University Council Minutes

The University Council met at the Inveresk Campus in Room 403a of Rivers Edge and by video conference (via Zoom) on Friday 3 May 2024 from 9.00am.

Members: The Chancellor (Ms Alison Watkins AM) as Chair, Vice-Chancellor (Professor Rufus Black), Professor Natalie Brown, Professor Emeritus Peter Dawkins AO, Ms Karina Groenewoud, Mr James Groom, Ms Sarah-Jayne Hall, Ms Tara Howell, Ms Alicia Leis, Dr Tania Price, Associate Professor Ashley Townsend and Ms Sheree Vertigan AM.

In attendance: Professor Ian Anderson AO (Deputy Vice-Chancellor, Academic), Mr Craig Barling (Deputy Vice-Chancellor, Student Services and Operations), Ms Kristen Derbyshire (Chief People Officer), Professor Anthony Koutoulis (Deputy Vice-Chancellor, Research) and Ms Kate Huntington (Executive Director, Strategic Communications) attended for all items other than members only.
Ms Sally Paynter attended as University Secretary.

By invitation: Dr James Brann (Pro Vice-Chancellor, Academic Success & Student Equity and Success) Professor Stuart Crispin (Executive Dean, College of Business and Economics) Ms Rebecca Cuthill (Director, Advancement) Professor Kate Darian-Smith (Executive Dean, Pro Vice-Chancellor, College of Arts, Law and Education) Mr Brodie Emery (Associate Director, Strategic Improvements) Professor Nicholas Farrelly (Pro Vice-Chancellor, Southern Transformation) Ms Poppy Fay (Director, Campus Futures) Mr Rick Inglis (Executive Director Strategy) Mr Liam McLaren (TUSA President) Professor Mitch Parsell (Deputy Vice-Chancellor, Education) Mr Ben Rose (Chief Financial Officer) Ms Shauna-Lee Ward (General Manager, TUSA)

Apologies: Ms Ariane Moore and Distinguished Professor Emerita Maggie Walter had been granted a leave of absence for this meeting

1 MEMBERS ONLY

1.1 * Members Only
University Council met in closed session without the Vice-Chancellor in attendance with members sharing initial thoughts on the Vice-Chancellor’s performance in 2023, noting the challenges experienced from lower-than-expected international student numbers, transition to a new higher education funding model and proposed legislation changes from the State Government impacting plans for Sandy Bay Campus. Members acknowledged the Vice-Chancellor’s resilience and commitment to the University’s mission and discussed the leadership strength and support that the current senior executive team provided the Vice-Chancellor and recognised the importance of ensuring that Professor Black continued to build his personal profile in the community.

Vice-Chancellor Rufus Black joined the meeting at 9.34am


1.2 * Items to be starred / Motions on Unstarred Items

The motions relating to the remaining unstarred items were passed in a block:
- Item 1.3 University Council Annual Planner / Workplan for 2024
- Item 1.4.3 Strategic Resourcing Committee Membership
- Item 1.5 Report from Ceremonial and Honorary Degree Committee
- Item 6.5 University of Tasmania Modern Slavery Statement 2023
University Council adopted the recommendations and reports presented as unstarred items without discussion.

Resolution 03-05-2024-UC-1.3
University Council noted the University Council Annual Planner for 2024.

1.4 * Report from the Remuneration and Nominations Committee

1.4.1 * Performance and Objectives 2024
The Chancellor advised that she had undertaken the annual performance assessment of the Vice-Chancellor based on detailed reflection on performance against agreed objectives. Feedback on the Vice-Chancellor’s performance had also been sought from Council members and based on the information provided, the Chancellor had prepared a report for Council’s consideration.

Members discussed the Vice-Chancellor’s performance in 2023, acknowledging his leadership strength and expertise in guiding the University and providing important policy advice to the sector on national and international issues. Members agreed that it was important to continue to communicate with staff, students, and the broader community on the finalisation of planning for the southern campus and throughout the next period of planning towards the University’s strategic refresh.

The Vice-Chancellor advised Council that he found the process of performance review and objective setting to be valuable and that feedback received from Council to be constructive and useful in ensuring there remained an alignment between the priorities for Council and the Vice-Chancellor. Members noted that the Vice-Chancellor’s priorities for 2024 included the successful navigation of the Accord recommendations and their impact on the University including determining the right-size and cost base for the University’s long term financial sustainability, focusing on building leadership capability and on engaging and communicating with key stakeholders on the University progress towards meeting its mission for Tasmania.

