

GIPA2019/10 - Released set of information

Decided 22/10/2019.

Description: Information about the discontinuation of the Bachelor of Traditional Chinese Medicine, between 1/1/2018-24/7/2019.

From: [Anne-Lise Daniel](#)
To: [Willa Huston](#); [Dianne Jolley](#)
Cc: [Josi Miszczuk](#)
Subject: RE: TCM - OCAP proposal
Date: Tuesday, July 23, 2019 2:58:00 PM

Hi Willa,

No need to apologise. It is a bit tricky when you have never engaged with the process before. You have been very responsive and it is much appreciated (I have some phasing out proposals sitting in OCAP for almost a year without any action being taken, so you are performing well above average!)

Regards,

Anne-Lise

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Tuesday, 23 July 2019 2:53 PM
To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Josi Miszczuk <Josephine.Miszczuk@uts.edu.au>
Subject: RE: TCM - OCAP proposal

Hello Anne-Lise

My apologies for this error, I should have given you a call to check that. Thank you for being patient with me. I will finalise this on or before Monday 29th after this Friday's faculty board. Thank you for being flexible for us in this challenging time and process.

Best wishes

Willa

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Tuesday, 23 July 2019 9:13 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Josi Miszczuk <Josephine.Miszczuk@uts.edu.au>
Subject: TCM - OCAP proposal

Hi Willa and Diane,

I have just reviewed the proposal in OCAP for the phasing out of the TCM courses.

I have sent it back to the Proposer to add the Faculty Board resolution details as we can't take the proposal further without that information. I understand the FB meeting is this Friday, which is indeed after our submission dateline, but in this instance we can wait until Monday 29 July for you to submit the full proposal in OCAP. We'll still be able to take it to the various committees on time for approval at the 18th September meeting of Academic Board.

Regards,

Anne-Lise

Anne-Lise Daniel

Manager, University Academic Programs Office | Institute for Interactive Media and Learning |
University of Technology Sydney | CB01.27.23 | T : +61-2-9514 2060

From: [Jacqui Wise](#)
To: [Anne-Lise Daniel](#)
Subject: RE: TCM - Some Quick Questions
Date: Tuesday, July 23, 2019 9:43:15 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image013.png](#)
[image016.png](#)

Many thanks.

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

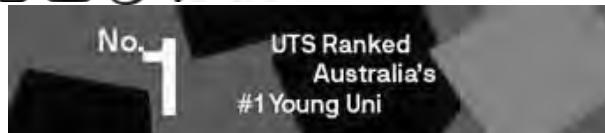
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From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Sent: Tuesday, 23 July 2019 9:11 AM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Subject: RE: TCM - Some Quick Questions

Hi Jacqui,

Adding options – especially if they benefit students – is always possible. Removing them is trickier, but could be considered under special circumstances (eg. to meet external accreditation requirements).

The following is in the proposal, which leaves the door open to further options, but does not request approval for such options since there is not enough details. If a dual-badged degree becomes an option, it will need to be approved through the usual channels: CPC/Provost, CAC/AB. The documentation required to support approval will be commensurate with the proposal (ie. we would not require a full new course proposal).

The second option will be to transfer to an existing Chinese Medicine program at another institution, at any stage from late 2019 onwards for all students, the details for this option and credit recognition arrangements are being negotiated with this external institution.

Regards,

Anne-Lise

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Sent: Tuesday, 23 July 2019 8:42 AM

To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Subject: RE: TCM - Some Quick Questions

Many thanks Anne-Lise.

You confirmed two of my suspicions (re: dual degrees and majors).

Would I be correct in assuming that we can always add options when we phase out programs but we can't remove them once committed to?

J

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

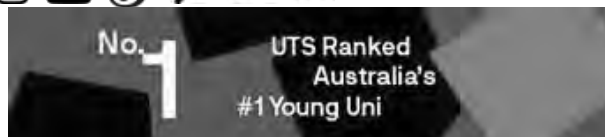
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From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Sent: Tuesday, 23 July 2019 8:38 AM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Subject: RE: TCM - Some Quick Questions

Hi Jacqui,

Please see response below.

Regards,

Anne-Lise

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Sent: Monday, 22 July 2019 5:01 PM

To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Subject: TCM - Some Quick Questions

Hey Anne-Lise

As you know, we had a tele-meeting with WSU today. Two things came up that we'd like your advice on.

First, there was mention (by WSU) of the possibility of a co-badged degree. They seem amenable to this (keen in fact) and while it seems like a good idea, I don't know that we have a model for in the first instance, or how quickly we could make it happen. Not to mention whether we could get it accredited by the CMASA. So two questions:

- Are you aware of any other UTS dual-badged, dual-offered domestic UG courses (past if ever)?

There are no dual-badged, dual-offering domestic UG courses at present and I am not aware of dual-badged, dual-offering domestic UG courses in the past (but I have only been at UTS since 2004, so there may have been some in place before that time). A quick look through the central records did not bring anything up.

- When you see Willa's OCAP submission (which will go in later today if it's not already there), is the wording of the options as submitted broad enough to cover a co-badged offering should we be able to make it happen?

It would require a stretch of the imagination to claim that a dual-degree option is an option proposed – even loosely – in the documentation currently submitted in OCAP.

Second, would the creation of a new major for the BSc require CPC, etc. approval or is Faculty Board approval

enough?

In the Faculty of Science a new major only requires endorsement by the ADTL and approval by Faculty Board.

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

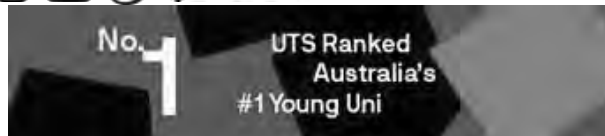
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From: [Nick Glover](#)
To: [Anne-Lise Daniel](#); [Dean of Science TCM](#); [Theo Magoulas](#); [Lesley Healy](#); [Raelene La Ferla](#); [Fiona Thomas](#); [Jacqui Wise](#); [Greg Welsh](#); [Willa Huston](#)
Cc: [Dianne Jolley](#); [William Gladstone](#)
Subject: RE: UTS/WSU round table meeting - organising for 22/7
Date: Tuesday, July 16, 2019 7:59:17 AM

Hi Kate,

Whilst I am happy to attend the meeting, I do not think my presence is required. If there are any risk questions or advice needed then please do let me know as I am happy to provide any support or help during these discussions and next steps.

Kind Regards

Nick

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Sent: Monday, 15 July 2019 3:20 PM

To: [Dean of Science TCM](mailto:dean.of.science.TCM@uts.edu.au) <dean.of.science.TCM@uts.edu.au>; [Theo Magoulas](mailto:Theo.Magoulas@uts.edu.au) <Theo.Magoulas@uts.edu.au>; [Nick Glover](mailto:Nick.Glover@uts.edu.au) <Nick.Glover@uts.edu.au>; [Lesley Healy](mailto:Lesley.Healy@uts.edu.au) <Lesley.Healy@uts.edu.au>; [Raelene La Ferla](mailto:Raelene.LaFerla@uts.edu.au) <Raelene.LaFerla@uts.edu.au>; [Fiona Thomas](mailto:Fiona.Thomas@uts.edu.au) <Fiona.Thomas@uts.edu.au>; [Jacqui Wise](mailto:Jacqui.Wise@uts.edu.au) <Jacqui.Wise@uts.edu.au>; [Greg Welsh](mailto:Greg.Welsh@uts.edu.au) <Greg.Welsh@uts.edu.au>; [Willa Huston](mailto:Wilhelmina.Huston@uts.edu.au) <Wilhelmina.Huston@uts.edu.au>

Cc: [Dianne Jolley](mailto:Dianne.Jolley@uts.edu.au) <Dianne.Jolley@uts.edu.au>; [William Gladstone](mailto:William.Gladstone@uts.edu.au) <William.Gladstone@uts.edu.au>

Subject: RE: UTS/WSU round table meeting - organising for 22/7

Hi Kate,

I do not think my presence is required at this meeting.

Regards,

Anne-Lise

From: [Dean of Science TCM](mailto:dean.of.science.TCM@uts.edu.au) <dean.of.science.TCM@uts.edu.au>

Sent: Monday, 15 July 2019 3:00 PM

To: [Theo Magoulas](mailto:Theo.Magoulas@uts.edu.au) <Theo.Magoulas@uts.edu.au>; [Nick Glover](mailto:Nick.Glover@uts.edu.au) <Nick.Glover@uts.edu.au>; [Anne-Lise Daniel](mailto:Anne-Lise.Daniel@uts.edu.au) <Anne-Lise.Daniel@uts.edu.au>; [Lesley Healy](mailto:Lesley.Healy@uts.edu.au) <Lesley.Healy@uts.edu.au>; [Raelene La Ferla](mailto:Raelene.LaFerla@uts.edu.au) <Raelene.LaFerla@uts.edu.au>; [Fiona Thomas](mailto:Fiona.Thomas@uts.edu.au) <Fiona.Thomas@uts.edu.au>; [Jacqui Wise](mailto:Jacqui.Wise@uts.edu.au) <Jacqui.Wise@uts.edu.au>; [Greg Welsh](mailto:Greg.Welsh@uts.edu.au) <Greg.Welsh@uts.edu.au>; [Willa Huston](mailto:Willa.Huston@uts.edu.au) <Willa.Huston@uts.edu.au>

Cc: [Dianne Jolley](mailto:Dianne.Jolley@uts.edu.au) <Dianne.Jolley@uts.edu.au>; [William Gladstone](mailto:William.Gladstone@uts.edu.au) <William.Gladstone@uts.edu.au>

Subject: UTS/WSU round table meeting - organising for 22/7

Hi all,

A special Science Faculty Board is being scheduled for 26/7, where the OCAP proposal will be discussed. We know that that once the papers are sent out (23/7 at the latest), the information contained in the Board documents will be in the public arena, and we will need to ready for the responses. We will also have a FAQ page drafted, that must be available when the Board documents go out.

Dianne has asked me to organise a round table meeting with the UTS change team and the WSU team before we send out the Faculty Board papers to ensure that we have all the communications ready to go and consistent. **Dianne has time available 11am-2pm on 26/7.** I will confirm whether Gregory Kolt (WSU Dean) has time within this window also. I will send an invite out ASAP. I am hoping most of us can work around the availabilities of Dianne & Gregory – apologies and thanks.

I'm unsure of exactly the UTS team Dianne wanted present, I'm sure we'll want to manage numbers though. I'm proposing Dianne, Willa, Greg, Jacqui, myself and a HR/Consultation rep.

Theo, Nick & Anne-Lise,

Could you let me know whether you should also attend this meeting?

Fiona, Lesley & Rae,

Could you let me know who could attend from a HR/Consultation perspective.

If it is possible to circulate any (draft) documentation prior to 22/7 I will, however Di is not back until 22/7.

Thank you for your assistance.

Kind rgds,

Kate

From: [Kate Higgs](#)
To: [Anne-Lise Daniel](#)
Cc: [Doreen Borg](#); [Dianne Jolley](#); [Helpdesk CPC](#); [Jacqui Wise](#)
Subject: RE: Courses Planning Committee (6/8) - latest date to circulate paperwork
Date: Thursday, July 11, 2019 9:16:44 AM

Thank you Anne-Lise. That's extremely helpful!

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Thursday, 11 July 2019 8:28 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Helpdesk CPC <helpdeskCPC@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: RE: Courses Planning Committee (6/8) - latest date to circulate paperwork

Hi Kate,

Papers are to be circulated on 30 July. Submission in OCAP is expected by 22 July. However, we can exceptionally accept submission up until 29th July (we can manage one or two late submissions).

Regards,

Anne-Lise

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 11 July 2019 7:08 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Helpdesk CPC <helpdeskCPC@uts.edu.au>
Subject: Re: Courses Planning Committee (6/8) - latest date to circulate paperwork

Hey Kate

I am indeed on CPC (though not CAC). However, I'm not the best person to answer your questions. I've copied Anne-Lise Daniel from APO and the CPHelpdesk - either can assist.

Regards

Jacqui

Jacqui Wise
 Director, Student Administration Unit
 University of Technology, Sydney
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 Broadway NSW 2007
jacqui.wise@uts.edu.au
 T | +61 2 9514 1208
 M | Withheld under GIPA
 Visit <http://www.uts.edu.au>

On 10 Jul 2019, at 8:00 pm, Kate Higgs <Kate.Higgs@uts.edu.au> wrote:

Hi Jacqui,

I think you are on the Courses Planning Committee & Courses Accreditation Committee, so I thought you might be an ideal reality check... I was told that papers for the Courses Planning Committee are due 2 weeks prior – and I'm assuming circulated a week prior(?). As a member of the committee, do you always receive the paperwork 1 week in advance? Is there a precedent/process to manage documents circulated with less lead time?

I am asking because we are unlikely to have information entered into OCAP until 29/7 (best case), for TCM be considered at the CPC on 6/8.

Willa &/or Bill are needed to verify/submit information into OLAP, and they are away until 22-24/7.

I could perhaps try to extract the right information from existing documents, but we need an informed academic to submit the information. In addition, at the moment we are working towards scheduling a special Science Faculty Board for ~29/7.

As you know, we have told students we aim to have a decision to them before mid-October, so it would be a significant issue to miss the targeted committees.

Thank you for any insight you can provide.

Kate

Kate Higgs

Withheld under GIPA

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au

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<image007.png>

From: [Ella Song](#)
To: [Anne-Lise Daniel](#)
Cc: [Dean of Science TCM](#); [Dianne Jolley](#)
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation
Date: Wednesday, July 10, 2019 10:35:52 AM

Thank you, Anne-Lise. Will action it accordingly.

Kind regards,
Ella

-----Original Message-----

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Wednesday, 10 July 2019 8:32 AM
To: Ella Song <Ella.Song@uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hi Ella,

At Dianne's request, I have added you as Project Manager to the following OCAP proposal #1414:

SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

Regards,
Anne-Lise

-----Original Message-----

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Wednesday, 10 July 2019 12:54 AM
To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hello Anne-Lise,

Yes please, I'd appreciate that.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au

-----Original Message-----

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Tuesday, 9 July 2019 9:00 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hi Dianne,

The proposal can be filled at any time, but yes you will need to wait for your Faculty Board resolution number to submit the proposal in OCAP.

Do you want me to add someone (eg. Ella Song) to the proposal as a Project Manager so they can enter the information in the system on your/William's behalf?

Regards,
Anne-Lise

-----Original Message-----

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Monday, 8 July 2019 8:41 AM
To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hello Anne-Lise,

I am assuming that I need to wait until the recommendation has gone to our Faculty Board, on the first week of August?

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au

-----Original Message-----

From: OCAP <void@uts.edu.au>
Sent: Thursday, 4 July 2019 3:43 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

PROPOSAL: SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

PROPOSER: Anne-Lise Daniel

Dear Dianne Jolley

The Discontinuation Approval stage for the above proposal has been activated on the OCAP system for the Proposer to complete and submit.

~~~~~  
The APO made the following comments (if any) when activating the stage:

The proposal for Phasing out/Discontinuation of the suite of TCM degrees is now open on OCAP for you to complete and submit.



The proposal will go through the following approval steps once the proposal has been supported by the Sponsor:

- 1)SAU for notification of transition arrangements
- 2)DVC (International) for notification of transition arrangements and comments
- 3)Courses Planning Committee for recommendation to the Provost as the VC's delegate
- 4)Provost, as the VC's delegate, for Course Planning approval
- 5)Courses Accreditation Committee for recommendation to Academic Board
- 6)Academic Board for Course Accreditation approval
- 7)APO CASS Team for implementation on CASS

If you wish the Proposer to be changed to another staff (it is usually the ADTL) and/or staff to be added as Project Manager so they can assist filling in the details of the proposal, please let us know.

Do not hesitate to contact the APO Team if you have any questions about the approval process and timelines.

Regards,

Anne-Lise

~~~~~

Once the proposal is submitted, you will be asked to support it before it is sent to the Proposer for consideration. You will have the opportunity to add your comments at that stage.

You can view the proposal in OCAP at: <http://ocap.uts.edu.au/web/index.cfm?scope=stage&StageId=10&ProposalId=1414&action=edit>

From: [Kate Higgs](#)
To: [Ella Song](#)
Cc: [Anne-Lise Daniel](#)
Subject: TCM program - planned timeframe
Date: Wednesday, July 10, 2019 10:22:58 AM

Hi Ella,

The TCM program decision schedule we are working towards is;

1. Faculty Board – an extraordinary meeting **~29/7-4/8**
2. Courses Planning Committee **(6/8)** then to Provost
3. Courses Accreditation Committee **(15/8)**
4. Ac Board **(18/9)** approve

We seek to communicate a university decision to all CM staff and students before undergraduate re-enrolments for 2020 commence (mid-October).

Kind rgds & thank you again,

Kate

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From: [Dean of Science TCM](#)
To: [Anne-Lise Daniel](#); [Ella Song](#)
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation
Date: Wednesday, July 10, 2019 10:10:05 AM

Thank you Anne-Lise.

Hi Ella,

Thank you for your involvement on this piece of work. I am working as the overall coordinator of the UTS streams of effort.

If you need any information or help, please let me know.

Kind rgds,

Kate

Withheld under
GIPA

-----Original Message-----

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Wednesday, 10 July 2019 8:32 AM
To: Ella Song <Ella.Song@uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
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Anne-Lise

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Sent: Monday, 8 July 2019 8:41 AM
To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
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Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

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August?

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
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Sent: Thursday, 4 July 2019 3:43 PM
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PROPOSER: Anne-Lise Daniel

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Anne-Lise

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Once the proposal is submitted, you will be asked to support it before it is sent to the Proposer for consideration. You will have the opportunity to add your comments at that stage.

You can view the proposal in OCAP at: <http://ocap.uts.edu.au/web/index.cfm?scope=stage&StageId=10&ProposalId=1414&action=edit>

From: [Dean of Science TCM](#)
To: [Anne-Lise Daniel](#)
Subject: RE: TCM project - terminology clarification & template/previous document
Date: Friday, July 5, 2019 3:50:13 PM

Thank you so much Anne-Lise. That's really helpful & appreciated.
 Have a lovely weekend.

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Friday, 5 July 2019 12:08 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: RE: TCM project - terminology clarification & template/previous document

Hi Kate,

The proposal to be submitted in OCAP is fairly simple. I have attached the template for your reference.

The template and its attachments (where applicable) constitute the “supporting documentation” and “proposal” that is referred to in the rules and policy. It is what we submit to CPCP, CAC and Academic Board to approve the phasing out/disconnection and implement the changes in CASS. It is used mainly as a “administrative” trigger to seek Academic Board approval and a recording system of transitions arrangements agreed to by the Faculty once all the decisions have been made.

I suspect that Andrew wants something a bit different, taking a more strategic approach to the phasing out of the course and outlining matters beyond what is required in the OCAP template. Margaret Connolly would be in the best position to advise on what Andrew would like in the change paper that would not be covered in the OCAP template.

Regards,
 Anne-Lise

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Friday, 5 July 2019 10:41 AM
To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: FW: TCM project - terminology clarification & template/previous document

Hi Anne-Lise,

Thank you for your quick response regarding activities. I am not sure if you are the right person to ask – if not, perhaps you know who is...

People have used various terms in different contexts, and I am wondering if you can help to clarify the documentation requirements in the event of progressing towards a phase-out or discontinuation of TCM.

UTS Rules & Policies refer to “supporting documentation” & a “proposal” which is submitted to the various approval committees. Andrew has been referring to a “Change Paper” – which I am assuming is the same thing, using a different title. In addition, you have referred to a “proposal” set up in OCAP for the Faculty to complete.

I am assuming there are two formal requirements;

- A document – proposal – which is provided to committees as pre-reading & includes the information listed in;
 - UTS Student Rules – Section 3 – Course and Subject Requirements – 3.6 (specifically

3.6.3)

o UTS Policy - Award Course Approval Procedures – 4.41

- The proposal within CASS – An online form (controlling the course official status) set up in OCAP for the Faculty to complete. This status determines which courses appear in the UTS Handbook and ability to enrol students in subjects.

Is there any separate/additional “Change Paper”?

Also, whilst I understand UTS has not gone through a similar decision/process previously... is there a previous document or template that has been submitted to the approval committees that I can leverage? Or would I start from scratch?

Thank you so much for your help &/or redirection to the right person(s).

Kind rgds,

Kate

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Thursday, 4 July 2019 6:56 AM

To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Subject: Re: TCM project schedule - activity list draft (by 5/7 please)

Hello Kate,

I know we chatted yesterday, but just clarifying that you know what a change paper involves. This is the document that Andrew has mentioned several times.

Di

 Professor Dianne Jolley
 Dean, Faculty of Science
 University of Technology Sydney NSW Australia
 * Sent from my phone

From: Dean of Science TCM

Sent: Wednesday, July 3, 2019 4:32:39 PM

To: Jacqui Wise; Greg Welsh; Anne-Lise Daniel; Nick Glover; Lesley Healy; Raelene La Ferla; Theo Magoulas

Cc: William Gladstone; Dianne Jolley

Subject: TCM project schedule - activity list draft (by 5/7 please)

Hi all,

As an initial project schedule, I'd like to compile the activities that need to be completed by each area (SAU, MCU, etc.).

Gregory Kolt (WSU Dean of Health) has asked for the list of all matters WSU & UTS need to work on together, which will be a subset of the above list.

Could you send me your list of activities that need to be completed by, or overseen by your area, by Friday this week (if possible). For ease of collating, please enter them into the spreadsheet template (attached).

Anne-Lise - you sent this earlier, thanks. Please let me know if there is any further activities I should include.

Jacqui – Willa Huston will support Subject Mapping from an academic perspective. Would you mind including this activity within your list including the preferred sequence /timing?

For your reference, the anticipated earliest possible UTS approval timeline is;

1. Faculty Board - a specifically called meeting **~29/7**

2. Courses Planning Committee (**6/8**) then to Provost for approval
3. Courses Accreditation Committee (**15/8**) recommend to Ac Board
(Dianne will attend)
4. Ac Board (**18/9**) approve

Note – Based on my reading of the UTS policy/procedures docs, the Faculty Board proposal needs to indicate (in addition to information we already have);

- A. when teaching will cease
- B. transition arrangements for current students
- C. key stakeholder groups and evidence of communication/consultation

In parallel to the first formal approval step (#1 above), we will send a further staff & student communication.

Thank you all!!

Kate

From: Dean of Science TCM

Sent: Thursday, 27 June 2019 12:37 PM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: 26/6 Meeting with Gregory Kolt (WSU Dean of Health)

Hi all,

Please see a summary of yesterday's meeting with Gregory Kolt (WSU Dean of Health).

Kind rgds,

Kate

Attendees

- WSU – Gregory Kolt
- UTS – Dianne Jolley, Bill Gladstone, Kate Higgs

Discussion Points

• Intention to proceed

- o MOU to be signed by WSU in next day or two. No changes foreseen
- o UTS Executive likely to confirm their intention to proceed with discontinuation (or not) within a week
- o UTS is open to discussing the maintenance of educational places for CM community
- o UTS willing to discuss CSP transfer &/or financial subsidy to WSU, based on fuller understanding of the cohort
- o ACTION – UWS to sign MOU (by ~28/6)
- o ACTION – Dianne to update Gregory on UTS Executive's decision once confirmed (by ~3/7)

• Timeframes

- o Current anticipated timeframe to transfer students from UTS would be the end of 2020 for a 2021 start
- o Should it be the UTS Executive decision, the UTS process to approve a discontinuation begins with an out-of-session Faculty Board meeting (likely ~29/7/19) and concludes

with an Academic Board approval (targeting 18/9/19)

- Detailed planning would need to be completed by ~22/7, for documents to be circulated in advance of the Faculty Board
- Once Faculty Board meeting scheduled and pre-reading circulated the recommended way-forward may become public quickly
- Detailed communication and support for staff and students must be prepared within the same timeframes (and agreed with WSU)

• Recognition of Study

- WSU & UTS agreeable to exploring a Double Badged 4 year degree, subject to further discussion involving relevant teams
- UTS looking at introducing a 3 year degree for TCM students to receive from UTS (eg Bach of Medical Science), with the opportunity for students to also transfer to WSU with 3 years RPL to complete the 4 year qualification at WSU, subject to further discussions with SAU and WSU
- ACTION – Student Admin leaders of WSU & UTS and relevant Course Directors to review options for degree conferral, credit recognition and TEQSA rules to confirm viability

• Communication

- UTS has communicated to staff, students and others that options re TCM course are being considered, including discontinuation. UTS have not mentioned WSU in this context
- For incoming queries from current UTS students, WSU Student Centre have committed to looking at applications for transfer as they do for any incoming transfer applications (i.e. BAU)
- WSU & UTS Communications Leads are in contact to discuss & align communication
- All communication will be positive, such as;
 - Smoothness of transition and the universities working together
 - Supportive of the CM community
 - Students following the prescribed study schedule will complete their qualification within usual timeframes
 - Individual mapping will be provided for those following a non-standard schedule
- For any people enquiring via the Student Centre about TCM in 2020, WSU request a direct referral to WSU
- ACTION – UTS to keep WSU up-to-date with any future UTS communications re TCM

• Considerations re partner Chinese Universities

- WSU keen to understand the relationship between TCM and partner Chinese Universities
- WSU TCM students pay an additional fee to attend Chinese Universities within course. Many eligible for Colombo Plan support. An additional Qualification from the Chinese University is available for students that are not Chinese Nationals / Chinese passport holders
- In contrast, most UTS TCM students are not eligible for Colombo Plan due to age cut-off. UTS subsidises other eligible TCM students to attend Chinese Placement via the UTS Build initiative

- ACTION – UTS to consider a financial incentive to UTS students to offset this extra cost from completing the WSU placement in China

- **UTS Staff**

- UWS indicated that although TCM student numbers will likely increase in 2010, they will have a low need for additional TCM academics until 2021 when the bulk transfer of students occurs. WSU will advertise any new academic positions and UTS staff will be welcome to apply

- **Next steps**

- ACTION – UTS to draft a schedule of all matters WSU & UTS need to work on together
- ACTION - UTS to provide names and positions of key contacts to work with WSU (Communications, Student Admin, academic with knowledge of TCM courses, Assoc. Dean International). WSU will then nominate equivalent contacts

UTS Exec. Decisions	Required Timeframes	Recommend
Will UTS discontinue CM or teach out (current worst case for P/T students is 2028)	~3/7	Discontinue
Cut-off date to transfer students to WSU	~3/7	Target end 2020
Intention to transfer Commonwealth Student Places / financial subsidy - Current students (as at end 2020) - Future students (those applying in 2019)	ASAP	UWS & UTS Executive discussion to confirm option(s) exist agreeable to both parties
Intention to close CM clinic		Align with transfer of students (end 2020)

From: [Dean of Science TCM](#)
To: [Jacqui Wise](#); [Greg Welsh](#); [Anne-Lise Daniel](#); [Nick Glover](#); [Lesley Healy](#); [Raelene La Ferla](#); [Theo Magoulas](#)
Cc: [William Gladstone](#); [Dianne Jolley](#)
Subject: 26/6 Meeting with Gregory Kolt (WSU Dean of Health)
Date: Thursday, June 27, 2019 12:37:14 PM

Hi all,

Please see a summary of yesterday's meeting with Gregory Kolt (WSU Dean of Health).

Kind rgds,

Kate

Attendees

- WSU – Gregory Kolt
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Intention to close CM clinic		Align with transfer of students (end 2020)

From: Garry Irwin
To: Dianne Jolley; Greg Welsh; Kate Higgs; Anne-Lise Daniel; Raelene La Ferla; Fiona Thomas; Nick Glover; William Gladstone; Theo Magoulas; Lesley Healy; Kate Higgs
Subject: RE: TCM Enquiries to WSU
Date: Friday, June 21, 2019 9:17:21 AM
Attachments: [image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)
[image018.png](#)
[image019.png](#)
[image020.png](#)
[image021.png](#)

Hi all

If needed, I can book the SAU Large Meeting Room for this time on Monday 24th Jun '19. I have put a tentative booking in anyway.

Regards

Garry

Garry Irwin

Executive Assistant to the Director

Student Administration Unit

T. +61 (02) 9514 1127

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

uts.edu.au



From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Friday, 21 June 2019 9:12 AM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Garry Irwin <Garry.Irwin@uts.edu.au>
Subject: RE: TCM Enquiries to WSU
Apologies for the religious greeting ... That's what happens when I work from my phone (my thumbs were cold this morning)
Di

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Sent: Friday, 21 June 2019 9:00 AM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>

Cc: Garry Irwin <Garry.Irwin@uts.edu.au>

Subject: RE: TCM Enquiries to WSU

I can manage the first 30 minutes but have T&L Committee at 10:00.

I've copied Garry (my EA)... he might also be able to secure a room on Level 15 for us if you're having problems Kate.

J

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

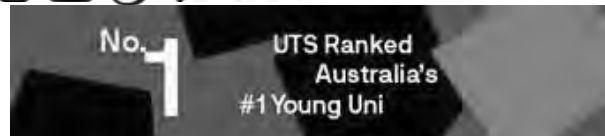
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CRICOS Provider Code 00099F

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From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Friday, 21 June 2019 8:19 AM

To: Greg Welsh <Greg.Welsh@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: RE: TCM Enquiries to WSU

God morning all,

I have a window on Monday morning 9.30-11am. I'll be in CB1 for another meeting prior.

Any chance people are free for an update chat? Just so we have our thoughts together before the Wednesday morning meeting with WSU.

Kate, I'm off campus today. Any chance you could coordinate this (for those available on short notice)?

Di

From: Greg Welsh <Greg.Welsh@uts.edu.au>

Sent: Friday, 21 June 2019 8:01 AM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Subject: RE: TCM Enquiries to WSU

I agree, Dianne. Can we possibly catch up to discuss communication timings and content?

Best wishes

Greg

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Thursday, 20 June 2019 6:29 PM

To: Kate Higgs <Kate.Higgs@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Subject: FW: TCM Enquiries to WSU

Hi all

FYI, we will also need to get some more student comms prepared for the coming weeks.

Dianne

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Sent: Thursday, 20 June 2019 5:15 PM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: TCM Enquiries to WSU

Dear Dianne

Just letting you know that we are now getting a range of enquiries from UTS TCM students asking about advanced standing. We have not responded as yet, but will need to respond very shortly.

Is there any update on what your current TCM students have been advised through official channels?

Kind regards

Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science

School of Science and Health

Locked Bag 1797, Penrith NSW 2751, Australia

P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: [Jacqui Wise](#)
To: [Anne-Lise Daniel](#)
Cc: [Dianne Jolley](#); [Raelene La Ferla](#); [Greg Welsh](#); [Fiona Thomas](#); [Nick Glover](#); [William Gladstone](#); [Theo Magoulas](#); [Lesley Healy](#); [Kate Higgs](#)
Subject: RE: Feedback requested: Science - Impact of a potential complex change
Date: Wednesday, June 5, 2019 5:17:54 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image009.png](#)

Hey Anne-Lise

Currently, we're not very good at all at policing load – except where we have a legislative obligation (e.g. ESOS) or there is a very strict course requirement (e.g. MTeach) – so students are not penalised if they reduce their study load (or increase if they are P/T).

FYI – I wasn't suggesting we 'force' students to do anything... simply give them the choice... "we could advise those students within reach of completely their degree by end-2020 (i.e. 72 cp or less remaining after this session) that they will need to commit to a full-time load if necessary to complete their studies at UTS."

The important point here is the provision of an opportunity to secure the UTS degree if it is within reach – the alternative was detailed in the bullet point immediately below. The real problem will be those students who don't complete by end-2020 (if we continue through to then) with only 6 or 12 credit points to spare.

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

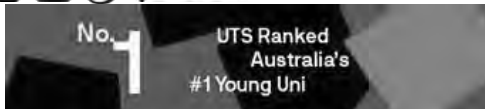
T. +61 (02) 9514 1208

M. +61 (0) Withheld under GIPA

PO Box 123, Broadway NSW 2007 Australia

CRICOS Provider Code 00099F

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From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Sent: Wednesday, 5 June 2019 12:13 PM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Cc: [Dianne Jolley](mailto:Dianne.Jolley@uts.edu.au); [Raelene La Ferla](mailto:Raelene.LaFerla@uts.edu.au); [Greg Welsh](mailto:Greg.Welsh@uts.edu.au); [Fiona Thomas](mailto:Fiona.Thomas@uts.edu.au); [Nick Glover](mailto:Nick.Glover@uts.edu.au); [William Gladstone](mailto:William.Gladstone@uts.edu.au); [Theo Magoulas](mailto:Theo.Magoulas@uts.edu.au); [Lesley Healy](mailto:Lesley.Healy@uts.edu.au); [Kate Higgs](mailto:Kate.Higgs@uts.edu.au)

Subject: RE: Feedback requested: Science - Impact of a potential complex change

Thanks Jacqui. So you are talking here about students who are admitted in the course on a full-time study load, but only enrolled in a part-time load? Those students (if there are any) who are admitted in part-time load will not be penalised and asked to undertake a full-time load?

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Sent: Wednesday, 5 June 2019 11:01 AM

To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Cc: [Dianne Jolley](mailto:Dianne.Jolley@uts.edu.au); [Raelene La Ferla](mailto:Raelene.LaFerla@uts.edu.au); [Greg Welsh](mailto:Greg.Welsh@uts.edu.au); [Fiona Thomas](mailto:Fiona.Thomas@uts.edu.au); [Nick Glover](mailto:Nick.Glover@uts.edu.au); [William Gladstone](mailto:William.Gladstone@uts.edu.au); [Theo Magoulas](mailto:Theo.Magoulas@uts.edu.au); [Lesley Healy](mailto:Lesley.Healy@uts.edu.au); [Kate Higgs](mailto:Kate.Higgs@uts.edu.au)

Subject: Re: Feedback requested: Science - Impact of a potential complex change

True - but these students applied for, were offered and accepted full-time places.

J

Jacqui Wise

Director, Student Administration Unit

University of Technology, Sydney

PO Box 123

Broadway NSW 2007
jacqui.wise@uts.edu.au
 T | +61 2 9514 1208
 M | Withheld under GIPA
 Visit <http://www.uts.edu.au>

On 5 Jun 2019, at 10:49 am, Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au> wrote:

Hi all,

With regards to point 3 in Jacqui's email, I'd like to point out that the course was approved by the University - and is advertised - as being available both full-time and part-time. See Handbook:

<http://handbook.uts.edu.au/courses/c10186.html#F150>.

So it is incorrect to say that the students enrolled part-time 'technically ought not do' so. It may then be tricky to force those students into a full-time load without breaching our commitment to them that they could undertake the course part-time and take up to eight years to complete.

Regards,

Anne-Lise

Get [Outlook for iOS](#)

From: Jacqui Wise

Sent: Tuesday, June 4, 2019 6:38:19 PM

To: Dianne Jolley; Anne-Lise Daniel; Raelene La Ferla; Greg Welsh; Fiona Thomas; Nick Glover; William Gladstone; Theo Magoulas; Lesley Healy

Cc: William Gladstone; Kate Higgs

Subject: RE: Feedback requested: Science - Impact of a potential complex change

Dear all

Further to last week's email, my team has now finished its analysis – attached are two spreadsheets (which will take some explaining for the uninitiated so for your information/reference only).

In addition to the suggestion made last week (below) that we consider the creation (if necessary) of an exist degree that would allow current TCM students to graduate with a UTS degree and enter the WSU degree with 75% advance standing, the following is suggested for your consideration:

1. We seek some advice from the accrediting body (CMASA?) to better understand minimum accreditation requirements and inject, wherever possible, additional (general science) subjects into study plans to provide flexibility.
2. We commit to teach out the existing degree through to end-2020.
3. As the degree is a full-time degree but has many students undertaking their studies part-time (which, technically, they ought not do), we could advise those students within reach of completely their degree by end-2020 (i.e. 72 cp or less remaining after this session) that they will need to commit to a full-time load if necessary to complete their studies at UTS.
 - Those that can't commit to F/T and completion by end-2020 should be transferred to the new exit degree as soon as they have only 48 credit points of the existing degree still to complete (potentially as early as end-Autumn 2019) and admitted to the WSU degree with 75% advance standing (to be negotiated).
4. We develop a strategy for those students who are within reach but miss the deadline with only 6 or 12 credit points to go (e.g. those who might fail a subject). For instance, subject substitutes as appropriate, cross-institutional arrangements with WSU (e.g. final clinic subject taught at WSU but still awarded a UTS degree), opportunity to re-sit final exams, etc.
5. A similar approach for combined degree students (i.e. exit degree with BA International Studies) – the international studies students could prove tricky. **FASS should be consulted ASAP.**
 - We explore (with FASS) the opportunity for combined degree students (especially those heading to China) undertaking some of their TCM subjects at our partner universities. We are working out which languages/countries are the focus for combined degree students.
6. Subject matter experts in SAU are put in contact with/introduced to their counterparts at WSU by the Dean (or another) in order to map study plans and pave the way for a seamless transition for those students seeking credit, etc.
 - We are already investigating whether WSU has a mid-year intake. If so, some students might choose to make the leap themselves and we could, in partnership with WSU, extend the offer to make this as seamless and pain-free process as possible (providing free transcripts – hardcopy and My eEquals, etc.).
7. Students who appear to have abandoned their studies are withdrawn for their courses without delay. As a first step, we call those who have not undertaken any subjects yet (those that might have accepted and offer but gone elsewhere) and then withdraw them.
8. We reach out to those on LOA ASAP – they are unlikely to receive any communications (as they are unlikely to be checking their UTS email address while taking a leave of absence).
9. We offer one-on-one study plan consultations (by appointment) with students – this will take some time with so many first year students so I suggest we extend the offer ASAP. Staff in SAU can walk them through a range of options (without committing to anything).

By being a bit creative and flexible, I think we can find palatable (perhaps even attractive) solutions for the majority of coursework students. The rest we can deal with case-by-case (with the assistance of Theo for instance).

Bill and I will catch up tomorrow to discuss this in further.

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

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From: Jacqui Wise**Sent:** Thursday, 30 May 2019 6:47 PM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: RE: Feedback requested: Science - Impact of a potential complex change

Dear Dianne et. al.

A small team within SAU has met twice now to discuss and commence some student/study plan analysis. Work continues but I can provide the following update.

My team are still working through the students (which total 220) – the analysis is forthcoming.

However, one thing that has jumped out as a possibility is offering TCM students the opportunity to gain both a UTS degree AND a WSU degree – it might be the carrot that gets the students (most anyway) on board.

Like UTS, WSU offer a 4-year named degree (Bachelor of Traditional Chinese Medicine). However, unlike UTS, WSU offers an exit degree after three years (Bachelor of Health Science). Might it be possible that we offer something similar (i.e. create a new degree for this specific purpose or map to an existing UTS degree)? We could map the new/adapted 3-year offering to the UWS offering and, as WSU will offer up to 75% credit (i.e. three of the four years), with their cooperation, we could look to make a 'guarantee' of a place in the WSU Bachelor of Traditional Chinese Medicine, with 75% credit (i.e. fourth year there instead of here), and a UTS Bachelor of XXX in their back pocket. Two degrees for the price of one.

My guess is (analysis required for definitive numbers) some 60% of the existing students would fall neatly into this bucket if we teach out to end-2020 and developed some very tailored study plans to keep most on track. We might even be able to mainstream the remainder into non-TCM subjects with some careful planning and negotiation with WSU.

There are some small clusters of students that could/will bring the 220 total down too. Of the 220 students:

- 24 are set to complete this year
- A further 9 are set to complete next year (perhaps by Autumn if we motivate them well enough).
- 18 students are not enrolled in any subjects this year, nine of whom have not completed (and presumably abandoned their studies before commencing). SAU and look to act on these now.

FYI – 16 students are on an approved LOA – they range from students who have completed only 6cp of the 192cp required, to 162cp completed. Four on LOA have only 48cp (1 FT year) left to complete. Students on a LOA might not be easily contactable and contactable or not, will have an expectation that they can return to their studies in 2020. That said, if you've only undertaken one or a handful of subjects then taken a LOA, perhaps we can push them in the desired direction.

Thoughts?

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

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From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Thursday, 23 May 2019 12:23 PM

To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: Feedback requested: Science - Impact of a potential complex change

Importance: High

Hello all,

Thank you all for your time yesterday.

After our meeting, I had a word with Andrew Parfitt about communication with staff next week, and his suggestion was to say that UTS has decided to discontinue the course (which will be around strategic fit, research activity, and viability) and that there will be consultation around this process.

Thoughts about what we need to do before next Wednesday to allow me to take this approach?

Kind regards,

Dianne

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W. uts.edu.au

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<image013.png>

SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

Proposer: Willa Huston
Sponsor: Dianne Jolley
Project Managers: Ella Song

Stage: Discontinuation Approval
Template: ODISC v4

INTRODUCTION

Before you start completing the form, please read the important information under this 'Help' section: [Help](#)

SECTION 1: CONTEXT

[Help](#)

The Faculty of Science conducted a review of the study programs and discipline group performance of the Chinese Medicine Discipline and programs. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The senior management group in science considered the review documents and voted on the options to grow and develop the program further or phase the program out from the Faculty.

The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to recommend the phase out/discontinuation of the program.

SECTION 2: COURSE DETAILS

[Help](#)

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Active)

Course code:
C10186

Course version:
9

Stage:
Active

Permitted study modes (STD=onshore/OFF=offshore)*:
STD

Credit points:
192

Semester and year of the last admission for this version of the course:
2019 Autumn session

Number of students with the status of 'Admitted' for this version of the course:
177 including (15 students in LOA)

Estimated date for achieving zero admitted students:
end 2021

Transition arrangements:

The phasing out transition plan has been developed in conjunction with SAU. The current program will continue as offered for 2020 and 2021 (until the end of spring semester 2021). The program will cease at the end of 2021. All students will be personally contacted and advised of the arrangements and offered one on one meetings with SAU to resolve their study plans to complete the program. There will be a number of students who will not be able to complete their currently enrolled course at the end of 2021. There are two options for these students. These students will be offered an internal course transfer to a Health Sciences major within the Bachelor of Science. This will be a new major designed to offer a pathway for students to transfer to complete a BSc with this major, but that is compatible to provide RPL for a transition to a 4th year at an alternative institution that offers an accredited Chinese Medicine program. The program details will be finalised during 2020 to ensure it best meets the needs of the students who will remain at UTS. This program once developed will be put through the UTS approvals process during 2020/1 so it is ready for students at the end of 2021-commencement in 2022. The second option will be to transfer to an existing Chinese Medicine program at another institution, at any stage from late 2019 onwards for all students, the details for this option and credit recognition arrangements are being negotiated with this external institution.

Course transfer required?:

This is one transition option to be provided to students. The details of the new program will be developed once the profile of students remaining at UTS in early 2021 so during 2021 we can develop a program to best suit these students.

If there are any outstanding (yet to be accepted) offers to international students for this course, how will these students be accommodated?:

There are no outstanding offers yet to be accepted to international students.

Are the majority of students in this course Commonwealth funded?:
Yes

Impact of discontinuation on articulation arrangements:

There is an articulation arrangement with Insearch. This arrangement involves a single subject Human Anatomy and Physiology that is also used to articulate to several of our other science program so we do not expect this to have a large impact on our

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Active)

Course code:

C10164

Course version:

7

Stage:

Active

Permitted study modes (STD=onshore/OFF=offshore)*:

STD

Credit points:

288

Semester and year of the last admission for this version of the course:

2019 Autumn session

Number of students with the status of 'Admitted' for this version of the course:

16 including (1 student in LOA)

Estimated date for achieving zero admitted students:

end 2021

Transition arrangements:

The phasing out transition plan has been developed in conjunction with SAU. The current program will continue as offered for 2020 and 2021 (until the end of spring semester 2021). The program will cease at the end of 2021. All students will be personally contacted and advised of the arrangements and offered one on one meetings with SAU to resolve their study plans to complete the program. There will be a number of students who will not be able to complete their currently enrolled course at the end of 2021. There are two options for these students. These students will be offered an internal course transfer to a Health Sciences major within the Bachelor of Science. This will be a new major designed to offer a pathway for students to transfer to complete a BSc with this major, but that is compatible to provide RPL for a transition to a 4th year at an alternative institution that offers an accredited Chinese Medicine program. The program details will be finalised during 2020 to ensure it best meets the needs of the students who will remain at UTS. This program once developed will be put through the UTS approvals process during 2020/1 so it is ready for students at the end of 2021-commencement in 2022. The second option will be to transfer to an existing Chinese Medicine program at another institution, at any stage from late 2019 onwards for all students, the details for this option and credit recognition arrangements are being negotiated with this external institution.

Course transfer required?:

This is one transition option to be provided to students for an internal transfer to a new program. The details of the new program will be developed once the profile of students remaining at UTS in early 2021 so during 2021 we can develop a program to best suit these students.

If there are any outstanding (yet to be accepted) offers to international students for this course, how will these students be accommodated?:

There are no outstanding offers to international students.

Are the majority of students in this course Commonwealth funded?:

Yes

Impact of discontinuation on articulation arrangements:

There is an articulation arrangement with Insearch. This arrangement involves a single subject Human Anatomy and Physiology that is also used to articulate to several of our other science program so we do not expect this to have a large impact on our articulation partner. Insearch will be notified as soon as practicable once the decisions are made regarding the phase out of this course.

SECTION 3: COLLABORATIONS

3.1 Does the proposal cover any offshore location?

The next question is dependent on this answer. Save before continuing. [Help](#)

No

3.3 Does any of the courses covered by the proposal include a LOTE Component?

The next question is dependent on this answer. Save before continuing.

No

3.5 Does any of the courses covered by this proposal involve a partner?

[Help](#)

No

SECTION 4: STAKEHOLDERS PERSPECTIVE

[Help](#)

Have the transitions arrangements been discussed with the Manager, Faculty Services in SAU?:

Yes

Have these transitions arrangements been discussed with UTS International?:

Yes

Outcome of consultation:

The Manager of SAU and UTS International have been consulted and appropriate transition plans will be put in place for the students involved and SAU have offered to meet one on one with the students impacted to facilitate their transition.

SECTION 5: ADDITIONAL INFORMATION

[Help](#)

SECTION 6: FACULTY APPROVAL[Help](#)**6.1 How many faculties have an interest in the proposal?**

2

6.2 Faculty Board Recommendation Details**Faculty:**

Science

Mode:

Faculty Board meeting

Date:

26/07/2019

Resolution Number:

NA- not complete board outcome will be forwarded

Upload file (if applicable):**Faculty:**

Arts and Social Sciences

Mode:

Exec. Action yet to be reported to Faculty Board

Date:**Resolution Number:**

NA

Upload file (if applicable):[TCM_program_FASS_Support_2019July.pdf](#)

Email confirming executive action by Dean of FASS

WORKFLOW

Stage	Status
Proposal created	- Created (4/7/2019)
Discontinuation Approval	Active
- Proposer	- Pending
- Sponsor	
- SAU Faculty Services - Notification	
- DVC International	
- Courses Planning Committee	
- Provost - Approval as VC Delegate	
- Courses Accreditation Committee	
- Academic Board - Approval	
- APO CASS - Activation/Finalisation	
- Finalised - For archives	

LOG

Date	Role/User	Action	Comments
4/7/2019 3:34 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	
4/7/2019 3:43 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	The proposal for Phasing out/Discontinuation of the suite of TCM degrees is now open on OCAP for you to complete and submit. The proposal will go through the following approval steps once the proposal has been supported by the Sponsor: 1) SAU for notification of transition arrangements 2) DVC (International) for notification of transition arrangements and comments 3) Courses Planning Committee for recommendation to the Provost as the VC's delegate 4) Provost, as the VC's delegate, for Course Planning approval 5) Courses Accreditation Committee for recommendation to Academic Board 6) Academic Board for Course Accreditation approval 7) APO CASS Team for implementation on CASS If you wish the Proposer to be changed to another staff (it is usually the ADTL) and/or staff to be added as Project Manager so they can assist filling in the details of the proposal, please

			let us know. Do not hesitate to contact the APO Team if you have any questions about the approval process and timelines. Regards, Anne-Lise
22/7/2019 3:53 PM	Proposer (Willa Huston)	Approve	
22/7/2019 3:53 PM	Sponsor (Willa Huston)	Open Workflow step	
22/7/2019 10:01 PM	Sponsor (Dianne Jolley)	Approve	I fully support the discontinuation of the C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020). The Chinese Medicine review paper, faculty recommendation memo to the ProVost and ProVost response email have supplied to the Faculty Board. The Faculty will continue to simultaneously work with HR regarding staff support, Student Administration for student support, the media unit for internal and external communications, risk mitigation, and the legal unit. Dianne Jolley
23/7/2019 8:18 AM	Proposer (Anne-Lise Daniel)	Open Workflow step	Manually skipped backward to the beginning of the Proposer in the Discontinuation Approval stage as requested by Anne-Lise Daniel

From: [Alan Davison](#)
To: [Dean of Science TCM](#)
Cc: [Dianne Jolley](#)
Subject: Re: TCM program - seeking support from FASS
Date: Tuesday, 16 July 2019 9:25:56 AM
Attachments: [image001.png](#)
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[image015.png](#)

Dear Kate,

Thank you for this information regarding the TCM programme. As Dean of FASS, from our Faculty's perspective and as an executive action, I approve of phasing out/discontinuation of the TCM programme. I shall inform the chair of our Faculty Board, Associate Professor Janet Currie prior to the next meeting.

Best wishes,

Alan

Professor Alan Davison

Dean

Faculty of Arts and Social Sciences

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uts.edu.au

<http://www.utas.edu.au/creative-arts/research/australian-music-and-art-research-group>





UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stands. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Date: Thursday, 11 July 2019 at 3:18 pm

To: Alan Davison <Alan.Davison@uts.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: TCM program - seeking support from FASS

Hi Professor Davison,

Thank you for our earlier conversation. I understand you have also talked with Professor Jolley, the Dean of Science, regarding the review of Science's Traditional Chinese Medicine program, in which FASS and Science offer a combined 6 year degree – Bachelor of Health Science in TCM/Bachelor of Arts in International Studies.

As you know, the Science SMG considered the TCM programs financial viability, research productivity, and strategic fit within Science. Whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes and the respect for colleagues, the SMG discussion resulted in a majority vote recommending to discontinue the TCM program. This has now been considered by the Provost, who has provided his support for commencing the process of discontinuation in accordance with the Award Course Approval Policy and Procedures.

The first step to seek academic approval of phasing out/discontinuation is a proposal to the Faculty Board of Science, including transition arrangements for existing students. Assuming approval, the review and approval process will include Courses Planning Committee, Provost and Courses Accreditation Committee, concluding a final decision by Academic Board mid-September.

In addition to approval of the Science Faculty Board, according to the university policy, given the combined degree with FASS, support from the FASS Faculty Board (or executive action) needs to be evidenced within the approval process, prior to the Courses Planning Committee (6/8).

Details in brief regarding impact for FASS;

- According to the August 2018 census, 13 students were enrolled in the Bachelor of Health Science in TCM/Bachelor of Arts in International Studies.
- Throughout combined degree students complete 38 subjects: 29 subjects offered by Science, 8 subjects offered by FASS and 1 subject offered by Health.

- Students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.
- In the event that UTS approval is granted, UTS has committed that all students currently in TCM courses can be taught to completion with various options for this being considered.
- The impact on staff will also be managed through a formal change process once a final decision has been provided by Academic Board. It is anticipated there would be minimal staff impact for FASS academics, however this would require confirmation.

I have attached the current documentation for your reference;

1. CM Status report (analysis of program & consultation feedback as appendix)
2. CM Program review FOS Recommendation (Science SMG recommendation regarding program)
3. Re: Chinese Medicine Review - Faculty Recommendation (response from Provost)

Could you consider the request for FASS support, and let me know whether you require additional information beyond the information attached.

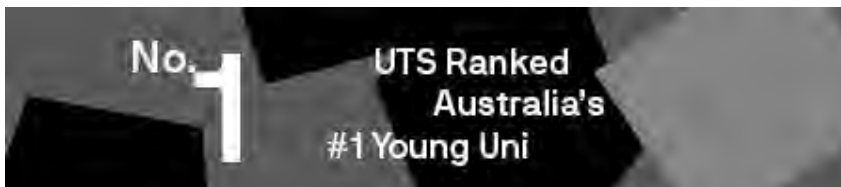
Note, this process remains an internal, confidential one until the proposal is approved or rejected in accordance with the Award Course Approval Policy and Procedures. Communication and support is being coordinated centrally - further details are available if you are interested.

Thank you,
Kate

Kate Higgs



Project Manager
Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



From: [Sam Sandford](#)
To: [Andrew Parfitt](#)
Subject: FW: Request for Provost to attend TCM Meeting
Date: Thursday, July 25, 2019 4:38:00 PM

Dear Andrew,

Please refer to my email below to Frank and his response.

Are you Ok to attend this meeting on 30/7?

Regards
Sam

From: Frank Young <Frank.Young@uts.edu.au>
Sent: Thursday, 25 July 2019 4:37 PM
To: Sam Sandford <Samantha.Sandford@uts.edu.au>
Subject: RE: Request for Provost to attend TCM Meeting

Hi Sam,

Yes and yes. I think it would be a show of support to Di if Andrew was able to attend.

From: Sam Sandford <Samantha.Sandford@uts.edu.au>
Sent: Thursday, 25 July 2019 4:33 PM
To: Frank Young <Frank.Young@uts.edu.au>
Subject: Request for Provost to attend TCM Meeting

Hello Frank,

I am after some advice. Doreen (Dianne Jolley's EA) has called me this afternoon asking if Andrew can attend a TCM Staff Meeting next Tuesday (30/7) to discuss the discontinuation of the course and HR Support for TCM Staff. Attendees will be TCM Staff, Dianne Jolley, Stella Valenzuela (Life Science Acting Head of School) and Raelene.

Do you think this is something Andrew should attend (I haven't asked him yet), and would you also attend with him?

I look forward to hearing from you.

Kind Regards
Sam

Samantha Sandford
Executive Assistant to Provost & Senior Vice President

University of Technology Sydney
Tel: +61 (02) 9514 1350
PO Box 123 Broadway NSW 2007 Australia

Options Summary and Recommendations

Option	UTS / Faculty Outcomes			Decision Critical Aspects	Recommendation
	Strategic Alignment	Research Parity	Financial Impact		
Retain CM program in current form	x	x	x	<ul style="list-style-type: none"> Does not address Research productivity or strategic alignment concerns Approx. \$1.5 mil annual loss Reputational risk for UTS Loss to clients of the CM Clinic 	No
Retain CM program with significant modification to achieve neutral costs	x	x	?	<ul style="list-style-type: none"> Does not address Research productivity or strategic alignment concerns Program has been highlighted as unviable for 10+ years. Cost improvements have not been achieved over this period Adequate change within reasonable timeframes is not viewed as likely 	No
Seek external offset funding	x	x	✓	<ul style="list-style-type: none"> Does not address Research productivity or strategic alignment concerns From a viability perspective, may enable an extension of program for the duration of the funding Questionable sustainability of this approach 	Possibly
Retire CM program	✓	✓	✓	<ul style="list-style-type: none"> Various phased possibilities with different impacts 	Yes

From: [Dean of Science TCM](#)
To: [Greg Welsh](#); [Andrew Parfitt](#); [Dianne Jolley](#); [Margaret Connolly](#); [Jacqui Wise](#); [Dean of Science TCM](#); [Fiona Thomas](#)
Subject: RE: TCM comms for tomorrow morning
Date: Tuesday, July 23, 2019 10:04:25 AM
Attachments: [image001.png](#)

Thanks Greg & Jacqui. This reads well from my perspective.

I just saw your confirmation also Margaret – thanks!

I will await Dianne's confirmation she has reviewed the communication emails and FAQ, will organise uploading of FAQ and email send out.

Thank you again,
Kate

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Tuesday, 23 July 2019 9:22 AM
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: RE: TCM comms for tomorrow morning

With Jacqui's help, I've updated the comms in line with Andrew's suggestions/questions
Best wishes
Greg

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: Tuesday, 23 July 2019 8:18 AM
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: Re: TCM comms for tomorrow morning

All,

Some suggestions and questions in the attached.

Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
T. +61 (02) 9514 1350

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Greg Welsh <Greg.Welsh@uts.edu.au>

Date: Monday, 22 July 2019 at 6:42 pm

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>, Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Margaret Connolly <Margaret.Connolly@uts.edu.au>, Jacqui Wise <Jacqui.Wise@uts.edu.au>, Dean of Science TCM <dean.of.science.TCM@uts.edu.au>, Fiona Thomas <Fiona.Thomas@uts.edu.au>

Subject: TCM comms for tomorrow morning

Hi all

attached is the latest version of TCM comms for tomorrow morning's review, before being issued to staff, students and interested community members, as well as uploaded to the Faculty's website. I hope it improves the knowledge of the crowd attending Thursday's rally.

I greatly appreciate all your time in reviewing these

best wishes

Greg

From: [Margaret Connolly](#)
To: [Greg Welsh](#); [Andrew Parfitt](#); [Dianne Jolley](#); [Jacqui Wise](#); [Dean of Science TCM](#); [Fiona Thomas](#)
Subject: RE: TCM comms for tomorrow morning
Date: Tuesday, July 23, 2019 10:03:43 AM
Attachments: [image001.png](#)

Hi Greg

Andrew is happy with this – all good to go.

Regards

Margaret

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Tuesday, 23 July 2019 9:22 AM
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: RE: TCM comms for tomorrow morning

With Jacqui's help, I've updated the comms in line with Andrew's suggestions/questions

Best wishes

Greg

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: Tuesday, 23 July 2019 8:18 AM
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: Re: TCM comms for tomorrow morning

All,

Some suggestions and questions in the attached.

Andrew.

Professor Andrew Parfitt

Provost and Senior Vice-President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

T. +61 (02) 9514 1350

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Greg Welsh <Greg.Welsh@uts.edu.au>

Date: Monday, 22 July 2019 at 6:42 pm

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>, Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Margaret Connolly <Margaret.Connolly@uts.edu.au>, Jacqui Wise <Jacqui.Wise@uts.edu.au>, Dean of Science TCM <dean.of.science.TCM@uts.edu.au>, Fiona Thomas <Fiona.Thomas@uts.edu.au>

Subject: TCM comms for tomorrow morning

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attached is the latest version of TCM comms for tomorrow morning's review, before being issued to staff, students and interested community members, as well as uploaded to the Faculty's website. I hope it improves the knowledge of the crowd attending Thursday's rally.

I greatly appreciate all your time in reviewing these

best wishes

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From: [Greg Welsh](#)
To: [Andrew Parfitt](#); [Dianne Jolley](#); [Margaret Connolly](#); [Jacqui Wise](#); [Dean of Science TCM](#); [Fiona Thomas](#)
Subject: RE: TCM comms for tomorrow morning
Date: Tuesday, July 23, 2019 9:22:00 AM
Attachments: [image001.png](#)
[TCM 22 July.docx](#)

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best wishes

Greg

1. CM Staff message 23 July

From: Dianne Jolley, Dean of Science
To: CM staff
Subject: TCM review update

Dear colleagues

To help staff, students and interested community members better understand the review of Traditional Chinese Medicine at UTS and the process of phase out/discontinuation that is being considered, the Faculty has published an online summary [link], as well as some Frequently Asked Questions [link], which it will update as more information becomes available.

I am also sharing with you a message I am sending to TCM students today.

I will meet with Chinese Medicine staff late next week to discuss the process, to let you know of the support that is available to you, and to answer any questions you have. I will send a calendar invite in the next day or so once a suitable time can be found.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards

Dianne

2. Student message 23 July

From: Dianne Jolley, Dean of Science
To: TCM students
Subject: TCM review update

Dear students

First, I apologise for the length of this email but it is necessary if I am to respond appropriately to the emails I have received over recent weeks.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of Traditional Chinese Medicine (TCM) at UTS is a cause of frustration

and anxiety for TCM students, staff and community more broadly. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

The decision as to whether the University accepts students into a particular program, and therefore whether that program is amongst the University's offering from year to year, is made by the UTS Provost on the recommendation of the Faculty.

In this particular case, following a review the Faculty of Science through its management group put forward a recommendation to the Provost that – despite its many strengths – the continuation of the TCM course is neither financially viable nor in the strategic direction of the Faculty.

The Provost accepted this recommendation, that the program accordingly be discontinued/phased out, subject only to any further advice arising from the discussion of the matter at Faculty Board, which the Provost will take into account in making his final decision. Faculty Board will also advise the Provost on how it intends to implement the discontinuation/phase out, including how it will ensure current TCM students have the opportunity to complete their studies.

