

AGENDA PAPERS

NOTICE OF COUNCIL MEETING

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

**Council Room, Level 7, WA Building
AUT City Campus**

On: Monday 2 December 2024

FROM: 3.30 – 6.00 PM

**Andrea Vujnovich
COUNCIL SECRETARY**



AUCKLAND UNIVERSITY OF TECHNOLOGY COUNCIL

Chancellor	Rob Campbell Appointed by Council
Pro-Chancellor	Marama Royal Appointed by Council
Members	Professor Damon Salesa Vice-Chancellor of the Auckland University of Technology Peter Treacy Appointed by the Minister for Tertiary Education and Skills Janine Smith Appointed by the Minister for Tertiary Education and Skills Shaun Clarke Appointed by the Minister for Tertiary Education and Skills Mark Darrow Appointed by the Minister for Tertiary Education and Skills Alicia Lemmer Appointed by the Auckland University of Technology Student Association Leo Foliaki Appointed by Council Michelle Huang Appointed by Council Welby Ings Elected by the Academic Staff of the Auckland University of Technology Lani Thomson Elected by the Professional Staff of the Auckland University of Technology

Karakia

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

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

Council Agenda Part A (Open Agenda)

Monday 2 December at 3.30 pm to be held in the Council Room, WA710, AUT City Campus

Karakia		
Mihi – Chancellor		
1. Welcome, Apologies and approval of agenda	The Chancellor moves that apologies be noted and that Council approve the assignment of agenda items to Part A and Part B of the Council agenda.	
2. Declaration/Recording of any Interests	2. The attention of Members is drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.	The Chancellor moves that the declarations if any be noted and the action taken be endorsed .
3. Constitutional Matters, Conferment of Degrees, and Policy	3.1	
4. Council Meetings	4.1 Special Council Meeting Draft Minutes Part A 21 October 2024. 4.2 Matters arising from the Minutes Part A of the Special Council Meeting, 21 October 2024 not elsewhere on the agenda.	The Chancellor moves that the Minutes Part A of the Special Council Meeting held 21 October 2024. be taken as read and confirmed .
5. Vice-Chancellor’s Report	5. Vice-Chancellor’s Report.	The Chancellor moves that the Vice-Chancellor’s Report be received .
6. Chancellor’s Report	6. Chancellor’s Report.	The Chancellor moves that the Chancellor’s Report be received .
7. Reports from Boards, Committees and Working Groups to Council	7. Report and Minutes from the Academic Board, 30 September 2024.	The Chancellor moves that Report and Minutes from the Academic Board , 30 September 2024 be received .

<p>8. Health, Safety, and Wellbeing Reports</p>	<p>8. 8.1 Health, Safety and Wellbeing Report August - October 2024</p>	<p>The Chancellor moves that the Health, Safety and Wellbeing Report August - October 2024 be received.</p>
<p>9. Te Tiriti</p>	<p>9. Kaihautū Tiriti Report</p>	<p>The Chancellor moves that the Kaihautū Tiriti report be received.</p>
<p>10. Strategic Reports</p>	<p>10. No Report</p>	
<p>11. Student Success</p>	<p>11. No report</p>	
<p>12. Correspondence referred by the Chancellor</p>	<p>12. No Correspondence</p>	
<p>13. Other matters arising for decision or noting</p>	<p>13.1 Update from the President of AUTSA.</p> <p>13.2 Update from the Council Member elected by the Academic Staff of the Auckland University of Technology</p> <p>13.3 Update from the Council Member elected by the Professional Staff of the Auckland University of Technology</p>	<p>The Chancellor moves that the Update from AUTSA be received.</p> <p>The Chancellor moves that the Update from the Council member Elected by the Academic Staff of the Auckland University of Technology be received.</p> <p>The Chancellor moves that the Update from the Council member Elected by the Professional Staff of the Auckland University of Technology be received.</p>
<p>14. Items moved from Part B of the agenda to Part A and General Business</p>		

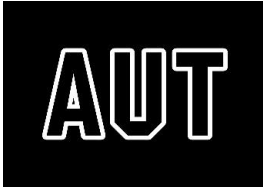


COUNCIL PART A OPEN AGENDA

PUBLIC EXCLUSIONS

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

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under section 9 of the OIA identified below.	Ground(s) under section 48(1) LGOIMA for the passing of this resolution
15. Minutes Part B of the Special Council meeting – 21 October 2024	s 9(2)(b)(ii), s 9(2)(i), 9(2)(k)	7(2)(f)(i), 7(2)(h), 7(2)(i), 7(2)(j)
16. Report from AUT Ventures	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
17. Report from AUT Millennium	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
18. Report from AUT Ethics Committee	s 9(2)(a), 9(2)(b)(ii), s 9(2)(i), 9(2)(g)(i)	s7(2)(a), 7(2)(c), 7(2)(j), 7(2)(F)(i), 7(2)(f)(ii)
20.1 Draft Minutes of Finance and Audit Committee, 18 November 2024	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
22. Other Business	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)



PART A	4.1
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: Minutes of Part A of the Council Meeting held on 21 October 2024

Date: 30 October 2024

Author: A Vujnovich

RECOMMENDATION:

THAT THE MINUTES OF PART A OF THE COUNCIL MEETING HELD ON 21 OCTOBER 2024 BE CONFIRMED AS A TRUE AND CORRECT RECORD OF THAT MEETING



MINUTES

Council Meeting

Meeting held 21 October 2024 at 3.30 pm

Council Room, City Campus, Wellesley Street, Auckland

PRESENT:	R Campbell (Chair); M Royal; J Smith; P Treacy; L Foliaki; M Huang (via Teams); W Ings; L Thomson (via Teams); A Lemmer; M Darrow; S Clarke.
SECRETARY:	A Vujnovich (Council Secretary); R Nottingham (Minute Taker)
IN ATTENDANCE:	W Lawson (Deputy Vice-Chancellor Academic); L Williams (Chief Financial Officer and AVC Finance and Infrastructure); M Skinner (Group Director Strategy & Planning).
IN APOLOGY:	D Salesa.

PART A OPEN AGENDA

The Vice Chancellor opened the meeting with a karakia.

1 WELCOME, APOLOGIES AND APPROVAL OF AGENDA ITEMS

Resolved

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

2 DECLARATION/RECORDING OF INTERESTS

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

Resolved

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

3 CONSTITUTIONAL MATTER, CONFERMENT OF DEGREES AND POLICY

No report

4 COUNCIL MEETINGS AND MINUTES OF PREVIOUS MEETING(S)

4.1 Minutes of the previous meeting

Received

Draft Minutes (Part A), of the Council meeting held on 30 September 2024

Resolved

THAT THE MINUTES (PART A) OF THE COUNCIL MEETING HELD ON 30 SEPTEMBER 2024 BE TAKEN AS READ AND CONFIRMED AS A TRUE AND CORRECT RECORD.

4.2 Matters Arising

Noted in discussion

- Noted the status of the matters arising.

5 VICE CHANCELLOR’S REPORT

No report

6 CHANCELLOR’S REPORT

No report

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

No report

8 HEALTH, SAFETY AND WELLBEING REPORTS

No report

9 TE TIRITI REPORT (late item)

No report.

10 STRATEGIC REPORTS

No report

11 STUDENT SUCCESS

No report

12 CORRESPONDENCE REFERRED BY THE CHANCELLOR

No report

13 OTHER MATTERS FOR DECISION OR NOTING

No report.

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

No report.

RESOLUTION TO EXCLUDE THE PUBLIC

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

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for	Ground(s) under section 48(1) LGOIMA for the passing of this resolution
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	withholding would exist under section 9 of the OIA identified below.	
15. Council Meeting Minutes Part B of the meeting - 30 September 2024	s 9(2)(b)(ii), s 9(2)(i), 9(2)(k)	s7(2)(f)(i), 7(2)(h), 7(2)(i), 7(2)(j)
19. Honours Committee	s 9(2)(a), s 9(2)(g)(i)	s7(2)(a), 7(2)(f)(i)
22. Other Business	s9(2)(b) and 9(2)(i)	s7(2)(b) and 7(2)(h)

COUNCIL MEETING RAISED	ACTION	WHO	STATUS/ TARGET DATE
30 September 2024	5 Vice Chancellor's Report <ul style="list-style-type: none"> • Management to present options for Council participation in the Aronui Ora programme to the next Council meeting. 	Kaihautu Tiriti	Open/December 2024



PART A	5
OPEN AGENDA ITEM	

Council Agenda Paper

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

Date: **2 December 2024**

RECOMMENDATION:

THAT THE VICE CHANCELLOR'S REPORT BE RECEIVED

Following the launch of AUT's new strategy, [Te Kete](#), we ran a staff engagement survey called [Your Voice](#) to connect with and listen to our staff's experiences, learn how we can deliver on our strategic aspirations, and build a mana-enhancing workplace where people can flourish.

Following the sharing and communication of the survey results at an organisational and team level, University leaders and I have discussed the emerging areas of opportunity and formed three priority areas for action across the organisation. We think these can be addressed by developing some actions around the following three streams:

- Fostering accountability for our culture (Work Behaviours & Environment, Reward & Recognition)
- Enabling the organisational conditions for innovation to thrive (Innovation & Growth, Reward & Recognition)
- Balancing wellbeing and workload in a changing world (Work & Life Blend)

Each of these action streams has dedicated executive sponsors who will develop representative working groups to deep dive into the priority area to investigate causes, positive change and propose a set of initiatives. Staff will be kept informed and involved throughout this process, with their input being crucial to creating the way forward together.

AUT is also continuing to engage constructively with the University Advisory Group (UAG) to represent AUT's unique contribution and thoughts about the future of our sector. The UAG met with a small number of Executive leaders and Council members on the 1st of November. We are now working on our Phase 3 submission, which covers efficiencies and prioritisation, funding, and capital expenditure. More information about this is on our [Sector Reviews](#) page on Tuia.

Te Kete highlights our connection to place, people, and culture to create a positive impact on Aotearoa New Zealand, the Pacific, and the world. In October I spoke at the opening of the ['Trouble in Paradise – Climate Change in the Pacific'](#) art exhibition in Samoa as part of the programming around the Commonwealth Heads of Government Meeting (CHOGM). This collaboration with the British Council and government representatives from the UK, New Zealand, and Samoa, showcases visual stories of climate change and resilience by Pacific people. From 2025, AUT will act as kaitiaki for the exhibition, with the artworks being exhibited across AUT's

campuses. This initiative serves as a testament to the impact of partnerships and reinforces our commitment to advancing knowledge and understanding of the issues and opportunities around creating a sustainable future for people and the planet, as well as to a net zero carbon emissions future.