Resolution 03-05-2024-UC-1.4.1
University Council considered the Vice-Chancellor’s 2023 Performance Feedback and endorsed the 2024 Priorities.

1.4.2 * Election of Deputy Chancellors
University Council members Alicia Leis and Sheree Vertigan abstained from participating in discussion of this item due to the identified conflict of interests.

University Council unanimously supported the recommendations to appoint two additional Deputy Chancellors, noting that this provided an appropriate recognition of senior leadership within current Council membership and provided for a more reasonable distribution of responsibility across a greater number of senior Council members.

Resolution 03-05-2024-UC-1.4.2(1)
University Council elected Alicia Leis as Deputy Chancellor for a term ending 31 December 2024.

Resolution 03-05-2024-UC-1.4.2(2)
University Council elected Sheree Vertigan AM as Deputy Chancellor for a term ending 1 April 2027.

1.4.3 Strategic Resourcing Committee Membership
This item was unstarred and therefore not discussed.

Resolution 03-05-2024-UC-1.4.3(1)
University Council extended the term of office for Strategic Resourcing Committee member Tara Howell for a further term ending 1 April 2026.
Resolution 03-05-2024-UC-1.4.3(2)
University Council extended the term of office for Strategic Resourcing Committee Member Professor Peter Dawkins for a further term ending 31 March 2025.

1.5 Report from the Ceremonial and Honorary Degree Committee

1.5.1 Nomination for Professor Emeritus to Dom Geraghty
This item was unstarred and therefore not discussed.

Resolution 03-05-2024-UC-1.5.1
University Council conferred the title of Professor Emeritus to Professor Dom Geraghty.

1.5.2 Nomination for Professor Emeritus to Marcus Haward
This item was unstarred and therefore not discussed.

Resolution 03-05-2024-UC-1.5.2
University Council conferred the title of Professor Emeritus to Professor Marcus Haward.

1.5.3 Nomination for Professor Emerita to Barbara Nowak
This item was unstarred and therefore not discussed.

Resolution 03-05-2024-UC-1.5.3
University Council conferred the title of Professor Emerita to Professor Barbara Nowak.

2. INTRODUCTORY ITEMS

Ian Anderson, Craig Barling, Kristen Derbyshire, Kate Huntington and Anthony Koutoulis joined the meeting at 9.50am

2.1 * Introductory Items

Declarations of interest
Member Sarah-Jayne Hall advised that the reference to her role as Non-Executive Director on the UTAS Properties Pty Ltd should be removed from the Register of Interest.

Minutes
University Council considered the minutes of the meeting held on 1 March 2024 and agreed to amend the reference to Work Health and Safety (WHS) as discussed under the Members Only section, to explicitly request that the Audit and Risk Committee provide Council with a draft Framework that clearly sets out for Council the University’s WHS performance against the mandatory requirements and includes clear accountabilities and consequences for actions.

Resolution 03-05-2024-UC-2.1(1)
University Council approved the minutes of the meetings held on 1 March 2024 as a true and accurate record subject to the addition of the agreed amendments.

Actions
University Council noted the action items circulated and agreed to remove the reference to amendment to the terms of reference for the University Foundation Committee which was no longer an active action item.

Resolution 03-05-2024-UC-2.1(2)
University Council received the report showing progress on all outstanding items from previous Council meetings.

3. STANDING ITEMS

3.1 * Community and Stakeholder Engagement
Members discussed the updated Community and Stakeholder Engagement Framework and reflected on its implementation over the past 12 months. Members agreed that creating more opportunities during Council
meetings for individual members to share feedback from their identified stakeholder groups would be useful and that members would seek to be more engaged in the planning for various stakeholder events held around scheduled Council meetings. Members also agreed to undertake a further gap analysis of the existing Framework to ensure that it clearly articulated the role of Council in stakeholder engagement, as distinct from management, that it included a statement that sets out the commitment that Council and stakeholder groups and individuals engage with mutual respect and that an action plan for stakeholder engagement for the next 12 months is developed.

Action: University Council member Tara Howell to work with the Executive Director, Strategic Communications and University Secretary to provide a gap analysis of the Community and Stakeholder Engagement Framework and develop an Action Plan for stakeholder engagement for the next 12 months.