It will be recommended to Faculty Board that teaching ceases for TCM programs at the end of 2021. Many students are on a path to complete by or before teaching ceases. For students who are not on a path to complete their TCM program by end-2021, we will make at least two course options available along with the opportunity to consult with a study plan expert (on a one-on-one basis) to discuss which of the available options will deliver the best outcome for them.

The first option we can make at this time is the offer of an internal course transfer to a new Health Sciences major within the existing UTS Bachelor of Science. This new major will be specifically designed to provide an opportunity to complete a UTS degree that provides a direct pathway into the final year of an accredited Chinese Medicine program at an alternative institution (i.e. a second degree).

The second option, available from the beginning of 2020, is a transfer to an existing Chinese Medicine program at another institution. Details such as credit recognition are currently being negotiated with an alternative provider to ensure the smoothest possible transition for all UTS students who are unable to complete their TCM degree before end-2021.

Following the Provost's decision to not accept any future student enrolments into the program, the University has a subsequent process to follow in relation to the academic arrangements.

Academic Board, on the recommendation of Faculty Board, approves any changes to a course necessary to ensure the best interests of students in the course during the phase out period, and also removes the accreditation of the course at the end of the phase out process.

Courses are phased out and discontinued across the University each year for a range of reasons (e.g. strategic, commercial, currency, etc.). The discontinuation of academic accreditation is described in UTS Student Rule 3.6.1. More broadly, UTS Student Rule 3.6 ('Changes to courses') provides some information about the process we are currently following. I draw your attention to rules 3.6.4 and 3.6.5 in particular, as these rules explain our obligations to students when we revise, phase out and discontinue courses.

When I wrote to you in early June, I committed to “continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you.” It was then, as it remains now, my intention to update you following this week’s Faculty Board meeting.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have uploaded a summary of the situation to date [link] and some Frequently Asked Questions [link]

Finally, I am conscious that Spring session commences this week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the Handbook as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects). Please note that the last day to enrol in Spring subjects is Monday, 29 July.

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Kind regards

Professor Dianne Jolley
Dean of Science
UTS

3. Community message 23 July (who have already contacted us)

From: Dianne Jolley, Dean of Science
To: TCM community
Subject: TCM review update

Dear member of the community

I write this email knowing that as a concerned member of the community, you are likely to appreciate an update on the review of the Traditional Chinese Medicine (TCM) program at UTS.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of TCM at UTS is a cause of frustration and anxiety for the community. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

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Professor Dianne Jolley
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Review of the Traditional Chinese Medicine Program at UTS – summary to date

Early in 2019, the Faculty of Science commenced a review of the Traditional Chinese Medicine (TCM) program at UTS.

The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The Science senior management group reviewed the Chinese Medicine program review paper, and were asked to support one of the two options as a recommendation to the Provost:

- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

The proposal to discontinue/phase out TCM was accepted by the Provost, who asked that consideration as to how this would be done, whilst ensuring that all students currently in the course can be taught to completion, be discussed at Faculty Board.

Last update – 23 July 2019.

FAQs for the review of Traditional Chinese Medicine at UTS

- Why was TCM reviewed and what did the review look at and what was the outcome?

The review of Traditional Chinese Medicine at UTS was in response to several strategic pressures: ongoing concerns about TCM's financial viability within the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; the strategic imperative (via the UTS 2027 strategic plan) for UTS and the Faculty of Science to be research-intensive and the potential for TCM to contribute to this; and consideration of the disciplinary fit of TCM (with courses that graduate registered health practitioners) within the Faculty of Science.

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- Aren't there other courses within UTS which do not generate a profit? Why is TCM being singled out?

There are certainly examples of courses at UTS and indeed at all universities that run at a loss, particularly in their start-up phase. However, the recommendation to discontinue the course wasn't made on financial viability alone, but rather the combination of poor financial viability with insufficient research intensiveness and misalignment with the Faculty's strategic vision of the sorts of degrees it wants to offer and the kinds of discipline expertise it wishes to develop.

- Did UTS consider other options apart from phasing out/discontinuation?

Yes. The decision was made reluctantly, and whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and the respect of the Faculty management group to their colleagues. However, the outcome of the discussion was a majority vote to discontinue the program.

- What consideration has there been to the online petition and comments submitted?

The Dean of Science has viewed the petition, and read the emails and letters she and the University have received from staff, students and concerned members of the public. Nonetheless, the University and Faculty management have an obligation to make decisions that support the ongoing success of the university as a publicly-funded institution, including financially.

- What consultation has there been with various stakeholder groups?

The university has consulted with the staff of the TCM program multiple times during the review process, and their feedback was included in the review report itself. The university's enterprise agreement also requires that the university formally consult with its staff and their representatives on any decisions that might affect their employment, and the university will certainly do this.

The university has no obligation to consult with any other group, however has issued a number of communications to students and will continue to share information with them throughout the process. Likewise, the university has responded to communications from members of the public, and will continue to do so wherever possible.

- Is this review reflective of valuing traditional medicine but not complementary health care?

The decision to review, and to discontinue, the TCM programs is in no way a reflection of an institutional bias against complementary health care – indeed, the Faculty of Health at UTS hosts the Australian Research Centre for Complementary and Integrative Medicine. It is specifically to do with TCM's poor financial viability, its low research intensiveness and strategic misalignment with the Faculty in which it resides.

- When will students know what is happening to the program and what the effects on them are?

As soon as it we can say with some certainty that the TCM courses will be discontinued, you will be invited to meet with a study plan expert on a one-on-one basis to discuss the options available to you – all at UTS remain committed to TCM students completing their studies. The proposal currently being developed includes the discontinuation date of end-2021, meaning that all students who complete by that date will do so normally.

- What happens for 1st year students that have completed first year part-time, taken a semester off, deferred or failed a subject? Can we still complete our program?

First year students, whether they accepted a place in a TCM degree on a part-time or full-time basis, will not be able to complete the degree in which they are currently enrolled at UTS. However, the options available to all students unable to complete their current degrees by end-2021 will also be available to you.

It is important that students who accepted a full-time place progress at a full-time pace.

- How will my credit points for subjects already completed be treated at other potential universities?

We remain committed to ensuring TCM students complete their studies and enter the profession they are working towards. UTS is currently negotiating details such as credit recognition with an alternative provider to ensure the smoothest possible transition with the maximum possible credit.

- Will the TCM clinic still run if the teaching program is shut down at UTS?

No. The primary purpose of the clinic is to support the teaching and research activities of the TCM program, so it will not continue past the end of 2021 at the latest.

- UTS academics play a critical role in the regulation of Chinese medicine in Australia, and contribute to the development of national and international standards and research into Chinese medicine. What will happen to the profession of Chinese Medicine without the level of accredited training provided by UTS? Isn't Chinese Medicine – holistic medicine a growing field?

University accreditation of Chinese Medicine practice is currently provided by other universities in both New South Wales and Victoria, as well as by private providers in all states. UTS is in discussions with other providers as well as with Government, to ensure that the university sector doesn't lose any overall places and that current levels of demand are able to continue to be met, however the outcomes of these discussions are not yet certain.

	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Analysis & Initial Consultation												
UTS Course Viability Review conducted in 2018	Dec-18											
Advise CM staff that several options to be considered (build up, transfer & discontinuation with teach out)		xx	xx	Mar-19								
Deputy Dean prepared and circulated a draft paper detailing the current state of the Program				??	??							
CM program removed from the 2020 UTS Handbook whilst uncertainty regarding the way forward						29-May						
Discipline update re current CM options and known process							05-Jun					
Update TCM UG & Graduate Research students supervised by CM staff							05-Jun					
CM additional week for feedback & input							14-Jun					
Final Paper submitted to Provost							14-Jun					
Communication to CM staff							19-Jun					
SMG recommendation & decision							???					
Further addendum with SMG recommendation to Provost							???					
Document options - within discontinue / transfer & timing							???					
Phase-Out or Discontinuation (Scenario for consideration)												
MOU in place to explore possible option							29-Jun					
Dean(s) meeting & contact re option discussion							26-Jun					
Course Mapping							xx					
The Faculty and SAU							xx					
The Faculty and MCU							xx					
Comms plan							xx					
Business Case for phasing out/discontinuation							xx					
Course Accreditation Proposal							xx					
Supporting documents							xx					
Faculty Board of Science							xx					
Approval							22-29 July					
The Courses Planning Committee									06-Aug			
Approval									pre-15-Aug			
The Provost									15-Aug			
The Courses Accreditation Committee												
Approval												
Academic Board										18-Sep		
SAU												
The Faculty and SAU												
Teach-out &/or manage the transition arrangements for existing/continuing students.												
Monitor student completion/ transfer out of the courses												
The Faculty and APO												
APO												
Courses set to "discontinued" in CASS.												

- Staff/Student impacts
 - Costs (facilities, staff etc.)
 - Risks (reputation, legal etc.)
 - Implementation critical path
 - Communication requirements
 - Recommendation
- Scenarios, Analysis & Recommendation to UTS VC.
 Identify option(s) to consult with staff & stakeholders
 Consult – change proposal on preferred option (scenario)

Activity	Division	
Course mapping - high level	SAU	
Course mapping - detailed / academic level	SoLS	
Options for individual students (Advanced standing etc)	SAU	
Extra fee for attending placement at Chinese Uni	UTS Exec	
Issue of fee implications of additional module required to meet course and mapping expectations	UTS Exec	
Issue of EFTSL transfer from 2020 onwards (will need VC intervention and Commonwealth approval)	UTS Exec	
MoU finalisation (~29/6)	Legal	
Communications strategy around transfer decisions and arrangements	MCU	
Communications to enquiries to UTS re commencing enrolments from now onwards	MCU	
Communications re UTS decision on its programs and transfer to WSU	MCU	
approval steps for phasing out/discontinuation	APO?	
Clinic closure - decision & timing		
Transfer of data from UTS to WSU e.g. student, patient etc.	Risk	
Any arrangements/plans to transfer the existing patients/customers of UTS TCM to WSU	Risk	
Clinic Suppliers / 3rd Parties - ??	MCU	

Space / property / fitout etc.

PMO

Student Impact EFTSL impact Staff Impact Course Redesign Degree Options Clinic

Transfer mid-2020
Transfer end-2020
Transfer mid-2021
Transfer end-2021

From: [Greg Welsh](#)
To: [Dianne Jolley](#); [Andrew Parfitt](#); [Margaret Connolly](#); [Jacqui Wise](#); [Dean of Science TCM](#); [Fiona Thomas](#)
Subject: TCM comms for tomorrow morning
Date: Monday, July 22, 2019 6:42:44 PM
Attachments: [TCM 22 July.docx](#)

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I would like very much to meet with Chinese Medicine staff late next week to discuss the process, to let you know of the support that its available to you, and to answer any questions you have. I will send a calendar invite in the next day or so once a suitable time can be found.

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Courses are phased out and discontinued across the University each year for any number of reasons (e.g. strategic, commercial, currency, etc.). This process is described in the UTS Student Rules.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have uploaded a summary of the situation to date [\[link\]](#) and some Frequently Asked Questions [\[link\]](#)

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards

Professor Dianne Jolley

Dean of Science
UTS

Review of the Traditional Chinese Medicine Program at UTS – summary to date

Early in 2019, the Faculty of Science commenced a review of the Traditional Chinese Medicine (TCM) program at UTS.

The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The Science senior management group reviewed the Chinese Medicine program review paper, and were asked to support one of the two options as a recommendation to the Provost:

- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

The proposal to discontinue/phase out TCM was accepted by the Provost, who asked that consideration as to how this would be done, whilst ensuring that all students currently in the course can be taught to completion, be discussed at Faculty Board.

Last update – 23 July 2019.

FAQs for the review of Traditional Chinese Medicine at UTS

- Why was TCM reviewed and what did the review look at and what was the outcome?

The review of Traditional Chinese Medicine at UTS was in response to several strategic pressures: ongoing concerns about TCM's financial viability within the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; the strategic imperative (via the UTS 2027 strategic plan) for UTS and the Faculty of Science to be research-intensive and the potential for TCM to contribute to this; and consideration of the disciplinary fit of TCM (with courses that graduate registered health practitioners) within the Faculty of Science.

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- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

- Aren't there other courses within UTS which do not generate a profit? Why is TCM being singled out?

There are certainly examples of courses at UTS and indeed at all universities that run at a loss, particularly in their start-up phase. However, the recommendation to discontinue the course wasn't made on financial viability alone, but rather the combination of poor financial viability with insufficient research intensiveness and misalignment with the Faculty's strategic vision of the sorts of degrees it wants to offer and the kinds of discipline expertise it wishes to develop.

- Did UTS consider other options apart from phasing out/discontinuation?

Yes. The decision was made reluctantly, and whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and the respect of the Faculty management group to their colleagues. However, the outcome of the discussion was a majority vote to discontinue the program.

- What consideration has there been to the online petition and comments submitted?

The Dean of Science has viewed the petition, and read the emails and letters she and the University have received from staff, students and concerned members of the public. Nonetheless, the University and Faculty management have an obligation to make decisions that support the ongoing success of the university as a publicly-funded institution, including financially.

- What consultation has there been with various stakeholder groups?

The university has consulted with the staff of the TCM program multiple times during the review process, and their feedback was included in the review report itself. The university's

enterprise agreement also requires that the university formally consult with its staff and their representatives on any decisions that might affect their employment, and the university will certainly do this.

The university has no obligation to consult with any other group, however has issued a number of communications to students and will continue to share information with them throughout the process. Likewise, the university has responded to communications from members of the public, and will continue to do so wherever possible.

- Is this review reflective of valuing traditional medicine but not complementary health care?

The decision to review, and to discontinue, the TCM programs is in no way a reflection of an institutional bias against complementary health care – indeed, the Faculty of Health at UTS hosts the Australian Research Centre for Complementary and Integrative Medicine. It is specifically to do with TCM's poor financial viability, its low research intensiveness and strategic misalignment with the Faculty in which it resides.

- When will students know what is happening to the program and what the effects on them are?

As soon as it we can say with some certainty that the TCM courses will be discontinued, you will be invited to meet with a study plan expert on a one-on-one basis to discuss the options available to you – all at UTS remain committed to TCM students completing their studies. The proposal currently being developed includes the discontinuation date of end-2021, meaning that all students who complete by that date will do so normally.

- What happens for 1st year students that have completed first year part-time, taken a semester off, deferred or failed a subject? Can we still complete our program?

First year students, whether they accepted a place in a TCM degree on a part-time or full-time basis, will not be able to complete the degree in which they are currently enrolled at UTS. However, the options available to all students unable to complete their current degrees by end-2021 will also be available to you.

It is important that students who accepted a full-time place progress at a full-time pace.

- How will my credit points for subjects already completed be treated at other potential universities?

We remain committed to ensuring TCM students complete their studies and enter the profession they are working towards. UTS is currently negotiating details such as credit recognition with an alternative provider to ensure the smoothest possible transition with the maximum possible credit.

- Will the TCM clinic still run if the teaching program is shut down at UTS?

No. The primary purpose of the clinic is to support the teaching and research activities of the TCM program, so it will not continue past the end of 2021 at the latest.

- UTS academics play a critical role in the regulation of Chinese medicine in Australia, and contribute to the development of national and international standards and research into Chinese medicine. What will happen to the profession of Chinese Medicine without the level of accredited training provided by UTS? Isn't Chinese Medicine – holistic medicine a growing field?

University accreditation of Chinese Medicine practice is currently provided by other universities in both New South Wales and Victoria, as well as by private providers in all states. UTS is in discussions with other providers as well as with Government, to ensure that the university sector doesn't lose any overall places and that current levels of demand are able to continue to be met, however the outcomes of these discussions are not yet certain.

From: [Greg Welsh](#)
To: [Andrew Parfitt](#); [Margaret Connolly](#)
Cc: [Dianne Jolley](#); [Bill Paterson](#); [Jacqui Wise](#)
Subject: Re: TCM comms
Date: Monday, July 22, 2019 4:25:25 PM
Attachments: [image001.png](#)
[image002.png](#)

Thanks Andrew. I'll update the comms to reflect that advice
best wishes
Greg

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: 22 July 2019 16:22:30
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Bill Paterson <William.Paterson@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: Re: TCM comms

Greg,

Let's be very clear

1. Management (in actual fact the Provost) decides on whether or not to accept students into a program, and therefore whether or not it will continue as part of the university's offering.
2. Academic Board, on the recommendation of Faculty Board, accredits a course, and also approves any changes to a course necessary to ensure the best interests of students in the course during a phase out period. At the end of any phase out period the course will remain on the books unless Academic Board removes the accreditation of the course or the accreditation expires.

In this case the Faculty through its Executive has put forward a well argued case to me that the continuation of the TCM course is neither viable nor in the strategic direction of the Faculty. I have accepted that recommendation, subject only to any further advice arising from the discussion at Faculty Board, which I will take into account in making the final decision. I note again that it is not within Faculty Board's remit to make a decision on accepting students into a course – however, in the interest of complete consultation and transparency the views of Faculty Board will be captured and taken into account.

Finally, any transfers to other universities or any discussions relating to maintaining places for TCM at another institution are completely separate to this and will require negotiation about load transfer with the Department of Education or financial recompense with the receiving institution if they are operating above their CGS funding cap.

Regards,

Andrew.

Professor Andrew Parfitt^[1]_{SEP}

Provost and Senior Vice-President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

T. +61 (02) 9514 1350

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Greg Welsh <Greg.Welsh@uts.edu.au>
Date: Monday, 22 July 2019 at 3:39 pm
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: Re: TCM comms

Hi Andrew

I'd love you to discuss this with Dianne. Unfortunately, I can't join you - I'm

Withheld under GIPA

I also get very different interpretations about the rules and the process from Kate and Jacqui than I do from you and Margaret. I'm trying to find a middle ground, but probably unsuccessfully. Any help you can provide here would be much appreciated.

best wishes
Greg

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: 22 July 2019 15:30:48
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: Re: TCM comms

The comms still read as if Faculty Board and Academic Board are the decision makers in respect of continuation of the course and associated activities. I think this needs tightening up – happy to discuss. I am seeing Dianne in a few minutes if you want to come down?

Andrew.

Professor Andrew Parfitt^[1]_{SEP}

Provost and Senior Vice-President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

T. +61 (02) 9514 1350

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Greg Welsh <Greg.Welsh@uts.edu.au>

Date: Monday, 22 July 2019 at 3:20 pm

To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Margaret Connolly <Margaret.Connolly@uts.edu.au>

Subject: TCM comms

Hi Andrew and Margaret

just wanted to give you both the opportunity to have a look at these staff and student comms planned to go out from Dianne tomorrow morning. They are a little more fulsome than originally planned, due to the Board papers going out concurrently, which will include the OCAP.


Withheld under GIPA

but available on my mobile or email if you need me

best wishes

Greg

out of scope



TCM Update


The following statement has been approved by WSU for use when taking enquiries from PROSPECTIVE students enquiring about TCM courses from 2020.

Note the same will be used by **MCU** and the **Faculty of Science** marketing team.

"Thank you for your enquiry about studying Traditional Chinese Medicine at UTS in 2020. The future of this program is currently under review by UTS. As a result it has been decided not to accept students into the program next year.

Western Sydney University is the other university in Sydney that offers accredited degrees in Traditional Chinese Medicine and can be contacted on [1300 897 669](tel:1300897669) via [live chat](#) or email at study@westernsydney.edu.au"

out of scope



From: [Margaret Connolly](#)
To: [Greg Welsh](#)
Subject: RE: Chinese Medicine Review - Faculty recommendation
Date: Thursday, July 18, 2019 10:55:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Thanks Greg

No problem with the process. I just think the wording should move from 'no decision has been made' to 'the Dean (or some other person or group) is/has making a recommendation to discontinue the course'.

MC

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Thursday, 18 July 2019 10:34 AM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: FW: Chinese Medicine Review - Faculty recommendation

Hi Margaret

I had another chat with Kate. She referred me back to the wording in these documents, specifically Andrew's email and the recommendation. Perhaps we could have a phone chat later? I'll speak to Frank in the meantime

Best wishes

Greg

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Monday, 8 July 2019 8:40 AM
To: Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: FW: Chinese Medicine Review - Faculty recommendation

Dear Greg,

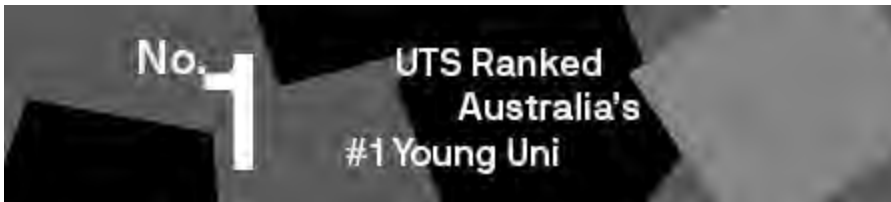
Please find attached the documents that relate to TCM, that will be shared with the Faculty Board. I will reword the FOS recommendation to change the word decision to recommendation in the body of the text, as the term was used to describe the majority vote from the Faculty management group, which was a decision to recommend discontinuation.

Any comments are welcome.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



From: Dianne Jolley
Sent: Thursday, 20 June 2019 10:34 PM
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: Chinese Medicine Review - Faculty recommendation

Dear Andrew,

Please find attached a faculty recommendation for the discontinuation of the Traditional Chinese Medicine program based on the attached program review document.

Kind regards,
Dianne

Professor Dianne Jolley


Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W. uts.edu.au



out of scope



TCM Update


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Note: the same will be used by **MCU** and the **Faculty of Science** marketing team.

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TCM update


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out of scope



out of scope



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out of scope



From: [Greg Welsh](#)
To: [Dean of Science TCM](#)
Cc: [Andrew Parfitt](#); [Dianne Jolley](#)
Subject: RE: New form letter for consideration/response
Date: Friday, July 12, 2019 9:56:50 AM
Attachments: [Form letter response.docx](#)

Hi Kate

Thanks for the chat. I've drafted a possible response to the form letter for your review (and that of Dianne and Andrew). Let me know if you think one is necessary at this stage. As discussed on the phone, I think in our comms of 22/7 we should write to not just all TCM staff and students, but also to all who have written to us already. If we do this, there is probably less of a need to respond to the form letter right now, but am still happy to do it if you think that is the way to go

Best wishes

Greg

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Friday, 12 July 2019 9:05 AM
To: Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: New form letter for consideration/response

Hi Greg,

Please see below the new form letter.

Could we discuss briefly?

Kind rgds,
Kate

out of scope



Dear xxxxxx

Thank you for your email regarding the current review of Traditional Chinese Medicine at UTS.

The Faculty has consulted with staff of the TCM program at regular points of the process to date, and has also sent a number of communications to our current students in the program.


We understand that a range of other stakeholders also have an interest in the review and very understandable concerns about what potential outcomes of the review could mean for them.

We will try to minimise this uncertainty by communicating with these stakeholders as soon as we are in a position to share the outcomes of the review.

Kind regards

Professor Dianne Jolley
Dean of Science
UTS

out of scope



From: [Dianne Jolley](#)
To: [Andrew Parfitt](#); [Greg Welsh](#)
Cc: [Sam Sandford](#)
Subject: Re: Fw:
Date: Friday, July 12, 2019 7:25:41 AM

Good morning Andrew,

It is also becoming common knowledge that any academic may attend faculty board, so if there is any mention of this in the airwaves, we may need to consider how we confirm the attendees are current Science academics.

See you in a week.

Kind regards
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Andrew Parfitt
Sent: Friday, July 12, 2019 6:40:04 AM
To: Greg Welsh
Cc: Dianne Jolley; Sam Sandford
Subject: Fw: Fw:

Greg,

the next round of coordinated communications appear to have started - there have been several of these over the past 24 hours. We'll move these to the TCM email, but you may want to consider whether any preliminary communication is warranted before the Faculty Board discussion?

Andrew.

out of scope



From: [Greg Welsh](#)
To: [Andrew Parfitt](#)
Cc: [Dianne Jolley](#); [Sam Sandford](#)
Subject: Re: Fw: Fw:
Date: Friday, July 12, 2019 7:19:06 AM

Thanks Andrew. Yes, next comms (there were some to staff and students this week) are planned for 10 days' time
Best wishes
Greg

Sent from my iPhone

On 12 Jul 2019, at 7:10 am, Andrew Parfitt <Andrew.Parfitt@uts.edu.au> wrote:

Greg,

the next round of coordinated communications appear to have started - there have been several of these over the past 24 hours. We'll move these to the TCM email, but you may want to consider whether any preliminary communication is warranted before the Faculty Board discussion?

Andrew.


out of scope



From: [Greg Welsh](#)
To: [Andrew Parfitt](#)
Subject: RE: Comms
Date: Tuesday, July 9, 2019 12:44:57 PM
Attachments: [image001.png](#)
[TCM draft comms 22 July.docx](#)

Hi Andrew


out of scope



While I have you, attached is a bare bones draft for the TCM comms on 22/7. It will read better than that, but I just wanted to show what I was thinking it would be, in case you violently disagreed

Best wishes
Greg

out of scope



Recommendation by Faculty of Science management, endorsed by the Provost, for phasing out of TCM by end of 2020 due to lack of financial viability and fit with faculty's strategic vision

This decision will be first considered by Faculty Board, then the Courses and Accreditation Committee and finally by Academic Board, who have the authority to approve the phasing out, discontinuation, revision or variation of an existing course according to 3.6 of the UTS Student Rules ([link](#))

If the decision is approved by Academic Board, the university won't accept further student enrolments into the program. Enrolment had already been suspended for 2020 while the review was underway. The CM clinic will also be discontinued at the end of 2020, when it is no longer needed for student pracs.

University will consult with staff who may be affected in accordance with its Enterprise Agreement

Students who graduate before end 2020 will complete their study as planned and without disruption

Students who haven't graduated by end 2020 will have a number of options for completing their studies, the university will provide 1-on-1 advice and individual mapping of their schedule in the coming weeks

Discussing with Government and other NSW provider – WSU – to ensure there are enough places to support the profession in NSW

For more information, contact ...

From: [Dianne Jolley](#)
To: [Sam Sandford](#); [Doreen Borg](#)
Cc: [Dean of Science TCM](#); [William Gladstone](#)
Subject: FW: MOU - UTS and WSU re TCM
Date: Monday, July 8, 2019 8:40:13 AM
Attachments: [MOU Non Binding UTS and WSU re TCM - Signed.pdf](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

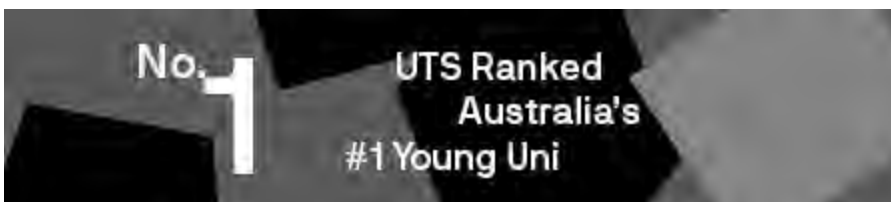
Dear Sam and Dor,

The MOU between UTS and WSU for good will discussions about TCM has now been signed by both parties. This is attached for our records. I'm not sure where this should be 'officially' filed.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Tuesday, 2 July 2019 1:25 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Cc: Denise Kirkpatrick <D.Kirkpatrick@westernsydney.edu.au>

Subject: MOU - UTS and WSU re TCM

Dear Dianne

Attached please find the signed MOU allowing us to advance our joint work on the TCM project.

Kind regards

Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science

School of Science and Health

Locked Bag 1797, Penrith NSW 2751, Australia

P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



NON-BINDING MEMORANDUM OF UNDERSTANDING

Between:

University of Technology Sydney (ABN: 77 257 686 961) is a tertiary educational institution established by the *University of Technology Sydney Act 1989 (NSW)* and located at 15 Broadway, Ultimo, NSW, 2007 ("UTS")

And

Western Sydney University (ABN: 53 014 069 881) is a tertiary educational institution established by the *Western Sydney University Act 1997 (NSW)* and located at Great Western Highway, Werrington, NSW, 2760 ("WSU")

1. Duration of MOU

- a) This is a non-binding Memorandum of Understanding (MOU) between UTS and WSU (together referred to as "the Parties", separately referred to as "Party"). The MOU will apply from the date of the last signature and will continue to apply until 31 December 2023 or until termination by either party on the giving of 1 month's written notice to the other.

2. Scope

- a) The Parties are committed to maintaining a positive and cooperative working relationship.
- b) The Parties are committed to work collaboratively to deliver transfer of the collective at UTS known as "Traditional Chinese Medicine" (hereinafter "TCM") to WSU.
- c) As part of the Parties' mutual commitment, the Parties will act in accordance with the spirit and intent of this MOU, even though neither party intends that it be legally binding.
- d) Both Parties acknowledge and understand that all financial arrangements, if any, will be subject to negotiation and prior written agreement and that any binding agreement will be subject to the availability of funds.
- e) The Parties acknowledge that this MOU does not create or evidence a relationship between them of commercial partnership, joint venture, employer and employee or agency.

3. Goals and objectives

- a) Enter good faith discussions to transfer students and coursework giving consideration to the following:
 - i. undergraduate and postgraduate cohorts currently enrolled in TCM coursework & research
 - ii. Intellectual Property Rights vested in UTS relating to undergraduate and postgraduate coursework
 - iii. know-how relating to undergraduate and postgraduate coursework, materials including stock and inventories, dedicated software licenses
 - iv. existing dedicated or specialised equipment required to ensure high quality delivery of undergraduate or postgraduate coursework
 - v. encumbrances including scholarships
 - vi. existing dedicated capital items or assets, including value and depreciation
 - vii. records and archival artefacts

- viii. assignment or novation of contracts and agreements
 - ix. processes by which student and credit transfer will be made
 - x. transfer timeframe
 - xi. communication and engagement with students
 - xii. post-transfer assistance from UTS
 - xiii. reporting
- b) Enter good faith discussions about UTS –TCM staff, giving consideration to opportunities for UTS staff to apply for vacancies at WSU in areas of TCM teaching, research and practice.
 - c) Enter good faith discussions about the future of current relationship between UTS-TCM and its international partners.
 - d) Enter good faith discussions to achieving an agreed implementation plan by Q3 2019 for the termination of the UTS –TCM program and the support of current UTS students to complete their degrees at WSU, either as a WSU graduant or co-badged UTS-WSU graduant.

4. Roles and responsibilities

- a) UTS agrees to provide full details on the UTS-TCM program and enrolements, including subject descriptions and clinical hours, student enrolements (number of enrolements per year, postcode of students, enrolement status as %FTE), HDR student profile, and UTS staff details. This will be provided via the Dean of Science.
- b) WSU agrees to review the UTS-TCM subject descriptions and clinical hours in comparision to the WSU curriculum to identify options for UTS-TCM students to transition to WSU with full 'credit for prior learning' and no extension to their study program.
- c) UTS and WSU will explore the possibility of a co-badged degree, where bachelor and HDR students who commenced at UTS and transition to WSU may graduate with degrees from both WSU and UTS.
- d) UTS and WSU agree to manage the communication of the outcomes of these discussions to students, staff and the general public.
- e) UTS and WSU will jointly appraise TEQSA of these discussions, to ensure that both parties are working to avoid any risk to students or reputation.

5. Meetings

- a) Meetings in relation to the subject of this MOU will be held as required.

6. Advertising and announcements

- a) Unless required by law, an announcement, circular or other public disclosure including promotional materials such as newsletters, brochures, flyers or annual reports, referring to the contents or subject matter of this MOU, must not be made or permitted by a Party without the prior written approval of the other Party.

7. Confidentiality

- a) Confidential Information means
 - i. information which is by its nature confidential or which the discloser of the information advises the other Party is confidential, and includes other knowledge and any information developed or derived from the information disclosed
 - ii. anything disclosed or developed before the date of this MOU that relates to paragraph (i) above
 - iii. the terms of any transaction between the Parties, the contents of this MOU and the various other documents and discussions entered into pursuant to it.
- b) The Parties acknowledge that information disclosed by one Party (the disclosing Party) to the other (the Recipient) in the course of the subject matter of this MOU may be confidential and unless required by law must not be disclosed to a third Party except with the prior written consent of the disclosing Party, which consent may not be unreasonably withheld.
- c) The Recipient must use the Confidential Information only for the Purpose, and must not use the Confidential Information for any other purpose.
- d) Each Party will only disclose confidential information to employees, officers, approved subcontractors or professional advisors on a need to know basis, and shall ensure that those persons are bound by the same obligations of confidence as under this MOU and each Party shall be liable for any breach of these confidentiality obligations by those persons under their control.

8. Dispute resolution

- a) If a dispute or difference arises between the parties out of or in connection with this MOU, either party may give the other a written notice specifying the dispute or difference.
- b) Within 20 working days of the date of the notice, a person holding a position of senior management of each party must meet and undertake negotiations in good faith and on a without prejudice basis with a view to resolving the dispute or difference.

9. Variation

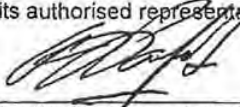
The Parties may agree to vary any of the requirements of this MOU. Such agreement must be in writing and signed by both Parties.

10. Governance

This MOU will be governed by and construed according to the law of New South Wales and the Parties will submit to the non-exclusive jurisdiction of the Courts of New South Wales.

SIGNATURES

Signed for **University of Technology Sydney** by its authorised representative:



Signature of authorised representative

Professor Andrew Parfitt

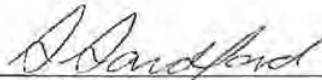
Name of authorised representative

Provost and Vice President

Title of authorised representative

DATE: 18/6/2019

Signed in the presence of:



Signature of witness

SAMANTHA SANFORD

Name of witness

EXECUTIVE ASSISTANT

Title of authorised representative

DATE: 18/6/2019

Signed for **Western Sydney University** by its authorised representative:



Signature of authorised representative

Professor Barney Glover AO

Name of authorised representative

Vice-Chancellor and President

Title of authorised representative

DATE: 2-7-19

Signed in the presence of:



Signature of witness

Rosaline Reakes

Name of witness

Executive Support Officer

Title of authorised representative

DATE: 2-7-2019

From: [Andrew Parfitt](#)
To: [Shirley Alexander](#); [Dianne Jolley](#)
Subject: Teach out
Date: Thursday, July 4, 2019 3:36:33 PM
Attachments: [3333_001.pdf](#)
[image001.png](#)

Shirley and Dianne,

With thanks to the ever knowing Margaret, attached is what the UTS Student Rules say in relation to changes to academic courses. The language we might want to use is “phase out”, if there is any sense that “teach out” implies that we would make no alterations to the teaching arrangements or course structure (which of course there may be).

The language we have used so far in relation to TCM is that all students will be able to complete their studies.

Just in case I can't drop into the 4.30pm meeting.

Andrew.

Professor Andrew Parfitt^{UTS}_{SEPP}
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
T. +61 (02) 9514 1350
E. Andrew.Parfitt@uts.edu.au
W. uts.edu.au



3.6 Changes to courses

3.6.1 Academic Board and Executive Committee of Academic Board have authority to approve the phasing out, discontinuation, revision or variation of an existing course.

3.6.2 When Academic Board or Executive Committee of Academic Board exercises its authority under Rule 3.6.1, it must ensure that the approved course documentation:

- (1) states the reasons necessitating such a change;
- (2) in the case of a revision of a course structure:
 - (a) specifies the revised course structure;
 - (b) states whether students shall be given the option to complete the existing version of the course or shall be obliged to transfer to the revised version of the course;
 - (c) in the case where students are given the option to complete the existing version of the course specifies the time period in which students must complete the course in accordance with the existing course structure;
- (3) in the case of the phasing out and discontinuation of a course specifies the period for which students enrolled in the course will be able to continue their studies in accordance with the existing course structure.

From: [Dianne Jolley](#)
To: [Andrew Parfitt](#)
Subject: FW: TCM
Date: Wednesday, July 3, 2019 9:59:09 PM

Hello Andrew,

I've been talking with Kate Higgs, and received the message below. I will need to briefly touch base with you about some details to ensure we are on track. I will reach out to Sam.

Dianne

From: Shirley Alexander <Shirley.Alexander@uts.edu.au>
Sent: Wednesday, 3 July 2019 9:53 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: TCM

Hi Dianne

Of course - happy to talk on Friday. I have repeatedly said that no decision has been made but wanted to reassure them that any course would be taught out

S

Sent from my iPhone

On 3 Jul 2019, at 6:55 pm, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Hello Shirley,

Thank you for letting me know about your meeting. We will need to meet to discuss this. We are currently reviewing the available information and considering the options. I am off campus for two weeks as of Monday, so perhaps a quick chat on Friday if you have some light in your calendar.

Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Shirley Alexander
Sent: Wednesday, July 3, 2019 5:37:50 PM
To: Dianne Jolley
Subject: TCM

Hi Dianne

I have just had another meeting with the President of the Students Association who tells me that the association continues to receive visits from groups of students concerned about reports of the closure of TCM. I again reassured him that UTS would always teach out a course, were it to be discontinued. He says he reassured the students based on my advice, but they would like an email to that effect from the Dean.

Clearly your advice is more important than mine, so would you mind doing that please?

Thanks
Shirley

--

Professor Shirley Alexander
Deputy Vice-Chancellor (Education and Students)
University of Technology Sydney
PO Box 123
Broadway NSW Australia

Tel: +61 2 9514 1465
Fax: +61 2 9514 1459
Twitter: @SAlexander_UTS

From: [Margaret Connolly](#)
To: [Greg Welsh](#)
Subject: FW: Chinese Medicine Review - Faculty recommendation
Date: Tuesday, July 2, 2019 10:19:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM status report final June2019.pdf](#)
[CM program review FOS recommendation \(20June2019\).pdf](#)

Hi Greg

TCM report attached.

Regards

Margaret

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Thursday, 20 June 2019 10:34 PM
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: Chinese Medicine Review - Faculty recommendation

Dear Andrew,

Please find attached a faculty recommendation for the discontinuation of the Traditional Chinese Medicine program based on the attached program review document.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au





20 June 2019

Dear Andrew,

The attached Chinese Medicine program review paper provides details about the background of the discipline at UTS, discipline staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities.

The discipline staff have had two opportunities to respond to the draft document, and their comments have been received, considered and incorporated where appropriate. The information appended (is un-amended) was provided by the discipline staff in response to the report.

The Science Management Group reviewed the Chinese Medicine program review paper, and were asked to support one of the two options:

- Discontinuation of the programs at UTS
- Build up the program

The Science Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the programs financial viability, research productivity, and strategic fit within Science, **the outcome of the discussion was a majority vote to discontinue the program.**

If the Vice Chancellor supports this decision (in principal), **we will need to delay formal announcements** whilst we prepare a proposal for phasing out and discontinuation of the courses in accordance with the Award Course Approval Policy and Procedures. We will simultaneously work with HR regarding staff support, Student Administration for student support, the media unit for internal and external communications, risk mitigation, and the legal unit. We will also progress discussions with WSU regarding potential student transfers.

When we are prepared for the decision to be shared with staff, the Faculty of Science Academic Program Officer will request that a proposal be set up in OCAP. We will simultaneously request that a note be added in the UTS Handbook against the 2019 course entries to alert prospective students that the courses will not be offered in 2020. The academic approval steps for phasing out/discontinuation will be as follows:

1. Faculty Board of Science approves the phasing out and discontinuation, including transition arrangements for existing students.
2. The Courses Planning Committee reviews the Business Case for phasing out/discontinuation and makes a recommendation to the Provost.
3. The Provost approves the Business Case for phasing out/discontinuation.
4. The Courses Accreditation Committee reviews the Course Accreditation for phasing out/discontinuation and makes a recommendation to Academic Board.
5. Academic Board approves the Course Accreditation for phasing out/discontinuation.
6. The courses are set to "phasing out" in CASS so no commencing students can be enrolled in 2020. The courses do not appear in the 2020 UTS Handbook.
7. The Faculty and SAU manage the transition arrangements for existing/continuing students.
8. Once all existing students have completed/been transferred out of the courses, the courses are set to "discontinued" in CASS.

Please let me know if you want to discuss this further.

Kind regards

Dianne Jolley
Dean of Science

From: [Andrew Parfitt](#)
To: [Dianne Jolley](#)
Subject: Re: Chinese Medicine Review - Faculty recommendation
Date: Monday, July 1, 2019 9:20:43 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Dear Dianne,

I have considered the detailed review conducted by the Faculty in relation to the Traditional Chinese Medicine course and related activities. I note that the review concludes that

1. The financial viability of the course is poor (resulting in at least \$1.5m net loss after faculty and central overheads, and a net profit ratio of 80% suggesting that there are few available interventions to significantly improve the financial position of the course)
2. The research productivity of the discipline remains below Faculty benchmarks after some years of improvement, meaning that the objective of having research-led teaching is not being met for this course, and
3. The Faculty's broad strategic directions (and the University's emerging Health priorities) are now divergent with this area, resulting in a poor strategic fit.

I note that the Faculty has explored options for continuing the course but has concluded that these are not feasible.

I therefore support commencing the process of discontinuation according to the procedure outlined in the review, while simultaneously ensuring that all students currently in the course can be taught to completion with various options for this being considered. The impact on staff will also need to be managed through a formal change process.

Thank you for the careful consideration given to this. I appreciate that such a decision will be difficult to accept for staff, students and members of the wider TCM community. However, it is essential under the current fiscal and quality environments that UTS continue to focus on strategically important courses that align with our vision and mission. I understand that you will work carefully to ensure that the correct processes are followed for this change proposal, that consultation and communication remain a priority and that the necessary support is provided by areas from across the university for this process.

Regards,
Andrew.

Professor Andrew Parfitt 
Provost and Senior Vice-President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

T. +61 (02) 9514 1350

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Date: Thursday, 20 June 2019 at 10:34 pm

To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>

Subject: Chinese Medicine Review - Faculty recommendation

Dear Andrew,

Please find attached a faculty recommendation for the discontinuation of the Traditional Chinese Medicine program based on the attached program review document.

Kind regards,

Dianne

Professor Dianne Jolley

Dean

Faculty of Science

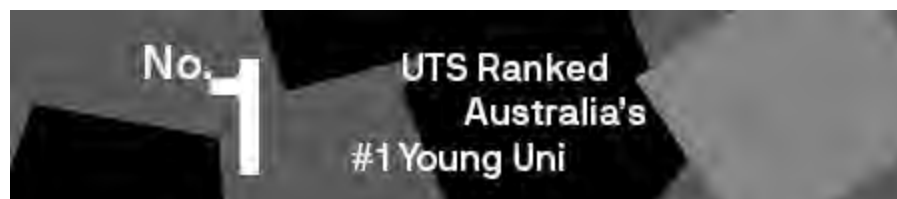
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Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W. uts.edu.au



From: Dianne Jolley
To: Andrew Parfitt
Subject: Re: Update: UTS-WSU TCM Course Mapping
Date: Tuesday, June 25, 2019 7:40:15 PM

Ok, yes, that's clearer. I was looking at it from a different angle.
Thanks

Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Andrew Parfitt
Sent: Tuesday, June 25, 2019 7:16:06 PM
To: Dianne Jolley
Subject: Re: Update: UTS-WSU TCM Course Mapping

Dianne,

No I think you are confusing my points perhaps.

The CSP transfer only applies to new students from 2020, ramping up over several years to the full load. This is the commitment to thto TCM Community not to reduce the scale of TCM education over time due to UTS closing our course.

For all our current cohort, transferring or not, we determine a financial arrangement or set of models with WSU. This is the teach out group. If these students transfer at any time we can deal with that as a financial transaction as well. All of this is time bounded and limited only to those students currently enrolled with us.

Does that make more sense?

Andrew.

Sent from my iPad

On 25 Jun 2019, at 6:55 pm, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Hi Andrew,

Yep, I will keep the conversation as better good for all involved and long term good for professional practice and wider community.

Just so I'm clear on the other aspect, if we are talking about a potential transfer of CPS, there are two categories of students:

- (1) those willing to transfer to WSU at a defined time point, where we offer the CPS to WSU
- (2) those that are unwilling to transfer, and we instruct them to leave by terminating the programs, perhaps either mid or end of 2020 (bad for reputation), and transfer the CPS.

Or

- (1) above plus
- (3) for those students that are unwilling to transfer, we have a legal (?) obligation to teach them out in a revised program because we don't have multiple locations as a delivery option in the current approved teaching program. My recommendation here would be a line in the sand at the end of 2021 (getting current 2019 intake to end of year 3). Then go to WSU for yr 4 as an end on honours year.

What we choose to do here will be the decision that will define our next move. We won't be making this decision tomorrow, but it will need to be decided in coming weeks.

Are you back next week?

Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Andrew Parfitt
Sent: Tuesday, June 25, 2019 6:13:45 PM
To: Dianne Jolley
Subject: Re: Update: UTS-WSU TCM Course Mapping

And to the nay sayers in UTS about transferring CSP - just remind the that for every \$1.5m of revenue we make, we lose an additional \$1.5m above our direct and indirect costs. That makes very bad business sense to me!

Sent from my iPad

On 25 Jun 2019, at 5:56 pm, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Hello Andrew,

I just left you a brief phone message. Based on your comments, I will approach tomorrow's WSU meeting with a delay around the discussion of transfer of places, but will flag the idea of a transitional subsidy to see how it is received.

UTS will need to model the options of teaching out with:

- (i) a completion date of Dec 2020, where most students will have completed 2nd year (with exceptions for underload, PT and failing students);
- (ii) a completion date of Dec 2021, where the majority of students will have completed 3rd year, and can graduate from UTS with a 3 year degree. We could seek a commitment from WSU to accept/consider UTS students for their fourth year program should they apply, as our students have a higher ATAR to enter, they will probably be attractive to WSU.

Gregory's comment was quite direct, but I will need to determine tomorrow if this is a deal breaker for WSU.

"Given that you would not be taking a commencing intake in 2020, WSU would want to agree with UTS (and then with relevant Commonwealth approval) that for 2020 WSU would have your usual (or average) commencing EFTSL transferred. Then in 2021, we would look to have the remainder of your EFTSL (i.e., your usual or average EFTSL from Years 2, 3, and 4 of the program) transferred. In a capped funding environment that we have now, without this EFTSL transfer, WSU would not be able to take on and complete the training of these students. I am happy to talk with you about this ..."

I just had a long conversation with Tony Dooley, so am going home, perhaps for a Cognac.

Dianne

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: Monday, 24 June 2019 2:49 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: Update: UTS-WSU TCM Course Mapping

Dianne,

As I indicated, fee for service works for teach out in the short term but not if there is to be a long term additional arrangement. We wont want a bilateral financial arrangement long term (or in perpetuity) unless it involves places being shifted. This is a strategic decision rather than an operational one and depends how much we want to signal to the profession that we have it's long term interest in mind even though we are discontinuing the course and related activities.

Another possible arrangement is a transitional one, where we subsidize WSU for a defined period.

Happy to discuss if we can find a convenient time or it can wait until next week.

Andrew.

Sent from Andrew's phone

On 24 Jun 2019, at 12:22 pm, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Hi Andrew,

When the UTS change team chatted this morning, there was significant discomfort that UTS may give away commonwealth funded university places to WSU. Once we have a better idea around what the teach out models, we can develop a longer-term financial plan around the scenarios. The idea that we use those calculations to establish a 'payment' to WSU to cover the cost of teaching those students, which is better than offering our places (which has longer term implications if the options 2 below doesn't succeed – especially based on FOS QILT employability data at the moment).

Attila mentioned the possibility of paying WSU to take the program, this could be a solution to UTS retaining the student places for the longer term.

Are you comfortable with me exploring this with WSU as a concept for a way forward?

Withheld under GIPA

Dianne

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>

Sent: Monday, 24 June 2019 10:24 AM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: Re: UTS-WSU TCM Course Mapping

Dianne,

I think there are two aspects:

1. The practicalities of teach out and the teach out model. This is best handled by direct financial arrangements I think, even though the EFTSL being taught might form a basis for the calculation and
2. Separately the negotiation with government to adjust caps or assign additional places to WSU as the compensation to the profession for us choosing not to continue with TCM. Barney and Attila will need to agree and negotiate that one I should think.

2 assumes that WSU are above the cap as they claim.

I look forward to hearing how the discussions go, but my advice would be to keep these two areas separate.

Andrew.

Sent from my iPad

On 24 Jun 2019, at 7:40 am, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Good morning Andrew,

Any thoughts on this? I have a zoom meeting with Gregory Kolt WSU on Wednesday. The agenda is covering curriculum mapping, communications, and he has requested EFTSL (see below).

My take on the current situation suggests:

- the majority of students are unlikely to want to transfer voluntarily and UTS doesn't want to make them (reputation and student care). We will offer several carrots, and declare when we will stop teaching all TCM subjects. So our plan is that we teach out and keep that EFTSL.
- We may have a bunch of voluntary transfers to WSU (we give them that EFTSL).

But logically, if we opt to teach out, wouldn't UTS want to retain all students and EFTSL, but design a different teaching model? There's a meeting this morning with myself and Jacqui Wise, Greg Walsh, Lesley Healy and Theo to collate thoughts before Wednesday's meeting with WSU. This will help with student course mapping aspects.

Di

 Professor Dianne Jolley
 Dean, Faculty of Science
 University of Technology Sydney NSW Australia

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Thursday, 20 June 2019 6:17 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: FW: UTS-WSU TCM Course Mapping

Dear Dianne

I thought I would seed with you, before our meeting next week, our ideas regarding EFTSL transfer so that you could look to discuss these at your end before we meet.

Given that you would not be taking a commencing intake in 2020, WSU would want to agree with UTS (and then with relevant Commonwealth approval) that for 2020 WSU would have your usual (or average) commencing EFTSL transferred. Then in 2021, we would look to have the remainder of your EFTSL (i.e., your usual or average EFTSL from Years 2, 3, and 4 of the program) transferred.

In a capped funding environment that we have now, without this EFTSL transfer, WSU would not be able to take on and complete the training of these students.

I am happy to talk with you about this, but thought it best to provide some thoughts on how we could make this work so that students can be effectively taught to the completion of their degrees.

Please feel free to call me on Withheld under GIPA at any time to discuss.

Kind regards
 Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
 School of Science and Health
 Locked Bag 1797, Penrith NSW 2751, Australia
 P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

<image001.jpg>

From: Gregory Kolt
Sent: Wednesday, 19 June 2019 5:14 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: UTS-WSU TCM Course Mapping

Thanks Dianne

We will get this signed and returned as soon as we can.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

<image001.jpg>

From: Dianne Jolley [<mailto:Dianne.Jolley@uts.edu.au>]
Sent: Wednesday, 19 June 2019 5:11 PM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Subject: RE: UTS-WSU TCM Course Mapping

Dear Gregory,

Thank you for the course mapping document, we will get started on it straight away.

I have now attached the signed MOU for signature at your end.

Looking forward to catching up next week.

Kind regards,
Dianne

Professor Dianne Jolley
Dean
Faculty of Science
University of Technology Sydney
PO Box 123, Broadway NSW 2007
E: dianne.jolley@uts.edu.au
W uts.edu.au

<image002.png> <image003.png> <image004.png> <image005.png> <image006.png> <image007.png>

<image008.png>

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Tuesday, 18 June 2019 3:27 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: UTS-WSU TCM Course Mapping

Dear Dianne

We have now completed the initial course mapping. The attached

document shows the course sequences for students who has completed 1, 2, and 3 standard years of study in the UTS program, before transferring to WSU. You can likely ignore the Table on 1 standard year completion at UTS given that the transfer would likely take place for the commencement of 2021, and involve those who have completed 2 standard years at UTS. Of course, there will be those with non-standard progressions (part-time, etc.) who would need to be individually mapped with less guarantee of minimum completion times.

We have been able to achieve a reasonably clean mapping meaning that students who transfers with 2 standard years completed at UTS would be able to complete in a further 2 years at WSU (based on full-time study), and a person with 3 standard years completed at UTS would be a able to complete with a further 1 year at WSU (based on full-time study).

To start off our agenda list for our meeting on 26 June, I suggest the following items:

- Course mapping
- Issue of fee implications of additional module required to meet course and mapping expectations
- Issue of EFTSL transfer from 2020 onwards (will need VC intervention and Commonwealth approval)
- MoU finalisation (hopefully this is completed before the meeting)
- Communications strategy around transfer decisions and arrangements
- Communications to enquiries to UTS re commencing enrolments from now onwards
- Communications re UTS decision on its programs and transfer to WSU (I know the communications now indicate that UTS are exploring options – the sooner we can arrive at an Agreement and this is communicated the better).

I am sure we will think of other things along the way.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

<image001.jpg>

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From: [Andrew Parfitt](#)
To: [Dianne Jolley](#)
Subject: Re: Update: UTS-WSU TCM Course Mapping
Date: Tuesday, June 25, 2019 6:10:19 PM

Dianne,

Yes I got your message. I'm Withheld under GIPA and the phone coverage is patchy.

There are two separate issues but as you point out for WSU they may be tightly linked. For us, too, I would say it is important for us to signal good intent to the TCM community that we are trying to find a long term solution for TCM education. If you and Gregory agree the principle that we will work together to find a long term solution then we will need to elevate any proposal to reassign CSP to the VCs. I think Attila was comfortable with this, as am I. But it will need a coordinated and senior approach. I'm not sure the transitional approach will be as attractive for WSU but worth asking. We wouldn't agree to a perpetual payment which is why I think Attila was ok to go into bat for either new or transferred CSPs.

On the teach out we can agree a model for progressively handing over the teaching to WSU, particularly as staff move on. This would involve some payment from UTS. I suspect for economies of scale it will also require us to do some alignment of our academic program with WSU. We'd need to work through professional accreditation requirements as we do this. It is worth asking Gregory whether he as a sense as to their capacity to take over teaching for all or part of the course, potentially using some of our staff if appropriate for a period. Working out some model, staged over several years, will take a bit of work so I wouldn't want the former issue of places to be a show stopper to doing this. For WSU, if they are over the cap, this is the win win for them, otherwise I can't see why they would help us out.

Hope that makes sense.

Andrew.

Sent from my iPad

On 25 Jun 2019, at 5:56 pm, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Hello Andrew,

I just left you a brief phone message. Based on your comments, I will approach tomorrow's WSU meeting with a delay around the discussion of transfer of places, but will flag the idea of a transitional subsidy to see how it is received.

UTS will need to model the options of teaching out with:

- (i) a completion date of Dec 2020, where most students will have completed 2nd year (with exceptions for underload, PT and failing students);
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Gregory's comment was quite direct, but I will need to determine tomorrow if this is a deal breaker for WSU. "Given that you would not be taking a commencing intake in 2020, WSU would want to agree with UTS (and then with relevant Commonwealth approval) that for 2020 WSU would have your usual (or average) commencing EFTSL transferred. Then in 2021, we would look to have the remainder of your EFTSL (i.e., your usual or average EFTSL from Years 2, 3, and 4 of the program) transferred. In a capped funding environment that we have now, without this EFTSL transfer, WSU would not be able to take on and complete the training of these students. I am happy to talk with you about this ..."

I just had a long conversation with Tony Dooley, so am going home, perhaps for a Cognac.

Dianne

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: Monday, 24 June 2019 2:49 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: Update: UTS-WSU TCM Course Mapping

Dianne,

As I indicated, fee for service works for teach out in the short term but not if there is to be a long term additional arrangement. We won't want a bilateral financial arrangement long term (or in perpetuity) unless it involves places being shifted. This is a strategic decision rather than an operational one and depends how much we want to signal to the profession that we have its long term interest in mind even though we are discontinuing the course and related activities.

Another possible arrangement is a transitional one, where we subsidize WSU for a defined period.

Happy to discuss if we can find a convenient time or it can wait until next week.

Andrew.

Sent from Andrew's phone

On 24 Jun 2019, at 12:22 pm, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Hi Andrew,

When the UTS change team chatted this morning, there was significant discomfort that UTS may give away commonwealth funded university places to WSU. Once we have a better idea around what the teach out models, we can develop a longer-term financial plan around the scenarios. The idea that we use those calculations to establish a 'payment' to WSU to cover the cost of teaching those students, which is better than offering our places (which has longer term implications if the options 2 below doesn't succeed – especially based on FOS QILT employability data at the moment).

Attila mentioned the possibility of paying WSU to take the program, this could be a solution to UTS retaining the student places for the longer term.

Are you comfortable with me exploring this with WSU as a concept for a way forward?

Hope China is warmer than Sydney,
Dianne

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: Monday, 24 June 2019 10:24 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: UTS-WSU TCM Course Mapping

Dianne,

I think there are two aspects:

1. The practicalities of teach out and the teach out model. This is best handled by direct financial arrangements I think, even though the EFTSL being taught might form a basis for the calculation and
2. Separately the negotiation with government to adjust caps or assign additional places to WSU as the compensation to the profession for us choosing not to continue with TCM.

Barney and Attila will need to agree and negotiate that one I should think.

2 assumes that WSU are above the cap as they claim.

I look forward to hearing how the discussions go, but my advice would be to keep these two areas separate.

Andrew.

Sent from my iPad

On 24 Jun 2019, at 7:40 am, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

Good morning Andrew,

Any thoughts on this? I have a zoom meeting with Gregory Kolt WSU on Wednesday. The agenda is covering curriculum mapping, communications, and he has requested EFTSL (see below).

My take on the current situation suggests:

- the majority of students are unlikely to want to transfer voluntarily and UTS doesn't want to make them (reputation and student care). We will offer several carrots, and declare when we will stop teaching all TCM subjects. So our plan is that we teach out and keep that EFTSL.

- We may have a bunch of voluntary transfers to WSU (we give them that EFTSL).

But logically, if we opt to teach out, wouldn't UTS want to retain all students and EFTSL, but design a different teaching model?

There's a meeting this morning with myself and Jacqui Wise, Greg Walsh, Lesley Healy and Theo to collate thoughts before Wednesday's meeting with WSU. This will help with student course mapping aspects.

Di

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Thursday, 20 June 2019 6:17 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: FW: UTS-WSU TCM Course Mapping

Dear Dianne

I thought I would seed with you, before our meeting next week, our ideas regarding EFTSL transfer so that you could look to discuss these at your end before we meet.

Given that you would not be taking a commencing intake in 2020, WSU would want to agree with UTS (and then with relevant Commonwealth approval) that for 2020 WSU would have your usual (or average) commencing EFTSL transferred. Then in 2021, we would look to have the remainder of your EFTSL (i.e., your usual or average EFTSL from Years 2, 3, and 4 of the program) transferred.

In a capped funding environment that we have now, without this EFTSL transfer, WSU would not be able to take on and complete the training of these students.

I am happy to talk with you about this, but thought it best to provide some thoughts on how we could make this work so that students can be effectively taught to the completion of their degrees.

Please feel free to call me on Withheld under GIPA at any time to discuss.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

<image001.jpg>

From: Gregory Kolt
Sent: Wednesday, 19 June 2019 5:14 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: UTS-WSU TCM Course Mapping

Thanks Dianne

We will get this signed and returned as soon as we can.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

<image001.jpg>

From: Dianne Jolley [<mailto:Dianne.Jolley@uts.edu.au>]
Sent: Wednesday, 19 June 2019 5:11 PM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Subject: RE: UTS-WSU TCM Course Mapping

Dear Gregory,

Thank you for the course mapping document, we will get started on it straight away.

I have now attached the signed MOU for signature at your end.

Looking forward to catching up next week.

Kind regards,
Dianne

Professor Dianne Jolley
Dean
Faculty of Science
University of Technology Sydney
PO Box 123, Broadway NSW 2007
E: dianne.jolley@uts.edu.au
W. uts.edu.au

<image002.png> <image003.png> <image004.png> <image005.png> <image006.png> <image007.png>

<image008.png>

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Tuesday, 18 June 2019 3:27 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: UTS-WSU TCM Course Mapping

Dear Dianne

We have now completed the initial course mapping. The attached document shows the course sequences for students who has completed 1, 2, and 3 standard years of study in the UTS program, before transferring to WSU. You can likely ignore the Table on 1 standard year completion at UTS given that the transfer would likely take place for the commencement of 2021, and involve those who have completed 2 standard years at UTS. Of course, there will be those with non-standard progressions (part-time, etc.) who would need to be individually mapped with less guarantee of minimum completion times.

We have been able to achieve a reasonably clean mapping meaning that students who transfers with 2 standard years completed at UTS would be able to complete in a further 2 years at WSU (based on full-time study), and a person with 3 standard years completed at UTS would be a able to complete with a further 1 year at WSU (based on full-time study).

