

Senate Standing Committees on Education and Employment

Quality of governance at Australian higher education providers

QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000005

Senator Matt O'Sullivan provided in writing.

Correspondence relating to governance matters

Question

All correspondence between the Department, the Tertiary Education Quality and Standards Agency (TEQSA), the Minister and any university concerning governance matters since 1 September 2024. This includes any conflict-of-interest issues or any concern relating to the receipt of foreign funds.

Answer

There has been no correspondence between all four parties, the Department, the Tertiary Education Quality and Standards Agency (TEQSA), the Minister and universities concerning governance matters since 1 September 2024.

Providing all correspondence between any of the four parties would represent an unreasonable diversion of the Department of Education's resources.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000006

Senator Matt O'Sullivan provided in writing.

Universities Accord interim report

Question

The Interim Report of the Australian Universities Accord Panel provides in Mary O'Kane's Forward, "University governance could also be improved by drawing more members of governance bodies from people who deeply understand the functions of universities."

- a) What analysis did the Department undertake on Governance after the interim report?
- b) Did the Department provide any analysis on the role of these Councils (or Boards/Senates), including their composition and expertise?

Answer

- a) The Department conducted desktop research of university governance bodies including composition and members with university experience.
- b) University Governance and leadership analysis was provided to the Education Ministers Meeting held on 26 April 2024.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000007

Senator Matt O'Sullivan on 12 March 2025, Proof Hansard page 34

Scrutiny of the matrix of all universities' councils to assess their expertise

Question

Senator O'SULLIVAN: Has the department scrutinised the matrix of all universities' councils to assess their expertise?

Mr Rimmer: We have definitely done analysis of that kind in the process leading up to the education minister's consideration of governance issues earlier in 2024. I can't remember the specific details, but we definitely did work of that nature.

Senator O'SULLIVAN: Can you table that for us?

Mr Rimmer: I can't table that for you today.

Senator O'SULLIVAN: Can you take it on notice, then?

Mr Rimmer: Sure, we'll take that on notice.

Answer

Analysis of university governance and leadership expertise was presented to the Education Ministers Meeting on 26 April 2024. Based on University Chancellors Council (UCC) university governing body composition data from October 2023, of the 37 public universities:

- All universities (except Griffith University) appoint the chair of the academic board (or equivalent) to the council.
- 32 universities have representation on their governing body from people with direct university experience.
- Members with university experience account for 13% of governing body membership, on average.

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Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000008

Senator Matt O'Sullivan provided in writing.

Funding that state and territory governments provide to universities

Question

How much funding do state and territory governments provide to universities?

Answer

Australian universities reported total revenue from state, territory and local government sources of \$929.3 million for the 2022 reporting period (most recent data available).

The data is available on page 8: www.education.gov.au/higher-education-publications/resources/2022-higher-education-providers-finance-tables

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000009

Senator Carol Brown on 12 March 2025, Proof Hansard page 36

Process around complaints made by the National Tertiary Education Union (NTEU)

Question

Quickly, so if you could consider my question on notice, you can add to your response. I'm not sure if you heard the NTEU this morning. There was a statement that was given by Dr Abbott about serious governance implications where the only staff voice on the governing body was being totally ignored. I'm just going through his opening statement here. What happens when the NTEU—have they come to the Department of Education to make complaints about these sorts of alleged incidents?

Answer

Should a complaint be brought to the department's attention, the department would refer it to the relevant body for consideration.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000010

Senator Matt O'Sullivan provided in writing.

Active obligations under state and territory laws

Question

Are there any active obligations under state and territory laws, such as to act in the best interests of the state, or provide research of importance to the state or territory, or to respond to skills needs within the state or territory?

Answer

Obligations under state and territory laws are a matter for the states and territories.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000011

Senator Matt O'Sullivan provided in writing.

How ATEC will work with TEQSA, National Student Ombudsman, states and territories or University Governance bodies

Question

Can the Department advise on how the ATEC will work with TEQSA, National Student Ombudsman, states and territories or University Governance bodies?

Answer

The Australian Tertiary Education Commission (ATEC) is consulting with and drawing on the expertise of relevant agencies including, for example, the Tertiary Education Quality and Skills Agency (TEQSA) and the National Student Ombudsman.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000012

Senator Sarah Henderson on 12 March 2025, Proof Hansard page 37

Expert council Workplan including all relevant documents and correspondence in relation to the activities of the expert council

Question

What's the work plan of the expert council? Could you provide me, on notice, with the minutes of those meetings, the outcomes of those meetings and any other relevant correspondence that the department holds in relation to the activities of the expert council?

Answer

The Terms of Reference for the Expert Council on University Governance outline the workplan.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000013

Senator Sarah Henderson on 12 March 2025, Proof Hansard page 37

Expert Council on University Governance Terms of Reference

Question

Senator HENDERSON: I'll ask you to table the rest of that document. If you could table the document from which you are reading, that would be appreciated. What's the title of that document?

Ms Donegan: I have an Expert Council on University Governance terms of reference.

Senator HENDERSON: Oh—you're reading from the terms of reference; okay. Can I ask whether any of the Universities Accord draft advice or expert opinions relating to university governance will be made available to the expert council?

Answer

Refer to IQ25-000012 and IQ25-000007.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000014

Senator Matt O'Sullivan provided in writing.

Expert Council on University Governance

Question

The Department's Submission says, "the National Tertiary Education Union (NTEU) and National Union of Students (NUS) will play a strong and active role in the Council". Why were these organisations not Council members?

- a) What other organisations will play a strong and active role in the Council but are not members? For example, with many university members, will Business Council of Australia have a strong and active role in the Council?

Answer

Membership to the Expert Council was agreed by Education Ministers Meeting Out of Session on 6 December 2024.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000015

Senator Matt O'Sullivan provided in writing.

Correspondence between the NTEU and the Minister

Question

Any correspondence between the NTEU and the Minister relating to the Minister's decision to exclude the NTEU from the council.

Answer

The Department of Education is not aware of any correspondence between the NTEU and the Minister on this matter.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000017

Senator Matt O'Sullivan provided in writing.