Resolution 03-05-2024-UC-3.1
University Council noted the revised Stakeholder Engagement Framework.

3.2 * Chair, Academic Senate Update and Report
The Chair, Academic Senate highlight areas of interest for Council from the Academic Senate meeting held on 8 March 2024 which included discussion of an Action Plan in Response to Generative Artificial Intelligence that outlined the plan for the University’s strategy in relation to engagement with the impact of Generative Artificial Intelligence. Members noted that formal advice from TEQSA had been communicated to all providers noting that TEQSA would be issuing a request for information on universities response to the use of Generative Artificial Intelligence in June. Senate participated in a strategic session on the Theory of Change for Learning and Teaching focusing on how Schools and Institutes might use the newly developed Theory of Change agenda, how accountabilities could be embedded in the Educational Quality approach and what resources were required to do so.

Members also noted that the Tasmanian University Student Association (TUSA) had released a Media Statement on the Israel-Palestine Crisis. The Statement had been developed with stakeholder consultation over a two-month period and had been written from a strengths perspective that called out the wrongs of the situation. The statement had been circulated to Senate and University Council members for information.

Resolution 03-05-2024-UC-3.2
University Council received and noted the report from the Academic Senate meeting held on 8 March 2024.

3.3 * Vice-Chancellor Update
The Chancellor invited Council member Alicia Leis to provide an update on the University Chancellors Council (UCC) plenary, which she had attended as the Chancellors representative. Ms Leis advised that the Plenary had received an update from Universities Australia Chief Executive Officer Luke Sheehy regarding the current activities being undertaken by Universities Australia, including the upcoming Federal Budget, outcomes from the Accord Report, and an update on the rollout of the University Matters advertising campaign which had commenced to raise positive sentiment for the sector and is focussing on building a connection to the sector for groups that are unlikely to have previous links with universities. The Plenary had also discussed the ongoing protests across Australian universities regarding the conflict in Gaza and discussed the challenge of ensuring safety on campus whilst respecting freedom of speech and respectful debate.

Professor Nicolas Farrelly, Poppy Fay and Rick Inglis joined the meeting at 10.34am

The Vice-Chancellor provided an update to Council on the Tasmanian Government’s commitment to propose legislation to limit the University from selling land on the Sandy Bay Campus except with the explicit support of a majority of both Houses of Parliament, noting that the Government was committed to achieving this within the first 100 days of office and that the process would involve consultation with the University. Members discussed the implications of the introduction of this legislation and considered this in the context of future planning for the Southern Campus.

Resolution 03-05-2024-UC-3.3
University Council received and noted the update from the Vice-Chancellor.

Professor Nicolas Farrelly and Poppy Fay left the meeting at 11.40am

3.4 * University Performance Report
The University Performance Report was taken as read with members seeking clarification on the following aspects of the Report:
• Commencing domestic EFTSL had increased for both Tasmanian and Interstate load with management confirming that much of this growth was from online cohorts.
• Management confirmed that whilst attrition rates for students studying at the International Study Centre in Melbourne through the Education Centre Australia (ECA) partnership had been high for Semester one, ECA has been actively focussing recruitment efforts on a diversity of markets to address this issue and work continued to ensure the student experience is of high quality and not contributing to attrition.
• Members noted that artificial intelligence modelling was being used to identify the likelihood of visa application acceptance and the probability of certain cohorts of students staying to study for a second semester. The model had proven to be effective and had resulted in a comprehensive dataset that would be usefully deployed for future planning.
• In response to a query regarding emerging industrial risks, members were advised that People and Wellbeing continue to work constructively with the NTEU and complainants to resolve concerns and to consider any broader cultural issues that may be present.

Resolution 03-05-2024-UC-3.4
University Council received and noted the University Performance Report for May 2024.

4. COUNCIL EXECUTIVE WORKING DISCUSSION

4.1 * 2024 Staff Engagement Survey Results
University Council considered the 2024 Staff Engagement Survey Results, noting a 70 per cent response rate from Staff across the University and a varying shift in engagement across schools, colleges, and divisions but on average staff across the University felt more engaged than in 2022, with members noting an overall engagement score increasing from 50 per cent to 55 per cent. Members considered the results and noted the action planning to increase people’s connection with the University and its mission with a particular focus on leadership development and effectiveness. Management was asked to ensure that future Staff Survey reporting include the number of respondents in each area (college and division) to provide a better understanding of cohort sizes.

