	<b>584,078</b>
<b>Add/(less) non-cash flows in net profit/(loss)</b>				
Depreciation and amortisation	161,239	147,838	157,578	144,155
Impairment losses	995	(2,641)	995	(2,724)
Fair value (gain)/loss on financial assets at fair value through profit or loss	286,454	(312,443)	279,054	(312,443)
Gain on foreign currency transactions	-	(539)	-	(539)
Net (gain)/loss on disposal of property, plant and equipment	335	(287)	335	(287)
Share of (profit)/loss of equity accounted investments	(7,350)	167	(7,350)	167
Donation of non-financial assets	-	-	-	-
Finance costs	21,679	18,104	21,679	18,104
Other	(1,205)	(1,038)	(1,182)	(1,765)
<b>Changes in assets and liabilities</b>				
Decrease/(increase) in receivables and contract assets	(28,829)	13,901	(29,195)	18,485
Decrease/(increase) in other non-financial assets	(9,797)	40,408	(9,849)	40,941
Increase/(decrease) in trade and other payables	88,807	47,318	86,587	44,417
Increase/(decrease) in provisions	(35,690)	34,386	(35,988)	34,191
Increase/(decrease) in contract and other liabilities	57,248	(46,433)	57,725	(48,097)
Increase/(decrease) in refund liabilities	49,151	70,205	49,151	70,205
Increase/(decrease) in obligation to pay cash to third parties	(5,574)	11,741	(5,574)	11,741
<b>Net cash inflow from operating activities</b>	<b>360,346</b>	<b>604,688</b>	<b>361,334</b>	<b>600,629</b>

**Note 25 Contingencies**

The Group has the following material contingent liabilities as at 31 December 2022.

**Bank guarantees**

The Group has issued a letter of indemnity to the National Australia Bank to cover the Bank's guarantee to the Victorian WorkCover Authority under the University's WorkCover Self Insurance Scheme. The amount of the guarantee in place is \$15.516 million (2021: \$14.858 million) and the actuarial assessment of claims liability as at 31 December 2022 is \$13.192 million (2021: \$10.620 million).

**Other**

There are several other legal claims and exposures, which arise from the ordinary course of business, none of which are individually significant. Where the liability is not probable the Group has not provided for such amounts in these financial statements. There are no current, pending or potential legal claims against the Group which are foreseen as materially affecting the financial statements.

**Note 26 Commitments**

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Capital commitments</b>				
Capital expenditure contracted for at the reporting date but not recognised as liabilities, payable:				
<b>Property, plant and equipment</b>				
Within one year	35,893	88,371	35,893	88,371
Later than one year	-	7	-	7
<b>Total property, plant and equipment commitments</b>	<b>35,893</b>	<b>88,378</b>	<b>35,893</b>	<b>88,378</b>
<b>Other expenditure commitments</b>				
Within one year	21,541	2,931	21,541	2,931
Later than one year	25,855	4,869	25,855	4,869
Later than five years	17,253	7,460	17,253	7,460
<b>Total other expenditure commitments</b>	<b>64,649</b>	<b>15,260</b>	<b>64,649</b>	<b>15,260</b>

**Key estimates, judgements and accounting policy**

Commitments are disclosed exclusive of GST.

**Note 27 Subsequent events**

There are no matters or circumstances that have arisen since the end of the financial year that have affected the financial position of the Group.

## Note 28 Subsidiaries, joint arrangements and associates

### Subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following material subsidiaries:

Name of entity	Principal activities	Principal place of business	Ownership interest	
			2022	2021
<b>Melbourne Business School Limited Group</b>	Provision of educational services.	Australia	45%	45%
<b>UOM Commercial Limited</b>	Commercialisation of research and teaching of the University of Melbourne.	Australia	100%	100%

The following subsidiaries are not consolidated in the financial statements as their results, assets, liabilities and equity do not materially impact, individually and in aggregate, the consolidated financial statements.

Name of entity	Principal activities	Principal place of business	Ownership interest	
			2022	2021
<b>Australia India Institute Private Limited</b>	Provides programs on public health, energy, food, security skills and higher education, including support to young professionals, establishing leadership programs and facilitating research partnerships.	India	100%	100%
<b>Australian Music Examinations Board (Victoria) Limited</b>	Provides a system of graded examinations in relation to music and speech in Victoria.	Australia	100%	100%
<b>Goulburn Valley Equine Hospital Pty Limited</b>	Provides equine hospital services, specialising in lameness and reproduction services.	Australia	100%	100%
<b>Melbourne Teaching Health Clinics Limited</b>	Operates and manages medical clinics to provide students at the University with world class clinical training.	Australia	100%	100%
<b>Melbourne University Publishing Limited</b>	To publish scholarly writing from Australia and overseas, both within and independent of the tertiary sector.	Australia	100%	100%
<b>Nossal Institute Limited</b>	Undertake and provide research, development, education, training, consultancy and other activities in regard to medical and related areas.	Australia	100%	100%
<b>UoM International Holdings Limited Group</b>	Holding company established to act as the parent company for some of the University's subsidiaries established outside of Australia.	Australia	100%	100%
<b>UMELB Pte Limited</b>	Undertake University profiling, student recruitment, alumni support and donor relationship development.	Singapore	100%	100%
<b>UM Commercialisation Pty Ltd</b>	To act as trustee for UM Commercialisation Trust.	Australia	100%	100%

There are no restrictions on the Group's ability to access or use the assets and settle the liabilities of the Group.

### Non-controlling interests

There are no subsidiaries that have material non-controlling interests to the Group.

### Associates and joint arrangements

The Group has a 20% interest in Uniseed Management Pty Limited and a 50% interest in BioCurate Pty Limited, both of which are considered associates. The carrying value of associates as at 31 December 2022 is \$10.531 million (2021: \$11.366 million).

The Group has a 50% interest in the Australian National Academy of Music Limited Group (2021: 50%), which is considered a joint venture. During the financial year, the Group has acquired 50% interest in Doherty Clinical Trials Limited and 33% interest in Biotech Incubator Limited which are considered joint ventures. The net carrying value of joint ventures as at 31 December 2022 is \$10.415 million (2021: \$nil).

The Group received contributions towards the construction of two buildings, the Kenneth Myer Building and the Peter Doherty Institute, which are treated as joint operations. The policy is outlined in Note 16, in the accounting policy section called contributions received or paid for buildings. The Group has entered in joint venture arrangement.



**Note 28 Subsidiaries, joint arrangements and associates (continued)****Accounting policy and judgements****Subsidiaries**

Subsidiaries are entities controlled by the Group. The Group assesses whether it has the power to direct the relevant activities of the investee by considering the rights it holds to control decisions, such as the mix between education and research, student fees and target student mix.

The financial statements of subsidiaries that materially impact the Group are included in the consolidated financial statements from the date control commences until the date control ceases. Intercompany transactions, balances and unrealised gains on transactions between Group companies are eliminated.

An assessment of subsidiaries for material impact to the consolidated financial statements is performed annually. The assessment includes both a qualitative and quantitative assessment of materiality.

Although the Group owns less than 50% of Melbourne Business School Limited Group, the Group has control and concludes no non-controlling interest (NCI) exists on the basis the NCI has no share in the net assets.

**Associates and joint arrangements**

Significant judgement has been applied in assessing the existence of significant influence. Even though the University holds a 50% interest in BioCurate Pty Limited it does not have joint control. Through the shareholder agreement, decisions about the relevant activities do not require the unanimous consent of the parties sharing control.

The associates and joint ventures are individually immaterial to the Group. The Group's associates and joint ventures are accounted for using the equity method. Under this method the investment is initially recognised at cost and is adjusted annually for the Group's share of the profit or loss of the associates or joint ventures.

**Note 29 Financial risk management****Financial risk management objectives and policies**

The Group is exposed to key financial risks including market risk, credit risk and liquidity risk. The University's Council has overall responsibility for the establishment and oversight of the Group's risk management framework. The Council has established the:

- Finance Committee, which meets regularly to monitor and evaluate the University's financial management strategies in the context of the most recent economic conditions and forecasts.
- Investment Management Committee, which monitors and advises the Finance Committee on the University's investments.
- Audit and Risk Committee, which is responsible for monitoring the assessment and management of risk across the University.