Expert Council's consideration to appropriately recording and public reporting on third party arrangements

Question

Will the Expert Council also consider appropriate recording and public reporting on third party arrangements, such as significant gifts received by universities, foreign arrangements and commercial arrangements?

Answer

As per the Terms of Reference, the Expert Council on University Governance has been tasked to draft a set of principles and recommendations addressing the 10 priority action areas highlighted by the Education Ministers Meeting.

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QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000018

Senator Matt O'Sullivan provided in writing.

Correspondence to Expert Council members

Question

All correspondence to Expert Council members.

Answer

Attachment A: outlines the timeline and nature of engagement with the Expert Council members.

Attachment B – I: documents of e-mail correspondence to Expert Council Members. The department has redacted the names and personal details of non-SES staff in the department.

Expert Council on University Governance – Overview of correspondence

| Attachment | Date | Subject | Recipients |
|-------------------|------------------|---|--|
| B | 13 November 2024 | Meeting request - Further information on the Expert Governance Council | Melinda Cilento Sharan Burrow Bruce Cowley |
| C | 6 December 2024 | Update - Expert Council on University Governance | Melinda Cilento Sharan Burrow Bruce Cowley |
| D | 19 December 2024 | Postal Mailing Address - Expert Council on University Governance | Melinda Cilento Sharan Burrow Bruce Cowley |
| E | 19 December 2024 | Members to the Expert Council on University Governance - Due diligence and onboarding documentation | Melinda Cilento Sharan Burrow Bruce Cowley |
| F | 18 February 2025 | Expert Council on University Governance - Initial Meeting (sent on behalf of UCC) | Melinda Cilento Sharan Burrow Bruce Cowley University Chancellors Council (UCC) Universities Australia (UA) Law Council of Australia Governance Institute of Australia Tertiary Education Quality and Standards Agency (TEQSA) Australian Indigenous Governance Institute Australian Institute of Company Directors |
| G | 22 January 2025 | RE: Update - Expert Council on University Governance | Sharan Burrow Bruce Cowley |
| H | 6 December 2024 | Expert Council on University Governance – [Organisation name] | Australian Indigenous Governance Institute Australian Institute of Company Directors Law Council of Australia Governance Institute of Australia |
| I | 24 January 2025 | Announcement on membership for the Expert | UA Law Council of Australia |

| | | | |
|--|--|---|--|
| | | Council on University Governance- [Organisation name] | Governance Institute of Australia TEQSA Australian Indigenous Governance Institute Australian Institute of Company Directors |
|--|--|---|--|

Archived: Wednesday, 19 March 2025 14:41:33

From: [EDUC - University Governance](#)

Sent: Wednesday, 13 November 2024 12:28:27

To: [REDACTED]@ceda.com.au

Cc: [EDUC - University Governance](#)

Subject: Meeting request - Further information on the Expert Governance Council

Importance: Normal

Sensitivity: None

Dear Milenda

Our team has responsibility for the University Expert Governance Council (EGC).

Kate Chipperfield (Assistant Secretary - Higher Education Access and Equity) and Nikini Weragoda – (Director, Equity Strategy) would like to meet with you to give an update on the progress of the establishment of the University Expert Governance Council (EGC).

Can you please advise your availability in the following days and times

Thursday 14 | 4:00pm – 4:30pm

Friday 15 | 3:15pm – 4:00pm

Tuesday 19 | any time before 1pm

Wednesday 20 | 11:00am – 12:30pm

We thank you for agreeing to participate in the EGC. Please do not hesitate to contact me if you have any questions or concerns.

Kind regards

[REDACTED]

[REDACTED]

Senior Program Officer

Compacts, Engagement and Stakeholder Team | Funding and Workforce Policy Branch

Australian Government Department of Education

education.gov.au



The Department of Education acknowledges the Traditional Owners and Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to them and their cultures, and Elders past and present.

The artwork *Guwanyj wingara yirabana* is our story. It means 'learning journey' in Dharug/Darug language. Designed by Trevor Eastwood from Dalmarrri with our people, the artwork was made by many hands in a powerful gesture showcasing reconciliation in action.

Archived: Wednesday, 19 March 2025 14:41:41
From: [EDUC - University Governance](#)
Sent: Wednesday, 13 November 2024 12:30:45
To: [REDACTED]@icloud.com
Cc: [EDUC - University Governance](#)
Subject: Meeting request - Further information on the Expert Governance Council
Importance: Normal
Sensitivity: None

Dear Sharan

Our team has responsibility for the University Expert Governance Council (EGC).

Kate Chipperfield (Assistant Secretary - Higher Education Access and Equity) and Nikini Weragoda - Director, Equity Strategy would like to meet with you to give an update on the progress of the establishment of the University Expert Governance Council (EGC).

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Kind regards

[REDACTED]

[REDACTED]

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Archived: Wednesday, 19 March 2025 14:41:45
From: [EDUC - University Governance](#)
Sent: Wednesday, 13 November 2024 12:31:50
To: [REDACTED]@shedb.com.au
Cc: [EDUC - University Governance](#)
Subject: Meeting request - Further information on the Expert Governance Council
Importance: Normal
Sensitivity: None

Dear Bruce

Our team has responsibility for the University Expert Governance Council (EGC).

Kate Chipperfield (Assistant Secretary - Higher Education Access and Equity) and Nikini Weragoda - Director, Equity Strategy would like to meet with you to give an update on the progress of the establishment of the University Expert Governance Council (EGC).

Can you please advise your availability in the following days and times

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Tuesday 19 | any time before 1pm

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We thank you for agreeing to participate in the EGC. Please do not hesitate to contact me if you have any questions or concerns.

Kind regards

[REDACTED]

[REDACTED]

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Archived: Wednesday, 19 March 2025 14:54:38

From: [CHIPPERFIELD, Kate](#)

Sent: Friday, 6 December 2024 13:31:20

To: [REDACTED]@ceda.com.au [REDACTED]

Cc: [WERAGODA, Nikini](#) [REDACTED]

Subject: Update - Expert Council on University Governance [SEC=OFFICIAL]

Importance: Normal

Sensitivity: None

Attachments:

[Current UCC Voluntary-Code-of-Best-Practice-for-the-Governance-of-Australian-Universities-May-2018.pdf](#), [Current UCC-VC-Senior-Staff-Remuneration-Code-final.pdf](#), [Education Ministers Meeting Communique - 26 April \(11\).pdf](#), [241127_Watchdog has no power to rein in uni chiefs salaries_AFR.pdf](#), [University leaders to take a haircut - The Australian.pdf](#)

Dear Melinda and [REDACTED]

Thank you for the opportunity to discuss Melinda's proposed engagement as Australian/State Government representatives to the Expert Council on University Governance. Apologies for the delay in my response.

