



UTS Council Meeting Report

Meeting 26-2 | 22 April 2026

This report covers some of the non-confidential matters considered by UTS Council at its 22 April 2026 meeting. The report leads with decisions and approvals made by Council, followed by a summary of key discussions. This report is not to be considered minutes of the meeting.

**The Report structure replicates the flow of the agenda.*

SUMMARY OF APPROVALS

A consolidated view of key decision approved at this meeting is shown below. Discussion notes follow in subsequent sections.

UTS 2026 Annual Plan	Council approved the UTS 2026 Annual Plan.
2025 Financial Statements and Members' Report	Council approved the consolidated statements for year ended 31 December 2025, and the Council Members' Report.
Freedom Attestation Statement	Freedom of Speech and Academic Freedom Attestation Statement approved for publication in the UTS Annual Report.
UTS Council External Review	Terms of Reference approved for an independent external review commencing first half of 2026.
People and Culture Committee Charter	Charter approved. University Secretary authorised to establish and operationalise the Committee.
Emeritus Professor Awards	Council approved eleven Emeritus Professor Awards.
Council Member Appointment	Council approved the appointment of Mr Peter Matruglio as a Council-Appointed Member for a four-year term (22 April 2026 – 21 April 2030), and to Finance Committee for a two year term (22 April 2026 – 21 April 2028).

STRATEGIC ITEMS OF BUSINESS

2026 Annual Retreat and UTS 2026 Annual Plan

Council discussed the outcomes of the Annual Retreat and the 2026 Annual Plan, emphasising the need to translate UTS 2030 strategy into a smaller number of clearly prioritised, sequenced, and accountable actions.

People and culture were identified as both the most significant risk and primary enabler of the Plan. Sustained leadership focus on staff engagement, wellbeing and capability were considered critical, with Council highlighting the establishment of the People and Culture Committee as a key mechanism to support this focus.

Council requested that the Annual Plan remain high level, accessible and clearly focused, and requested that the format for future plans be reviewed with a focus on making the document more concise and clearer in relation to the target audience. Council agreed that clearer articulation of accountability, including allocating senior executive ownership within the roadmap, together with an assessment on the University's capacity to deliver the identified objectives. The risk of overconcentration of accountability was noted given workload pressures across academic and operational areas.

Council emphasised meaningful staff communication and the importance of staff seeing themselves reflected in institutional priorities during a period of sustained change. The highly volatile external environment — regulatory, financial, and geopolitical — was acknowledged, reinforcing the importance of institutional resilience and contingency planning.

Operational Sustainability Initiative Update

Council noted the release of the Change Implementation Plan for the first phase of the Operating Model on 23 April 2026. Council acknowledged the complexity of the changes and the need for careful design informed by consultation, while noting that the primary driver remains the identification of sustainable savings.

Council emphasised that supporting staff and managing psychosocial risks remain a priority during this period of change. Council acknowledged the professionalism of affected staff and noted the measured approach to change management, including risk identification and mitigation strategies.

OPERATIONS AND PERFORMANCE

Report from Vice-Chancellor

The Vice-Chancellor provides a report to each Council meeting containing updates on key developments and events that have occurred since Council's last meeting. Updates include; the implementation progress of the UTS 2030 Strategy, State and Federal Government issues, updates regarding the university sector and internal matters, particularly achievements and awards.

The Vice-Chancellor updated Council on recent geopolitical developments and implications for the University. While no institution-level agreements exist with countries of current Government concern, individual research collaborations are subject to increasing regulatory interest. Council discussed the evolving position regarding academic freedom, research funding, and compliance obligations.

Council discussed the future of 2SER following Macquarie University's withdrawal of funding. UTS continues to provide support within existing parameters, with management progressing financial modelling, transitional arrangements, and philanthropic opportunities in recognition of the station's community and reputation significance.

Council noted the update on the current enterprise bargaining round and acknowledged recent positive performance in global rankings, reflecting the University's academic and research standing.

Health, Safety and Wellbeing Standing Report

Council discussed Gender-Based Violence (GBV) reporting, noting this is a newly introduced report and that further work is underway to support its maturation. Council noted that external benchmarking is currently limited and that increased reporting reflects improved awareness and reporting mechanisms rather than increased incidence, with trends to be monitored as the framework matures.

Council also discussed reporting arrangements relating to non-disclosure agreements, noting requirements of the GBV National Code covering both staff and student complaints.

Reports from Committees

Council has a number of sub committees, whose membership have particular expertise, to provide assistance and advice to Council on matters for Council consideration. These committees report back to Council. Not all of the Committee Reports are represented in this brief overview.

Finance Committee

The Finance Committee advises Council on matters relating to the distribution and supervision of university finances and acts on behalf of Council in areas of delegated authority.

Council discussed the National First Nations College (NFNC), including financial and delivery risks beyond financial close, such as construction cost escalation and international student demand, and noted potential financial exposure if the project does not proceed.

Audit and Risk Committee

The primary responsibility of the Audit and Risk Committee is to assist Council in overseeing the activities undertaken by the UTS body corporate and, from time to time, other related entities as requested by Council.

Council approved the 2025 Financial Statements and noted the positive feedback received from the Audit Office of NSW, reflecting a high level of collaboration between management and the auditors.

Council acknowledged the significant, University-wide effort required to meet new climate-related financial disclosure requirements.

Council noted the Health, Safety and Wellbeing (HSW) Annual Report, including the Committee's assurance statement.

Council discussed internal audit findings on academic integrity and generative AI, noting the evolving risk environment and the need for an education-led approach, including prioritised curriculum and assessment redesign. Council acknowledged existing policy settings, as well as the associated reputational risks and opportunities, and emphasised its low risk appetite for any compromise to academic integrity.

Infrastructure Committee

The Infrastructure Committee provides advice to Council on physical infrastructure, information technology infrastructure and precinct matters in the context of the UTS 2030 strategy, the budget and the Finance Plan.

Council noted delays to the Enterprise Resource Planning Program and associated cost pressures. Council emphasised maintaining an appropriate balance between cost control and de-scoping, ensuring core objectives and intended benefits are not compromised, and stressed the importance of early escalation of material issues.

Governance Committee

The primary responsibility of the Governance Committee is to assist Council in regard to policy, general governance specified risk matters.

Council discussed the importance of clear communication with the University community, particularly regarding staff wellbeing, workforce profile, and increasing external scrutiny. Council approved the People and Culture Committee Charter, noting its prior announcement to the UTS community.

Council noted the University's strong alignment with the Code of Governance Principles and Practice for Australia's Public Universities and agreed the assessment will inform the 2026 external review.

Nominations Committee

Council discussed membership composition, emphasising broader dimensions of diversity, including age, socioeconomic background, and non-commercial experience. Council reaffirmed the value of diversity alongside the need for strong financial expertise on the Finance Committee, and approved the appointment of Mr Peter Matruglio to Council and the Finance Committee.

ITEMS FOR NOTING

Report from the Chancellor

Use of Power of Attorney, University Seal and Executive Action

Deputy Chancellor Election — Dr Lisa O'Brien AM elected as new Deputy Chancellor

OTHER REPORTS

Report from Academic Board

Report from Honorary Awards Committee

Report from Student/Council Liaison Group

Report from Remuneration Committee