To start off our agenda list for our meeting on 26 June, I suggest the following items:

- Course mapping
- Issue of fee implications of additional module required to meet course and mapping expectations
- Issue of EFTSL transfer from 2020 onwards (will need VC intervention and Commonwealth approval)
- MoU finalisation (hopefully this is completed before the meeting)
- Communications strategy around transfer decisions and arrangements
- Communications to enquiries to UTS re commencing enrolments from now onwards
- Communications re UTS decision on its programs and transfer to WSU (I know the communications now indicate that UTS are exploring options – the sooner we can arrive at an Agreement and this is communicated the better).

I am sure we will think of other things along the way.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

<image001.jpg>

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From: [Dianne Jolley](#)
To: [Andrew Parfitt](#)
Subject: Re: TCM
Date: Saturday, June 22, 2019 8:45:52 AM

That's a good outcome. Thanks.

I'll reach out to you after the weekend re TCM. Had an email from WSU. I'm meeting with Gregory Kolt on Wednesday on various aspects and they want to get a more concrete understanding of what UTS will do re EFTSL. I'll get some thoughts on paper and share them with you Monday.

Di

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Andrew Parfitt
Sent: Saturday, June 22, 2019 7:52:56 AM
To: Dianne Jolley
Subject: Re: TCM

Apparently he understands the basis for our thinking. He's interested in some other areas of possible work.

Andrew.

Sent from my iPad

On 21 Jun 2019, at 10:52 pm, Dianne Jolley <Dianne.Jolley@uts.edu.au> wrote:

OK, I'll look forward to it. Hope this means that he didn't sign the online petition!

Hope you have a good weekend,
Di

From: Attila Brungs <Attila.Brungs@uts.edu.au>
Sent: Friday, 21 June 2019 11:46 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: TCM

Had a great conversation with Marcus Blackmore on TCM last night – will fill you in

when I get a moment

Cheers

Attila

Professor Attila Brungs FTSE FRSN

Vice-Chancellor and President

Office of the Vice-Chancellor

University of Technology Sydney

T. +61 (02) 9514 1333

Level 4A, 15 Broadway, Ultimo NSW 2007 (PO Box 123)

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au

<image001.png>

<image003.png>

From: [Sam Sandford](#)
To: [Doreen Borg](#)
Subject: RE: MOU UTS and WSU
Date: Wednesday, June 19, 2019 10:07:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[20190619 Signed Non Binding MOU between UTS and Western Sydney University.pdf](#)

Dear Doreen,

Please find attached the signed agreement as requested.

Kind Regards

Sam

From: Doreen Borg <Doreen.Borg@uts.edu.au>
Sent: Monday, 17 June 2019 2:37 PM
To: Sam Sandford <Samantha.Sandford@uts.edu.au>
Subject: MOU UTS and WSU

Hi Sam

Hope you are keeping dry.

Would it be possible to have the attached MOU signed by the Provost. It has been given the green light by Theo in Legal.

Dianne asked if it would be possible to get this back to us soon as we need to get it over to WSU.

Thanks for your help.

Doreen

Doreen Borg
EA to the Dean and Deputy Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 1752 Fax: +61 2 9514 1656
PO Box 123 Broadway NSW 2007 Australia
science.uts.edu.au



From: [Dianne Jolley](#)
To: [Gregory Kolt](#)
Cc: [Amanda Whibley](#); [Andrew Parfitt](#)
Subject: Re: Media Enquiries about Traditional Chinese Medicine Program Adoption from UTS
Date: Saturday, June 15, 2019 2:37:37 PM

Dear Gregory,

Thanks for letting me know this.

UTS has made no formal announcements, nor shared our discussions internally with faculty staff. There has been a lot of speculation in the communications that we have been receiving from both staff and students, and external stakeholders.

In the second half of 2018 the review of traditional Chinese medicine commenced as a result of a course viability analysis. As you know, the teaching model used at UTS was designed such that the subjects were exclusive to other students, with the majority of subjects within the 4 year degree being dedicated to traditional Chinese medicine. This exclusivity means that the teaching model is very resource intensive. When this review was announced to staff, there was discussion as to the likely outcomes of the review. Those outcomes were (1) to restructure and build up the program, (2) to discontinue the program, or (3) to investigate alternative parties to take over delivery of the program. As the review process has progressed, there has been a lot of speculation amongst staff and students, and for the third option, in Sydney there are only a few private providers and Western Sydney University.

So at this point the information being shared is speculation only. In saying this, I do agree that it would be best to reach an outcome soon, and to have positive controlled messaging around this.

Kind regards
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Sent: Saturday, June 15, 2019 12:06:21 PM

To: Dianne Jolley

Cc: Amanda Whibley

Subject: FW: Media Enquiries about Traditional Chinese Medicine Program Adoption from UTS

Dear Dianne

Please see below email. It appears that there is some discussion out there that WSU has been approached to take the TCM UTS TCM program on. I have advised our Director of Corporate Communications (Amanda Whibley, copied into this email) and have briefed her on our general discussions to date.

It appears that we should now start to coordinate our communications and Amanda will contact her UTS counterpart as well.

Can you please let us know if any of your communications or consultation has referenced the WSU option?

Kind regards

Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science

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Locked Bag 1797, Penrith NSW 2751, Australia

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**WESTERN SYDNEY
UNIVERSITY**



From: [Dianne Jolley](#)
To: [Andrew Parfitt](#)
Cc: [William Gladstone](#)
Subject: Final TCM report
Date: Thursday, June 13, 2019 9:33:02 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM status report final June2019.pdf](#)

Dear Andrew,

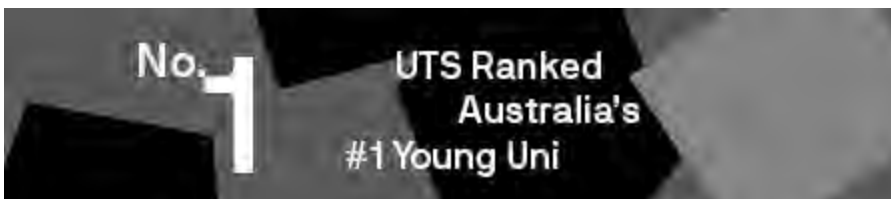
Attached is the final traditional Chinese medicine discipline review report prepared by Bill Gladstone. This report has undergone discipline consultation, and the staff feedback has been considered and incorporated where appropriate. The staff have also compiled an additional options document which is appended to the review for consideration.

I will discuss this with you at our Friday afternoon meeting.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
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Confidential Review Traditional Chinese Medicine

Faculty of Science
June 2019

Status of Chinese Medicine in the UTS Faculty of Science

Background

In 1994 Traditional Chinese Medicine moved from Acupuncture Colleges (Australia) to UTS, and in 1995 moved to the Faculty of Science. The courses initially taught included a 3.5 year undergraduate degree in acupuncture and a 2-year Masters by coursework program in Chinese herbal medicine. In 2000 the acupuncture and Chinese herbal medicine programs were combined to form a 4-year undergraduate course that covered both acupuncture and Chinese herbal medicine. Two undergraduate courses are currently offered: Bachelor of Health Science in Traditional Chinese Medicine, and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years). Staff and students have provided a public-facing Traditional Chinese Medicine Clinic at UTS since 1994 that also acts as a teaching facility for students in all years of the undergraduate courses.

The discipline of Traditional Chinese Medicine was re-named Chinese Medicine in 2015 with the formation of the new School of Life Sciences, and it is currently a Discipline Group in the School of Life Sciences with a Discipline Group leader (Associate Professor Chris Zaslowski). As a Discipline Group Leader, Associate Professor Zaslowski is a member of the School Executive. While the courses taught by staff in the Chinese Medicine Discipline Group are called 'Traditional Chinese Medicine' for consistency throughout this paper the combination of staff, teaching, research, and the clinic operations will collectively be referred to as Chinese Medicine (CM).

Elsewhere at UTS, research and research training in aspects of traditional Chinese medicine occur in the Faculty of Health in the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM). The Centre also does projects in a range of other complementary therapies. Within universities in NSW, traditional Chinese medicine exists only at Western Sydney University (WSU) in the School of Science and Health.

This report will inform thinking and decisions about options for the future of CM at UTS. It is a response to several strategic pressures: the results of the 2018 UTS Course Viability Analysis and internal Faculty financial analysis (provided later in this report); the strategic imperative (via UTS 2027) for UTS and the Faculty of Science to evolve from being research-active to research-intensive and the potential for CM to contribute to this; the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; and consideration of the disciplinary fit of CM (with courses that graduate registered health practitioners) within the Faculty of Science.

This report was prepared by the Deputy Dean, Professor William Gladstone using publicly available information (e.g. web sites of UTS, other universities, private education providers) and data provided by staff from the CM Discipline Group, HRU, the Faculty's Finance Partner and Research admin team, and the Associate Dean (International). The Dean, Professor Dianne Jolley, has reviewed the draft and final versions of this report.

The CM Discipline Group reviewed two draft versions of this status report, and their comments and suggestions have been incorporated where relevant. The CM Discipline Group have provided a response to some of the matters reported in this status report in a separate document called Chinese Medicine Options Paper, which was submitted to the Dean and Deputy Dean and is submitted alongside this report. This will be referred to where relevant.

Staff

In 2018 there were 21 staff employed as: ^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA} The staff data presented for 2018, and the casual academic costs, also reflect that 1 academic ^{Withheld under GIPA} leave. Two staff also teach into other subjects in the Faculties of Science, Health and Transdisciplinary Innovation¹.

^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}

^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}

In 2018 nineteen of the 24 CM-specific subjects required casual academics to assist with teaching. Twenty-seven different individuals were employed as casuals for a total of 500 hours and a total cost (including oncosts) of ^{Withheld under GIPA}.

Average CM staff workloads in 2018 (for the nine continuing and three fixed-term academics) reported in the Faculty’s workload calculators were: 60% teaching, 19% research, and 21% management/engagement. By comparison, the average workloads across all other academics in the Faculty of Science were: 22% teaching, 58% research, and 20% management/engagement. The distribution of workload across the three categories for CM staff differs from the average workload profile of the rest of the Faculty of Science because of: 42% of CM academics were employed as teaching only (i.e. the fixed-term academics and the clinical educators); two staff performed leadership roles ^{Withheld under GIPA} and there were no research intensive academic staff.

¹ C Zaslowski provided the following information on the contributions of CM academics to teaching in other courses: ^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}

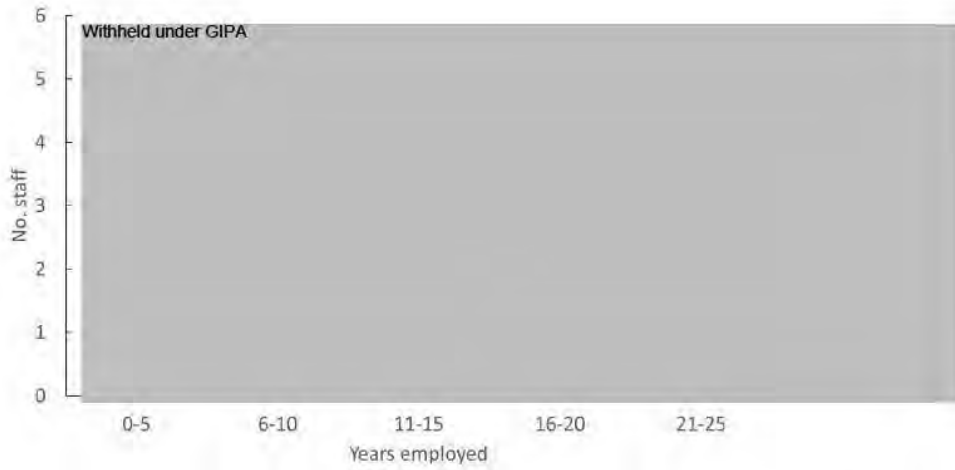
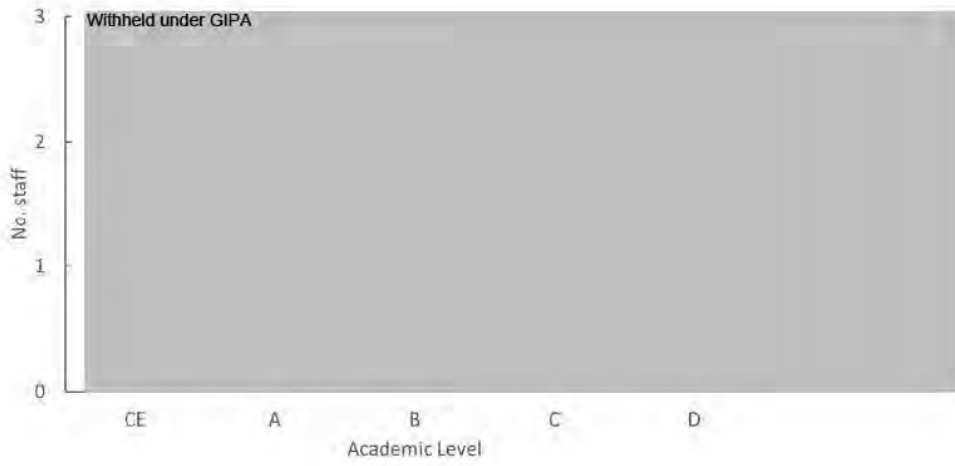


Figure 1. Profile of academic staff (fixed-term and continuing) employed in the CM discipline at the end of January 2019: ^{Withheld under GIPA}

Courses and Teaching

The following courses are offered:

- Bachelor of Health Science in Traditional Chinese Medicine (4-years)
- Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years)

Throughout the 4-year Bachelor of Health Science in Traditional Chinese Medicine course CM students complete 30 subjects representing 192 credit points (Table 1). These subjects represent 24 CM-specific subjects, 5 non-CM subjects offered by the Faculty of Science, and 1 non-CM subject offered by the Faculty of Health. The 4-year course is prescribed i.e. there are no elective subjects.

Three CM subjects were taken by students enrolled in other courses during 2018: Chinese Medicine Foundations 1 (3.5 EFTSL), Clinical Practice 1 (0.5 EFTSL), and Clinical Features of Disease (2.9 EFTSL).

The five non-CM subjects offered by the Faculty of Science and taken by CM students include: (i) Human Anatomy and Physiology, a first-year core subject for all students enrolled in a course in the life sciences stream, (ii) Physiological Systems, a core subject in the Bachelor of Medical Science, Bachelor of Biomedical Engineering, and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science, Infection and Immunity majors), (iii) Human Pathophysiology, a core subject in the Bachelor of Medical Science and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science majors); (iv) Neuroscience, a core subject in the Bachelor of Medical Science; and (v) Clinical Features of Disease, a core subject in the Pre-Medicine major in the Bachelor of Advanced Science.

The CM subjects are delivered via a variety of modes including lectures, practicals, clinic, workshop or tutorial. Currently, no CM subjects are delivered in the Summer session. The clinic-based training (in the CM Clinic), commences in Autumn session of first-year in both courses. The number of clinic-based teaching hours increases in each year of the courses, delivered across eight clinical subjects. Students complete a total of 945 clinical hours throughout their course and a minimum number of patient treatments. The clinical training is an example of authentic learning and assessments are conducted under real-life circumstances.

As part of their clinical education CM students can elect to do a six-week clinical placement in a hospital in China (affiliated with the Chengdu University of Chinese Medicine) or South Korea (affiliated with Dong Eui University). These arrangements are supported by MoUs with both institutions. This opportunity is taken-up by 50-75% of final-year students. The overseas placements are self-funded by each student, although some financial assistance is provided through UTS Build and Colombo Plan (for students meeting the age requirement).

In comparison with other courses in the Faculty of Science, the majority (24/30 subjects i.e. 80%) of subjects in the CM course are CM-discipline subjects. This level of specificity is required to meet the external accreditation requirements because the majority of outcomes required for accreditation are specific to CM practice. The large component of clinical teaching also provides a relevant learning experience that distinguishes the UTS CM course from other courses. While this level of specificity provides a unique and intensive, discipline-based teaching experience it results in the teaching being resource intensive, and also leads to inefficiencies when the average number of enrolled students is low and there are few opportunities to offer subjects that are also of interest and relevant to non-CM students in, for example, biomedical or medical science courses. Two CM subjects are offered as electives for non-CM students: 99665 Chinese Medicine Foundations (3.5

EFTSL of non-CM students in 2018) and 99584 Clinical Features of Disease (2.9 EFTSL of non-CM students in 2018).

For other courses the School of Life Sciences uses a model of co-taught subjects and sharing of resources to optimise efficiency, whilst maintaining differentiation among courses. As a result, most courses have 20-30% unique subjects. These other courses also have greater enrolments, which further increases the efficiency of teaching. The CM Options Paper includes suggestions to improve the teaching efficiency in the TCM courses.

Table 1. Structure of the Bachelor of Health Science in Traditional Chinese Medicine. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject and ² Faculty of Science non-TCM subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Clinical Features of Disease	6	99584
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Clinic Level 6	6	99647
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Evaluating TCM: Theory, Practice and Research 2	6	91615
Clinical Practice 2 (TCM)	12	99631

Table 2. Structure of the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies combined degree. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject, ² Faculty of Science non-TCM subjects, and ³ Faculty of Arts and Social Sciences subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Chinese Language and Culture 1 ³	8	91701
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Chinese Language and Culture 2 ³	8	97102
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Clinical Features of Disease	6	99584
Chinese Language and Culture 3 ³	8	97103
Foundations in International Studies ³	8	976001
<i>Spring Session</i>		
Chinese Language and Culture 4 ³	8	97104
Contemporary China ³	8	976111
Clinic Level 6	6	99647
Fifth Year		
<i>Autumn Session</i>		
In-country Study 1: China ³	24	977110
<i>Spring Session</i>		
In-country Study 2: China ³	24	978110
Sixth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Clinical Practice 2 (TCM)	6	99631
Evaluating TCM: Theory, Practice and Research 2	6	91615

Throughout the 6-year Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies students complete 38 subjects (Table 2), including 24 TCM subjects, 5 non-TCM subjects offered by the Faculty of Science, 1 non-TCM subject offered by the Faculty of Health, and 8 subjects offered by the Faculty of Arts and Social Science. The combined degree is structured so that students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.

Student Load

At the August 2018 census there were 176 enrolled students in TCM courses, representing 165 students in the Bachelor of Health Science in Traditional Chinese Medicine and 13 students in the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies². The total taught EFTSL was 129.1, including 123.4 Commonwealth supported places and 5.7 international fee-paying places³.

The total number of commencing students in the TCM courses declined annually from the peak of 79 in 2015 to 55 in 2018, with the numbers increasing to 73 in 2019 (Table 3). The taught EFTSL represented by all TCM students declined from 167.3 in 2015 to 128 in 2018 (

² CM Discipline Leader C Zaslowski advised that on 5 June 2019 there were 189 students enrolled in the Bachelor of Health Science in Traditional Chinese Medicine, 14 enrolled in the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies, and 15 students were on leave of absence.

³ These numbers differ slightly from the numbers in

Table 4 because of rounding of numbers in each row contributing to the total.

Table 4), and this is expected to show an increase in 2019 following the increased number of commencing students.

Table 3. Number of commencing students between 2014 and 2019 in the Bachelor of Health Science in Traditional Chinese Medicine (B Health Sc TCM) and Bachelor of Health Science in Traditional Chinese Medicine / Bachelor of Arts in International Studies (B Health S TCM + B AIS). The numbers of 2019 commencing students were based on data from 17 May 2019.

	2014	2015	2016	2017	2018	2019
B Health Sc TCM	50	74	64	59	48	70
B Health Sc TCM + B AIS	4	5	10	3	7	3
Total	54	79	74	62	55	73

Table 4. Total taught EFTSL of TCM students in subjects owned by the Faculty of Arts and Social Sciences (FASS), Faculty of Health (Health), Faculty of Science that are not TCM subjects (Science (non-TCM)), and in TCM subjects (TCM), for the Bachelor of Health Science in Traditional Chinese Medicine and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

	2014	2015	2016	2017	2018
FASS	2.2	2.5	0.5	0.7	1.7
Health	5.6	4.0	5.0	7.1	4.1
Science (non-TCM)	19.7	22.4	18.0	15.4	15.1
TCM	127.5	138.4	135.2	121.0	107.1
Total	155.0	167.3	158.7	144.2	128.0

Financial Position: Faculty-level Analysis

The Faculty's financial analysis of CM is shown in Table 5. The financial analysis includes taught load income (Commonwealth Supported Places, and international fee-paying), income from TCM clinic, direct expenses (salary and NSI), and indirect expenses (UTS overheads, and Faculty-allocated overheads). The total gross income (taught load, clinic fees) in 2018 was \$^{Withheld}_{Under GIPA} .

Withheld under GIPA


The UTS overhead costs were based on the information used in the 2018 Course Viability Analysis. The Faculty-based overheads were attributed based on staff FTE. The largest cost items were direct costs (salaries and NSI, estimated to be \$^{Withheld}_{Under GIPA}) and indirect costs from UTS central overheads (\$^{Withheld}_{Under GIPA}) and Faculty overheads (^{Withheld under}_{GIPA}). The net financial position was an estimated deficit of \$1.483M at the end of 2018.

Course Viability Analysis

The first Course Viability Analysis (CVA) was done in 2018 as a part of the Business Model Strategy. The intention was for the CVA to support informed decisions on the closure, subsidisation or retention of undergraduate and postgraduate courses. The CVA approach was to fully match non-research net costs to teaching revenues for all UTS courses using data for 2017, and to incorporate indicators of quality alongside the financial indicators.

Withheld under GIPA

Withheld under GIPA



The CVA also assessed five indicators of course quality that covered student performance, student experience and graduate feedback. The five indicators were: success rate, retention rate, student satisfaction with quality, graduate satisfaction with course, and graduate satisfaction with teaching. An index was calculated for each indicator, which was the reported result divided by the national average (i.e. a course that performed better than the national average would have an index value >1). Each indicator was weighted as a measure of its relative importance. The weighted indexes for the five indicators were summed to produce a Course Quality Index. A Course Quality Index >1 is a positive result relative to the national average, and an Index of <1 is a negative result. Each course was assessed for its net profitability (described in the previous paragraph) and Course Quality Index by plotting on XY axes (Figure 2).

The performance of the two TCM courses combined in the CVA is shown in Figure 2. The position of the TCM courses at the bottom left of the graph indicates a large negative net profit margin and an overall Course Quality Index below the national average benchmark (shown as 1 on the graph).

Table 5. Financial analysis of CM based on student load income at the August 2018 census (provided by J Maddalena, Faculty Finance partner).

<u>Income</u>	<u>EFTSL</u>	<u>Income \$</u>	<u>Source</u>			
Commonwealth Supported Places	Withheld under GIPA					
TCM Subjects taught within TCM Courses			2018 August Census			
TCM Subjects taught within Non-TCM Courses			2018 August Census			
Non-TCM Subjects taught within TCM Courses			2018 August Census			
International Fee Paying (and Other)						
TCM Subjects taught within TCM Courses			2018 August Census			
TCM Subjects taught within Non-TCM Courses			2018 August Census			
Non-TCM Subjects taught within TCM Courses			2018 August Census			
Total Taught EFTSL/Income						
Total Enrolled Student Headcount			2018 August Census			
Expenses			Source			
TCM Academic Salary Expenses (Operating)			2019 Budget			
Acupuncture Casual Academic Costs			2019 Budget			
Chinese Medicine Casual Academic Costs			2019 Budget			
Total Staff FTE/Costs						
Operating NSI 0226049			2018 Actuals			
Operating NSI 0226086			2018 Actuals			
Operating NSI 0226392			2018 Actuals			
Total Salary & NSI Expenses						
Income (Clinical Services & Fees)			2018 Actuals			
Net Direct Expenses						
Indirect Faculty Costs (by FTE)			2019 FTE applied to 2018 Budget Model			
Indirect Faculty Costs (by EFTSL)			2018 EFTSL applied to 2018 Budget Model			
Total Indirect Faculty Costs						
Indirect Central Overhead Costs			2018 Taught Load applied Provost's CVA Estimate			
Total Indirect Costs						
Net Result at UTS Level		(1,483,718)				

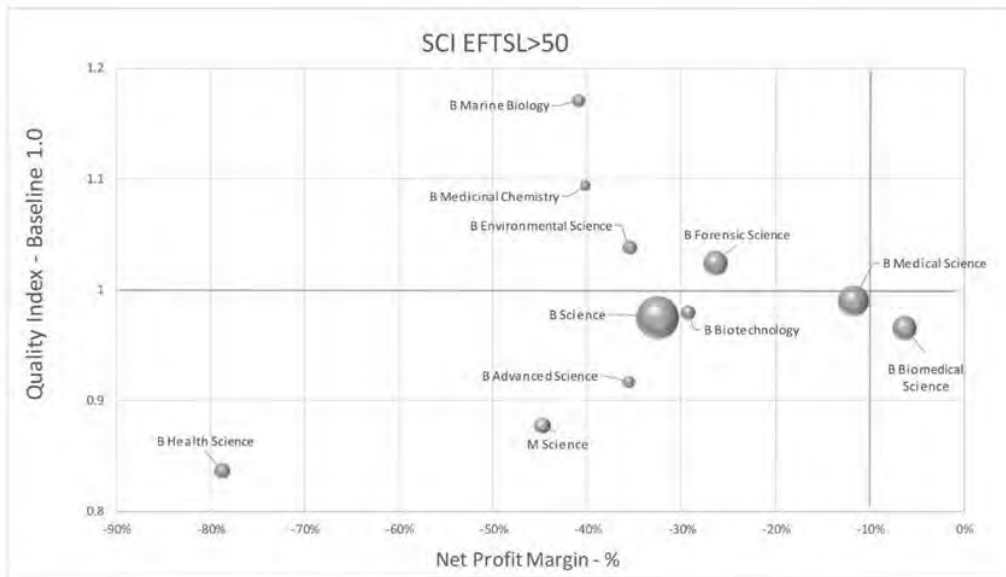


Figure 2. Graphical summary of the results of the Course Viability Analysis for courses in the Faculty of Science with an enrolled student load >50 EFTSL. The calculation and interpretation of the net profit margin and quality index are explained in the text. B Health Science is the combined result for the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

The TCM courses had a Course Quality Index of 0.84. This overall below average result was driven by below average results for the Graduate Satisfaction with Course (0.807) and Graduate Satisfaction with Teaching (0.535), and the higher weightings for these indexes (25%) compared to the other indexes. The other indexes were close to, or at, national average values: Success Rate (1.011, 15% weighting), Retention Rate (1.042, 15% weighting), and Student Satisfaction with Quality (0.969, 20% weighting). Data for the Course Quality Index, for the UTS results and the national benchmarks, were obtained from the Student Experience Survey and the Graduate Outcomes Survey.

Accreditation: Internal

Courses at UTS are approved for periods of five years via the Award Course Approval and Reaccreditation Policy and the Award Course Approval and Reaccreditation Procedures. The depth and extent of the approval process depend on the previous performance of the course, and courses with a record of good performance require a 'short reaccreditation' process. The UTS Courses Accreditation Committee recommended (after a Short Reaccreditation process during 2016) that the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies be re-accredited for 2017-2021. This recommendation was approved by Academic Board in July 2016.

The UTS Curriculum Performance Report reviews all UTS courses and subjects against a set of benchmarks determined by the Provost and Deputy Vice-Chancellor (Education & Students). The indicators (determined for courses and subjects) used in the CPR are designed to link course performance with UTS KPIs. The CPR provides an assessment of the performance of courses and

subjects relative to the indicators and highlights areas requiring action to address issues that have been identified.

The Bachelor of Health Science in Traditional Chinese Medicine was included on the Outstanding Courses List for 'consecutive excellent ratings and improving over two or more years' in the 2014 and 2015 Curriculum Performance Reports.

The Bachelor of Health Science in Traditional Chinese Medicine received an overall rating of Green each year in its annual Course Performance Reports for 2015-17. Specific indicators that were also Green each year included: UAC preferences 1-3 to total preferences; student load; success rate; and attrition rate. Average salary of graduates was Green in 2017 and 2015. There have been no consistent issues (indicated by a Red rating) over these three years, with timetabled hours/EFTSL flagged as Red in 2017 and 2015.

The Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies received Green assessments annually in the Course Performance Reports for 2015-17 for Success Rate, and for two of three years for UAC preferences 1-3 to total preferences. No indicator was flagged with a Red warning in every year, however SFS for student satisfaction was flagged Red in 2015 and 2016 (and was Green in 2017). Student Load and Attrition moved from Red to Green over 2015 to 2017.

All TCM subjects have been learning.futures certified, and all Science-owned subjects in the TCM courses have been peer-reviewed.

Accreditation: External

The TCM courses are accredited externally by the Australian Health Practitioner Regulation Agency (AHPRA) within the National Registration and Accreditation Scheme (NRAS) for health practitioners. Graduates are eligible for professional registration as a health practitioner with the Chinese Medicine Board of Australia (CMBA) within AHPRA (<http://www.handbook.uts.edu.au/courses/c10164.html>). Graduates are registered to practice at a Chinese herbal medicine, dispensing and acupuncture practice, and eligible for membership with the relevant professional associations (<https://www.uts.edu.au/future-students/find-a-course/bachelor-health-science-traditional-chinese-medicine>).

The external accreditation requires that students achieve a number of outcomes, and the majority of these are specific to the discipline and practice of CM. The structure of the TCM course reflects, in large part, these requirements. The two TCM courses were accredited by AHPRA in December 2017 with one condition and 4 monitoring conditions. The responses to these conditions were reported in November 2018 and in its response (March 2019) the accreditation committee decided to remove the one condition and four monitoring conditions. The Accreditation Committee does not accredit courses for a defined period of time, instead undertaking monitoring (via requested reports) of the education provider (i.e. UTS) and the course⁴.

⁴ Australian Health Practitioner Regulation Agency / Chinese Medicine Board of Australia (2017) Chinese Medicine accreditation process (Australian Health Practitioner Regulation Agency, Melbourne).

Benchmarking: QILT

In the Quality Indicators of Learning and Teaching (QILT) TCM is classified in the Health Services and Support study area. The other UTS courses included within this study area are: Bachelor of Health Science; Bachelor of Human Movement; and Bachelor of Sport and Exercise Science. In the Student Experience Survey 2016 and 2017 (Table 6), UTS courses in Health Services and Support were close to the national average in all areas of Student Experience, exceeded the national average in two areas of Graduate Satisfaction (Overall Satisfaction, Teaching Scale), and below the national average in full-time employment. The combination of TCM and other UTS courses covered by this study area means that it is not possible to directly report the QILT results for the TCM courses.

Table 6. Summary of the Student Experience Survey 2016 and 2017 outcomes for the Health Services and Support area (undergraduate) at UTS and compared to the national average (Source: www.qilt.edu.au).

		UTS	National av
Student Experience	Overall quality of educational experience	77.9%	80.6%
	Teaching quality	81.8%	82.8%
	Learner engagement	64.7%	64.5%
	Learning resources	84.5%	84.1%
	Student support	70.0%	73.0%
	Skills development	83.2%	81.5%
Graduate Satisfaction	Overall satisfaction	85.5%	80.3%
	Teaching scale	71.0%	65.7%
	Skills scale	80.6%	82.8%
Graduate Employment	Full-time employment	64.1%	72.1%
	Overall employment	88.0%	89.8%
	Full-time study	49.3%	23.4%

Research Training

Of the 12 continuing or fixed-term academic staff in CM, four are supervising HDR students as principal supervisor, six are not acting as a principal supervisor of a HDR student, and ^{Withheld under GIPA} current HDR students.

At the end of 2018 there were 27 (headcount) HDR students enrolled in CM-related MSc (research) or PhD projects. These HDR students consisted of ^{Withheld under GIPA}

^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}
^{Withheld under GIPA}

There have been no HDR commencement in 2019 so far.

The annual number of CM HDR students completing has been: 4 in 2015, 1 in 2016, 1 in 2017, and 3 in 2018. The CM Discipline Group advised that ^{Withheld under GIPA}

^{Withheld under GIPA}

Research⁵

CM undertakes research, mainly human clinical research but also some profession focused research. This is undertaken by four fulltime academic staff and the 28 HDR students. Currently there are nine randomised clinical trials (RCTs) being developed, conducted or reported in peer reviewed journals. These are acupuncture and tennis elbow pain, Chinese herbal medicine and insomnia, acupuncture and cancer pain, acupuncture and mental stress in university students, acupuncture and hot flushes in breast cancer patients, cluster analysis of prodromal stage in Parkinson's Disease (using big data), vitamin D in reducing DM risks and acupuncture and osteoarthritic knee pain and male potency following radical prostatectomy and qigong and well-being. In the past, CM has undertaken RCTs for taiji and stress, acupuncture and hepatitis C, acupuncture and post-traumatic stress disorder and acupuncture and male subfertility. Two of the RCTs are in partnership with specialised oncology units at the Royal North Shore Hospital, and another at the Chris O'Brien Lifehouse (Royal Prince Alfred Hospital).

CM staff and HDR students are also undertaking experimental human studies including transcranial magnetic stimulation, pain challengers e.g. pressure pain threshold and thermal thermography. CM staff and students undertake survey research projects such as referral between medical, allied health and CM practitioners, adverse event profile of Chinese herbal medicine, clinical outcomes implementation for acupuncture and Chinese medicine and the use of the Chinese herb qingdai for eczema. Other projects are evaluating the safety of moxa smoke, clinical reasoning, professional communication, acupuncture needling sensations, radial and carotid artery tonometry, Parkinson's disease symptomology, a delphi study on osteoarthritic knee pain, transcriptome analysis of Chinese herbs on human squamous cancer cell line and a critical classical medical literature review.

Finally there are several educational projects on student empathy and enablement, collaborative learning experiences, technologies and civic virtues, linguistic analysis of Chinese medicine clinical interaction and student visualization in education. In total there are 33 research projects currently being undertaken by CM academic staff and HDR students.

CM researchers (in total) attracted external research grant income of \$10,000-\$64,000 p.a. between 2014 and 2018, representing <1% of the total external research income awarded to the Faculty of Science (Table 7). None of this external grant income was classified as Category 1 grant income. This annual grant income was awarded to one CM academic in 2014 and 2015, three CM academics in 2016, six CM academics in 2017, and two CM academics in 2018. Over this same time period CM academic staff represented 2.3-4.9% of total academic staff in the Faculty of Science. During this time, one academic ^{Withheld under GIPA} .

⁵ The first three paragraphs describing the research being done in TCM were provided by C Zaslowski.

Table 7. Total external research grant income awarded to researchers in CM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-18. For comparison, the income for CM is shown as % total FoS external research grant income (CM % total), and the number of CM staff is shown as % of total number of FoS academic staff.

	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	\$10,000	\$11,123,023	\$11,133,023	0.09%	3.0%
2015	\$10,000	\$13,347,000	\$13,357,000	0.07%	2.9%
2016	\$65,000	\$16,244,000	\$16,309,000	0.4%	2.3%
2017	\$39,495	\$16,666,505	\$16,706,000	0.24%	4.9%
2018	\$64,064	\$19,492,936	\$19,557,000	0.33%	4.5%

The total annual weighted publication points of CM researchers varied between 0.70 and 5.27 (Table 8), representing 0.3-2.1% of the total for the Faculty of Science. The total number of publications varied between 4 and 34, representing 0.8-5.7% of the Faculty's total publications.

Table 8. Total publications and weighted publication points for researchers in Chinese Medicine (CM) and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-17 (2018 publication data not yet finalized). The volumes for Chinese Medicine are shown as a % of the totals for the whole of the Faculty of Science, and the % Faculty academic staff that are in Chinese Medicine are also shown.

Weighted pub points	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	3.29	227.66	230.95	1.4%	3.0%
2015	0.70	238.35	239.05	0.3%	2.9%
2016	3.04	273.41	276.45	1.1%	2.3%
2017	5.27	249.86	255.13	2.1%	4.9%

Total publications	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	9	490	499	1.8%	3.0%
2015	4	528	532	0.8%	2.9%
2016	19	616	635	3.0%	2.3%
2017	34	566	600	5.7%	4.9%

Elsewhere at UTS, the Faculty of Health hosts the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM) (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine>). The Centre's web page notes that complementary and alternative medicine includes acupuncture, herbal medicines, and massage (all of which form part of the TCM curriculum) as well as other therapies. Both ARCCIM and CM undertake research that tests the efficacy of traditional Chinese medicine approaches, such as acupuncture. ARCCIM supervises PhD students but does not teach undergraduate or postgraduate courses. The ARCCIM web pages (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine/research/research-0-26>) list only one project that involves a collaboration with a CM staff member ('Chinese medicine practitioner knowledge,

experience and attitudes towards professional registration in New South Wales', collaborators include TCM academic (Withheld under GIPA). Overall, there has been limited collaboration between CM and ARCCIM represented by: co-supervision (by ARCCIM staff) of some CM PhD students, and five co-authored publications since 2014.

UTS research in Complementary and Alternative Medicine (represented by the research outputs of ARCCIM and the Faculty of Science CM) was assessed in ERA 2018-19 as 4 (above world average). The outputs of the Faculty of Science CM represented 16% of the submission to ERA.

External Engagement

TCM Clinic

The TCM Clinic is open to the public (at a reduced cost) for acupuncture, Chinese herbal medicine, and remedial massage (Figure 3). The TCM Clinic also operates as an intern clinic for final-year students, who are supervised by qualified CM staff. Final-year intern students complete 750 hours of contact clinical hours and administer 300 individual treatments (<https://www.uts.edu.au/about/faculty-science/chinese-medicine-clinic/about-us/year-4-intern-clinic>). In 2017 there were 6019 patient visits to the TCM Clinic, and in 2018 there were 5999 visits (representing 4920 acupuncture, 777 herbal therapies, and 294 massage visits). Gross income from the TCM Clinic in 2018 was \$224,239 (Table 5).



Figure 3. Entrance to the Traditional Chinese Medicine Clinic on level 2 of Building 4 (corner of Harris and Thomas Streets).

Concord Hospital

During 2018 final-year TCM students provided 300 acupuncture treatments at Concord Hospital to cancer survivors as a community service (i.e. no fee was charged). This program, voluntary for students, ran in 2016-2018. It occurred within the oncology/haematology outpatients clinic at Concord Hospital and treated cancer survivor patients for pain either associated with their cancer treatment or independent of their cancer status (e.g. lower back pain). The program occurred for 20-30 weeks, the students were supervised, and patients were recruited through the Cancer Survivor Centre at Concord Hospital.

International partnerships

UTS has active MoUs with the following organisations for CM:

- Dong-Eui University (Republic of Korea), for outbound teaching
- Shaolin Temple (China), for research
- Healthpac Centre for Excellence in Integrative Medicine Pty Ltd (Australia) for research
- Chengdu University of Traditional Chinese Medicine (China), for outbound teaching and research
- Korea Institute of Oriental Medicine (KIOM) (Republic of Korea), for research

Stakeholder organisations

Staff in CM interact with a number of external stakeholder organisations including:

- World Health Organisation (WHO) (policy and publication development)
- Standards Australia via ISO Technical Committee (ISO/TC 249 Traditional Chinese Medicine) (standards development)
- Concord Hospital Cancer Survivor Centre (community activity)
- Australian Acupuncture and Chinese Medicine Association
- Chinese Medicine and Acupuncture Society of Australia
- Chinese Medicine Board of Australia (committee membership)
- Chinese Medicine Council of New South Wales (Council membership)
- Australian Natural Therapists Association
- World Federation of Acupuncture and Moxibustion Societies (Directorship)
- World Federation of Chinese Medicine Societies
- TESQA course accreditation committees (committee membership)
- New Zealand Qualifications Authority
- Australian Vice Chancellor Committee (committee membership)
- Can Revive Cancer support organisation (Sydney) (community activity)
- Australian Health Practitioner Registration Agency
- Beijing University of Chinese Medicine (China)
- Tsukuba University of Technology (Japan)
- Chinese Academy of Chinese Medical Sciences (China)
- Shanghai University of Chinese Medicine (China)

- Hong Kong Baptist University
- Henan University of Chinese Medicine (China)
- Australian Chinese Medical Association (community activity)

Other

The CM team also convened an international research conference at UTS in 2012 titled “Scientific Acupuncture and Meridian Symposium” that attracted international significance and over 100 attendees. CM academics have often shared their expertise for community philanthropic events. For example ^{Withheld under GIPA} has provided health talks for cancer survivors. UTS and the Sydney Institute of Traditional Chinese Medicine are the only locations able to run AHPRA clinical viva assessments. UTS CM are engaged to assess clinical competency and present reports and recommendations for international and domestic practitioners wishing to apply for national registration.

TCM at other Universities

Courses in TCM are offered at 2 other universities:

- Western Sydney University, School of Science and Health: Bachelor of Traditional Chinese Medicine (4 years), which is accredited by the Chinese Medicine Board of Australia; and Master of Chinese Medicine (1.5 years full time, 3 years part-time) with the choice of a Clinical Stream or Research Stream (this is not an accredited degree)
- RMIT (Victoria), School of Health and Biomedical Sciences: Bachelor of Health Science/Bachelor of Applied Science (Chinese Medicine) (5 years) which is accredited by the Chinese Medicine Board of Australia; Master of Applied Science (Acupuncture) (3 years part-time); and Master of Applied Science (Chinese Herbal Medicine) (3 years part-time).

WSU offers a TCM Clinic as part of UniClinic. At RMIT students in the final two years of their course work treat patients in the Chinese Medicine Clinic that is part of the Health Science Clinic at University Hill in Bundoora, Victoria. Research in TCM at RMIT, and additional education related to TCM, occur through the WHO Collaborating Centre for Traditional Medicine, and the Chinese Medicine Confucius Institute.

Courses in TCM are also offered by two private providers in Sydney:

- Sydney Institute of Traditional Chinese Medicine: Bachelor of Traditional Chinese Medicine (4 years) (approved by the Chinese Medicine Board of Australia); Diploma of Traditional Chinese Medicine Remedial Massage (1 year).
- Endeavour College of Natural Health: Bachelor of Health Science – Acupuncture (4 years) (not approved by Chinese Medicine Board of Australia).

Appendix 1 (on following page): Summary of financial analysis of courses in the Faculty of Science for the 2018 Course Viability Analysis.

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Appendix Traditional Chinese Medicine Discipline Options Paper

Faculty of Science
June 2019

Chinese Medicine Options Paper

Addendum to the Chinese Medicine Status Report

Executive Summary

The status report prepared by the Faculty provides a factual account of the Chinese Medicine (CM) course. It has been used in its draft form to inform some decision making processes to date. In early consultations with CM staff, it was understood that the report would look at options. However, the final draft of the report did not discuss any options as such. Consequently this follow-up paper has been prepared by CM staff as an addendum for consideration with the status report.

This options papers has been designed to frame the discussions to date and to contextualise the information in the status report.

In regards to course financial viability, the question is posed as to what level of financial profitability or loss is acceptable. This has not been defined to date. Options to improve course viability have been provided including options for course restructure and staff re-profiling.

Consideration should be given to the opportunities for the development of postgraduate courses that could provide additional income when articulated with the accredited undergraduate program. This includes expansion into the continuing professional education markets and articulations with VET sector programs.

In regards to strategic fit, research productivity should be assessed against the CM discipline profile rather than another discipline profile as is currently done.

Most importantly, the CM course provides an opportunity for UTS and Science to directly interact with the local community through the provision of low-cost clinical services. As a matter of social justice, the wider community should have choice in regards to their health care and the type of health services available. As the largest provider of training of government registered CM health practitioners UTS plays an important role in supporting the provision of that choice.

It is hoped that any decision regarding the course future would allocate an appropriate balance of weighting to the issues of financial viability vs community engagement, teaching quality and research with an understanding that not every course will provide the same level of contribution to the Faculty in each of these areas, and if appropriate, opportunities provided to enact some of the proposed solutions.

Options for Chinese Medicine (CM) in the UTS Faculty of Science

The previous status report, which has been circulated as a draft was created with an intention to “inform thinking and decisions about options for the future of CM and UTS”. Whilst this document has not been finalised to date, discussions on options have proceeded.

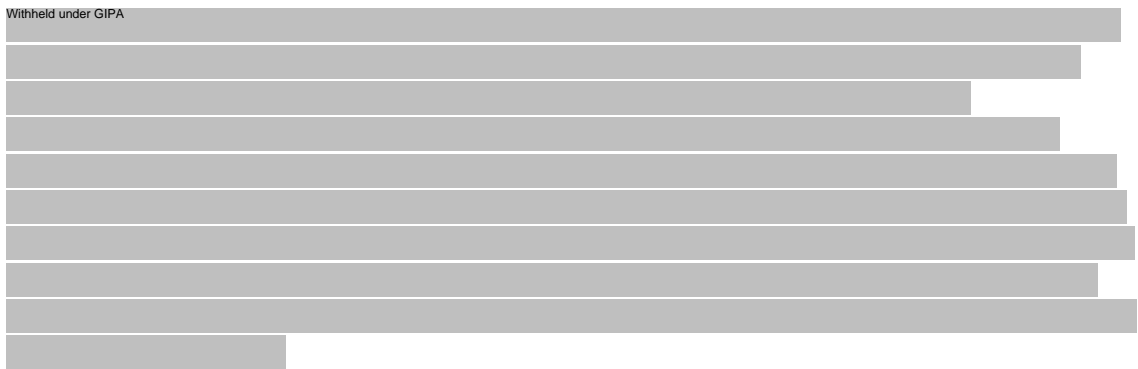
Options considered were

- Discontinuation: no decision taken at this point
- Transfer
 - To Faculty of Health: has been rejected by the Faculty of Health
 - To another institution: the course structure and accreditation with the Australian Health Practitioner Regulation Agency (AHPRA) means that transfer to the Western Sydney University course (the only other CM course in NSW taught within the University sector) is not practical due to incompatibility of the course structures and the fact that AHPRA accredits each course individually so that its graduates are eligible for registration. This makes transfer for students in later years of the program particularly problematic.
- Build up the program: the Faculty is considering this option but is generally unsupportive due to the three following issues identified at a recent consultation meeting with staff:
 - Financial viability
 - Research productivity
 - Alignment with FOS Strategy or strategic fit

This paper address the three issues noted above and provides additional comments in regards to other areas including engagement and teaching quality. As the majority of detail in regards to some of these issues has been covered in the status report, only the salient points will be discussed in this options paper.

Financial Viability

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Under the existing science costing model, what is an acceptable level of loss for the CM course?

If such a question has been considered and an acceptable level of loss determined, or alternately an income or savings target set, this has not been communicated to the CM unit for purposes of attempting to meet such a target.

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[Redacted text block]

Solutions that may address financial viability

Course restructure

The course structure could be revised to increase the overall EFSTL coming to the Faculty via the following methods:

- Subject 92227, currently delivered by the Faculty of Health can be taught in-house, directing EFTSL back into the Faculty;
- The two CM research subjects 91614 and 91615 could be discontinued and replaced with 60207 which is a research subject taught in the Advanced science course and funded at a higher CSP cluster and another medically relevant cluster 7 funded subject added;
- 99584 is a clinical features subject incorrectly banded at CSP cluster 8 (agriculture \$32,949). It should be banded as CSP cluster 8 (medical \$34,585);
- Further efficiencies to teaching delivery and assessment could be implemented to save on staffing workloads that could allow for the redeployment of these resources to other income generating activities such as post-graduate courses or articulated VET programs;
- A double degree option with the Bachelor of Creative Intelligence and Innovation could be created which may be attract a small number of additional students.

Staff re-profiling

This is a complex issue that requires the Faculty to clearly articulate its priorities for the course which would subsequently affect the choice of options in this area to result in better utilisation of staff capabilities and skills.

At the moment, a simple cost saving would be to allocate staff on higher duties ^{Withheld under GIPA} to other subject/course areas as is done in other Faculties. This activity is more reflective of the issues around the course viability business model rather than necessarily creating a real saving. However, since that model is being used to judge course viability, following the practices used by other faculties would “improve” the CM financial bottom line in the model.

In more real terms, there are some staff retirements in the planning and how these staff are replaced could have a significant impact on the course outcomes and viability. Any number of the following options or a combination of them could affect the financial liability:

1. If research outputs were a priority, the Faculty could appoint research active staff and maintain the current balance of casual teaching staff to address any research gap that it might prioritise;
2. If the course was more heavily weighted or valued for its teaching and community contribution, instead of employing 40:40:20 staff with a research focus, a stronger focus could be placed on hiring of scholarly teaching fellows who under the EBA have greater teaching workloads, resulting in existing research outputs being similar to current levels. Furthermore, there is a requirement under the EBA to hire a certain number of Scholarly teaching fellows;
3. Increasing the number of fixed term sessional staff could be another option as these are normally 100% teaching roles for only fixed periods of the year and suit industry based practitioners, can be fixed for 3 or 5 years providing stability to staff and could be a cost effective way of maintaining the course teaching loads, whilst existing 40:40:20 staff focus on research and course quality management.
4. Alternately, retiring staff would not be replaced and the remaining staff would manage a casual workforce for the delivery of teaching. This would not necessarily be a preferred model, but it would allow for the continuation of the course and its contribution to the community whilst improving financial viability. It would require a greater level of online learning to be developed whereby subject coordination moves away from traditional activities and becomes more of a stewardship model, with greater opportunities for distance learning, CPE learning and micro-credentialing.

Articulated VET programs

Several years ago, the unit was exploring the possibility, through ACCESS UTS, of integrating a VET qualification in Tui Na (Chinese massage). This model articulated a Certificate IV and Diploma qualification accredited through VET with the UTS degree. This would have the advantage of providing an additional stream of students into the course from the VET sector, whilst allowing current UTS graduates to credential in a related discipline and improve their capacity for income generation as practitioners. However, changes to the Faculty management resulted in the withdrawal of support for these programs and they were consequently not reaccredited. Furthermore, this proposal was not renewed due to the complexities of working with ACCESS UTS at that time. Since the development of this original proposal, issues in regards to the extent of integration with the VET sector has changed considerably. Relationships between universities and VET sector in the state of Victoria could be used to pilot this model in NSW, as originally envisaged. This option would require further exploration should the decision be to continue the CM program.

Articulated Post Graduate programs

There are significant opportunities in the post graduate coursework space which have not been properly investigated due to the overall sense that the future of CM as whole remains uncertain at UTS.

Under AHPRA requirements, CM health care practitioners are required to undertake a minimum of 20 points of Continuing Professional Education (CPE) per annum. In addition, there is an *Extended Education Pathway* for practitioners that do not meet English language testing requirements which essentially stipulates 6 years of continuous full-time study. Currently these practitioners and potential students are meeting these requirements though undertaking short course or programs of study with mainly private CM education providers.

As of March 2019, there were 1,988 CM practitioners registered in NSW and 4,857 registered nation-wide. This essentially represents a captive market. Under the new University proposal for short forms of learning and micro-credentialing, it would be possible to create a stackable Masters of a nominal 2 years duration, with nested degrees (grad cert; grad diploma, Masters, Extended Masters), which could be predominantly delivered online through a series of 2 or 3 cp subjects which could function either as solely CPE or as for-credit micro credentials. This would require an initial investment in subject development but after that, would be predominately a stewardship role given the predominance of online delivery with cleverly scaffolded assessment. It is also conceivable that a number of these units of study may be of CPE value to other professions. It should also be noted that any Masters at this level would not necessarily need to be branded as CM but could fit into a generic Masters model for the Faculty.

The advantage of postgraduate coursework in the CM space is that it does not require AHPRA accreditation and does not lead to practitioner registration for graduates. The undergraduate program which is already AHPRA accredited, accommodates this need. Hence the proposed Masters would be a natural articulation to the CM undergraduate program and the pipeline of students would help maintain numbers in addition to any external enrolments based on CPE or *Extended Education Pathway* needs.

A proposal for an Extended Masters course was under development in 2016/2017. At the time a survey of practitioners, graduates and existing students was undertaken to determine the interest in what was proposed as a set of nested courses of one semester length each, run in an intensive block mode. Of the 123 responses received, 117 indicated an interest in undertaking further specialised studies for CPE (no=6) and 106 were interested in obtaining CPE and a graduate qualification (no=16, n=122). It is highly likely that the demand for postgraduate qualifications remains high and the new short forms of learning provides greater flexibility in meeting these needs than previous course structures and University processes allowed.

It should also be noted that a number of these potential subjects would be of interest to other registered health care practitioners. There are currently 190 000 registered health care practitioners in NSW, all with annual CPE requirements. Integrative medicine is an area of rising interest in health care. The breadth and depth of experience within the CM discipline with integrative health care practice, and with their links to industry and regulators, make the discipline well suited to develop programs for this market and provide a new post graduate income stream.

Research Productivity

The Faculty has taken a position that the research outputs of the unit/staff should be comparable to that of other units/staff within the Faculty. Whilst this could be considered a reasonable position, the following should be taken into account:

- The majority of the Faculty's research outputs are generated by approximately 20% of its staff. Not all staff or research units perform at the same level, nor are they expected to.
- The Faculty has clearly indicated that it can only support a certain amount of research and that allocation of support to institutes and centres has to be discriminatory. This consequently affects outputs. It could be argued that expectations should be measured relative to support rather than comparisons to average outputs.
- Whilst in the past, the CM unit has proposed the development of centres for CM research, the Faculty has not identified CM as an area of research investment. The CM unit has acknowledged that it is not a strategic priority for the Faculty and likely never will be. It is therefore reasonable to expect staff to have research outputs commensurate with their discipline profile, which has not been the case to date (a biomedical discipline profile has been used, which is substantially different in expectations).
- The CM unit should be assessed against its own discipline profile (as developed in 2014 with other Faculty discipline profiles – see appendix) in the same way other disciplines have been.

Taking these points into consideration, the question around research productivity consequently becomes:

Is the level of research output generated by the CM unit/staff adequate to maintain the integrity of the discipline and allow for the advancement of scientific investigation into the practice of CM and integrative medicine?

A full report of 2014 to 2018 research output data is noted in the status report. At the end of 2018 there were 27 HDR students enrolled in research programs, grant income was approximately \$64,000 and in 2017 there were 34 publications which contributed to an assessed ERA 2018-19 rank of 4 (above world average) for UTS research in Complementary and Alternative Medicine (representing joint efforts of the Faculty of Health and Faculty of Science). Since then, research outputs and HDR student enrolments have increased. These data should be measured against the discipline profile for CM which for teaching intensive staff at level c is 2 papers per year, \$22,000 in income and 3 HDR students. The CM discipline profile is attached as an appendix. It is a matter of judgement for the Faculty as to what is deemed adequate in regard to outputs but as noted in the status report, the majority of staff carry heavier teaching loads and it would seem that against the discipline profile, staff would be generally performing within expectations.

One of the criticisms often made of CM is the lack of scientific research. This is a generally inaccurate view as research into acupuncture and acupuncture as a neuro-modulation intervention, is now commonly undertaken, even by major international institutions such as Harvard Medical School, Stanford University and the Karolinska Institute, with considerable research funding from the US NIH and US military. Pain in particular is an area with substantial evidence supporting acupuncture (as a neuro-modulation intervention). One of the primary objectives of bringing the course into the University was to improve the level of research and ensure an evidence-based approach to teaching and learning. This has been achieved over the time of the course at UTS as reflected for example, in the randomised clinical trials that are in development with specialist cancer

hospitals. Discontinuation of the course will obviously stop the development of research in what is becoming internationally recognised as a legitimate field of integrative medicine study.

As the Faculty has determined that CM is not a research priority and will not be receiving major forms of investment in the way other Faculty research centres attract funding, it would be unreasonable to hold the CM unit/staff to these standards. It is not clear that a CM staff member is any less productive than a normal 40:40:20 staff member that is not linked to a research centre. When compared to the CM discipline profile, staff would appear on average to meet those standards, whilst comparison to Faculty averages may result in a washout of data. More importantly, the Faculty has the choice on how it prioritises research funding and outputs in any given discipline and it is not unreasonable to assume that greater weighting may be placed on other factors such as teaching and engagement in a course such as CM where there is an exceptionally strong professional and vocational focus. Having stated this, the CM unit continues to value and undertake research as shown by the number of staff and students actively engaged in clinical research, contributing to the UTS ethics review activities, as well as actively integrating its research into its teaching.

Alignment with Faculty Strategy or Strategic Fit

The course can be mapped against the current Faculty strategic plan as noted below:

Faculty Strategy plan theme	CM Course
Development of technologies	Links to standard development through ISO especially devices and a relationship between medical device companies in Shanghai China (Daosheng P/L) and Korea are at an initial stage of development.
Creative hubs (advice to governments and industry)	Close links to AHPRA, CMBA, HCCC (The Chinese Medicine Council in NSW) and professional organisations eg Standards Australia and the Chinese Medicine Industry Council (CMIC). Internationally: WHO, ISO and WFAS
Strengthening the course portfolio (with needs of industry)	UTS CM graduates hold key positions of influence within professional and relevant government bodies. integrative medical practices including specialist hospitals <small>Withfield under GIPA</small>)
Shaping the future workplace	UTS alumni form the backbone of the profession, including industry associations and regulators.
Placing science on an international stage	The course has many international links and global placements in Asia for students
Co-creation with industry and government (to enhance employability)	The course is professionally and vocationally focused,

CM Course Mapping against 2027 strategy:

Lifetime learning	Developing lifetime learning skills and provision of continuing professional education is paramount to CM
Personal learning experience	CM promotes development of adaptive learners and strongly supports self-directed student learning and skills specialisation
Digital partners	Digital learning and learning technologies are blended into student theoretical and clinical learning experiences.
New Ways of working	Will require further exploration if the course is maintained
Precinct, community, partnerships	The course and clinical services are heavily invested in the local community
Connected research	The clinical research undertaken is of direct relevance to the course and the profession and is well integrated into the learning experiences
International profile	The program has a strong international profile and links to research and clinical institutions
Social change	It can be argued that the integration of CM within the community, health services, integrative medicine etc is at the very heart of social justice and impact on the community and is one of the main reasons for maintaining the course

Arguments can be made in regards to how the course “fits” within the UTS or Faculty strategies. The University is involved in complementary and alternative medicine in areas outside of the Faculty of Science. Whilst it is not considered a major focus, the CM course is not isolated within the wider activities of the University, having been part of UTS for the past 25 years. It appears the “strategic fit” is a euphemism for an unspecified set of criteria and consequently it is difficult to address these issues head on. However other factors that should be considered as part of the decision making process are:

Course quality

As noted in the status report, there is conflicting data in relation to course quality. This is primarily due to the emphasis placed on particular metrics in the two major quality indicators. The CQI shows the course to have poor quality, the CPR indicates a green or good rating and on several occasions the course has been on the commended list for consecutive excellent ratings. Consequently there would be greater value in looking at the specific metrics within each quality index that are individually rated as underperforming and determine how to best address these moving forward.

According to the CQI Graduate satisfaction with teaching was scored a (0.535). The CPR shows SFS agreement with overall satisfaction at 82% (green). The CQI shows graduate satisfaction with the course as (0.807), the CPR shows an overall rating of 2.24 (green). Details are provided in the status report. There is no doubt going to be room for improvement in metrics in any course and CM staff are committed to learning.futures, LX transformation and continual quality improvement.

Engagement

One of the major strengths of the CM program which does not appear to have been factored into decision making is the quality of community engagement.

- The program is strongly linked to the local Chinese community and features in Chinese language based media;
- The clinical services not only provide a separate income stream in addition to EFTSL, but provides valued health services and links into local communities and hospitals (detailed in the status report);
- The clinic has strong engagement with other local communities, e.g. in Glebe, which have a high proportion of low socio-economic residents that benefit from the clinical health services provided that they would otherwise not be able to access;
- All members (excluding external Withheld under GIPA members) of the Withheld under GIPA
 Withheld under GIPA have UTS qualifications, indicating the high esteem in which UTS qualified alumni are considered;
- There are considerable links to national and international professional bodies, educational institutions and health institutions;
- The UTS course is the premier course in the country with a history dating back to 1969 – UAC preferences regularly outstrip UWS and private providers by a factor of 3 or 4;
- As the major provider of CM education in NSW, closure of the course will have a significant impact on the profession in NSW and potentially nationally given there are only two other university providers (SWU and RMIT);
- The popularity of the course and support for the clinical services within the community can be evidenced in the student led petition which has been able to amass over 4000 signatures within 6 days. This petition has been forwarded separately and I doubt that any other Science course would be able to elicit this level of community support in such a short period of time.