Work to establish arrangements for the Council is progressing in consultation with [John Pollaers](#), Swinburne University Chancellor and Convenor of the University Chancellors Council (UCC). This includes the development of draft Terms of Reference, workplan scoping and secretariat arrangements. In the interim, to support your consideration of this work, please find attached:

- * The Voluntary of Code of Best Practice for the Governance of Australian Public Universities (2018)
- * The Voluntary Australian Public Universities Vice-Chancellor and Senior Staff Remuneration Code (2021)
- * The 10 priorities agreed by Education Ministers, which will guide the focus and advice on the Council (Education Ministers' communique, 26 April 2024, from p3).

Education Ministers are still confirming the proposed membership and approach to the of the Council, but we expect this will be imminent (certainly by early next week). We also understand Ministers may be inclined to announce their support for the Council and the initial membership, which would include announcing your representation. Is this something you would be comfortable with? I would appreciate your advice based on your preferences.

Subject to your agreement, I also propose to connect with John Pollaers (UCC) who can discuss the proposed scope and your initial considerations and preferences to support your role. Grateful if you can also, please advise your approval to share contact details.

Lastly, I note that there was some media last week in The Australian and AFR which went to the work of the Council, including examining VC salaries. I note some of this does not reflect the proposed scope of the Council based on the priorities agreed by Ministers, rather, it is proposed that the Council should consider how universities: *demonstrate and maintain a rigorous and transparent process for developing remuneration policies and settings for senior university staff, with consideration given to comparable scale and complexity public sector entities, and ensure remuneration policies and packages are publicly reported (key priority 10).*

I've attached both articles for your benefit, noting the AFR corrected the record on this.

Thank you for your ongoing patience and very happy to discuss over phone if preferred – [REDACTED].

Kind regards
Kate

Kate Chipperfield (she/her)
Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division
Australian Government Department of Education

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Archived: Wednesday, 19 March 2025 14:54:46

From: [CHIPPERFIELD, Kate](#)

Sent: Friday, 6 December 2024 13:32:34

To: [REDACTED]@shedb.com.au

Cc: [WERAGODA, Nikini](#) [REDACTED]

Subject: Update - Expert Council on University Governance [SEC=OFFICIAL]

Importance: Normal

Sensitivity: None

Attachments:

[Current UCC Voluntary-Code-of-Best-Practice-for-the-Governance-of-Australian-Universities-May-2018.pdf](#), [Current UCC-VC-Senior-Staff-Remuneration-Code-final.pdf](#), [Education Ministers Meeting Communique - 26 April \(11\).pdf](#), [241127_Watchdog has no power to rein in uni chiefs salaries_AFR.pdf](#), [University leaders to take a haircut - The Australian.pdf](#)

Dear Bruce

Thank you for the opportunity to discuss your proposed engagement as Australian/State Government representatives to the Expert Council on University Governance. Apologies for the delay in my response.

Work to establish arrangements for the Council is progressing in consultation with [John Pollaers](#), Swinburne University Chancellor and Convenor of the University Chancellors Council (UCC). This includes the development of draft Terms of Reference, workplan scoping and secretariat arrangements. In the interim, to support your consideration of this work, please find attached:

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Subject to your agreement, I also propose to connect with John Pollaers (UCC) who can discuss the proposed scope and your initial considerations and preferences to support your role. Grateful if you can also, please advise your approval to share contact details.

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Archived: Wednesday, 19 March 2025 14:54:53

From: [CHIPPERFIELD, Kate](#)

Sent: Friday, 6 December 2024 13:34:58

To: [REDACTED]

Cc: [REDACTED] [WERAGODA, Nikini](#)

Subject: Update - Expert Council on University Governance [SEC=OFFICIAL]

Importance: Normal

Sensitivity: None

Attachments:

[Current UCC Voluntary-Code-of-Best-Practice-for-the-Governance-of-Australian-Universities-May-2018.pdf](#), [Current UCC-VC-Senior-Staff-Remuneration-Code-final.pdf](#), [Education Ministers Meeting Communique - 26 April \(11\).pdf](#), [241127_Watchdog has no power to rein in uni chiefs salaries_AFR.pdf](#), [University leaders to take a haircut - The Australian.pdf](#)

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Archived: Wednesday, 19 March 2025 15:02:03

From: [EDUC - University Governance](#)

Sent: Thursday, 19 December 2024 9:03:21

To: [REDACTED] [@ceda.com.au](mailto:[REDACTED]@ceda.com.au)

Cc: [EDUC - University Governance](#)

Subject: Postal Mailing Address - Expert Council on University Governance

Importance: Normal

Sensitivity: None

Good morning Melinda

To facilitate the Minister of Education, Jason Clare sending you a formal letter of offer to be a member of the Expert Council on University Governance could you please advise a postal address.

Kind regards

[REDACTED]

[REDACTED]

Senior Program Officer

Compacts, Engagement and Stakeholder Team | Funding and Workforce Policy Branch

Australian Government Department of Education

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The artwork *Guwanyj wingara yirabana* is our story. It means 'learning journey' in Dharug/Darug language. Designed by Trevor Eastwood from Dalmarrri with our people, the artwork was made by many hands in a powerful gesture showcasing reconciliation in action.

Archived: Wednesday, 19 March 2025 15:02:08
From: [EDUC - University Governance](#)
Sent: Thursday, 19 December 2024 9:02:29
To: [REDACTED]@icloud.com
Cc: [EDUC - University Governance](#)
Subject: Postal Mailing Address - Expert Council on University Governance
Importance: Normal
Sensitivity: None

Good morning Sharan

To facilitate the Minister of Education, Jason Clare sending you a formal letter of offer to be a member of the Expert Council on University Governance could you please advise a postal address.