HIGHLIGHTS

- Royal Society Te Apārangi has awarded Professor Sergei Gulyaev (School of Engineering, Computer & Mathematical Sciences) the Thomson Medal—recognising outstanding contributions to the organisation, support and application of science and technology—for his leadership and contributions to radio astronomy, science education, and international collaboration. [Read more](#)
- More than 106 midwifery students will graduate this year, including 16 Māori and 13 Pacific midwifery students. This cohort is among the largest ever to qualify across New Zealand, with in excess of 240 new midwives available to begin working in 2025 in Aotearoa. [Read more](#)
- AUT’s ambitious commitment to reduce general waste to landfill by 50% by 2025 has been recognised with a Highly Commended award at the prestigious 2024 [Green Gown Awards Australasia](#) in Launceston, Australia. [Read more](#)
- Professor Pare Keiha has officially retired after 26 years of service to AUT. Professor Keiha has made a tremendous contribution to AUT and tertiary education – with one particular highlight being his spearheading of the delivery of free and accessible te reo Māori classes. Professor Keiha has accepted an appointment into AUT’s Emeriti. I wish him all the best.
- AUT’s Professional Staff Conference took place on the 26 November. The conference was focused on helping staff stay future-ready, with a focus on wellbeing and AI technologies. [Read more](#)
- AUT hosted its annual Diwali festival in October. AUT has the highest representation of Indian students across any university in Aotearoa, and the atmosphere and richness of the festival reflect the vast contribution they bring to life on campus. [Read more](#)
- Interviews have been held to recruit AUT’s inaugural Deputy Vice-Chancellor Māori.
- A number of AUT alumni and students have been part of winning New Zealand sports teams this year, such as Emirates Team New Zealand and White Ferns. [Read more](#)
- As New Zealand’s leading sport and recreation university, AUT is thrilled to engage with Auckland FC, New Zealand’s newest A-League football club. Thanks to a special ticket offer, many students and staff attended the winning inaugural game against Brisbane Roar. AUT looks forward to exploring future opportunities and engagements between AUT and Auckland FC, where AUT students and alumni are making contributions.

PRIORITY 1: TE TIRITI O WAITANGI

1.1 Te Aronui

The Kaihautū Tiriti (KT) Dr Valance Smith is developing Te Aronui KPIs by identifying impact and input measures along the Te Aronui journey that contribute to these KPIs. To achieve the agreed-upon outcome KPIs outlined in our investment plan, it is essential to confirm a shared understanding that input measures are required. Collaboration with various University teams will be necessary to define these measures. This process aligns with two key elements: our overarching strategy, Te Kete and Te Aronui. Consequently, the University’s KPIs will be analysed through these lenses to ensure alignment and progress. The Kaihautū Tiriti and the Director of Strategy and Planning, Megan Skinner, have agreed to work together to identify and determine the input measures.

1.2 Aronui Ora

The Kaihautū Tiriti will fully hand over the responsibility and guardianship of Aronui Ora to the People and Culture team in December, with full confidence in their ability to run the programme successfully. This transition allows the Kaihautū Tiriti to step back into the role of programme sponsor and hold space for the incoming DVC Māori. Heartfelt thanks are extended to the Aronui Ora team for their outstanding efforts and dedication.

1.3 Council Engagement in Aronui Ora (detail in Appendix 4)

1.4 Tēnei Au Māori Staff Leadership Programme

The Tēnei Au Māori Leadership Programme has received overwhelming interest from Māori staff across the University, and the programme is now at full capacity. The Kaihautū Tiriti has been actively working with leaders across the University to identify kaimahi Māori who would benefit from this kaupapa, ensuring that it supports those with the potential to grow as emerging leaders. This strong response highlights the enthusiasm of Māori staff to grow and develop their leadership skills with a Te Ao Māori approach – Māori achieving success as Māori.

1.5 Iwi and Hapū Engagement - update

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

Iwi Partner	Current Status	Next Steps	Contact Person
Ngāti Whātua Ōrākei	Met with Nick Mudge in November.	Progress to sharing the Kōtuitanga with key NWO stakeholders	Nick Mudge
Waikato Tainui	Met with Sierra Kihi in November. We are both happy to progress this version to our respective leaders.	Forward to the VC	Raewyn Mahara
Te Kawerau a Maki	Still under review.		Robin Gordon-Taua
Ngāti Paoa	Still under review		John Hutton
Ngāti Rongo o Mahurangi	Have been in contact to discuss coming together in 2025.	Organise whakawhanaungatanga event	Arapeta Hamilton
Te Kei o Tainui & Te Waiohua	KT has progressed discussions – we are meeting with Ngāti Tamaoho Chair Tori Ngātaki and will organise a hui with Te Waiohua leadership	Continue discussions to establish formal relationships.	Maxine Graham

PRIORITY 2: EXCELLENCE AND EQUITY IN EDUCATION AND RESEARCH

2.1 AUT Online

The AUT Online project is progressing at pace, with key new project team members being onboarded into AUT in the last few weeks, technical leads across service areas working to get things in place, and academic programme teams working on academic matters for first enrolments in July 2025. Meanwhile, we are in the final stages of negotiation of a contract with our external learning design partner, and the contract is now with our lawyers for external legal review.

2.2 Research Funding

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

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

		NZ Government Contestable (\$)	NZ Non-Government (\$)	NZ Public Sector (\$)	Overseas (\$)	Total (\$)
2017	Unweighted	6,292,624.49	2,154,977.37	2,328,146.21	683,100.96	11,458,849.03
	Weighted	6,292,624.49	4,309,954.74	2,328,146.21	1,024,651.44	13,955,376.88
2018	Unweighted	9,236,190.77	1,172,121.13	3,803,682.01	877,137.52	15,089,131.43
	Weighted	9,236,190.77	2,344,242.26	3,803,682.01	1,315,706.28	16,699,821.32
2019	Unweighted	10,211,710.32	1,245,065.74	3,464,734.56	484,738.87	15,406,249.49
	Weighted	10,211,710.32	2,490,131.48	3,464,734.56	727,108.31	16,893,684.67
2020	Unweighted	11,113,788.50	1,245,497.81	2,814,469.16	562,207.39	15,735,962.86
	Weighted	11,113,788.50	2,490,995.62	2,814,469.16	843,311.09	17,262,564.37
2021*^	Unweighted	14,877,971.51	1,054,580.55	2,198,466.58	793,263.90	18,924,282.54
	Weighted	14,877,971.51	2,109,161.10	2,198,466.58	1,189,895.85	20,375,495.04
2022*^	Unweighted	16,396,163.03	967,165.92	2,811,532.70	1,026,338.46	21,201,200.11
	Weighted	16,396,163.03	3,868,663.68	2,811,532.70	3,592,184.61	26,668,544.02
2023*	Unweighted	17,987,115.97	960,609.24	2,441,798.21	1,318,086.85	22,707,610.27
	Weighted	17,987,115.97	3,842,436.96	2,441,798.21	4,613,303.98	28,884,655.12
2024	Unweighted					23,182,600.00

Notes:

Unweighted means that ERI is not weighted according to TEC guidelines

* = after Bad Debt adjustment

^ = after Audit adjustment

External funding activity

Ministry of Business Innovation and Employment (MBIE)	<p>Submissions AUT submitted 3 Registrations for the 2025 Smart Idea. The full proposal is due on 11 December 2024.</p> <p>Results AUT has signed contracts with MBIE for the awarded 2024 Research Programme and for the Smart Idea project. TKPR are in the process of negotiating subcontracts with our collaborators.</p>
Health Research Council (HRC)	<p>Submissions</p> <ul style="list-style-type: none"> • 2 applications submitted to the HRC Explorer grant on 30 Oct 2024 (HRC deadline 5 Nov). • 2 applications to the HRC Project grant due on 12 Nov 2024. <p>Results</p> <ul style="list-style-type: none"> • The announcement of the outcomes for the Māori Health and Pacific Health Career

	Development Awards have been postponed. Originally scheduled for 14 October 2024, the new date for the announcement is now set for no later than Friday, 8 November 2024.
Royal Society of New Zealand	<p>Submissions</p> <ul style="list-style-type: none"> • 7 Catalyst submissions <p>Results</p> <ul style="list-style-type: none"> • 1 Marsden grant was successful.
National Collaborations	<p>Submissions</p> <ul style="list-style-type: none"> • 2 MedTech Research Accelerator Programme (RAP) 1 applications. • 1 Coastal People Southern Skies Centre of Research Excellence (CoRE) application • 1 QuakeCoRE application <p>Results</p> <ul style="list-style-type: none"> • 1 successful MacDiarmid application • 1 successful Healthy Hearts application
Industry	<p>Submissions</p> <ul style="list-style-type: none"> • 1 Bio Processing Alliance application. • 1 application to the Greenhouse Gas Inventory Research (GHGIR), which is funded through the Ministry of Primary Industries (MPI)
Community	<p>Submissions</p> <ul style="list-style-type: none"> • 3 submissions to Maurice and Phyllis Paykel Trust • 1 Neurological Programme Grant submission <p>Results</p> <ul style="list-style-type: none"> • 1 successful Vic Davis Memorial Trust application

2.3 Horizon Europe

The Horizon Europe Roadshow 2024 was held on the 15 October.

The CNRS seminar: Representatives of the French National Centre for Scientific Research (CNRS) visited AUT on Friday 1 November. CNRS is a highly successful organisation in Horizon Europe, and they met with nine AUT researchers to hear about their research expertise.

AUT has been invited to participate in two Horizon Europe proposals and signed the first funding agreement.

PRIORITY 3: ENVIRONMENTAL AND FINANCIAL SUSTAINABILITY

3.1 Financial Performance (detail in Appendix 2)

The year-to-date October net operating surplus is \$50.1M, which is \$11.1M ahead of budget. This positive variance is primarily driven by higher revenues (both student-derived and other), lower salary, interest and depreciation expenses, and other deferred expenditures.

The full-year forecast projects a net surplus of \$16.6M, which is \$9.6M above budget. This positive variance reflects the impact of the higher EFTS projections and salary, and other savings offset by an additional allowance to support the higher student enrolments and strategic investment activity.

3.2 Student enrolment update (detail in Appendix 1)

- **Overall, AUT has achieved 103% of its total (domestic and international) 2024 budget**, compared to 99% of the 2023 budget this time last year.
 - This improvement in progress towards the total Equivalent full-time students (EFTS) budget is due to lower targets and improved enrolments compared to last year.
- **Domestic EFTS** were up in both new and returning EFTS at the same time last year, including a remarkable recovery in the first-year retention rate. While domestic EFTS are showing signs of recovery following the lowest point last year, we are still tracking at the lowest levels of enrolments in over a decade.
- **International EFTS** continue to recover from the post-COVID low point in 2022, demonstrating two consecutive years of YoY growth since then. China and India remain our top two source countries for international students. India, in particular, is showing strong growth post-COVID.

