USU BOARD
PRESENTATION

Andrew Mills & HODs

29 April 2022
OPEN SESSION
Governance
GOVERNANCE UPDATE

• Adoption of new Disposal of Fixed Asset Policy in March 2022
• Establishment of various working parties to guide delivery of SSAF-funded new projects e.g., Music Festival, Distinguished Speakers, etc.
• Review of Milestones for 2021-24 Strategic Plan
• New policies and controls to be prepared:
  • Business Continuity Plan
  • Disaster Recovery Plan
  • Non-Current Asset Policy
• Governance Review: meetings held with two potential advisory firms.
Strategic: S.2021.1 Student-Centric Mindset

**Goal:** Centring student goals and student perspectives within our operational decisions and strategic development.

**Consequence of not achieving goal:** We lose direction, purpose and identity - stop growing, lose direction, become irrelevant and fail as a student union.

**Owner:** Andrew Mills

<table>
<thead>
<tr>
<th>Existing practices to meet goals</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engaged Club and societies - KR</td>
<td>✔️</td>
</tr>
<tr>
<td>Engaged Student Board, elected by students</td>
<td>✔️</td>
</tr>
<tr>
<td>Student leadership opportunities</td>
<td>✔️</td>
</tr>
<tr>
<td>Student-led representative committees</td>
<td>✔️</td>
</tr>
<tr>
<td>Appropriate level of student employment/volunteering</td>
<td>✔️</td>
</tr>
<tr>
<td>Quality 'signature' festivals &amp; events</td>
<td>✔️</td>
</tr>
<tr>
<td>Appropriate prices</td>
<td>✔️</td>
</tr>
<tr>
<td>Profiling diverse students</td>
<td>✔️</td>
</tr>
<tr>
<td>Leverage organic spaces of student opinion e.g. rants, student media</td>
<td>✔️</td>
</tr>
</tbody>
</table>

*Current risk position equals residual position*

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Strategic: S.2021.2 Engaged Stakeholders and Sustainable Development

**Goal:** Establish, grow and leverage stakeholder relationships to ensure organisational sustainability

**Consequence of not achieving goal:** Existential risk and/or failure to capitalise on opportunities

**Owner:** Andrew Mills

<table>
<thead>
<tr>
<th>Existing practices to meet goals</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quarterly review of University Trust initiative</td>
<td>✔️</td>
</tr>
</tbody>
</table>

*Current risk position equals residual position*

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Strategic: S.2021.3 Right Culture, Right Values

**Goal:** Having an engaged culture, characterised by: 1. Engaged and respectful staff; 2. Clear distinction of roles and responsibilities that are linked to the Vision; 3. Establish values statement for USU Board & staff (Board Charter)

**Consequence of not achieving goal:** Poor culture and breakdown of Board relationships, blurred boundaries and encroachment not achieving goal: role, Cultural drift and misalignment to goals.

**Owner:** Andrew Mills

<table>
<thead>
<tr>
<th>Existing practices to meet goals</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Development and Management systems in place - RA</td>
<td>✔️</td>
</tr>
<tr>
<td>An effective P&amp;L Committee is in place - RA</td>
<td>✔️</td>
</tr>
<tr>
<td>Code of conduct in place - RA</td>
<td>✔️</td>
</tr>
<tr>
<td>Half-yearly performance culture report for Board discussion - RA</td>
<td>✔️</td>
</tr>
</tbody>
</table>

*Current risk position equals residual position*
Student Programs
Student Programs

- Paint and Sip
- USU Day Trips
- Birthing Kit Packing
- TBC Tuesday’s
- Language Exchange Party
People & Culture
## Recruitment Snapshot

<table>
<thead>
<tr>
<th>Recruitment</th>
<th>Permanent/Fixed Term</th>
<th>Casuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Live</td>
<td>5</td>
<td>25*</td>
</tr>
<tr>
<td>Filled</td>
<td>3</td>
<td>22#</td>
</tr>
<tr>
<td>Upcoming</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Interviews completed</td>
<td>11</td>
<td>46</td>
</tr>
</tbody>
</table>

*Approximate number, need for casual roles may increase depending on the current student casuals’ availabilities.