Kind regards

[REDACTED]
[REDACTED]
Senior Program Officer
Compacts, Engagement and Stakeholder Team | Funding and Workforce Policy Branch
Australian Government Department of Education
education.gov.au



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Archived: Wednesday, 19 March 2025 15:02:11

From: [Bruce Cowley](#)

Mail received time: Wed, 18 Dec 2024 02:36:09

Sent: Wednesday, 18 December 2024 13:36:09

To: [REDACTED] [CHIPPERFIELD, Kate \(LEAVE\)](#)

Cc: [WERAGODA, Nikini](#)

Subject: Re: Mailing Address - Expert Council on University Governance [SEC=OFFICIAL]

Importance: Normal

Sensitivity: None

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi, just confirming my email address is [REDACTED]

Kind regards,
[REDACTED]
[REDACTED]

From: [REDACTED]@education.gov.au>

Date: Wednesday, 18 December 2024 at 12:26 'a0pm

To: Bruce Cowley [REDACTED]@shedb.com.au>, "CHIPPERFIELD, Kate (LEAVE)" [REDACTED]@education.gov.au>

Cc: "WERAGODA, Nikini" [REDACTED]@education.gov.au>

Subject: Mailing Address - Expert Council on University Governance [SEC=OFFICIAL]

Good afternoon Bruce

To facilitate the Minister of Education, Jason Clare sending you a formal letter of offer to be a member of the Expert Council on University Governance could you please advise a mailing address.

Kind regards

From: Bruce Cowley [REDACTED]@shedb.com.au>

Sent: Friday, 6 December 2024 5:43 PM

To: CHIPPERFIELD, Kate [REDACTED]@education.gov.au>

Cc: WERAGODA, Nikini [REDACTED]@education.gov.au>; EDUC - University Governance [REDACTED]@education.gov.au>

Subject: Re: Update - Expert Council on University Governance [SEC=OFFICIAL]

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Kate,

Thank you for your update email which I very much appreciated.

I am happy for my name to be included in any announcement of the Council membership and would also be happy for you to connect me with John Pollaers.

I did see the media coverage last week, including AFR's correction and am grateful to you for clarifying the position.

Kind regards,

Bruce

Bruce Cowley

Principal

Shed **B Consulting**

Email: [REDACTED]@shedb.com.au

Mobile: [REDACTED]

From: "CHIPPERFIELD, Kate" [REDACTED]@education.gov.au>

Date: Friday, 6 December 2024 at 12:32 'a0pm
To: Bruce Cowley [redacted]@shedb.com.au>
Cc: "WERAGODA, Nikini" [redacted]@education.gov.au>, EDUC - University Governance [redacted]@education.gov.au>
Subject: Update - Expert Council on University Governance [SEC=OFFICIAL]

Dear Bruce

Thank you for the opportunity to discuss your proposed engagement as Australian/State Government representatives to the Expert Council on University Governance. Apologies for the delay in my response.

Work to establish arrangements for the Council is progressing in consultation with [John Pollaers](#), Swinburne University Chancellor and Convenor of the University Chancellors Council (UCC). This includes the development of draft Terms of Reference, workplan scoping and secretariat arrangements. In the interim, to support your consideration of this work, please find attached:

- * The Voluntary of Code of Best Practice for the Governance of Australian Public Universities (2018)
- * The Voluntary Australian Public Universities Vice-Chancellor and Senior Staff Remuneration Code (2021)
- * The 10 priorities agreed by Education Ministers, which will guide the focus and advice on the Council (Education Ministers' communique, 26 April 2024, from p3).

Education Ministers are still confirming the proposed membership and approach to the of the Council, but we expect this will be imminent (certainly by early next week). We also understand Ministers may be inclined to announce their support for the Council and the initial membership, which would include announcing your representation. Is this something you would be comfortable with? I would appreciate your advice based on your preferences.

Subject to your agreement, I also propose to connect with John Pollaers (UCC) who can discuss the proposed scope and your initial considerations and preferences to support your role. Grateful if you can also, please advise your approval to share contact details.

Lastly, I note that there was some media last week in The Australian and AFR which went to the work of the Council, including examining VC salaries. I note some of this does not reflect the proposed scope of the Council based on the priorities agreed by Ministers, rather, it is proposed that the Council should consider how universities: *demonstrate and maintain a rigorous and transparent process for developing remuneration policies and settings for senior university staff, with consideration given to comparable scale and complexity public sector entities, and ensure remuneration policies and packages are publicly reported (key priority 10).*

I've attached both articles for your benefit, noting the AFR corrected the record on this.

Thank you for your ongoing patience and very happy to discuss over phone if preferred – [redacted]

Kind regards

Kate

Kate Chipperfield (she/her)
Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division
Australian Government Department of Education
[redacted]
[Website](#) | [LinkedIn](#) | [Instagram](#) | [Facebook](#) | [X](#) | [Newsroom](#)

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Archived: Wednesday, 19 March 2025 15:36:43

From: [EDUC - University Governance](#)

Sent: Thursday, 19 December 2024 15:53:54

To: [REDACTED]@shedb.com.au

Cc: [EDUC - University Governance](#) [WERAGODA, Nikini](#)

Subject: Members to the Expert Council on University Governance - Due diligence and onboarding documentation

Importance: Normal

Sensitivity: None

Attachments:

[Commencement Form - Board Members.pdf](#); [Superannuation Standard Choice Form.pdf](#); [Tax File Number \(TFN\) Declaration.pdf](#); [Private Interests Declaration and Attachment \(PID\) template \(May 2024\).docx](#); [Privacy statement for Ministerial appointments.docx](#); [Deed of Confidentiality - EDU - 08.2022.docx](#);

OFFICIAL: Sensitive

Good afternoon Bruce

Following earlier correspondence from Ms Kate Chipperfield, the department is preparing to commence your onboarding to the Expert Council on University Governance (the Council). The team is working through the appointments process to establish the Council, with the Minister for Education, the Hon Jason Clare MP expected to formally approve the appointment early in the new year.