Rick Inglis left the meeting at 1.10pm

4.2 * Organisational Design
Building upon ongoing discussions with University Council in response to the Australian Universities Accord and its map for the future of higher education and analysis of the sector’s current performance, the Vice-Chancellor led a working session with members about early concepts for organising the University to deliver on its mission.

Rick Inglis left the meeting at 1.10pm

5. FOR NOTING

5.1 * Tasmanian School of Business and Economics (TSBE) and College of Business and Economics (CoBE) Case for Change
Confidential and subject to legal professional privilege.

Reference: Resolution 03-05-2024-UC-5.1

5.2 * College of Arts, Law and Education
Confidential and subject to legal professional privilege.

Reference: Resolution 03-05-2024-UC-5.2

5.3 * 2024 Tasmania University Student Association (TUSA) Report
The Chancellor welcomed TUSA President Liam McLaren and TUSA General Manager, Shauna-Lee Ward to
the meeting of Council and the Deputy Vice-Chancellor Academic introduced Pro Vice-Chancellor, Student Equity and Success, Dr James Brann to members. Mr McLaren advised that he welcomed the opportunity to discuss with Council the important issues affecting students and noted that in 2024 TUSA would be celebrating its 125-year anniversary, making it the third oldest Student Union in Australia.

Members noted the current Affiliation Agreement between TUSA and the University was set to expire in November 2024 and discussed the opportunities this presented to re-establish the partnership, noting TUSA’s intention to seek to explore commercial opportunities to help subsidise the funding received from the University through the Student Service and Amenities Fee (SSAF) funding.

Members discussed issues impacting students, including housing and food insecurity and the rising overall cost of living and were informed about the TUSA operated programs and advocacy services which provided assistance directly to students. TUSA advised that key priorities and projects for 2024 included working in collaborative design and development with the University on solutions to meet student needs in keeping with the University Accord, expanding the TUSA Food Security Program State-wide and working with the National Union of Students (NUS) to advocate for a minimum of 50 per cent of SSAF funding allocated to university student associations. Members supported the suggestion that TUSA and the University continue to work closely together and with government to address the broader societal issues facing students in Tasmania and across the Country.

The Chancellor thanked Mr McLaren and Ms Ward and wished Mr McLaren success in finalising his studies noting that this was his second term as TUSA President and that he would be finishing at the end of 2024.

Resolution 03-05-2024-UC-5.3
University Council noted the update on ongoing arrangements between TUSA and the University and the 2024 TUSA Report

Liam McLaren, Shauna-Lee Ward and James Brann left the meeting at 2.25pm
Professor Mitch Parsell joined the meeting at 2.25pm

5.4 * UTAS Institutional Performance on SES Teaching Quality for 2023
University Council considered the 2023 Student Experience Survey (SES) data for commencing and continuing students, noting that the results for Teaching Quality had remained stable at an institutional level from 2022 to 2023 and that the University had improved on four of the other five additional scales. In discussion, the Deputy Vice-Chancellor Education highlighted the demonstrated efficacy of the Teaching Improvement Program, piloted over 2023 and that throughout the pilot the emphasis had been broadened from a focus on teaching to education quality, and that evidence had shown that a well-structured course is essential to teaching quality and successful outcomes for students. Members noted that the Teaching Improvement pilot was being developed into a programmatic model that would be embedded in university-wide procedure with the intention of being used to provide structured support for all courses, not only those with low performance.

Members discussed the Peer Engagement scale results, noting that further work would be undertaken to focus on building a greater sense of student belonging to help students feel more engaged with their cohorts and more engaged in their studies.

Resolution 03-05-2024-UC-5.4
University Council noted the UTAS Institutional Performance on SES Teaching Quality for 2023 report and the intended next steps in relation to the implementation of the programmatic model for improving Educational Quality in 2024.

Professor Mitch Parsell left the meeting at 2.43pm
Rebecca Cuthill joined the meeting at 2.43pm

5.5 * Sustain Campaign
Director, Advancement Rebecca Cuthill provided University Council with an overview of the launch of a mission-led philanthropic giving campaign aiming to raise $50 million over five years by continuing to work with prospective and current donors committed to supporting the University across specific areas. Members noted that the Sustain campaign had been developed based on findings identified through a detailed feasibility study undertaken in 2023 and demonstrated international interest in philanthropic support for the University’s mission to make a positive difference to Tasmania and, from Tasmania, to the world, by focusing on five key philanthropic pillars including: a sustainable planet; a healthier Tasmania; Species conservation; a more creative Tasmania and a more equitable Tasmania. During discussion members queried whether the funding targets were ambitious enough, noting the Advancement Office had achieved the highest level of philanthropic support in the Institution’s history in 2023. Ms Cuthill advised that whilst the team remained confident that the
target would be reached and likely exceeded, the number had been set based upon philanthropic funding received across multiple years, and that this provided a more realistic target.