Consequently the question in regards to “strategic fit” should essentially resolve around:

What is the appropriate balance between teaching, research, engagement and service to the community within any one course and how does the CM course fit into an overall Faculty balance of delivering on these elements?

On the understanding that different units within the Faculty will contribute in different proportions to teaching, research and engagement.

Summary

With the wider context of a decision to continue or discontinue the course, weighting should be given to:

- Using the CM discipline profile as an appropriate yardstick for research outputs;
- Appropriate weighting to factors such as community engagement and provision of community services, social justice elements such as the provision of alternative forms of health care and training of practitioners that support diversity of health care as well and integrative health services, and the impact that the closure of the course may have on the

profession given the high standing of the course within the local and professional community and UTS being the primary training provider for the majority of CM trained practitioners.

Should the course be kept the following actions/decisions will need to be taken in regards to addressing course viability:

- Course re-structure to direct more EFTSL back to the Faculty;
- Improve teaching efficiencies to carve out time for development of postgraduate coursework as an additional source of income;
- Re-profile staff in the context of a decision as to appropriate levels of research engagement, including the consideration of alternative models of staffing; and
- Addressing the specific metrics within the CQI and CPR that may be affecting course quality

Appendix

Traditional Chinese Medicine

Workload DISCIPLINE PROFILE

Research and Scholarship

All academic staff are expected to be active researchers. The indicators of research are the metrics currently used in Australia to compute university research quantum; the publication of results in high-impact, refereed scientific journals, the ability of staff to attract competitive research funding, and supervision and completion of postgraduate students. Increasingly external rating agencies such as the ERA are using a combination of qualitative and quantitative data to assess research performance. In order to attract grants, and to a lesser extent good HDR students, publication track record needs to be of high quality and volume. It is the specific intention of the *Discipline Profile* to set expectations for individual staff that provide guidance for career development and research success in their discipline, as well as helping the Faculty and University to meet their strategic goals in research.

The primary metric of research publication for the Faculty of Science is the refereed journal article (category C1 in the HERDC classification), and equivalents (refereed book chapters/monographs and the like - category B1). Other research outputs such as conference participation, abstracts, un-refereed contributions, invited and plenary addresses and the like are all evidence of research activity and should be part of a balanced research portfolio but cannot replace the primary metrics listed above.

Similarly, an ability to attract external funding ranges in "prestige" depending on the source, with the highly competitive ARC and NHMRC grants being the foremost measure of research quality. In this respect, it is expected that academic staff will seek to fund their research from sources external to the Faculty/University, and the range of Category 1 ([Australian Competitive Grant Register](#)), Category 2 (Other Public Sector Research Income), Category 3 (Industry and Other Research Income), and Category 4 (CRC Income) sources should all be considered in a balanced portfolio. In terms of expectations, all academic staff are expected to participate in grant preparation and submission, on a regular basis.

Research

All staff are expected to participate in research (defined by the metrics currently used by the ARC – publication, grant/income, HDR completions). Any other activities (meetings with partners, program participation, conference attendance and the like) are all part of reputation building, developing renown, and recognised as necessary to produce the metrics listed above, but are not in themselves “counted” in lieu of these.

The expectations listed below are derived from the ERA2012 outcomes. The average across Australia in each of the 4 digit FoRs for number of publications and grant income per FTE per year can be extracted from this data, along with various other benchmarks. This data is aggregated across the academic levels although the majority of FTE are in

the level B/C grades. There is no data on the distribution of workload allocation between research, teaching and administration. The data can therefore be used to provide a reasonable expectation for a level C 40:40:20 academic to be at the national average within their respective discipline. While it is possible to attribute at the four digit level, here for brevity the average across the 4 digit FoRs predominant across the School have been used. HDR numbers are based upon Faculty target of average 3 per FTE.

Income data have been indexed at 4 % pa. ERA income data is averaged across 2008 – 2010. Data for level C 40:50:10 are the national averages from ERA, other data are weighted relative to salary at mid-band for each level and relative to research loading.

It is important to note that these figures are expectations to be at the national average, to be nationally competitive one might expect considerably higher levels of performance.

As a general guide, staff should be looking to publish only in the top 50% of international journals (as determined by the ranking of journal impact factors for their relevant 4-digit FOR codes;

Level	Normal (40:40:20)	Research Intensive (20:60:20)	Teaching Intensive (60:20:20)
Level B	1.5 C1 articles per year; \$18,000 total external income per year; 2.5 HDR	2.5 CI articles per year; \$30,000 total external income per year; 3.7 HDR per year, 1 hons per year.	1 C1 articles per year; \$9,000 total external income per year; 1.2 HDR per year;
Level C	2 C1 articles per yr; \$22,000 total external income per year; 3 HDR	3 C1 articles per year; \$33,000 total external income per year; 4.5 HDR	1 C1 articles per year; \$11,000 total external income per year; 1.5 HDR per year;
Level D	2.5 C1 articles per yr; \$25,000 total external income per year; 3.5 HDR	3.5 C1 articles per year; \$40,000 total external income per year; 5.3 HDR per year	1 C1 articles per year; \$13,000 total external income per year; 1.8 HDR per year;
Level E	3 C1 articles per year; \$30,000 total external income per year; 4.2 HDR	4 CI articles per year; \$50,000 total external income per year; 6.4 HDR per year;	1.5 C1 publications per year; \$15,000 total external income per year; 2.1 HDR per year;

From: [Andrew Parfitt](#)
To: [Dianne Jolley](#)
Cc: [William Gladstone](#)
Subject: Re: Final TCM report
Date: Friday, June 14, 2019 10:04:26 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Dianne,

I have read the document and we can discuss when we meet. I can see that some options are presented, but at this stage there is no recommendation. Does the Faculty have a clear recommendation at this stage? – again we can discuss this when we meet.

Andrew.

Professor Andrew Parfitt 

Provost and Senior Vice-President

University of Technology Sydney

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From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Date: Thursday, 13 June 2019 at 9:33 pm
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: Final TCM report

Dear Andrew,

Attached is the final traditional Chinese medicine discipline review report prepared by Bill Gladstone. This report has undergone discipline consultation, and the staff feedback has been considered and incorporated where appropriate. The staff have also compiled an additional options document which is appended to the review for consideration.

I will discuss this with you at our Friday afternoon meeting.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



out of scope

TCM Enquiries – Dean Update

The Dean of the faculty of Science, Professor Dianna Jolley, has provided an update to **current TCM students** in regards to the future of TCM.

Dear Students,

I am writing to let you know that a range of options are currently being considered in relation to the future study of Chinese Medicine at UTS. Consultation with staff, students and other stakeholders will be undertaken during this process.

No final decision has been made at this stage on the future of the programs, however we have suspended the intake of students into the undergraduate programs in 2020 while we consider the options.

We remain committed to our students completing their studies and entering into the workforce as professionals. We will continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you.

You are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future. We have shared all information available at the moment.

Kind regards,

Dianne

Please note that the dean of science email address should only be provided for enquiries from **current TCM students**, not general public/future students

For **general public/future students enquiries** (or current student that don't want to email the dean directly), please continue to collate these on the [form](#) found on the [TCM Questions and Feedback](#) channel on Teams.

If a student, please take note of the student ID and separate the feedback and questions within the form to the appropriate section. You can also include any queries or concerns of your own.

e.g.

- **Feedback:** I really want TCM to continue at UTS
- **Question:** Will I need to study at another institution

out of scope

From: [Greg Welsh](#)
To: [Andrew Parfitt](#); [Kate Higgs](#); [Dianne Jolley](#); [Fiona Thomas](#)
Subject: RE: Media enquiries: Cancel Traditional Chinese Medicine program
Date: Wednesday, June 12, 2019 1:24:02 PM
Attachments: [image001.png](#)

Will do, Andrew. I believe the best time to do extensive stakeholder consultation will be when we have a preferred outcome, allowing us to answer specific questions on likely impacts, timeframes etc. Until then, I think we are best to answer reactively and stick to our agreed messaging. We might need to review this approach though, depending upon how long we are in this phase, and the level of the noise

Best wishes

Greg

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Sent: Wednesday, 12 June 2019 1:15 PM
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: Re: Media enquiries: Cancel Traditional Chinese Medicine program

Thanks Greg. I'm sure you'll let us know when it is necessary and/or appropriate to make a public statement about the status of the process.

Andrew.

Professor Andrew Parfitt

Provost and Senior Vice-President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

T. +61 (02) 9514 1350

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Greg Welsh <Greg.Welsh@uts.edu.au>
Date: Wednesday, 12 June 2019 at 12:49 pm
To: Kate Higgs <Kate.Higgs@uts.edu.au>, Dianne Jolley <Dianne.Jolley@uts.edu.au>, Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: FW: Media enquiries: Cancel Traditional Chinese Medicine program

Just a heads up. Not sure about the 'aren't authorised to comment' advice. I think it's probably

inevitable, and that staff will probably just make an anonymous comment anyway

Best wishes

Greg

From: Marea Martlew <Marea.Martlew@uts.edu.au>

Sent: Wednesday, 12 June 2019 12:01 PM

To: Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Marilla Dann <Marilla.Dann@uts.edu.au>

Subject: FW: Media enquiries: Cancel Traditional Chinese Medicine program

Importance: High

Hi Greg

FYI withheld under GIPA has advised me that TCM staff and students are now being asked about the future of the course by the media especially local Chinese media and the ABC (through the TCM Clinic).


I've advised him that all enquiries should go through to you and that staff aren't authorised to comment.

I've asked him to forward any requests for information.

Regards

Marea

out of scope



out of scope

TCM Enquiries - Dean Update

The Dean of the faculty of Science, Professor Dianna Jolley, has provided an update to **current TCM students** in regards to the future of TCM.

Dear Students,

I am writing to let you know that a range of options are currently being considered in relation to the future study of Chinese Medicine at UTS. Consultation with staff, students and other stakeholders will be undertaken during this process.

No final decision has been made at this stage on the future of the programs, however we have suspended the intake of students into the undergraduate programs in 2020 while we consider the options.

We remain committed to our students completing their studies and entering into the workforce as professionals. We will continue to update you, and other key stakeholders,

once we can about the options being considered and what they could potentially mean for you.

You are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future. We have shared all information available at the moment.

Kind regards,

Dianne

Please note that the dean of science email address should only be provided for enquiries from **current TCM students**, not general public/future students.


For **general public/future students enquiries** (or current student that don't want to email the dean directly), please continue to collate these on the [form](#) found on the [TCM Questions and Feedback](#) channel on Teams.

If a student, please take note of the student ID and separate the feedback and questions within the form to the appropriate section. You can also include any queries or concerns of your own.

e.g.

- **Feedback:** I really want TCM to continue at UTS
- **Question:** Will I need to study at another institution

out of scope



From: [Andrew Parfitt](#)
To: [Bill Paterson](#)
Cc: [Dianne Jolley](#); [Greg Welsh](#)
Subject: Message for Council - TCM
Date: Wednesday, June 5, 2019 8:28:01 AM
Attachments: [image001.png](#)

Bill,

Please arrange to send this to Council Members in case they are contacted by the rapidly mobilising TCM community.

Dear members of UTS Council

I am writing to let you know that the Faculty of Science is currently considering the future of its Traditional Chinese Medicine programs and clinic, due to their lack of alignment with the Faculty's strategic direction and their poor financial viability. In the interest of ensuring that we complete the process with minimum impact on students we have decided to suspend the intake of students into the programs in 2020 while we consider other options for the future. No final decision on the program has yet been made, however, we are already being contacted by concerned members of the traditional Chinese Medicine community who have been made aware of our review after a presentation to relevant members of the Faculty by the Dean of Science.

Consultation with staff, students and other stakeholders will occur during this review process as is our usual practice. We remain committed to our current students completing their study and entering the workforce as professionals, and to full consultation with staff who may be affected by any change.

While this review doesn't require Council's active involvement, it is possible that you might also be contacted by concerned students, staff, alumni or members of the Chinese Medicine community, so I wanted to ensure that you were aware of the background, and of the process occurring.

If you have any questions, please don't hesitate to contact myself or Professor Dianne Jolley, our Dean of Science, who is leading the review.

Regards,
Professor Andrew Parfitt
Provost

Professor Andrew Parfitt 
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
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From: [Dianne Jolley](#)
To: [Greg Welsh](#); [Andrew Parfitt](#)
Cc: [Attila Brungs](#)
Subject: Re: Draft note to Council
Date: Wednesday, June 5, 2019 8:09:11 AM
Attachments: [image001.png](#)

Good morning Greg,

Yes I am comfortable with that statement. It is consistent with our other messaging.

Kind regards
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Greg Welsh
Sent: Wednesday, June 5, 2019 7:51:18 AM
To: Andrew Parfitt
Cc: Dianne Jolley; Attila Brungs
Subject: Draft note to Council

Hi Andrew

As requested, below is a draft note to Council re TCM, for your review. I've copied Dianne and Attila in case they have any suggestions

Best wishes

Greg

Dear members of UTS Council

I am writing to let you know that the Faculty of Science is currently considering the future of its Traditional Chinese Medicine programs, due to their lack of alignment with the Faculty's strategic direction; and their poor financial viability.

We have decided to suspend the intake of students into the programs in 2020 while we consider other options for the future, but no final decision on the programs has yet been made.

Consultation with staff, students and other stakeholders will occur during this process.

We remain committed to our students completing their study and entering the workforce as professionals.

While this review doesn't require Council's active involvement, it's possible that you might be contacted by concerned students, staff, alumni or members of the Chinese Medicine community, so

I wanted to ensure that you were aware of the background, and of the process occurring.
If you have any future enquiries, please don't hesitate to contact me, or Professor Dianne Jolley,
Dean of Science at UTS, who is leading the review.

kind regards
Professor Andrew Parfitt
Provost

Greg Welsh
Head of External Communication

Marketing and Communication Unit
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PO Box 123 Broadway NSW 2007 Australia
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From: [Greg Welsh](#)
To: [Andrew Parfitt](#)
Subject: TCM
Date: Friday, May 31, 2019 11:57:53 AM
Attachments: [image001.png](#)
[TCM Update 2019May.pptx](#)

Hi Andrew

Attached is the preso Dianne gave to TCM staff this week, and below a note from her on their reaction. Given the [petition](#), I think we should now go out to all (220) TCM students with a Faculty communication, and will draft that for Dianne's review.

While the media enquiry is a low level one, I expect we may soon get more significant ones, so we may want to think about briefing Council, or we could wait until we know the media's going to take it up? Council (and Academic Board and others) could well be lobbied on the matter. Something for you to think about and perhaps discuss with Attila

Best wishes

Greg

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Date: 29 May 2019 at 7:56:08 pm AEST
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>, William Gladstone <William.Gladstone@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>, Lesley Healy <Lesley.Healy@uts.edu.au>, Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: **Re: email to NTEU**

Dear Fiona,

Thanks for the update.

The meeting went well today. The staff were obviously concerned and frustrated, and to their credit they remained extremely professional. I will await feedback from them over the coming days as more questions are likely to arise.

Thank you all for your help in preparing today's meeting brief, it was exactly what was needed.

Best wishes
Dianne

Greg Welsh

Head of External Communication

Marketing and Communication Unit

University of Technology Sydney

T. +61 (02) 9514 1608

M. +61 Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au

Faculty of Science

Chinese Medicine Update & Discussion

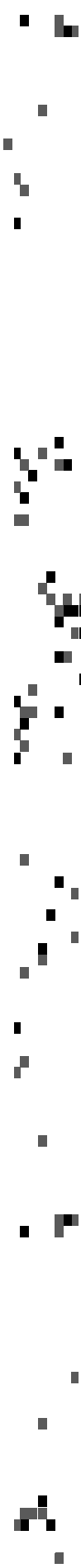
29 MAY 2019

GIPA2019/10 - doc 47att1



Graphics created by Ullipta
conecum re volupta evelignis
pe et doluptiam.

- Welcome
- Process to date
- Update on known options
- Next steps
- Q&A



Process to Date

- UTS Course Viability Review conducted in 2018
- Provost requested that the continuation of the CM program be reviewed with main considerations:
 - Alignment with Faculty of Science Strategy
 - Research productivity
 - Financial viability
- Deputy Dean consulted with CM staff (Dec 2018) advising that several options might be considered;
 - Build up of Program
 - Transfer of Program
 - Discontinuation with student teach out (various options)
- Deputy Dean prepared and circulated a draft paper detailing the current state of the Program (Mar 2019)
- CM Group provided feedback on draft paper
- CM program removed from the 2020 UTS Handbook whilst uncertainty regarding the way forward
- Draft paper reviewed by Provost

Update on Known Options

Option 1 - Build Up of Program

- UTS is not supportive of investment in the program build up given the lack of fit with Faculty strategy

Option 2 – Transfer of Program

- Transfer to UTS Faculty of Health
- Transfer to another Organisation

Option 3 – Discontinue the Program

- Consider how to teach-out the current students more viably
- May lead to a phased approach to discontinuation



Next Steps

1. Revised paper will be sent to CM staff
2. Final paper will be sent to the Provost for consideration
3. Commence a consultative process to explore preferred option(s) with staff, students and partners
4. Relevant areas across the university will assist to ensure that due process is followed
5. Understand individual circumstances and impacts;
 - Students - Individual options will be explored to ensure that all current students complete their degree
 - Staff – Understand impact of the change and support through the transition
 - Community and partners
6. Final decision, planning and implementation

Q&A

From: [Dianne Jolley](#)
To: [Andrew Parfitt](#)
Subject: TCM MOU updated draft
Date: Sunday, May 12, 2019 10:34:53 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[190512 MOU UTS and WSU re TCM.DOCX](#)

Hello Andrew,

Hope you had a great weekend.

I have attached an updated version on the MOU between UTS and WSU. Please let me know if the intended essence of the MOU has been captured. I will wait for your response before sending to WSU for consideration. FYI we have need a face-to-face chat on this, we have our monthly meeting on Tuesday afternoon.

I have to email TCM staff tomorrow (Monday morning) with an update to say a final decision on the TCM status report has not been reached and that recruitment has been suspended, as some undergrad students highlighted to TCM staff last week that the TCM degree won't have a 2020 intake (not being marketed). Bill G is liaising with HR re a management plan.

Best wishes,
Di

Professor Dianne Jolley

Dean
Faculty of Science
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W. uts.edu.au



NON-BINDING MEMORANDUM OF UNDERSTANDING

Between:

University of Technology Sydney (ABN: 77 257 686 961) is a tertiary educational institution established by the *University of Technology Sydney Act 1989 (NSW)* and located at 15 Broadway, Ultimo, NSW, 2007 ("**UTS**")

And

Western Sydney University (ABN: 53 014 069 881) is a tertiary educational institution established by the *Western Sydney University Act 1997 (NSW)* and located at Great Western Highway, Werrington, NSW, 2760 ("**WSU**")

1. Duration of MOU

- a) This is a non-binding Memorandum of Understanding (**MOU**) between UTS and WSU (together referred to as "the Parties", separately referred to as "Party"). The MOU will apply from the date of the last signature and will continue to apply until 31 December 2023 or until termination by either party on the giving of 1 month's written notice to the other.

Commented [DJ1]: Allows for 3 years after the program is accepted (students will be starting at WSU in their 2nd year if 2020 or 3rd year if 2021) and will cover discussions until students complete 4-5 years of WSU study

2. Scope

- a) The Parties are committed to maintaining a positive and cooperative working relationship.
- b) The Parties are committed to work collaboratively to deliver transfer of the collective at UTS known as "Traditional Chinese Medicine" (hereinafter "TCM") to WSU.
- c) As part of the Parties' mutual commitment, the Parties will act in accordance with the spirit and intent of this MOU, even though neither party intends that it be legally binding.
- d) Both Parties acknowledge and understand that all financial arrangements, if any, will be subject to negotiation and prior written agreement and that any binding agreement will be subject to the availability of funds.
- e) The Parties acknowledge that this MOU does not create or evidence a relationship between them of commercial partnership, joint venture, employer and employee or agency.

3. Goals and objectives

- a) Enter good faith discussions to transfer students and coursework giving consideration to the following:
- i. undergraduate and postgraduate cohorts currently enrolled in TCM coursework & research
 - ii. Intellectual Property Rights vested in UTS relating to undergraduate and postgraduate coursework
 - iii. know-how relating to undergraduate and postgraduate coursework, materials including stock and inventories, dedicated software licenses
 - iv. existing dedicated or specialised equipment required to ensure high quality delivery of undergraduate or postgraduate coursework
 - v. encumbrances including scholarships
 - vi. existing dedicated capital items or assets, including value and depreciation
 - vii. records and archival artefacts
 - viii. assignment or novation of contracts and agreements
 - ix. processes by which student and credit transfer will be made
 - x. transfer timeframe
 - xi. communication and engagement with students
 - xii. post-transfer assistance from UTS
 - xiii. reporting

- b) Enter good faith discussions about UTS –TCM staff, giving consideration to opportunities for UTS staff to apply for vacancies at WSU in areas of TCM teaching, research and practice.
- c) Enter good faith discussions to achieving an agreed implementation plan by Q3 2019 for the termination of the UTS –TCM program and the support of current UTS students to complete their degrees at WSU, either as a WSU graduant or co-badged UTS-WSU graduant.

4. Roles and responsibilities

- a) UTS agrees to provide full details on the UTS-TCM program and enrolments, including subject descriptions and clinical hours, student enrolments (number of enrolments per year, postcode of students, enrolment status as %FTE), HDR student profile, and UTS staff details. This will be provided via the Dean of Science.
- b) WSU agrees to review the UTS-TCM subject descriptions and clinical hours in comparison to the WSU curriculum to identify options for UTS-TCM students to transition to WSU with full 'credit for prior learning' and no extension to their study program.
- c) UTS and WSU will explore the possibility of a co-badged degree, where bachelor and HDR students who commenced at UTS and transition to WSU may graduate with degrees from both WSU and UTS.
- d) UTS and WSU agree to manage the communication of the outcomes of these discussions to students, staff and the general public.

5. Meetings

- a) Meetings in relation to the subject of this MOU will be held as required.

6. Advertising and announcements

- a) Unless required by law, an announcement, circular or other public disclosure including promotional materials such as newsletters, brochures, flyers or annual reports, referring to the contents or subject matter of this MOU, must not be made or permitted by a Party without the prior written approval of the other Party.

7. Confidentiality

- a) Confidential Information means
 - i. information which is by its nature confidential or which the discloser of the information advises the other Party is confidential, and includes other knowledge and any information developed or derived from the information disclosed
 - ii. anything disclosed or developed before the date of this MOU that relates to paragraph (i) above
 - iii. the terms of any transaction between the Parties, the contents of this MOU and the various other documents and discussions entered into pursuant to it.
- b) The Parties acknowledge that information disclosed by one Party (the disclosing Party) to the other (the Recipient) in the course of the subject matter of this MOU may be confidential and unless required by law must not be disclosed to a third Party except with the prior written consent of the disclosing Party, which consent may not be unreasonably withheld.
- c) The Recipient must use the Confidential Information only for the Purpose, and must not use the Confidential Information for any other purpose.
- d) Each Party will only disclose confidential information to employees, officers, approved subcontractors or professional advisors on a need to know basis, and shall ensure that those persons are bound by the same obligations of confidence as under this MOU and each Party

shall be liable for any breach of these confidentiality obligations by those persons under their control.

8. Dispute resolution

- a) If a dispute or difference arises between the parties out of or in connection with this MOU, either party may give the other a written notice specifying the dispute or difference.
- b) Within 20 working days of the date of the notice, a person holding a position of senior management of each party must meet and undertake negotiations in good faith and on a without prejudice basis with a view to resolving the dispute or difference.

9. Variation

The Parties may agree to vary any of the requirements of this MOU. Such agreement must be in writing and signed by both Parties.

10. Governance

This MOU will be governed by and construed according to the law of New South Wales and the Parties will submit to the non-exclusive jurisdiction of the Courts of New South Wales.

SIGNATURES

Signed for **University of Technology Sydney** by its authorised representative:

Signed in the presence of:

Signature of authorised representative
Professor Andrew Parfitt

Signature of witness

Name of authorised representative
Provost

Name of witness

Title of authorised representative

DATE:

DATE:

Signed for **Western Sydney University** by its authorised representative:

Signed in the presence of:

Signature of authorised representative

Signature of witness

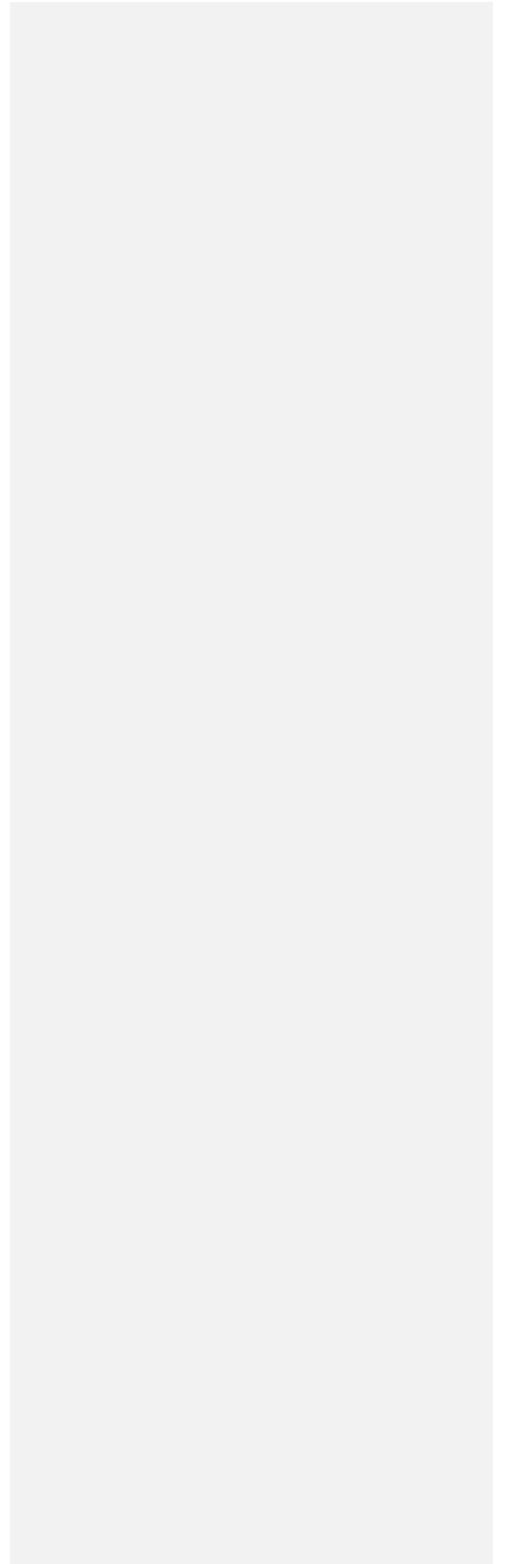
Name of authorised representative

Name of witness

Title of authorised representative

DATE:

DATE:



From: [Andrew Parfitt](#)
To: [Attila Brungs](#)
Subject: Re:
Date: Wednesday, May 8, 2019 9:58:55 AM

Meetings happening/happened this week.

1. TCM - we have a plan. We have also advised TEQSA of the status of discussions just as FYI.
2. out of scope

I spoke to Barney at the NSW Teaching Awards and he must have put a rocket under his troops.

Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

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E. Andrew.Parfitt@uts.edu.au
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On 8/5/19, 9:56 am, "Attila Brungs" <Attila.Brungs@uts.edu.au> wrote:

Andrew
Any more progress with WSU?
If not I will call Barney today.
Cheers
Attila

Professor Attila Brungs
Vice-Chancellor & President
University of Technology Sydney
PO Box 123
Broadway NSW 2007

Tel: 02 9514 1333

out of scope



From: [Margaret Connolly](#)
To: [Andrew Parfitt](#)
Subject: UTS: Traditional Chinese Medicine
Date: Tuesday, May 7, 2019 1:29:47 PM
Attachments: [image002.png](#)

Hi Andrew

Below, a draft note to TEQSA on TCM...

MC

Hi Maren

A note in confidence for your information as this matter may receive some public attention in due course.

UTS has determined that it will close the Bachelor of Health Science in Traditional Chinese Medicine with new intakes ceasing from 2020. We are currently in discussion with Western Sydney University, which offers undergraduate and postgraduate programs in Chinese medicine, about WSU taking over the UTS program from 2020. Of course, if WSU does not take over the program, UTS will fulfil its obligations to current students by teaching out the program. As we resolve this matter, we will communicate with students currently in the program to ensure they are clear about the program's future and their options.

Regards

Margaret

Margaret Connolly

Executive Officer

Provost's Office

University of Technology Sydney

T. +61 (02) 9514 1658

PO Box 123 Broadway NSW 2007 Australia



From: [Dianne Jolley](#)
To: [Andrew Parfitt](#)
Cc: [William Gladstone](#)
Subject: Info pack TCM discussion Monday 6 May
Date: Wednesday, May 1, 2019 6:57:09 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[MOU UTS and WSU re TCM.docx](#)
[Risk Analysis of Course Transfer between UTS and WSU.docx](#)
[UTS TCM Data overview April 2019.pdf](#)

Hello Andrew,

On Monday we have a web meeting with WSU re the Traditional Chinese medicine course transfer. In preparation for this meeting, please find attached:

- the information pack that was sent to Gregory Kolt, Dean of Health WSU
- A draft MOU for the discussions between UTS and WSU about this. I have requested Frank Young have a look at this for content to see if we are on track. If we are headed in the right direction, we can propose the MOU on Monday and get something to them for consideration shortly after.
- Risk analysis (from Nick Glover) for consideration as we move forward.

I think we should be ready for a productive conversation on Monday.
Bill has also commenced conversations with HR re TCM staff.

Best wishes,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
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Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



NON-BINDING MEMORANDUM OF UNDERSTANDING

Between:

#University of Technology Sydney# (ABN: #123 456 789#)
of # address#

"#UTS#"

and

#Western Sydney University# (ABN: #123 456 789#)
of #address#

"#WSU#"

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Commented [DJ1]: Allows for 3 years after the program is accepted (students will be starting in their 2nd year at WSU, and will cover discussions until students complete 3 years of WSU study

2. Scope

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- a) Enter good faith discussions to transfer students and coursework giving consideration to
- i. undergraduate and postgraduate cohorts currently enrolled in coursework and research in TCM
 - ii. Intellectual Property Rights vested in UTS relating to undergraduate and postgraduate coursework
 - iii. know-how and tools of the trade relating to undergraduate and postgraduate coursework, materials including stock and inventories, dedicated software licenses
 - iv. existing dedicated or specialised equipment required to ensure high quality delivery of undergraduate or postgraduate coursework
 - v. encumbrances including scholarships
 - vi. existing dedicated capital items or assets, including value and depreciation
 - vii. records and archival artefacts
 - viii. assignment or novation of contracts and agreements
 - ix. processes by which student and credit transfer will be made
 - x. transfer timeframe
 - xi. communication and engagement with students
 - xii. transfer as a going concern
 - xiii. post-transfer assistance from UTS
 - xiv. reporting
 - xv. dispute resolution

b) Enter good faith discussions about UTS –TCM staff, giving consideration to opportunities for UTS staff to apply for vacancies at WSU in areas of TCM teaching, research and practice.

c) #insert details of any timelines to achieve these goals and objectives#

4. Roles and responsibilities

a) #insert details of the roles each party, and/or positions within each party, which will be required to achieve the goals and objectives#

b) #insert details of any resources each of the parties will be required to provide#

5. Meetings

a) Meetings in relation to the subject of this MOU will be held as required.

6. Advertising and announcements

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c) The Recipient must use the Confidential Information only for the Purpose, and must not use the Confidential Information for any other purpose.

d) Each Party will only disclose confidential information to employees, officers, approved subcontractors or professional advisors on a need to know basis, and shall ensure that those persons are bound by the same obligations of confidence as under this MOU and each Party shall be liable for any breach of these confidentiality obligations by those persons under their control.

8. Dispute resolution

a) If a dispute or difference arises between the parties out of or in connection with this MOU, either party may give the other a written notice specifying the dispute or difference.

b) Within 20 working days of the date of the notice, a person holding a position of senior management of each party must meet and undertake negotiations in good faith and on a without prejudice basis with a view to resolving the dispute or difference.

9. Variation

a) The Parties may agree to vary any of the requirements of this MOU. Such agreement must be in writing and signed by both Parties.

SIGNATURES

Signed for **University of Technology Sydney** by its authorised representative:

Signed in the presence of:

Signature of authorised representative

Signature of witness

Name of authorised representative

Name of witness

Title of authorised representative

DATE:

DATE:

Signed for **Western Sydney University** by its authorised representative:

Signed in the presence of:

Signature of authorised representative

Signature of witness

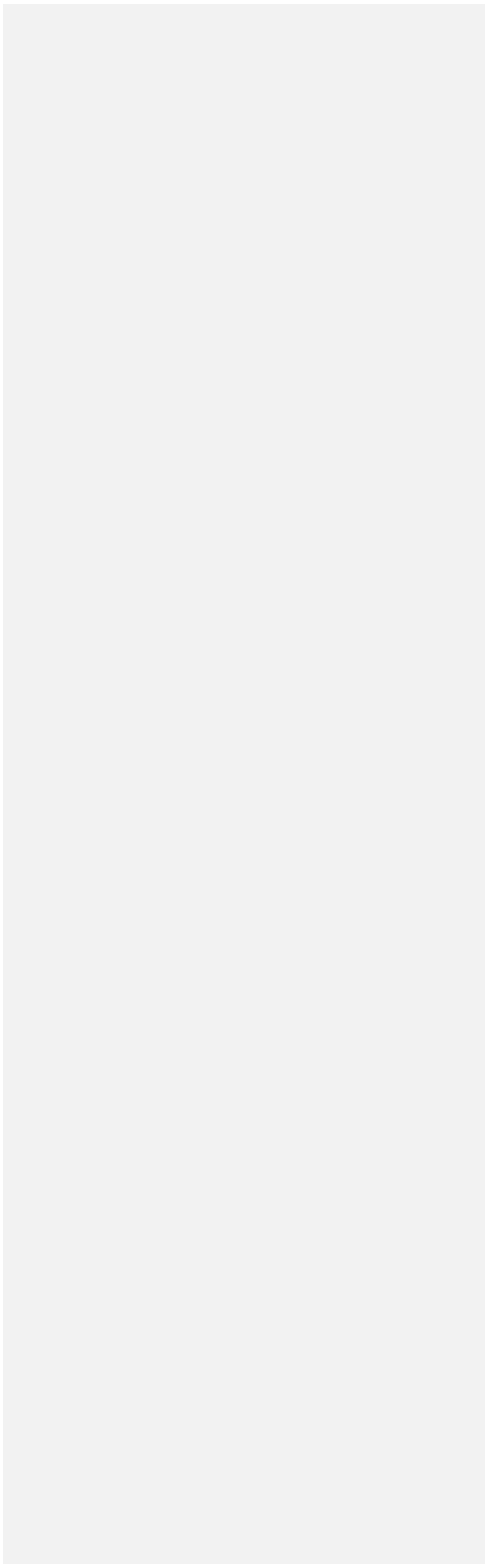
Name of authorised representative

Name of witness

Title of authorised representative

DATE:

DATE:



Risk Analysis of Course Transfer between UTS and WSU

Background:

Risk analysis associated with the transfer of a course from UTS to Western Sydney University (WSU). The students will be transferred to WSU program, and be expected to attend classes at WSU (location change). There are various groups involved:

- Undergraduate and postgraduate students
- Staff (academics – both continuing and fixed term; casuals), some working at UTS up to 20 years
- Customers to an onsite clinic
- Internationals partners that accept students for clinical placements in China and Korea
- Faculty staff that work alongside the staff
- Associate Dean (teaching and learning) in the faculty is a member of the academic team and returns to the 'discontinuing program' at the end of term as associate dean.

We are talking about 129 EFTSL (176 headcount) in undergraduate, 27 HDR students, 12 FTE staff in the program, and potentially handing the program over for a 2020 start.

Potential Risks

Students:

- Undergraduate and postgraduate students are unhappy and make public statements that negatively impact the reputation and standing of the faculty and UTS with the community and industry partners (domestic and international). In particular because:
 - They had signed up to complete their studies at UTS and feel that the university has gone back on its commitment to them
 - The move adds additional travel time, cost and hassle to their study routines (e.g. they live in Ultimo and now have to travel out to Parramatta)
 - They feel the value of the course has decreased as WSU has a lower reputation and ranking position than UTS (in particular if they are in the last year of study suddenly the final qualification is a WSU qualification not UTS)
 - The facilities and environment are of a lower standard than UTS
 - Staff comment that the move will distract or add to the administrative burden placed upon them impacting the time they can provide to deliver the course to the students
 - They don't understand why UTS no longer wishes to run these courses when it has a good external reputation and it's where they wish to spend their career
 - The transition is handled poorly leaving students uncertain of who or where they can contact if they have issues throughout the transfer and transition period.
 - They use other UTS services which may or may not be available at all or at the level they previously had, at WSU (e.g. counselling, special needs support etc.)
 - They are leaving their friends on other courses to start at a new university

Transitioning Staff:

- Staff (academics – both continuing, fixed term and casuals) are unwilling to transfer or try to stop this process potentially leading to student studies being disrupted by UTS's decision. In particular because:
 - Academics are resistant to change and don't wish to end their relationship with UTS having potentially worked here for up to 20 years
 - They feel that if they resist the change they may be able to overturn the decision
 - They may be able to force UTS to look for alternative roles within the university for them or offer them a financial settlement to leave
 - Staff member(s) are concerned about the transfer of their rights etc. in the move to WSU
 - Staff feel their existing health & safety requirements will not be met at WSU
 - Their reputation will suffer from moving to a different (lower reputation university)
 - They do not wish to undertake the additional travel, incur additional travel costs or work in facilities of a lower quality
 - Staff within other roles (e.g. Associate Dean – Teaching & learning) could potentially return to a discontinuing program

Withheld under GIPA

Remaining Faculty Staff:

- Faculty Staff morale and motivation decreases as they see existing staff (including some long term staff) leave UTS to join WSU
- Faculty staff become uncertain about their futures having seen this transition and being unclear/unaware of why this change is occurring

WSU engagement and communications:

- WSU publically and with key stakeholders blame UTS for any operational issues at handover or subsequently in the early delivery of the course offerings
- UTS incur additional unexpected costs or reputational damage due to the lack of contractual agreement between UTS and WSU setting out clearly defined roles and responsibilities for the transfer including any liabilities or issues through the transition period (as well as when all risks transfer across to WSU, this includes any potential claims through our Insurance program)

Financial costs:

- The faculty's budgetary position does not improve as the savings from this transition do not exceed the lost revenue (e.g. overheads remain the same or don't reduce as planned as freed up space is not reallocated, additional service costs do not reduce to reflect changes)
- UTS have to write off financial costs as they do not charge WSU for any equipment being transferred from UTS to WSU.
- The faculty incur additional costs through having to continue to inform and re-direct customers from UTS to the new service at WSU as communication on the move is poor or ineffective

Research contributions:

- The faculty's and UTS's research ratings suffer from the lost research contributions from the transition of these staff and postgraduates to WSU

Intellectual Property:

- If appropriate UTS do not protect or seek financial remuneration for the Intellectual property (knowledge transfer) of research within the course area as part of the transition from UTS to WSU

Partners:

- International partners are unhappy with these changes impacting UTS's reputation and potentially impacting the relationship or commitment from these partners where they support or engage with UTS in other capacities (e.g. internship offerings, donations, scholarships, research funding, rankings surveys, corporate training, other courses etc.)

Customers:

- Existing customers are unhappy with the move, as it means they have to travel further or incur additional costs to continue the service they receive.
- The local community is upset at the loss of a local service which benefits them

Data:

- Students and staff have significant additional administrative requirements as UTS does not transfer relevant data to WSU so that they can easily pick up and continue the course delivery.
- UTS is subject to a data privacy claim as it transfers student/staff/customer data to WSU without the consent/permission of the student/staff/customer as appropriate [need to check with Deborah Naray – UTS's Privacy Officer]
- UTS is unable to manage historical customer data when it had responsibility for the clinics to remove data records when requested or provide historic information if requested to do so through appropriate channels leading to non-compliance with legislation and regulations plus potential financial penalties
- Physical records and information are not securely transferred across and receipted by WSU

Information Security

- Access to UTS systems and data is not removed as soon as staff and students transition across to WSU.

From: [Dianne Jolley](#)
To: [Gregory Kolt](#)
Cc: [William Gladstone](#); [Andrew Parfitt](#)
Subject: Confidential: UTS TCM information pack
Date: Wednesday, May 1, 2019 6:17:57 PM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[UTS TCM Data overview April 2019.pdf](#)

Hello Gregory,

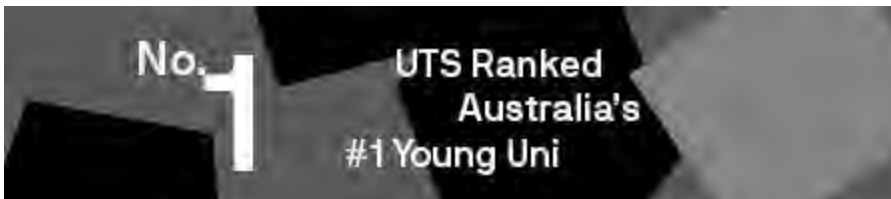
Please find attached the information pack ahead of next weeks' meeting. Please let me know if you have any questions.

I am off campus on Friday, however Bill is available then.

Best wishes,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W: uts.edu.au



From: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Sent: Tuesday, 23 April 2019 11:25 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Dianne

Thanks for this summary. This accords with my notes and the briefing I gave my VC and DVCA after our meeting.

I look forward to receiving the information that you have itemised below. I am also aware that a meeting has been set up for 6 May with our two DVCA's.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Dianne Jolley [<mailto:Dianne.Jolley@uts.edu.au>]
Sent: Tuesday, 23 April 2019 10:11 AM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: Confidential: TCM discussion follow up

Hello Gregory,

I hope you had an enjoyable Easter break.

I am touching-base to let you know that we are still progressing the final aspects of the information we discussed. I hope to get this to you once we have a few more hands on deck after this break.

For our records, I have a bit of a summary on our discussion at UTS on 10 April, and the information that we were collating for you. Please let me know if I have missed anything.

1. We agreed that should we proceed with discussions with an assumption of a clean break with a rapid and efficient transfer of students.

2. WSU would be interested in taking the students UTS-TCM program. Discussion around funding, student load, will follow.
3. WSU is not interested in a direct transfer of staff. WSU has staff within complementary medicine team, but may look to recruit for more staff based on student load. Verbal discussions around UTS staff expertise and track records will follow.
4. We discussed the possibility of degree recognition from both institutions for those students who have started at UTS and transfer across.
5. We discussed the positive messaging needed and the benefits to transferring students to be eligible for a Bachelor of medicine from WSU partner University in China.

UTS is to provide WSU with:

- Course mapping in blocks of subjects (by semester and year). A list of subjects and descriptions within the UTS TCM degree, to facilitate subject mapping and CPL (credit for prior learning) in the UWS degree. Goal to prevent program extension for transferring students.
- Postcode mapping of the UTS TCM students
- Undergraduate student enrolment and load (FTE) information
- UTS internship partners in China that we use for student clinical placements – details of the institution and nature of agreement (without breaching confidentiality)

Information about our postgraduate (PhD) students will follow.

Best wishes,
Dianne

Professor Dianne Jolley

Dean

Faculty of Science

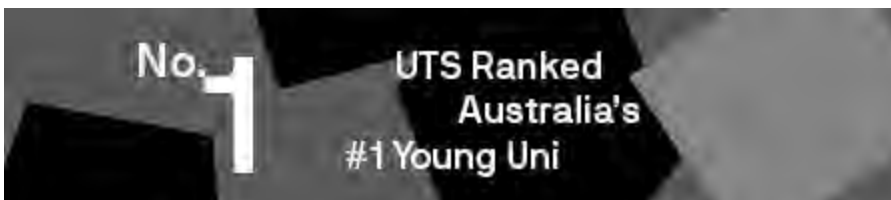
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Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W: uts.edu.au



From: Dianne Jolley
Sent: Thursday, 28 March 2019 6:21 PM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Cc: Jenni Haines <J.Haines@westernsydney.edu.au>; Doreen Borg <Doreen.Borg@uts.edu.au>
Subject: Re: Follow up

Dear Gregory,

Thanks for your email, yes it would be great to meet up to discuss the options. I am happy to host you at UTS, if you have time perhaps we can have lunch after we chat.

I have copied in Doreen, my EA, to facilitate the process.

Looking forward to meeting with you.

Best wishes,
Dianne

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From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Thursday, March 28, 2019 1:45 pm
To: Dianne Jolley
Cc: Jenni Haines
Subject: FW: Follow up

Dear Dianne

I am just following up on the email below from Andrew Parfitt. I believe the next steps are for you and I to get together to further discuss the Faculty's thinking on this matter, and to explore options from the Western Sydney University end that we could collectively put to our DVCs.

I have copied my EA (Jenni Haines) into this, so that she can liaise with your Office to arrange a time. I am happy to come to UTS for the meeting.

Kind regards

Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E:g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Andrew Parfitt [<mailto:Andrew.Parfitt@uts.edu.au>]
Sent: Monday, 25 March 2019 8:54 AM
To: Denise Kirkpatrick <D.Kirkpatrick@westernsydney.edu.au>
Cc: Gregory Kolt <G.Kolt@westernsydney.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: Follow up

Denise and Gregory,

Just keeping you up to date. I just received the report on TCM from the Faculty on Friday (finally!). The transfer option is a live one so I have copied Dianne Jolley (our Dean of Science) in by way of introduction so that she can discuss the Faculty's thinking and explore any options with Gregory.

Regards,
Andrew.

Professor Andrew Parfitt

Provost and Senior Vice-President

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On 15/3/19, 7:10 am, "Denise Kirkpatrick" <D.Kirkpatrick@westernsydney.edu.au> wrote:

Dear Andrew

Thanks for your time on Wednesday. I've had a conversation with Gregory and we are interested in discussing options moving forward.

Would you please put Gregory in touch with your dean. Once the two of them have identified a preferred approach then the four of us should meet to resolve.

Regards

Denise

Sent from my iPad

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Technology Sydney. Before opening any attachments, please check them for viruses and defects. Think. Green. Do. Please consider the environment before printing this email.

From: [Andrew Parfitt](#)
To: [Dianne Jolley](#)
Subject: Re: TCM update
Date: Monday, April 8, 2019 12:26:24 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Dianne,

I would not be discussing specific funding arrangements other than presenting options when talking to WSU. I would not be discussing our own financial analysis of the situation with WSU. We just have to say that we do not view it as strategic or sustainable under our current operating model. Options are somewhat contingent on government changes so the priorities for discussion with WSU could be

1. What models are they interested in – these could be
 - a. Supporting teach out on a fee for service basis (with or without our existing staff)
 - b. Transitioning the program to WSU (funding depends on whether we have to transfer places, transfer funding or manage under the reintroduced DDS)
 - c. Moving students directly into the WSU program for those who wish to do so and the implications of that
2. Are they interested in discussing potential staff transfers – timing with any change process here needs to be discussed
3. Move of facilities and equipment – are they interested in these and if so how would we determine the value and timing
4. Any information needs they might have to do their analysis of whether the transfer makes sense from their perspective – note that they have to make up their own mind on this rather than us modelling their needs and/or telling them we'll subsidise (although we could indicate that if we continue to enrol the students we would be transparent about the overall transfer costs and work to make the deal attractive to both universities)

Happy to discuss when we meet.

Andrew.

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From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Date: Monday, 8 April 2019 at 10:43 am
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: TCM update

Hi Andrew,

FYI and confirmation before discussion.

I had a chat with Attila last week and he asked about the status of TCM. I explained that there was a meeting with the Dean of Health from UWS this week. Attila asked about the EFTSL and cost of the program.

Re EFTSL. There was mention of giving the UTS student places to UWS, then Attila would request more places from govt, ideally before caretaker mode kicks in. I will aim to get an idea about this feasibility this week. But timing is tight if caretaker is about 2 weeks away.

Re program costs. I explained that in total UTS makes a loss of approx \$1 M/a. Attila said that if we need to offer \$1M to support UWS taking the discipline, then that was feasible. I will go over numbers, but this would be cheaper than teaching the program out over next 2+ years (pending the HR path we choose).

Just wanted to make sure we are all on the same page before I meet with Prof Kolt on Wednesday (just before Bill G and I meet with you).

Best wishes,
Di

Professor Dianne Jolley

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E: dianne.jolley@uts.edu.au
W: uts.edu.au



From: [Andrew Parfitt](#)
To: [Denise Kirkpatrick](#)
Cc: [Gregory Kolt](#); [Dianne Jolley](#)
Subject: Re: Follow up
Date: Monday, March 25, 2019 8:53:39 AM

Denise and Gregory,

Just keeping you up to date. I just received the report on TCM from the Faculty on Friday (finally!). The transfer option is a live one so I have copied Dianne Jolley (our Dean of Science) in by way of introduction so that she can discuss the Faculty's thinking and explore any options with Gregory.

Regards,
Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

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On 15/3/19, 7:10 am, "Denise Kirkpatrick" <D.Kirkpatrick@westernsydney.edu.au> wrote:

Dear Andrew

Thanks for your time on Wednesday. I've had a conversation with Gregory and we are interested in discussing options moving forward.

Would you please put Gregory in touch with your dean. Once the two of them have identified a preferred approach then the four of us should meet to resolve.

Regards
Denise

Sent from my iPad

From: [William Gladstone](#)
To: [Andrew Parfitt](#)
Cc: [Dianne Jolley](#)
Subject: TCM draft report
Date: Friday, March 22, 2019 1:22:21 PM
Attachments: [TCM status and options DRAFT v2019-03-21.docx](#)

Dear Andrew

Please find attached the preliminary draft report of the review into TCM in the Faculty of Science. Dianne has read it and has approved its submission to you,

I have called it a preliminary draft report because it does not include feedback from the TCM discipline group. I provided them with a draft of the factual material (i.e. everything before the Overview), however they were unable to provide their feedback by my deadline (7 working days).

I would like to include their feedback in the final version of the report.

The draft report includes a description of the status of TCM, my interpretation of the status, and 3 options for the future of TCM.

I'm happy to answer your questions, or suggestions. I think it will be useful for us (you, Dianne, me) to discuss and agree upon the next steps and milestones.

Best regards

Bill

Status of Traditional Chinese Medicine in the UTS Faculty of Science (PRELIMINARY DRAFT: CONFIDENTIAL)

Preamble

This report has been developed to inform thinking and decisions about options for the future of Traditional Chinese Medicine at UTS. It is a response to several strategic pressures: the results of the 2018 UTS Course Viability Analysis and internal Faculty financial analysis (provided later in this report); the strategic imperative (via UTS 2027) for UTS and the Faculty of Science to evolve from being research-active to research-intensive and the potential for Traditional Chinese Medicine to contribute to this; the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; and consideration of the disciplinary fit of Traditional Chinese Medicine (with courses that graduate complementary health professionals) with the Faculty of Science.

The material in this draft report has been assembled and written by Prof William Gladstone based on information provided by HRU Faculty Partner Raelene La Ferla, Finance Faculty Partner John Maddalena, Research Manager Lisa Merry, Associate Head of School (T&L) in the School of Life Sciences Assoc Prof Willa Huston, and the Traditional Chinese Medicine Discipline Group. This preliminary draft report does not yet include feedback from the Traditional Chinese Medicine Discipline Group, or Head of School of Life Sciences.

Background

In 1994 Traditional Chinese Medicine moved from Acupuncture Colleges (Australia) to UTS, and in 1995 moved to the Faculty of Science. The courses initially taught included a 3.5 year undergraduate degree in acupuncture and a 2-year Masters by coursework program in Chinese herbal medicine. In 2000 the acupuncture and Chinese herbal medicine programs were combined to form a 4-year undergraduate course that covered both acupuncture and Chinese herbal medicine. Two undergraduate courses are currently offered: Bachelor of Health Science in Traditional Chinese Medicine, and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years). Staff and students have provided a public-facing Traditional Chinese Medicine Clinic at UTS since 1994 that also acts as a teaching facility for students in all years of the undergraduate courses.

The discipline of Traditional Chinese Medicine was re-named Chinese Medicine in 2015 with the formation of the new School of Life Sciences, and it is currently a Discipline Group in the School of Life Sciences with a Discipline Group leader (Associate Professor Chris Zaslowski). As a Discipline Group Leader, Associate Professor Zaslowski is a member of the School Executive. The courses taught by staff in the Chinese Medicine Discipline Group are called 'Traditional Chinese Medicine' and so for consistency throughout this paper the combination of staff, teaching, research, and the clinic operations will collectively be referred to as Traditional Chinese Medicine (TCM).

Elsewhere at UTS, research and research training in aspects of traditional Chinese medicine occur in the Faculty of Health in the Australian Research Centre for Complementary and Integrative Medicine. The Centre also does projects in a range of other complementary therapies. Within universities in NSW, traditional Chinese medicine exists only at Western Sydney University (WSU) in the School of Science and Health.

Staff

In 2018 there were 21 staff employed as: 9 ^{Withheld under GIPA}

[REDACTED]

[REDACTED]

[REDACTED]

In 2018 nineteen of the 24 TCM-specific subjects required casual academics to assist with teaching. Twenty-seven different individuals were employed as casuals for a total of 500 hours and a total cost (including oncosts) of \$ ^{Withheld under GIPA}.

Average TCM staff workloads in 2018 (for the nine continuing and three fixed-term academics) reported in the Faculty's workload calculators were: 60% teaching, 19% research, and 21% management/engagement. By comparison, the average workloads across all other academics in the Faculty of Science were: 22% teaching, 58% research, and 20% management/engagement. The distribution of workload across the three categories for TCM staff differs from the average workload profile of the rest of the Faculty of Science because of: 42% of TCM academics were employed as teaching only (i.e. the fixed-term academics and the clinical educators); two staff performed leadership roles ^{Withheld under GIPA}); and there were no research intensive academic staff.

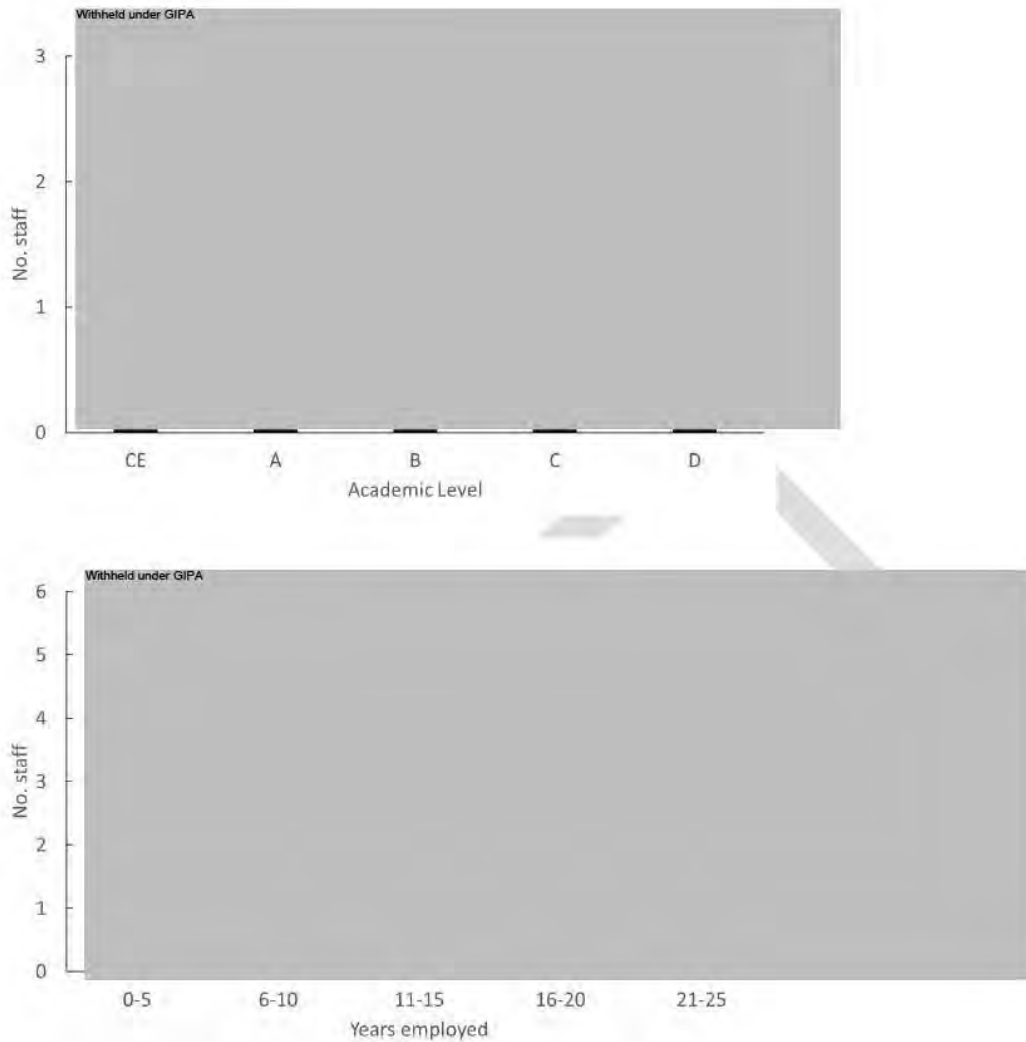


Figure 1. Profile of academic staff (fixed-term and continuing) employed in the TCM discipline at the end of January 2019: ^{Withheld under GIPA}

Courses and Teaching

The following courses are offered:

- Bachelor of Health Science in Traditional Chinese Medicine (4-years)
- Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years)

Throughout the 4-year Bachelor of Health Science in Traditional Chinese Medicine course TCM students complete 30 subjects representing 192 credit points (Table 1). These subjects represent 24 TCM-specific subjects, 5 non-TCM subjects offered by the Faculty of Science, and 1 non-TCM subject offered by the Faculty of Health. The 4-year course is prescribed i.e. there are no elective subjects.

Three TCM subjects were taken by students enrolled in other courses during 2018: Chinese Medicine Foundations 1 (3.5 EFTSL), Clinical Practice 1 (0.5 EFTSL), and Clinical Features of Disease (2.9 EFTSL).

The five non-TCM subjects offered by the Faculty of Science and taken by TCM students include: (i) Human Anatomy and Physiology, a first-year core subject for all students enrolled in a course in the life sciences stream, (ii) Physiological Systems, a core subject in the Bachelor of Medical Science, Bachelor of Biomedical Engineering, and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science, Infection and Immunity majors), (iii) Human Pathophysiology, a core subject in the Bachelor of Medical Science and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science majors); (iv) Neuroscience, a core subject in the Bachelor of Medical Science; and (v) Clinical Features of Disease, a core subject in the Pre-Medicine major in the Bachelor of Advanced Science.

The TCM subjects are delivered via a variety of modes including lectures, practicals, clinic, workshop or tutorial. Currently, no TCM subjects are delivered in the Summer session. The clinic-based training (in the TCM Clinic), commences in Autumn session of first-year in both courses. The number of clinic-based teaching hours increases in each year of the courses, delivered across eight clinical subjects. Students complete a total of 1000 clinical hours throughout their course.

As part of their clinical education TCM students can elect to do a six-week clinical placement in a hospital in China (affiliated with the Chengdu University of Chinese Medicine) or South Korea (affiliated with Dong Eui University). These arrangements are supported by MoUs with both institutions. This opportunity is taken-up by 50-75% of final-year students. The overseas placements are self-funded by each student, although some financial assistance is provided through UTS Build and Colombo Plan (for students meeting the age requirement).

In comparison with other courses in the Faculty of Science, the majority (24/30 subjects i.e. 80%) of subjects in the TCM course are TCM-discipline subjects. This level of specificity is required to meet the external accreditation requirements because the majority of outcomes required for accreditation are specific to TCM practice. The large component of clinical teaching also provides a relevant learning experience that distinguishes the UTS TCM course from other courses. While this level of specificity provides a unique and intensive, discipline-based teaching experience it results in the teaching being resource intensive, and also leads to inefficiencies when the number of enrolled students is low and there are few opportunities to offer subjects that are also of interest and relevant to non-TCM students in, for example, biomedical or medical science courses.

For other courses the School of Life Sciences uses a model of co-taught subjects and sharing of resources to optimise efficiency, whilst maintaining differentiation among courses. As a result, most courses have 20-30% unique subjects. These other courses also have greater enrolments, which further increases the efficiency of teaching.