**Risk exposures**

The main risks the Group is exposed to and management's strategy for managing them are:

Risk	Description	Strategy for management and sensitivity analysis
<b>Market risk</b>	Market risk is the risk that changes in market prices will affect the Group's result or the value of its financial assets and liabilities. The key market risks the Group is exposed to are interest rate risk, foreign currency risk and price risk.	
<b>Interest rate risk</b>	The Group's exposure to movements in interest rates primarily relates to the Group's interest bearing investments and borrowings.	<p>The Group manages its interest rate risk by monitoring the interest rate profile of these assets and liabilities and taking action to mitigate this risk where necessary. All borrowings are subject to approval by University Council and the Treasurer of Victoria. All University borrowings are at a fixed interest rate, either naturally or synthetically through the overlay of financial derivatives. This eliminates any interest rate cash flow risk to the University on borrowings. Refer to Note 19 for details of borrowings.</p> <p>The Group's financial assets at fair value through profit or loss, refer to note 14, had an interest rate volatility factor of 4.1% or \$25.217 million in 2022.</p> <p>For interest bearing investments, if interest rates were 1% lower/higher than the reporting date rates, with all other variables held constant, the Group's net result for the year would have been \$2.966 million lower/higher, reflecting the lower/higher interest income earned on affected balances (2021: \$7.741 million lower/higher).</p>

**Note 29 Financial risk management (continued)**

Risk	Description	Strategy for management and sensitivity analysis
<b>Foreign currency risk</b>	The Group's main exposure to foreign currency risk arises from overseas equity investments, USD denominated debt, and future revenues and payments in foreign currencies. The Group is mainly exposed to US dollars.	<p>The Group holds derivative financial instruments to hedge foreign currency risk exposure within its investment portfolio. Derivatives are initially recognised at fair value on the date a contract is entered into and subsequently measured at fair value. The method of recognising the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so the nature of the item being hedged.</p> <p>Foreign exchange risk on principal and interest payments on foreign-currency denominated long-term borrowings is managed through the use of cross currency interest rate swaps (fixed to fixed), whereby a foreign currency exposure is converted to a functional currency exposure. These financial instruments are hedge accounted.</p> <p>The Group's hedged position includes AUD equivalent of \$183.050 million (2021: \$183.050 million) of non-AUD denominated debt exposure being managed at an average hedge rate of \$0.72 (2021: \$0.72). The impact of the hedging relationship is outlined in Note 22 for the notional amount and carrying amount. Fair value changes of the effective portion of the hedge are outlined in Note 23. There are no ineffective portions of the hedge.</p> <p>The Group entered into forward contracts to hedge USD foreign exchange exposures during the year, with contracts to buy USD being equivalent to AUD \$3.965 million (2021: AUD \$4.706 million) at an average foreign exchange rate of \$0.69 (2021: \$0.75), and contracts to sell USD being equivalent to AUD \$2.147 million (2021: \$2.657 million) at an average foreign exchange rate of \$0.72 (2021: \$0.78). These hedges are not hedge accounted and all changes in fair value are recognised in the Income Statement.</p> <p>At reporting date, if the Australian dollar weakened/strengthened by 5% against the relevant foreign currency investments with all other variables held constant, the Group's net result would have been \$47.870 million (2021: \$31.246 million) lower/higher due to changes in fair value of financial assets at fair value through profit and loss.</p>
<b>Price risk</b>	The Group has a significant investment in marketable securities included within financial assets at fair value through profit or loss, which exposes the Group to price risk.	<p>To manage this risk, the Group has invested its funds with Fund Managers and maintained a diversified investment portfolio. The majority of the equity investments are of a high quality, are publicly traded on equity exchanges and are mainly included in the S&amp;P/ASX 200 Index.</p> <p>At the reporting date, if the value of marketable securities was 10% lower/higher with all other variables held constant, the Group's net result would have been \$315.631 million lower/higher (2021: \$318.781 million lower/higher), due to changes in fair value of financial assets at fair value through profit or loss.</p>
	The Group has a significant exposure to electricity price risk, given the significant amount of expenditure incurred for utilities.	<p>To help manage this risk the Group has contracted approximately 60 per cent of its forecast electricity load for the next 10-years via two Power Purchase Agreements (PPAs). These PPAs are:</p> <ul style="list-style-type: none"> <li>the Melbourne Renewable Energy Project, a PPA executed directly with the Crowlands Wind Farm as part of a consortium of significant energy consumers coordinated by the City of Melbourne. This has been classified as a derivative, refer to Note 22; and</li> <li>the Murra Warra Wind Farm where the Group executed a PPA directly with the wind farm. This has been classified as a lease.</li> </ul>
<b>Credit risk</b>	Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Credit risk arises from financial investments, derivative counterparties and the Group's receivables from customers.	<p>Financial investments and derivative counterparties are limited to high-credit-quality financial institutions where internationally agreed standard form documentation exists. The credit ratings of these counterparties are monitored.</p> <p>The Group does not have any material credit risk exposure to any single receivable or group of trade receivables. The Group's exposure to credit risk is influenced mainly by characteristics of each customer. Receivable balances are monitored on an ongoing basis to ensure that the exposure to bad debts is not significant. The Group has established an allowance for impaired receivables that represents their estimate of expected losses in respect of receivables. An analysis of the ageing of the Group's receivables at the reporting date has been provided in Note 13.</p>
<b>Liquidity risk</b>	Liquidity risk is the risk that the Group will not be able to meet its financial obligations as they fall due.	Liquidity risk is managed by University management and overseen by the Finance Committee through maintenance of sufficient liquid assets and borrowing facilities, and active monitoring of cash flow forecasts.

**Note 29 Financial risk management (continued)**

The following table summarises the maturity of the Group's financial liabilities. The amounts displayed are the contractual undiscounted cash flows, including principal and interest payments. The amounts included in the Statement of Financial Position are based on the discounted cash flows and as such will differ to the amounts below.

		Contracted undiscounted cash flows			
		Less than 1 year \$'000	1 to 5 years \$'000	More than 5 years \$'000	Total \$'000
Consolidated	Note				
<b>2022</b>					
<b>Financial liabilities</b>					
Trade and other payables	18	312,997	-	-	312,997
Borrowings	19	33,484	98,098	2,337,733	2,469,315
Other financial liabilities	22	419,349	-	5,298	424,647
<b>Total financial liabilities</b>		<b>765,830</b>	<b>98,098</b>	<b>2,343,031</b>	<b>3,206,959</b>
<b>2021</b>					
<b>Financial liabilities</b>					
Trade and other payables	18	223,776	-	-	223,776
Borrowings	19	35,073	97,336	1,752,745	1,885,154
Other financial liabilities	22	398,235	1,587	7,495	407,317
<b>Total financial liabilities</b>		<b>657,084</b>	<b>98,923</b>	<b>1,760,240</b>	<b>2,516,247</b>

**Note 30 Fair value measurements****(a) Fair value measurements**

All financial assets and liabilities have carrying values that are a reasonable approximation of fair value at reporting date, except for Borrowings. The aggregate fair value of borrowings at reporting date is \$1.135 billion (2021: \$540,639 million). Refer to Note 19 for the carrying amount of borrowings.

**Key estimates and judgements**

Note 30(c) outlines the key estimates and judgements used by the Group in measuring the fair value of financial assets and liabilities.

**Accounting policy**

The Group categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurement.

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2: inputs other than quoted prices within level 1 that are observable for the asset or liability either directly or indirectly.
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1 inputs) and the lowest priority to unobservable inputs (Level 3 inputs).

The level in the hierarchy is determined by the basis of the lowest level input that is significant to the fair value measurement in its entirety. Fair value measurement of non-financial assets is based on the highest and best use of the asset. The Group considers market participants use of, or purchase price of the asset, to use it in a manner that would be highest and best use.

**Note 30 Fair value measurements (continued)****(b) Fair value hierarchy**

<b>Consolidated</b>	<b>2022</b> <b>\$'000</b>	<b>Level 1</b> <b>\$'000</b>	<b>Level 2</b> <b>\$'000</b>	<b>Level 3</b> <b>\$'000</b>
<b>Recurring fair value measurements at 31 December 2022</b>				
<b>Financial assets</b>				
Financial assets at fair value through profit or loss	4,151,004	1,318,164	2,339,130	493,710
Financial assets designated at fair value through other comprehensive income	185,507	147,032	-	38,475
Investments in subsidiaries *	4,544	-	-	4,544
Derivative financial assets (held-for-trading)	1,552	-	-	1,552
<b>Total financial assets</b>	<b>4,342,607</b>	<b>1,465,196</b>	<b>2,339,130</b>	<b>538,281</b>
<b>Non-financial assets</b>				
Property, plant and equipment **	5,875,462	-	1,012,584	4,862,878
<b>Financial liabilities</b>				
Borrowings ***	1,145,844	-	1,145,844	-
Cross currency interest rate swap	5,298	-	5,298	-
Derivative financial liability (held-for-trading)	58	-	58	-
Obligation to pay cash to third parties	34,258	-	-	34,258
Refund liability	385,033	-	-	385,033
<b>Total liabilities</b>	<b>1,570,491</b>	<b>-</b>	<b>1,151,200</b>	<b>419,291</b>
<b>Recurring fair value measurements at 31 December 2021</b>				
<b>Financial assets</b>				
Financial assets at fair value through profit or loss	3,187,813	1,694,389	1,493,424	-
Financial assets designated at fair value through other comprehensive income	242,566	211,836	-	30,730
Investments in subsidiaries *	4,544	-	-	4,544
Derivative financial assets (held-for-trading)	7,464	-	7,464	-
<b>Total financial assets</b>	<b>3,442,387</b>	<b>1,906,225</b>	<b>1,500,888</b>	<b>35,274</b>
<b>Non-financial assets</b>				
Property, plant and equipment **	5,568,104	-	1,189,139	4,378,965
Assets held for sale	42,082	-	-	42,082
<b>Total non-financial assets</b>	<b>5,610,186</b>	<b>-</b>	<b>1,189,139</b>	<b>4,421,047</b>
<b>Financial liabilities</b>				
Borrowings	540,639	-	540,639	-
Cross currency interest rate swap	6,833	-	6,833	-
Derivative financial liability (held-for-trading)	24,769	-	23,451	1,318
Obligation to pay cash to third parties	39,832	-	-	39,832
Refund liability	335,882	-	-	335,882
<b>Total liabilities</b>	<b>947,955</b>	<b>-</b>	<b>570,923</b>	<b>377,032</b>

\* There are several immaterial subsidiaries that are not consolidated, as such investment in these entities are not eliminated from the Group. Refer to Note 28 for further details.