Summary Table

	Domestic Funded		International Full Fee		Total	
	2024	2023	2024	2023	2024	2023
YTD EFTS	15,896	15,564	2,818	2,448	18,714	18,012
% of target	102%	95%	109%	147%	103%	99%

Bullet points:

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

- Total: up 2% (+332 EFTS)
- New to Programme: up 3% (+212 EFTS)
- Returning: up 1% (+120 EFTS)

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

- Total: up 15% (+370 EFTS)
- New to Programme: up 9% (+125 EFTS)
- Returning: up 23% (+245 EFTS)

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

- Total: up 6% (+99 EFTS)
- New to Programme: up 15% (+103 EFTS)

Returning: down -0.4% (-4 EFTS)

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

Total: up 2% (+45 EFTS)

New to Programme: up 4% (+40 EFTS)

Returning: up 0.3% (+5 EFTS)

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

Total: up 6% (+52 EFTS)

New to Programme: up 5% (+41 EFTS)

Returning: up 7% (+11 EFTS)

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

Total: up 1% (+174 EFTS)

New to Programme: down -0.4% (-20 EFTS)

Returning: up 2% (+194 EFTS)

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

Total: up 12% (+467 EFTS)

New to Programme: up 17% (+314 EFTS)

Returning: up 8% (+154 EFTS)

3.3 Admissions

The 2025 international applicant volumes continue at unprecedented levels: 35% ahead of last year, 69% ahead of 2022, and 97% ahead of the baseline year of 2019. The application numbers, several process changes, and programme closures that necessitated a tidy-up of current applications have put pressure on the admissions team, who continues to work overtime to meet service levels.

The implementation of the QS processing of applications has also impacted the Admissions team as they assisted with the training to bring QS staff up to speed. However, this project will expect to support the admissions work once the team of four QS staff become more confident with their work and are able to make a significant impact on the admissions workload. The QS team are based in Malaysia and India and will be working on international postgraduate applications by gathering the required documents needed to complete these applications in order to be referred to admissions for assessment. The project went live on 21 October and involved 1.5 weeks of limited training due to the different time zones, but it has been a success so far, with good ongoing communication between the QS staff and the admissions team.

3.4 University key performance indicators (detail in Appendix 3)

3.5 Marketing and Recruitment

Brand and Marketing Services – activity report for October 2024.

Lead generation growth continued in October, with an 88% increase compared to the same period last year (7,053 leads vs. 3,749). Most new leads are international, primarily from Southeast Asia, and inbound inquiries.

Our paid marketing campaigns, both domestic and international, for undergraduate and postgraduate programs performed strongly, achieving effective results in both the awareness and acquisition stages. The average cost per lead was \$12 on Meta and \$3 on TikTok, with video ads being the top-performing format for driving traffic to the AUT website.

International campaigns wrapped up for the year, generating over 21,000 leads from key target markets—India, China, and Southeast Asia—supporting ongoing growth in our international student pipeline.

In domestic recruitment, the secondary school outreach season concluded in October, as students now shift focus to NCEA exams. Ki Uta Ki Tai priority students have completed school visits, and planning is underway for partnership programs with pilot schools. UniPrep remains focused on securing 250 firm commitments, supported by outbound calls and digital campaigns, with a UniPrep Open Day for students and whānau set for December 4.

The recruitment team hosted 26 local Career Advisors at AUT’s South Campus to share updates on new initiatives, including the KUKT partnership and UniPrep.

Operational Updates

Efforts to support AUT Online are progressing, with a dedicated Brand and Marketing Services (BMS) staff member coordinating resources.

Communications and Social Media

For internal communications, the Blues Awards and Dame Lisa Carrington feature were the most popular stories. Externally, expert voices, research insights, and stories of industry and community engagement performed well.

Our organic social channels have shown modest growth, averaging a 4% increase in followers. However, post engagement has decreased on most platforms except LinkedIn.

3.6 Places and Spaces

During this period (September to October), the Estates Group focused on the following key activities:

- Capital Asset Renewal Projects.
- Implementation of the Integrated Workplace Management System (IWMS).
- Lease-related activities for WR Building exit.

Highlights

- Estates won the “Institution of the Year” award at the annual TEFMA Awards.
- Estates won a “Highly Commended” award for waste reduction at the Australasian Green Gowns Awards.

3.7 Staff diversity statistics (October 2024)

Staff by Occupation

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

As at	Academic	%	Professional	%
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1st November 2024	1065	47.2%	1190	52.8%
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All permanent and fixed-term staff by Prioritised Ethnicity

Ethnicity	Total	Current % of staff	This time last year % of staff
Māori	180	8.0%	7.7%
Pacific	151	6.7%	6.7%
Asian	548	24.3%	23.3%
MELAA	104	4.6%	4.4%
Other	134	5.9%	5.3%
European	1048	46.5%	47.8%
No Declaration	88	3.9%	4.8%
Total	2253	100.0%	100.0%

All permanent and fixed-term staff by gender

Gender	Total	Current % of staff	This time last year % of staff
Female	1425	63.2%	61.7%
Male	812	36.0%	37.7%
Gender Diverse	14	0.6%	0.5%
Not Disclosed	2	0.1%	0.1%
Total	2253	100%	100%

Senior Māori & Pacific Staff by Gender

Senior Roles - by Gender	Total	Distribution
Senior Women – Māori	10	76.9%
Senior Women – Pacific	3	23.1%
% of Total Women	13	1.0%
Senior Men – Māori	8	66.7%
Senior Men – Pacific	4	33.3%
% of Total Men	12	1.6%
Total Senior Management vs Total AUT	25	1.2%

3.9 Staff Headcount (October 2024)

Overall headcount

Employee type	Current month headcount	Month on Month change	Month on Month % change	Year on Year change	Year on Year % change
Permanent	2018	8	0.4%	84	4.3%
Fixed Term	235	1	0.4%	-8	-3.3%
Total (Perm & FT)	2253	9	0.8%	76	1.1%
Hourly Paid	1897	-32	-1.7%	-221	-10.4%
Overall total (Perm/FT/HP)	4150	-23	-0.6%	-145	-3.4%

Academic headcount

Employee type	Current month headcount	Month on Month change	Month on Month % change	Year on Year change	Year on Year % change
Permanent	927	0	0.0%	32	3.6%
Fixed Term	138	-2	-1.4%	-13	-8.6%
Total (Perm & FT)	1065	-2	-1.4%	19	-5.0%
Hourly Paid	1293	-13	-1.0%	-79	-5.8%
Overall total (Perm/FT/HP)	2358	-15	-0.6%	-60	-2.5%

Professional headcount

Employee type	Current month headcount	Month on Month change	Month on Month % change	Year on Year change	Year on Year % change
Permanent	1093	8	0.7%	52	5.0%
Fixed Term	97	3	3.2%	5	5.4%
Total (Perm & FT)	1190	11	3.9%	57	10.4%
Hourly Paid	604	-19	-3.0%	-143	-19.1%
Overall total (Perm/FT/HP)	1794	-8	-0.4%	-86	-4.6%

Trends are based on the average headcount per month. The Overall total will differ slightly from the added totals of Academic and Professional staff due to some staff having both Academic and Professional roles.

- **Permanent Staff:** The overall average permanent headcount for October was 2018. We have seen a 4.3% increase in permanent headcount between October 2023 and October 2024.
- **Fixed-Term Staff:** Fixed-term roles have increased by 1 month on month.
- **Hourly Paid Staff:** While there are an average of 1,897 hourly paid staff on payroll, only a proportion of these will be working at any one time.

Note: Previously People and Culture were coding seconded staff as Fixed Term employees. They have now changed our process to retain their original employee type while they are on secondment. The figures above (including the historical numbers) have been updated to reflect this and will differ slightly to the numbers produced in previous reports.

3.10 Student Accommodation

All three villages continue to be generally quiet with exam preparations.

2025 Applications: Both villages are administering a very busy application peak process, with offer stage in progress and a very high demand in applications. Both villages are managing 'technical' waitlists -students are able to be offered a room from availability expired tentative list (offers lapsed). Waitlist levels will be monitored and addressed mid-November.

3.11 Staff Survey 2024

People and Culture have completed sharing results at the team level, with teams now progressing at their own pace into the action planning phase where possible. HR business partners have actively supported and communicated with the teams during this phase. The key updates are:

- Teams such as AUT Pacific Advancement, Graduate Research School, LTED, Faculty of Design and Creative Technologies (DCT), and the Faculty of Business, Economics and Law (BEL) have confirmed that they will not pursue further actions at the team level
- With the delay in sharing the Faculty of Culture and Society (CSOC) and Te Ara Poutama (TAP) results, those results have now been communicated, and there is a pending decision whether any actions will be taken

- AUT International, Research Office (TKPR) and RE, Library, Student Services and Administration (SSA), Financial Services, ICT Services, Strategy & Planning, Brand & Marketing Service, People & Culture and the Vice-Chancellor's Office remain in the action planning phase
- The Faculty of Health & Environmental Sciences (HES) has developed comprehensive action plans at the school level and is in the implementation phase

The reception of the AUT-wide priorities has been very positive, based on feedback from the Engagement Champions meeting. The actions are now gaining momentum, with each action stream developing its own direction. People and Culture have begun work on Priority 1 and will meet with the sponsors of the other two priorities this coming week. These meetings will help establish the scope, working plan, and approach. From an organisational development support perspective, People and Culture is collaborating with HR business partners to create a potential working group, providing resources to the sponsors, and exploring opportunities to work with organisational psychologists to support this initiative.

3.12 AUT Foundation

- For the period 13 September to 18 November 2024. AUT Foundation has received a total of \$196,134.80
- For the period 1 January to 18 November 2024 (year-to-date), AUT Foundation has received a total of \$1,421,750.54

Note: The September report did not include some gifts received on 12 September, which were processed after, meaning they weren't included in the reporting. The year-to-date figure above includes these.

The AUT Foundation has wrapped up its second annual staff campaign to raise funds for the Student Support Fund, which launched in September. As part of this year's campaign launch, [Coffee Hour events](#) at each campus were organised in collaboration between the Vice-Chancellor's Office and AUT Cafés. In total, 169 coffees were served, and \$1,895 was raised from the coffee hour events, going directly to the Student Support Fund. So far, \$5,155 has been raised as part of this year's staff campaign. [Read more](#)

PRIORITY 4: STUDENT SUCCESS

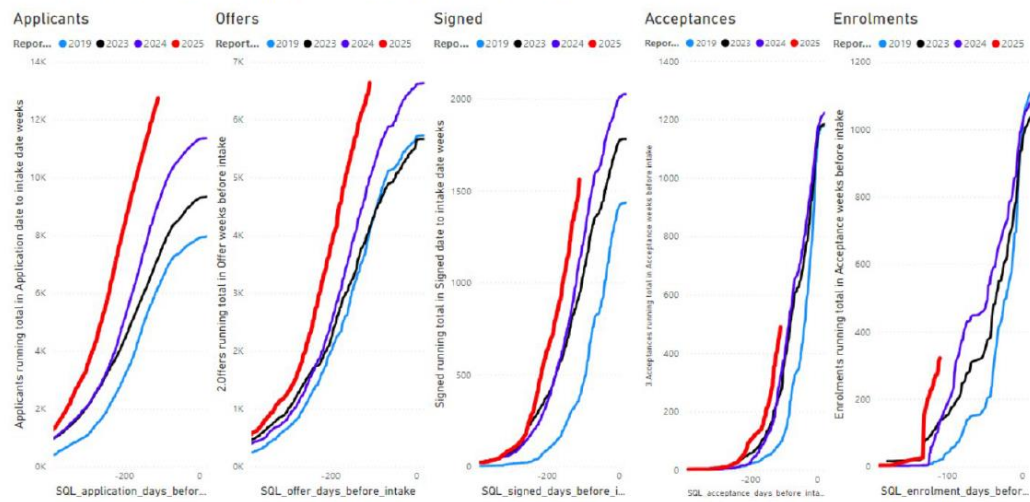
4.1 AUT International

Key activities for the International Office during this period:

International Recruitment:

- This year, AUT International applications increased by 39%, and enrolments increased by 14% over 2023.
- The shift in locating recruitment staff offshore to expand AUT's global reach resulted in 191 additional fairs attended, 243 agents trained, and a 43% increase in applications.
- In 2025, international applications and enrolments are expected to keep growing. International applications have risen by 40%, while enrolments have increased by 52% for Semester 1.