#Some interviews reflected in March board report
P&C Headlines

WHS Incident Data for the period 1 August 2021 – 31 March 2022

<table>
<thead>
<tr>
<th>Number of cases</th>
<th>Category</th>
<th>Workers Compensation Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 (including the WF incident)</td>
<td>Injury – 10</td>
<td>1 (Closed mid-February 2022)</td>
</tr>
<tr>
<td></td>
<td>Near Miss - 4</td>
<td>No further action necessary</td>
</tr>
</tbody>
</table>

- Includes all incidents, whether to employees or third parties, that take place in USU places of work (outlets, offices, kitchens, warehouse).
- All cases reviewed and appropriate action taken where necessary.
- One incident happened on our premises to a third party and caused by the third party’s equipment.
- One incident subject to SafeWork NSW investigation. Internal review undertaken.
Marketing, Membership & Communications
Membership Headlines

- **Total Members as at 31 March 2022** = **31,440** (27,198 Free; 4,242 Rewards)
- Rewards uptake since February of particular note, with a +493 increase (70% of which were organic sales)
- **As reported in February, the USU website was offline from 25th Feb until 9th March which meant during this period the only way to join the USU during Weeks 1-3 of semester was by contacting us directly**
- This undoubtedly impacted our membership gains for the month: during Weeks 2-4 of S1 2021 (Week 1 was Welcome Fest), we gained over 600 members
- The virtual goodie bag Rewards acquisition offer was extended in light of this issue (until 18th March)
- 44 USU Volunteers were given complimentary Rewards membership to thank them for all of their hard work during the Welcome Fest period
- Income for March was $48,630 against a budget of $5,500. A positive variance of **+$43,130**. YTD we are also tracking well ahead of budget **+$53,288**
- March activity was focused on:
  - Extensive training and inductions for 17 SAOs, including the writing of training manuals, in-person drop-in sessions at the Programs office, and 3 intensive sessions held on site
  - Preparations for the new website and a transition to Freshdesk
  - First CET cohort of 2022
March 2022 Social Metrics

<table>
<thead>
<tr>
<th>ACCOUNT</th>
<th>FOLLOWERS</th>
<th>MONTHLY ACCOUNT GROWTH</th>
<th>TOTAL MONTHLY ENGAGEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>USU Facebook</td>
<td>28,739</td>
<td>+118 followers</td>
<td>3.55%</td>
</tr>
<tr>
<td>USU Instagram</td>
<td>15,407</td>
<td>+679 followers</td>
<td>7.09%</td>
</tr>
<tr>
<td>USU Twitter</td>
<td>2,372</td>
<td>+36 followers</td>
<td>1,824 impressions</td>
</tr>
<tr>
<td>USUeats Instagram</td>
<td>2,713</td>
<td>+100 followers</td>
<td>4.29%</td>
</tr>
</tbody>
</table>

USU Website

- Page views: 116,195 (-61.37% YOY)
- Users: 24,205 (-42.12% YOY)
- Sessions: 34,242 (-50.08% YOY)
- Sessions per user: 1.41 (-13.76% YOY)
Marketing & Digital Headlines
VERGE UPDATE:

− **VISITS:** A return to face-to-face learning and the students return to campus has had a positive effect in Verge’s in-person attendance. Over the course of the last three months the gallery saw 1076 persons visit the gallery. While this is a vast improvement on attendance from the last two years it is still only 44% of pre-pandemic attendance.

− **EXHIBITIONS:** Our current exhibition ‘Earth 200 CE’ opened on March 31, 2022. The exhibition is a collaborative work between artists Kirtika Kain (AUS) and Sajan Mani (IN/DE) who challenge the notion of significance through their Dalit heritage.