\*\* Comprised of land, buildings, service concession arrangements and works of art and other collections. Other items of property, plant and equipment are not held at fair value (Note 16).

\*\*\* Comprised of unsecured bank borrowings and unsecured bonds. Other items of borrowings, such as lease liabilities, are not held at fair value (Note 19).

**Note 30 Fair value measurements (continued)****Non-recurring fair value measurements**

There were no non-recurring fair value measurements.

**(c) Valuation techniques used to derive Level 2 and Level 3 fair values*****Land and buildings (Levels 2 and 3)***

The fair value of land and buildings was determined by independent property valuers, Marsh Valuation Services, who have appropriately recognised qualifications and experience.

Given the nature and use of the education-related buildings together with limited comparable sales on a going-concern basis, it is an accepted valuation methodology to carry out a current replacement cost analysis of the buildings to which the market value of the land is added, based on its existing use. Transport, services, zoning, heritage registration, environmental issues and condition and repair were considered in valuing the buildings. The cost approach adopted for the building component is considered to utilise level 3 inputs.

The direct comparison approach is used to value a number of buildings located outside of the University's campus. The direct comparison approach in this process is considered to utilise level 2 inputs.

Land with a community service obligation of greater than 10% is considered to use level 3 inputs as the unobservable input is considered significant. Valuation for the other remaining land properties is categorised as level 2, based on the inputs to the valuation, using the market approach.

***Works of art and other collections (Level 3)***

The fair value of works of art and other collections was determined by independent valuers, Simon Storey Valuers, having appropriately recognised qualifications and experience. Random statistical sampling is used to value the larger collections. The sample valuations are projected to estimate total value using the number raised estimation methodology. Due to the unique nature and use of the collections there are limited comparable sales therefore, the valuation is considered to utilise level 3 inputs.

***Financial assets designated at fair value through other comprehensive income, and at fair value through profit and loss (Levels 2 and 3)***

The fair value of financial assets not traded in active markets is determined using valuation techniques. These valuation techniques maximise the use of observable market data, where it is available, and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2. If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3.

**Note 30 Fair value measurements (continued)****(d) Fair value measurements using significant unobservable inputs (Level 3)**

The following table is a reconciliation of level 3 items for the periods ended 31 December 2021 and 2022:

	Land	Buildings	Works of art and other collections	Service concession assets	Assets classified as held for sale	Other financial assets	Other financial liabilities	Total
Consolidated	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Level 3 Fair value measurements 2021</b>								
<b>Balance at 1 January</b>	<b>826,517</b>	<b>2,708,769</b>	<b>381,299</b>	<b>200,738</b>	<b>40,109</b>	<b>76,746</b>	<b>(296,095)</b>	<b>3,938,083</b>
Reclassification	-	(2,302)	-	2,302	-	-	-	-
Additions	-	20,934	165	-	-	3,364	(81,946)	(57,483)
Transfer from construction in progress	-	21,920	-	190,916	-	-	-	212,836
Disposals	-	(18)	-	-	-	(81,783)	-	(81,801)
Depreciation	-	(69,862)	-	(5,287)	(24)	-	-	(75,173)
Revaluation	38,145	31,573	16,053	20,968	1,997	36,947	1,009	146,692
Transfers from level 3 to level 2	-	(4,885)	-	-	-	-	-	(4,885)
Transfers from level 2 to level 3	-	1,020	-	-	-	-	-	1,020
<b>Balance at 31 December</b>	<b>864,662</b>	<b>2,707,149</b>	<b>397,517</b>	<b>409,637</b>	<b>42,082</b>	<b>35,274</b>	<b>(377,032)</b>	<b>4,079,289</b>
<b>Level 3 Fair value measurements 2022</b>								
<b>Balance at 1 January</b>	<b>864,662</b>	<b>2,707,149</b>	<b>397,517</b>	<b>409,637</b>	<b>42,082</b>	<b>35,274</b>	<b>(377,032)</b>	<b>4,079,289</b>
Additions	-	522	5,625	-	-	67,546	(42,258)	31,435
Transfer from construction in progress	-	(1,073)	(290)	-	-	(84,956)	-	(86,319)
Disposals	1,543	122,480	2,098	5,751	24	43,586	-	175,482
Depreciation	-	(69,319)	-	(13,186)	(24)	-	-	(82,529)
Revaluation	-	223,417	-	-	-	-	-	223,417
Write-ups/transfers/(write-offs)*	-	(1,273)	-	(2,313)	(42,082)	-	-	(45,668)
Transfers from level 3 to level 2	(24,335)	(17,531)	-	-	-	-	-	(41,866)
Transfers from level 2 to level 3	50,170	12,529	-	-	-	479,039	-	541,738
Transfers from Level 3 to Level 1	-	-	-	-	-	(2,208)	-	(2,208)
<b>Balance at 31 December</b>	<b>892,040</b>	<b>2,976,901</b>	<b>404,950</b>	<b>399,889</b>	<b>-</b>	<b>538,281</b>	<b>(419,290)</b>	<b>4,792,771</b>

\* Includes assets held for sale not recognise at fair value in 2022.

Quantitative information about significant unobservable inputs used in level 3 fair value measurements are summarised in the table below.

Description	Fair value 2022 \$'000	Significant unobservable inputs	Relationship of significant unobservable inputs to fair value
<b>Other financial assets</b>	<b>538,280</b>	Net asset value	A 5% increase in net asset value would increase fair value of other financial assets by \$26.914 million (2021: \$1.764 million).
<b>Derivative financial assets (held-for-trading)</b>	<b>1,552</b>	Electricity long term forward price	A 10% increase in the electricity long term forward price would increase the value of the asset by \$0.299 million (2021: \$0.144 million).
		Large Generator Certificates (LGC) long term forward price	A 10% increase in the LGC long term forward price would increase the value of the asset by \$0.141 million (2021: \$0.093 million).

**Note 31 Remuneration of auditors**

During the year, the fees presented in the table below, were paid or payable for services provided by auditors of the Group.

	Consolidated		University	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
<b>Audit of the financial statements</b>				
Fees paid or payable to the Victorian Auditor-General's Office	534	459	492	422
Fees paid or payable to KPMG (MBS)	113	106	-	-
<b>Total remuneration for audit services</b>	<b>647</b>	<b>565</b>	<b>492</b>	<b>422</b>
<b>Other audit and assurance services</b>				
Fees paid or payable to KPMG (Parent)	120	100	120	100
Fees paid or payable to Ernst & Young (Parent)	21	24	21	24
<b>Total remuneration for other audit and assurance services</b>	<b>141</b>	<b>124</b>	<b>141</b>	<b>124</b>

**Note 32 Related party transactions****Parent entities**

The ultimate parent entity within the Group is the University.

**Subsidiaries**

The University's interests in its subsidiaries are set out in Note 28.

**Members of Council and specified executive officers**

Disclosures relating to Members of Council and specified executives are set out in Note 33.

**Transactions with related parties**

The following transactions occurred with related parties:

	University	
	2022 \$'000	2021 \$'000
<b>Subsidiaries</b>		
Funding provided	6,090	4,866
Rent in-kind provided	217	233
Lease receipts	1,885	1,543
Sale of goods and services	2,348	2,203
Purchase of goods	618	541
Transfers of research and development to a related party	-	9
Transfers under finance arrangements	-	-
Donations received	1,010	1,259
<b>Associates</b>		
Funding provided	9,775	5,322
<b>Key management personnel</b>		
Donations received	1,452	1,489

Contributions to superannuation are disclosed in Note 8.