S1 2025 Weekly comparison apps, offers, signed, acceptances and enrolments



International Partnerships & Relations:

- With a focus on creating greater research connections and study abroad partnerships to build reputation and revenue, AUT International has developed 26 new partnerships in 2024 with universities such as Nanyang Technological University, University of Macau, Iowa State University and Uppsala University.

4.2 Student Hub

As students moved into their final academic demands for 2024, the Student Hub has been busy responding to requests for support with impairment reports, financial hardship, financial emergencies, and personal support while students navigate the last few weeks and the academic administration processes.

The Student Hub and Disability Support Services received 6,461 enquiries in October, of which 98.9% were responded to. For cases managed during October, the Student Hub resolved 72% of 732 cases, and the Disability Support Services resolved *29.9% of the 201 cases they received.

**At the end of each year, the Disability Support Service focuses on case managing and onboarding all new students who declare a disability. This process takes longer than other issue resolution activities (that the Student Hub would case manage over a period of time). The approach is to interact with and meet with the student, develop—where required—an academic accommodation plan, and submit the resource request if people-based support is required.*

Disability Support actively managed 13 academic accommodation plans, ensuring students received necessary adjustments. Additionally, 163 students received financial assistance, totalling \$118,007. Adjustments to service channels enabled the Student Advisors to extend their appointment availability and meet these demands.

4.3 Library and Learning Services

Embedded teaching model

Teaching academic and information literacy workshops in classrooms as part of paper curriculums has resulted in more than 3 times the number of undergraduate students attending compared with standalone workshops (please see the table below).

Attendance	Learning advisor	Information literacy
Embedded workshops	6450	3063
General workshops	1968	687

Working in partnership with academics, this approach ensures students have knowledge and understanding of the skills required to succeed in assessments, in tandem with their course teaching, creating a comprehensive and positive student experience.

Your Library on Canvas

Your Library on Canvas is quickly becoming the hub for student-centric assessment support, with nearly 2 million interactions (1,702,836) from January to October 2024. Including clicks, downloads and watches, this interactions figure suggests the evolving content on Your Library on Canvas is successfully offering students subject-specific, assessment-focussed resources, including guides, videos and infographics, that they are actively seeking out. This strengthens the case to increase embedded resources in Canvas course assessment pages.

4.4 Graduate Research School

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

- **30%** increase in PhD applications compared to the same time last year (source Uni Assist).
- **43%** Increase in PhD admissions compared to the same time last year. And 20% up compared to the same time in 2019, pre-COVID. Domestic admissions are not yet at the pre-COVID level.
- **Canvas—Research Skills for AUT Staff**—This course is home to a growing library of online training resources. By default, all academic staff members have access.

QUICK STATS

- 883 Active doctoral students
- 62 Doctoral students in examination
- 50 Active MPhil students
- 34 Deferred PhD students

4.5 Ki Uta Ki Tai Student Success Plan

The focus at a programme level has been simplification, consistency and transparency. Work has been streamlined into six core projects:

1. Project Navigator (previously: Whole of University Service Model)
2. Pathways
3. Disability Action Plan
4. Student Experience Continuous Improvement
5. Recruiting Priority Students
6. Non-school Leaver Recruitment

Projects 1-4 have an approved project charter (seed funding), project 5 has an approved business case, and project 6 received a small amount of seed funding directly before the introduction of the project charter document.

The full bid that AUT submitted to the TEC Tūwhitia Learner Success Fund for Project Navigator was successful. In late November, AUT participated in a TEC Learner Success community of practice to share progress and lessons learned.

In Project Navigator, discovery is underway involving business analysis and both senior leadership and student engagement to align on the case for change and the first set of initiatives in the phased value delivery model. Alongside Project Navigator, a Student Experience Continuous Improvement workstream is focused on the forward work plan for the AUT app.

In the Pathways project, near-term recommendations for the existing programmes are underway. The Disability Action Plan project team is the central coordination and measurement point across all plan initiatives, supporting the scoping and delivery of many initiatives.

The Recruiting Priority Students workstream is in the design phase, and a pilot delivery approach is planned.

Research is underway in the Non-school Leaver Recruitment project space.

In November, the executive approved a 2025 programme delivery plan that provides transparency on workstream progress, direction of travel, and key decision-making milestones. The Transformation Management Office within Strategy & Planning provides support across all projects, including coaching and capability uplift for the senior leader project sponsor cohort.

4.6 Alumni

A large number of AUT Alumni events have taken place this year, including in China, Thailand, Papua New Guinea, Tonga, and Auckland. AUT remains committed to being a lifelong educational partner to its alumni, maintaining and fostering strong connections, and celebrating the success and impact of its graduates.

AUT recently held a networking event with the Japanese Ambassador to New Zealand, His Excellency Mr Makoto Osawa, inviting Japanese alumni and business community members. The Vice-Chancellor's Office also hosted Indian community leaders and alumni as part of AUT's Diwali festival.

PRIORITY 5: MATURING UNIVERSITY SYSTEMS AND PROCESSES

5.1 ICT

Key activities and outcomes from ICT for this period:

AI Initiatives

ICT is contributing to the AI Taskforce being led by the Vice-Chancellor and is also progressing with other AI-related initiatives, including:

- Design of an AI hub website as a centralised resource for AI information underway
- Collaborating on the creation of an AI foundations course for staff and students with LTED, ECMS and P&C
- Research to enable the publication of a list of approved AI systems for use at AUT
- Investigating access to Azure OpenAI Service for staff and students
- Supporting the ongoing Microsoft Co-Pilot investigations
 - Limited M365 Co-Pilot trial
 - Bing Co-Pilot chat configuration/investigation
- Risk management of new AI software requests by reviewing the vendor Terms & Conditions.
- Investigation into an AI transcription service
- An AI assistant pilot to support the future student teams in Brand and Marketing

Arion Enhancements 2024

- Progressed with the development and testing of Arion v24.11, which is due to be delivered to AUT on 7 November and deployed to AUT production on 15 November. This is the last Arion release for 2024.
- This release included work on a number of compliance aspects, namely the TEC's (Tertiary Education Commission's new generation SDR (Single Data Return), required from the 2025 reporting year, as well as Arion's integration with MOE's (Ministry of Education's NSI (National Student Index).
- Worked together with the MyAUT and CRM teams to provide more student-facing functionality on MyAUT, as well as to migrate disability information from CRM to Arion (related to disability support needs).
- Major enhancements were made to graduation system features, specifically related to ceremony list and seating management.
- Further enhancements were made to support the application and enrolment into course-based programmes.
- Completed a number of miscellaneous Arion system enhancements, for example, related to programme fees, debtor organisation statements, international agents and agreements with other tertiary institutions.

Refresh Aging Learning Technology

Below is a quick list of recently completed learning technology upgrades and work planned for the Summer Operations period to enhance student outcomes and minimise disruption to Teaching and Learning.

- WF classroom audio-visual upgrade project (completed)
- WM205 – Teaching Space Upgrade.
- AB201 – Teaching Space Upgrade (Hybrid capability).
- WH306 – Teaching Space Upgrade.
- ME111 – Teaching Space Upgrade.
- Refreshing old projectors (Progressively around x30).

5.2 Learning and Teaching

Assessment at AUT

Much of the focus of the work for the Office of Learning Teaching and Educational Design (LTED) for the second half of this year has been on detailed planning for the implementation of the Assessment Principles and Policy and the development of resources to guide course and programme teams to design assessment experiences that are aligned with AUT's approach. Meetings are currently underway with all Heads of School to map the level of support needed for the implementation of the Assessment Policy.

The quality work carried out by the LTED leadership (Dr Nell Mann and Dr John Davies) to develop the Assessment Principles that underpin the Assessment Policy was recently recognised when they were awarded the Peer's Choice award for Academic Development at the recent Council for Australasian University Leaders in Learning and Teaching (CAULLT) Conference.

Artificial Intelligence in Learning and Teaching

On the specific topic of Generative Artificial Intelligence, LTED has continued to work collaboratively with the University of Sydney, which is a leader in this area. A new page has been developed on the AUT website called [Teaching Learning and Assessment](#), where AUT's two-channel approach to Gen AI in assessment is set out. More detailed information is set out on [TUIA](#), which is designed to support staff to take a self-guided approach to AI in their assessments, pending additional support that will be available through a series of professional development workshops and the Assessment Policy implementation project next year. In September, Dr Nell Mann and Dr John Davies presented AUT's approach to assessment and generative AI at the New Zealand AI in Higher Education Symposium held at the University of Otago. The presentation was very well-received and has resulted in other institutions wanting to find out more about AUT's approach.

This semester, LTED led a pilot of Cogniti, a Generative AI tool developed by the University of Sydney. Cogniti enables course leaders to create a customised chatbot agent with specific instructions and resources to enable

personalised, contextualised learning as a supplement to other teaching and resources. Dr Nawal Chanane and Dr Jason Cui have led this pilot of around 12 courses, and an evaluation of its effectiveness is underway.

Professional Development

LTED has continued to coordinate AUT's professional development modules for those staff new to teaching and/or new to AUT. The number of enrolments has increased steadily over the year, and the 'Teaching Practice at AUT: An Introduction' module is now available in Canvas in a self-paced format. This module, together with details of other professional development sessions can be found on LTED's [Professional Development](#) pages on TUIA.