− **COLLABORATIONS:** Verge is collaborating with the visual arts groups on campus: Chau Chak Wing Museum, The Power Institute, SCA Galleries, Backspace, and Tin Sheds Gallery to produce an ‘Art on Campus’ postcard. The card will include a map detailing all of the spaces and a student’s artwork on the front and be distributed through all of the venues.

− The 2022 Verge Projects artistic program has been kicked off with four new installations across Manning and the Fisher Library. Projects from SCA and USyd student artists Jenny Van Retingen, Arayan Sethi, Blake Malone and Jorja Rynne will be on display until mid-July.

− Verge has commenced the Season 2 of its podcast series *Opening Drinks* with episodes 5 & 6. In this series, we will bring together invited artists, academics or writers in conversation around critical arts now.
Commercial Operations
Events on Campus

- Taste of Greece (SUGS)
- Sly Withers
- Food Truck @ Enviro Week
- The Vans
- Milk Lab @ Enviro Week
- Market Day
- Party @ Manning
Vodafone shop opened
OUTLETS UPDATE:

610 - Hermann's Bar

611 - Manning Bar
OUTLETS UPDATE:

144 - Manning Coffee Kiosk

151 - Carslaw Kitchen

153 - Buds Burger Bar

202 - Footbridge Cafe & Store
OUTLETS UPDATE:

260 - Laneway Cafe

265 - Wilkinson

153 - Buds Burger Bar
OUTLETS UPDATE:

Website outage
OUTLET UPDATE:

TOTAL USU OUTLETs

- 3,000,000
- 2,500,000
- 2,000,000
- 1,500,000
- 1,000,000
- 500,000
- 0

January February March April May June July August September October November December

2016
2017
2018
2019
2020
2021
2022
COMING UP...
UPCOMING GIGS

DEVILSKIN @ MANNING  
FRIDAY 29TH APRIL  
8PM

NOASIS @ MANNING  
SATURDAY 30TH APRIL  
7PM

THE DREGGS @ MANNING  
FRIDAY 5TH MAY  
8PM

LUCA BRASI @ MANNING  
SATURDAY 6TH MAY  
8PM

EUPHORIA @ MANNING  
FRIDAY 12TH MAY  
8PM

RAW BY DAY @ HERMANN'S  
SATURDAY 14TH MAY  
3PM

CONSPIRACY'S TIME WARP  
(5TH BIRTHDAY) @ MANNING  
SATURDAY 14TH MAY  
8PM

SYDNEY COMEDY FESTIVAL SHOWCASE  
WEDNESDAY 18TH MAY  
7PM

All tickets available from: www.manningbar.com
Emerging Issues:

NSW parliament passes new laws bringing harsher penalties on protesters

The NSW Parliament has passed tough new punishments for protesters the state government says wish to wreak "economic chaos" on Sydney.

Key points:

• Penalties of $22,000 or two years in jail could be enforced for illegal protests that disrupt economic activity

• The laws apply around the port of Newcastle, Port Kembla and Port Botany, but the government intends to expand them

• The legislation was supported by Labor, but slammed as undemocratic by The Greens

• Under legislation that cleared both houses on 1 April 22, people could be fined up to $22,000 and/or jailed for a maximum of two years for protesting illegally on public roads, rail lines, tunnels, bridges and industrial estates.

• The new offence applies to ports in Newcastle, Port Kembla and Port Botany, but the government says it intends to add more facilities.

• Attorney-General Mark Speakman said the laws applied to activities that "shut down major economic activity".

• It comes after a string of demonstrations by climate activists last month disrupted operations around Sydney's Port Botany, the largest container hub in NSW.

• Members of Blockade Australia staged protests on bridges, roads, freight rail lines and a crane to call for greater action on climate change.
Emerging Issues:

• NTEU strike action planned for 11 & 12 May
• Possibility of further strike on 24 May (24-hours)