Table 1. Structure of the Bachelor of Health Science in Traditional Chinese Medicine. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject and ² Faculty of Science non-TCM subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Clinical Features of Disease ²	6	99584
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Clinic Level 6	6	99647
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Evaluating TCM: Theory, Practice and Research 2	6	91615
Clinical Practice 2 (TCM)	12	99631

Table 2. Structure of the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies combined degree. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject, ² Faculty of Science non-TCM subjects, and ³ Faculty of Arts and Social Sciences subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Chinese Language and Culture 1 ³	8	91701
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Chinese Language and Culture 2 ³	8	97102
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Clinical Features of Disease ²	6	99584
Chinese Language and Culture 3 ³	8	97103
Foundations in International Studies ³	8	976001
<i>Spring Session</i>		
Chinese Language and Culture 4 ³	8	97104
Contemporary China ³	8	976111
Clinic Level 6	6	99647
Fifth Year		
<i>Autumn Session</i>		
In-country Study 1: China ³	24	977110
<i>Spring Session</i>		
In-country Study 2: China ³	24	978110
Sixth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Clinical Practice 2 (TCM)	6	99631
Evaluating TCM: Theory, Practice and Research 2	6	91615

Throughout the 6-year Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies students complete 38 subjects (Table 2), including 24 TCM subjects, 5 non-TCM subjects offered by the Faculty of Science, 1 non-TCM subject offered by the Faculty of Health, and 8 subjects offered by the Faculty of Arts and Social Science. The combined degree is structured so that students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.

TCM at other Universities

Courses in TCM are offered at 2 other universities:

- Western Sydney University, School of Science and Health: Bachelor of Traditional Chinese Medicine (4 years), which is accredited by the Chinese Medicine Board of Australia; and Master of Chinese Medicine (1.5 years full time, 3 years part-time) with the choice of a Clinical Stream or Research Stream
- RMIT, School of Health and Biomedical Sciences: Bachelor of Health Science/Bachelor of Applied Science (Chinese Medicine) (5 years) which is accredited by the Chinese Medicine Board of Australia; Master of Applied Science (Acupuncture) (3 years part-time); and Master of Applied Science (Chinese Herbal Medicine) (3 years part-time).

WSU offers a TCM Clinic as part of UniClinic. At RMIT students in the final two years of their course work treat patients in the Chinese Medicine Clinic that is part of the Health Science Clinic at University Hill in Bundoora. Research in TCM at RMIT, and additional education related to TCM, occur through the WHO Collaborating Centre for Traditional Medicine, and the Chinese Medicine Confucius Institute.

Courses in TCM are also offered by two private providers in Sydney:

- Sydney Institute of Traditional Chinese Medicine: Bachelor of Traditional Chinese Medicine (4 years) (approved by the Chinese Medicine Board of Australia); Diploma of Bachelor of Traditional Chinese Medicine Remedial Massage (1 year).
- Endeavour College of Natural Health: Bachelor of Health Science – Acupuncture (4 years) (not recognised by Chinese Medicine Board of Australia).

Student Load

At the August 2018 census there were 176 enrolled students in TCM courses, representing 165 students in the Bachelor of Health Science in Traditional Chinese Medicine and 13 students in the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies. The total taught EFTSL was 129.1, including 123.4 Commonwealth supported places and 5.7 international fee-paying places¹.

¹ These numbers differ slightly from the numbers in Table 4 because of rounding of numbers in each row contributing to the total.

The total number of commencing students in the TCM courses has declined annually from the peak of 79 in 2015 (Table 3), and the taught EFTSL represented by all TCM students has declined from 167.3 in 2015 to 128 in 2018 (Table 4).

Table 3. Number of commencing students between 2014 and 2019 in the Bachelor of Health Science in Traditional Chinese Medicine (B Health Sc TCM) and Bachelor of Health Science in Traditional Chinese Medicine / Bachelor of Arts in International Studies (B Health S TCM + B AIS).

	2014	2015	2016	2017	2018	2019
B Health Sc TCM	50	74	64	59	48	54
B Health Sc TCM + B AIS	4	5	10	3	7	2
Total	54	79	74	62	55	56

Table 4. Total taught EFTSL of TCM students in subjects owned by the Faculty of Arts and Social Sciences (FASS), Faculty of Health (Health), Faculty of Science that are not TCM subjects (Science (non-TCM)), and in TCM subjects (TCM), for the Bachelor of Health Science in Traditional Chinese Medicine and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

	2014	2015	2016	2017	2018
FASS	2.2	2.5	0.5	0.7	1.7
Health	5.6	4.0	5.0	7.1	4.1
Science (non-TCM)	19.7	22.4	18.0	15.4	15.1
TCM	127.5	138.4	135.2	121.0	107.1
Total	155.0	167.3	158.7	144.2	128.0

Financial Position: Faculty-level Analysis


withheld under GIPA

The UTS overhead costs were based on the information used in the 2018 Course Viability Analysis. The Faculty-based overheads were attributed based on staff FTE. The largest cost items were direct costs (salaries and NSI, estimated to be \$^{Withheld Under GIPA}) and UTS central overhead costs (\$^{Withheld Under GIPA}). The net financial position was an estimated deficit of \$1.483M at the end of 2018.

Course Viability Analysis

The first Course Viability Analysis (CVA) was done in 2018 as a part of the Business Model Strategy. The intention was for the CVA to support informed decisions on the closure, subsidisation or retention of undergraduate and postgraduate courses. The CVA approach was to fully match non-research net costs to teaching revenues for all UTS courses using data for 2017, and to incorporate indicators of quality alongside the financial indicators.

Withheld under GIPA



The CVA also assessed five indicators of course quality that covered student performance, student experience and graduate feedback. The five indicators were: success rate, retention rate, student satisfaction with quality, graduate satisfaction with course, and graduate satisfaction with teaching. An index was calculated for each indicator, which was the reported result divided by the national average (i.e. a course that performed better than the national average would have an index value >1). Each indicator was weighted as a measure of its relative importance. The weighted indexes for the five indicators were summed to produce a Course Quality Index. A Course Quality Index >1 is a positive result relative to the national average, and an Index of <1 is a negative result. Each course was assessed for its net profitability (described in the previous paragraph) and Course Quality Index by plotting on XY axes (Figure 2).

The performance of the two TCM courses combined in the CVA is shown in Figure 2. The position of the TCM courses at the bottom left of the graph indicates a large negative net profit margin and an overall Course Quality Index below the national average benchmark (shown as 1 on the graph).

Table 5. Financial analysis of TCM based on student load income at the August 2018 census (provided by J Maddalena, Faculty Finance partner).

<u>Income</u>	<u>EFTSL</u>	<u>Income \$</u>	<u>Source</u>
Commonwealth Supported Places	Withheld under GIPA		
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
International Fee Paying (and Other)			
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
Total Taught EFTSL/Income			
Total Enrolled Student Headcount			2018 August Census
Expenses		Cost \$	Source
TCM Academic Salary Expenses (Operating)			2019 Budget
Acupuncture Casual Academic Costs			2019 Budget
Chinese Medicine Casual Academic Costs			2019 Budget
Total Staff FTE/Costs			
Operating NSI 0226049			2018 Actuals
Operating NSI 0226086			2018 Actuals
Operating NSI 0226392			2018 Actuals
Total Salary & NSI Expenses			
Income (Clinical Services & Fees)			2018 Actuals
Net Direct Expenses			
Indirect Faculty Costs (by FTE)			2019 FTE applied to 2018 Budget Model
Indirect Faculty Costs (by EFTSL)			2018 EFTSL applied to 2018 Budget Model
Total Indirect Faculty Costs			
Indirect Central Overhead Costs			2018 Taught Load applied Provost's CVA Estimate
Total Indirect Costs			
Net Result at UTS Level		(1,483,718)	

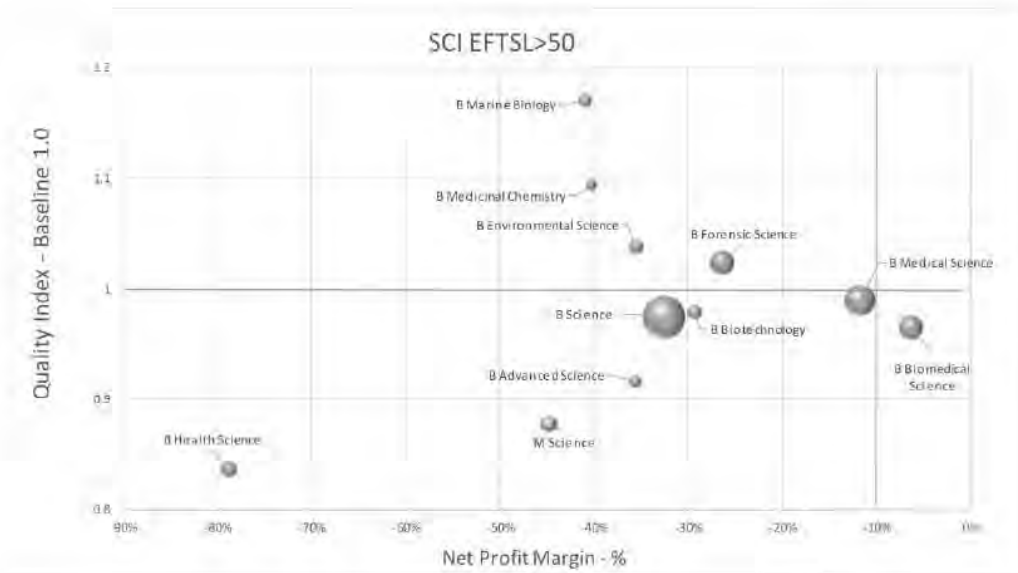


Figure 2. Graphical summary of the results of the Course Viability Analysis for courses in the Faculty of Science with an enrolled student load >50 EFTSL. The calculation and interpretation of the net profit margin and quality index are explained in the text. B Health Science is the combined result for the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

The TCM courses had a Course Quality Index of 0.84. This overall below average result was driven by below average results for the Graduate Satisfaction with Course (0.807) and Graduate Satisfaction with Teaching (0.535), and the higher weightings for these indexes (25%) compared to the other indexes. The other indexes were close to, or at, national average values: Success Rate (1.011, 15% weighting), Retention Rate (1.042, 15% weighting), and Student Satisfaction with Quality (0.969, 20% weighting).

Accreditation: Internal

Courses at UTS are approved for periods of five years via the Award Course Approval and Reaccreditation Policy and the Award Course Approval and Reaccreditation Procedures. The depth and extent of the approval process depend on the previous performance of the course, and courses with a record of good performance require a 'short reaccreditation' process. The UTS Courses Accreditation Committee recommended (after a Short Reaccreditation process during 2016) that the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies be re-accredited for 2017-2021. This recommendation was approved by Academic Board in July 2016.

The UTS Curriculum Performance Report reviews all UTS courses and subjects against a set of benchmarks determined by the Provost and Deputy Vice-Chancellor (Education & Students). The indicators (determined for courses and subjects) used in the CPR are designed to link course performance with UTS KPIs. The CPR provides an assessment of the performance of courses and subjects relative to the indicators and highlights areas requiring action to address issues that have been identified.

The Bachelor of Health Science in Traditional Chinese Medicine was included on the Outstanding Courses List for 'consecutive excellent ratings and improving over two or more years' in the 2014 and 2015 Curriculum Performance Reports.

The Bachelor of Health Science in Traditional Chinese Medicine received an overall rating of Green each year in its annual Course Performance Reports for 2015-17. Specific indicators that were also Green each year included: UAC preferences 1-3 to total preferences; student load; success rate; and attrition rate. Average salary of graduates was Green in 2017 and 2015. There have been no consistent issues (indicated by a Red rating) over these three years, with timetabled hours/EFTSL flagged as Red in 2017 and 2015.

The Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies received Green assessments annually in the Course Performance Reports for 2015-17 for Success Rate, and for two of three years for UAC preferences 1-3 to total preferences. No indicator was flagged with a Red warning in every year, however SFS for student satisfaction was flagged Red in 2015 and 2016 (and was Green in 2017). Student Load and Attrition moved from Red to Green over 2015 to 2017.

Accreditation: External

The TCM courses are accredited externally by the Chinese Medicine Accreditation Committee of the Australian Health Practitioner Regulation Agency (AHPRA). Graduates are eligible for professional membership as a health practitioner with the Chinese Medicine Board of Australia within AHPRA (<http://www.handbook.uts.edu.au/courses/c10164.html>). Graduates are accredited to practice at a Chinese herbal medicine, dispensing and acupuncture practice, and eligible for membership with the relevant professional associations (<https://www.uts.edu.au/future-students/find-a-course/bachelor-health-science-traditional-chinese-medicine>).

The external accreditation requires that students achieve a number of outcomes, and the majority of these are specific to the discipline and practice of TCM. The structure of the TCM course reflects, in

large part, these requirements. The two TCM courses were accredited by AHPRA in December 2017 with one condition and 4 monitoring conditions. The responses to these conditions were reported to APHRA in November 2018 and in March 2019 APHRA's Chinese Medicine Accreditation Committee responded that it had decided to accredit the two courses 'without conditions'. The Accreditation Committee does not accredit courses for a defined period of time; it undertakes monitoring (via requested reports) of the education provider (i.e. UTS) and the course².

Benchmarking: QILT

In the Quality Indicators of Learning and Teaching (QILT) TCM is classified in the Health Services and Support study area. The other UTS courses included within this study area are: Bachelor of Health Science; Bachelor of Human Movement; and Bachelor of Sport and Exercise Science. In the Student Experience Survey 2016 and 2017 (Table 6), UTS courses in Health Services and Support were close to the national average in all areas of Student Experience, exceeded the national average in two areas of Graduate Satisfaction (Overall Satisfaction, Teaching Scale), and below the national average in full-time employment. The combination of TCM and other UTS courses covered by this study area means that it is not possible to directly report the QILT results for the TCM courses.

Table 6. Summary of the Student Experience Survey 2016 and 2017 outcomes for the Health Services and Support area (undergraduate) at UTS and compared to the national average (Source: www.qilt.edu.au).

		UTS	National av
Student Experience	Overall quality of educational experience	77.9%	80.6%
	Teaching quality	81.8%	82.8%
	Learner engagement	64.7%	64.5%
	Learning resources	84.5%	84.1%
	Student support	70.0%	73.0%
	Skills development	83.2%	81.5%
Graduate Satisfaction	Overall satisfaction	85.5%	80.3%
	Teaching scale	71.0%	65.7%
	Skills scale	80.6%	82.8%
Graduate Employment	Full-time employment	64.1%	72.1%
	Overall employment	88.0%	89.8%
	Full-time study	49.3%	23.4%

² Australian Health Practitioner Regulation Agency / Chinese Medicine Board of Australia (2017) Chinese Medicine accreditation process (Australian Health Practitioner Regulation Agency, Melbourne).

Research Training

Of the 12 continuing or fixed-term academic staff in TCM, four are supervising HDR students as principal supervisor, six are not acting as a principal supervisor of a HDR student, and ^{Withheld under GIPA} current HDR students.

At the end of 2018 there were 27 (headcount) HDR students enrolled in TCM-related MSc (research) or PhD projects. These HDR students consisted of ^{Withheld under GIPA}

There have been no HDR commencement in 2019 so far.

The annual number of TCM HDR students completing has been: 4 in 2015, 1 in 2016, 1 in 2017, and 3 in 2018.

Research³

TCM undertakes research, mainly human clinical research but also some profession focused research. This is undertaken by four fulltime academic staff and the 28 HDR students. Currently there are nine randomised clinical trials (RCTs) being developed, conducted or reported in peer reviewed journals. These are acupuncture and tennis elbow pain, Chinese herbal medicine and insomnia, acupuncture and cancer pain, acupuncture and mental stress in university students, acupuncture and hot flushes in breast cancer patients, vitamin D in reducing DM risks and acupuncture and osteoarthritic knee pain and male potency following radical prostatectomy and qigong and well-being. In the past, TCM has undertaken RCTs for taiji and stress, acupuncture and hepatitis C, acupuncture and post-traumatic stress disorder and acupuncture and male subfertility.

TCM staff and HDR students are also undertaking experimental human studies including transcranial magnetic stimulation, pain challengers e.g. pressure pain threshold and thermal thermography. TCM staff and students undertake survey research projects such as referral between medical, allied health and TCM practitioners, adverse event profile of Chinese herbal medicine, clinical outcomes implementation for acupuncture and Chinese medicine and the use of the Chinese herb qingdai for eczema. Other projects are evaluating the safety of moxa smoke, clinical reasoning, professional communication, acupuncture needling sensations, radial and carotid artery tonometry, Parkinson's disease symptomology, a delphi study on osteoarthritic knee pain, transcriptome analysis of Chinese herbs on human squamous cancer cell line and a critical classical medical literature review.

Finally there are several educational projects on student empathy and enablement, collaborative learning experiences, technologies and civic virtues, linguistic analysis of Chinese medicine clinical interaction and student visualization in education. In total there are 33 research projects currently being undertaken by TCM academic staff and HDR students.

TCM researchers (in total) attracted external research grant income of \$10,000-\$64,000 p.a. between 2014 and 2018, representing <1% of the total external research income awarded to the Faculty of Science (Table 7). None of this external grant income was classified as Category 1 grant income. This annual grant income was awarded to one TCM academic in 2014 and 2015, three TCM academics in 2016, six TCM academics in 2017, and two TCM academics in 2018. Over this same

³ The first three paragraphs describing the research being done in TCM were provided by C Zaslowski.

time period TCM academic staff represented 2.3-4.9% of total academic staff in the Faculty of Science.

Table 7. Total external research grant income awarded to researchers in TCM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-18.

	TCM	FoS	TCM % FoS	% TCM staff
2014	\$10,000	\$11,123,023	0.09%	3.0
2015	\$10,000	\$13,347,000	0.07%	2.9
2016	\$65,000	\$16,244,000	0.40%	2.3
2017	\$39,495	\$16,666,505	0.24%	4.9
2018	\$64,064	\$19,492,936	0.33%	NA

The total annual weighted publication points of TCM researchers varied between 0.70 and 5.27 (Table 8), representing 0.3-2.1% of the total for the Faculty of Science.

Table 8. Total weighted publication points for researchers in TCM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-17 (2018 publication data not yet finalized).

	TCM	FoS	TCM % FoS	% TCM staff
2014	3.29	227.66	1.4	3.0
2015	0.70	238.35	0.3	2.9
2016	3.04	273.41	1.1	2.3
2017	5.27	249.86	2.1	4.9

Elsewhere at UTS, the Faculty of Health hosts the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM) (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine>). The Centre's web page notes that complementary and alternative medicine includes acupuncture, herbal medicines, and massage (all of which form part of the TCM curriculum) as well as other therapies. Both ARCCIM and TCM undertake research that tests the efficacy of traditional Chinese medicine approaches, such as acupuncture. ARCCIM supervises PhD students but does not teach undergraduate or postgraduate courses. The ARCCIM web pages (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine/research/research-0-26>) list only one project that involves a collaboration with a TCM staff member ('Chinese medicine practitioner knowledge, experience and attitudes towards professional registration in New South Wales', collaborators include TCM academic ^{Withheld under GIPA}). Overall, there has been limited collaboration between TCM and ARCCIM represented by: co-supervision (by ARCCIM staff) of some TCM PhD students, and five co-authored publications since 2014.

External Engagement

TCM Clinic

The TCM Clinic is open to the public (at a reduced cost) for acupuncture, Chinese herbal medicine, and remedial massage (Figure 3). The TCM Clinic also operates as an intern clinic for final-year students, who are supervised by qualified TCM staff. Final-year intern students complete 750 hours of contact clinical hours and administer 300 individual treatments

(<https://www.uts.edu.au/about/faculty-science/chinese-medicine-clinic/about-us/year-4-intern-clinic>). In 2017 there were 6019 patient visits to the TCM Clinic, and in 2018 there were 5999 visits (representing 4920 acupuncture, 777 herbal therapies, and 294 massage visits).



Figure 3. Entrance to the Traditional Chinese Medicine Clinic on level 2 of Building 4 (corner of Harris and Thomas Streets).

Concord Hospital

During 2018 final-year TCM students provided 300 acupuncture treatments at Concord Hospital to cancer survivors as a community service (i.e. no fee was charged). This program, voluntary for students, has been running since 2016. It occurs within the oncology/haematology outpatients clinic at Concord Hospital and treats cancer survivor patients for pain either associated with their cancer treatment or independent of their cancer status (e.g. lower back pain). The program occurs for 20-30 weeks, the students are supervised, and patients are recruited through the Cancer Survivor Centre at Concord Hospital.

International partnerships

UTS has active MoUs with the following organisations for TCM:

- Dong-Eui University (Republic of Korea), for outbound teaching
- Shaolin Temple (China), for research
- Healthpac Centre for Excellence in Integrative Medicine Pty Ltd (Australia) for research
- Chengdu University of Traditional Chinese Medicine (China), for outbound teaching
- Korea Institute of Oriental Medicine (KIOM) (Republic of Korea), for outbound teaching

Stakeholder organisations

Staff in UTS TCM interact with a number of external stakeholder organisations including:

- Standards Australia via ISO Technical Committee (ISO/TC 249 Traditional Chinese Medicine)
- Concord Hospital Cancer Survivor Centre
- Australian Acupuncture and Chinese Medicine Association
- Chinese Medicine and Acupuncture Society of Australia
- Chinese Medicine Board of Australia
- Chinese Medicine Council of New South Wales
- Australian Natural Therapists Association
- World Federation of Acupuncture and Moxibustion Societies
- World Federation of Chinese Medicine Societies

Other

The CM team also convened an international research conference at UTS in 2012 titled “Scientific Acupuncture and Meridian Symposium” that attracted international significance and attendees.

Overview

UTS 2027

The UTS 2027 Strategy has the vision that “UTS will be a leading public university of technology recognised for our global impact”. The Strategy moves UTS towards this vision via initiatives in: lifetime learning; personal learning experience; digital partners; new ways of working; precinct, community, partnerships; connected research; international profile; and social change. Disciplines in the Faculty of Science will contribute to UTS 2027 through integrated strategies at the School- and Faculty-levels. Beyond the potential contributions of TCM to the partnerships (via MoUs with the profession and overseas universities teaching TCM), international profile (via international collaborations for teaching), and social change (via the TCM Clinic and work at Concord Hospital) initiatives, the discipline’s contributions to lifetime learning and connected research would require significant development e.g. via postgraduate qualifications, short courses for continued professional development, and greater research performance.

Although the current UTS Health Strategy has the mission of “Creating sustainable, people-centred and integrated health systems and care, with the wider health sector, underpinned by translational

science, thought leadership, advocacy and innovative health technologies, policies and practice”, it did not recognise TCM or research in complementary medicine as an existing health-related expertise at UTS.

The Science ‘Brand’ at UTS

Only one other university in Sydney, and across NSW, offers courses in TCM (i.e. Western Sydney University). TCM therefore provides a distinctive niche for the Faculty of Science in the complementary health area. However, TCM differs from all other disciplines in the Faculty, which are clearly science-aligned disciplines (i.e. biology and biotechnology; chemistry; environmental science; forensic science; mathematics; statistics; medical science; physics). Where TCM occurs at other universities (i.e. WSU and RMIT) it is located within schools (equivalent to UTS faculties) that also include health-related disciplines (e.g., School of Science and Health at WSU https://www.westernsydney.edu.au/ssh/school_of_science_and_health).

In the Australian university sector standalone science is structurally organised as a faculty, college or school in 13 universities (Adelaide, ANU, Charles Sturt, Edith Cowan, Melbourne, Monash, Newcastle, Queensland, RMIT, Sydney, UNSW, Western Australia, UTS). In other universities science occurs in combination with engineering, health or technology. Five universities among the 13 with a faculty of science include an allied health discipline (i.e. dentistry and nursing at Charles Sturt; psychology at Newcastle; optometry and psychology at UNSW; psychology at Sydney; and exercise physiology at Western Australia). None of the 13 universities with standalone science faculties (or equivalent) except UTS include a complementary health discipline such as TCM.

Elsewhere at UTS, aspects of traditional Chinese medicine are covered in the Faculty of Health through the research being conducted within the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM). Although the field of complementary and integrative medicine includes acupuncture and herbal therapies, and the aims of ARCCIM and TCM overlap, there have been few collaborative research projects between the two groups. The existence of similar discipline areas in another faculty, with limited examples of collaboration, suggests opportunities for profile-raising, financial efficiency, deeper collaboration, and cognate culture have not been realized.

External Profile

The TCM Clinic and, to a lesser extent, the program at Concord Hospital, provide a shopfront to the wider community and therefore contribute to UTS’s external profile and its opportunities for social impact. UTS TCM has memoranda of understanding with several institutions in China and Korea, and many TCM students travel overseas to complete part of their course in a university that specializes in traditional Chinese medicine. The staff of TCM are engaged with the profession via their involvement in local, national and international organisations and committees, and UTS TCM is viewed positively by stakeholder organisations: during the preparation of this report I received letters strongly supporting UTS TCM from the Register of Acupuncture and Traditional Chinese Medicine Inc, and the Chinese Medicine & Acupuncture Society of Australia (attached as Appendix 2). The evidence indicates that UTS TCM is held in high regard by external TCM stakeholder organisations and the community of TCM practitioners.

There is ongoing debate about the underlying basis and treatment efficacy of traditional Chinese medicine. While traditional Chinese medicine practitioners can be registered with the Chinese

Medicine Board of Australia and their training is regulated by the Australian Health Practitioner Regulation Agency, and acupuncture treatment can be reimbursed through the Medical Benefits Scheme when administered by a registered medical practitioner, concerns continue to be expressed from some parts of the health and medical profession. MacLennan and Morrison (2012)⁴, in an editorial in the Medical Journal of Australia that critiqued the teaching of 'pseudoscientific health courses' at a number of Australian universities, included the TCM course at UTS in their list of examples. In 2016 the Friends of Science in Medicine released a media statement ('Acupuncture Found to be Pointless') and a review ('Is there any place for acupuncture in 21st century medical practice?', <https://www.scienceinmedicine.org.au/2017/01/29/media-release-acupuncture-found-to-be-pointless-2/>) that was critical of traditional Chinese medicine in general and of acupuncture in particular. Since 2012 there have been 12 articles published in The Conversation debating various aspects of the legitimacy and efficacy of traditional Chinese medicine. Outside of the traditional Chinese medicine profession it is not known whether the existence of TCM in the Faculty of Science has a positive, negative or neutral impact on the reputation of UTS.

Viability and Efficiency

The Faculty's internal financial analysis showed that TCM delivers a net negative financial result (of -\$1.48M in 2018). The major driver of this was that total income (from teaching and the TCM Clinic) was less than the combination of total indirect costs (from UTS and the Faculty of Science) and direct costs (salaries and NSI). Of concern for the financial position of TCM that the numbers of commencing students, and total taught load, have been declining since 2016 (although 2019 commencing student is similar to 2018). Similarly, the CVA revealed a significant issue for TCM with negative net profitability and below-standard Course Quality. A major driver of the negative net profitability was the relatively high staff costs and the low CSP income per student. It will be difficult to significantly improve efficiencies because the external accreditation requires a large number of TCM-specific subjects and the achievement of clinical skills. As well as being constrained by the lower CSP income and accreditation requirements, there appear to be limited opportunities for the course to improve efficiencies by including relevant non-TCM subjects that have a larger EFTSL base and are more efficient to teach. TCM academic staff have a higher % teaching workload than other academic staff in the Faculty of Science, and while reducing this teaching workload might lead to improved research performance it will increase the costs of teaching (e.g. from hiring additional academic staff).

The Faculty's internal financial analysis shows that, without considering the indirect costs, TCM had a net result of +\$1.29M in 2018. At first glance, discontinuation of TCM would therefore worsen the Faculty's financial position by \$1.29M, assuming all indirect costs do not change. However, TCM is the least efficient course in the Faculty (among courses with an EFTSL of at least 50), and if the Faculty is allowed to retain the 129 taught EFTSL load (and assuming there are only incremental costs to other courses to teach this additional load) then the Faculty's overall teaching efficiency will be improved because the same EFTSL will be taught with a reduced direct cost base.

Measures of Course Quality were included in the UTS CVA. The CVA revealed low Quality scores for the two measures of graduate feedback: Graduate Satisfaction with Course (0.807) and Graduate

⁴ MacLennan AH and Morrison RGB (2012) Tertiary education institutions should not offer pseudoscientific medical courses. Medical Journal of Australia 196:225-6.

Satisfaction with Teaching (0.535). The data were obtained from the Graduate Outcomes Survey (GOS). Graduate Satisfaction with Course is a recent graduate's response to a single question about her/his overall satisfaction. Graduate Satisfaction with Teaching is "The percentage of graduates who agreed they had experienced good teaching practices during their study" (from <https://www.qilt.edu.au/about-this-site/graduate-satisfaction>) and is the average of a recent graduate's responses to six questions. A meaningful change in the Course Quality index will require a deeper understanding of the drivers of graduates' responses to questions related to their overall satisfaction and experiences with teaching, and a program of improvements.

Teaching

TCM staff believe the TCM courses are nationally leading, largely due to the clear focus on TCM-specific subjects, the significant clinical component, and links to overseas universities that provide in-country teaching for final-year students. The TCM courses provide opportunities for internship-like experiences via their learning in a clinic setting in the TCM Clinic. The TCM courses have a record, in UTS internal accreditation processes, of commendable teaching. All TCM subjects are learning.futures' certified, and while the primary aim of the course is to graduate accredited TCM practitioners the TCM staff have integrated research into the curriculum via two subjects in 'Evaluating TCM: Theory, Practice and Research'. APHRA's Chinese Medicine Accreditation Committee accredited the two UTS TCM courses without conditions in March 2019.

The CVA revealed issues in graduate's overall satisfaction with the course and with teaching. At this stage it is not known what degree of improvement in the two graduate-related metrics is required to improve the overall Course Quality index. In addition, the time to understand the drivers of graduates' responses, plan and implement responses, and note any change may be at least three years. While the Course Quality index was viewed with the net profit margin to assess overall course viability, there were also other courses in the Faculty of Science with Course Quality indexes similar to, or worse than, the index for TCM. The Faculty's strategic project in Course Viability and Teaching Efficiency was instigated to formulate responses and action plans to address the issues in all courses revealed by the CVA and to drive overall improvements in teaching efficiency in all of the Faculty's courses.

Research and Research Training

The TCM discipline groups is under-performing in research relative to the rest of the Faculty. The factors that have contributed to this include: limited success in attracting external research grants; lack of Professor-level, research intensive or post-doc research fellows in the discipline group; not all staff are able to supervise HDR students; limited collaborations with successful researchers in other disciplines in the Faculty or the Faculty of Health; a historical focus on teaching and graduating health practitioners; a greater teaching workload than other disciplines; and a relatively greater reliance on teaching-only staff on short-term contracts (thereby reducing the proportion of TCM staff able to undertake research).

While the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM) has attracted significant philanthropic funding for its research, TCM has not been successful in this sector and only received limited funding from other sources for its research into the benefits of traditional Chinese medicine. Other than philanthropic funding, the major funding sources for

health-related research are the National Health and Medical Research Council (NHMRC) and the Medical Research Future Fund (MRRF). The MRRF's 2018-20 funding priorities do not specifically mention traditional Chinese medicine or complementary medicine; however its priorities include Comparative Effectiveness Research for 'research that engages patient populations that are typical in primary and acute care settings in randomised control trials'⁵. NHMRC has 'since 2007...provided more than \$67 million in funding for scientific research into complementary medicine and alternative therapies, through competitive, peer reviewed processes'⁶. The lack of success of TCM staff in attracting category 1 research funding and the lack of experience in leading or managing large funded collaborative research projects suggests that, without a significant change in individual researcher's profile or approach to research, there is limited potential for future success from these sources of research funding.

Conclusions

The UTS 2027 Strategy has the ambitious vision that "UTS will be a leading public university of technology recognised for our global impact". UTS has experienced rapid growth in recent years and its national and international reputations have also rapidly grown, and many areas of research and teaching are recognised as world-leading. The UTS 2027 Strategy puts UTS on a trajectory for continued and greater successes and for impact. The Faculty of Science, as a major contributor to the world-leading profile of UTS, is expected to play a significant role in the future successes of UTS. Recent changes in Commonwealth funding of universities, declining student demand in both the undergraduate and postgraduate domains, and ongoing increases in costs have focused attention on the need to reverse some of these market trends while also improving efficiencies. The UTS Course Viability Analysis revealed that TCM courses are a 'loss maker' and have below standard Quality Index. The Faculty's internal financial analysis revealed that TCM had a net position of -\$1.48M in 2018. There is limited scope to significantly improve the course's financial position. While other courses in the Faculty are also financial 'loss makers' they are traditional science disciplines and have active and successful research programs. Notwithstanding the positives of TCM (its reputation with the profession and practitioners locally and internationally; the commendable record of teaching; its provision of internship-like experiences and study abroad opportunities), there is a strategic need to address the financial and research performance issues so the Faculty is optimally placed to support UTS 2027.

The following options for the future of TCM have been informed by the findings of this review. They include options to retain and invest, transfer to Western Sydney University, or discontinue.

⁵ Source: <https://beta.health.gov.au/resources/publications/australian-medical-research-and-innovation-priorities-2018-2020>

⁶ Source: <https://www.nhmrc.gov.au/health-advice/all-topics/complementary-medicines>

Option 1: Retain TCM and Invest in its Renewal

Requirements

Appoint a research intensive Chair of TCM (supported by research fellows and research funding); appoint an additional four research active academic staff (to cover the teaching currently done by sessional and casual staff and reduce the teaching load of other staff); undertake a change management or competitive re-appointment process for existing staff with priority given to demonstrated excellence in research and teaching.

Re-develop the TCM courses (while maintaining external accreditation) to: improve efficiency of delivery; attract significantly greater numbers of commencing students; address the quality issues revealed by the 2018 CVA.

Develop new PG offerings, and new short courses (e.g. for ongoing professional development of practitioners).

Facilitate collaborations with researchers elsewhere in the Faculty of Science and with the Faculty of Health.

Develop and roll-out a re-branding communications and marketing strategy that focuses on the science-based and evidence-led foundations of TCM at UTS, and the profile of the Faculty of Science that includes TCM.

Benefits and Opportunities

Growth in the research profile and performance of the TCM discipline, and greater potential to attract large competitive grants.

TCM viewed as a significant contributor to the Faculty's achievements.

The Faculty retains and increases its international fee-paying student load, and number of students undertaking study abroad and internship-like experiences.

Improvements in the position of the TCM courses in the CVA.

Some stability for existing TCM staff and students.

Risks and Impacts

Disruption to currently employed TCM staff arising from the change management process.

The time required to realize the expected growth in research performance (3-5 years, allowing for establishment of newly recruited staff).

Difficulty, or delays in, attracting a suitable Chair-level appointee and the additional academic appointments.

The financial investment required may constrain the Faculty's ability to invest in other already established areas where the risks are less.

Uncertainty about Commonwealth funding for additional student places.

The growth in quality and reputation of Chinese universities may limit the attractiveness of UTS as a destination for overseas students wanting to study TCM.

Ongoing competition from the other universities with established and successful TCM research programs may constrain the chances for significant growth in research performance (especially external grant success).

The possibility of further losses of health insurance rebates for complementary medicine treatments might make the profession less attractive and reduce the numbers of commencing students, and reduce investment in clinical trials research.

DRAFT

Option 2: Transfer to Western Sydney University

Requirements

Agreement from WSU on the details of the transfer, including numbers of staff that would move to WSU.

Determine and agree to the credit transfer arrangements for students currently enrolled in the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (WSU offers a three-year Bachelor of International Studies with a major in Chinese languages), and the impact (if any) on transferring students to have an academic record that meets accreditation requirements.

WSU able to provide teaching resources, including necessary clinic teaching hours.

Integration of TCM students with WSU cohorts of TCM students.

Staff communications, consultations and support.

The Faculty of Science retains the TCM taught EFTSL and allocates it to other courses.

Benefits and Opportunities

The Faculty's overall teaching efficiency is improved, arising from a reduction in direct costs of Withheld under GIPA (assuming total Faculty EFTSL is unchanged).

TCM staff have secure employment at WSU.

Space becomes available within the Faculty (e.g. the TCM Clinic) that can be repurposed/refitted to support the Faculty's other strategic outcomes.

TCM staff and students re-housed in an allied academic environment at WSU.

No requirement to teach-out the currently enrolled students.

Consistent science-based brand of the UTS Faculty of Science.

Positive perceptions among other staff and managers about the utility of the 2018 UTS Course Viability Analysis project.

Support for further development of a productive relationship with WSU.

Risks and Impacts

WSU might not agree to transfer all staff and so some staff may lose their job.

Damage to UTS reputation among: affected TCM staff and students, TCM stakeholders and institutions involved in MoUs.

Damage to UTS reputation at WSU if move does not deliver expected benefits to WSU.

Some students might be unwilling/unable to transfer to WSU and change to a private provider, thereby reducing the financial benefit to WSU.

Students' overall experience of UTS negatively impacted.

Short-term costs to refurbish the vacated TCM Clinic and teaching spaces for other uses.

Staff employed as casuals to teach TCM subjects at UTS lose that income.

Loss of 18.5 taught load EFSTL (~ \$526,000) from non-TCM subjects offered by the Faculty of Science that were taken by TCM students

Loss of 4.1 taught load EFTSL from subjects offered by the Faculty of Health and 1.7 taught load EFTSL from subjects offered by the Faculty of Arts and Social Sciences.

Reduction in total number of international fee-paying students from the Faculty of Science, representing 5.8 taught load EFTSL (\$172,414).

Reduced choice of elective subjects for non-TCM students who would have chosen a TCM subject as an elective.

Loss of the external, community-facing TCM Clinic and the associated reputation damage to UTS within this community

Reduction in the Faculty's student mobility outcomes due to a decline in total numbers of students travelling overseas for study abroad as part of their course.

Reductions in the Faculty's international, fee-paying student load (without any growth from other areas in the Faculty) leading to negative impacts on the associated KPIs.

Option 3: Discontinue TCM at UTS

Requirements

Teach-out the currently enrolled students, including the requirements to maintain the external accreditation of the TCM courses.

Change plan for TCM staff, which might include internal transfers, redundancy payments, or other options.

Provision of career and psychological support for affected staff and students.

Development and delivery of a communications plan that covers TCM staff and students; other staff and students in the Faculty of Science; wider UTS community of staff and students; external stakeholders; and MoU partners.

Development and delivery of a plan for closure of the TCM Clinic, while meeting the remaining students' needs for supervised clinic time to fulfil the professional accreditation requirements, and any ongoing treatment needs for patients.

The Faculty of Science retains the TCM taught EFTSL and allocates it to other courses.

Benefits and Opportunities

The Faculty's overall teaching efficiency is improved, arising from a reduction in direct costs of ^{Withheld} ~~Under GIPA~~ (assuming total Faculty EFTSL is unchanged).

Frees up space that can be re-purposed to drive Faculty of Science and UTS 2027 strategic outcomes.

Ensures resources within Faculty are closely aligned to the overall Faculty strategy.

Positive perceptions among other Faculty of Science staff about Faculty's commitment to core Faculty business.

Greater clarity about Faculty's core business.

Positive perceptions among other staff and managers about the utility of the 2018 UTS Course Viability Analysis project.

Risks and Impacts

Job losses or reduced income of TCM staff (continuing, fixed-term, and casuals) with associated social and psychological issues and impacts on academic career progression.

Negative feedback and reputational damage among external TCM-related stakeholders and partner institutions involved in MoUs.

Dissatisfaction among some non-TCM staff at loss of colleagues.

Teach-out of remaining students could take up to five years, be difficult to deliver (e.g. with existing staff leaving to pursue job opportunities with longer term prospects), and lead to opportunity costs to the remaining staff who have to manage teaching delivery.

Loss of some research outcomes for the Faculty and UTS.

Short-term costs to refurbish the vacated TCM Clinic and teaching spaces for other uses.

Reduced choice of elective subjects, for non-TCM students who would have chosen a TCM subject as an elective.

Loss of 18.5 taught load EFSTL (~ \$526,000) from non-TCM subjects offered by the Faculty of Science that were taken by TCM students

Loss of 4.1 taught load EFTSL from subjects offered by the Faculty of Health and 1.7 taught load EFTSL from subjects offered by the Faculty of Arts and Social Sciences

Loss of the external, community-facing TCM Clinic and the associated reputation damage to UTS within this community

Reduction in the Faculty's student mobility outcomes due to a decline in total numbers of students travelling overseas for study abroad as part of their course.

Reductions in the Faculty's international, fee-paying student load (without any growth from other areas in the Faculty) leading to negative impacts on the associated KPIs.

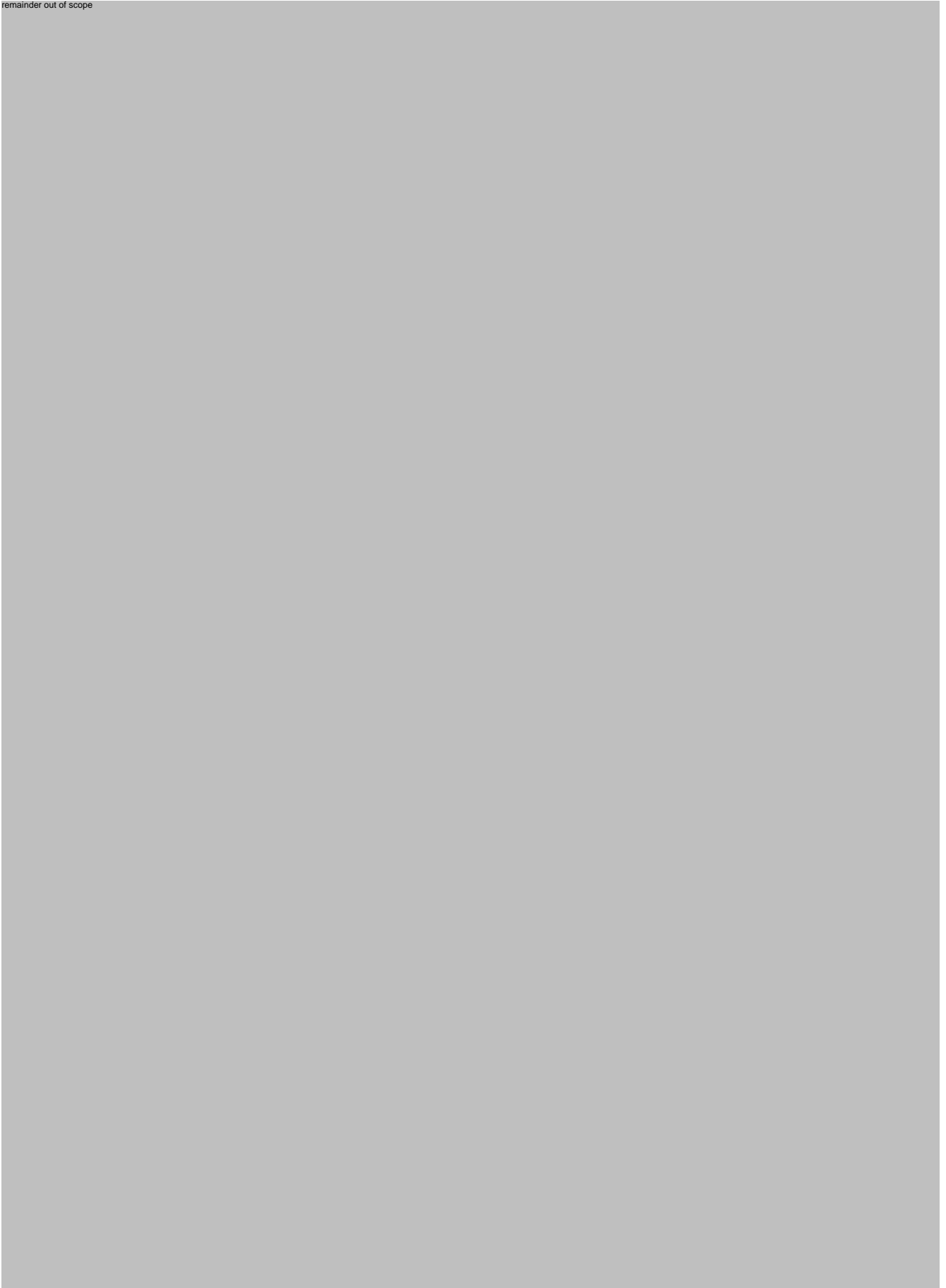
DRAFT

Appendix 1. Results of the 2018 Course Viability Analysis.

Withheld under GIPA



remainder out of scope



out of scope



out of scope



out of scope



out of scope



out of scope



From: [Andrew Parfitt](#)
To: [Denise Kirkpatrick](#)
Subject: Re: Follow up TCM and teaching awards
Date: Wednesday, March 6, 2019 9:53:23 AM
Attachments: [image001.png](#)

No problem – we also need to activate the discussion about out of scope. I think our colleagues have been too busy to organise our diaries

Andrew.

Professor Andrew Parfitt^{UTS}
Provost and Senior Vice-President

University of Technology Sydney

Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

T. +61 (02) 9514 1350

E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: Denise Kirkpatrick <D.Kirkpatrick@westernsydney.edu.au>
Date: Wednesday, 6 March 2019 at 8:32 am
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: Re: Follow up TCM and teaching awards

Dear Andrew

Thankyou very much. We would definitely like to have a follow up discussion. I'll get my office to get this started.

Regards

Denise

Get [Outlook for iOS](#)

From: Andrew Parfitt <andrew.parfitt@uts.edu.au>
Sent: Wednesday, March 6, 2019 8:27 am
To: Denise Kirkpatrick
Subject: FW: Follow up TCM and teaching awards

Denise,

Here is the demographic data I sent last year. Final decision on TCM will be before the end of the month - staff are being updated today, so if there is any interest from your end let me know and we can factor this in for further discussion.

Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

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E. Andrew.Parfitt@uts.edu.au
W. [uts.edu.au <http://uts.edu.au/>](http://uts.edu.au)

On 26/11/18, 11:21 am, "Andrew Parfitt" <Andrew.Parfitt@uts.edu.au> wrote:

Checking on dates for awards. Either Great Hall or Aerial Conference Centre.

Confidentially, attached postcodes by session address and home address.

Andrew.

Professor Andrew Parfitt
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University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
T. +61 (02) 9514 1350
E. Andrew.Parfitt@uts.edu.au
W. [uts.edu.au <http://uts.edu.au/>](http://uts.edu.au)

On 26/11/18, 11:11 am, "Denise Kirkpatrick" <D.Kirkpatrick@westernsydney.edu.au> wrote:

Dear Andrew

You were going to send me the student enrolment demographics for TCM, would it be possible to do so please?

Thanks for the offer of a venue for the NSW teaching awards, could you let me know if either of these dates would be suitable?

Wednesday 17th April 2019

Thursday 18th April.

If one of these works I'll circulate our colleagues to lock in the date.

Thanks

Denise

Sent from my iPad

UTS CRICOS Provider Code: 00099F DISCLAIMER: This email message and any accompanying attachments may contain confidential information. If you are not the intended recipient, do not read, use, disseminate, distribute or copy this message or attachments. If you have received this message in error, please notify the sender immediately and delete this message. Any views expressed in this message are those of the individual sender, except where the sender expressly, and with authority, states them to be the views of the University of Technology Sydney. Before opening any attachments, please check them for viruses and defects. Think. Green. Do. Please consider the environment before printing this email.

From: [Andrew Parfitt](#)
To: [Denise Kirkpatrick](#)
Subject: FW: Follow up TCM and teaching awards
Date: Wednesday, March 6, 2019 7:58:31 AM
Attachments: [Traditional Chinese Medicine Admitted students postcodes session and hom....xlsx](#)

Denise,

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Andrew.

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Provost and Senior Vice-President

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W. [uts.edu.au <http://uts.edu.au/>](http://uts.edu.au)

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Thursday 18th April.

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Thanks
Denise
Sent from my iPad

From: [Dianne Jolley](#)
To: [Attila Brungs](#); [Andrew Parfitt](#)
Subject: visit to FOS senior managers 06March2019
Date: Tuesday, March 5, 2019 10:01:14 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hello Attila and Andrew,

Apologies for the late email re your visit to senior management group in Science tomorrow. I have asked staff about questions that they want to explore with you.

I suspect that the Traditional Chinese Medicine program will be raised by our Associate Dean (T&L).

They will have received an update prior to your arrival, but more clarity may be sought.

“TCM staff were informed on Monday 4th March that the TCM program does not fit in the Faculty of Health, because (i) Health does not teach undergraduate complimentary medicine (ii) Health only has one complimentary therapies research program (philanthropically funded), with one subject embedded within a public health masters, and (iii) complimentary medicine is not within the scope of the evolving Health Faculty strategy.

Bill Gladstone is providing the report to the TCM team on Wednesday 6th March, and they will have until Friday 15th March to provide comment. The report will not contain any ‘options’ for the future of the TCM program. Staff comments will be considered and a final report with options and recommendations will be provided to you by 22nd March. The goal is to have an outcome for the program before the 2020 marketing material is available.”

The two questions raised by Science senior management group would be better directed to Kate and I can forward them to her tomorrow, but as an FYI for you.

- Explore your views on partnering with accelerator companies, i.e. not just a single industry partner, but a company geared towards facilitating the right connections and helping to establish a broader network, potentially involving multiple faculties in the uni (thinking Health strategy)
- An update on when we can expect outcomes from the reviews on International scholarships and the KTP program would be useful

Best wishes,
Dianne

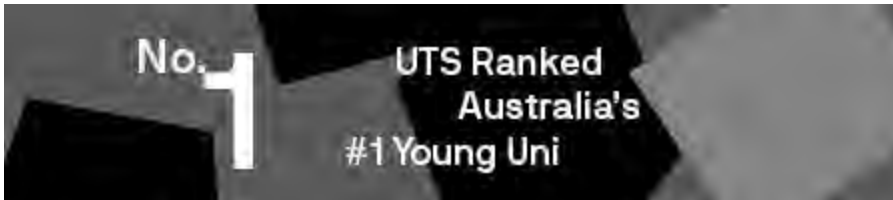
Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W. uts.edu.au



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From: [Dianne Jolley](#)
To: [Andrew Parfitt](#)
Subject: TCM review update and timeline
Date: Sunday, March 3, 2019 2:50:20 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hello Andrew,

Bill and I discussed the TCM report and timeline on Friday afternoon.

TCM staff will be informed on Monday 4th March that the TCM program does not fit in the Faculty of Health, because (i) Health does not teach undergraduate complimentary medicine (ii) Health only has one complimentary therapies research program (philanthropically funded), with one subject embedded within a public health masters, and (iii) complimentary medicine is not within the scope of the evolving Health Faculty strategy.

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Best wishes
Dianne

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Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



From: [Margaret Connolly](#)
To: [Greg Welsh](#)
Subject: RE: Confidential
Date: Tuesday, February 26, 2019 12:13:00 PM

OK, thanks Greg.

MC

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Monday, 25 February 2019 9:39 AM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: Re: Confidential

'Hi Greg,

We have gone to print as our usual print deadline is early Feb to get delivery by CAT Day.

Science team should also have gone to print with their faculty guide.

Thanks
Aditi '

From: Margaret Connolly
Sent: 22 February 2019 12:38:15
To: Greg Welsh
Subject: RE: Confidential

Hi Greg

Sorry not to reply to this earlier.

As I understand it Science is still working through the TCM assessment and I think a report might just be at the beginning of drafting. Andrew may need to give the faculty a drop-dead date for a decision for 2020. Do you know what that might be in terms of the Guide or should I just talk to Aditi directly?

Regards

Margaret

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Friday, 25 January 2019 8:54 AM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: FW: Confidential

Hiya Margaret

Haven't heard back from Bill or Andy on this yet. I seem to vaguely recall an email saying offers

would be suspended for 2020 – does that ring any bells with you? If not, don't worry, I'll wait for them to come back to me

Happy Friday

Greg

From: Greg Welsh

Sent: Wednesday, 23 January 2019 11:29 AM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Subject: FW: Confidential

Hi Bill and Andy

How should we advise the student recruitment area regarding the course guide for next year?

Best wishes

Greg

From: Aditi Raheja <Aditi.Raheja@uts.edu.au>

Sent: Monday, 21 January 2019 2:59 PM

To: Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: Re: Confidential

Hi Greg,

Happy New Year! Hope you had a good break.

We are working on the 2020 UG Guide and wanted to see if there were any updates on this course as it is currently listed in the guide.

Thanks,

Aditi

From: Greg Welsh

Sent: Tuesday, 13 November 2018 5:54:51 PM

To: Catherine Dumper

Cc: Jacqui Wise; Tim Maillet; Aditi Raheja

Subject: Re: Confidential

Thanks very much, Catherine, that is a perfect summary for the moment. I'll consult with the Faculty and get back to you on next steps

Best wishes

Greg

Sent from my iPhone

On 13 Nov 2018, at 5:43 pm, Catherine Dumper <Catherine.Dumper@uts.edu.au> wrote:

Hi Greg

Unfortunately offers for 2019 have already commenced.

UTS International made three (3) offers in October to the B Health Science in TCM, and my team recently reissued offers to ten (10) domestic applicants that had a deferred offer for this course from Autumn 2018.

UTS International may also have more in the pipeline that are not yet on the student system. You will need to consult with them.

Additionally, there are 88 current domestic applications in UAC for Autumn 2019 with one of these two courses listed as a preference, 51 of these are a first preference (79 unique applicants).

The next offer round where applicants (i.e. current Year 12 students) would expect to receive an offer (and we have advised UAC we will be making offers to all open courses) is December Round 2. Details to make offers in this Round need to be finalised by 10th December - so we would need a decision by then at the absolute latest.

As a number of offers are already out there an earlier decision is best in the event UTS decides to rescind the offers already made. I would also encourage an early decision for all those applicants that have currently preferenced these courses with UAC as they will need time to consider their options if this course does not proceed for 2019.

Please let me know if you need any more information.

Regards
Catherine

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: Greg Welsh
Sent: Tuesday, 13 November 2018 5:05 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>

Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Tim Maillet <Tim.Maillet@uts.edu.au>;
Aditi Raheja <Aditi.Raheja@uts.edu.au>

Subject: Confidential

Hi Catherine

Am hoping you can help answer some questions I have on a confidential matter. If it's easier for us to get together to discuss, I'd be happy to do that and am free all afternoon tomorrow. I've copied in Tim, Aditi and Jacqui in case they are able to contribute also.

The Dean of the Faculty of Science, Prof Bill Gladstone is currently writing an options paper relating to the future of the Traditional Chinese Medicine program at UTS, which he will provide to the Provost for a decision in the next few weeks. One of the possible options will be that the program (relating to the teaching of both the B Health Science in TCM and the double degree with BA Int) closes. Naturally, any change such as that would go through the normal consultation discussions with the relevant impacted staff and their unions as described in our Enterprise Agreements as well as through decision making bodies such as Faculty Board etc etc.

Whilst a decision around the preferred option may not be made before Christmas, the Faculty is currently planning on the various possible impacts, including on students. If the program closes, or is sold to another institution, current students would need to be taught out over a number of years.

Given the closure of the program is a possibility, the Dean is concerned about accepting a new intake for 2019. He understands that the Faculty is able to temporarily 'suspend' offers, but needs to better understand the key dates involved. If no cohort is accepted for 2019 but the program continues, it will be without a cohort for a year.

Are you able to please advise what the key deadlines are for making offers/advising UAC and anything else material? MCU might also chime in with strategies to support whatever decision is made with marketing/communications.

Appreciate any help. Please keep this confidential, as not all potentially affected staff etc have been formally advised at this stage

Best wishes

Greg

Greg Welsh

Deputy Director, External Communication

Marketing and Communication Unit

University of Technology Sydney

T. +61 (02) 9514 1608

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

uts.edu.au

[<image001.png>](#)

From: [Margaret Connolly](#)
To: [Greg Welsh](#)
Subject: RE: Confidential
Date: Friday, January 25, 2019 10:10:00 AM

Hi Greg

I think the plan was for 2019 to be the final intake but I don't think things have progressed too far as yet. Andrew is away today but I'll check with him Tuesday and let you know.

Regards

Margaret

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Friday, 25 January 2019 8:54 AM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: FW: Confidential

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Regards
Catherine

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Student Administration Unit
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From: Greg Welsh
Sent: Tuesday, 13 November 2018 5:05 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Tim Maillet <Tim.Maillet@uts.edu.au>;
Aditi Raheja <Aditi.Raheja@uts.edu.au>
Subject: Confidential

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uts.edu.au

<image001.png>

From: [Margaret Connolly](#)
To: [Catherine Dumper](#); [Peter Meier](#); [Natasha Thompson](#); [Neelam Shukla](#); [Nikki Ekanayake](#); [Jacqui Wise](#)
Cc: [Anne Keohane](#); [Christopher Zaslowski](#); [William Gladstone](#); [Shuai Zheng](#); [Graham Nicholson](#)
Subject: RE: TCM 2019 intake
Date: Thursday, December 6, 2018 3:08:00 PM
Attachments: [image001.png](#)

Letting the student centres know is fine Catherine.

MC

From: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Sent: Thursday, 6 December 2018 12:16 PM
To: Peter Meier <Peter.Meier@uts.edu.au>; Natasha Thompson <Natasha.Thompson@uts.edu.au>; Neelam Shukla <Neelam.Shukla@uts.edu.au>; Nikki Ekanayake <Nalinika.Ekanayake@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Cc: Anne Keohane <Anne.Keohane@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>; Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Shuai Zheng <Shuai.Zheng@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>
Subject: RE: TCM 2019 intake

Thanks Peter, Thanks Margaret

For domestic applicants we can control in CASS which courses can be deferred and which can't - so it will be easy to make the two TCM courses non-deferrable.

Peter - there is currently a list of three other courses which are non-deferrable for UG domestic applicants - there is no reason given on the website as to why they cannot be deferred, so we don't need to include that text.

However the question may be - do we advise the Student Centre of this reason in case they receive any queries? Or should we be more discrete?

Regards
Catherine

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: Peter Meier <Peter.Meier@uts.edu.au>
Sent: Thursday, 6 December 2018 11:19 AM
To: Natasha Thompson <Natasha.Thompson@uts.edu.au>; Neelam Shukla <Neelam.Shukla@uts.edu.au>; Nikki Ekanayake <Nalinika.Ekanayake@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Anne Keohane <Anne.Keohane@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>; Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Shuai Zheng <Shuai.Zheng@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>
Subject: FW: TCM 2019 intake

Hi Natasha (and all),

Natasha - FYI below re the email exchange we were having.

My suggestion is that you continue with 2019 offers. You will need to inform all 2019 applicants that they will not be allowed to defer till 2020 on the basis that the course is being reviewed. I suggest you use the following set of words when communicating to international students or something similar that you may want to adapt:

“ the Chinese medicine course is under review in 2019. All intakes for 2020 will be suspended until this review is completed. Under these circumstances the University will not be able to defer enrolment to 2020. If you intend to enrol in this course you should do so for 2019.”

I understand from your previous email that you need to inform agents and other stakeholders to suspend advertising offers for 2020, and we are trying to do this discretely so I suggest the following simple statement for these stakeholders:

“ the Chinese medicine course is under review in 2019. All intakes for 2020 will be suspended until this review is completed.”

It is also important that admissions does not accept any deferrals from domestic students. These students can be informed using the same set of words: “ the Chinese medicine course is under review in 2019. All intakes for 2020 will be suspended until this review is completed. Under these circumstances the University will not be able to defer enrolment to 2020. If you intend to enrol in this course you should do so for 2019.” Should further information be required applicants can contact the Faculty.

I understand there is one student from Insearch for 2019 and in the interests of equity I will inform Insearch that this student can proceed with their 2019 enrolment, but will not be able to defer and I will also inform Insearch not to enrol any students for a TCM pipeline for 2020. I believe this decision is consistent with the wishes of the Provost.

regards
Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Sent: Thursday, 6 December 2018 10:41 AM
To: William Gladstone <William.Gladstone@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>;
Nikki Ekanayake <Nalinika.Ekanayke@uts.edu.au>; Neelam Shukla <Neelam.Shukla@uts.edu.au>;
Jacqui Wise <Jacqui.Wise@uts.edu.au>; Catherine Dumper <Catherine.Dumper@uts.edu.au>;
Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>
Cc: Iain Watt <Iain.Watt@uts.edu.au>
Subject: TCM 2019 intake

Good morning all

The Provost has reconsidered the TCM intake for 2019. He is OK to take international students directly and through UAC if we can manage deferrals – he does not want any deferrals to 2020. Could you advise if we can manage this?