Appendix 1: Enrolments

2024 EFTS Progress to Target Monitoring Report
Year to Date Compared to Target and Equivalent Date Last Year

Programme EFTS as of 14 Nov 2024

Student Achievement Component EFTS	Total	BEL	CSOC	DECT	HEAL	TEAP
Pending	35	17	3	7	7	1
Actual	15,861	2,662	1,819	5,144	6,143	72
Total Pending and Actual	15,896	2,679	1,822	5,152	6,150	73

2024 Target	15,564	2,653	1,896	4,991	5,870	120
Progress to Target (%)	102%	101%	96%	103%	105%	61%
EFTS needed to reach 100%	-332	-26	75	-160	-280	47
Ahead or behind on this time last year:	Ahead by 332	Ahead by 80	Behind by 236	Ahead by 489	Ahead by 23	Behind by 18
Progress to Target, this time last year (%)	95%	94%	86%	101%	94%	88%
EFTS needed to reach Target this time last year	895	156	345	-42	413	13
Achieved from this time last year to year end	-11	-4	0	-6	-1	0

International Full-Fee EFTS	Total	BEL	CSOC	DECT	HEAL	TEAP
Pending	8	5	0	2	0	0
Actual	2,810	777	521	1,083	397	2
Total Pending and Actual	2,818	782	522	1,085	397	2

2024 Target	2,592	828	464	983	303	7
Progress to Target (%)	109%	95%	112%	110%	131%	26%
EFTS needed to reach 100%	-226	45	-58	-103	-94	5
Ahead or behind on this time last year:	Ahead by 370	Behind by 4	Ahead by 41	Ahead by 201	Ahead by 110	Behind by 5
Progress to Target, this time last year (%)	147%	128%	170%	156%	144%	∞
EFTS needed to reach Target this time last year	-785	-171	-198	-319	-87	-7
Achieved from this time last year to year end	-1	-1	0	-1	0	0

AUT South Campus	Total	BEL	CSOC	DECT	HEAL
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Pending	0	0	0	0	0
Actual	1,764	189	188	43	1,323
Total Pending and Actual	1,765	189	188	43	1,323
2024 Target	1,746	278	200	38	1,194
Progress to Target (%)	101%	68%	94%	113%	111%
EFTS needed to reach 100%	-18	89	12	-5	-129
Ahead or behind on this time last year:	Behind by	Behind by	Behind by	Ahead by	Ahead by
	45	36	16	1	12
Progress to Target, this time last year (%)	109%	5387%	85%	96%	98%
EFTS needed to reach Target this time last year	-144	-221	36	2	21
Achieved from this time last year to year end	0	0	0	0	0

Pre-Degree Total EFTS	Total
Pending	0
Actual	954
Total Pending and Actual	954
Ahead or behind on this time last year: Ahead by 52	

Undergraduate Total EFTS	Total
Pending	26
Actual	14,023
Total Pending and Actual	14,049
Ahead or behind on this time last year: Ahead by 174	

Postgraduate Total EFTS	Total
Pending	20
Actual	4,242
Total Pending and Actual	4,261
Ahead or behind on this time last year: Ahead by 467	

Doctoral	732
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Māori Domestic SAC EFTS	Total
Pending	2
Actual	1,811
Total Pending and Actual	1,813
Ahead or behind on this time last year: Ahead by 99	

Pacific Domestic SAC EFTS	Total
Pending	4
Actual	2,580
Total Pending and Actual	2,584
Ahead or behind on this time last year: Ahead by 45	

Please Note:

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

Appendix 2: Financial Performance

Financial Performance – Current Year

As at 25 October 2024 (refer item 5.1)

\$000s	Year to Date (\$000s)			Full Year (\$000s)		
	Actual	Budget	Variance	Forecast	Budget	Variance
Income	423,407	404,572	18,835	478,754	457,607	21,147
Expense	372,245	363,392	(8,853)	461,125	447,657	(13,467)
Surplus before interest	51,162	41,180	9,982	17,629	9,950	7,680
Interest	1,046	2,161	1,115	1,061	2,954	1,892
Net surplus	50,116	39,019	11,097	16,568	6,996	9,572

Comment

The year-to-date October net operating surplus is \$50.1M, which is \$11.1M ahead of budget. This positive variance is primarily driven by the higher revenues (both student derived and other), lower salary, interest and depreciation expenses as well as other deferred expenditures.

The full-year forecast projects a net surplus of \$16.6M, which is \$9.6M above budget. This positive variance reflects the impact of the higher EFTS projections and salary and other savings offset by an additional allowance to support the higher student enrolments and strategic investment activity.

	2024 Year-end Forecast		
	FY Forecast	Bank Target	Outcome
Banking Covenants			
Max Net Debt / Net Debt + Equity Ratio	(1.58%)	35%	On target
Min Interest Cover Ratio (EBITDA / Interest Expense)	5,294%	150%	On target
Min Guaranting Group Cover	97%	90%	On target
TEC Financial Covenants			
Max commercial debt borrowings \$000s	\$0	\$220,000	On target
Max aggregate financing \$000s	\$8,881	\$243,000	On target
Max Debt / Debt + Equity Ratio	1%	30%	On target
Max Debt / Net Cash Flow Ratio	0.09	3.00	On target
Max Debt / Total Revenue Ratio	2%	55%	On target
Min Net Surplus Ratio	3.5%	>0.0%	On target
Min Cash Flow from Operation Ratio	126%	114%	On target
Min Interest Cover Ratio (EBIT / Interest Expense)	16.6	Suspended until 2026	
Min Liquidity Ratio	28%	2%	On target

Comment

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

12-month forecast on compliance to banking covenants

Banking Covenants		Last Compliance Certificate	Current Compliance Certificate	Compliance Certificate (Next 12-Month Sliding Forecast)			
				YTD Dec 2024	YTD Jun 2025	YTD Dec 2025	Comment
6 Monthly Reporting		YTD Dec 2023	YTD Jun 2024	YTD Dec 2024	YTD Jun 2025	YTD Dec 2025	Comment
A	Total Net Debt to Total Net Debt Plus Equity Ratio: Max 35%	3.82%	(2.37%)	(1.58%)	1.75%	6.15%	Remain well below the maximum limit of 35%, reflecting strong compliance and a healthy net debt position.
B	Interest Cover Ratio (EBITDA to Interest Expense): Min 150%	4,443%	6,515%	5,294%	9,230%	6,417%	Substantially exceed the minimum limit of 150%, showing no risk of non-compliance.
C	Guaranteeing Group Cover (Total AUT Assets/Total Consolidated Assets): Min 90%	97%	97%	97%	97%	97%	Consistently maintain at 97%, comfortably exceeding the minimum requirement of 90%, indicating strong compliance.

Financial Performance 2024 YTD Compared to 2023 YTD

\$000s	Year to Date (\$000s)		
	2024	2023	Variance
Income	423,407	386,849	36,558
Expense	373,291	332,744	(40,547)
Net surplus	50,116	54,105	(3,989)

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

Higher **year-to-date expenses** compared to the same period last year are driven by the higher costs to support the increased student enrolments, inflation driven commitments and targeted investment to support the rollout of Te Kete.

Overall, the **year-to-date net surplus** is \$4M lower than same time last year reflects the net impact of higher student enrolments, one-off income streams and the impact of inflation pressures on expenditure.

Appendix 3: University key performance indicators – Progress report

University key performance indicators: Progress report

21 November 2024

AUT’s Statement of Service Performance was established as part of Investment Plan 2022-2024. A new statement of service performance was submitted to TEC reflecting *Te Kete* on 5 July. This will take effect from 2025.

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

KPIs	Target 2024	YTD 2024	YTD 2023	Actual 2023	Notes
4. Proportion of bachelors graduates who completed work-integrated learning while studying	90%	87%	90%	92%	Below last year
5. Course completion rate for students from areas with high deprivation scores	78%	79%	77%	76%	Above target, although Semester 2 results are still to come so may be subject to change
6. Number of quality-assured research outputs	Annual increase	1,404	1,494	1,964	Below last year
7. Proportion of research-active academic staff	Annual increase	55%	52%	58%	Above last year
8. Value of new research contracts signed	Annual increase	\$30M	\$14.2M	\$15.3M	Achieved
9. Proportion of outputs with an international co-author	Annual increase	68%	57%	56%	Above last year
10. Ranking amongst NZ universities for field citation ratio	Top-four placing	Sixth	Third	Third	Below last year; we are unlikely to meet target for this measure
11. Number of media articles using AUT staff as expert voices or highlighting AUT research	>1,000	1,192	1,289	1,439	Achieved
12. Number of Māori graduates from bachelors degrees	Annual increase	125	115	324	Above last year; Summer graduation numbers still to come
13. Number of Māori students in research programmes	Annual increase	142	136	138	Achieved

KPIs	Target 2024	YTD 2024	YTD 2023	Actual 2023	Notes
14. Number of Pacific graduates from bachelors degrees	Annual increase	160	191	437	Below last year; Summer graduation numbers still to come
15. Number of Pacific students in research programmes	Annual increase	79	75	77	Achieved
16. Number of EFTS at South Campus	Annual increase	1,842	1,860	1,864	Below last year; we are unlikely to meet target for this measure

Results still to come

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

Appendix 4: Council Engagement in Aronui Ora

Council Engagement in Aronui Ora

Kaihautū Tiriti – Tiriti Strategist Dr Valance Smith

After careful discussion with the Aronui Ora team, we strongly encourage the Council to participate in Aronui Ora as it is currently delivered, without adopting a condensed version, for several important reasons:

1. First, full participation will ensure that the Council receives the maximum benefit from the programme. Aronui Ora, in its complete format, is designed to provide a deep, impactful experience that builds cultural capability through a well-thought-out suite of interrelated modules. A condensed version may compromise this deliberate design and limit the intended impact.
2. Additionally, we think it is important for our staff to know that Council members have undertaken the same comprehensive programme as they have. This alignment demonstrates commitment and solidarity and sends a strong message of kotahitanga (unity, shared purpose).
3. Kotahitanga—We suggest that instead of creating a dedicated Council cohort, members register alongside general staff. Participating in this way would provide the Council with a firsthand view of the programme's influence at the flax roots level and foster a more comprehensive understanding of how Aronui Ora is shaping change across and within the university in alignment with Te Aronui.
4. This approach also offers flexibility, as Council members can select modules that best fit their schedules. This allows for a less constrained, more flexible engagement with the programme within existing commitments.

We acknowledge the Council's interest and enthusiasm in participating in Aronui Ora and appreciate the opportunity to support the Council on this journey. If you agree to the above, Aronui Ora project administrator Alex Farmer will contact you individually when 2025 dates become available.



PART A	6
OPEN AGENDA ITEM	

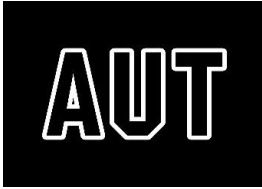
Council Agenda Paper

Subject: Chancellor's Report

Date: 2 December 2024

RECOMMENDATION:

THAT COUNCIL RECEIVE THE CHANCELLOR'S VERBAL REPORT



PART A OPEN AGENDA ITEM	7
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Council Agenda Paper

Subject: Report from Academic Board

Date: 23 October 2024

RECOMMENDATION:

THAT COUNCIL RECEIVE THE ACADEMIC BOARD REPORT AND MINUTES OF THE MEETING HELD ON 30 SEPTEMBER 2024.

The minutes are in supplementary papers.

Academic Board Report to Council

Meeting held 30 September 2024

Strategic Matters and Policy Developments

- **Staff Response Team**

Academic Board expressed support for an initiative to support staff experiencing actual or potential threats to health and safety online from sources external to AUT. It was acknowledged that the university's role as critic and conscience may provoke and elicit responses. The intention is to collate resources and advice so that staff are prepared in advance and to provide a single point of contact.

- **Academic audit Cycle 6: preliminary findings**

Professor Lawson updated Academic Board on the initial outcomes of the recent Cycle 6 Academic Audit. The full report is expected mid-November.

The audit panel acknowledged that post-covid recovery is still in process and that the University has a range of projects under way, for example Te Aronui, Te Kete, Ki Uta Ki Tai, Rautaki Rangahau and the implementation of the Assessment Policy. The panel also acknowledged a level of uncertainty related to the work the UAG is undertaking.