The Chancellor thanked Ms Cuthill for her presentation and encouraged University Council to engaged in the campaign.

Resolution 03-05-2024-UC-5.5
University Council noted the commencement of the University’s new philanthropic campaign, Sustain.

Rebecca Cuthill left the meeting at 3.01pm

5.6 * Update on 2024 External Review of University Council and Academic Senate
University Council noted that following agreement to engage a single independent expert for scheduled reviews of both Council and Academic Senate, a request for tender had been directly issued to three leading corporate and academic governance experts and by the closing date, three quotes had been received. An Evaluation Panel Chaired by the Deputy Vice-Chancellor Academic and joined by the Deputy Chancellor and the Chair, Academic Senate had met to review the proposals and had identified a preferred supplier, however further negotiation was underway on aspects of the proposals methodology and to ensure the overall budget came within the appropriate range.

Members noted that once the preferred supplier is confirmed, a review start date will be negotiated and a schedule for the review circulated to Council for information. Interviews with University Council members, key stakeholders and members of the academic community who requested an interview will then be undertaken as part of the process. A further update on progress will be provided to the 28 June University Council meeting.

Resolution 03-05-2024-UC-5.6
University Council noted the update on the 2024 external review of University Council and Academic Senate.

6. FOR DECISION

Ben Rose joined the meeting at 3.03pm

6.1 * Financial Outlook and Accord Impact
University Council were presented with an update on the University’s financial outlook and Accord impact, noting that whilst domestic revenue was secured through a Government Guarantee until at least the end of 2025 and providing stability to the University’s domestic revenue, the impacts of the once in a generation shift for the higher education policy landscape, from a demand driven growth model to a more managed system, was a transition that needed to be carefully planned for. Members considered the University’s current financial outlook, noting the drop in international student revenue and the impacts on the international student market and revenue pipeline from the challenging global market and Australian migration policy settings which had created high levels of uncertainty resulting in a budget deficit which need to be addressed.

University Council considered plans for the short, medium, and long-term horizons including identifying sustainable EBITDA on a smaller cost base structured for a managed rather than a market driven higher education system. Immediate actions to address the budget deficit and achieve EBITDA in 2024 included identifying immediate discretionary savings, selling surplus assets and strategic vacancy management. Members discussed the details of proposed vacancy management noting that 70 percent of the University’s operating costs were salaries and related costs and that the aim was to re-shape the University with minimal impact on staff. As redundancy programs, voluntary or targeted, had financial impact that were not budgeted for, the focus would be on strategic vacancy management through the opportunities that staff turnover and natural attrition presented. Other actions included ongoing work to simplify University systems, a focus on teaching and unit efficiency and identification of short-term revenue opportunities. Members requested that management provide further analysis of the University’s growth in online offerings and future revenue opportunities to the next meeting of Council.

Action: Management to bring further analysis of the growth of online student cohorts to the June 2024 meeting of Council and include the percentage of HECS waived courses offered online.

Resolution 03-05-2024-UC-6.1(1)
University Council noted the updated financial outlook.

Resolution 03-05-2024-UC-6.1(2)
University Council approved the proposed management response and subsequent actions.
6.2 * Investment Review Outcomes
University Council approved the Investment Review Outcomes as presented.

Resolution 03-05-2024-UC-6.2
University Council approved the proposed actions in response to the recommendation from the final report endorsed by the Strategic Resourcing Committee at its meeting of 10 April 2024.

6.3 * Responding to Gender Based Violence: Walker Review and National Action Plan
University Council approved the Walker Review recommendations as presented and agreed to defer broader consideration of the Review Report in the context of the National Action Plan on the prevention of gender-based violence to the June meeting of Council to allow more time for discussion. Members provided important feedback to management emphasising that the University’s Action Plan needed to position it to achieve better than best practice standards and that the University’s aim must be to become a sector leader on this important issue.