**Note 32 Related party transactions (continued)****Outstanding balances**

The following balances are outstanding at the reporting date in relation to transactions with related parties:

	University	
	2022 \$'000	2021 \$'000
<b>Subsidiaries</b>		
Current receivables (sale of goods and services)	883	534
Current payables (purchases of goods)	49	219
<b>Key management personnel</b>		
Commitments – donations	7,198	6,540
<b>Loans to/from related parties</b>		
<b>Loans to associates and joint ventures</b>		
Loan advanced	2,230	-

During the financial year, the University provided an interest free loan of \$2,230,170 to Biotech Incubator Limited, a joint venture of the Group.

**Terms and conditions**

During the financial year, all transactions between the University and its related parties were in the ordinary course of business and on normal arm's length commercial terms and conditions. Outstanding balances are unsecured, non-interest bearing and repayable in cash.

**Commitments - donations**

Commitments represent the total of pledged donations from key management personnel which is expected to be received in the future.

**Note 33 Key management personnel**

Key management personnel are made up of responsible persons and executive officers.

**Responsible persons**

The University defines responsible persons as members of University Council.

<b>Names of responsible persons</b>	
Mr Archit Agrawal (appointed 1 December 2022)	Mr Mark Leibler AC
Ms Desiree Cai (finished on 30 November 2022)	Prof Duncan Maskell (Vice-Chancellor)
Ms Nadia Carlin	Mr Allan Myers AC QC
Dr Andrew Cuthbertson AO	Mr Andrew Sisson AO
Prof Marilys Guillemain (finished on 30 September 2022)	Ms Wendy Stops
Prof Louise Harms (appointed 1 October 2022)	Prof Joseph J Y Sung
Ms Jane Hansen AO	Dr Helen Szoke AO
Prof Andrew Kenyon	

**Remuneration of responsible persons**

Amounts paid, payable or otherwise made available to Council in connection with the management of affairs of the Group is outlined below. This excludes executive members.

	Consolidated	
	2022 \$'000	2021 \$'000
Short-term benefits	478	363
<b>Total remuneration of responsible persons</b>	<b>478</b>	<b>363</b>



**Note 33 Key management personnel (continued)**

The number of University Council members with their remuneration classified in the relevant income band, is shown in the table below. The remuneration only relates to remuneration for acting in the capacity as a member of Council. Certain members elect to donate part or all of the remuneration reported to the University. Staff of the University are not eligible to be remunerated for acting in the capacity as a member of Council.

	Consolidated	
	2022 No.	2021 No.
Nil	4	6
\$30,000–\$39,999	7	4
\$40,000–\$49,999	3	3
\$80,000–\$89,999	1	1
<b>Total number</b>	<b>15</b>	<b>14</b>

**Executive officers**

The University defines executive officers as members of the University Executive Committee. The Committee comprises the Vice-Chancellor, the Faculty Deans, the Provost, the Deputy Vice-Chancellors and the Vice-Presidents.

**Remuneration of executive officers**

Amounts paid, payable or otherwise made available to executive officers are outlined below.

	Consolidated	
	2022 \$'000	2021 \$'000
Short-term benefits	11,122	10,833
Post-employment benefits	1,535	1,537
Termination benefits	318	512
Other long-term benefits	495	566
<b>Total remuneration of executive officers</b>	<b>13,470</b>	<b>13,448</b>

As a responsibility of office, one executive included occupies a residence owned by the University. The residence is required to be available and used regularly for official University functions and promotional activities. The value of this benefit, including associated costs for 2022 is \$301,541 (2021: \$298,758).

**Note 33 Key management personnel (continued)**

The number of executive officers and their remuneration during the reporting period is shown in the table below in their relevant bands.

	Consolidated	
	2022 No.	2021 No.
\$165,000-\$179,999	-	1
\$225,000-\$239,999	-	1
\$315,000-\$329,999	2	-
\$345,000-\$359,999	1	-
\$360,000-\$374,999	-	3
\$375,000-\$389,999	-	1
\$405,000-\$419,999	-	2
\$420,000-\$434,999	2	2
\$435,000-\$449,999	1	1
\$450,000-\$464,999	1	2
\$465,000-\$479,999	2	1
\$480,000-\$494,999	2	1
\$495,000-\$509,999	1	1
\$510,000-\$524,999	1	-
\$585,000-\$599,999	-	1
\$600,000-\$614,999	1	-
\$615,000-\$629,999	-	2
\$630,000-\$644,999	1	-
\$645,000-\$659,999	2	1
\$675,000-\$689,999	1	1
\$705,000-\$719,999	1	1
\$720,000-\$734,999	1	-
\$750,000-\$764,999	1	-
\$840,000-\$854,999	-	2
\$870,000-\$884,999	1	-
\$1,500,000-\$1,514,999*	1	1
<b>Total number of executives</b>	<b>23</b>	<b>25</b>
<b>Total annualised employee equivalent (AEE)</b>	<b>21.8</b>	<b>22.4</b>

\* The figures shown in this range represent total remuneration which includes salary, superannuation and a fringe benefit associated with a residence owned by the University. The residence is required to be available and used regularly for official University functions and promotional activities. The value of this fringe benefit is \$301,541 (2021: \$298,758).

**Minister**

The relevant Minister for the reporting period was the Hon Gayle Tierney MP, Minister for Training and Skills, Minister for Higher Education and Minister for Agriculture. Remuneration of the Minister is disclosed in the State's Annual Financial Report. Other relevant interests are declared in the Register of Members' Interests, which each Member of Parliament completes.

**Note 34 Acquittal of Australian Government financial assistance (University only)****Note 34.a Education – CGS and other education grants**

	Commonwealth Grants Scheme <sup>1</sup>		National Institutes Funding		Disability Performance Funding <sup>2</sup>		Superannuation Programs		Supporting More Women in STEM Careers	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	299,059	311,264	11,002	5,949	372	371	6,932	7,050	-	2,984
Net adjustments	1,357	(75)	-	-	-	-	-	-	-	-
<b>Revenue and income for the period</b>	<b>300,416</b>	<b>311,189</b>	<b>11,002</b>	<b>5,949</b>	<b>372</b>	<b>371</b>	<b>6,932</b>	<b>7,050</b>	<b>-</b>	<b>2,984</b>
Surplus/(deficit) from the previous year	-	-	-	-	-	-	-	-	-	-
Total revenue and income including accrued revenue	<b>300,416</b>	<b>311,189</b>	<b>11,002</b>	<b>5,949</b>	<b>372</b>	<b>371</b>	<b>6,932</b>	<b>7,050</b>	<b>-</b>	<b>2,984</b>
Less expenses including accrued expenses	(300,416)	(311,189)	(11,002)	(5,949)	(372)	(371)	(6,932)	(7,050)	-	(2,984)
<b>Surplus/(deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

	Tertiary Access Payment		Academic Centres of Cyber Security Excellence		AMSI Vacation Schools		Higher Education Participation & Partnership Program		Total	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	-	666	-	-	-	263	1,691	1,692	319,056	330,239
Net adjustments	93	(514)	-	273	-	-	-	-	1,450	(316)
<b>Revenue and income for the period</b>	<b>93</b>	<b>152</b>	<b>-</b>	<b>273</b>	<b>-</b>	<b>263</b>	<b>1,691</b>	<b>1,692</b>	<b>320,506</b>	<b>329,923</b>
Surplus/(deficit) from the previous year	-	-	-	-	-	-	-	-	-	-
Total revenue and income including accrued revenue	<b>93</b>	<b>152</b>	<b>-</b>	<b>273</b>	<b>-</b>	<b>263</b>	<b>1,691</b>	<b>1,692</b>	<b>320,506</b>	<b>329,923</b>
Less expenses including accrued expenses	(93)	(152)	-	(273)	-	(263)	(1,691)	(1,692)	(320,506)	(329,923)
<b>Surplus/(deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

<sup>1</sup> Includes the basic CGS grant amount, CGS Regional Loading, CGS Enabling Loading, CGS Medical Student Loading, Allocated Places and Non Designated Courses.<sup>2</sup> Disability Performance Funding includes Additional Support for Students with Disabilities.