The department will need to have the Instrument of Appointment signed by the Minister before your onboarding can be formally finalised. In the meantime, to progress the operational matters to fast track your onboarding, the department requests you complete the attached documents listed below:

Due diligence documents:

- * Deed of Confidentiality (to be signed and returned to the department via email reply)
- * Private Interest Declaration (to be signed and returned to the department via email reply)
- * Privacy Statement (for your information – no action required).

Onboarding documentation (HR):

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We kindly ask that you complete all the attached documentation and return via email to the department by **COB Wednesday 15 January 2025**.

The department is working on draft terms of reference for the Council and draft terms and conditions for your appointment which we hope to share with you soon.

If you have any questions in relation to the documents requested, please feel free to reply to this email.

Kind regards

Nikini Weragoda (she/her)
A/g Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division

Australian Government Department of Education

Working on Ngunnawal country

Phone [REDACTED] | Mobile: [REDACTED]

[Website](#) | [LinkedIn](#) | [Instagram](#) | [Facebook](#) | [X](#) | [Newsroom](#)



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OFFICIAL: Sensitive

Archived: Wednesday, 19 March 2025 15:36:57

From: [EDUC - University Governance](#)

Sent: Thursday, 19 December 2024 15:52:25

To: [REDACTED]@ceda.com.au

Cc: [EDUC - University Governance](#) [REDACTED]@CEDA.com.au [WERAGODA, Nikini](#)

Subject: Members to the Expert Council on University Governance - Due diligence and onboarding documentation

Importance: Normal

Sensitivity: None

Attachments:

[Commencement Form - Board Members.pdf](#); [Superannuation Standard Choice Form.pdf](#); [Tax File Number \(TFN\) Declaration.pdf](#); [Private Interests Declaration and Attachment \(PID\) template \(May 2024\).docx](#); [Privacy statement for Ministerial appointments.docx](#); [Deed of Confidentiality - EDU - 08.2022.docx](#);

OFFICIAL: Sensitive

Good afternoon Melinda

Following earlier correspondence from Ms Kate Chipperfield, the department is preparing to commence your onboarding to the Expert Council on University Governance (the Council). The team is working through the appointments process to establish the Council, with the Minister for Education, the Hon Jason Clare MP expected to formally approve the appointment early in the new year.

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Kind regards

Nikini Weragoda (she/her)

A/g Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division

Australian Government Department of Education

Working on Ngunnawal country

Phone [REDACTED] | Mobile: [REDACTED]

[Website](#) | [LinkedIn](#) | [Instagram](#) | [Facebook](#) | [X](#) | [Newsroom](#)



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OFFICIAL: Sensitive

Archived: Wednesday, 19 March 2025 15:37:04

From: [EDUC - University Governance](#)

Sent: Thursday, 19 December 2024 15:53:26

To: [REDACTED]@icloud.com

Cc: [EDUC - University Governance](#) [WERAGODA, Nikini](#)

Subject: Members to the Expert Council on University Governance - Due diligence and onboarding documentation

Importance: Normal

Sensitivity: None

Attachments:

[Commencement Form - Board Members.pdf](#); [Superannuation Standard Choice Form.pdf](#); [Tax File Number \(TFN\) Declaration.pdf](#); [Private Interests Declaration and Attachment \(PID\) template \(May 2024\).docx](#); [Privacy statement for Ministerial appointments.docx](#); [Deed of Confidentiality - EDU - 08.2022.docx](#);

OFFICIAL: Sensitive

Good afternoon Sharan

Following earlier correspondence from Ms Kate Chipperfield, the department is preparing to commence your onboarding to the Expert Council on University Governance (the Council). The team is working through the appointments process to establish the Council, with the Minister for Education, the Hon Jason Clare MP expected to formally approve the appointment early in the new year.

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If you have any questions in relation to the documents requested, please feel free to reply to this email.

Kind regards

Nikini Weragoda (she/her)
A/g Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division

Australian Government Department of Education

Working on Ngunnawal country

Phone [REDACTED] | Mobile: [REDACTED]

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OFFICIAL: Sensitive

Archived: Thursday, 20 March 2025 12:09:15

From: [REDACTED]@education.gov.au [REDACTED]@education.gov.au
To: [REDACTED]@ceda.com.au [REDACTED]@shedb.com.au [REDACTED]@icloud.com [REDACTED]
[REDACTED]@uow.edu.au
Cc: [REDACTED]@ucc.edu.au [REDACTED]@swin.edu.au EDUC - University Governance

Subject: Expert Council on University Governance - Initial Meeting (sent on behalf of UCC)

Importance: Normal

Sensitivity: None

Attachments:

ECUG Reading Pack.pdf; draft Terms of Reference for Expert Council on University Governance - Updated 11 Feb.pdf;

Hi everyone,

My name is [REDACTED], and as part of my role with the University Chancellors Council I have been asked to provide Secretariat support for the Expert Council on University Governance. I am looking forward to working alongside you on the Council's important work in the coming months.

I understand this is short notice for you all and that we are working with varying schedule capacities, however in a conversation with Chair, Melinda Cilento, we would like to have a meeting this week to initiate the Council's work and approach.

As such, I will be circulating a Calendar invite shortly with a preferred time block for a time **tomorrow**, 2:00-3:00 PM Wednesday 19 February 2025. Please respond to this invitation with your availability to meet tomorrow.

Please find attached to this email materials prepared by the Department for your reference.

Please note: future meeting invitations and correspondence will be sent from the expertcouncilunigov@education.gov.au inbox. If you have any questions, please contact me via email on [REDACTED]@swin.edu.au.

Looking forward to speaking soon.

Best regards,

[REDACTED]
Secretariat, University Chancellors Council
Secretariat, Expert Council on University Governance
University Chancellors Council
[REDACTED] | [REDACTED]@swin.edu.au



I acknowledge the traditional owners of country and their continuing connection to land, waters, and community. I pay my respects to the people, the culture, and the elders past and present.