Action: University Secretary to ensure that the Responding to Gender Based Violence: Walker Review and National Action Plan item be included on the 28 June University Council meeting agenda for consideration and with appropriate time planned for detailed discussion.

Resolution 03-05-2024-UC-6.3
University Council approved:
- the Walker Review Report: and
- the proposed approach to next steps to address its recommendations.

6.4 * 2023 Annual Report
University Council considered the 2023 Annual Report, noting the inclusion of an additional detailed section focused on sustainability reporting. Members noted the length of this section and were advised that this level of detail was important to provide a comprehensive picture of the University’s approach to sustainability and that as the specific requirements for environmental, social and governance (ESG) reporting by the University continued to evolve, this would become more focused and streamlined for future annual reports. Members were invited to provide any additional feedback on the 2023 Annual Report directly to the University Secretary.

Resolution 03-05-2024-UC-6.4
University Council approved the 2023 University Annual Report.

6.5 University of Tasmania Modern Slavery Statement 2023
This item was unstarred and therefore not discussed.

Resolution 03-05-2024-UC-6.5
University Council approved the University of Tasmania Modern Slavery Statement 2023.

6.6 ACNC Compliance Report 2023: University of Tasmania Charitable Trusts
This item was unstarred and therefore not discussed.

Resolution 03-05-2024-UC-6.6
University Council approved the Australian Charities and Not-for-profits (ACNC) Compliance report 2023.

6.7 Dr. M. G. Ciezar Memorial Scholarship Trust Supreme Court Order
This item was unstarred and therefore not discussed.

Resolution 03-05-2024-UC-6.7(1)
University Council noted the decision of the Supreme Court in relation to the Dr. M.G. Ciezar Memorial Scholarship Trust

Resolution 03-05-2024-UC-6.7(2)
University Council delegated administration of the scholarship to the Scholarships Manager and the Director, Advancement, (or equivalent roles) as per the University’s processes and procedure governing donor-funded scholarships.

6.8 University Council Standing Orders
This item was unstarred and therefore not discussed.

**Resolution 03-05-2024-UC-6.8**  
University Council approved the proposed revisions to the University Council Standing Orders as presented.

## 7. GRADUATIONS

### 7.1 * Graduations to be Presented for re-issue and Conferral of Awards*

University Council conferred awards to the students listed in the agenda.

Reference:  
- Resolution 03-05-2024-UC-7.1(1)  
- Resolution 03-05-2024-UC-7.1(2)  
- Resolution 03-05-2024-UC-7.1(3)  
- Resolution 03-05-2024-UC-7.1(4)  
- Resolution 03-05-2024-UC-7.1(5)  
- Resolution 03-05-2024-UC-7.1(6)  
- Resolution 03-05-2024-UC-7.1(7)

## 8. MONITORING – COUNCIL COMMITTEE REPORTS

### 8.1 * Strategic Resourcing Committee Report*

The Chair of the Strategic Resourcing Committee advised that the major items discussed by the Committee at its meeting on 10 April had been considered by University Council under agenda items 6.2 and 6.3 and that there were no additional updates to provide.

**Resolution 03-05-2024-UC-8.1**  
University Council received and noted the report from the Strategic Resourcing Committee meeting held on 10 April 2024.

### 8.2 University Foundation Committee Report

This item was unstarred and therefore not discussed.

**Resolution 03-05-2024-UC-8.2**  
University Council received and noted the report from the University Foundation Committee meeting held on 18 April 2024.

### 8.3 UTAS Holdings Board Minutes

This item was unstarred and therefore not discussed.

**Resolution 03-05-2024-UC-8.3**  
University Council Noted the minutes of the UTAS Holdings Board meeting held on 14 February 2024

## 9. OTHER BUSINESS

### 9.1 Other Business

**Memorial Scholarship**

Deputy Chancellor James Groom advised University Council of the sad passing of talented alumnus Brenton Worth, a lawyer with Baker McKenzie (and prior to that Groom Kennedy). Members were pleased to note that it had been proposed that a Memorial Scholarship would be established by Baker McKenzie in honour of Mr Worth.

**State-Level Accord**

Following initial discussion at its March meeting of the benefits of developing an education accord process for Tasmania, University Council confirmed support for the concept of establishing a ‘State-level Accord’ and requested that management provide further advice around how this could be undertaken.

The meeting concluded at 4.00pm.