Regards

Margaret

Margaret Connolly
Executive Officer

Provost's Office
University of Technology Sydney
T. +61 (02) 9514 1658
PO Box 123 Broadway NSW 2007 Australia



From: [Margaret Connolly](#)
To: [Nikki Ekanayake](#); [Neelam Shukla](#); alex.murphy@insearch.edu.au; ["Belinda.Howell@insearch.edu.au"](mailto:Belinda.Howell@insearch.edu.au); [Timothy Laurence](#)
Cc: [William Gladstone](#); [Iain Watt](#); [Andrew Parfitt](#)
Subject: Traditional Chinese Medicine
Date: Thursday, November 29, 2018 4:53:45 PM
Attachments: [image002.png](#)

Hello all

The Provost has approved the suspension of intakes of international students into the Bachelor of Traditional Chinese Medicine for 2019 while the program is reviewed. Domestic students will continue to be accepted.

Students currently in the pipeline from Insearch for entry to UTS in 2019 will be accepted (I understand there is one student at the moment).

The Provost requests that Insearch suspend intakes of students for this pathway to UTS.

As the TCM review is underway, UTS will not be making any announcements regarding the program and would ask that this suspension be managed discretely.

Advice on the position for 2020 will be available early next year.

Regards

Margaret

Margaret Connolly

Executive Officer

Provost's Office

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PO Box 123 Broadway NSW 2007 Australia



From: [Peter Meier](#)
To: [Margaret Connolly](#)
Cc: [William Gladstone](#); [Christopher Zaslowski](#)
Subject: FW: Traditional Chinese Medicine
Date: Wednesday, December 5, 2018 5:36:53 PM
Attachments: [image022.png](#)
[image023.png](#)
[image006.png](#)
[image007.png](#)
[image001.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
Importance: High

Hi Margaret,

Could you perhaps prompt the provost for a response to my email. I am informed by international that the course is still being promoted and if the intention is really to not take advantage of the income from 14 international students for 2019 then I need to shutdown this pathway immediately or alternately let the students in before they change their minds. At least one of them who has received a conditional offer is emailing us.

thanks
Peter

From: Peter Meier
Sent: Monday, 3 December 2018 5:59 PM
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; William Gladstone
 (William.Gladstone@uts.edu.au) <William.Gladstone@uts.edu.au>
Cc: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>; Margaret Connolly
 (Margaret.Connolly@uts.edu.au) <Margaret.Connolly@uts.edu.au>
Subject: FW: Traditional Chinese Medicine
Importance: High

Dear Andrew and Bill,

If I interpret the email chain below correctly, it appears that there are 14 offers to international students for the TCM course in the balance for 2019 and 1 for 2020.

I understand there was a decision taken to suspend international and InSearch students for 2019, whilst allowing local student offers to continue. Whilst I can respect this decision, I'm not clear as to why international students would not be accepted for 2019 as they would follow the same path as domestic students and would finish at the same time and be subject to the same transition arrangements as domestic students. It makes sense that we would not offer in 2020 whilst a review is underway, but I don't understand why we would turn away income from potentially 14 international students in 2019.

I'm also being asked if we would like to handle the suspension in a way other than a broadcast email to stakeholders given the directive to handle this with discretion. I'm not entirely clear how to handle this with discretion that does not impact on the international reputation of the course. My only suggestion is to simply say the course is under review for 2020, and make no further statement as to why or any potential outcomes.

Can you confirm that we really wish to turn away 14 potential international students for 2019 rather than stop offers from 2020 onwards (which currently affects only 1 student)? Also if my simple suggestion above is sufficiently discrete?

thanks

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: Anne Keohane
Sent: Monday, 3 December 2018 10:23 AM
To: Peter Meier <Peter.Meier@uts.edu.au>
Subject: FW: Traditional Chinese Medicine
Importance: High

Hi Peter,

How are we handling this? Can we offer them a place in another course?

Anne

Anne Keohane
Academic Programs Manager

Faculty of Science
University of Technology, Sydney
T +61 (02) 9514 7822
PO Box 123 Broadway NSW 2007 Australia

uts.edu.au





From: Natasha Thompson
Sent: Monday, 3 December 2018 8:31 AM
To: Anne Keohane <Anne.Keohane@uts.edu.au>
Subject: FW: Traditional Chinese Medicine

Hi Anne

I have been cc'd to a chain of emails alerting me to the suspension of intakes of international students into the Bachelor of Traditional Chinese Medicine for 2019. Could you please advise on the following:

1. To immediately cease the promotion and acceptance of applications for **2019 onwards** into:
 C10186 Bachelor of Health Science in Traditional Chinese Medicine
 C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies
2. Please advise how Faculty would like to manage the pipeline applicants (total 15 applications for C10186 only) – honour applications or other?

C10186 Bachelor of Health Science in Traditional Chinese Medicine -

2019:

Conditional Acceptance (from Insearch) – 1

Conditional Offer – 5

Offer – 3

Applied (pre-offer stage) – 5

2020:

Applied (pre-offer stage) – 1

Please note, on your confirmation and as standard procedure, I will be sending a broadcast of the course change to UTSI, Insearch and Hobson (Hobson manages our online enquiries). The UTSI Agent portal will be also updated. Given Margaret's advice to manage the suspension discreetly, please advise if you would like this communication managed differently to our standard procedure?

Thanks

Natasha

From: Mei-Ling Chen <Mei-Ling.Chen@insearch.edu.au>
Sent: Friday, November 30, 2018 12:42 PM
To: Neelam Shukla <Neelam.Shukla@uts.edu.au>
Cc: Natasha Thompson <Natasha.Thompson@uts.edu.au>
Subject: FW: Traditional Chinese Medicine

Hi Neelam,

I received the advice about the suspension of intakes of international students into the Bachelor of Traditional Chinese Medicine for 2019 while the program is reviewed.

Can you advise me if the suspension also applies to the combined degree: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies?

Thank you
Mei-ling

Mei-ling Chen

Student Sponsorship, Compliance and Reporting – Team Leader

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Level 8, 187 Thomas Street, Sydney, NSW 2000 Australia.

insearch.edu.au



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a registered private higher education provider of pathways to UTS.

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Student Centre office hours, please contact UTS Security on 1800 249 559

From: [Margaret Connolly](#)
To: [William Gladstone](#)
Cc: [Sam Sandford](#)
Subject: RE: TCM
Date: Thursday, November 22, 2018 3:41:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Bill

I've had a chat with Andrew. He's asked if you would check with HR on whether there would be any industrial relations implications from suspending the student intake, and if so, how they might be managed.

I'll ask Sam to book in a meeting for you and Andrew as soon as possible after the 27th given that you will have an idea of the staff's take on this.

Hope you Withheld under GIPA.

Regards

Margaret

From: William Gladstone
Sent: Wednesday, 21 November 2018 8:52 PM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: RE: TCM

Hi Margaret

Yes, I am following the timeline recommended by HR (outlined to Andrew in the attached email). I am hosting the first TCM-staff consultation session next week (Tues 27 Nov).

I would like to discuss this with Andrew, as the timing is presenting some risks re student preferences for 2019.

Thanks very much

Bill

Professor William Gladstone GAICD
Interim Dean

Faculty of Science

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From: Margaret Connolly
Sent: Wednesday, 21 November 2018 4:31 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: TCM

Hi Bill

Andrew just asked me to check in with you on TCM options - do you have a timeline for advice on this one? If you would like to have a discussion with Andrew, let me know and I can book in a time.

Regards

Margaret

Margaret Connolly
Executive Officer

Provost's Office
University of Technology Sydney
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PO Box 123 Broadway NSW 2007 Australia

From: [Andrew Parfitt](#)
To: [William Gladstone](#)
Subject: Re: TCM option
Date: Wednesday, November 14, 2018 9:01:23 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Bill,

A key element for me is related to whether the Faculty has in view that it can shed sufficient costs in time to cover the reduction in revenue for 2019 if we don't take a cohort. Have we modelled the options? I'm also interested as to why we issued offers to deferred applicants – I wonder how many have accepted and what our options are here?

Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
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E. Andrew.Parfitt@uts.edu.au
W. uts.edu.au



From: William Gladstone <William.Gladstone@uts.edu.au>
Date: Wednesday, 14 November 2018 at 7:13 am
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: TCM option

Dear Andrew

I met yesterday with staff from HRU and MCU to discuss the development of the Traditional Chinese Medicine options paper, the consultation needs and timelines, and also the necessary internal and external communications.

We developed a draft timeline that indicated the options paper would be submitted to the SEM meeting on 24 January. This allowed time for development of the first draft of the options paper (and your feedback), for TCM staff to provide feedback on the draft options paper, for Faculty

leadership to provide feedback, a wish not to make a decision that could be significantly impactful on staff immediately before Christmas, and for the meeting schedule of SEM.

Late yesterday we were advised by Catherine Dumper that

- UTS International made three (3) offers in October to the B Health Science in TCM
- her team recently reissued offers to ten (10) domestic applicants that had a deferred offer for this course from Autumn 2018
- there are 88 current domestic applications in UAC for Autumn 2019 with one of these two courses (i.e. TCM course, double degree with BA International Studies) listed as a preference, 51 of these are a first preference (79 unique applicants).
- the next offer round where applicants (i.e. current Year 12 students) would expect to receive an offer (and we have advised UAC we will be making offers to all open courses) is December Round 2. Details to make offers in this Round need to be finalised by 10th December

Considering the time HRU advised we need to allow for staff consultations, we cannot achieve the 10 December deadline for Round 2 offers.

When we last spoke you mentioned the option of suspending offers – would that provide sufficient time for a decision to be made by 24 January? The 24 January deadline is also based on what we knew about the VC's availability at SEM meetings.

Thanks very much

Bill

Professor William Gladstone GAICD
Interim Dean

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From: Greg Welsh

Sent: Tuesday, 13 November 2018 5:59 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Georgia Nielsen <Georgia.Nielsen@uts.edu.au>

Subject: Fwd: Confidential

Sent from my iPhone

Begin forwarded message:

From: Catherine Dumper <Catherine.Dumper@uts.edu.au>

Date: 13 November 2018 at 5:43:28 pm AEDT

To: Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>, Tim Maillet <Tim.Maillet@uts.edu.au>, Aditi Raheja <Aditi.Raheja@uts.edu.au>

Subject: RE: Confidential

Hi Greg

Unfortunately offers for 2019 have already commenced.

UTS International made three (3) offers in October to the B Health Science in TCM, and my team recently reissued offers to ten (10) domestic applicants that had a deferred offer for this course from Autumn 2018.

UTS International may also have more in the pipeline that are not yet on the student system. You will need to consult with them.

Additionally, there are 88 current domestic applications in UAC for Autumn 2019 with one of these two courses listed as a preference, 51 of these are a first preference (79 unique applicants).

The next offer round where applicants (i.e. current Year 12 students) would expect to

receive an offer (and we have advised UAC we will be making offers to all open courses) is December Round 2. Details to make offers in this Round need to be finalised by 10th December - so we would need a decision by then at the absolute latest.

As a number of offers are already out there an earlier decision is best in the event UTS decides to rescind the offers already made. I would also encourage an early decision for all those applicants that have currently preferenced these courses with UAC as they will need time to consider their options if this course does not proceed for 2019.

Please let me know if you need any more information.

Regards
Catherine

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: Greg Welsh
Sent: Tuesday, 13 November 2018 5:05 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Tim Maillet <Tim.Maillet@uts.edu.au>;
Aditi Raheja <Aditi.Raheja@uts.edu.au>
Subject: Confidential

Hi Catherine

Am hoping you can help answer some questions I have on a confidential matter. If it's easier for us to get together to discuss, I'd be happy to do that and am free all afternoon tomorrow. I've copied in Tim, Aditi and Jacqui in case they are able to contribute also.

The Dean of the Faculty of Science, Prof Bill Gladstone is currently writing an options paper relating to the future of the Traditional Chinese Medicine program at UTS, which he will provide to the Provost for a decision in the next few weeks. One of the possible options will be that the program (relating to the teaching of both the B Health Science in TCM and the double degree with BA Int) closes. Naturally, any change such as that would go through the normal consultation discussions with the relevant impacted staff and their unions as described in our Enterprise Agreements as well as through decision making bodies such as Faculty Board etc etc.

Whilst a decision around the preferred option may not be made before Christmas, the Faculty is currently planning on the various possible impacts, including on students. If the program closes, or is sold to another institution, current students would need to be taught out over a number of years.

Given the closure of the program is a possibility, the Dean is concerned about accepting a new intake for 2019. He understands that the Faculty is able to temporarily 'suspend' offers, but needs to better understand the key dates involved. If no cohort is accepted for 2019 but the program continues, it will be without a cohort for a year.

Are you able to please advise what the key deadlines are for making offers/advising UAC and anything else material? MCU might also chime in with strategies to support whatever decision is made with marketing/communications.

Appreciate any help. Please keep this confidential, as not all potentially affected staff etc have been formally advised at this stage

Best wishes
Greg

Greg Welsh

Deputy Director, External Communication
Marketing and Communication Unit
University of Technology Sydney

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From: [William Gladstone](#)
To: [Andrew Parfitt](#)
Cc: [Fiona Thomas](#)
Subject: Re: TCM options
Date: Wednesday, November 7, 2018 6:18:45 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Thanks very much Andrew

Regards

Bill

Professor William Gladstone
Interim Dean
Faculty of Science
University of Technology Sydney
PO Box 123
Broadway NSW 2007
William.Gladstone@uts.edu.au

Sent from my iPhone

On 7 Nov 2018, at 5:26 pm, Andrew Parfitt <Andrew.Parfitt@uts.edu.au> wrote:

Bill,

The process looks sound.

Thanks,
Andrew.

Professor Andrew Parfitt 
Provost and Senior Vice-President

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Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
T. +61 (02) 9514 1350
E. Andrew.Parfitt@uts.edu.au
W. uts.edu.au

<image001.png>

From: William Gladstone <William.Gladstone@uts.edu.au>
Date: Wednesday, 7 November 2018 at 5:08 pm
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: TCM options

Dear Andrew

HRU have detailed a process for developing the TCM options paper (attached), and have confirmed with the IR team that this is suitable.

You will see that there are 2 periods of consultation with TCM staff, each lasting 2 weeks, and consultation with SEM has also been included.

The combined time needed for the development, and 2 periods of consultation, and preparation of final proposal, will push the timeline beyond the date when we would normally offer places to students who have listed TCM as a preference.

You will see on the 2nd page that we identified 'suspension' of offers as an option, for your advice.

Can you please let me know your views, and I will amend as needed.

HRU are also organizing a meeting with staff from internal and external comms so we can prepare the necessary comms for TCM staff, students, other UTS staff, and external stakeholder organisations.

Thanks very much

Bill

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Interim Dean

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From: [William Gladstone](#)
To: [Andrew Parfitt](#)
Cc: [Fiona Thomas](#)
Subject: TCM options
Date: Wednesday, November 7, 2018 5:08:07 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[Change Strategy for discussion with Andrew.docx](#)

Dear Andrew

HRU have detailed a process for developing the TCM options paper (attached), and have confirmed with the IR team that this is suitable.

You will see that there are 2 periods of consultation with TCM staff, each lasting 2 weeks, and consultation with SEM has also been included.

The combined time needed for the development, and 2 periods of consultation, and preparation of final proposal, will push the timeline beyond the date when we would normally offer places to students who have listed TCM as a preference.

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Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

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TCM Change Strategy for Discussion with Provost

Action	Key Activities	Responsible	Timeline
Options Paper	Develop Options Paper on the future of Traditional Chinese Medicine Options will include: <ul style="list-style-type: none"> - Continuation with evolution (with input from Christopher Zaslowski) - Transfer to Faculty of Health - Transfer of Business - Discontinue 	Bill Gladstone	TBD
Communication Plan	Communication workshop for internal and external comms. Identify key stakeholders and develop Communication Plan including any media responses that may be required	Bill Gladstone / Andrea Leigh / MCU / HRU	TBD
Support for Staff in TCM	Develop a program of support for relevant staff in TCM throughout the program of change	Bill Gladstone / Andrea Leigh / HRU	TBD
Consultation on options	Provide relevant staff / stakeholders within Traditional Chinese Medicine with a Consultation Paper on the options outlined within the Options Paper. Staff given a 2 week period to provide feedback	Bill Gladstone / Andrea Leigh	TBD
Risk Assessment	Feedback collated and circulated back to relevant staff within TCM	Bill Gladstone	TBD
Identification of preferred option	Risk assessment developed for each option	Bill Gladstone / Nick Glover (??)	TBD
	Options Paper updated to incorporate feedback from staff / stakeholders and provided to the Provost	Bill Gladstone	TBD
	Taking all feedback into consideration, options for the future of TCM presented to SEM	Provost / Bill Gladstone	TBD
	Preferred option identified on the future of TCM	SEM	TBD
Implementation Planning on preferred option	Detail Design/ Implementing Planning on preferred option	Bill Gladstone / Andrea Leigh / HRU	TBD
Clause 53.2 Academic Enterprise Agreement 2014	Impact assessment conducted deriving from the preferred option for the future of TCM and preparation of Change Proposal	Bill Gladstone /HRU Change	TBD

Action	Key Activities	Responsible	Timeline
<p>Consultation and Change Process</p>	<p>1:1 consultation meetings with affected staff. Consultation paper provided to relevant staff regarding the impact and a proposed implementation plan of the change Staff given a 2 week period to provide feedback</p>	<p>Bill Gladstone / Andrea Leigh</p>	<p>TBD</p>
	<p>Feedback considered and amendments made as appropriate</p>	<p>Bill Gladstone / Andrea Leigh</p>	<p>TBD</p>
	<p>Change plan prepared</p>	<p>Bill Gladstone / Andrea Leigh / HRU</p>	<p>TBD</p>
	<p>Change plan released to relevant staff</p>	<p>Bill Gladstone</p>	<p>TBD</p>
	<p>Implementation of Change as outlined in Change Plan</p>	<p>Bill Gladstone / Andrea Leigh / HRU</p>	<p>TBD</p>

Staff Impact for Options Paper

There are potentially 21 individuals affected by a proposed change, as follows:

-  Withheld under GIPA

The impact for staff will vary depending on the decided option on the future of TCM.

For Discussion with Andrew:

Consultation with SEM needs to be built into this process

Student offers for 2019 intake into TCM suspended

From: [Margaret Connolly](#)
To: [William Gladstone](#)
Subject: RE: TCM
Date: Thursday, October 25, 2018 1:01:00 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)

Hi Bill

Sorry to take so long to get to this.

Essentially, for domestic students our deadline is probably up to the main December offer round (unless you have arranged early offers to be made).

For international, we only have one student who we would have to honour a position for – he or she is packaged through Insearch. I'm checking but I assume that student would be coming into 2nd year in 2019 anyway so could join the existing cohort.

There is a small number of international students (about 10) with applications in and with offers made to some of those – these could be reversed. On Andrew's behalf I've asked International to not make any more offers for TCM at the moment.

Regards

Margaret

From: William Gladstone
Sent: Tuesday, 9 October 2018 10:59 AM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: FW: TCM

Dear Margaret

To continue the discussion we had at last week's budget meeting re the future of TCM: do you know the deadline for us to stop intake for 2019?

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

University of Technology Sydney

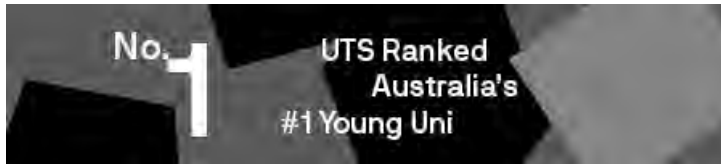
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From: Andrew Parfitt
Sent: Monday, 8 October 2018 8:00 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: FW: TCM

Here are your domestic preferences.

So is this a 2019 or 2020 closure?

Andrew.

Professor Andrew Parfitt
 Provost and Senior Vice-President

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 E. Andrew.Parfitt@uts.edu.au
 W. uts.edu.au



From: Anne Dwyer <Anne.Dwyer@uts.edu.au>
Date: Friday, 5 October 2018 at 3:03 pm
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Iain Watt <Iain.Watt@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: Re: TCM

Hi Andrew
 As discussed- domestic undergrad preferences for TCM and Iain is sending the Intl apps through
 For discussion next week
 Anne

Sent from my iPhone

On 5 Oct 2018, at 8:41 am, Alison Wong <Alison.Wong@uts.edu.au> wrote:

Hi Anne

Here is a breakdown of preferences for both courses extracted from UAC today:

Course Title	1	2	3	4	5	Grand Total
--------------	---	---	---	---	---	-------------

Bachelor of Health Science in Traditional Chinese Medicine	39	7	6	2	7	61
Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies	7	8	1	1	1	18
Grand Total	46	15	7	3	8	79

Warm regards,

Alison Wong

Senior Coordinator, Admissions and Enrolments

Student Administration Unit

University of Technology Sydney

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From: Anne Dwyer

Sent: Thursday, 4 October 2018 8:03 PM

To: Catherine Dumper <Catherine.Dumper@uts.edu.au>

Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Alison Wong <Alison.Wong@uts.edu.au>

Subject: Re: TCM

hi many thanks all
yes preferences would be handy if possible tomorrow
Anne

Sent from my iPad

On 4 Oct 2018, at 5:41 pm, Catherine Dumper <Catherine.Dumper@uts.edu.au> wrote:

Hi Anne

This is the information you requested about the TCM courses.

It's very high-level - if you require more of a breakdown in terms of preference ranks, please let me know, and we can send though tomorrow.

Regards

Catherine Dumper

Manager • Student Commencement & Support

Student Administration Unit

University of Technology Sydney

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From: Alison Wong

Sent: Thursday, 4 October 2018 5:10 PM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Cc: Catherine Dumper <Catherine.Dumper@uts.edu.au>; Matt Lukjanenko <Matthew.Lukjanenko@uts.edu.au>
Subject: RE: TCM

Hi Jacqui

Yes, we have two UG courses for TCM for 2019 admission. Total preferences as follows (no offers made):

Course Title	2019 Total preferences
C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies	15
C10186 Bachelor of Health Science in Traditional Chinese Medicine	54

Warm regards,

Alison Wong
Senior Coordinator, Admissions and Enrolments

Student Administration Unit
University of Technology Sydney
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PO Box 123 Broadway NSW 2007 Australia
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<image001.png>

From: Jacqui Wise
Sent: Thursday, 4 October 2018 4:04 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>; Alison Wong <Alison.Wong@uts.edu.au>; Matt Lukjanenko <Matthew.Lukjanenko@uts.edu.au>
Subject: Fwd: TCM

A quick (let's call it urgent) request from Anne... please see below.

J

Jacqui Wise
Director, Student Administration Unit
University of Technology, Sydney
PO Box 123
Broadway NSW 2007
jacqui.wise@uts.edu.au
T | +61 2 9514 1208
M | Withheld under GIPA
Visit <http://www.uts.edu.au>

Begin forwarded message:

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Date: 4 October 2018 at 3:59:54 pm AEST
To: Anne Dwyer <Anne.Dwyer@uts.edu.au>
Subject: Re: TCM

Bound to have but I can check... certainly won't have made any UG offers yet (but probably have made PG offers).

J

Jacqui Wise
Director, Student Administration Unit
University of Technology, Sydney
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Broadway NSW 2007
jacqui.wise@uts.edu.au
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M | Withheld under GIPA
Visit <http://www.uts.edu.au>

On 4 Oct 2018, at 3:39 pm, Anne Dwyer
<Anne.Dwyer@uts.edu.au> wrote:

Hi,

Are you able to determine whether we have any applications for
TCM next year yet?

AD

Sent from my iPad

From: [William Gladstone](#)
To: [Andrew Parfitt](#)
Subject: TCM
Date: Thursday, October 18, 2018 10:42:31 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Dear Andrew

I met with HR team to discuss HR aspects of winding up Traditional Chinese Medicine at UTS.

We agreed that it was important I advise the TCM leaders as soon as possible.

Before doing that, I'd like to check a few things with you:

- will you be raising this with SEM? Do we need SEM approval before proceeding?
- will you and the VC discuss the option of moving TCM to WSU, when you visit there
- related to the above 2 questions, I'd like to be clear in my message to the TCM leaders i.e. "we have decided to stop doing TCM at UTS and we will be investigating options (eg move to another institution) while teaching-out the current student cohorts" vs "we are reviewing the future of TCM at UTS and stopping it is one option". The staff have been feeling insecure for some time, so I prefer as far as possible that we be clear and direct with them

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

University of Technology Sydney

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From: [William Gladstone](#)
To: [Andrew Parfitt](#)
Subject: Re: C10186 Bachelor of Health Science in Traditional Chinese Medicine - 2019
Date: Monday, October 8, 2018 6:35:35 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
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[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)

Thanks Andrew

Regards

Bill

Professor William Gladstone
Interim Dean
Faculty of Science
University of Technology Sydney
PO Box 123
Broadway NSW 2007
William.Gladstone@uts.edu.au

Sent from my iPhone

On 8 Oct 2018, at 5:36 pm, Andrew Parfitt <Andrew.Parfitt@uts.edu.au> wrote:

Bill,

Yes I think that is a sensible approach given we now have the Course Viability data.

Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
T. +61 (02) 9514 1350
E. Andrew.Parfitt@uts.edu.au
W. uts.edu.au

<image001.png>

From: William Gladstone <William.Gladstone@uts.edu.au>
Date: Monday, 8 October 2018 at 5:14 pm
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: RE: C10186 Bachelor of Health Science in Traditional Chinese Medicine - 2019

Dear Andrew

Thanks. We initially discussed (ie a few months ago) approaching this via a review with recommendations.

Given the discussion at last week's budget planning meeting do you agree to me directly progressing this to a paper that assumes dis-establishment and includes options for how this will occur?

Thanks
Bill

Professor William Gladstone GAICD
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[<image002.png>](#) [<image003.png>](#) [<image004.png>](#) [<image005.png>](#)

[<image006.png>](#)

[<image007.png>](#)

From: Andrew Parfitt
Sent: Monday, 8 October 2018 8:00 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: FW: C10186 Bachelor of Health Science in Traditional Chinese Medicine - 2019

Bill,

Here is the international student status for TCM. Are you in a position to suspend intake? It will require a paper as to what you are going to do with TCM (ie. transition to TAFE, WSU, teach out?) and I assume that has to go through an Academic Board as well as a staff consultation process.

Andrew.

Professor Andrew Parfitt
 Provost and Senior Vice-President

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 E. Andrew.Parfitt@uts.edu.au
 W. uts.edu.au

[<image008.png>](#)

From: Iain Watt <Iain.Watt@uts.edu.au>
Date: Friday, 5 October 2018 at 3:00 pm
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>, Anne Dwyer <Anne.Dwyer@uts.edu.au>
Subject: Fwd: C10186 Bachelor of Health Science in Traditional Chinese Medicine - 2019

As requested

Sent from my iPhone

Begin forwarded message:

From: Kristie Marcollini <Kristie.Marcollini@uts.edu.au>
Date: 5 October 2018 at 1:09:53 pm AEST
To: Iain Watt <Iain.Watt@uts.edu.au>
Cc: Leo Mian Liu <Leo.Mian.Liu@uts.edu.au>, Nikki Ekanayake <Nalinika.Ekanayake@uts.edu.au>
Subject: C10186 Bachelor of Health Science in Traditional Chinese Medicine - 2019

Hi Iain

Leo mentioned you are seeking statistics for the Bachelor of Health Science in Traditional Chinese Medicine for 2019. Here are the current numbers for 2019:

Application status	Count
Conditional Acceptance	1
Conditional Offer	5
Offer	2
Pending	
Documentation	1
Pending Faculty	1

There are currently no applications for the combined degree.

Kind regards,

Kristie Marcollini
 Regional Manager Oceania and Middle East
 UTS International Recruitment Team

UTS International

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PO Box 123. Broadway NSW 2007 Australia

www.international.uts.edu.au

<image009.png> <image010.png> <image011.png> <image012.png> <image013.png> <image014.png> <image015.png> <image016.png>

<image017.png>

From: [Andrew Parfitt](#)
To: [Attila Brungs](#); [Shirley Alexander](#); [Glenn Wightwick](#); [Kate McGrath](#); [Anne Dwyer](#); [Iain Watt](#); [Celia Hurley](#); [Patrick Woods](#); [Dianne Jolley](#); [Suzanne Chambers](#); [Alan Davison](#); [Ian Burnett](#); [Lesley Hitchens](#); [Elizabeth Mossop](#); [Chris Earley](#); [Louise McWhinnie](#)
Cc: [Greg Welsh](#)
Subject: Traditional Chinese Medicine
Date: Wednesday, June 5, 2019 11:56:06 AM
Attachments: [image001.png](#)

ULT Colleagues,

Please see below a note I have sent to Council regarding the status of Traditional Chinese Medicine. There are lots of petition emails flying around at the moment – if you receive one please pass on to Dianne through the special email address dean.of.science.TCM@uts.edu.au .

Dear members of UTS Council

I am writing to let you know that the Faculty of Science is currently considering the future of its Traditional Chinese Medicine programs and clinic, due to their lack of alignment with the Faculty's strategic direction and their poor financial viability. In the interest of ensuring that we complete the process with minimum impact on students we have decided to suspend the intake of students into the programs in 2020 while we consider other options for the future. No final decision on the program has yet been made, however, we are already being contacted by concerned members of the traditional Chinese Medicine community who have been made aware of our review after a presentation to relevant members of the Faculty by the Dean of Science.

Consultation with staff, students and other stakeholders will occur during this review process as is our usual practice. We remain committed to our current students completing their study and entering the workforce as professionals, and to full consultation with staff who may be affected by any change.

While this review doesn't require Council's active involvement, it is possible that you might also be contacted by concerned students, staff, alumni or members of the Chinese Medicine community, so I wanted to ensure that you were aware of the background, and of the process occurring.

If you have any questions, please don't hesitate to contact myself or Professor Dianne Jolley, our Dean of Science, who is leading the review.

*Regards,
Professor Andrew Parfitt
Provost*

Professor Andrew Parfitt 
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007

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E. Andrew.Parfitt@uts.edu.au
W. uts.edu.au



As you may be aware, the Faculty of Science is currently considering the future of the **Traditional Chinese Medicine Clinic** due to a lack of alignment with the Faculty's strategic direction; and their poor financial viability.

We have decided to suspend the intake of students into the programs in 2020 while we consider other options for the future, but no final decision on the programs has yet been made.

Consultation with staff, students and other stakeholders will occur during this process and of course, we remain committed to our students completing their study and entering the workforce as professionals.

While this review doesn't require Council's active involvement, it's possible that you might be contacted by concerned students, staff, alumni or members of the Chinese Medicine community.

If you have any future enquiries, please don't hesitate to contact me, or Professor Dianne Jolley, Dean of Science at UTS, who is leading the review.

From: [William Gladstone](#)
To: [Andrea Leigh](#)
Subject: Fwd: TCM options
Date: Wednesday, November 7, 2018 6:19:28 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Andrew's response re process

Professor William Gladstone
Interim Dean
Faculty of Science
University of Technology Sydney
PO Box 123
Broadway NSW 2007
William.Gladstone@uts.edu.au

Sent from my iPhone

Begin forwarded message:

From: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Date: 7 November 2018 at 5:26:09 pm AEDT
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: Re: TCM options

Bill,

The process looks sound.

Thanks,
Andrew.

Professor Andrew Parfitt 
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
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E. Andrew.Parfitt@uts.edu.au

W. uts.edu.au



From: William Gladstone <William.Gladstone@uts.edu.au>

Date: Wednesday, 7 November 2018 at 5:08 pm

To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>

Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>

Subject: TCM options

Dear Andrew

HRU have detailed a process for developing the TCM options paper (attached), and have confirmed with the IR team that this is suitable.

You will see that there are 2 periods of consultation with TCM staff, each lasting 2 weeks, and consultation with SEM has also been included.

The combined time needed for the development, and 2 periods of consultation, and preparation of final proposal, will push the timeline beyond the date when we would normally offer places to students who have listed TCM as a preference.

You will see on the 2nd page that we identified 'suspension' of offers as an option, for your advice.

Can you please let me know your views, and I will amend as needed.

HRU are also organizing a meeting with staff from internal and external comms so we can prepare the necessary comms for TCM staff, students, other UTS staff, and external stakeholder organisations.

Thanks very much

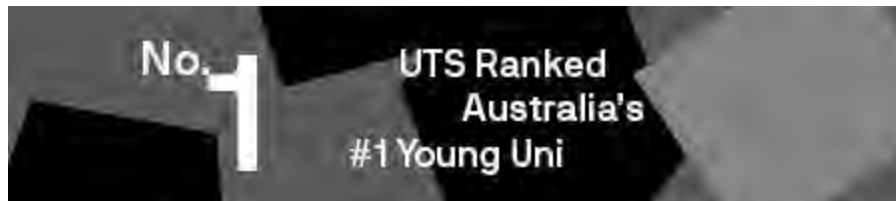
Bill

Professor William Gladstone GAICD
Interim Dean

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From: [William Gladstone](#)
To: [Lesley Healy](#); [Andrea Leigh](#)
Cc: [Raelene La Ferla](#); [Fiona Thomas](#)
Subject: RE: Change Process
Date: Wednesday, November 14, 2018 2:28:27 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
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[image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)

Hi Fiona and Lesley

Can you please send the TCM staff list you have compiled.

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

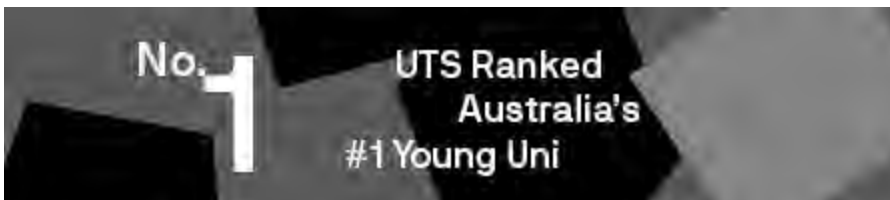
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From: William Gladstone
Sent: Wednesday, 7 November 2018 4:37 PM
To: Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: RE: Change Process

Dear Lesley

I will forward the paper to the Provost, as a draft process, and seek his comments. I will also ask at what point the incoming Dean should become involved.

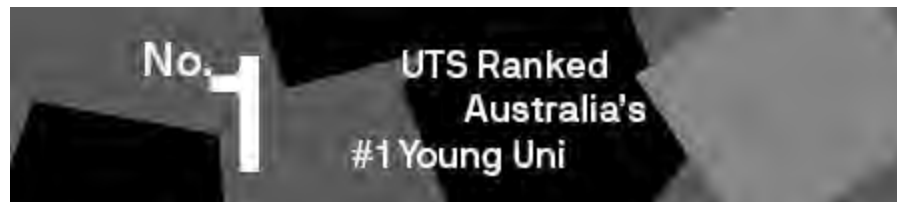
Thanks very much

Bill

Professor William Gladstone GAICD
Interim Dean

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From: Lesley Healy
Sent: Wednesday, 7 November 2018 2:06 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: Change Process

Hi Bill and Andy,

We have pulled together a change process based on what we discussed in our meeting yesterday.

We have done an IR check on this and they are ok with the process.

If you need anything else from us at this stage please let us know.

Kind regards,

Lesley Healy
HR Change Partner

Organisational Change and Delivery, HRU
T. +61 (02) 9514 7420
PO Box 123 Broadway NSW 2007

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change the world

From: Andrea Leigh
To: William Gladstone
Subject: RE: CONFIDENTIAL: Options paper for Chinese Medicine
Date: Friday, November 16, 2018 4:04:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Will do.

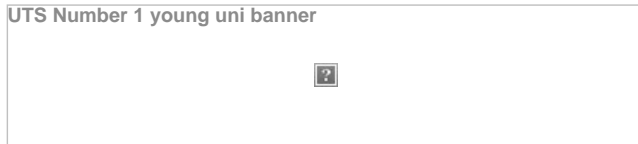
Associate Professor Andy Leigh
Acting Head of School

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PO Box 123 Broadway NSW 2007 Australia

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From: William Gladstone
Sent: Friday, 16 November 2018 4:03 PM
To: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: CONFIDENTIAL: Options paper for Chinese Medicine

Hi Andy

Looks good, I suggest changing unsettling to uncertain. And, I think we need to get Greg, Fiona and Lesley to look over it. Can you please send it to them.

Thanks
Bill

Professor William Gladstone GAICD
Interim Dean

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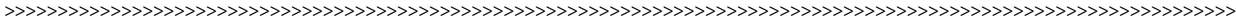


From: Andrea Leigh
Sent: Friday, 16 November 2018 3:49 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: CONFIDENTIAL: Options paper for Chinese Medicine

Hi Bill

Here is a draft email to the Exec (and potentially for you to use for SMG). Feedback please (should we be asking Greg Welsh or was this one up to us?). Please particularly look at the last sentence, as I'm not sure what level of confidentiality we should be asking for.

Andy



Dear Exec team

I want to inform you of recent developments that Bill and I have spoken about with Chris today and that Bill has also discussed with Peter Meier.

The Provost has asked Bill to put together an options paper to consider the future of UTS Chinese Medicine. Bill will be drafting the options paper and then consulting with the Chinese Medicine team on this draft, after which the final paper will be sent to the Senior Executive Management (SEM) for consideration. The aim is to have this first consultation phase completed by the end of this year and for SEM to make a decision on the preferred option in January. Once a decision on the preferred option has been made, there will be further consultation about how best to proceed with that option. Bill and I are working with HR on this to ensure that the appropriate level of consultation is undertaken and people are supported during a potentially unsettling time.

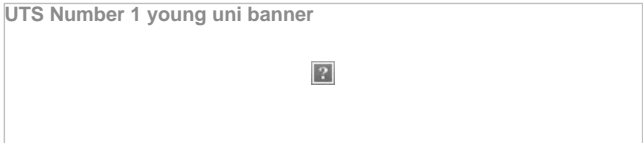
It is important that I inform you about this now in case you are approached by someone, in which case, you can explain the process I've outlined above. However, unless approached, please treat this information as confidential at this stage.

Andy

Associate Professor Andy Leigh
Acting Head of School

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From: [Andrea Leigh](#)
To: [Greg Welsh](#); [Fiona Thomas](#); [Lesley Healy](#)
Cc: [William Gladstone](#); [Raelene La Ferla](#)
Subject: RE: CONFIDENTIAL: Options paper for Chinese Medicine
Date: Monday, November 19, 2018 8:21:00 AM

Hi all

Thanks for your speedy feedback.

Note that the group changed their name to Chinese Medicine a couple of years ago (dropped the 'Traditional' a couple of years ago).

Bill, I am to send this slightly edited version of Greg's directly below around or just before midday.

Andy

Associate Professor Andy Leigh
 Acting Head of School

School of Life Sciences
 University of Technology Sydney
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 PO Box 123 Broadway NSW 2007 Australia

I recognise the Gadigal people of the Eora nation as the Traditional Owners and holders of knowledge for the place on which the UTS campus stands. I respect the elders, past and present, and their role in passing on this knowledge to future elders.

From: Greg Welsh
Sent: Monday, 19 November 2018 8:03 AM
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: RE: CONFIDENTIAL: Options paper for Chinese Medicine

I agree with Fiona's feedback. I have included some indicative text below, but please delete/replace it if it is not accurate

Best wishes

Greg

Dear Exec team

I want to inform you of recent developments that Bill and I have spoken about with Chris on Friday and that Bill has also discussed with Peter Meier.

Following Faculty concerns over a number of years about the ongoing viability of Chinese Medicine at UTS and its fit within the Faculty of Science given its low level of research, the Provost has asked Bill to put together an options paper regarding its future.

Bill will be drafting the options paper and then consulting with the Chinese Medicine team on this draft, after which the final paper will be sent to the Senior Executive Management (SEM) for consideration. The aim is to have this first consultation phase completed by the end of this year and for SEM to make a decision on the preferred option, ideally in January.

Once a decision on the preferred option has been made, there will be further consultation about how best to proceed with that option. Bill and I are working with HR on this to ensure that the appropriate level of consultation is undertaken and people are supported during a potentially uncertain time.

It is important that I inform you about this now in case you are approached by someone, in which case, you can explain the process I've outlined above. However, unless approached, please treat this information as confidential at this stage.

Andy

From: Fiona Thomas
Sent: Sunday, 18 November 2018 8:59 PM
To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: Re: CONFIDENTIAL: Options paper for Chinese Medicine

Hi Andy,

Looks good. Sending through my feedback now as I am at a planning day tomorrow.

Acting Head of School

School of Life Sciences

University of Technology Sydney

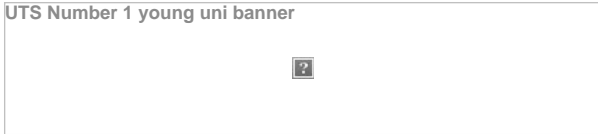
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From: [Andrea Leigh](#)
To: [Andrea Leigh](#); [Christopher Zaslowski](#); [Deanne Koelmeyer](#); [Deborah Marsh](#); [Jonathan Webb](#); [Michael Wallach](#); [Nick Smith](#); [Stella Valenzuela](#); [Willa Huston](#)
Cc: [William Gladstone](#)
Subject: CONFIDENTIAL: Options paper for Chinese Medicine
Date: Monday, November 19, 2018 11:54:04 AM

Dear Exec team

I want to inform you of recent developments that Bill and I have spoken about with Chris on Friday and that Bill has also discussed with Peter Meier.

Following Faculty concerns over a number of years about the ongoing viability of Chinese Medicine at UTS and its fit within the Faculty of Science given its low level of research, the Provost has asked Bill to put together an options paper regarding its future.

Bill will be drafting the options paper and then consulting with the Chinese Medicine team on this draft, after which the final paper will be sent to the Senior Executive Management (SEM) for consideration. The aim is to have this first consultation phase completed by the end of this year and for SEM to make a decision on the preferred option, ideally in January.

Once a decision on the preferred option has been made, there will be further consultation about how best to proceed with that option. Bill and I are working with HR on this to ensure that the appropriate level of consultation is undertaken and people are supported during a potentially uncertain time.

It is important that I inform you about this now in case you are approached by someone, in which case, you can explain the process I've outlined above. However, unless approached, please treat this information as confidential at this stage.

Andy

Associate Professor Andy Leigh
 Acting Head of School

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I recognise the Gadigal people of the Eora nation as the Traditional Owners and holders of knowledge for the place on which the UTS campus stands. I respect the elders, past and present, and their role in passing on this knowledge to future elders.

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From: [William Gladstone](#)
To: [Andrea Leigh](#); [Fiona Thomas](#); [Lesley Healy](#); [Raelene La Ferla](#)
Cc: [Greg Welsh](#)
Subject: FW: Chinese Medicine
Date: Friday, November 23, 2018 7:52:06 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[TCM numbers 2018.docx](#)

Dear all

Please see the email below from Peter Meier re the TCM options paper process. I will reply and address each of his points as far as I can.

Re the timeline, we have not been able to meet some of the milestones for this week, in particular the following:

	Met with TCM team (include <small>Withheld under GIPA</small>	Outline high level timeline.	BG / AL	16 Nov 18	
	Develop an Options Paper on the future of Traditional Chinese Medicine and provide to Provost for comment		BG	23 Nov 18	In progress
	Discuss the support staff in TCM may need during this process, with an emphasis on immediate needs	HRU to organise (Ray)	HRU / CZ / BG / AL	23 Nov 18	

I am meeting with the TCM team next Tuesday 27 Nov. I won't be able to finish the draft options paper and provide it to the Provost by today. And, we (ie Rae and I) will meet with Chris after the TCM team meeting to discuss support.

Thanks
Bill

Professor William Gladstone GAICD
 Interim Dean

Faculty of Science
 University of Technology Sydney
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 PO Box 123 Broadway NSW 2007 Australia

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From: Peter Meier
Sent: Thursday, 22 November 2018 2:13 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Chinese Medicine

Hi Bill,

I attach a copy of some figures request by Attila back in September FYI.

In light of the conversation we had, I am also enquiring in respect of the offers for 2019. Given the timeline you have outlined for a decision to be made by SEM in January after adequate consultation with TCM staff, there is an issue with current offers. As you know open day is on the 15th of December and we need to prepare. If TCM is to be discontinued with no intake for 2019, we would need to begin informing students on open day as they should have an opportunity to choose other options. There are also approximately 70 offers currently in play and those students would need to be contacted and informed that their course choice is no longer available as advertised and that they will need to seek other options. If there are students coming through InSearch or who deferred from previous years they will also need to be informed. Given the Faculty is facing a downturn in offers and enrolment numbers fro 2019, it would appear that turning down 70 offers at this point to be less than prudent, given those numbers will not be absorbed by other courses in the current climate. As I also mentioned in our meeting a loss of student and staff numbers does not represent a cost saving in the way a loss of staff only might present.

My concern with the process at this point is that it is a little vague, especially in regards to allowing TCM to respond or input into the paper before in goes to SEM, especially in regards to the range of options such as including making budget savings and staying in the faculty; moving to health which has a different cost base to science and a similar band funding meaning that in the provosts model the TCM course may be financially viable in Health; changing the course structure to make it more viable or have a UG/Master 3+2 option; as well as other options to be explored. It will require time and discussion with staff and we need to outline a process. The last change management process involved multiple consultations and multiple re-workings of the documentation. If any option other

than discontinuation is to be genuinely considered, then a disruption in the enrolment numbers and income of the course would adversely affect any future changes.

The exclusion of TCM from the early round offers and involvement of HR, rightly or wrongly signals that the decision may have already been predetermined, especially as rumours of a TCM demise have been promulgated by various staff in the school for almost 18 months and this perception will need to be managed with staff. I also wonder at what point if any will current students be consulted as they could be considered stakeholders along with TCM staff.

I would suggest at this moment in time it would be best to proceed with a 2019 enrolment as normal and thereby fulfil our advertised commitments to incoming students. Moving to a quick kill order is not going to result in any short term budgetary benefit and I think that TCM staff and students should be given an appropriate time to consider and feedback into the options paper. Speaking for myself, I would like input into the paper before it goes to SEM or alternately if appropriate, provide a separate response to SEM that they should consider as part of their decision making process.

Peter

 Peter C Meier
 Associate Dean (Teaching and Learning)
 Faculty of Science

From: Doreen Borg **On Behalf Of** William Gladstone

Sent: Monday, 19 November 2018 4:20 PM

To: Bill Booth <Bill.Booth@uts.edu.au>; Alaina Ammit <Alaina.Ammit@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Anthony Dooley <Anthony.Dooley@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>

Subject: Chinese Medicine

Dear SMG,

The Provost has asked me to draft an options paper regarding the future of Chinese Medicine at UTS. This has arisen from the results of the recent Course Viability Analysis, research performance, and disciplinary fit in the future Faculty of Science.

I will be drafting the options paper and then consulting with the Chinese Medicine discipline group on this draft, after which the final paper will be sent to the Senior Executive Management (SEM) for consideration. The aim is to have this first consultation phase completed by the end of this year and for SEM to make a decision on the preferred option, ideally in January.

Once a decision on the preferred option has been made, there will be further consultation about how best to proceed with that option. Together with Andy, I will be working with HR on this to ensure that the appropriate level of consultation is undertaken and people are supported during a potentially uncertain time. I have briefed the incoming Dean, Dianne Jolley, about this.

It is important that I inform you about this now in case you are approached by someone, in which case, you can explain the process I've outlined above. However, unless approached, please treat this information as confidential at this stage.

Best regards

Bill

Professor William Gladstone GAICD
Interim Dean

Faculty of Science

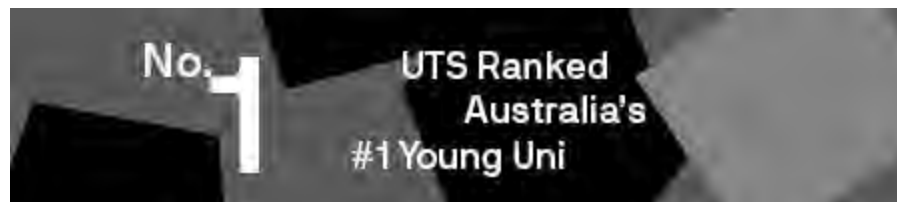
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TCM Staff and Student Numbers

	TCM Undergrad Students	Domestic	International
C10186	B Health Science in TCM	Withheld under GIPA	
C10164	B Health Science in TCM/B Arts in International Studies	Withheld under GIPA	
Total		206	7

TCM HDR Students	
Doctor of Philosophy	19
Masters by Research	6
Total	25

TCM Staff

FTE Permanent: (notional 40/40/20, TCM staff generally have higher teaching workloads negotiated)

- 4.8 staff
- Withheld under G PA

FTE Permanent Withheld under GIPA

- 1 staff
- Withheld under G PA

Fixed term contracts of 1 year ending 2018

- 0.8 FTE staff (100% teaching)
- 1.0 FTE staff (80% teaching)

Sessional fixed term for 3 years ending 2020

- 0.6 FTE (100% teaching)

Clinical Educators (not technically academic contracts but counted as 100% teaching)

- 1.2 FTE Permanent

Consequently, excluding workload of staff currently being replaced by fixed term, the total number of **FTE staff teaching into the program is 7.6 FTE** (this load is spread across 11 individuals, with varying teaching/research/other loadings)

Staff: student ratio 1:30

Counting staff including those on Withheld under GIPA the total count is 9.4 FTE. It would be misleading to use this figure to produce a staff:student ratio

Clinic visits as of 22nd August 2018

- N = 3825
- Gross clinical income \$142,000

From: [Fiona Thomas](#)
To: [Andrea Leigh](#)
Cc: [Raelene La Ferla](#); [Lesley Healy](#); [William Gladstone](#)
Subject: RE: CM staff member [REDACTED]
Date: Tuesday, November 20, 2018 10:03:41 AM
Attachments: [image001.png](#)
[image002.png](#)
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[image007.png](#)
[image008.png](#)

Hi Andy,

Just one other thing – we say that SEM will make a decision in January however it may be that they delay a decision (we don't have control of that) so perhaps when you are talking to the team don't lock in January as a definite decision point.

Thanks,
Fi

Fiona Thomas

Manager, Organisational Change and Delivery,
Human Resource Unit

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Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

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UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stand. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: Andrea Leigh
Sent: Tuesday, November 20, 2018 9:41 AM
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>

Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>

Subject: Re: CM staff member Withheld under GIPA

Thanks Fiona

Will do. It may not be possible to have Withheld at the meeting with all CM staff, as we need to have that soon, but we will contact Withheld as soon as possible.

Andy

Associate Professor Andrea Leigh
Acting Head of School, Life Sciences

On 18 Nov 2018, at 8:55 pm, Fiona Thomas <Fiona.Thomas@uts.edu.au> wrote:

Hi Andy,

I'm happy for others to provide their opinion.

I think it might be good to contact Withheld under GIPA to advise Withheld under GIPA about the process. You cannot delay the process for staff on leave but I think you can give Withheld under GIPA the option of providing input into the 'options' consultation.

At the very least Withheld under GIPA may advise you to keep Withheld under GIPA cc'd and in the loop.

Happy to hear if others agree/disagree.

Fi

Fiona Thomas
HR Change Lead

University of Technology, Sydney
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Broadway, NSW 2007
Australia
Tel: +61 2 9514 1073
Fax: +61 2 9514 1088

From: Andrea Leigh

Sent: Thursday, 15 November 2018 4:56:45 PM

To: Fiona Thomas

Cc: Raelene La Ferla; Lesley Healy; William Gladstone

Subject: CM staff member Withheld under GIPA

Hi Fiona

Bill and I met with Chris today to explain the process of developing the options paper and the approximate timeline and next steps. We told him that we would be organising to meet with his team to explain the same thing, but it occurred to me as we were speaking that [redacted], a key [redacted] staff member in the team, is on [redacted] leave for another few months. I asked if Chris was in touch [redacted] informally and he said he wasn't.

I'm aware that we shouldn't contact staff on [redacted] but I wanted to find out from your perspective whether this is a case where we should be breaching that protocol, given that this has potential to impact [redacted] future? One approach might be to leave the initial consultation and communications on the options paper to the rest of the team, but contact [redacted] for the next consultation phase relating to progressing whichever option ends up being decided on by SEM. Either way, Bill and I would like to know your thoughts on this (preferably before we arrange a meeting with the CM team).

Andy

Associate Professor Andy Leigh
Acting Head of School

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UTS Number 1 young uni banner



From: [William Gladstone](#)
To: [Alaina Ammit](#)
Cc: [Andrea Leigh](#)
Subject: TCM research
Date: Tuesday, November 20, 2018 12:38:00 PM
Attachments: [image001.png](#)
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[image005.png](#)
[image006.png](#)
[Staff list sent to Dean 15 November 2018.xlsx](#)

Hi Alaina

As we discussed this morning, I need some assistance from the research team to prepare the Chinese Medicine future options paper. In particular, I need to include background information/context on research performance (eg over last 5 years) on publications, ERI and HDR completions. And, a comparison for the same metrics with the Faculty average. Can this be done by 27 November please.

I have attached the CM staff list provided to us by HR.

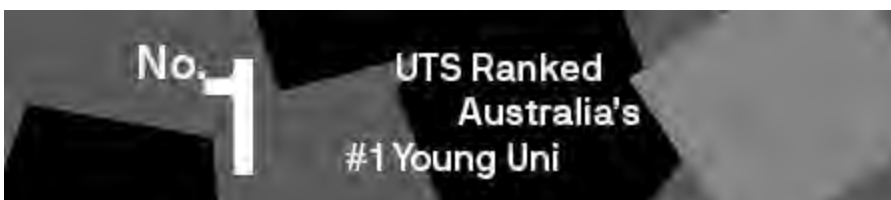
Thanks very much

Bill

Professor William Gladstone GAICD
Interim Dean

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From: Withheld under GIPA
To: [Redacted]
Subject: comments before I send?
Date: Tuesday, November 20, 2018 2:58:00 PM
Attachments: [Issues.docx](#)

Thanks Bill for the discussion on Friday regarding an “options” paper for the Chinese Medicine. I am worried about the timeframe for the process in that I have had little time to consult and discuss with the CM staff and that the decision making period is so limited. As you explained there are three issues regarding the program:

1. Financial feasibility
2. Research
3. Fit within the Faculty

Financial feasibility

Under Section 43 of the Health Practitioner Regulation National Law (NSW) the UTS Chinese medicine program is accredited by an external accreditation committee established by the Chinese Medicine Board of Australia. This required the UTS program to be assessed according to the national accreditation standards. The program was subsequently assessed and accredited in 2017 with one condition and four monitoring conditions, by far the least of any of any of the other five accredited programs in Australia. One aspect of accreditation is that student clinical training is required to meet several of the accreditation standards. The curriculum was designed to embed a clinical component in every semester. This has led to increased costs for some of the clinical subjects especially the final year 12 credit point subjects Clinical Practice 1 (99630) and Clinical Practice 2 (99631). These subjects however are offset by service fees generated from the clinical activities (approx. \$220,000/yr gross). Furthermore an analysis of the teaching costs spreadsheet has shown incorrect staffing assumptions (the costs of a staff member on long service leave in addition to the casual replacement costs were included in several subjects), an error of approximately \$100,000.

Research

While a small discipline in number in comparison to the other larger three disciplines in SoLS, the CM discipline staff has over the last two years (2017-2018) produced 25 peer reviewed publications (See listing) including one randomised clinical trial. I believe as a discipline we are meeting our workload research outcomes. This does not look like an inactive research group.

Fit within the Faculty

The CM program has been within the Faculty of Science for the last 24 years. It was originally located the faculty in 1995 when considerations were given to locating the program. At the time the CM staff chose the faculty of Science since the focus was on developing evidence based medicine and upskilling staff with research qualifications. I believe to this extent this has been done. We apply an evidence based approach to research (experimental, clinical trials, surveys, systematic literature reviews) and the program includes two subjects specifically on evidence based approaches to research. The discipline as a whole embraces the scientific method to explain how acupuncture and Chinese medicine may work using a known physiological processes.