**Note 34 Acquittal of Australian Government financial assistance (University only) (continued)****Note 34.b Higher Education Loan Programs (excl OS-HELP)**

	HECS-HELP (Australian Government payments only)		FEE-HELP		SA-HELP		Total	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Financial assistance received in cash during the reporting period	156,702	172,375	123,617	129,922	3,189	3,606	283,508	305,903
Net adjustments	15,589	(3,010)	(7,621)	(2,638)	381	848	8,349	(4,800)
<b>Revenue and income for the period</b>	<b>172,291</b>	<b>169,365</b>	<b>115,996</b>	<b>127,284</b>	<b>3,570</b>	<b>4,454</b>	<b>291,857</b>	<b>301,103</b>
Surplus/(deficit) from the previous year	-	-	-	-	-	-	-	-
Total revenue and income including accrued revenue	<b>172,291</b>	<b>169,365</b>	<b>115,996</b>	<b>127,284</b>	<b>3,570</b>	<b>4,454</b>	<b>291,857</b>	<b>301,103</b>
Less expenses including accrued expenses	(172,291)	(169,365)	(115,996)	(127,284)	(3,570)	(4,454)	(291,857)	(301,103)
<b>Surplus/(deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Note 34.c Department of Education and Training Research**

	Research Training Program		Research Support Program		Total	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	111,814	106,567	111,119	214,513	222,932	321,080
Net adjustments	(1,064)	(3,991)	-	-	(1,064)	(3,991)
<b>Revenue and income for the period</b>	<b>110,750</b>	<b>102,576</b>	<b>111,119</b>	<b>214,513</b>	<b>221,869</b>	<b>317,089</b>
Surplus/(deficit) from the previous year	-	-	-	-	-	-
Total revenue and income including accrued revenue	<b>110,750</b>	<b>102,576</b>	<b>111,119</b>	<b>214,513</b>	<b>221,869</b>	<b>317,089</b>
Less expenses including accrued expenses	(110,750)	(102,576)	(111,119)	(214,513)	(221,869)	(317,089)
<b>Surplus/(deficit) for reporting period</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Note 34.d Total Research Training Program expenditure**

	Total domestic students		Total overseas students		Total	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Research Training Program fee offsets	71,940	69,173	4,115	3,195	76,055	72,368
Research Training Program stipends	32,543	28,731	1,887	1,336	34,430	30,067
Research Training Program allowances	118	112	146	29	264	141
<b>Total for all types of support</b>	<b>104,601</b>	<b>98,016</b>	<b>6,148</b>	<b>4,560</b>	<b>110,749</b>	<b>102,576</b>

**Note 34 Acquittal of Australian Government financial assistance (University only) (continued)****Note 34.e Capital funding**

	Linkage Infrastructure Equipment and Facilities Grant		Stawell Underground Physics Laboratory		Menzies Institute and Library		Total	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	3,725	6,902	-	2,050	-	-	3,725	8,952
Net adjustments	2,771	(6,319)	-	-	-	-	2,771	(6,319)
<b>Revenue and income for the period</b>	<b>6,496</b>	<b>583</b>	<b>-</b>	<b>2,050</b>	<b>-</b>	<b>-</b>	<b>6,496</b>	<b>2,633</b>
Surplus/(deficit) from the previous year	1,696	466	766	1,858	3,928	6,756	6,390	9,080
Total revenue and income including accrued revenue	<b>8,192</b>	<b>1,049</b>	<b>766</b>	<b>3,908</b>	<b>3,928</b>	<b>6,756</b>	<b>12,886</b>	<b>11,713</b>
Less expenses including accrued expenses	(6,213)	647	(2,248)	(3,142)	(117)	(2,828)	(8,578)	(5,323)
<b>Surplus/(deficit) for reporting period</b>	<b>1,979</b>	<b>1,696</b>	<b>(1,482)</b>	<b>766</b>	<b>3,811</b>	<b>3,928</b>	<b>4,308</b>	<b>6,390</b>

**Note 34.f Australian Research Council grants**

	Discovery		Linkages		Networks and centres		Special research initiatives		Total	
	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000	2022 \$'000	2021 \$'000
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the programs)	57,054	56,420	10,190	13,180	10,223	10,132	328	334	77,795	80,066
Net adjustments	(10,327)	(14,241)	(3,537)	(3,837)	(6,952)	(7,014)	(55)	(240)	(20,871)	(25,332)
<b>Revenue and income for the period</b>	<b>46,727</b>	<b>42,179</b>	<b>6,653</b>	<b>9,343</b>	<b>3,271</b>	<b>3,118</b>	<b>273</b>	<b>94</b>	<b>56,924</b>	<b>54,734</b>
Surplus/(deficit) from the previous year	2,690	2,487	10,388	8,776	6,585	6,240	102	4	19,765	17,507
Total revenue and income including accrued revenue	<b>49,417</b>	<b>44,666</b>	<b>17,041</b>	<b>18,119</b>	<b>9,856</b>	<b>9,358</b>	<b>375</b>	<b>98</b>	<b>76,689</b>	<b>72,241</b>
Less expenses including accrued expenses	(46,497)	(41,976)	(5,830)	(7,731)	(4,274)	(2,773)	(98)	4	(56,699)	(52,476)
<b>Surplus/(deficit) for reporting period</b>	<b>2,920</b>	<b>2,690</b>	<b>11,211</b>	<b>10,388</b>	<b>5,582</b>	<b>6,585</b>	<b>277</b>	<b>102</b>	<b>19,990</b>	<b>19,765</b>

**Note 34.g OS-HELP**

	OS-HELP	
	2022 \$'000	2021 \$'000
Cash received during the reporting period	2,989	191
Cash spent during the reporting period	(11,141)	(83)
<b>Net cash received</b>	<b>(8,152)</b>	<b>108</b>
Cash surplus/(deficit) from the previous period	9,038	8,929
<b>Cash surplus/(deficit) for reporting period</b>	<b>886</b>	<b>9,037</b>

**Note 34 Acquittal of Australian Government financial assistance (University only) (continued)****Note 34.h Student Services and Amenities Fee**

	<b>Student Services and Amenities Fee</b>	
	<b>2022</b>	<b>2021</b>
	<b>\$'000</b>	<b>\$'000</b>
Unspent/(overspent) revenue from previous period	4,000	-
SA-HELP revenue earned	3,570	4,454
Student services and amenities fees from students	5,919	9,753
<b>Total revenue expendable in period</b>	<b>13,489</b>	<b>14,207</b>
Student services expenses during period	(9,534)	(10,208)
<b>Unspent/(overspent) Student Services and Amenities Fee</b>	<b>3,955</b>	<b>3,999</b>

**Note 35 US Department of Education financial responsibility supplemental schedule**

The University enrolls American students under the US Department of Education William D Ford Federal Direct Loan Program. The loan program is administered by the University whereby, loan funds are provided to the University for tuition fees with the remainder being provided to the student for living expenses. In order to retain accreditation for the program and accept students, the US Department of Education requires the University to undertake a number of compliance tasks which include a requirement to disclose the US Supplemental Schedule disclosure in the annual financial statements below. The below information has been disclosed for the current year only, being 31 December 2022, as the required information for the comparative year has been separately submitted.

<b>Reference in Financial Statements and Related Notes</b>	<b>Financial Elements</b>	<b>University 2022 \$'000</b>
<b>Primary Reserve Ratio: Expendable Net Assets</b>		
Statement of Financial Position - Net assets without donor restrictions	Net assets without donor restrictions	5,252,714
Statement of Financial Position - Net assets with donor restrictions	Net assets with donor restrictions	2,425,797
Note 32 - Related party transactions   Outstanding balances - Subsidiaries & Associate	Secured and Unsecured related party receivable	8,032
Note 32 - Related party transactions   Outstanding balances - Subsidiaries & Associates	Unsecured related party receivable	8,032
Note 16 - Property, plant and equipment   Closing net book amount less right of use assets	Property, plant and equipment, net (includes Construction in progress)	6,000,324
N/A - Option to not disclose pre-implementation figures for PP&E has been exercised (Note 16 - Property, plant and equipment   Opening net book amount, less right of use assets, depreciation and disposals)	Property, plant and equipment pre-implementation	-
Note 16 - Property, plant and equipment	Property, plant and equipment post-implementation with outstanding debt for original purchase	-
Note 16 - Property, plant and equipment	Property, plant and equipment post-implementation without outstanding debt for original purchase	5,932,855
Note 16 - Property, plant and equipment	Construction in progress	67,469
Note 16 - Property, plant and equipment	Lease right-of-use asset, net	339,474
N/A - Option to not disclose pre-implementation figures for leases has been exercised	Lease right-of-use asset, pre-implementation	-
Note 16 - Property, plant and equipment	Lease right-of-use asset, post-implementation	339,474
Note 17 - Intangible Assets	Intangible assets	90,915
Note 20 - Provisions	Post-employment and pension liabilities	83,528

*Note 35 US Department of Education financial responsibility supplemental schedule (continued)*