Archived: Wednesday, 19 March 2025 17:03:41

From: [WERAGODA, Nikini](#)

Sent: Wed, 22 Jan 2025 05:25:03

To: [Sharan Burrow](#)

Cc: [EDUC - University Governance](#) [REDACTED]@swin.edu.au

Subject: RE: Update - Expert Council on University Governance [SEC=OFFICIAL]

Importance: Normal

Sensitivity: None

Dear Sharan

I am temporarily filling in for the role of Assistant Secretary, Access, Equity and Social Inclusion Branch for the intervening period since Kate Chipperfield finished in the role and a new Assistant Secretary commences in February.

Further to below, I am reaching out to confirm that you received a letter of appointment and the instrument of appointment from Minister Clare earlier today.

We expect an announcement on the Expert Council will be made tomorrow. As you will see from the Instrument of Appointment, Ms Melinda Cilento, CEO, Committee for Economic Development of Australia will chair the Expert Council. Mr Bruce Cowley has been appointed alongside you as a member of the Expert Council. The Expert Council will also include experts nominated by seven other organisations as agreed by the Education Ministers Meeting in December 2024.

Melinda is keen to share the draft Terms of Reference with you soon. Can you also please confirm you are comfortable for my team to share your contact details with Melinda and Bruce?

Thanks

Nikini

Nikini Weragoda (*she/her*)

A/g Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division

Australian Government Department of Education

Working on Ngunnawal country

Phone [REDACTED] | Mobile: [REDACTED]

[Website](#) | [LinkedIn](#) | [Instagram](#) | [Facebook](#) | [X](#) | [Newsroom](#)



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From: Sharan Burrow [REDACTED]@icloud.com>
Sent: Friday, 6 December 2024 3:45 PM
To: CHIPPERFIELD, Kate [REDACTED]@education.gov.au>
Cc: EDUC - University Governance [REDACTED]@education.gov.au>; WERAGODA, Nikini [REDACTED]@education.gov.au>; EDUC - University Governance [REDACTED]@education.gov.au>; WERAGODA, Nikini [REDACTED]@education.gov.au>
Subject: Re: Update - Expert Council on University Governance [SEC=UNOFFICIAL]

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Can do...will come back to you.

Regards
Sharan Burrow

On Dec 6, 2024, at 2:37 'a0pm, CHIPPERFIELD, Kate [REDACTED]@education.gov.au> wrote:

Wonderful, thank you Sharan.

In scoping the meeting schedule, are there any periods between Feb-Jun 2025 where you are not available?

Thanks again,
Kate

From: Sharan Burrow [REDACTED]@icloud.com>
Sent: Friday, 6 December 2024 2:26 PM
To: CHIPPERFIELD, Kate [REDACTED]@education.gov.au>
Cc: EDUC - University Governance [REDACTED]@education.gov.au>; WERAGODA, Nikini [REDACTED]@education.gov.au>; EDUC - University Governance [REDACTED]@education.gov.au>; WERAGODA, Nikini [REDACTED]@education.gov.au>
Subject: Re: Update - Expert Council on University Governance [SEC=OFFICIAL]

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Thank you Kate. I will certainly read the material and am comfortable re announcement.

When there is a schedule of meetings etc that would be helpful.

Many thanks
Sharan Burrow

On Dec 6, 2024, at 1:35 'a0pm, CHIPPERFIELD,Kate [REDACTED]@education.gov.au> wrote:

Dear Sharan

Thank you for the opportunity to discuss your proposed engagement as Australian/State Government representatives to the Expert Council on University Governance. Apologies for the delay in my response.

Work to establish arrangements for the Council is progressing in consultation with [John Pollaers](#), Swinburne University Chancellor and Convenor of the University Chancellors Council (UCC). This includes the development of draft Terms of Reference, workplan scoping and secretariat arrangements. In the interim, to support your consideration of this work, please find attached:

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3. The 10 priorities agreed by Education Ministers, which will guide the focus and advice on the Council (Education Ministers' communique, 26 April 2024, from p3).

Education Ministers are still confirming the proposed membership and approach to the of the Council, but we expect this will be imminent (certainly by early next week). We also understand Ministers may be inclined to announce their support for the Council and the initial membership, which would include announcing your representation. Is this something you would be comfortable with? I would appreciate your advice based on your preferences.

Subject to your agreement, I also propose to connect with John Pollaers (UCC) who can discuss the proposed scope and your initial considerations and preferences to support your role. Grateful if you can also, please advise your approval to share contact details.

Lastly, I note that there was some media last week in The Australian and AFR which went to the work of the Council, including examining VC salaries. I note some of this does not reflect the proposed scope of the Council based on the priorities agreed by Ministers, rather, it is proposed that the Council should consider how universities: *demonstrate and maintain a rigorous and transparent process for developing remuneration policies and settings for senior university staff, with consideration given to comparable scale and complexity public sector entities, and ensure remuneration policies and packages are publicly reported (key priority 10).*

I've attached both articles for your benefit, noting the AFR corrected the record on this.

Thank you for your ongoing patience and very happy to discuss over phone if preferred – [REDACTED]

Kind regards

Kate

Kate Chipperfield (she/her)
Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division
Australian Government Department of Education
Phone [REDACTED] | Mobile [REDACTED]
[Website](#) | [LinkedIn](#) | [Instagram](#) | [Facebook](#) | [X](#) | [Newsroom](#)

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<image001.jpg>

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<Current UCC Voluntary-Code-of-Best-Practice-for-the-Governance-of-Australian-Universities-May-2018.pdf>

<Current UCC-VC-Senior-Staff-Remuneration-Code-final.pdf>

<Education Ministers Meeting Communique - 26 April (11).pdf>

<241127_Watchdog has no power to rein in uni chiefs salaries_AFR.pdf>

<University leaders to take a haircut - The Australian.pdf>

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Archived: Wednesday, 19 March 2025 17:03:52
From: [WERAGODA, Nikini](#)
Sent: Wed, 22 Jan 2025 05:27:14
To: [Bruce Cowley](#)
Cc: [EDUC - University Governance](#) [REDACTED]@swin.edu.au
Subject: RE: Update - Expert Council on University Governance [SEC=OFFICIAL]
Importance: Normal
Sensitivity: None

Dear Bruce

I am temporarily filling in for the role of Assistant Secretary, Access, Equity and Social Inclusion Branch for the intervening period since Kate Chipperfield finished in the role and a new Assistant Secretary commences in February.