It is anticipated that the report will include recommendations around attention to the way teaching spaces will reflect Te Aronui and Te Kete; consistency of student experience including research and postgraduate students; work integrated learning in relation to the whole student experience (including the financial aspect); further engagement with professional development via LTED; and, ensuring the academic staff profile reflects the student profile.

Once the panel report is received, it is likely an audit implementation group will be formed to establish an implementation plan to address the recommendations.

Committees of Academic Board

- Academic Board approved submission of the following Graduating Year Review reports to CUAP:
 1. Bachelor of Arts - Economics
 2. Bachelor of Advanced Science (Honours)
 3. Master of Language and Culture, Postgraduate Diploma in Language and Culture, Postgraduate Certificate in Language and Culture
 4. Master of Criminology and Criminal Justice, Postgraduate Diploma in Criminology and Criminal Justice, Criminology and Criminal Justice in the Bachelor of Arts (Honours)
 5. Diploma in Arts, Certificate in Arts
 6. Bachelor of Architecture and Future Environments, Graduate Diploma in Architecture
 7. Master of Teaching and Learning, Postgraduate Diploma in Teaching and Learning – Early Childhood specialisation
 8. Postgraduate Diploma in Teaching and Learning – Primary specialisation

Other

The University's position on mandatory recording of lectures was discussed. The issue has been referred to the Learning and Teaching Committee. Recommendations and options based on research evidence and benchmarking with what other universities do will be brought back to Academic Board for consideration.



AGENDA ITEM

8.1

Council Agenda Paper

Subject: **Health, Safety and Wellbeing Report – August to October 2024**

Date: **8th November 2024**

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

RECOMMENDATION:

THAT THE COUNCIL RECEIVE THE HEALTH, SAFETY AND WELLBEING REPORT

Health, Safety and Wellbeing Quarterly Report – August to October 2024

1 HSW Executive Summary

This is the first *quarterly* report provided to the People and Culture Committee. The intent is to cover the period since the previous meeting rather than just the immediate month before the meeting to provide more complete and meaningful reporting on activity.

While incident numbers this quarter have remained consistently low, the nature of some incidents occurring on student placements are cause for concern. There are several approaches being taken to address this with both the clinical health school and Health NZ which are reported later in this document.

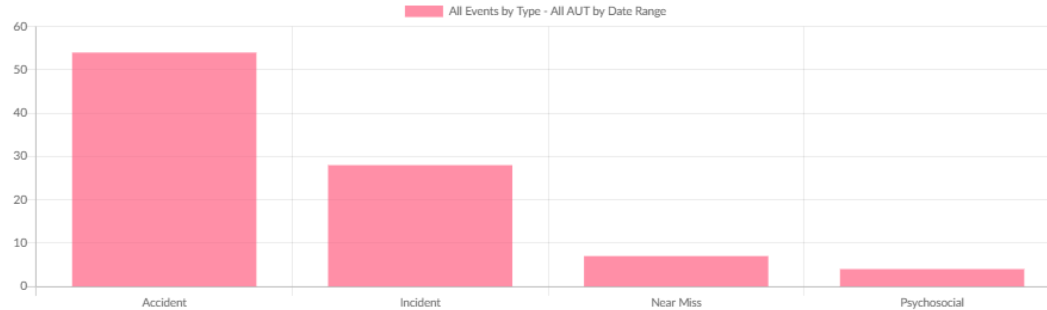
Significant progress has been made in conjunction with the School Science regarding Biocontainment and Hazardous Substances audits both of which have received clear pass results. The most recent of these has been the Hazardous Substance Test Location Certificate Audit last week assuring our management arrangements of hazardous substances as being appropriate.

Note should be made of the Enforceable Undertaking agreed between WorkSafe and the University of Waikato and the potential implications for AUT.

2 Injury/Incident Data

2.1 Accident, Incident and Near Miss Summary

The graph below shows the number of accidents, incidents and near misses reported this quarter.



This Quarter, there were:

- Fifty-four Accidents reported - An event that resulted in Injury/Ill health, of these:
 - Thirty-six were classified as needing first aid
 - Nine were classified as needing medical treatment
 - Two were classified as a Lost Time Injuries
 - Seven were classified as not requiring treatment
- Twenty-eight Incidents reported - An event that didn't result in injury but does cause property damage or has enough significant risk to merit recording.
- Seven Near Misses Reported - An event that, while not causing harm, has the potential to cause injury or ill health.
- Four Psychosocial events were reported - Aspects of work that have the potential to cause psychological or physical harm.

Key HSW Events reported to the Health, Safety and Wellbeing team this quarter included

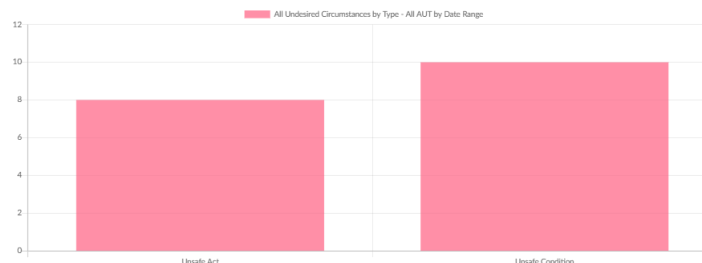
Event Description	Reported Date	What Action has been taken
While filming a chemical reaction that generates heat, the crucible failed and broke, spilling the contents onto the fume hood coating. After the reaction, the spill was cleaned up, and it was discovered that it damaged the protective fume hood coating.	17 October 2024	The fume hood has been taken out of action until it can be inspected and fixed by the contractor. A debrief meeting will be set up to learn from this incident and improve practices.
Student punctured their finger when re-capping a needle after administering a subcutaneous injection.	16 October 2024	The student nurse has been to occupational health at their placement to discuss the incident with the occupational health nurse and have been given the required information and paperwork to request blood from the patient. They have been advised of protocol and are being supported

		by occupational health and are about to have a blood test.
A research assistant dropped a full 2.5L dichloromethane bottle spilling the solvent on the floor.	10 October 2024	Spill protocol was followed, with staff wearing the appropriate PPE. The spill contents are in a fume cabinet, and a new spill kit has been ordered.
A nursing student on placement was exposed to human biological matter in their eyes and mouth. The nurse looking after them was made aware of the situation, and eye and mouth precautions were followed, along with blood tests for Hep B, Hep C and HIV were taken which came back negative.	30 September 2024	The student has been debriefed and offered counselling. The HSW team is following up with the nursing school to see if ongoing testing is needed for the student to ensure they have not been exposed to Hep B, Hep C or HIV.
A patient indecently exposed themselves to a paramedicine student on placement.	22 September 2024	Student Service and Administration and the Paramedicine school followed up with the student to assess whether they required additional support.
A nursing student on their break intervened in a brawl in the hospital to protect a three-year-old. They were injured when a sandwich board was thrown and injured the student's knee/lower leg. A doctor examined them in the ED and reported a haematoma and no further injuries. A police report was filed, and the student was sent home for the remainder of their shift.	15 September 2024	The HSW team followed up with the nursing school and Te Whatu Ora for more information regarding this incident and whether an investigation had been completed. Te Whatu Ora advised: <ul style="list-style-type: none"> • The Adult Medical nurse management followed up with the student, and the Psychologist who supports the Adult Medical team for trauma-related issues has had a session with the student, with a further two sessions planned. The Adult Medical nursing management team also continue to support the student. • The policy for violent and aggressive behaviour requires hospital staff call for security rather than respond themselves. • This incident is being viewed as an opportunity for learning for students and other staff to maintain situational awareness

		and the need to consider their own safety.
While offloading green waste from the gator utility vehicle, a contractor slipped, fell, and hit their face / head leaving them unconscious. They were transported to hospital for treatment but were not admitted.	4 September 2024	The HSW team followed up with Estates who provided a copy of the contractor incident report. We are awaiting a copy of the incident investigation.
A nursing student working in an operating theatre on placement had formalin splashed in their eyes. The placement provider gave immediate treatment.	22 August 2024	The HSW team have followed up with the Nursing School. The placement provider has confirmed they are investigating the incident and that our student has not suffered any ongoing ill effects.
Several radioactive calibration disks for use with a Geiger Counter Demo kit were discovered on a shelf in the WS606C office.	22 August 2024	The items have been secured, and appropriate disposal has been arranged with AUT's authorised technical waste management contractor
A staff member was using the recording studio in the AF building and fainted resulting in multiple facial injuries. An ambulance was called, and the staff member was taken to hospital for examination and treatment.	9 August 2024	The HSW Team followed up with Estates regarding the conditions in the room at the time of the incident. It was discovered that the temperature setpoint was initially set at 24 degrees during the commissioning process of the building. This has since been reduced to 21.5 degrees.
While draining resin from a VAT during cleaning liquid resin splashed and hit a staff member in the eye. Following relevant first aid procedures, their eyes were flushed in the eye bath in WM305 for 15 minutes (supervised) and saline eye bath - no discomfort was reported afterwards.	28 August 2024	This incident has been investigated and it was found that the staff were not wearing eye protection, even though it was available. The staff member has been reminded the importance of wearing safety equipment.

2.2 Undesired Circumstances Summary

The graph below shows the number of unsafe acts and unsafe conditions reported this quarter.



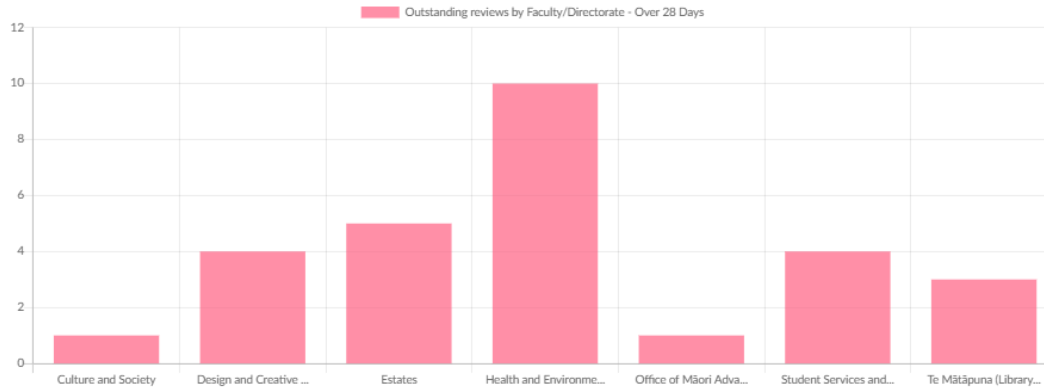
This quarter, there were:

- Eight unsafe acts reported - A person not following safety protocols, which can cause or is likely to cause injury to themselves or others
- Ten unsafe conditions were reported – Otherwise known as a Hazard, it is a condition likely to cause property damage or injury.