Reference in Financial Statements and Related Notes	Financial Elements	University 2022 \$'000
<b>Primary Reserve Ratio: Expendable Net Assets (continued)</b>		
Note 19 - Borrowings	Long-term debt - for long term purposes	1,133,731
N/A - Option to not disclose pre-implementation figures for LT debt has been exercised. Note 19 - Borrowings	Long-term debt - for long term purposes pre-implementation	-
Note 19 - Borrowings	Long-term debt - for long term purposes post-implementation	-
Note 19 - Borrowings	Line of Credit for Construction in progress	13,232
Note 19 - Borrowings   Operating lease liabilities	Lease right-of-use asset liability	327,520
N/A - Option to not disclose pre-implementation figures for leases has been exercised	Pre-implementation right-of-use asset liability	-
Note 19 - Borrowings	Post-implementation right-of-use asset liability	327,520
N/A	Annuities with donor restrictions	-
Note 32 - Donor restrictions on income from activities and net assets	Term endowments with donor restrictions	1,287,110
N/A	Life income funds with donor restrictions	-
Note 32 - Donor restrictions on income from activities and net assets	Net assets with donor restrictions: restricted in perpetuity	1,278,208
<b>Primary Reserve Ratio: Total Expenses and Losses</b>		
Income Statement - Total Expenses (Without Donor restrictions)	Total expenses without donor restrictions - taken directly from Statement of Activities	3,043,687
Income Statement - Loss of equity accounted investments	Non-Operating and Net Investment (loss)	424,944
Income Statement - Loss of equity accounted investments	Net investment losses	286,404
Comprehensive Income Statement	Pension -related changes other than net periodic costs	16,605
<b>Equity Ratio: Modified Net Assets</b>		
Statement of Financial Position - Net assets without donor restrictions	Net assets without donor restrictions	5,252,714
Statement of Financial Position - Net assets with donor restrictions	Net assets with donor restrictions	2,425,797
Note 17 - Intangible Assets	Intangible assets	90,915
Note 30 - Related party transactions   Outstanding balances	Secured and Unsecured related party receivable	8,032
Note 30 - Related party transactions   Outstanding balances	Unsecured related party receivable	8,032
Statement of Financial Position - Total assets	Total assets	11,272,033
N/A - Option to not disclose pre-implementation figures for leases has been exercised	Lease right-of-use asset, pre-implementation	-
N/A - Option to not disclose pre-implementation figures for leases has been exercised	Pre-implementation right-of-use asset liability	-
Note 17 - Intangible Assets	Intangible assets	90,915
Note 30 - Related party transactions   Outstanding balances	Secured and Unsecured related party receivable	8,032
Note 30 - Related party transactions   Outstanding balances	Unsecured related party receivable	8,032
<b>Net Income Ratio: Modified Assets</b>		
Statement of Financial Position - Net assets	Change in Net Assets Without Donor Restrictions	(318,092)
Income Statement - Total income	Total Revenues and Gains	3,093,755

# Statement by the *Vice-Chancellor and Chief Financial Officer*

The University Council at its meeting held on 15 March 2023 agreed to adopt the financial statements and authorised the Vice-Chancellor and Chief Financial Officer to sign the financial statements on behalf of the University.

In our opinion:

- (i) the financial statements of the University of Melbourne and the consolidated entity present a true and fair view of the financial transactions of the University and the consolidated entity during the financial year ended 31 December 2022 and the financial position of its operations for the year ended on that date,
- (ii) the financial statements have been prepared in accordance with the Australian Accounting Standards, the *Financial Management Act 1994*, *Australian Charities and Not-for-profits Commission Act 2012*, other mandatory professional reporting requirements and the Financial Statement Guidelines for Australian Higher Education Providers for the 2022 Reporting Period as issued by the Australian Government Department of Education and Training,
- (iii) the Group has complied with all material requirements of applicable legislation, contracts, agreements and various program guidelines that apply to the Australian Government financial assistance identified in these financial statements,
- (iv) we are not aware at the date of signing these statements of any circumstances which would render any particulars included in the statements to be misleading or inaccurate and there are reasonable grounds to believe that the University of Melbourne and the consolidated entity will be able to pay its debts as and when they fall due,
- (v) the amount of Australian Government financial assistance received during the financial year ended 31 December 2022 was expended for the purposes for which it was provided.



**Professor Duncan Maskell**  
Vice-Chancellor

22 March 2023



**Katerina Kapobassis**  
Chief Financial Officer

22 March 2023





## Independent Auditor's Report

### To the Council of The University of Melbourne

<b>Opinion</b>	<p>I have audited the financial report of The University of Melbourne (the university) and its controlled entities (the group) which comprises the:</p> <ul style="list-style-type: none"> <li>• group and university statement of financial position as at 31 December 2022</li> <li>• group and university income statement for the year then ended</li> <li>• group and university comprehensive income statement for the year then ended</li> <li>• group and university statement of changes in equity for the year then ended</li> <li>• group and university statement of cash flows for the year then ended</li> <li>• notes to the financial statements, including significant accounting policies, and the US Department of Education financial responsibility supplemental schedule (note 35)</li> <li>• Statement by the Vice-Chancellor and Chief Financial Officer.</li> </ul> <p>In my opinion the financial report is in accordance with Part 7 of the <i>Financial Management Act 1994</i> and Division 60 of the <i>Australian Charities and Not-for-profits Commission Act 2012</i>, including:</p> <ul style="list-style-type: none"> <li>• giving a true and fair view of the financial position of the university as at 31 December 2022 and of its financial performance and its cash flows for the year then ended</li> <li>• complying with Australian Accounting Standards and Division 60 of the <i>Australian Charities and Not-for-profits Commission Regulations 2013</i>.</li> </ul>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the university in accordance with the auditor independence requirements of the <i>Australian Charities and Not-for-profits Commission Act 2012</i> and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Council's responsibilities for the financial report</b>	<p>The Council of the university is responsible for the preparation of a financial report that gives a true and fair view in accordance with Australian Accounting Standards, the <i>Financial Management Act 1994</i> and the <i>Australian Charities and Not-for-profits Commission Act 2012</i>, and for such internal control as the Council determines is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Council is responsible for assessing the university's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

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**Auditor's responsibilities for the audit of the financial report**

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
  - obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the university's internal control
  - evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council
  - conclude on the appropriateness of the Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the university's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the university to cease to continue as a going concern
  - evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation
- obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the university and the group to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the audit of the university and the group. I remain solely responsible for my audit opinion.
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<b>Auditor's responsibilities for the audit of the financial report (continued)</b>	<p>I communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.</p> <p>I also provide the Council with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.</p>
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MELBOURNE  
27 March 2023



Charlotte Jeffries  
*as delegate for the Auditor-General of Victoria*



## Auditor-General's Independence Declaration

### To the Council, the University of Melbourne

The Auditor-General's independence is established by the *Constitution Act 1975*. The Auditor-General, an independent officer of parliament, is not subject to direction by any person about the way in which his powers and responsibilities are to be exercised.

Under the *Audit Act 1994*, the Auditor-General is the auditor of each public body and for the purposes of conducting an audit has access to all documents and property, and may report to parliament matters which the Auditor-General considers appropriate.

### *Independence Declaration*

As auditor for the University of Melbourne for the year ended 31 December 2022, I declare that, to the best of my knowledge and belief, there have been:

- no contraventions of auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit.
- no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read "C. Jeffries".

MELBOURNE  
27 March 2023

Charlotte Jeffries  
*as delegate for the Auditor-General of Victoria*

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# Glossary

## ***Academic Advising***

Program designed to connect University of Melbourne students with dedicated academic advisors to share and discuss their experiences, learning and goals and to receive guidance and support

## ***Academic Ranking of World Universities (ARWU)***

Publication of the world's top 1000 colleges and universities based on specific indicators

## ***Academy of Sport, Health and Education (ASHE)***

Founded in 2004 as a partnership between the Rumbalara Football Netball Club and the University of Melbourne's Faculty of Medicine, Dentistry and Health Sciences, uses participation in sport as a community and educational resource to provide mainly Indigenous young people with an educational setting in Shepparton and support for transition to employment or further education

## ***Access Melbourne***

Special guaranteed entry and scholarship scheme for domestic undergraduate applicants whose circumstances in secondary school have prevented them from achieving the best possible ATAR (see below)

## ***Advancing Melbourne***

Charts the University of Melbourne's strategic direction to the year 2030

## ***Advancing Students and Education Strategy***

Places students at the heart of the University community and outlines the ways in which the student experience and teaching and learning priorities of the University's overarching Advancing Melbourne strategy can be realised

## ***Atlantic Fellows for Social Equity***

Fellowship for Indigenous social equity in Australia, Aotearoa and the Pacific region

## ***Arts and Cultural Building***

Cultural hub opened on Parkville campus in 2022 as part of the new Student Precinct and home to the University's Union and Guild theatres

## ***Athena SWAN***

Internationally recognised charter celebrating gender equality practices in higher education and research institutions

## ***Australian Institute for Infectious Disease (AIID)***

Initiative of the University of Melbourne, the Peter Doherty Institute for Infection and Immunity and Burnet Institute to drive faster, more effective pandemic detection, prevention and response

## ***Australian Research Council (ARC)***

One of the Australian Government's two main agencies (with the NHMRC, see below) for allocating competitive research funding to academics and researchers at Australian universities

## ***ARC Centres of Excellence***

Foci of expertise through which high-quality researchers maintain and develop Australia's international standing in research areas of national priority and providing significant collaboration opportunities between universities, publicly funded research organisations, research bodies, governments and businesses in Australia and overseas