Further to below, I am reaching out to confirm that you received a letter of appointment and the instrument of appointment from Minister Clare earlier today.

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Melinda is keen to share the draft Terms of Reference with you soon. Can you also please confirm you are comfortable for my team to share your contact details with Melinda and Sharan?

Thanks
Nikini

Nikini Weragoda (*she/her*)
A/g Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division
Australian Government Department of Education
Working on Ngunnawal country
Phone [REDACTED] | Mobile: [REDACTED]
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From: Bruce Cowley [REDACTED]@shedb.com.au>
Sent: Friday, 6 December 2024 6:13 PM
To: CHIPPERFIELD,Kate [REDACTED]@education.gov.au>
Cc: WERAGODA, Nikini [REDACTED]@education.gov.au>; EDUC - University Governance [REDACTED]@education.gov.au>
Subject: Re: Update - Expert Council on University Governance [SEC=OFFICIAL]

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Bruce

Bruce Cowley
Principal
ShedB Consulting
Email: [REDACTED]@shedb.com.au
Mobile: [REDACTED]

From: "CHIPPERFIELD,Kate" [REDACTED]@education.gov.au>
Date: Friday, 6 December 2024 at 12:32 'a0pm
To: Bruce Cowley [REDACTED]@shedb.com.au>
Cc: "WERAGODA, Nikini" [REDACTED]@education.gov.au>, EDUC - University Governance [REDACTED]@education.gov.au>
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Phone [REDACTED] | Mobile [REDACTED]
[Website](#) | [LinkedIn](#) | [Instagram](#) | [Facebook](#) | [X](#) | [Newsroom](#)

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Notice:
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department's switchboard on 1300 566 046 during business hours (8:30am - 5pm Canberra time) and delete all copies of this transmission together with any attachments.

Archived: Thursday, 20 March 2025 11:04:40 AM

From: [EDUC - University Governance](#)

Sent: Friday, 6 December 2024 3:48:31 PM

To: [REDACTED]@aigi.com.au

Cc: [EDUC - University Governance](#) [CHIPPERFIELD, Kate](#) [WERAGODA, Nikini](#)

Subject: Expert Council on University Governance - Australian Indigenous Governance Institute

Importance: Normal

Sensitivity: None

Attachments:

[Current UCC Voluntary-Code-of-Best-Practice-for-the-Governance-of-Australian-Universities-May-2018.pdf](#), [Current UCC-VC-Senior-Staff-Remuneration-Code-final.pdf](#), [Education Ministers Meeting Communique - 26 April \(11\).pdf](#)

Dear [REDACTED]

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Subject to your agreement, I also propose to connect with John Pollaers (UCC) who can discuss the proposed scope of this work. Grateful if you can also please advise your approval to share contact details.

Kind regards

Kate Chipperfield (she/her)

Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division

Australian Government Department of Education

Phone [REDACTED] | Mobile [REDACTED]

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Archived: Thursday, 20 March 2025 11:05:00 AM

From: [EDUC - University Governance](#)

Sent: Fri, 6 Dec 2024 05:04:03

To: [REDACTED]@aicd.com.au

Cc: [EDUC - University Governance](#) [CHIPPERFIELD, Kate](#) [WERAGODA, Nikini](#)

Subject: Expert Council on University Governance - Australian Institute of Company Directors

Importance: Normal

Sensitivity: None

Attachments:

[Current UCC Voluntary-Code-of-Best-Practice-for-the-Governance-of-Australian-Universities-May-2018.pdf](#), [Current UCC-VC-Senior-Staff-Remuneration-Code-final.pdf](#), [Education Ministers Meeting Communique - 26 April \(11\).pdf](#)

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Archived: Thursday, 20 March 2025 11:05:08 AM

From: [EDUC - University Governance](#)

Sent: Fri, 6 Dec 2024 05:11:05

To: [REDACTED]@governanceinstitute.com.au

Cc: [EDUC - University Governance](#) [CHIPPERFIELD, Kate](#) [WERAGODA, Nikini](#)

Subject: Expert Council on University Governance - Governance Institute of Australia

Importance: Normal

Sensitivity: None

Attachments:

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Archived: Thursday, 20 March 2025 11:05:15 AM

From: [EDUC - University Governance](#)

Sent: Friday, 6 December 2024 3:53:53 PM

To: [REDACTED]@lawcouncil.au

Cc: [EDUC - University Governance](#) [CHIPPERFIELD, Kate](#) [WERAGODA, Nikini](#)

Subject: Expert Council on University Governance - Law Council of Australia

Importance: Normal

Sensitivity: None

Attachments:

[Current UCC Voluntary-Code-of-Best-Practice-for-the-Governance-of-Australian-Universities-May-2018.pdf](#), [Current UCC-VC-Senior-Staff-Remuneration-Code-final.pdf](#), [Education Ministers Meeting Communique - 26 April \(11\).pdf](#)

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Australian Government Department of Education

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Archived: Thursday, 20 March 2025 11:33:11 AM

From: [EDUC - University Governance](#)

Sent: Friday, 24 January 2025 10:38:53 AM

To: courtney.cardow@aigi.com.au

Cc: [EDUC - University Governance](#) [WERAGODA, Nikini John Pollaers](#) uccsecretariat@swin.edu.au

Subject: Announcement on membership for the Expert Council on University Governance - AIGI

Importance: Normal

Sensitivity: None

Dear Ms Cardow

Thank you for agreeing to join the Expert Council on University Governance (the Expert Council).

The Hon Jason Clare, Minister for Education, has announced the ministerially appointed membership for the Expert Council. Ms Melinda Cilento, CEO for the Committee for Economic Development of Australia (CEDA), will Chair the Expert Council and is joined by Mr Bruce Cowley and Ms Sharan Burrow AC. Please follow this link to view the Minister's media release: [Strengthening University Governance | Ministers' Media Centre](#). The Minister also announced the additional organisations that have been asked to nominate a member.