Key hazards reported to the Health, Safety and Wellbeing team this quarter included:

Event Description	Reported Date	What Action has been taken
The roof of the WM building has been leaking for several years. They advised that water still runs down the walls and pools in WM708B when it rains, and there is now visible mould on the ceiling and walls.	25 th October 2024	Staff have reported this to Estates for investigation and are not using the office.
As part of his patrol, the library security guard spotted three people in a group study room on level 3 rolling a joint. They were in possession of cannabis, papers, and other related items.	12 September 2024	Only two of the three were AUT students. All were removed from the library.
The ground oxygen sensor in the room holding the Nuclear Magnetic Resonance equipment measured oxygen levels of <19.5%. This isn't low enough to activate the oxygen sensor alarm (<18.5%) but did activate the purge system and send out an email alert. This system warns any staff in the room that oxygen levels in the room are below that required for safe use.	29 August 2024	The School of Science contacted Estates, who arranged to recalibrate the sensors. A meeting was also set up with Bruker, who supplied the NMR. They are providing AUT with information about the NMR that can be used as a checklist to ensure it was set up correctly and operating within the expected parameters. A further meeting with Estates will be booked to discuss the oxygen sensors.
A staff member found a chair blocking the WS606 PC1 containment lab door from closing. This causes a breach of containment as it is required that the doors are closed and locked to prevent untrained users from getting access.	23 August 2024	The Biological Safety Officer will undertake a stocktake of all risk items, door logs will be checked, and users will be reminded of the importance of closing the doors behind them.

2.3 Open Event Reviews

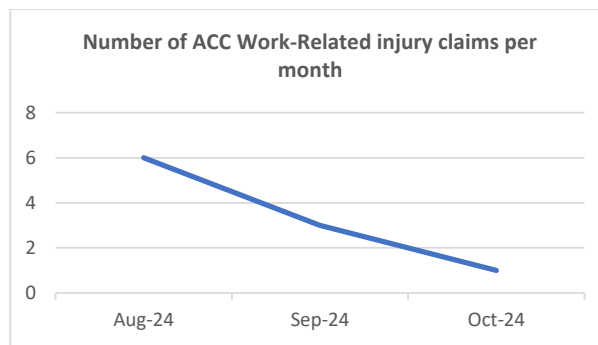


The graph above shows the Events that have been open for more than 28 days, by faculty / Department that have not been reviewed. The HSW team are working closely with their portfolios to close these events.

2.4 ACC work-related injury claims:

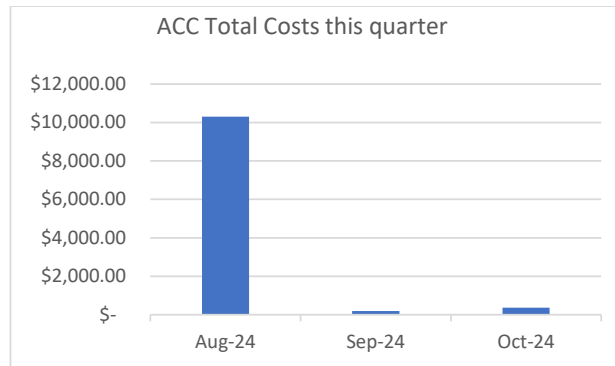
Based on the data provided by ACC, there were a total of 10 injuries that resulted in ACC work-related injury claims and required rehabilitation. These injuries can be categorised primarily into strains and sprains.

The graph below shows how many ACC claims there were by month this quarter.



The total cost of these injuries for this quarter is \$4,183.75, which may fluctuate as some staff members may still be receiving rehabilitation. AUT pay approximately \$400,000 in levies annually to ACC effectively to cover these costs. The HSW Team is evaluating the benefits of joining the ACC Accredited Employer Partnership Programme to reduce levy costs considering our consistently low injury rates.

The graph below shows the total cost of work-related injuries this quarter.



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

This quarter 107 staff accessed well-being support through EAP Services, with 204 sessions delivered. This was a decrease of 5 staff members accessing support from the previous quarter (May to July). During this quarter, 34% of staff accessed support for work-related reasons; this was an increase of 4% from the previous quarter.

This can be further broken down into staff attending a new session e.g. attending EAP for the first time and staff returning for a session(s).

August 2024		September 2024		October 2024	
New	Returning	New	Returning	New	Returning
22	31	26	20	24	22

The table below shows the main work-related reasons for staff access support this quarter compared to last quarter. Please note: This data only includes information for new sessions and not those returning, and staff could be placed across three issue categories.

August 24 to October 24		May 24 to July 24	
Work Prime Presenting Reason	Number of staff	Work Prime Presenting Reason	Number of staff
Career	12	Career	8
Relationship with manager(s)	8	Relationship with Co-Workers	7
Relationship with Co-Workers	6	Workload	7
Working conditions	4	Relationship with Manger(s)	6
Performance	4	Bullying	5
Workload	3	Environment	4
Environment	3	Working conditions	4
Bullying	3	Workplace Safety	2
Workplace Safety	1	Performance	2
Harassment	1	Redundancy	1
Total	45	Total	46

The below graphs compare AUT's (in green) prime, presenting reasons against all other users of EAP Services.

Work Issue Comparison to All EAP Customers



65% of staff contacted EAP Services for assistance with personal well-being concerns this quarter. The table below shows the main personal-related reasons for staff access support this quarter compared to last quarter.

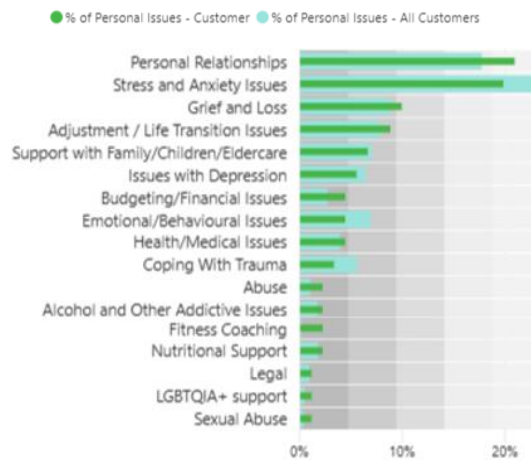
Please note: This data only includes information for new sessions and not those returning, and staff can be placed in up to three issue categories.

August 24 to October 24	
Personal Prime Presenting Reason	Number of staff
Personal Relationships	19
Stress and Anxiety Issues	18
Grief and Loss	9
Adjustment / Life transition issues	8
Support with Family/Children/Eldercare	6
Issues with Depression	5
Budgeting/financial issues	4
Emotional/Behavioural Issues	4
Health/Medical Issues	4
Coping with Trauma	3
Abuse	2
Alcohol and other addictive issues	2
Fitness Coaching	2
Nutritional Support	2
Legal	1
LGBTQIA+ Support	1
Sexual Abuse	1
Total	88

May 24 to July 24	
Personal Prime Presenting Reason	Number of staff
Stress and Anxiety Issues	29
Personal Relationships	11
Grief and Loss	10
Adjustment / Life Transition issues	9
Coping with Trauma	9
Support with family/Children/Elder Care	9
Emotional Behavioural Issue	6
Issues with Depression	6
Health/Medical Issues	3
Abuse	2
Alcohol and other addictive issues	2
Neurodiversity	2
Nutrition support	2
Sexual Abuse	2
Budgeting/Financial Issues	1
Couples Counselling	1
Family	1
Legal	1
Total	106

The below graphs compare AUT's (in green) prime, presenting reasons against all other EAP Services.

Personal Issue Comparison to All EAP Customers



3. Ministry of Primary Industries Biocontainment Audit

AUT operates, through the Science School, Biocontainment Facilities which allow the University to study and/or conduct research using restricted biological organisms or plants. Licensing and authorisation for that work is controlled by the Ministry of Primary Industries (MPI) under the Biosecurity Act and requires an annual audit to maintain accreditation and retain the authority to operate.

Since 2018, AUT has been on a 12-weekly audit cycle due to issues raised each audit that, while not sufficient to warrant removal of certification, necessitated closer monitoring by the regulator on a significantly revised audit schedule. Following significant work by the Science School supported by the HSW team, the latest audit on 27 August 2024 has led to a move to a 6-month audit cycle as a first step to the restoration of annual audits. Successful completion of the audit was confirmed in early October and a full copy of the audit findings received on 8th November 2024 for final review.

Significant discussion on this programme has taken place at the last full meeting of Council following the HSW Korero Walk around. Approval has been given for remedial work on existing infrastructure to meet immediate compliance issues and to develop a business case and future direction for science and supporting infrastructure in line the concerns expressed by Council.

4. AUT wide HSW Induction Training

To establish a baseline level of health, safety, and well-being knowledge across AUT, two HSW Induction packages have been developed for all Staff and all People Leaders covering their specific responsibilities. The platform for hosting the training is still being considered and in the interim the opportunity for application of AI technology to enhance the learning experience is being reviewed.

5. Restriction on Boating and Diving

In conjunction with the School of Science a hold has been placed on use of the faculty's vessel and on Scuba Diving as part of the Marine/Environmental Science studies/research programme. This is due to both the departure of the holder of the faculties Inshore Skippers and Dive Master Qualifications in addition to a need to review and update the Universities diving management framework which requires significant work to provide the level of assurance that such activities

necessitate. Interim arrangements are being sought to provide cover through partnering with the University of Auckland while also taking the opportunity for the HSW team to review our AUT Diving Policy Framework. Offshore research opportunities for the new year currently under consideration may have to be curtailed while this occurs.

6. Health NZ/ Te Whatu Ora Student Placement Agreement and Overlapping Health and Safety Duties

Student Work Placements in the Health sector are one of the more significant risk areas for AUT. While placements are generally unpaid, the view of the regulator, WorkSafe, is that both the placement organiser AUT, and the placement provider, have overlapping health and safety duties (s.34 Health and Safety at Work Act 2015). As such, the expectation is that AUT will cooperate, coordinate and communicate with placement providers to ensure the health and safety of students while on placements. The lack of an agreed approach on this matter is a vulnerability for AUT and those organisations we work with. This is being exacerbated by incidents involving violence or threatening behaviours in the health sector.

Health NZ has worked with Tertiary Education Organisations (TEOs) including AUT on a National Student Placement Agreement project since late 2023. Health NZ's consultation process has concluded with a view to implementation in 2025 despite significant concern expressed by TEO's. From a HSW perspective, AUT have led TEO engagement gaining a commitment from Health NZ to engage on reaching practical solutions to our shared HSW (legal) responsibilities while they remain intransigent on other Student Placement Agreement conditions. AUT have established a TEO HSW Group with the other Universities, Whare Wananga and Te Pukenga to engage with Health NZ on a pragmatic way forward that will meet our operational and compliance needs.

To further engagement on our overlapping duties AUT is initiating a joint project with Middlemore Hospital/Health NZ to map current protocols and preparations for ensuring the health and safety of nursing students on placement as a first step to developing national best practice for all TEO placements. This project is expected to occur late November through to the end of December 2024.