## ***Australian Universities Accord***

Australian Government commitment outlining recommendations and performance targets to improve the quality, accessibility, affordability and sustainability of higher education and achieve long-term security and prosperity of the sector

## ***Australian Tertiary Admission Rank (ATAR)***

Primary criterion for entry into most undergraduate university programs in Australia

## ***Believe – the Campaign for the University of Melbourne***

Philanthropic program providing student scholarships, fellowships and stipends, as well as named chairs and other academic appointments

## ***Breakthrough Victoria***

Initiative of the Victorian Government to drive investment in translational research, innovation and commercialisation outcomes to accelerate growth in key industry sectors and to create jobs

## ***Burnet Institute***

Combining medical research in the laboratory and the field of public health action to address major health issues affecting disadvantaged communities in Australia and internationally

## ***Carlton Community Network***

Collective of service organisations, including the University and City of Melbourne, working to improve social capital, support, and access to services for Carlton residents

## ***China Study Hubs***

Study hubs based in Shenzhen and Nanjing featuring collaborative spaces with modern facilities including lounge, informal study areas and individual and group study spaces, and offering support and advice to University of Melbourne China-based students

## ***Choose to Reuse program***

Provides reusable items instead of disposable food and drink packaging to save water and waste at University of Melbourne campuses

**COVID-19**

Ongoing worldwide pandemic caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2)

**Cremorne Digital Hub**

Innovation and technology precinct established to improve digital capability, workforce skills and innovation across Victorian industries

**Cultural Commons**

Comprises 15 University of Melbourne galleries, archives, museums and individual collections (including the Donald Thomson Collection, see below)

**Cumming Global Centre for Pandemic Therapeutics**

Global research centre based in the Melbourne Biomedical Precinct enabling rapid design, development and testing of therapeutics for future pandemic response pandemics

**Deputy Vice-Chancellor (People and Community)**

New position created in 2022 to provide leadership and direction for the 'Community' pillar of the University of Melbourne's Advancing Melbourne strategy, focusing on connections between student and staff experiences across the University, and integrating its people and academic strategies

**Doctor of Philosophy (PhD)**

Highest academic degree awarded by universities in most countries

**Donald Thomson Collection**

Rare and extensive collection of photographs, field notes, artefacts and botanical and zoological specimens collected by anthropologist and biologist Donald Thomson mainly on Cape York, in Arnhem Land, the Great Sandy Desert and the Gibson Desert of Western Australia, with a smaller component acquired in the Solomon Islands and West Papua

**GEM Scott Teaching and FlexAp Education Innovation Fellows**

Designed to raise the profile of teaching, and recognition of teaching excellence, across the University of Melbourne

**Emu Sky**

Exhibition staged in the Old Quad on the University of Melbourne's Parkville campus exploring and illuminating Indigenous perspectives related to science, innovation, plant use, land management and agricultural practice

**Environmental Management System (EMS)**

System developed to assist organisations to improve environmental performance, compliance and reputation

**Equivalent full-time student load (EFTSL)**

Components used to calculate student contribution where one EFTSL is equivalent to a full-time study load for one year, and standard undergraduate degrees amount to an annual total of 80 credit points equivalent to a standard year of full-time study (one EFTSL)

**Fishermans Bend**

New purpose-built campus for large experimental research and hands-on learning and industry colocation for the University of Melbourne faculties of Engineering and Information Technology, and Architecture and Building and Planning

**Flexible Academic Programming Project (FlexAP)**

University of Melbourne project that enhances quality of teaching and the student experience by providing choice and flexibility of study options and making effective and efficient use of University infrastructure and resources

**Foreign Arrangements Scheme (FAS)**

Scheme established by the Australian Government to ensure that arrangements between state or territory governments (and their entities) and foreign entities do not adversely affect Australia's foreign relations and are not inconsistent with Australian foreign policy

**Foreign Interference and Transparency Scheme (FITS)**

Scheme established by the Australian Government to provide public visibility of the nature, level and extent of foreign influence on Australia's government and politics

**Foreign Interference Working Group**

Subcommittee of the University of Melbourne's Research Due Diligence Advisory Group with oversight of the University's implementation of the Australian Government's University Foreign Interference Transparency (UFIT) guidelines comprising senior University representatives from Academic Divisions, Advancement, Chancellery International, Chancellery Research and Enterprise, Human Resources, Information Technology, Legal and Risk, and Research Innovation and Commercialisation

**Fulbright Scholarship Program**

Australian-American scholarship program offered across all career stages for researchers to take part in academic and cultural exchange to pursue research or study outside their own country – in United States or Australia – and share on return to their home country

**Full time equivalent (EFT)**

Relates to full time equivalent for staff

**Future of Work Lab**

Drawn from the University of Melbourne's faculties and departments of Sociology, Business and Economics, and Computer Information Systems to provide interdisciplinary understanding of the changing nature of work and to create more equitable work futures

**Gender Affirmation Policy**

University of Melbourne policy to support staff and students in affirming their gender identity, affirm and support the University's commitment to building a culture that is safe, inclusive and respectful for all transgender and gender diverse members of the University community, and provide key principles and actions to support realisation of this commitment

**Gender Equality Act 2020**

Victorian Government policy commenced on 31 March 2021 to improve workplace gender equality in the Victorian public sector, universities and local councils

**Gender Equality Action Plan**

Designed to increase percentage of female academic staff, with a focus on staff retention, promotion and recruitment, and supporting women in all stages of personal and work life across the University of Melbourne



***Genesis Pre-Seed Fund***

New initiative supporting research translation and entrepreneurship, providing pre-seed investment to assist start ups to secure next-stage seed funding and accelerate commercialisation of University of Melbourne research and innovation for positive social impact

***Global Classrooms Seed Grants***

Inaugural seed fund for development of educational initiatives that create and deliver curriculum in collaboration with University of Melbourne international partners to increase student access to global learning experiences that are both innovative and distinctive

***Green Impact***

Behaviour change and engagement program encouraging University of Melbourne staff and students to form teams and implement sustainability-based activities within University of Melbourne departments

***Group of Eight (Go8)***

Comprises Australia's eight leading research universities: Australian National University, Monash University, University of Adelaide, University of Melbourne, University of New South Wales, University of Queensland, University of Sydney and University of Western Australia

***Higher Education Research Data Collection (HERDC)***

Research income data submitted annually by universities to the Australian Government Department of Education and Training

***Higher Education State Investment Fund***

\$350 million Victorian Higher Education State Investment Fund developed in response to the impact of the COVID-19 pandemic on Victorian universities to provide support for capital works, applied research and research partnerships focused on boosting productivity and the economy

***HILDA Survey (Household, Income and Labour Dynamics in Australia)***

Household-based panel study conducted by University of Melbourne researchers that follows the lives of more than 17,000 Australians each year to collect information about economic and personal wellbeing, labour market dynamics and family life

***Indigenous Knowledge Institute***

Dedicated University of Melbourne institute to advance research and education in Indigenous knowledge systems

***Indigenous Strategy 2023–27***

Strategy in development to guide future Indigenous priorities and foster a more truthful, just and healthy society underpinned by five themes: leadership; place, heritage and culture; partnerships; Indigenous knowledge; and truth telling and justice

***Indigenous Strategy Reference Group***

Comprised of senior Indigenous and non-Indigenous staff from across the University of Melbourne with Indigenous student representation, advising the Pro Vice-Chancellor (Indigenous) on the University's key high-level Indigenous partnerships and strategic initiatives

***International Financial Reporting Standards (IFRS)***

Issued by IFRS Foundation and International Accounting Standards Board (IASB) to provide common global language for business affairs to ensure that company accounts are understandable and comparable across international boundaries

***Internationalisation of the Curriculum Grants***

Funding for projects up to \$30,000 that introduce greater diversity of perspectives and materials into teaching materials and approaches at either the undergraduate or postgraduate level

***Learning and Teaching Initiative Grants***

Available for staff to improve the quality and effectiveness of student learning and experience

***MPavilion Parkville***

New space on the University of Melbourne's Parkville campus for cultural exchange, talks, performances and workshops

***Medical Research Future Fund (MRFF)***

Australian Government \$20 billion long-term investment supporting Australian health and medical research

***Melbourne Biomedical Precinct***

Biomedical and innovation precinct located in Parkville, connecting the University of Melbourne with major hospitals and research institutes

***Melbourne Centre for Cities***

Based on the University of Melbourne's Parkville campus fostering responsible and cosmopolitan city leadership, and the information needed in an interconnected and increasingly urbanised world

***Melbourne Climate Action Scholarships***

Offered to international students from Pacific Small Island Developing States undertaking graduate coursework or graduate research at the University of Melbourne in fields addressing the effects of climate change in the Pacific