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Kind regards

Nikini Weragoda (*she/her*)

A/g Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division

Australian Government Department of Education

Working on Ngunnawal country

Phone [REDACTED] | Mobile: [REDACTED]

[Website](#) | [LinkedIn](#) | [Instagram](#) | [Facebook](#) | [X](#) | [Newsroom](#)



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Archived: Thursday, 20 March 2025 11:33:16 AM

From: [EDUC - University Governance](#)

Sent: Friday, 24 January 2025 10:33:42 AM

To: [Jenny West](#)

Cc: [EDUC - University Governance](#) [WERAGODA, Nikini John Pollaers](#) uccsecretariat@swin.edu.au [Jess Dowery](#)

Subject: Announcement on membership for the Expert Council on University Governance - AICD

Importance: Normal

Sensitivity: None

Dear Ms West

Thank you for agreeing to join the Expert Council on University Governance (the Expert Council).

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Kind regards

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A/g Assistant Secretary

Access, Equity and Social Inclusion Branch | Higher Education Division

Australian Government Department of Education

Working on Ngunnawal country

Phone [REDACTED] | Mobile: [REDACTED]

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Archived: Thursday, 20 March 2025 11:33:20 AM

From: [EDUC - University Governance](#)

Sent: Friday, 24 January 2025 11:12:23 AM

To: [Megan Motto](#)

Cc: [EDUC - University Governance](#) [WERAGODA, Nikini John Pollaers](#) uccsecretariat@swin.edu.au [Catherine Maxwell](#)

Subject: Announcement on membership for the Expert Council on University Governance - Governance Institute of Australia

Importance: Normal

Sensitivity: None

Dear Ms Motto

Thank you for agreeing to join the Expert Council on University Governance (the Expert Council).

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Australian Government Department of Education

Working on Ngunnawal country

Phone [REDACTED] | Mobile: [REDACTED]

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Archived: Thursday, 20 March 2025 11:33:23 AM

From: [EDUC - University Governance](#)

Sent: Friday, 24 January 2025 10:48:12 AM

To: [REDACTED]

Cc: [EDUC - University Governance](#) [REDACTED] [WERAGODA, Nikini John Pollaers](#) uccsecretariat@swin.edu.au

Subject: Announcement on membership for the Expert Council on University Governance - Law Council of Australia

Importance: Normal

Sensitivity: None

Dear Mr French

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Archived: Thursday, 20 March 2025 11:33:27 AM

From: [EDUC - University Governance](#)

Sent: Friday, 24 January 2025 10:57:58 AM

To: [Mary Russell](#)

Cc: [EDUC - University Governance](#) [WERAGODA, Nikini John Pollaers](#) uccsecretariat@swin.edu.au

Subject: Announcement on membership for the Expert Council on University Governance - TEQSA

Importance: Normal

Sensitivity: None

Dear Dr Russell

Thank you for agreeing to join the Expert Council on University Governance (the Expert Council).

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Archived: Thursday, 20 March 2025 11:33:31 AM

From: [EDUC - University Governance](#)

Sent: Friday, 24 January 2025 11:05:07 AM

To: vc-office@uow.edu.au

Cc: [EDUC - University Governance](#) [WERAGODA, Nikini John Pollaers](#) uccsecretariat@swin.edu.au
stacey_thomas@uow.edu.au

Subject: Announcement on membership for the Expert Council on University Governance - Universities Australia

Importance: Normal

Sensitivity: None

Dear Professor Dewar

Thank you for agreeing to join the Expert Council on University Governance (the Expert Council).

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Senate Standing Committees on Education and Employment

Quality of governance at Australian higher education providers

QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000019

Senator Matt O'Sullivan provided in writing.

Minutes of the two Expert Council meetings

Question

Minutes of the two meetings which have been held and the dates and duration of those meetings.

Answer

The date and duration of the 2 meetings held to 12 March 2025 of the Expert Council on University Governance were:

- Wednesday, 19 February 2025: 2:00 – 3:00pm (1 hour)
- Monday, 3 March 2025: 3:30 – 4:30pm (1 hour).

Senate Standing Committees on Education and Employment

Quality of governance at Australian higher education providers

QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000020

Senator Matt O'Sullivan provided in writing.

Tender process applied to the selection and engagement of Ms Anna Lee Cribb

Question

What tender process was applied to the selection and engagement of Ms Anna Lee Cribb?

Answer

The services were procured as a limited tender in line with the Commonwealth Procurement Rules.

Senate Standing Committees on Education and Employment

Quality of governance at Australian higher education providers

QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000021

Senator Matt O'Sullivan provided in writing.

The department's consideration to include the University Chancellors Council in the group of stakeholders participating in workshops

Question

Did the Department consider including the University Chancellors Council in the group of stakeholders participating in workshops?

Answer

An outcome of the 26 April 2024 Education Ministers Meeting was to engage an independent expert to support the National Tertiary Education Union, Universities Australia and the Australian Higher Education Industrial Association to assist in identification and resolution of priority issues to ensure universities are exemplary employers.

Senate Standing Committees on Education and Employment

Quality of governance at Australian higher education providers

QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000022

Senator Matt O'Sullivan provided in writing.

Ms Anna Lee Cribb's appointment and the status of employment arrangements in universities

Question

Does Ms Cribb's appointment demonstrate that the status of employment arrangements in universities is so onerous and complex that they require a former Fair Work Commissioner to untangle?

Answer

No.

Senate Standing Committees on Education and Employment

Quality of governance at Australian higher education providers

QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000023

Senator Matt O'Sullivan provided in writing.

Efforts to simplify industrial arrangements

Question

Will there be any efforts to simplify industrial arrangements, given there was also a spotlight on the rigidity of industrial relations for academics in the Report of the Joint Committee into Antisemitism at Australian Universities?

Answer

The Australian Government expects all providers to follow their legal requirements and pay people in accordance with their entitlements.

Senate Standing Committees on Education and Employment

Quality of governance at Australian higher education providers

QUESTION ON NOTICE

Date of hearing: 12 March 2025

Outcome: Higher Education, Research and International

Department of Education Question No. IQ25-000024

Senator Matt O'Sullivan provided in writing.

Industrial arrangements operating efficiently and effectively at universities

Question

Are industrial arrangements operating efficiently and effectively at universities?

Answer

The Australian Universities Accord Report identified issues in relation to university governance and industrial relations at Australian higher education providers.