7. AUT's Primary Duty of Care – Workplace Monitoring Survey

AUT's primary health and safety duty of care as an employer is to:

- a. Provide and maintain a safe workplace
- b. Provide and maintain safe plant and structures
- c. Ensure the safe use, handling and storage of equipment, substances & structures and
- d. Provide and maintain welfare facilities for workers; and
- e. Provide information, training, instruction or supervision necessary to protect all persons from the work being carried out; and
- f. That the health of workers and the conditions at the workplace are monitored to prevent injury or illness of workers arising from the conduct of the Universities work

To meet the requirements of paragraphs a, b, c, d and e employers are required undertake workplace monitoring in line with para f. That monitoring includes technical evaluations of a range of factors including air quality, lighting, the presence of biological or chemical contaminants on surfaces or in the air and aspects of equipment selection, use and maintenance in addition to other measures.

Once undertaken, the results of the monitoring determine what workplace and or worker health or environmental monitoring needs to take place on a regular basis to ensure the effectiveness of controls. The most common example of this type of work relates to the presence of noise in the

workplace over 80 decibels in excess of the timeframes listed in the NZ Workplace Exposure Standards. Where this occurs AUT would be responsible for eliminating or reducing the noise below the standard. We would also be responsible for communicating on the risk with our staff including what is expected of them in addressing the risk including training in the use of PPE and other reduction measures. We would then be responsible to, in conjunction with staff, monitor both noise in the workplace on a regular basis and test exposed staff hearing for any potential impacts.

An initial Occupational Health scan was undertaken in March/April this year to identify any potential areas that might require more detailed assessments. The scans sought the presence of excess noise and vibration, dusts and other airborne contaminants, hazardous substances and equipment to which long term exposures might cause acute or long-term occupational health conditions. This has been followed up with more detailed technical examinations primarily on the Northshore and City campuses over the last four months that have produced a range of technical reports the outcomes of which are being compiled into a plan for action due in the coming week.

Overall, there are no critical exposures requiring urgent consideration or that are clearly a significant threat to the ongoing health of our people, staff or students.

However, areas for improvement have been identified that will require open and regular communication with staff and students, some work on workspaces including consideration of ventilation, hearing conservation, air quality and other issues on which we now have reliable data. A more detailed report will be provided in the next two weeks.

Formation of a Technical Advisory Group for the management of Hazardous Substances

The management of hazardous substances at AUT has been ad hoc and lacking dedicated organisation-wide oversight for some time. Significant efforts have been made in the Science School to address the many issues, but broader engagement has been required to be successful.

As an interim measure, the Director HSW has assumed responsibility for oversight of the purchase of hazardous substances across AUT with the intent of establishing an AUT wide Hazardous Substances Technical Advisory Group to better manage the risks posed to staff, students and the wider community and environment. The purpose of the group will be to eliminate or significantly reduce the opportunity for the exposure of students and staff to life-altering/threatening substances while maximising the learning opportunities.

A few highly dangerous substances have been removed from our inventory already and replaced with safer alternatives because of this work. Draft Terms of Reference are being prepared with the intent that we move to an agreed management approach in the next two months.

8. NZ Business Leaders Health and Safety Forum

AUT has recently become a member of the NZ Business Leaders Health and Safety Forum. The Forum was established in part to give effect to Business Leaders intent to demonstrate a commitment and leadership in improving the health and safety of workers in NZ. It was also a response to the changes made to health and safety legislation in 2015 and the governments challenge to business leaders to lead more in this area.

There are two areas for noting by Council and the People and Culture Committee. Firstly, in conjunction with the Institute of Directors and WorkSafe, the NZ Business Leaders Health and Safety Forum produced the *Health and Safety Governance - A Good Practice Guide 2024* document. The guide includes a companion Quick Guide and A Self-Assessment. The Guide is the most contemporary advice

for those with governance roles as Officers and combined with the Self Assessments provides a great opportunity for learning and self-reflection both as a group collectively and as individuals.

A proposal is being developed to provide facilitated discussions on a range of governance areas to Council in 2025.

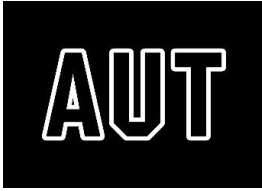
9. Enforceable Undertaking – University of Waikato (UoW)

The University of Waikato has recently reached agreement with WorkSafe on an Enforceable Undertaking (EU) under the Health and Safety at Work Act 2015 as an alternative to prosecution for an incident in 2022 that severely burned a Lab Technician and injured two other staff members. The incident occurred during the changing of an oxygen bottle connected to the gas reticulation system in a laboratory. As a condition of the EU, it has been posted online including details of the incident, a public apology from the UoW and details of the remedial actions being taken to reduce the likelihood of a similar incident occurring at the UoW or elsewhere in the Tertiary sector. The estimated implementation cost is expected to be \$1million. ([The University of Waikato | Te Whare Wānanga o Waikato | WorkSafe](#))

A high-level review has identified very similar conditions/equipment/practices to those at UoW are present at AUT. To confirm this and to address any findings an urgent review is being undertaken to:

- Identify current gas reticulation systems installed in laboratories across AUT their design, current state of maintenance and,
- Determine the arrangements for procurement, storage, movement, installation and removal/replacement of gas cylinders across AUT for laboratory use, and
- Identify and assess the training and supervision of staff in the oversight, maintenance and use of reticulated/bottled gas systems at AUT, and
- Assess these arrangements against relevant regulations, Approved Codes of Practice and Standards and make relevant recommendations to ensure the safety and wellbeing of our people

The review is being undertaken by Hazardous Substances specialists and will occur over the 27-29th November enabling any urgent issues to be addressed prior to year end.



PART A	9.1
OPEN AGENDA ITEM	

Council Agenda Paper

Subject: **Te Tiriti**

Date: 22 November 2024

Author: **Dr Valance Smith, Kaihautū Tiriti – Tiriti Strategist**

RECOMMENDATION:

THAT COUNCIL RECEIVE THE TE TIRITI REPORT

Report to Council

To: AUT Council

From: Dr Valance Smith, Kaihautū Tiriti – Tiriti Strategist¹

Date: 22 November 2024

The Kaihautū Tiriti (KT) is a key member of the Office of the Vice Chancellor leading the following strategic objectives:

- Strategic leadership of Te Aronui
- Development and execution of an organisation capability framework and plan
- Engage and lead external stakeholder relationships.

1.0 Strategic Leadership for Te Aronui

The KT is developing Te Aronui KPIs by identifying impact and input measures along the Te Aronui journey that contribute to these KPIs. To achieve the agreed-upon outcome KPIs outlined in our investment plan, it is essential to confirm shared understanding that input measures are required. Collaboration with various university teams will be necessary to define these measures. This process aligns with two key elements: our overarching strategy, *Te Kete*, and *Te Aronui*. Consequently, the university's KPIs will be analysed through these specific lenses to ensure alignment and progress.

1.1 Action

The KT and the Director of Strategy and Planning Megan Skinner have agreed to work together in identifying and determining what the input measures are.

2.0 Organisation Capability Framework

2.1 Aronui Ora hand over

The Kaihautū Tiriti will fully hand over the responsibility and guardianship of Aronui Ora to the People and Culture team in December, with full confidence in their ability to run the programme successfully. This transition allows the Kaihautū Tiriti to step back into the role of programme sponsor and hold space for the incoming DVC Māori. Heartfelt thanks are extended to the Aronui Ora team for their outstanding efforts and dedication.

2.2 Council Engagement in Aronui Ora

After careful discussion with the Aronui Ora team, we strongly encourage Council to participate in Aronui Ora as it is currently delivered, without adopting a condensed version, for several important reasons:

1. Firstly, full participation will ensure that Council receives the maximum benefit from the programme. Aronui Ora, in its complete format, is designed to provide a deep, impactful experience that builds cultural capability through a well thought out suite of inter-related modules. A condensed version may compromise this deliberate design and limit the intended impact.

¹ Kaihautū Tiriti is also supported by AUT Librarian Kim Tairi, 0.2 FTE.

2. Additionally, we think it is important for our staff to know that Council members have undertaken the same comprehensive programme as they have. This alignment demonstrates commitment and solidarity and sends a strong message of kotahitanga (unity, shared purpose).
3. Kotahitanga - we suggest that instead of creating a dedicated Council cohort, members register alongside general staff. Participating in this way would provide Council with a firsthand view of the programme's influence at the flaxroots level and foster a more comprehensive understanding of how Aronui Ora is shaping change across and within the university in alignment with Te Aronui.
4. This approach also offers flexibility, as Council members can select modules that best fit their schedules, allowing for a less constrained more flexible engagement with the programme within existing commitments.

We acknowledge Council's interest and enthusiasm to participate in Aronui Ora and appreciate the opportunity to support Council on this journey. If you agree to the above, Aronui Ora project administrator Alex Farmer will reach out to you individually when dates become available for 2025.

2.3 Tēnei Au Māori Staff Leadership Programme


The Tēnei Au Māori Leadership Programme has received overwhelming interest from Māori staff across the university, and the programme is now at full capacity. The Kaihautū Tiriti has been actively working with leaders across the university to identify kaimahi Māori who would benefit from this kaupapa, ensuring that it supports those with the potential to grow as emerging leaders. This strong response highlights the enthusiasm of Māori staff to grow and develop their leadership skills with a Te Ao Māori approach – Māori achieving success as Māori.

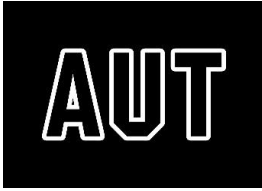
3.0 Engage and lead key external relationships – Update

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

Iwi Partner	Current Status	Next Steps	Contact Person
Ngāti Whātua Ōrākei	Met with Nick in November.	Progress to sharing the Kōtuitanga with key NWO stakeholders	Nick Mudge
Waikato Tainui	Met with Sierra Kihi in November. We are both happy to progress this version to our respective leaders.	Forward to the VC	Raewyn Mahara
Te Kawerau a Maki	Still under review.		Robin Gordon-Taua
Ngāti Paoa	Still under review		John Hutton



Iwi Partner	Current Status	Next Steps	Contact Person
Ngāti Rongo o Mahurangi	Have been in contact to discuss coming together in 2025.	Organise whakawhanaungatanga event	Ara 
Te Kei o Tainui & Te Waiohua	KT has progressed discussions – we are meeting with Ngāti Tamaoho Chair Tori Ngātaki and will organise a hui with Te Waiohua leadership	Continue discussions to establish formal relationships.	Maxine Graham



PART A OPEN AGENDA ITEM	13.1
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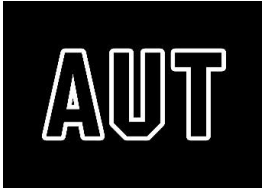
Council Agenda Paper

Subject: Update from the President of AUTSA – Alicia Lemmer

Date: 2 December 2024

RECOMMENDATION:

THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE PRESIDENT OF AUTSA



PART A OPEN AGENDA ITEM
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13.2

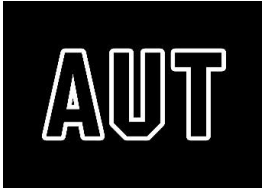
Council Agenda Paper

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

Date: 2 December 2024

RECOMMENDATION:

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



PART A	13.3
OPEN AGENDA ITEM	

Council Agenda Paper

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

Date: 2 December 2024

RECOMMENDATION:

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