***Melbourne Climate Futures***

Multidisciplinary climate initiative established by the University of Melbourne to contribute to greater action on climate change

***Melbourne Commencement Ceremonies***

Welcome for first-year University of Melbourne students as part of Orientation week

***Melbourne Connect***

Purpose-built precinct adjacent to the University of Melbourne bringing together researchers, government, industry, small-to-medium enterprises, start ups, graduate researchers and artists across emerging technologies including robotics, computer science, cybersecurity and privacy

***Melbourne curriculum***

Curriculum that couples broad undergraduate studies with postgraduate specialisation

### **Melbourne Interdisciplinary Research Institutes**

Suite of five University of Melbourne institutes that collaborate with industry, communities and the general public to drive research aimed at providing answers, inform policy, and solve real-world problems

### **Melbourne MicroCerts**

Program of short courses aligned with industry and workforce needs to equip students with skills and knowledge relevant to current work, and providing diverse skill sets for future application

### **Melbourne Peer Mentor Program**

Supporting transition to university life by matching all first-year University of Melbourne undergraduate students with a peer group and later-year student mentor from the same degree to provide opportunities for social connection

### **Melbourne Poche Centre for Indigenous Health**

Indigenous-led health research centre working to transform urban Aboriginal and Torres Strait Islander peoples' experiences of injustice and inequity in health and wellbeing

### **Melbourne Welcome Grants**

One-off \$4000 grants awarded to University of Melbourne-enrolled international coursework and research students who have travelled to Australia to support cost of travel, quarantine, and adjustment to study and life in Melbourne

### **Melbourne Welcome Package**

Special welcome pack (in addition to the Welcome Grant (see above)) to support new and current international students arriving and returning to Australia following the reopening of Australia's borders and easing of travel restrictions, and to assist students in getting settled and connected within the University and local community

### **Munarra Centre for Regional Excellence (MCRE)**

New Indigenous-led academy in Shepparton, Victoria

### **Murrup Barak Melbourne Institute for Indigenous Development**

Centre located on the University of Melbourne Parkville campus supporting Aboriginal and Torres Strait Islander students with recruitment, retention and ongoing education and wellbeing support services throughout their studies

### **National Health and Medical Research Council (NHMRC)**

Peak funding body for medical research – one of the Australian Government's two main agencies (with the ARC, see above) for allocating competitive research funding to academics and researchers at Australian universities

### **Neo-Bionica**

First facility in Australia with bioengineering expertise and technology to create medical devices for clinical trials

### **Ngarrngga Project**

(From the Taungurung word meaning to know, to hear, to understand) new partnership aiming to improve how students learn about Aboriginal and Torres Strait Islander histories, cultures and knowledge systems through expansion of resources to build teacher confidence and intercultural competence, and through embedding of Indigenous knowledge within educational settings

### **NorVicFoods (NVFv)**

Venture designed to strengthen agri-food innovation in the Hume region of Victoria, engaging with businesses in the region to solve issues in the value chain, and to build skills, create jobs and increase economic prosperity

### **Pandemic Response Group**

Advises the University of Melbourne Vice-Chancellor, the Vice-Chancellor's Advisory Group, and University Executive on operational matters arising from the COVID-19 pandemic, including health and safety, business continuity and student and staff matters

### **People and Community Portfolio**

New University of Melbourne portfolio headed by the University's first Deputy Vice-Chancellor (People and Community) to provide leadership and direction on issues of most concern to students and staff

### **Peter Doherty Institute for Infection and Immunity**

Joint venture between the University of Melbourne and the Royal Melbourne Hospital to improve health globally through research and the prevention, treatment and cure of infectious diseases

### **Privacy Management Framework**

Victorian Government framework outlining requirements for entities to comply with privacy obligations and associated commitments required within each step of the framework

### **Public Health Network**

Established by the University of Melbourne to provide advice and support for staff and students who visit an exposure site (on campus or public), are a contact of someone with COVID-19, experience symptoms, or are getting tested for COVID-19

### **Public Humanities Fellowship Program**

Funds development of a creative director position at the University of Melbourne to work with faculties and cultural partners to establish broad and accessible ways of engaging with the humanities

### **Pursuit**

Online channel featuring cutting-edge research, expert commentary and stories from and about University of Melbourne research

### **Quality Indicators for Learning and Teaching (QILT) Student Experience Survey**

Suite of government-endorsed surveys for higher education across the student life cycle, from commencement to employment

### **Reconciliation Action Plan (RAP)**

Business plan documenting the practical actions an organisation will undertake to contribute to reconciliation in Australia – the first University of Melbourne RAP being for the period 2011–2013, the second from 2015–2017, and the third for the period 2018–2022 (an Elevate RAP, signalling reconciliation leadership)

**Records Management Policy**

Policy requiring the University of Melbourne to create, capture and maintain full and accurate records of activities, including outsourced, contracted or cloud-based activities in relation to University research, learning and teaching, engagement, administrative operations and commercial activities

**Research Higher Degree (RHD)**

Postgraduate university degree involving unique supervised research projects, either as Masters by Research or Philosophy, or Doctoral degree (either Professional Doctorate or Doctor of Philosophy)

**Researcher Development Unit (RDU)**

New University of Melbourne unit providing professional development activities for researchers and professional staff in writing, applying for and winning grants and tenders, customising and commercialising education, protecting intellectual property and engaging with alumni and industry

**Respect at Melbourne Committee**

Committee overseeing the University of Melbourne's strategies to further improve culture, policies and practices towards preventing sexual assault and sexual harassment

**Sexual Misconduct Prevention and Response Policy**

Champions a 'trauma-informed' approach, outlining relevant processes for raising and addressing concerns and complaints, available support, and advice on bystander intervention

**STEMM**

Science, Technology, Engineering, Mathematics and Medicine

**Student Life**

Program connecting students through various clubs and societies and providing access to support services and a range of scholarships, grants and bursaries to assist University of Melbourne undergraduate students throughout their studies

**Student Pavilion**

New cultural hub for University of Melbourne students and the wider arts community including facilities for the Union and Guild theatres and student union arts programs

**Student Services and Amenities Fee**

Fund used to provide services and amenities for students, and to support student-focused initiatives

**Sydney Peace Prize**

\$50,000 award for individuals or organisations whose role and responsibilities further peace with justice, and contribute tangible impacts for a fairer world

**Tanarra Capital**

Australian/Asian diversified, alternative asset investment company providing private equity-style investment in Australasian public companies

**Thylacine Integrated Genetic Restoration Research (TIGRR) Lab**

University of Melbourne research centre focussing on marsupial conservation and restoration

**Times Higher Education Rankings of World Universities (THE)**

Annual publication of university rankings by Times Higher Education magazine

**Tin Alley Ventures Fund**

New venture capital fund that invests in start ups affiliated with the University of Melbourne to support founders to reach full potential and provide financial returns for investors

**Traditional Owners Advisory Group**

Comprised of representatives from the lands on which the University of Melbourne's campuses and key activities are located, representatives from its key Indigenous partner organisations, and Elders and Respected Persons with whom the University has a long-standing relationship

**United Nations Sustainable Development Goals (SDGs)**

Total of 17 sustainable development goals providing a blueprint for achieving a better and more sustainable future for people across the world

**Universitas 21 (U21)**

Coalition of 27 universities sharing and nurturing international knowledge across a global network of over 1 million students and 200,000 staff

**VaxFACTS**

University of Melbourne website featuring a series of simple videos answering commonly asked questions and busting widely shared myths about COVID-19 vaccines

**Vice-Chancellor's Advisory Group**

Advises University of Melbourne Executive on major strategic issues (financial and non-financial) likely to impact achievement of University strategy, capital, people, risk and reputation

**Victorian mRNA Innovation Hub**

Partnership between the Monash Institute of Pharmaceutical Sciences, Peter Doherty Institute for Infection and Immunity, Monash University and the University of Melbourne to use new technologies involved in mRNA vaccines for production of new therapeutics for future pandemics

**Web of Science (WoS)**

Citation index built on the fact that citations in science serve as linkages between similar research items, and lead to matching or related scientific literature, such as journal articles, conference proceedings and abstracts

**Wilin Centre**

Centre at the University of Melbourne's Southbank campus working with Aboriginal and Torres Strait Islander communities to identify, recruit and support potential and practising Indigenous artists to study and refine their academic and artistic skills at the Faculty of Fine Arts and Music at the University of Melbourne

**Yoorrook Justice Commission**

First formal truth-telling process of the Victorian Government into injustices experienced by First Peoples in Victoria

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The 'angel wing' graphic device used throughout this annual report comes from Nike, the goddess of Victory. Nike is the University of Melbourne's symbol and voice of Latin poet Horace's promise *postera crescam laude* (to grow in the esteem of future generations). Together the symbol and the motto create the University's crest, which guides its aspiration to compete and contribute in equal measure.

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