Publications (2017-2018)

1. Choi T-Y, Lee MS, Kim JI, **Zaslowski C** (2017) Moxibustion for the treatment of osteoarthritis: An updated systematic review and meta-analysis. *Maturitas* 100:33-48 Jun 2017
2. **Elsdon DS**, Spanswick S, **Zaslowski C**, **Meier PC**. (2017) Protocol: Testing the relevance of acupuncture theory in the treatment of myofascial pain in the upper trapezius muscle. *Journal of Acupuncture and Meridian Studies* (2017), doi: 10.1016/j.jams.2016.11.007.
3. **Zheng S**, Kim C, **Meier P**, Sibbritt D and **Zaslowski, C**. (2017) Development of a novel questionnaire for the TCM pattern diagnosis of stress. *Journal of Acupuncture and Meridian Studies* Doi: 10.1016/j.jams.2017.06.002
4. Lee HW, Lee MS, Kim TH, Alraek T, **Zaslowski C**, Kim JW, Moon DG Cochrane Urology draft protocol - Ginseng versus placebo for erectile dysfunction (2017) DOI: 10.1002/14651858.CD012654
5. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. (2017) The effects of a structured mindfulness program on the development of empathy in healthcare students. *NursingPlus Open* Volume 3, 2017, Pages 1–5.
6. **Shuai Zheng**, Christine Kim, Sara Lal, **Peter Meier**, David Sibbritt, **Chris Zaslowski**. (2017) Tai Chi and Stress: A Randomised Controlled Trial. *Journal of Clinical Psychology* DOI: 10.1002/jclp.22482
7. Caroline A Smith, **Christopher J. Zaslowski**, Suzanne Cochrane, Xiaoshu Zhu, Zhen Zheng, **Bertrand Loyeung**, **Peter C Meier**, **Sean Walsh**, Charlie Changli Xue, Anthony L. Zhang, Paul P Fahey, Alan Bensoussan (2017) Reliability of the NICMAN Scale: an instrument to assess the quality of acupuncture administered in clinical trials. *Evidence Based Complementary and Alternative Medicine* doi:10.1155/2017/5694083
8. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. (2017) Mindfulness in Physical and Occupational Therapy Education and Practice: A Scoping Review *Physical Therapy Reviews* doi.org/10.1080/10833196.2017.1341594
9. Shohreh Razavy; Shi Ping Zhang; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap and **Christopher Zaslowski**; (2017) Psychophysical responses in patients receiving a mock laser within context of an acupuncture clinical trial: An Interoceptive perspective; *BMC Complementary and Alternative Medicine* DOI 10.1186/s12906-017-1859-0
10. Shohreh Razavy, Shi Ping Zhang, Ph.D; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap, **Christopher Zaslowski**. Investigation of the phenomenon of Propagated Sensation along the Channels (PSCs) in the upper limb following administration of acupuncture and mock laser (2017) *Journal of Acupuncture and Meridian Studies* DOI: 10.1016/j.jams.2017.06.007

11. **Zheng, S**, Kim, C, Lal, S, **Meier, P**, Sibbritt, D & **Zaslowski, C** 2018, 'The Effects of Twelve Weeks of Tai Chi Practice on Anxiety in Stressed But Healthy People Compared to Exercise and Wait-List Groups-A Randomized Controlled Trial.', *Journal of Clinical Psychology*, vol. 74, no. 1, pp. 83-92. (IF 2.330).
12. Oh B, Yeung A, Klein P, Larkey L, Ee C, **Zaslowski C**, Knobf T, Payne P, Stener-Victorin E, Lee R, Choi W, Chun M, Bonucci M, Lang HD, Pavlakis N, Boyle F, Clarke S, Back M, Yang P, Wei Y, Guo X, Weng CD, Irwin MR, Elfiky AA, Rosenthal D. Accreditation Standard Guideline Initiative for Tai Chi and Qigong Instructors and Training Institutions. *Medicines (Basel)*. 2018 Jun 8;5(2). pii: E51. doi: 10.3390/medicines5020051 (IF unknown)
13. Oh B, Eade T, Kneebone A, Hruby G, Lamoury G, Pavlakis N, Clarke S, **Zaslowski C**, Marr I, Costa D, Back M. Acupuncture in Oncology: The Effectiveness of Acupuncture May Not Depend on Needle Retention Duration. *Integr Cancer Ther*. 2018 Jun;17(2):458-466. doi: 10.1177/1534735417734912 (IF 2.65; quartile 1, 11/103)
14. Popplewell M, Reizes J, **Zaslowski C**. Appropriate Statistics for Determining Chance-Removed Interpractitioner Agreement. *J Altern Complement Med*. 2018 May 31. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
15. Popplewell M, Reizes J, **Zaslowski C**. Consensus in Traditional Chinese Medical Diagnosis in Open Populations. *J Altern Complement Med*. 2018 Mar 1. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
16. Xiao H, **Zaslowski C**, Vardy J, Oh B. Treatment of Sciatica Following Uterine Cancer with Acupuncture: A Case Report. *Medicines (Basel)*. 2018 Jan 15;5(1). pii: E6. doi: 10.3390/medicines5010006 (IF unknown)
17. Julia E. Oh, **Sean Walsh** and **Chris Zaslowski** (2018) A 10 year comparison and update: A survey of the socio-demographics and practice characteristics of members of the Australian Acupuncture and Chinese Medicine Association Ltd. *Australian Journal of Acupuncture and Chinese Medicine*, 12 (10), 19-25. (IF unknown; quartile 4, 90/103)
18. **Loyeung B**, Lee J, **Michael C**, **Zaslowski C**. An experimental study in distinguishing an authentic herbal substance from sham herbal substances. *Complement Ther Med*. 2018 Aug;39:92-96. doi: 10.1016/j.ctim.2018.04.005. Epub 2018 Apr 11. (IF 1.54; quartile 1, 9/103)
19. Razavy S, Gadau M, Zhang SP, Wang FC, Bangrazi S, Berle C, Li T, **Li WH**, **Zaslowski C**. Anxiety related to De Qi psychophysical responses as measured by MASS: A sub-study embedded in a multisite randomised clinical trial. *Complement Ther Med*. 2018 Aug;39:24-35. doi: 10.1016/j.ctim.2018.05.009. Epub 2018 May 22 (IF 1.49; quartile 1, 9/103)
20. Yu, XF, **Zaslowski C** and Lim DCE. (2018) Vitamin D on glycaemia control in type 2 diabetes patients: a systematic review of randomised clinical Trials. *Journal of the Australian Traditional Medicine Society*, 13 (2), p. 82-88. (IF unknown; quartile 4, 98/103)
21. Sue Dean, **Sean Walsh**, Claire Williams, **Chris Zaslowski**, Adam Morgan, Tracy Levett-Jones. The mystery shopper student learning experience in undergraduate health education: A case study. *Nurse Education Today* 70 (2018) 69–76. (IF 2.53; quartile 1, 6/133)

22. McCambridge AB, **Zaslowski C** and Bradnam LV. The effect of verum and sham acupuncture on corticomotor excitability in healthy adults *Clinical Neurophysiology* 129 (2018) e66–e141. (IF 3.614))doi:10.1016/j.clinph.2018.04.301
23. Choi, Y.B., Cobbin, D. & **Walsh, S.** 2018, 'Does Modern Research Concerning Chinese Medicine Acupoints Relate to Original Prescriptions? If Not, Why Not?', *Medical Acupuncture*.
https://doi.org/10.1089/acu.2018.1300
24. Popplewell M, Reizes J, **Zaslowski C.** 2018, 'A Novel Approach to Describing Traditional Chinese Medical Patterns: The Traditional Chinese Medical Diagnostic Descriptor', *Journal of Alternative and Complementary Medicine* https://doi.org/10.1089/acm.2018.0065 2018. (IF 1.498)
25. McCambridge AB, **Zaslowski C**, Bradnam LV. Investigating the mechanisms of acupuncture on neural excitability in healthy adults. *Neuroreport*. 2018 Nov 1.
doi: 10.1097/WNR.0000000000001159

In addition Ass Prof Qu has contributed to four publications as a member of the Chronic Diseases team

26. **Lees, T., Nassif, N., Simpson, A.,** Shad-Kaneez, F., **Martiniello-Wilks, R., Lin, Y., Jones, A., Qu, X. & Lal, S.** 2017, 'Recent advances in molecular biomarkers for diabetes mellitus: a systematic review.', *Biomarkers*, pp. 1-13.
27. Ong, M., Peng, J., Jin, X. & **Qu, X.** 2017, 'Chinese Herbal Medicine for the Optimal Management of Polycystic Ovary Syndrome.', *Am J Chin Med*, vol. 45, no. 3, pp. 405-422.
28. **Ong M,** Cheng J, Jin X, Lao W, Johnson M, Tan Y, **Qu X.** 2018 'Paeoniflorin extract reverses dexamethasone-induced testosterone over-secretion through downregulation of cytochrome P450 17A1 expression in primary murine theca cells.' *J Ethnopharmacol*, vol. 229, pp. 97-103.
doi: 10.1016/j.jep.2018.09.006.
29. Chen H, McGowan EM, Ren N, Lal S, Nassif N, Shad-Kaneez F, **Qu X,** Lin Y. Nattokinase: A Promising Alternative in Prevention and Treatment of Cardiovascular Diseases. *Biomark Insights*. 2018 Jul 5;13:1177271918785130. doi: 10.1177/1177271918785130.

From: [William Gladstone](#)
To: [Willa Huston](#); [Andrea Leigh](#)
Subject: RE: TCM accreditation - notes re OCAP documents
Date: Thursday, November 22, 2018 8:12:14 AM
Attachments: [image001.png](#)
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That's great Willa, the focus on the reasons for the high relative cost of the course, balanced with the importance of the clinical skills focus in distinguishing the course, is really helpful.

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

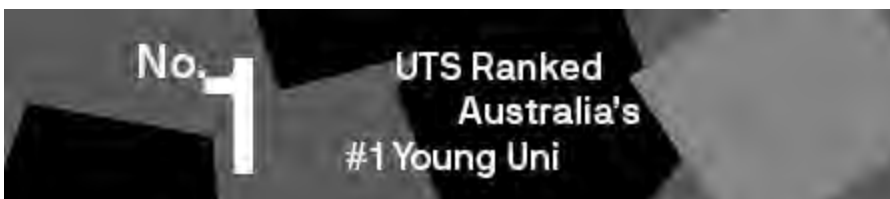
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From: Willa Huston

Sent: Wednesday, 21 November 2018 9:51 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM accreditation - notes re OCAP documents

Hello Bill

Ok notes re OCAP- here is my attempt, I hope this is somewhat helpful.

In the 2016 re-accreditation it was noted that 4 new subjects had to be created, or used from existing medical science programs, as the Health Service subjects that had been used failed to fulfil the external accreditation requirements. Thus, whilst still using where possible subjects used in other programs (~4 or 5) the vast majority of the course are subjects for the purpose of this program. This makes the program unique and high quality but it is extremely resource intensive. Our school typically uses subjects into a number of different programs, excepting for those that are capstone or to differentiate the areas.

Strengths identified in re-accreditation most definitely are the strong focus on clinical practise, relatively new clinic rooms, clinic time and experience, and plinth rooms.
The big issue is the requirement for 1050 hours of direct clinic time for all students for the course to be accredited and this is what contributes to the EFTSL-timetabled hours and costing issue.

In the 2016 re-accreditation the same issues from the graduate survey were amber/orange – this was teaching satisfaction, generic skills, and overall satisfaction noted, there is consistently an issue with the graduate satisfaction from prior to past re-accreditation, which is a concern and might be impacting the brand and perception of the course and could partially explain the declining preferences and commencements we are observing over the same time frame.
However of note in 2016 the course had been on the outstanding list in two previous years of course performance leading up to that re-accreditation.

Additionally, as noted in the re-accreditation documents, the strong clinical practise is what keeps the course leading and competitive in the Chinese medicine sector, Western Syd is the only other competitor with only a post-grad offering, the remainders are private providers, mostly these providers have only accredited in one area (eg acupuncture). This strong clinical focus is the most costly component, especially in the context of low and declining student numbers over the past few years, it is also the strength of the program.

Best wishes
Willa

Wilhelmina (Willa) Huston

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From: Willa Huston

Sent: Wednesday, 21 November 2018 9:29 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: RE: TCM accreditation

Hello Bill

Ok great that helps.

I will get some text to you back on the re-accreditation documents shortly.

One way the university measure courses is the high level course performance score card. I have attached 2015,16,17 ones here for you for CM (and all SOLS also attached in bigger files(science)) and here are some notes so you don't have to open any files if you don't want to:

The key information out of these scorecards are:

The overall rating is in the green for the CM program over the past few years, meaning overall no problems.

There aren't any major red flags. But there are only three things that would be worth mentioning, but in the context that apart from the eftsl \$ the overall status of the course is not markedly worse than some others.

Firstly, the red flagged performance indicators are the Timetabled Hours/EFTSL, this improved in 2016 but got worse in 2017, and this is effectively another reflection of the course viability costing analysis.

There is a bit of an issue with the commencements each year steadily declining over the past 3 years along with UAC preferencing declining. The data is in 2015 60 Domestic and 3 International, 2016 40 Domestic commencements, 2017 36 domestic commencements and 5 internationals. (eg you could compare this data with BBiomed has grown in preferences and enrolments in the same time frame, BBiotech increased in 2016 from 2015 and dropped back in 2017)

There are orange (need to be watched not red zone yet) issues on the graduate outcome surveys in the last 2 years these have declined (teaching, generic skills, overall satisfaction of graduates) in CM. However, this graduate outcomes data to not look great is not that unusual for our schools programs, but .

A very high reference point if you want to make comparisons is the Bachelor of Medical Science/Bachelor of Business which in 2017 was ranked as an outstanding course by the course performance review committee, and even here there are some orange points (pg 12).

Hope these notes help.

Best wishes

Willa

Wilhelmina (Willa) Huston

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From: William Gladstone

Sent: Wednesday, 21 November 2018 8:34 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: RE: TCM accreditation

Hi Willa

Thanks for that, yes for the options paper I am drafting I want to add some background about the courses, and their most recent internal re-accreditation, whether there were any issues/positives identified, so there is a complete understanding of what would be lost (eg a high performing course) if the decision was made to phase it out, or conversely what would not be missed (eg a poorly performing course). I suspect the conclusion might not be that black and white, but I want the background to be completely transparent and fair.

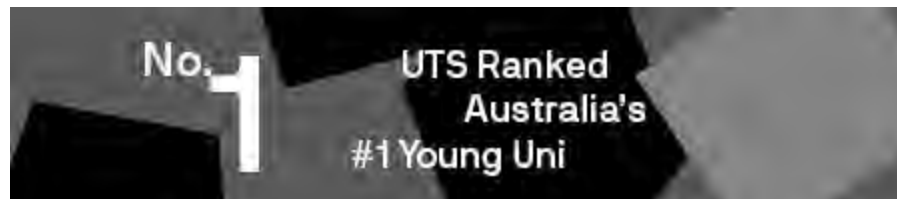
Hope that helps.

Thanks
Bill

Professor William Gladstone GAICD
Interim Dean

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From: Willa Huston

Sent: Wednesday, 21 November 2018 8:25 PM

To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>

Subject: RE: TCM accreditation

Hi Both,

Are you talking about the internal UTS course re-accreditation process through OCAP (sounds like this one to me – more info below) or the Chinese Medicine Board of Australia accreditation (I can't find any documents on this one, sorry)?

I have found their own internal review document from 2017 but I suspect this is not what you are talking about.

What I have found by scrolling through all of our stuff I have access in my OCAP login is that it appears Mary Garvey did a short re-accreditation in 2016 and there was a re-accreditation also in 2011. Both re-accreditation document sets are attached here.

These OCAP documents are pretty ugly so if you tell me more about what you need out of them I can pull it out, otherwise the full file sets from OCAP are attached?

Best wishes
Willa

Wilhelmina (Willa) Huston

Acting Associate Head of School Learning and Teaching

Program Director Masters Medical Biotechnology

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From: Andrea Leigh
Sent: Wednesday, 21 November 2018 6:54 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: TCM accreditation

Hi Bill

I've just searched all of my files and my emails and it appears that I've only ever seen a hard copy of these documents (it was the height of a few bricks – very extensive). There is a related email I'll send to you, but it doesn't include the accreditation documents.

Andy

Associate Professor Andy Leigh
Acting Head of School

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From: William Gladstone
Sent: Wednesday, 21 November 2018 2:51 PM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: TCM accreditation

Dear Willa and Andy

Do you have the most recent UTS accreditation report for the TCM courses?

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

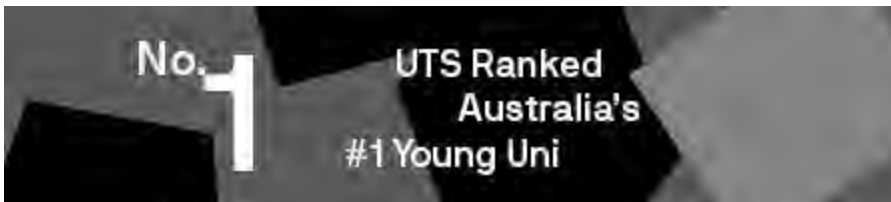
University of Technology Sydney

T. +61 (02) 9514 8272

M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: [Kate Higgs](#)
To: [Kate Higgs](#)
Date: Tuesday, July 16, 2019 8:46:54 PM

Hello Kate, let me think out loud. Our current student intake is in yr 1 (2019), yr 2 (2020), yr 3 (2021) and yr 4 (2022). Our plans were to continue the current program for 2020 and 2021. Then we will transition to a teach out where we will adopt a TCM major within the Bachelor of Science (details to be determined) with particular focus on 3rd and 4th yr subject options. This neYxt part probably doesn't need to be included in the OCAP paperwork (?) but the major will mirror the successful and accredited structure of the TCM major at WSU. UTS will cease student intake (UG and HDR) from 2019 onwards for TCM. At this stage, the WSU option is to allow the VCs to discuss the potential transfer of our TCM Commonwealth supported places (CSP) to WSU to continue the community capabilities in TCM, but that should not need to be in the OCAP. The option for students to transfer to WSU would not need to be in OCAP either. Does that answer your questions? Di

Sent from my iPhone

Senior Management Group – 2019/3

6 March 2019 – all SMG in attendance

Update by Dean

out of scope



Traditional Chinese Medicine – on Monday staff were advised that there was no space for TCM in the Faculty of Health for a number of reasons including:

- Doesn't complement current courses
- No undergraduates in the Medicine space
- Area is not part of their strategic position

The university and faculty will support staff in this area. The trigger for the review was TCM's research productivity and the University's new research focus and the cost of running the program.

At present there are no recommendations set in the report developed which will be distributed to staff for their comment. Report is due to be sent to the Provost on the 22nd March at which time he will make a decision as to TCM's future.

out of scope



From: [Dianne Jolley](#)
To: [Willa Huston](#); [Kate Higgs](#)
Subject: FW: [98/777] - ACTION REQUIRED - Discontinuation Approval stage ready for assessment
Date: Monday, July 22, 2019 10:04:36 PM
Attachments: [OCAP-Phasing Out - TCM 22072019.pdf](#)

Thank you Willa and Kate,

This has now been submitted.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au

-----Original Message-----

From: OCAP <void@uts.edu.au>
Sent: Monday, 22 July 2019 3:53 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: [98/777] - ACTION REQUIRED - Discontinuation Approval stage ready for assessment

PROPOSAL: SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

PROPOSER: Willa Huston

Dear Dianne Jolley

The Proposer has submitted the above proposal for your assessment.

You need to log into OCAP, access the proposal and either:

- * support the proposal moving forward to the Proposer by clicking the [Approve Stage] button or
- * return the proposal to the Proposer by clicking the [Return to Proposer] button.

Before supporting or returning the proposal, you can add comments (e.g. recommendations about matters that need to be covered in the next stages; suggestions to the Proposer about changes to be made before resubmitting). Your comments will be forwarded to the Proposer as well as the Proposer.

Access the proposal in OCAP at: <http://ocap.uts.edu.au/web/index.cfm?scope=stage&StageId=10&ProposalId=1414&action=edit>

SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

Proposer: Willa Huston

Sponsor: Dianne Jolley

Project Managers: Ella Song

Stage: Discontinuation Approval

Template: ODISC v4

INTRODUCTION

Before you start completing the form, please read the important information under this 'Help' section: [Help](#)

SECTION 1: CONTEXT

[Help](#)

The Faculty of Science conducted a review of the study programs and discipline group performance of the Chinese Medicine Discipline and programs. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The senior management group in science considered the review documents and voted on the options to growth and develop the program further or phase the program out from the Faculty.

The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to recommend the phase out/discontinuation of the program.

SECTION 2: COURSE DETAILS

[Help](#)

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Active)

Course code:

C10186

Course

version:

9

Stage:

Active

Permitted study modes (STD=onshore/OFF=offshore)*:

STD

Credit points:

192

Semester and year of the last admission for this version of the course:

2019 Autumn session

Number of students with the status of 'Admitted' for this version of the course:

177 including (15 students in LOA)

Estimated date for achieving zero admitted students:

end 2021

Transition arrangements:

The phase out transition plan has been developed in conjunction with SAU. The current program will continue as offered for 2020 and 2021 (until the end of spring semester 2021). The program will cease at the end of 2021. All students will be personally contacted and advised of the arrangements and offered one on one meetings with SAU to resolve their study plans to complete the program. There will be a number of students who will not be able to complete their currently enrolled course at the end of 2021. There are two options for these students. These students will be offered an internal course transfer to a Health Sciences major within the Bachelor of Science. This will be a new major designed to offer a pathway for students to transfer to complete a BSc with this major, but that is compatible to provide RPL for a transition to a 4th year at an alternative institution that offers an accredited Chinese Medicine program. The program details will finalised during 2020 to ensure it best meets the needs of the students who will remain at UTS. This program once developed will be put through the UTS approvals process during 2020/1 so it is ready for students at the end of 2021-commencement in 2022. The second option will be to transfer to an existing Chinese Medicine program at another institution, at any stage from late 2019 onwards for all students, the details for this option and credit recognition arrangements are being negotiated with this external institution.

Course transfer required?:

This is one transition option to be provided to students. The details of the new course will be developed once the profile of students remaining at UTS in early 2021 so during 2021 we can develop a course to best suit these students.

If there are any outstanding (yet to be accepted) offers to international students for this course, how will these students be accommodated?:

There are no outstanding offers yet to be accepted to international students.

Are the majority of students in this course Commonwealth funded?:

Yes

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Active)

Course code:

C10164

Course version:

7

Stage:

Active

Permitted study modes (STD=onshore/OFF=offshore)*:

STD

Credit points:

288

Semester and year of the last admission for this version of the course:

2019 Autumn session

Number of students with the status of 'Admitted' for this version of the course:

16 including (1 student in LOA)

Estimated date for achieving zero admitted students:

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Transition arrangements:

The phase out transition plan has been developed in conjunction with SAU. The current program will continue as offered for 2020 and 2021 (until the end of spring semester 2021). The program will cease at the end of 2021. All students will be personally contacted and advised of the arrangements and offered one on one meetings with SAU to resolve their study plans to complete the program. There will be a number of students who will not be able to complete their currently enrolled course at the end of 2021. There are two options for these students. These students will be offered an internal course transfer to a Health Sciences major within the Bachelor of Science. This will be a new major designed to offer a pathway for students to transfer to complete a BSc with this major, but that is compatible to provide RPL for a transition to a 4th year at an alternative institution that offers an accredited Chinese Medicine program. The program details will finalised during 2020 to ensure it best meets the needs of the students who will remain at UTS. This program once developed will be put through the UTS approvals process during 2020/1 so it is ready for students at the end of 2021-commencement in 2022. The second option will be to transfer to an existing Chinese Medicine program at another institution, at any stage from late 2019 onwards for all students, the details for this option and credit recognition arrangements are being negotiated with this external institution.

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There are no outstanding offers to international students.

Are the majority of students in this course Commonwealth funded?:

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Impact of discontinuation on articulation arrangements:

There is an articulation arrangement with Insearch. This arrangement involves a single subject Human Anatomy and Physiology that is also used to articulate to several of our other science program so we do not expect this to have a large impact on our articulation partner. Insearch will be notified as soon as practicable once the decisions are made regarding the phase out of this course.

SECTION 3: COLLABORATIONS**3.1 Does the proposal cover any offshore location?**

The next question is dependent on this answer. Save before continuing. [Help](#)

No

3.3 Does any of the courses covered by the proposal include a LOTE Component?

The next question is dependent on this answer. Save before continuing.

No

3.5 Does any of the courses covered by this proposal involve a partner?

[Help](#)

Yes

3.6 Partner details and role

[Help](#)

The Partner is the Faculty of Arts and Social Sciences who collaborate on a dual degree program in International Studies. The partner program is offered to several other dual degree programs and no specific subjects are offered solely for this program.

SECTION 4: STAKEHOLDERS PERSPECTIVE

[Help](#)

Have the transitions arrangements been discussed with the Manager, Faculty Services in SAU?:

Yes

SECTION 5: ADDITIONAL INFORMATION

[Help](#)

Additional files from Science Faculty Board will be forwarded.

SECTION 6: FACULTY APPROVAL

[Help](#)

6.1 How many faculties have an interest in the proposal?

2

6.2 Faculty Board Recommendation Details

Faculty:

Science

Mode:

Faculty Board meeting

Date:

26/07/2019

Resolution Number:

NA- not complete board outcome will be forwarded

Upload file (if applicable):

Faculty:

Arts and Social Sciences

Mode:

Exec. Action yet to be reported to Faculty Board

Date:

Resolution Number:

NA

Upload file (if applicable):

[TCM program_FASS Support_2019July.pdf](#)

Email confirming executive action by Dean of FASS

WORKFLOW

Stage	Status
Proposal created	- Created (4/7/2019)
Discontinuation Approval	Active
- Proposer	- Accepted (22/7/2019)
- Sponsor	- Accepted (22/7/2019)
- SAU Faculty Services - Notification	
- DVC International	
- Courses Planning Committee	
- Provost - Approval as VC Delegate	
- Courses Accreditation Committee	
- Academic Board - Approval	
- APO CASS - Activation/Finalisation	
- Finalised - For archives	

LOG

Date	Role/User	Action	Comments
4/7/2019 3:34 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	
4/7/2019 3:43 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	The proposal for Phasing out/Discontinuation of the suite of TCM degrees is now open on OCAP for you to complete and submit. The proposal will go through the following approval steps once the proposal has been supported by the Sponsor: 1) SAU for notification of transition arrangements 2) DVC (International) for notification of

			<p>Committee for recommendation to Academic Board (6) Academic Board for Course Accreditation approval 7) APO CASS Team for implementation on CASS If you wish the Proposer to be changed to another staff (it is usually the ADTL) and/or staff to be added as Project Manager so they can assist filling in the details of the proposal, please let us know. Do not hesitate to contact the APO Team if you have any questions about the approval process and timelines. Regards, Anne-Lise</p>
22/7/2019 3:53 PM	Proposer (Willa Huston)	Approve	
22/7/2019 3:53 PM	Sponsor (Willa Huston)	Open Workflow step	
22/7/2019 10:01 PM	Sponsor (Dianne Jolley)	Approve	<p>I fully support the discontinuation of the C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020). The Chinese Medicine review paper, faculty recommendation memo to the ProVost and ProVost response email have supplied to the Faculty Board. The Faculty will continue to simultaneously work with HR regarding staff support, Student Administration for student support, the media unit for internal and external communications, risk mitigation, and the legal unit. Dianne Jolley</p>

From: [Willa Huston](#)
To: [Dianne Jolley](#); [Dean of Science TCM](#)
Cc: [Kate Higgs](#); [Willa Huston](#)
Subject: FW: [98/777] - FOR INFORMATION ONLY - Confirmation: Discontinuation Approval stage submitted
Date: Monday, July 22, 2019 3:58:50 PM
Attachments: [OCAP phaseout submitted 22072019.pdf](#)
[Item 4.1 Phasing discontinuation TCM courses.docx](#)

Dear Dianne

Please see attached the PDF of the OCAP as submitted. I needed to submit as it turns out I do have to dash out. I made a note in it that the outcome files from Faculty board will be provided separately so that we can send the files you wanted along with the OCAP PDF seperately.

Next steps:

1. You need to log into OCAP and approve the OCAP.

<https://ocap.uts.edu.au/web/index.cfm>

2.The attached OCAP, coversheet (needs finalising please), and related files such as the review and correspondence you mentioned all need to go to Fiona for tomorrow morning for Faculty Board.

3. All of this paperwork, and later any notes from Faculty board need to be forwarded to the professional officer for the CPC asap. I think Kate has let them know this paperwork is coming, I think the first lot should also be sent ASAP to them.

Please let me know ifyou need anything at all.

Best wishes

Willa

-----Original Message-----

From: OCAP <void@uts.edu.au>

Sent: Monday, 22 July 2019 3:53 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Cc: Ella Song <Ella.Song@uts.edu.au>

Subject: [98/777] - FOR INFORMATION ONLY - Confirmation: Discontinuation Approval stage submitted

PROPOSAL: SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

SPONSOR: Dianne Jolley

Dear Willa Huston

This email confirms that you have submitted the Discontinuation Approval stage for the above proposal.

You are no longer able to edit the proposal and will be notified of the outcome of the Sponsor's assessment.

SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

Proposer: Willa Huston
Sponsor: Dianne Jolley
Project Managers: Ella Song

Stage: Discontinuation Approval
Template: ODISC v4

INTRODUCTION

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SECTION 1: CONTEXT

[Help](#)

The Faculty of Science conducted a review of the study programs and discipline group performance of the Chinese Medicine Discipline and programs. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

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The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to recommend the phase out/discontinuation of the program.

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[Help](#)

2.1

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Course version:

9

Stage:

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There are no outstanding offers yet to be accepted to international students.

Are the majority of students in this course Commonwealth funded?:

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Impact of discontinuation on articulation arrangements:

There is an articulation arrangement with Insearch. This arrangement involves a single subject Human Anatomy and Physiology that is also used to articulate to several of our other science program so we do not expect this to have a large impact on our articulation partner. Insearch will be notified as soon as practicable once the decisions are made regarding the phase out of this

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SECTION 3: COLLABORATIONS**3.1 Does the proposal cover any offshore location?**

The next question is dependent on this answer. Save before continuing. [Help](#)

No

3.3 Does any of the courses covered by the proposal include a LOTE Component?

The next question is dependent on this answer. Save before continuing.

No

3.5 Does any of the courses covered by this proposal involve a partner?

[Help](#)

Yes

3.6 Partner details and role

[Help](#)

The Partner is the Faculty of Arts and Social Sciences who collaborate on a dual degree program in International Studies. The partner program is offered to several other dual degree programs and no specific subjects are offered solely for this program.

SECTION 4: STAKEHOLDERS PERSPECTIVE

[Help](#)

Have the transitions arrangements been discussed with the Manager, Faculty Services in SAU?:

Yes

Have these transitions arrangements been discussed with UTS International?:

Yes

Outcome of consultation:

SECTION 5: ADDITIONAL INFORMATION

[Help](#)

Additional files from Science Faculty Board will be forwarded.

SECTION 6: FACULTY APPROVAL

[Help](#)

6.1 How many faculties have an interest in the proposal?

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6.2 Faculty Board Recommendation Details

Faculty:

Science

Mode:

Faculty Board meeting

Date:

26/07/2019

Resolution Number:

NA- not complete board outcome will be forwarded

Upload file (if applicable):

Faculty:

Arts and Social Sciences

Mode:

Exec. Action yet to be reported to Faculty Board

Date:

Resolution Number:

NA

Upload file (if applicable):

[TCM_program_FASS_Support_2019July.pdf](#)

Email confirming executive action by Dean of FASS

WORKFLOW

Stage	Status
Proposal created	- Created (4/7/2019)
Discontinuation Approval	Active
- Proposer	- Accepted (22/7/2019)
- Sponsor	- Pending
- SAU Faculty Services - Notification	
- DVC International	
- Courses Planning Committee	
- Provost - Approval as VC Delegate	
- Courses Accreditation Committee	
- Academic Board - Approval	
- APO CASS - Activation/Finalisation	
- Finalised - For archives	

LOG

Date	Role/User	Action	Comments
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			<p>Committee for recommendation to Academic Board 6) Academic Board for Course Accreditation approval 7) APO CASS Team for implementation on CASS If you wish the Proposer to be changed to another staff (it is usually the ADTL) and/or staff to be added as Project Manager so they can assist filling in the details of the proposal, please let us know. Do not hesitate to contact the APO Team if you have any questions about the approval process and timelines. Regards, Anne-Lise</p>
22/7/2019 3:53 PM	Proposer (Willa Huston)	Approve	
22/7/2019 3:53 PM	Sponsor (Willa Huston)	Open Workflow step	

Science Faculty Board Paper

Agenda item 4.1

Dianne Jolley

Meeting 19/05

26 July 2019

Phasing out/discontinuation of C10164 and C10186

Recommendation(s)

Science Faculty Board to receive and approve the report as detailed in attachment 4.1 –
Phasing/discontinuation of courses:

- C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies; and
- C10186 Bachelor of Health Science in Traditional Chinese Medicine.

Background

The Faculty of Science conducted a review of the study programs and discipline group performance of the Chinese Medicine Discipline and programs. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

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The files attached for the Board to consider include:

- The review of CM, and response from the discipline group to the review.
- Communication from Faculty of Science Senior Management Group
- Xxx?

From: [Ella Song](#)
To: [Dean of Science TCM](#)
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation
Date: Wednesday, July 17, 2019 3:58:39 PM
Attachments: [Re Executive action from other faculty"s dean.msg](#)

Hi Kate,

The UAPO has confirmed that the executive action from the Dean of FASS via email is sufficient.
Please find attached email.

Kind regards,
Ella

-----Original Message-----

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Tuesday, 16 July 2019 6:10 PM
To: Ella Song <Ella.Song@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Thanks again Ella for this email - I don't think I responded (sorry).

I believe Willa will progress the academic OCAP content initially & she will come back to us depending on what support she may need.

Thanks for your help and professionalism with this sensitive piece of work.

Best regards,
Kate

-----Original Message-----

From: Ella Song <Ella.Song@uts.edu.au>
Sent: Friday, 12 July 2019 9:40 AM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hi Kate,

I can (and am happy to) assist Bill with putting the information (and save) myself on the OCAP proposal but cannot submit it as the 'Submit' button is greyed out in my access.

I will have a close look at the proposal today and fill in the sections. Could you please provide me with the information you mentioned below so that I can extract the answer from there?

Happy to chat further when you have a moment.

Kind regards,
Ella

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Thursday, 11 July 2019 5:58 PM
To: Ella Song <Ella.Song@uts.edu.au>
Subject: FW: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hi Ella,

I think Anne-Lise thought you could submit information into OCAP on Bill's behalf (see below).
Once you confirm if you are able to support us with this, I can provide you with access to the confidential TCM Review to create a first cut of the proposal?

I have also asked Jacqui Wise for a contact point for the student number information.

The Review document does not have a view on the timeframes or student options. Over the next week I can have a first attempt at drafting this for Dianne/Bill/Willa's review on 22/7.

Thank you very much for your help so far & going forward.

Kind rgds,
Kate

-----Original Message-----

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Tuesday, 9 July 2019 9:00 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hi Dianne,

The proposal can be filled at any time, but yes you will need to wait for your Faculty Board resolution number to submit the proposal in OCAP.

Do you want me to add someone (eg. Ella Song) to the proposal as a Project Manager so they can enter the information in the system on your/William's behalf?

Regards,
Anne-Lise

-----Original Message-----

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Monday, 8 July 2019 8:41 AM
To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

Hello Anne-Lise,

I am assuming that I need to wait until the recommendation has gone to our Faculty Board, on the first week of August?

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au

-----Original Message-----

From: OCAP <void@uts.edu.au>

Sent: Thursday, 4 July 2019 3:43 PM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: [98/777] - FOR INFORMATION ONLY - Discontinuation Approval stage in preparation

PROPOSAL: SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

PROPOSER: Anne-Lise Daniel

Dear Dianne Jolley

The Discontinuation Approval stage for the above proposal has been activated on the OCAP system for the Proposer to complete and submit.

~~~~~

The APO made the following comments (if any) when activating the stage:

The proposal for Phasing out/Discontinuation of the suite of TCM degrees is now open on OCAP for you to complete and submit.

The proposal will go through the following approval steps once the proposal has been supported by the Sponsor:

- 1) SAU for notification of transition arrangements
- 2) DVC (International) for notification of transition arrangements and comments
- 3) Courses Planning Committee for recommendation to the Provost as the VC's delegate
- 4) Provost, as the VC's delegate, for Course Planning approval
- 5) Courses Accreditation Committee for recommendation to Academic Board
- 6) Academic Board for Course Accreditation approval
- 7) APO CASS Team for implementation on CASS

If you wish the Proposer to be changed to another staff (it is usually the ADTL) and/or staff to be added as Project Manager so they can assist filling in the details of the proposal, please let us know.

Do not hesitate to contact the APO Team if you have any questions about the approval process and timelines.

Regards,  
Anne-Lise

~~~~~

Once the proposal is submitted, you will be asked to support it before it is sent to the Proposer for consideration. You will have the opportunity to add your comments at that stage.

You can view the proposal in OCAP at: <http://ocap.uts.edu.au/web/index.cfm?scope=stage&StageId=10&ProposalId=1414&action=edit>

From: [Josi Miszczuk](#)
To: [Ella Song](#)
Subject: Re: Executive action from other faculty"s dean
Date: Wednesday, July 17, 2019 3:50:36 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

Hi Ella,

We just need the various FB approval details, either through the FB or an executive action, is fine.

Details we need should be in the OCAP proposal, I believe it asks for the method of approval, i.e.: FB or EA (Executive action), the resolution number and date of approval.

As such, an email as an executive action should be sufficient.

Kind regards,
Josi

Josephine Miszczuk
Senior Curriculum Services Coordinator
UTS Academic Programs Office (UAPO)

Institute for Interactive Media and Learning
T. +61 (02) 9514 7881
PO Box 123. Broadway NSW 2007 Australia

uts.edu.au

[Curriculum approval and management on StaffConnect](#)



cid:image009.png@01D2E9B4.306E0F30



From: Ella Song <Ella.Song@uts.edu.au>
Date: Tuesday, 16 July 2019 at 11:16 am
To: Josi Miszczuk <Josephine.Miszczuk@uts.edu.au>
Subject: Executive action from other faculty's dean

Hi Josi,

I am in the process of discontinuing a course in OCAP and wondering if there is any format we need to submit particularly for other faculty's FB Recommendation Details.
The course to be discontinued has a combined degree with Bachelor of Arts in International Studies, and we have received the recommendation from the dean of FASS, as an executive action, via email. Would this email be sufficient for Academic Board approval?

Kind regards,
Ella

Ella Song
Acting Academic Program Manager

Faculty of Science
University of Technology, Sydney
T +61 (02) 9514 8329
PO Box 123 Broadway NSW 2007 Australia
uts.edu.au



From: [Fiona Thomas](#)
To: [Kate Higgs](#); [Lesley Healy](#)
Subject: Re: Another "all-CM" staff email - sent from Withheld under GIPA
Date: Wednesday, July 17, 2019 11:23:05 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

no probs and also we dont need to respond immediately

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Date: 17/7/19 10:51 am (GMT+10:00)
To: [Fiona Thomas <Fiona.Thomas@uts.edu.au>](#), [Lesley Healy <Lesley.Healy@uts.edu.au>](#)
Subject: RE: Another "all-CM" staff email - sent from Withheld under GIPA

Yes, thanks

I'm open to all wording suggestions, but agree we need to be kind/compassionate and clear that feedback has been received and considered.

I am in meetings until 5pm (except 12:45-1pm). Any wording ideas/suggestions appreciated.

Thx

From: [Fiona Thomas <Fiona.Thomas@uts.edu.au>](#)
Sent: Wednesday, 17 July 2019 9:55 AM
To: [Kate Higgs <Kate.Higgs@uts.edu.au>](#)
Cc: [Lesley Healy <Lesley.Healy@uts.edu.au>](#)
Subject: FW: Another "all-CM" staff email - sent from Withheld under GIPA

Hi Kate,

I would not send that email drafted by greg – it will set Withheld under GIPA off.

Lets draft a nicer response.

Fi

From: [Lesley Healy <Lesley.Healy@uts.edu.au>](#)

Sent: Wednesday, 17 July 2019 9:54 AM
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: FW: Another "all-CM" staff email - sent from [redacted]

Kind regards,

Lesley Healy

HR Change Partner (*Mon, Tues, Wed*)
Organisational Change and Delivery
Human Resource Unit

T. +61 (02) 9514 7420
Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Wednesday, 17 July 2019 9:45 AM
To: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Lesley Healy <Lesley.Healy@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: Another "all-CM" staff email - sent from [redacted]

Hi Kate

I'll leave the HR aspects to my HR colleagues, but EAP sounds sensible to me. In regard to [redacted] mail, how about the following?

best wishes

Greg

Dear [redacted]

thank you for your response. As you're aware, TCM staff have had the opportunity to provide input into the review, and this input has been given due consideration. Nonetheless, the majority decision of the Science management group was to phase out the program. Our priority was to convey this to staff, we will now let students now

kind regards

Dianne

From: Raelene La Ferla
Sent: 17 July 2019 07:45:52
To: Dean of Science TCM; Greg Welsh
Cc: Lesley Healy; Dianne Jolley
Subject: RE: Another "all-CM" staff email - sent from [Withheld under GIPA]

Hi Kate

I am going to send both emails to Frank & Fiona to get their thoughts on our response.

However my thoughts are, I'm a little concerned about [Withheld under GIPA]

I think TCM staff have been given opportunity to put their feedback forward and it has been considered. We may want to draft a response to that effect however let me confirm with Fi and Frank.

Sorry I am not in the office [Withheld under GIPA] but I am contactable on the mobile if you need me.

Rae

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Tuesday, 16 July 2019 9:24 PM
To: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Lesley Healy <Lesley.Healy@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Another "all-CM" staff email - sent from [Withheld under GIPA] (16/7)

Hi Rae & Greg,

What response is appropriate given [Withheld under GIPA] has cc'd all CM staff – email sent 7:40pm today.

Would a response or silence be wiser?

Note: In relation to [Withheld under GIPA] email, the Addendum to the Review was/is the consultation response provided by CM staff, hence all feedback provided by staff during the second consultation 29/5-6/6 (and extended for a few days by request from CM staff directly with Bill) was provided unedited to the Provost & SMG for consideration. Also keeping in mind the first round of CM staff consultation occurred late 2018, so the second consultation was to gather formal CM staff input after two face-to-face communication/question sessions. I think it is reasonable to conclude that CM staff input has been provided & considered, although I cannot see the specifics of his financial viability argument within the Review or Addendum.

Kind rgds,

Kate

FYI below Dianne... I'm sure [Withheld under GIPA] would expect you to have seen this email.

From: [Withheld under GIPA]
Sent: Tuesday, 16 July 2019 7:40 PM

To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; [Redacted]

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: RE: CM Staff update – Traditional Chinese Medicine program

Dear Dianne

Thank you for the update and the disappointing decision of the Senior Management Group to phase out/discontinue the Chinese medicine program. Has this been communicated to the student body at this point in time? We note that the reasons given for the decision revolve around financial viability, research productivity, and strategic fit.

In regard to financial viability we have consistently raised the issue of the indirect costs associated with the program, [Redacted]

[Redacted] This issue has not been addressed in any communication from yourself or Bill in regards to the equity across the Science programs. In addition the modelling was based on two academics ([Redacted]) teaching into the program. In fact during that period of time we had to cover their teaching responsibilities with casual contracts which resulted in higher than normal costs. I fed back [Redacted] but no changes were made to the financial costs during that period. A realistic costing needs to be done to ensure an accurate picture of funding for the retrospective period.

In relation to research productivity during the years 2017-2018, the CM academics and their HDR students published or received a DOI (and have gone on to publication) for **32 publications** (listed below). These included systematic reviews including one Cochrane Systematic Review, experimental studies, surveys, clinical trials, scale development, laboratory studies and educational papers. I am not sure why these publications were not taken into account when evaluating the research productivity for the group and how an argument can be made about poor research productivity.

1. Choi T-Y, Lee MS, Kim JI, **Zaslowski C** (2017) Moxibustion for the treatment of osteoarthritis: An updated systematic review and meta-analysis. *Maturitas* 100:33-

48 Jun 2017

2. **Eldson DS**, Spanswick S, **Zaslowski C**, **Meier PC**. (2017) Protocol: Testing the relevance of acupuncture theory in the treatment of myofascial pain in the upper trapezius muscle. *Journal of Acupuncture and Meridian Studies* (2017), doi: 10.1016/j.jams.11.007.
3. **Zheng S**, Kim C, **Meier P**, Sibbritt D and **Zaslowski, C**. (2017) Development of a novel questionnaire for the TCM pattern diagnosis of stress. *Journal of Acupuncture and Meridian Studies* Doi: 10.1016/j.jams.2017.06.002
4. Lee HW, Lee MS, Kim TH, Alraek T, **Zaslowski C**, Kim JW, Moon DG Cochrane Urology draft protocol - Ginseng versus placebo for erectile dysfunction (2017) DOI: 10.1002/14651858.CD012654
5. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. (2017) The effects of a structured mindfulness program on the development of empathy in healthcare students. *NursingPlus Open* Volume 3, 2017, Pages 1–5.
6. **Shuai Zheng**, Christine Kim, Sara Lal, **Peter Meier**, David Sibbritt, **Chris Zaslowski**. (2017) Tai Chi and Stress: A Randomised Controlled Trial. *Journal of Clinical Psychology* DOI: 10.1002/jclp.22482
7. Caroline A Smith, **Christopher J. Zaslowski**, Suzanne Cochrane, Xiaoshu Zhu, Zhen Zheng, Bertrand Loyeung, **Peter C Meier**, **Sean Walsh**, Charlie Changli Xue, Anthony L. Zhang, Paul P Fahey, Alan Bensoussan (2017) Reliability of the NICMAN Scale: an instrument to assess the quality of acupuncture administered in clinical trials. *Evidence Based Complementary and Alternative Medicine* doi:10.1155/2017/5694083
8. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. Mindfulness in Physical and Occupational Therapy Education and Practice: A Scoping Review *Physical Therapy Reviews* doi.org/10.1080/10833196.2017.1341594
9. Shohreh Razavy; Shi Ping Zhang; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap_and **Christopher Zaslowski**; Psychophysical responses in patients receiving a mock laser within context of an acupuncture clinical trial: An Interoceptive perspective; *BMC Complementary and Alternative Medicine* DOI 10.1186/s12906-017-1859-0
10. Shohreh Razavy, Shi Ping Zhang, Ph.D; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap, **Christopher Zaslowski**. Investigation of the phenomenon of Propagated Sensation along the Channels (PSCs) in the upper limb following administration of acupuncture and mock laser *Journal of Acupuncture and Meridian Studies* DOI: 10.1016/j.jams.2017.06.007
11. Lees, T., Nassif, N., Simpson, A., Shad-Kaneez, F., Martiniello-Wilks, R., Lin, Y., Jones, A., **Qu, X.** & Lal, S. 2017, 'Recent advances in molecular biomarkers for diabetes mellitus: a systematic review.', *Biomarkers*, pp. 1-13.
12. Ong, M., Peng, J., Jin, X. & **Qu, X.** 2017, 'Chinese Herbal Medicine for the Optimal Management of Polycystic Ovary Syndrome.', *Am J Chin Med*, vol. 45, no. 3, pp. 405-422.

13. **Zheng, S**, Kim, C, **Lal, S**, **Meier, P**, Sibbritt, D & **Zaslowski, C** 2018, 'The Effects of Twelve Weeks of Tai Chi Practice on Anxiety in Stressed But Healthy People Compared to Exercise and Wait-List Groups-A Randomized Controlled Trial.', *Journal of Clinical Psychology*, vol. 74, no. 1, pp. 83-92. (IF 2.330).
14. Dean, S., **Walsh, S.**, Williams, C., **Zaslowski, C.**, Morgan, A., & Levett-Jones, T. 2018, 'The mystery shopper student learning experience in undergraduate health education: A case study', *Nurse Education Today*, vol. 70, no. 2018, pp. 69-70. (IF 2.53; quartile 1, 6/133)
15. Oh, J.E., **Walsh, S., & Zaslowski, C.J.**, 2018, 'A 10 year comparison update: A survey of soci- demographics and practice characteristics of members of the Australian Acupuncture and Chinese Medicine Association', *Australian Journal of Acupuncture and Chinese Medicine*, vol. 12, no. 1, pp. 19-25. (IF unknown; quartile 4, 90/103)
16. Choi, Y.B., Cobbin, D. & **Walsh, S.** 2018, 'Does Modern Research Concerning Chinese Medicine Acupoints Relate to Original Prescriptions? If Not, Why Not?', *Medical Acupuncture*. <https://doi.org/10.1089/acu.2018.1300>
17. Razavy, S., Gadau, M., Zhang, S.P., Wang, F.C., Bangrazi, S., Berle, C., Li, T., **Li, W.H., Zaslowski, C.** 2018, 'Anxiety related to De Qi psychophysical responses as measured by MASS: A sub-study embedded in a multisite randomised clinical trial', *Complementary Therapies in Medicine*, vol. 39, pp. 24-35. doi: 10.1016/j.ctim.2018.05.009. Epub 2018 May 22 (IF 1.49; quartile 1, 9/103)
18. Popplewell M, Reizes J, **Zaslowski C.** 'Appropriate Statistics for Determining Chance-Removed Interpractitioner Agreement', *Journal of Alternative Complementary Medicine* 2018 May 31. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
19. Loyeung B, Lee J, **Michael C, Zaslowski C.** 2018, 'An experimental study in distinguishing an authentic herbal substance from sham herbal substances', *Complementary Therapies in Medicine*. 2018 Aug;39:92-96. doi: 10.1016/j.ctim.2018.04.005. Epub 2018 Apr 11. (IF 1.54; quartile 1, 9/103)
20. Popplewell M, Reizes J, **Zaslowski C.** 2018 'Consensus in Traditional Chinese Medical Diagnosis in Open Populations', *Journal of Alternative and Complementary Medicine*. 2018 Mar 1. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
21. Xiao H, **Zaslowski C**, Vardy J, Oh B. 2018 'Treatment of Sciatica Following Uterine Cancer with Acupuncture: A Case Report', *Medicines (Basel)*, vol. 5, no. 1, pii: E6. doi: 10.3390/medicines5010006 (IF unknown)
22. Yu, XF, **Zaslowski C** and Lim DCE. (2018) Vitamin D on glycaemia control in type 2 diabetes patients: a systematic review of randomised clinical Trials. *Journal of the Australian Traditional Medicine Society*, vol. 13, no. 2, pp. 82-88. (IF unknown; quartile 4, 98/103)
23. Popplewell M, Reizes J, **Zaslowski C.** 2018, 'A Novel Approach to Describing Traditional Chinese Medical Patterns: The Traditional Chinese Medical Diagnostic Descriptor', *Journal of Alternative and Complementary Medicine*

<https://doi.org/10.1089/acm.2018.0065> 2018. (IF 1.498)

24. **McCambridge AB, Zaslowski, C. & Bradnam, V.** 2018 'The effect of verum and sham acupuncture on corticomotor excitability in healthy adults', *Clinical Neurophysiology*, vol. 129, s1, pp. e119. DOI: 10.1097/WNR.0000000000001159
25. Oh B, Eade T, Kneebone A, Hruby G, Lamoury G, Pavlakis N, Clarke S, **Zaslowski C**, Marr I, Costa D, Back M. 2018, 'Acupuncture in Oncology: The Effectiveness of Acupuncture May Not Depend on Needle Retention Duration', *Integrative Cancer Therapies*, vol. 17, no. 2, pp. 458-66. doi: 10.1177/1534735417734912 (IF 2.65; quartile 1, 11/103)
26. Oh B, Yeung A, Klein P, Larkey L, Ee C, **Zaslowski C**, Knobf T, Payne P, Stener-Victorin E, Lee R, Choi W, Chun M, Bonucci M, Lang HD, Pavlakis N, Boyle F, Clarke S, Back M, Yang P, Wei Y, Guo X, Weng CD, Irwin MR, Elfiky AA, Rosenthal D. 2018 'Accreditation Standard Guideline Initiative for Tai Chi and Qigong Instructors and Training Institutions', *Medicines (Basel)*. Vol. 5, no. 2, pii: E51. doi: 10.3390/medicines502005
27. **Ong M**, Cheng J, Jin X, Lao W, Johnson M, Tan Y, **Qu X**. 2018 'Paeoniflorin extract reverses dexamethasone-induced testosterone over-secretion through downregulation of cytochrome P450 17A1 expression in primary murine theca cells.' *J Ethnopharmacol*, vol. 229, pp. 97-103. doi: 10.1016/j.jep.2018.09.006.
28. Chen H, McGowan EM, Ren N, Lal S, Nassif N, Shad-Kaneez F, **Qu X**, Lin Y. Nattokinase: A Promising Alternative in Prevention and Treatment of Cardiovascular Diseases. *Biomark Insights*. 2018 Jul 5;13:1177271918785130. doi: 10.1177/1177271918785130.
29. Reyna Zeballos, J.L. & **Meier, P** 2018, 'A Practical Model for Implementing Digital Media Assessments in Tertiary Science Education', **American Journal of Educational Research**, vol. 6, no. 1, pp. 27-31.
30. Reyna Zeballos, J.L., Hanham, J & **Meier, P** 2018, 'The Internet explosion, digital media principles and implications to communicate effectively in the digital space', *E-Learning and Digital Media*, vol. 15, no. 1, pp. 36-52.
31. Reyna Zeballos, J.L. & **Meier, P.**, Hanham, J 2018, 'A Framework for Digital Media Literacies for Teaching and Learning in Higher Education', **E-Learning and Digital Media**, vol. 15, no. 4.
32. Reyna Zeballos, J.L. & **Meier, P** 2018, 'Using the Learner-Generated Digital Media (LGDM) Framework in Tertiary Science Education: A Pilot Study', **Education Sciences**, vol. 8, no. 3, pp. 1-23.

As to strategic fit, the CM course has been taught within the Faculty of Science since 1994. The course has several research methods subjects within the curriculum and has a reasonable group of HDR students undertaking clinical and experimental projects across a variety of areas. We specialise in neuroscience (trans-magnetic cortical stimulation for example) and clinical aspects of acupuncture. We have a positive outcome for a multisite clinical trial publication coming out this year for tennis elbow pain and several publications already for 2019.

The CM group are at odds to understand how the decision was made by SMG concerning these three areas.

Withheld under GIPA

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Monday, 15 July 2019 4:56 PM

To: Withheld under GIPA

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: CM Staff update – Traditional Chinese Medicine program

Dear colleagues,

As you know, the management of the Faculty of Science at UTS has recently been undertaking a review of the Traditional Chinese Medicine program. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

As part of the review, the Science Senior Management Group were then asked to support one of two options as a recommendation to the Provost:

- Discontinuation of the program at UTS
- Build up the program

The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

Whilst no final decision is made prior to the formal process in accordance with the UTS Award Course Approval Policy and Procedures, I wish to provide as much transparency as possible and will continue to communicate with staff, students and other stakeholders as we are able. We will provide a further update after the Faculty Board meeting to be held later in July.

The university acknowledges the uncertainty staff are currently dealing with. Staff are encouraged to utilise support as needed via UTS Human Resources, our partner being Raelene La Ferla, and/or our UTS Employee Assistance Program support provider, PeopleSense (1300 307 912). Note, we are also looking at providing individual support to you and your colleagues during this process and I will be in touch with more details on this soon.

Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

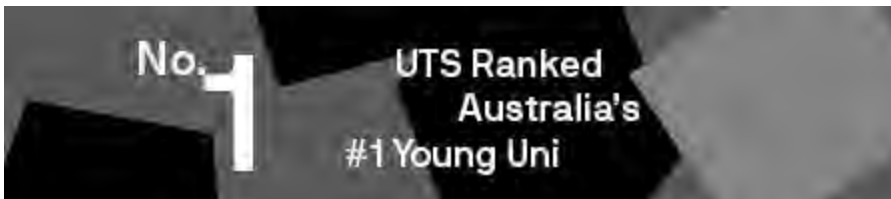
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



From: [Raelene La Ferla](#)
To: [Kate Higgs](#); [Fiona Thomas](#)
Cc: [Lesley Healy](#)
Subject: RE: Another "all-CM" staff email - sent from [Withheld under GIPA]
Date: Thursday, July 18, 2019 6:32:54 PM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

I'm just going to say that I'm [Withheld under GIPA] however happy to answer any questions they may have next week.

From: Raelene La Ferla
Sent: Thursday, 18 July 2019 5:50 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Cc: Lesley Healy <Lesley.Healy@uts.edu.au>
Subject: RE: Another "all-CM" staff email - sent from [Withheld under GIPA]

Thanks Kate – there's a slight issue as I have [Withheld under GIPA]
 [Withheld under GIPA] What do you think I need to say?

Rae

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Thursday, 18 July 2019 5:48 PM
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Cc: Lesley Healy <Lesley.Healy@uts.edu.au>
Subject: RE: Another "all-CM" staff email - sent from [Withheld under GIPA]

Rae was on [Withheld under GIPA] all-TCM email distribution, so she doesn't need to say she's monitoring the Dean of Science TCM mailbox (easier to be silent don't you think?).

I'd alter the signoff to not sound like the signoff "Di" has used a couple of times *"Thank you once again for your contributions and professionalism through this review process."* Instead, something like... *"I'm happy to answer any further questions you might have, as far as I can until Di is back on Monday..."*

Oh, & Dianne is a double n...

See you tmw,
 Kate

From: Fiona Thomas <Fiona.Thomas@uts.edu.au>
Sent: Thursday, 18 July 2019 5:38 PM

To: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Cc: Lesley Healy <Lesley.Healy@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: FW: Another "all-CM" staff email - sent from [Redacted]

Sorry Rae,

Its been busy !!!

Lesley's draft is below and I have tweaked it to now come from you – happy for you to make any further tweaks.

Dear [Redacted]

As you may know Dianne is away at the moment and in her absence she has asked me to keep across the Dean of Science TCM mailbox.

After reading your email I referred back to the CM Status Report and to the Addendum to the report, which includes the feedback provided by CM staff during the consultation period 29 May – 6 July. It appears that the points you have raised regarding publications and strategic fit have been incorporated into the Review/Addendum, and that feedback has been received, considered and will inform the decision making process. I will confirm this with Diane and Bill on their return.

Regarding your point on Financial Viability, I am unfortunately not across this detail and I will also confirm with them that the information you have provided has been taken into consideration in the CM Status Report

Thank you once again for your contributions and professionalism through this review process.

Kind regards

From: Lesley Healy <Lesley.Healy@uts.edu.au>
Sent: Wednesday, 17 July 2019 5:47 PM
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: FW: Another "all-CM" staff email - sent from [Redacted]

Draft Email Response:

Dear [Redacted]

As you may know Dianne is away at the moment and in her absence she has asked me to manage the Dean of Science TCM mailbox.

After reading your email I referred back to the CM Status Report and to the Addendum to the report, which includes the feedback provided by CM staff during the consultation period 29 May – 6 July. It appears that the points you have raised regarding publications and strategic fit have been incorporated into the Review/Addendum so that feedback has been received, considered and will inform the decision making process.

Regarding your point on Financial Viability, I am unfortunately not across this detail and I will confirm with Dianne, when she returns, that the information you have provided has been taken into consideration in the CM Status Report

We have communicated to students that we remain committed to them completing their studies and, when a final decision has been made, UTS will communicate with them to ensure we honour that commitment.

Thank you once again for your contributions and professionalism through this review process.

Kind regards

Kate Higgs

Also, I had a look through the CM Status Report to see if the points that Withheld
under
GIPA makes in his email were included in the report:

Financial Viability:

As Kate mentioned in her email below I also cannot find the specifics of his point in the Report. The data in Table 5 in the report shows that the Indirect Faculty Costs (by FTE) for TCM in 2018 was Withheld under GIPA

Also on page 21 there is an Appendix showing the 2018 Course Viability Analysis but I can't find the numbers that Withheld
under
GIPA is referring to!

Publications:

The data in table 8 in the report (below) shows the Total Publications for CM in 2017 was 34. Withheld
under
GIPA mentions 32 publications.

Total publications	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	9	490	499	1.8%	3.0%
2015	4	528	532	0.8%	2.9%
2016	19	616	635	3.0%	2.3%
2017	34	566	600	5.7%	4.9%

Strategic Fit:

There are two research subjects are referred to in the report:

Evaluating TCM: Theory, Practice and Research 1 6 91614

Evaluating TCM: Theory, Practice and Research 2 6 91615

In the addendum the following wording has been added under the heading: Solution that may address financial liability (page 3) - *'The two CM research subjects 91614 and 91615 could be discontinued and replaced with 60207 which is a research subject taught in the Advanced science course and funded at a higher CSP cluster and another medically relevant cluster 7 funded subject added'*

Page 15 outlines the number of HDR students:

Of the 12 continuing or fixed-term academic staff in CM, four are supervising HDR students as principal supervisor, six are not acting as a principal supervisor of a HDR student, and Withheld under GIPA *current HDR students.*

At the end of 2018 there were 27 (headcount) HDR students enrolled in CM-related MSc (research) or PhD projects.

On page 16 of the report there are three paragraphs (which, the report states, were provided by Chris) –these paragraphs refer to research in trans-magnetic cortical stimulation, tennis elbow and acupuncture research

Kind regards,

Lesley Healy

HR Change Partner (*Mon, Tues, Wed*)

Organisational Change and Delivery

Human Resource Unit

T. +61 (02) 9514 7420

Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

From: Raelene La Ferla

Sent: 17 July 2019 07:45:52

To: Dean of Science TCM; Greg Welsh

Cc: Lesley Healy; Dianne Jolley

Subject: RE: Another "all-CM" staff email - sent from Withheld under GIPA

Hi Kate

I am going to send both emails to Frank & Fiona to get their thoughts on our response.

However my thoughts are, I'm a little concerned about [redacted]

I think TCM staff have been given opportunity to put their feedback forward and it has been considered. We may want to draft a response to that effect however let me confirm with Fi and Frank.

Sorry I am not in the office [redacted] but I am contactable on the mobile if you need me.

Rae

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Tuesday, 16 July 2019 9:24 PM
To: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Lesley Healy <Lesley.Healy@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Another "all-CM" staff email - sent from [redacted]

Hi Rae & Greg,

Note: In relation to [redacted] email, the Addendum to the Review was/is the consultation response provided by CM staff, hence all feedback provided by staff during the second consultation 29/5-6/6 (and extended for a few days by request from CM staff directly with Bill) was provided unedited to the Provost & SMG for consideration. Also keeping in mind the first round of CM staff consultation occurred late 2018, so the second consultation was to gather formal CM staff input after two face-to-face communication/question sessions. I think it is reasonable to conclude that CM staff input has been provided & considered, although I cannot see the specifics of his financial viability argument within the Review or Addendum.

Kind rgds,

Kate

FYI below Dianne... I'm sure [redacted] would expect you to have seen this email.

From: [redacted]
Sent: Tuesday, 16 July 2019 7:40 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; [redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla

<Raelene.LaFerla@uts.edu.au>

Subject: RE: CM Staff update – Traditional Chinese Medicine program

Dear Dianne

Thank you for the update and the disappointing decision of the Senior Management Group to phase out/discontinue the Chinese medicine program. Has this been communicated to the student body at this point in time? We note that the reasons given for the decision revolve around financial viability, research productivity, and strategic fit.

In regard to financial viability we have consistently raised the issue of the indirect costs associated with the program, ^{Withheld under GIPA}

^{Withheld under GIPA} This issue has not been addressed in any communication from yourself or Bill in regards to the equity across the Science programs. In addition the modelling was based on two academics (^{Withheld under GIPA} ^{Withheld under GIPA}) teaching into the program. In fact during that period of time we had to cover their teaching responsibilities with casual contracts which resulted in higher than normal costs. I fed back to Bill and John but no changes were made to the financial costs during that period. A realistic costing needs to be done to ensure an accurate picture of funding for the retrospective period.

In relation to research productivity during the years 2017-2018, the CM academics and their HDR students published or received a DOI (and have gone on to publication) for **32 publications** (listed below). These included systematic reviews including one Cochrane Systematic Review, experimental studies, surveys, clinical trials, scale development, laboratory studies and educational papers. I am not sure why these publications were not taken into account when evaluating the research productivity for the group and how an argument can be made about poor research productivity.

1. Choi T-Y, Lee MS, Kim JI, **Zaslowski C** (2017) Moxibustion for the treatment of osteoarthritis: An updated systematic review and meta-analysis. *Maturitas* 100:33-48 Jun 2017
2. **Elsdon DS**, Spanswick S, **Zaslowski C**, **Meier PC**. (2017) Protocol: Testing the relevance of acupuncture theory in the treatment of myofascial pain in the upper trapezius muscle. *Journal of Acupuncture and Meridian Studies* (2017), doi: 10.1016/j.jams.11.007.
3. **Zheng S**, Kim C, **Meier P**, Sibbritt D and **Zaslowski, C**. (2017) Development of a novel questionnaire for the TCM pattern diagnosis of stress. *Journal of Acupuncture and Meridian Studies* Doi: 10.1016/j.jams.2017.06.002
4. Lee HW, Lee MS, Kim TH, Alraek T, **Zaslowski C**, Kim JW, Moon DG Cochrane Urology draft protocol - Ginseng versus placebo for erectile dysfunction (2017)

DOI: 10.1002/14651858.CD012654

5. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. (2017) The effects of a structured mindfulness program on the development of empathy in healthcare students. *NursingPlus Open* Volume 3, 2017, Pages 1–5.
6. **Shuai Zheng**, Christine Kim, Sara Lal, **Peter Meier**, David Sibbritt, **Chris Zaslowski**. (2017) Tai Chi and Stress: A Randomised Controlled Trial. *Journal of Clinical Psychology* DOI: 10.1002/jclp.22482
7. Caroline A Smith, **Christopher J. Zaslowski**, Suzanne Cochrane, Xiaoshu Zhu, Zhen Zheng, Bertrand Loyeung, **Peter C Meier**, **Sean Walsh**, Charlie Changli Xue, Anthony L. Zhang, Paul P Fahey, Alan Bensoussan (2017) Reliability of the NICMAN Scale: an instrument to assess the quality of acupuncture administered in clinical trials. *Evidence Based Complementary and Alternative Medicine* doi:10.1155/2017/5694083
8. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. Mindfulness in Physical and Occupational Therapy Education and Practice: A Scoping Review *Physical Therapy Reviews* doi.org/10.1080/10833196.2017.1341594
9. Shohreh Razavy; Shi Ping Zhang; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap_and **Christopher Zaslowski**; Psychophysical responses in patients receiving a mock laser within context of an acupuncture clinical trial: An Interoceptive perspective; *BMC Complementary and Alternative Medicine* DOI 10.1186/s12906-017-1859-0
10. Shohreh Razavy, Shi Ping Zhang, Ph.D; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap, **Christopher Zaslowski**. Investigation of the phenomenon of Propagated Sensation along the Channels (PSCs) in the upper limb following administration of acupuncture and mock laser *Journal of Acupuncture and Meridian Studies* DOI: 10.1016/j.jams.2017.06.007
11. Lees, T., Nassif, N., Simpson, A., Shad-Kaneez, F., Martiniello-Wilks, R., Lin, Y., Jones, A., **Qu, X.** & Lal, S. 2017, 'Recent advances in molecular biomarkers for diabetes mellitus: a systematic review.', *Biomarkers*, pp. 1-13.
12. Ong, M., Peng, J., Jin, X. & **Qu, X.** 2017, 'Chinese Herbal Medicine for the Optimal Management of Polycystic Ovary Syndrome.', *Am J Chin Med*, vol. 45, no. 3, pp. 405-422.
13. **Zheng, S**, Kim, C, **Lal, S**, **Meier, P**, Sibbritt, D & **Zaslowski, C** 2018, 'The Effects of Twelve Weeks of Tai Chi Practice on Anxiety in Stressed But Healthy People Compared to Exercise and Wait-List Groups-A Randomized Controlled Trial.', *Journal of Clinical Psychology*, vol. 74, no. 1, pp. 83-92. (IF 2.330).
14. Dean, S., **Walsh, S.**, Williams, C., **Zaslowski, C.**, Morgan, A., & Levett-Jones, T. 2018, 'The mystery shopper student learning experience in undergraduate health education: A case study', *Nurse Education Today*, vol. 70, no. 2018, pp. 69-70. (IF 2.53; quartile 1, 6/133)

15. Oh, J.E., **Walsh, S., & Zaslowski, C.J.**, 2018, 'A 10 year comparison update: A survey of soci- demographics and practice characteristics of members of the Australian Acupuncture and Chinese Medicine Association', *Australian Journal of Acupuncture and Chinese Medicine*, vol. 12, no. 1, pp. 19-25. (IF unknown; quartile 4, 90/103)
16. Choi, Y.B., Cobbin, D. & **Walsh, S.** 2018, 'Does Modern Research Concerning Chinese Medicine Acupoints Relate to Original Prescriptions? If Not, Why Not?', *Medical Acupuncture*. <https://doi.org/10.1089/acu.2018.1300>
17. Razavy, S., Gadau, M., Zhang, S.P., Wang, F.C., Bangrazi, S., Berle, C., Li, T., **Li, W.H., Zaslowski, C.** 2018, 'Anxiety related to De Qi psychophysical responses as measured by MASS: A sub-study embedded in a multisite randomised clinical trial', *Complementary Therapies in Medicine*, vol. 39, pp. 24-35. doi: 10.1016/j.ctim.2018.05.009. Epub 2018 May 22 (IF 1.49; quartile 1, 9/103)
18. Popplewell M, Reizes J, **Zaslowski C.** 'Appropriate Statistics for Determining Chance-Removed Interpractitioner Agreement', *Journal of Alternative Complementary Medicine* 2018 May 31. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
19. Loyeung B, Lee J, **Michael C, Zaslowski C.** 2018, 'An experimental study in distinguishing an authentic herbal substance from sham herbal substances', *Complementary Therapies in Medicine*. 2018 Aug;39:92-96. doi: 10.1016/j.ctim.2018.04.005. Epub 2018 Apr 11. (IF 1.54; quartile 1, 9/103)
20. Popplewell M, Reizes J, **Zaslowski C.** 2018 'Consensus in Traditional Chinese Medical Diagnosis in Open Populations', *Journal of Alternative and Complementary Medicine*. 2018 Mar 1. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
21. Xiao H, **Zaslowski C**, Vardy J, Oh B. 2018 'Treatment of Sciatica Following Uterine Cancer with Acupuncture: A Case Report', *Medicines (Basel)*, vol. 5, no. 1, pii: E6. doi: 10.3390/medicines5010006 (IF unknown)
22. Yu, XF, **Zaslowski C** and Lim DCE. (2018) Vitamin D on glycaemia control in type 2 diabetes patients: a systematic review of randomised clinical Trials. *Journal of the Australian Traditional Medicine Society*, vol. 13, no. 2, pp. 82-88. (IF unknown; quartile 4, 98/103)
23. Popplewell M, Reizes J, **Zaslowski C.** 2018, 'A Novel Approach to Describing Traditional Chinese Medical Patterns: The Traditional Chinese Medical Diagnostic Descriptor', *Journal of Alternative and Complementary Medicine* <https://doi.org/10.1089/acm.2018.0065> 2018. (IF 1.498)
24. **McCambridge AB, Zaslowski, C. & Bradnam, V.** 2018 'The effect of verum and sham acupuncture on corticomotor excitability in healthy adults', *Clinical Neurophysiology*, vol. 129, s1, pp. e119. DOI: 10.1097/WNR.0000000000001159
25. Oh B, Eade T, Kneebone A, Hruby G, Lamoury G, Pavlakis N, Clarke S, **Zaslowski C**, Marr I, Costa D, Back M. 2018, 'Acupuncture in Oncology: The Effectiveness of Acupuncture May Not Depend on Needle Retention Duration', *Integrative Cancer Therapies*, vol. 17, no. 2, pp. 458-66. doi:

10.1177/1534735417734912 (IF 2.65; quartile 1, 11/103)

26. Oh B, Yeung A, Klein P, Larkey L, Ee C, **Zaslowski C**, Knobf T, Payne P, Stener-Victorin E, Lee R, Choi W, Chun M, Bonucci M, Lang HD, Pavlakis N, Boyle F, Clarke S, Back M, Yang P, Wei Y, Guo X, Weng CD, Irwin MR, Elfiky AA, Rosenthal D. 2018 'Accreditation Standard Guideline Initiative for Tai Chi and Qigong Instructors and Training Institutions', *Medicines (Basel)*. Vol. 5, no. 2, pii: E51. doi: 10.3390/medicines502005
27. **Ong M**, Cheng J, Jin X, Lao W, Johnson M, Tan Y, **Qu X**. 2018 'Paeoniflorin extract reverses dexamethasone-induced testosterone over-secretion through downregulation of cytochrome P450 17A1 expression in primary murine theca cells.' *J Ethnopharmacol*, vol. 229, pp. 97-103. doi: 10.1016/j.jep.2018.09.006.
28. Chen H, McGowan EM, Ren N, Lal S, Nassif N, Shad-Kaneez F, **Qu X**, Lin Y. Nattokinase: A Promising Alternative in Prevention and Treatment of Cardiovascular Diseases. *Biomark Insights*. 2018 Jul 5;13:1177271918785130. doi: 10.1177/1177271918785130.
29. Reyna Zeballos, J.L. & **Meier, P** 2018, 'A Practical Model for Implementing Digital Media Assessments in Tertiary Science Education', **American Journal of Educational Research**, vol. 6, no. 1, pp. 27-31.
30. Reyna Zeballos, J.L., Hanham, J & **Meier, P** 2018, 'The Internet explosion, digital media principles and implications to communicate effectively in the digital space', *E-Learning and Digital Media*, vol. 15, no. 1, pp. 36-52.
31. Reyna Zeballos, J.L. & **Meier, P.**, Hanham, J 2018, 'A Framework for Digital Media Literacies for Teaching and Learning in Higher Education', **E-Learning and Digital Media**, vol. 15, no. 4.
32. Reyna Zeballos, J.L. & **Meier, P** 2018, 'Using the Learner-Generated Digital Media (LGDM) Framework in Tertiary Science Education: A Pilot Study', **Education Sciences**, vol. 8, no. 3, pp. 1-23.

As to strategic fit, the CM course has been taught within the Faculty of Science since 1994. The course has several research methods subjects within the curriculum and has a reasonable group of HDR students undertaking clinical and experimental projects across a variety of areas. We specialise in neuroscience (trans-magnetic cortical stimulation for example) and clinical aspects of acupuncture. We have a positive outcome for a multisite clinical trial publication coming out this year for tennis elbow pain and several publications already for 2019.

The CM group are at odds to understand how the decision was made by SMG concerning these three areas.

Withheld under GIPA

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Monday, 15 July 2019 4:56 PM

To: Withheld under GIPA

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: CM Staff update – Traditional Chinese Medicine program

Dear colleagues,

As you know, the management of the Faculty of Science at UTS has recently been undertaking a review of the Traditional Chinese Medicine program. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

As part of the review, the Science Senior Management Group were then asked to support one of two options as a recommendation to the Provost:

- Discontinuation of the program at UTS
- Build up the program

The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

Whilst no final decision is made prior to the formal process in accordance with the UTS Award Course Approval Policy and Procedures, I wish to provide as much transparency as possible and will continue to communicate with staff, students and other stakeholders as we are able. We will provide a further update after the Faculty Board meeting to be held later in July.

The university acknowledges the uncertainty staff are currently dealing with. Staff are encouraged to utilise support as needed via UTS Human Resources, our partner being Raelene La Ferla, and/or our UTS Employee Assistance Program support provider, PeopleSense (1300 307 912). Note, we are also looking at providing individual support to you and your colleagues during this process and I will be in touch with more details on this soon.

Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

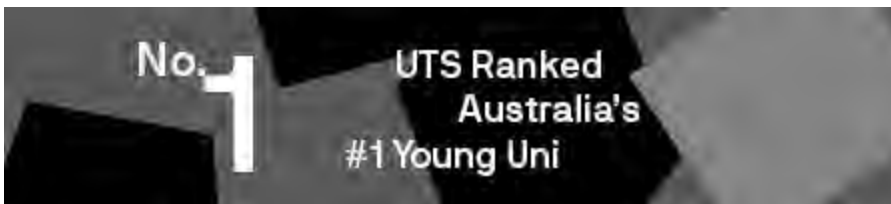
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



From: Kate Higgs
To: Willa Huston
Subject: RE: Approval meetings - earliest timeframe & information required
Date: Tuesday, July 16, 2019 9:12:00 PM

Hi Willa,

Actually I was just following up with Di on what is known/proposed for inclusion in OCAP.... I have highlighted her especially relevant comments. I hope this helps.

Her response this evening via text was;

Hello Kate, let me think out loud. Our current student intake is in yr 1 (2019), yr 2 (2020), yr 3 (2021) and yr 4 (2022). Our plans were to continue the current program for 2020 and 2021. Then we will transition to a teach out where we will adopt a TCM major within the Bachelor of Science (details to be determined) with particular focus on 3rd and 4th yr subject options. This next part probably doesn't need to be included in the OCAP paperwork (?) but the major will mirror the successful and accredited structure of the TCM major at WSU. UTS will cease student intake (UG and HDR) from 2019 onwards for TCM. At this stage, the WSU option is to allow the VCs to discuss the potential transfer of our TCM Commonwealth supported places (CSP) to WSU to continue the community capabilities in TCM, but that should not need to be in the OCAP. The option for students to transfer to WSU would not need to be in OCAP either. Does that answer your questions? Di

In an email Dianne sent to WSU Science Dean - Gregory Kolt (8/7);

UTS are currently working to develop a change paper and are modelling scenarios for current UTS TCM UG/PG students and staff. We are still aiming to release recommendation documents to the science faculty board in the last week of July, for a meeting in the first week of August. The documents will be focused on the future of the program at UTS, not yet discussing details of UTS's discussions with WSU, as we must wait until the final decision is ratified. However, we are aware that the documents will no longer be controlled at this point, and this will likely result in a flurry of communications from students, staff and the broader community.

Further possible details (from Di) which are relevant to modelling – beyond the OCAP document;

In advance of any UTS final decision, there was a discussion about how a discontinuation should be modelled. Consideration should be given to

- (i) directing all incoming enquiries to commence TCM programs at UTS towards WSU (local to Sydney) – communications to be consistent between UTS and WSU;
- (ii) continuing our existing TCM programs unaltered in 2020, and providing an option for existing students to transfer to WSU at the beginning of 2021 (highlighting the merits of the Beijing experience, and the potential (TBC) of a degree from both UTS and WSU);
- (iii) for those students that opt to stay at UTS, continue our existing program unaltered in 2021 then provide an option for existing students to transfer to WSU at the beginning of 2022 (as above);
- (iv) for students in TCM at UTS from the beginning of 2022, provide them with the pathway to change enrolments, considering (TBC) a Bachelor of Science with a major in TCM based on the curriculum from WSU. This option relies on (a) agreement with WSU on this approach, (b) approval the TCM accreditation committee (likely as the WSU program already accredited); (c) discussions of staffing with WSU (for WSU staff to deliver the curriculum at UTS). Willa Huston will be valuable with this mapping.
- (v) discussions with WSU about meeting the clinical hours requirements of the UTS students will also need to be considered.

I think that's all the direction I have regarding what should be relevant for OCAP & Committee decisions at this stage.

Thanks for all your help!

Best regards,
 Kate

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Tuesday, 16 July 2019 8:30 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: Approval meetings - earliest timeframe & information required

Hi Kate

The one thing I don't have yet is that you had a short email that was quite recent from the Provost that outlined the 1 year, 2 year, etc transition plan.

I will meet with Jacqui tomorrow to go through the details but I think for the OCAP the text of that email is probably most appropriate for the transition plans question in the form.

Also, I notice in the email trial there was a suggestion about a alternative B Health Sci course here that is not CM – are we going to do that to teach out any students? I can check with Jacqui tomorrow and will write detailed notes for Dianne to consider on Monday and may have a couple versions of the OCAP text written around those scenarios.

Thanks
 Willa

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Tuesday, 16 July 2019 10:49 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: FW: Approval meetings - earliest timeframe & information required

Hi Willa,

Science Faculty Board is now scheduled for 26/7.

Hence short-term dates are;

- OCAP information submitted (pre 22/7) – thanks!!
- OCAP information reviewed by Dianne - ASAP
- UTS/WSU round table (22/7) – working towards scheduling now)
- Communication to staff / students including FAQ page on intranet (22-23/7)
- Faculty Board documents circulated (23/7)
- Science Faculty Board (26/7)

Overall schedule below. Also, as mentioned, individual wellbeing service for staff is available from 22/7 (although immediately available via HR / EAP also).

I believe this is all the info I was going to send. Please let me know if anything is missed. Unfortunately I can only access a PDF version of the TCM Review Report.

Kind rgds,
 Kate

From: Kate Higgs
Sent: Wednesday, 26 June 2019 8:54 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: FW: Approval meetings - earliest timeframe & information required

Hi Bill,

I should have included you on this.

Kind rgds

From: Kate Higgs
Sent: Tuesday, 25 June 2019 5:10 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Approval meetings - earliest timeframe & information required

Hi Dianne,

Re TCM, the earliest approval schedule is;

1. Faculty Board - a specifically called meeting ~22-29/7
2. Courses Planning Committee (6/8) then to Provost for approval

3. Courses Accreditation Committee **(15/8)** recommend to Ac Board
(Doreen has pencilled the CAC meeting into your calendar)
4. Ac Board **(18/9)** approve

Based on my reading of the UTS policy/procedures docs, we need to submit a proposal to Faculty Board which indicates (in addition to information we already have):

- A. when teaching will cease
- B. transition arrangements for current students
- C. key stakeholder groups and evidence of communication/consultation

Our ability to meet these timeframes is easier if approval can be based on a preferred option for A. & B., with an acceptable backup (rather than a single confirmed option) - at least for the earlier approvals(?).

Greg & I will catch-up to discuss C. tomorrow after the WSU meeting.

Kind rgds,
Kate

From: [Redacted]
To: [Redacted]
Subject: RE: Background to meeting with Dean at noon
Date: Thursday, December 6, 2018 10:28:50 AM

Hi, [Redacted]

[Redacted]

[Redacted]

[Redacted]

Publications:

1. Chen H, Eileen M McGowan EM, Ren N, Lal S, Nassif N, Fatima Shad-Kaneez F, Qu X and Lin Y. Nattokinase: A Promising Alternative in Prevention and Treatment of Cardiovascular Diseases. Biomarker Insights. 2018, Volume 13: 1–8
2. Ong M, J Cheng, Lao M, Tan Y Jonson M, Qu X. Paeoniflorin extract reverses dexamethasone-induced testosterone over-secretion through downregulation of [Cytochrome P450 17A1 expression](#) in primary murine theca cells. Journal of ethnopharmacology. 2019, 229: 97-103
3. Tan Y, Kim J, Cheng J, Ong M, Lao W, Qu X. Green tea polyphenols ameliorate non-alcoholic fatty liver disease through upregulating AMPK activation in high fat fed Zucker fatty rats. World J Gastroenterol 2017; 23: 3805-3814
4. Lees T, Nassif N, Simpson A, Shad-Kaneez F, Martiniello-Wilks R, Lin Y, Jones A, Qu X, Lal S. [Recent advances in molecular biomarkers for diabetes mellitus: a systematic review.](#) Biomarkers 2017 Nov; 22:604-613. doi: 10.1080/1354750X.2017.1279216
5. Kamal M, Shakil S, Nawaz MS, Yu QS, Tweedie D, Tan T, Qu X, Greig NH. (2017) Inhibition of Butyrylcholinesterase with Fluorobenzylcymserine, an experimental Alzheimer’s drug candidate: validation of enzoinformatics results by classical and innovative enzyme kinetic analyses. CNS & Neurological Disorders - Drug Targets. **2017**, Vol. 16, No. 3:1-8.
6. Teng B, Jie Peng J, Ong M, Qu X. Successful Pregnancy after Treatment with Chinese Herbal Medicine in a 43-Year-Old Woman with Diminished Ovarian Reserve and Multiple Uterus Fibrosis: A Case Report. *Medicines* 2017, 4, 7 doi:10.3390/medicines4010007.
7. Ong M, Peng J, Jin X, Qu X. (2017) Targeting Insulin Resistance to Treat the Underlying Basis of Polycystic Ovary Syndrome with Chinese Herbal Medicine. Am. J Chin. Med. 2017, 45: 405–422

External research funding income:

1. Collaborative research grant from Suzhou Red Cross Hospital, Jiangsu Province, China (\$15,000, 2016)
2. Collaborative research grant from Second Affiliated Hospital of Wenzhou Medical University (\$25,000, 2017-2018)
3. Department of Industry, Innovation and Science and Corncord Health Group for project “ Effects and Mechanisms of *Antrodia Cinnamonea* Extract for Non-alcoholic Fatty Liver Disease, POCs and Cancer” (\$80,000, 2018)
4. Collaborative research for clinical trial on Chinese herbal medicine for type 2 diabetes from Tasly Pharmaceuticals, China (\$425,000, 2018-2020)
5. Phase II for Department of Industry, Innovation and Science and Corncord Health Group for

project (\$100,000, 2019)

From: [Redacted] Withheld under GIPA

Sent: Thursday, 6 December 2018 9:51 AM

To: [Redacted] Withheld under GIPA

Subject: Background to meeting with Dean at noon

Dear all

Just to give you some background to the meeting today (12-1pm) regarding the review of the course. I have not been given an agenda but I guess the Dean will want to explore the four options he is planning to put together and get your perspectives on these. These are 1) Stay in Science and make changes (financial??) to the course 2) transfer to faculty of Health if they accept us 3) transfer students to another program in Sydney eg WSU 4) teach out the course. (these options were told to me verbally but nothing in writing)

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Please feel free to raise any points of discussion during the meeting and I will see you in the Dean’s boardroom at 12 noon.

[Redacted] Withheld under GIPA

Email sent to the Dean

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From: [Redacted]
To: [Redacted]
Cc: [Redacted]
Subject: Re: Background to meeting with Dean at noon
Date: Thursday, December 6, 2018 10:42:44 AM

Dear [Redacted]

Could not resist looking in to see if there was an agenda or any details about the meeting today.

My feeling is that:

1: UTS must decide whether or not it wants to keep its nationally accredited health practitioner program.

Simple yes or no.

Yes leaves options 1 and 2.

No leaves options 3 and 4.

2. No - no further discussion required. (Students can transfer themselves to other programs, and as I understand it UTS is obliged to teach out the remainder of its discontinued programs.)

3. Yes - the Faculty must come up with something more concrete than 'fit', and wobbly financial figures if we are to achieve a better fit and / or financials.

If you don't mind I'll contact you tomorrow?

I promised I would contact you anyway in December so we could meet to talk

[Redacted]

If anything more urgent after meeting, phone or WeChat is fine.

Good luck and best wishes,

[Redacted]

From: [Redacted]
Sent: Thursday, 6 December 2018 9:51:02 AM
To: [Redacted]

Subject: Background to meeting with Dean at noon

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From: [Fiona Henry](#)
To: [Doreen Borg](#)
Cc: [Helen Hume](#)
Subject: RE: Call for Extraordinary Faculty Board Meeting July 2019.pdf
Date: Monday, July 15, 2019 2:49:59 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

Thank you Doreen. I will list the agenda item as:

The phasing out/discontinuation of:

- C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies; and
- C10186 Bachelor of Health Science in Traditional Chinese Medicine.

Can you please advise when the papers will be available for members.

Fiona Henry

Governance and Records Manager

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 1567

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Doreen Borg <Doreen.Borg@uts.edu.au>
Sent: Monday, 15 July 2019 2:49 PM
To: Fiona Henry <Fiona.Henry@uts.edu.au>
Cc: Helen Hume <Helen.Hume@uts.edu.au>
Subject: RE: Call for Extraordinary Faculty Board Meeting July 2019.pdf

Hi Fiona

We are looking at the entire TCM Program which includes both courses in your email.

Kind regards,

Doreen

Doreen Borg

EA to the Dean and Deputy Dean

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 1752 Fax: +61 2 9514 1656

PO Box 123 Broadway NSW 2007 Australia

science.uts.edu.au



From: Fiona Henry <Fiona.Henry@uts.edu.au>

Sent: Monday, 15 July 2019 2:36 PM

To: Doreen Borg <Doreen.Borg@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>

Subject: RE: Call for Extraordinary Faculty Board Meeting July 2019.pdf

Thank you very much Doreen for this request to convene a special meeting of Science Faculty Board.

However for the Board to accurately consider the matter, I need confirmation of which course(s) this request refers to?

Below is what I suggest the motion would be to the Board.

The phasing out/discontinuation of:

- C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies; and
- C10186 Bachelor of Health Science in Traditional Chinese Medicine.

Fiona Henry

Governance and Records Manager

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From: Doreen Borg <Doreen.Borg@uts.edu.au>

Sent: Monday, 15 July 2019 12:51 PM

To: Helen Hume <Helen.Hume@uts.edu.au>; Fiona Henry <Fiona.Henry@uts.edu.au>

Subject: Call for Extraordinary Faculty Board Meeting July 2019.pdf

Please find attached request to call for an Extraordinary Faculty Board Meeting. Your assistance would be greatly appreciated.

Thank you.

Kind regards,

Doreen

Doreen Borg

EA to the Dean and Deputy Dean

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From: [Fiona Thomas](#)
To: [Andrea Leigh](#); [Lesley Healy](#); [Raelene La Ferla](#); [William Gladstone](#)
Cc: [Greg Welsh](#); [Frank Young](#)
Subject: Re: Chinese Medicine
Date: Friday, November 23, 2018 8:45:02 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

Yes ofcourse

Get [Outlook for Android](#)

From: William Gladstone
Sent: Friday, November 23, 2018 8:43:26 AM
To: Fiona Thomas; Andrea Leigh; Lesley Healy; Raelene La Ferla
Cc: Greg Welsh; Frank Young
Subject: RE: Chinese Medicine

Hi Fiona

Thanks, can I forward your email to Margaret Connolly to share with the Provost?

Cheers
Bill

Professor William Gladstone GAICD
Interim Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 8272
M. +61 (0) Withheld under GIPA
PO Box 123 Broadway NSW 2007 Australia

uts.edu.au





From: Fiona Thomas

Sent: Friday, 23 November 2018 8:34 AM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Frank Young <Frank.Young@uts.edu.au>

Subject: RE: Chinese Medicine

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We believe the CM program fits this category given one of the options being explored by UTS is to close the program.

Scenario one – suspend enrolments 2019 – no intake

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If by "suspend" we mean that this scenario allows a suspension pending decision, with the option of approving a 2019 intake if the decision is to continue the program, is there a deadline on the suspension? and is that deadline a reasonable timeframe for the university to make a considered decision? If it is not then again the perception may be that we have pre-determined an outcome

Scenario three – no suspension, applications accepted

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Could you forward the draft options paper when you have drafted it so that we can determine what level of engagement we need to undertake with the union during this upcoming consultation.

Fi

Fiona Thomas

Manager, Organisational Change and Delivery,
Human Resource Unit

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From: William Gladstone

Sent: Friday, November 23, 2018 7:52 AM

To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley

Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Cc: Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: FW: Chinese Medicine

Dear all

Please see the email below from Peter Meier re the TCM options paper process. I will reply and address each of his points as far as I can.

Re the timeline, we have not been able to meet some of the milestones for this week, in particular the following:

	Met with TCM team (include <small>Withheld under GIPA</small>)	Outline high level timeline.	BG / AL	16 Nov 18	
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	Discuss the support staff in TCM may need during this process, with an emphasis on immediate needs	HRU to organise (Ray)	HRU / CZ / BG / AL	23 Nov 18	

I am meeting with the TCM team next Tuesday 27 Nov. I won't be able to finish the draft options paper and provide it to the Provost by today. And, we (ie Rae and I) will meet with Chris after the TCM team meeting to discuss support.

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

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From: Peter Meier
Sent: Thursday, 22 November 2018 2:13 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Chinese Medicine

Hi Bill,

I attach a copy of some figures request by Attila back in September FYI.

In light of the conversation we had, I am also enquiring in respect of the offers for 2019. Given the timeline you have outlined for a decision to be made by SEM in January after adequate consultation with TCM staff, there is an issue with current offers. As you know open day is on the 15th of December and we need to prepare. If TCM is to be discontinued with no intake for 2019, we would need to begin informing students on open day as they should have an opportunity to choose other options. There are also approximately 70 offers currently in play and those students would need to be contacted and informed that their course choice is no longer available as advertised and that they will need to seek other options. If there are students coming through InSearch or who deferred from previous years they will also need to be informed. Given the Faculty is facing a downturn in offers and enrolment numbers for 2019, it would appear that turning down 70 offers at this point to be less than prudent, given those numbers will not be absorbed by other courses in the current climate. As I also mentioned in our meeting a loss of student and staff numbers does not represent a cost saving in the way a loss of staff only might present.

My concern with the process at this point is that it is a little vague, especially in regards to allowing TCM to respond or input into the paper before it goes to SEM, especially in regards to the range of options such as including making budget savings and staying in the faculty; moving to health which has a different cost base to science and a similar band funding meaning that in the provosts model the TCM course may be financially viable in Health; changing the course structure to make it more viable or have a UG/Master 3+2 option; as well as other options to be explored. It will require time and discussion with staff and we need to outline a process. The last change management process involved multiple consultations and multiple re-workings of the documentation. If any option other than discontinuation is to be genuinely considered, then a disruption in the enrolment numbers and

income of the course would adversely affect any future changes.

The exclusion of TCM from the early round offers and involvement of HR, rightly or wrongly signals that the decision may have already been predetermined, especially as rumours of a TCM demise have been promulgated by various staff in the school for almost 18 months and this perception will need to be managed with staff. I also wonder at what point if any will current students be consulted as they could be considered stakeholders along with TCM staff.

I would suggest at this moment in time it would be best to proceed with a 2019 enrolment as normal and thereby fulfil our advertised commitments to incoming students. Moving to a quick kill order is not going to result in any short term budgetary benefit and I think that TCM staff and students should be given an appropriate time to consider and feedback into the options paper. Speaking for myself, I would like input into the paper before it goes to SEM or alternately if appropriate, provide a separate response to SEM that they should consider as part of their decision making process.

Peter

 Peter C Meier
 Associate Dean (Teaching and Learning)
 Faculty of Science

From: Doreen Borg **On Behalf Of** William Gladstone
Sent: Monday, 19 November 2018 4:20 PM
To: Bill Booth <Bill.Booth@uts.edu.au>; Alaina Ammit <Alaina.Ammit@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Anthony Dooley <Anthony.Dooley@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>
Subject: Chinese Medicine

Dear SMG,

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I will be drafting the options paper and then consulting with the Chinese Medicine discipline group on this draft, after which the final paper will be sent to the Senior Executive Management (SEM) for consideration. The aim is to have this first consultation phase completed by the end of this year and for SEM to make a decision on the preferred option, ideally in January.

Once a decision on the preferred option has been made, there will be further consultation about how best to proceed with that option. Together with Andy, I will be working with HR on this to ensure that the appropriate level of consultation is undertaken and people are supported during a potentially uncertain time. I have briefed the incoming Dean, Dianne Jolley, about this.

It is important that I inform you about this now in case you are approached by someone, in which case, you can explain the process I've outlined above. However, unless approached, please treat this information as confidential at this stage.

Best regards

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

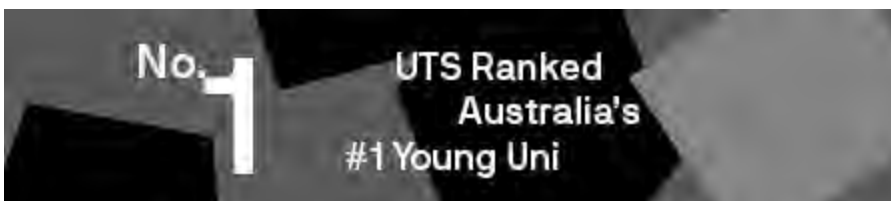
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From: [Greg Welsh](#)
To: [Fiona Thomas](#); [William Gladstone](#); [Andrea Leigh](#); [Lesley Healy](#); [Raelene La Ferla](#)
Cc: [Frank Young](#)
Subject: RE: Chinese Medicine
Date: Friday, November 23, 2018 10:48:05 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
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[image008.png](#)
[image009.png](#)

I support Fiona and Frank's assessment of the scenarios, but (and apologies, this might be abundantly clear to everyone already) do want to point out that Scenario three is also not without its own negatives, if the eventual decision is to close the course, ie

- * incoming students might argue that it was unethical of the university to accept them into a course that the university was actively considering closing
- * an additional year of teach out (with attendant financial costs)

Best wishes
Greg

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Sent: Friday, 23 November 2018 8:34 AM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
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Thanks
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 Interim Dean

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 Faculty of Science

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To: Bill Booth <Bill.Booth@uts.edu.au>; Alaina Ammit <Alaina.Ammit@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Anthony Dooley <Anthony.Dooley@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>
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Faculty of Science

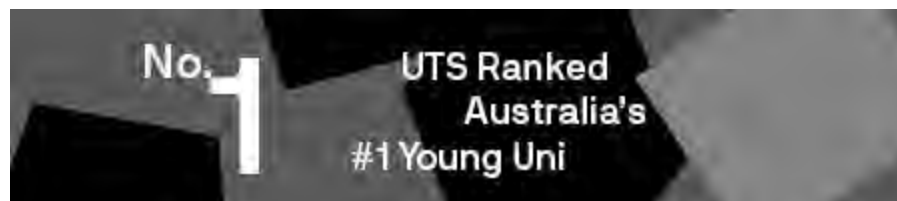
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From: [Dean of Science TCM](#)
To: [Lisa Hanlon](#)
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 1-2pm
Date: Tuesday, July 16, 2019 6:28:00 PM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image011.png](#)

That is fantastic – thank you Lisa!

From: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Sent: Tuesday, 16 July 2019 5:32 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 1-2pm

Perfect!

Here are the details you can include in the meeting invite:

Personal Devices:

JOIN remotely (with audio): <https://uws.zoom.us/j/740023081> (PC, Mac, iPad, iPhone, Android)

Zoom Rooms:

JOIN the room using the Zoom Room Controller

SHARE CONTENT within the Room: <https://uws.zoom.us/share/740023081>

Remote participants can also join (audio only) from a dial-in phone line:

Dial: +61 2 8015 2088

Meeting ID: 740 023 081

International numbers available: <https://uws.zoom.us/zoomconference>

Or with video, audio & screen sharing from a H.323/SIP room system:

Dial: 61262227588

or SIP:7588@aarnet.edu.au

or H323: [740023081@182.255.112.21](tel:740023081@182.255.112.21) (From Cisco)

or H323:182.255.112.21## 740023081 (From LifeSize or Polycom)

or [162.255.36.11](tel:162.255.36.11) or [162.255.37.11](tel:162.255.37.11)

Meeting ID: 740 023 081

Meeting location can be listed as Zoom (link <https://uws.zoom.us/j/740023081>)

Kind regards,
Lisa

From: Dean of Science TCM [<mailto:dean.of.science.TCM@uts.edu.au>]
Sent: Tuesday, 16 July 2019 5:24 PM
To: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 1-2pm

If you could set up zoom that would be ideal. I actually have no idea 😊

I will include John as suggested.

Kind rgds,

From: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Sent: Tuesday, 16 July 2019 5:03 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 1-2pm

Hi Kate,

Thanks so much, and if you could also please include John Loxton, as Xiaoshu is overseas and I am unsure if she will be able to zoom in.

I can set the zoom link up if that helps?

Kind regards,
Lisa

Lisa Hanlon, FHEA
Senior Project Manager (Academic Structures)
Project Management Office | Division of Finance and Resources
P: +61 2 9772 6306 | Ext: 6306

westernsydney.edu.au



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From: Dean of Science TCM [<mailto:dean.of.science.TCM@uts.edu.au>]
Sent: Tuesday, 16 July 2019 4:55 PM
To: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 1-2pm

Thank you Lisa,

I will send a meeting invite to yourself, Gregory and the UTS team as listed for 1-2pm Monday 22/7. Would you be happy for me to also send this invite to the WSU team members you provided earlier (Amanda, Robyn and Xiaoshu)?

I am not familiar with setting up a meeting via zoom, but I will seek assistance.

Kind rgds,
Kate

From: Doreen Borg <Doreen.Borg@uts.edu.au>
Sent: Tuesday, 16 July 2019 4:02 PM
To: Lisa Hanlon <l.hanlon@westernsydney.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 if possible

Hi,

I can confirm Dianne Jolley can do 1pm on the 22nd July.

Kind regards,

Doreen

Doreen Borg
EA to the Dean and Deputy Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 1752 Fax: +61 2 9514 1656
PO Box 123 Broadway NSW 2007 Australia
science.uts.edu.au





From: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Sent: Tuesday, 16 July 2019 3:53 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 if possible

Hi Kate,

Just heard from Gregory's Office, he is free between 1pm and 4pm on the 22nd.

Will you send through a meeting invite, or zoom details?

Thanks,
Lisa

Lisa Hanlon, FHEA
Senior Project Manager (Academic Structures)
Project Management Office | Division of Finance and Resources
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From: Lisa Hanlon
Sent: Tuesday, 16 July 2019 3:42 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>
Subject: RE: Chinese Medicine - UTS/WSU meeting for 22/7 if possible

Hi Kate,

So sorry for the delay in getting back to you, I've been in meetings all day and just received your

voicemail. Apologies for not calling back as I'm running into another meeting now. I have flicked an email to Gregory's EA to seek his availability. Being via zoom will make it much easier.

I will get back to you as soon as I can as we appreciate the urgency of this meeting.

Kind regards,
Lisa

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Sent: Monday, 15 July 2019 7:37 PM
To: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>
Subject: Chinese Medicine - UTS/WSU meeting for 22/7 if possible

Hi Lisa,

Apologies for not being in contact before now. Thank you for the contact details provided last week, I have shared them with the UTS team. I anticipate many of the UTS/WSU members are now in contact.

I am keen for us to have an initial touch-base as project managers. Would later in the week suit you?

As a priority, I am specifically looking to set up a meeting between both UTS & WSU project teams. The background and details are:

- From the UTS perspective, we are embarking on the process of committees required to obtain ultimate approval by Academic Board for phase-out/discontinuation. The initial step is the Science Faculty Board, which will take place on 26/7. The Board papers must be sent out by the 23/7 (a 3 day minimum). Once that happens, the information contained in the Board documents will be in the public arena, and we expect UTS and WSU will need to ready for the responses.

- Our UTS Dean of Science, Dianne Jolley, has asked me to organise a round table meeting with the UTS change team and the WSU team before we send out the Faculty Board papers to ensure that we have all the communications ready to go and consistent. I expect that this meeting would happen via video conference.
- Dianne has time available 11am-1:30pm on 22/7. **Would Gregory have time within this window also?** I am hoping most of us can work around the availabilities of Dianne & Gregory.
- Regarding attendance from UTS, I intend to invite Dianne (Dean), Willa (academic lead), Greg (communications), Jacqui (student administration), myself (project coordination) and a HR/Consultation rep.
- Finally, documentation we will review during the meeting cannot be distributed in advance as Dianne will need to have an initial review of the drafted proposal (& she returns from leave on 22/7).

Separately, UTS will also draft a FAQ page to be available for staff and students, aiming to be available when the Faculty Board documents go out. We will aim to have an initial draft to share later this week.

Thank you for your assistance.

Kind regards,

Kate

Withheld under GIPA

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Tuesday, 9 July 2019 3:02 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Subject: RE: UTS contacts for Chinese Medicine analysis

Dear Kate

Lisa Hanlon (copied into this reply) will be the Project Manager from our end on this. I briefed her today, so you can now make contact to bring our two teams together.

Lisa will liaise with you about the details you require.

Kind regards

Gregory

**Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
 School of Science and Health
 Locked Bag 1797, Penrith NSW 2751, Australia
 P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au**

westernsydney.edu.au



From: Dean of Science TCM [<mailto:dean.of.science.TCM@uts.edu.au>]
Sent: Tuesday, 9 July 2019 1:13 PM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Subject: RE: UTS contacts for Chinese Medicine analysis

Hi Gregory,

I understand from Dianne that you will debriefing a senior project manager to work on this program later this week.

I am wondering if you have the contact details for the counterparts of Jacqui and Willa (see below), and if it is appropriate timing for them to begin progressing discussions directly?

Thank you & rgds,
Kate

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From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Saturday, 29 June 2019 4:22 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: UTS contacts for Chinese Medicine analysis

Thanks Dianne

We will be back to you soon on this so that we can get the wider teams together.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

WESTERN SYDNEY UNIVERSITY



From: Dean of Science TCM [<mailto:dean.of.science.TCM@uts.edu.au>]

Sent: Friday, 28 June 2019 12:08 PM

To: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>

Subject: UTS contacts for Chinese Medicine analysis

Hi Gregory,

Thank you for meeting with Dianne, Bill and I on Wednesday this week.

As promised, please see the list of UTS contacts for matching with the appropriate WSU contacts.

	Focus	Title / Team	Contact details
Kate Higgs	UTS project coordination	Project Manager	T. <small>Withheld under GIPA</small> Kate.Higgs@uts.edu.au
Greg Welsh	Communication (internal & external)	Head of External Communication Marketing and Communication Unit	T. (02) 9514 1608 Greg.Welsh@uts.edu.au
Jacqui Wise	Student records Conferral & RPL Subject Mapping (Administrative)	Director, Student Administration Unit Student Administration Unit	T. (02) 9514 1208 Jacqui.Wise@uts.edu.au
Willa Huston	Subject Mapping (Academic)	Deputy Head of School – T&L School of Life Science Faculty of Science	T. (02) 9514 3449 Wilhelmina.Huston@uts.edu.au
Graham Nicholson	Relationships with Chinese Universities	Associate Dean – International Faculty of Science	T. (02) 9514 2230 Graham.Nicholson@uts.edu.au

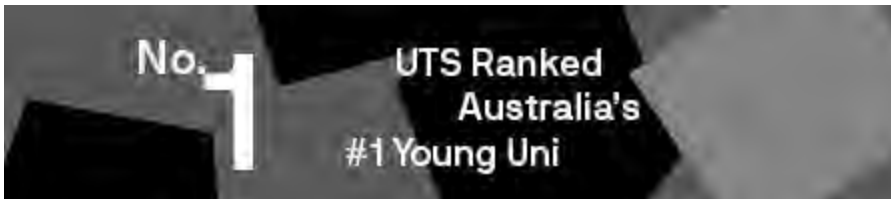
Have a lovely weekend.

Kind rgds,
Kate

Kate Higgs

Withheld under GIPA

Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



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From: [William Gladstone](#)
To: [Dianne Jolley](#)
Subject: FW: Chinese medicine course - no intake for 2020
Date: Wednesday, May 8, 2019 2:49:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
Importance: High

Hi Dianne

Please see email below.

How did the meeting go with WSU on Monday? Do we need to act soon with a statement to the TCM staff?

Cheers

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

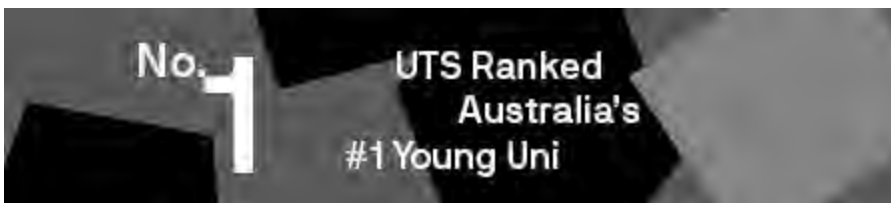
University of Technology Sydney

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M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Withheld under GIPA

Sent: Monday, 6 May 2019 11:46 PM

To: withheld under GIPA

Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>

Subject: Re: Chinese medicine course - no intake for 2020

Importance: High

Dear withheld under GIPA

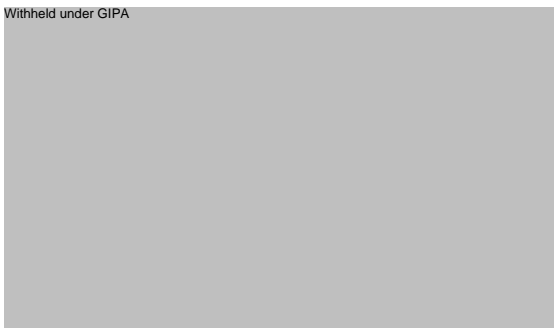
Withheld under GIPA and I were politely confronted by students after class this evening, wanting answers to information they had received that UTS executive have told Science faculty not to intake students for 2020. The students heard that both domestic and international intakes have ceased from 2020.

Needless to say, I was mortified, put in an incredible difficult situation, and left aghast at a situation that I was less than prepared to confront alone without support from UTS, or at least from faculty executive... and certainly when operating in a void of information.

I do not wish to be in such an unsupported situation again - this is not correct and needs addressing. It is time for transparency - and certainly clear detailing of whatever transition arrangements/redeployment have been discussed for individual staff, the program and students.

Best wishes,

Withheld under GIPA



From: [Redacted]
To: [Redacted]
Cc: Raelene La Ferla; William Gladstone; Peter Meier
Subject: RE: Chinese medicine course - no intake for 2020
Date: Thursday, May 9, 2019 11:19:35 AM

Dear all

I am following up on [Redacted] email on Monday evening regarding the 2020 intake. Unfortunately I am at [Redacted] I was not aware that this was occurring without a decision on the viability of the CM program being made. Since [Redacted] email I have queried one of my colleagues [Redacted] and [Redacted] has told me all the CM students are aware of the status of the course and other UTS staff [Redacted] has informally told him the "course is going". I think this is doing irreparable damage to the UTS course reputation (which had an increase in numbers this year) which has the best reputation in Australia. I also requested via [Redacted] that there should be some exploration of options (transfer to health and opportunity to meet with Dean, recosting of course within a reasonable time period etc). I also understand that the Health Strategy is being reinvigorated so this is an opportunity to explore such options. Chinese medicine has been registered within the National Regulation and Accreditation Scheme (NRAS) with 14 other health professions since 2012 and CM staff members have contributed to several regulatory bodies.

A response to this email would be much appreciated.

[Redacted]

From: [Redacted]
Sent: Monday, 6 May 2019 11:46 PM
To: [Redacted]
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>
Subject: Re: Chinese medicine course - no intake for 2020
Importance: High

Dear [Redacted]


[Redacted] and I were politely confronted by students after class this evening, wanting answers to information they had received that UTS executive have told Science faculty not to intake students for 2020. The students heard that both domestic and international intakes have ceased from 2020.

Needless to say, I was mortified, put in an incredible difficult situation, and left aghast at a situation that I was less than prepared to confront alone without support from UTS, or at least from faculty executive... and certainly when operating in a void of information.

I do not wish to be in such an unsupported situation again - this is not correct and needs addressing. It is time for transparency - and certainly clear detailing of whatever transition arrangements/redeployment have been discussed for individual staff, the program and students.

Best wishes,

Withheld under GIPA



From: [William Gladstone](#)
To: [Dean of Science TCM](#)
Subject: RE: Chinese Medicine meeting (29/5) and communication to students
Date: Thursday, June 13, 2019 9:58:00 AM
Attachments: [image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)
[image018.png](#)
[image019.png](#)

Hi Kate

I don't know. I have amended the report and sent it to Dianne. I'll let you know as soon as I hear back.

Cheers
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

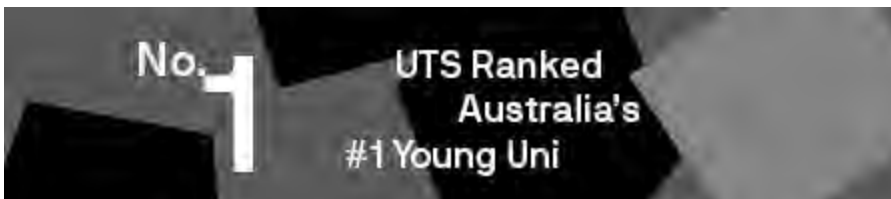
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M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Thursday, 13 June 2019 9:52 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: FW: Chinese Medicine meeting (29/5) and communication to students

Hi Bill,

Just checking if the revised Status report has gone to Andrew yet, and if so, has it also gone to CM staff?

If it should be sent from this address (which would be good in terms of consistency I think), could I confirm the final distribution list with you before sending?

Thanks!
 Kate

From: Withheld under GIPA
Sent: Monday, 10 June 2019 1:36 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Chinese Medicine meeting (29/5) and communication to students

Dear Dianne

Thanks for the copy of the PPT and the summarised minutes. It is much appreciated. Unfortunately it was sent to Withheld under GIPA

Withheld under GIPA. If this could be rectified for any further mass emails it would be helpful and dampen anxiety and rumours circulating in the profession.

I have responded to Bill with comments to the final draft options paper and note

1. 205 UG students (with an additional 15 on leave of absence) enrolled in the two programs as of census Autumn semester 2019
2. 28 academic papers published (including one clinical trial and another to be published later this year) by the CM discipline in 2017-2018.
3. 6000 patient contacts in 2018 in the clinic which generated \$224,000
4. At least 18 HDR students undertaking research projects.
5. International collaboration with organisations such as WHO, ISO, several Korean and Chinese research organisations and universities.
6. National collaboration and work with national and state regulatory bodies, professional bodies and industry partners.

We are happy to make any required course changes (restructure for financial considerations) as suggested by Ass Dean T/L (Peter Meier) in the response options document submitted with Deputy

Dean's paper and hope you can support us in our endeavours.

Withheld under GIPA

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Thursday, 6 June 2019 5:08 PM

To:

Withheld under GIPA

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: Chinese Medicine meeting (29/5) and communication to students

Dear Chinese Medicine colleagues,

I'd like to acknowledge the contribution of Chinese Medicine staff to the revision of the draft Status Report and additional information provided since the update meeting I held with staff on 29 May.

The main points discussed at the update meeting on 29 May were;

- I opened the meeting and thanked everyone for their time.
- The deck (attached) was presented, explaining the process to date, options and next steps.
- Professor Suzanne Chambers (Dean, Faculty of Health) confirmed that Chinese Medicine would not transfer into the Faculty of Health based on non-alignment with their Faculty strategy.
- It was confirmed that the draft Status Report was given to the Provost in the third week of March, clearly communicated to him as a draft and subject to review by the Chinese Medicine Discipline Group before finalisation.
- Staff raised the perceived damage to the UTS reputation from the suspension of the undergraduate intake for the Traditional Chinese Medicine courses in 2020, and the impacts to students, research outcomes and the community if the discipline was to be discontinued at UTS.
- Input to the final version of the Status Report is due by June 5.

- Following consideration of the received input, the final Status Report will be submitted to the Provost early next week, and also provided to Chinese Medicine staff.

The presentation from the session is attached for your reference.

In addition, please be aware that I wrote to all undergraduate students in Traditional Chinese Medicine courses and graduate research students supervised by Chinese Medicine staff on June 5 to provide them with an update. The update informed them that a range of options are currently being considered in relation to the future study of Chinese Medicine at UTS and that UTS has suspended the intake of students into the undergraduate courses in 2020 while we consider the options. We have let students know that we remain committed to them completing their studies and entering into the workforce as professionals. We also confirmed that consultation with students and other stakeholders will be undertaken during this process.

Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

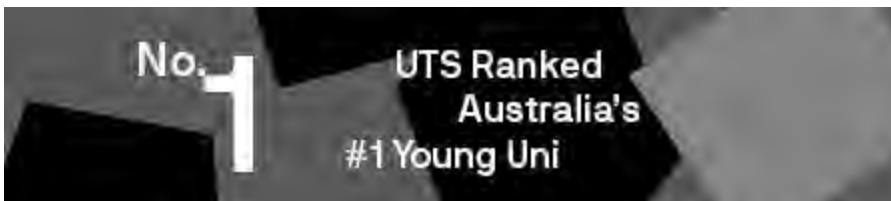
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



From: [Deborah Crook](#) on behalf of [UTS Council](#)
To: [Andrew Parfitt](#)
Cc: [Bill Paterson](#)
Subject: Message for Council - Traditional Chinese Medicine programs and clinic
Date: Wednesday, June 5, 2019 9:11:00 AM
Attachments: [image001.png](#)

Sending on behalf of the Provost

Dear members of UTS Council

I am writing to let you know that the Faculty of Science is currently considering the future of its Traditional Chinese Medicine programs and clinic, due to their lack of alignment with the Faculty's strategic direction and their poor financial viability. In the interest of ensuring that we complete the process with minimum impact on students we have decided to suspend the intake of students into the programs in 2020 while we consider other options for the future. No final decision on the program has yet been made, however, we are already being contacted by concerned members of the traditional Chinese Medicine community who have been made aware of our review after a presentation to relevant members of the Faculty by the Dean of Science.

Consultation with staff, students and other stakeholders will occur during this review process as is our usual practice. We remain committed to our current students completing their study and entering the workforce as professionals, and to full consultation with staff who may be affected by any change.

While this review doesn't require Council's active involvement, it is possible that you might also be contacted by concerned students, staff, alumni or members of the Chinese Medicine community, so I wanted to ensure that you were aware of the background, and of the process occurring.

If you have any questions, please don't hesitate to contact myself or Professor Dianne Jolley, our Dean of Science, who is leading the review.

Regards,
Professor Andrew Parfitt
Provost

Professor Andrew Parfitt
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
T. +61 (02) 9514 1350
E. Andrew.Parfitt@uts.edu.au
W. uts.edu.au



From: [Kate Higgs](#)
To: [Willa Huston](#)
Subject: FW: Chinese Medicine Review - Faculty recommendation
Date: Tuesday, July 16, 2019 10:37:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM status report final June2019.pdf](#)
[CM program review FOS recommendation \(20June2019\).pdf](#)
[Re Chinese Medicine Review - Faculty recommendation.msg](#)

Hi Willa,

All CM staff have received the final report (provided to the Provost) in June. Dianne has requested that the report and the two recommendation attachments be made available to Faculty Board later this month.

Kind rgds,

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Monday, 8 July 2019 8:40 AM
To: Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: FW: Chinese Medicine Review - Faculty recommendation

Dear Greg,

Please find attached the documents that relate to TCM, that will be shared with the Faculty Board. I will reword the FOS recommendation to change the word decision to recommendation in the body of the text, as the term was used to describe the majority vote from the Faculty management group, which was a decision to recommend discontinuation.

Any comments are welcome.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



From: Dianne Jolley
Sent: Thursday, 20 June 2019 10:34 PM
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: Chinese Medicine Review - Faculty recommendation

Dear Andrew,

Please find attached a faculty recommendation for the discontinuation of the Traditional Chinese Medicine program based on the attached program review document.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



From: [Dean of Science TCM](#)
To: Bill.gladstone@uts.edu.au
Subject: Chinese Medicine Status Report
Date: Friday, June 14, 2019 4:20:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM status report final June2019.pdf](#)

Hi Bill,

Dianne met with Andrew, who requested a summary of options, risks per option & recommendation. I will run the updated draft email past Dianne before sending, however do you have any comment on this updated version.

Thank you again,

Kate

Dear colleagues,

As promised, please see attached the final version of the Chinese Medicine Status Report prepared by Bill Gladstone. This report has undergone discipline consultation, and staff feedback has been considered and incorporated where appropriate. An additional document prepared by Peter Meier that reviews the options has also been compiled and has been added to the Status Report as an appendix.

I provided a hard copy of the Report to the Provost in person this afternoon. The Provost has asked that a further addendum be generated, synthesising the potential options suggested within the final version of the Report and a Dean/SMG recommendation. This will be progressed as a priority.

Thank you for your professionalism in engaging with the consultation process to date. I will be in contact once the Provost has had time to consider the submission and I am able to update you further.

Best regards,

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



From: [Dean of Science TCM](#)
To: Withheld under GIPA

Cc: [William Gladstone](#); [Raelene La Ferla](#)
Subject: Chinese Medicine Status Report
Date: Friday, June 14, 2019 4:58:30 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM status report final June2019.pdf](#)

Dear colleagues,

As promised, please see attached the final version of the Chinese Medicine Status Report prepared by Bill Gladstone. This report has undergone discipline consultation, and staff feedback has been considered and incorporated where appropriate. An additional document prepared by Peter Meier that reviews the options has also been compiled and has been added to the Status Report as an appendix.

I provided a hard copy of the Report to the Provost in person this afternoon. The Provost has asked that a further addendum be generated, synthesising the options suggested within the final version of the Report and a recommendation from SMG and myself. This will be progressed as a priority.

Thank you for your professionalism in engaging with the consultation process to date. I will be in contact once the Provost has had time to consider the submission and I am able to update you further.

Best regards,
Dianne Jolley

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



From: [Dean of Science TCM](#)
To: [Withheld under GIPA](#)
Cc: [William Gladstone](#); [Withheld under GIPA](#); [Peter Meier](#)
Bcc: [Dianne Jolley](#); [Theo Magoulas](#); [Lesley Healy](#); [Raelene La Ferla](#)
Subject: RE: CM at UTS
Date: Thursday, July 11, 2019 5:22:00 PM

Hi [Withheld under GIPA](#)

Thank you for your email. My understanding is that we need to notify the Chinese Medicine Board if there has been a decision to change the program of study. Given that no decision has been made by the university and the curriculum has not changed I don't think we have overlooked any obligations.

I will follow-up to confirm.

Thank you again.

Best regards,
 Di

From: [Withheld under GIPA](#)
Sent: Thursday, 11 July 2019 3:27 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; [Withheld under GIPA](#)
 Peter Meier <Peter.Meier@uts.edu.au>
Subject: FW: CM at UTS

Dear Dianne and Bill

I just received this email from the Chair of the accreditation committee regarding the online petition (now up to 8,283 persons). Under the national law the university is required to inform the Accreditation Committee of the Chinese Medicine Board of any changes to the curriculum or initial accreditation conditions. I imagine this would include the course going under review but more importantly the closure of course enrolments for next year. How should I respond? I also have a conflict of interest as I have just been reappointed to this committee and am not in position to respond.

[Withheld under GIPA](#)

From: Meeuwis Boelen <[Withheld under GIPA](#)>
Sent: Thursday, 11 July 2019 1:56 PM
To: [Withheld under GIPA](#)
Subject: CM at UTS

Hi [Withheld under GIPA](#)

Don't let it spoil ^{Withheld under GIPA}, but are you aware of this?

<https://www.change.org/p/chinese-medicine-please-save-our-chinese-medicine-clinic-course-at-uts>

^{Withheld under GIPA}

Meeuwis

Meeuwis Boelen, PhD

(AHPRA) Chair Chinese Medicine Accreditation Committee

(AHPRA) Member Podiatry Accreditation Committee

+61

^{Withheld under GIPA}

From: [Theo Magoulas](#)
To: [Dean of Science TCM](#); [Greg Welsh](#)
Cc: [Dianne Jolley](#)
Subject: RE: CM at UTS - Consultation / Legal question
Date: Thursday, July 11, 2019 4:41:25 PM

Dear Dianne and Greg,

It looks to me that UTS does not have to notify the Chinese Medicine Board under the Health Practitioner Regulation National Law (NSW) until it has decided to change the program of study.

It appears in respect of accreditation that the Chinese Medicine Board only have the authority to monitor approved programs of study in accordance with section 50 copied below:

“50 Accreditation authority to monitor approved programs of study

(1) The accreditation authority that accredited an approved program of study must monitor the program and the education provider that provides the program to ensure the authority continues to be satisfied the program and provider meet an approved accreditation standard for the health profession.

(2) If the accreditation authority reasonably believes the program of study and education provider no longer meet an approved accreditation standard for the health profession, the accreditation authority must--

(a) decide to--

(i) impose the conditions on the accreditation that the accreditation authority considers necessary to ensure the program of study will meet the standard within a reasonable time; or

(ii) revoke the accreditation of the program of study; and

(b) give the National Board that approved the accredited program of study written notice of the accreditation authority's decision.”

The legislation is not clear on how an education provider notifies the accreditation authority or when it should notify the accreditation authority.

Regards

Theo

Theo Magoulas
University Solicitor
UTS - Legal Services
University of Technology Sydney
Level 18, Building 1, Broadway Campus
(PO Box 123)
BROADWAY NSW 2007, Australia

phone: +61 (2) 9514 9753; fax: +61 (2) 9514 1288
email: Theo.Magoulas@uts.edu.au

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Thursday, 11 July 2019 3:53 PM
To: Theo Magoulas <Theo.Magoulas@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: CM at UTS - Consultation / Legal question

Hi Theo,

Please see email below, just forwarded by Withheld under GIPA.

At what point of the process, if any, are we required to inform the Accreditation Committee of the Chinese Medicine Board?

No decision will be made until mid-September (at the earliest) and the curriculum has not changed however, it would be good to understand any upcoming obligations.

Hi Greg,

Once we receive feedback from Theo, I might ask you to review my drafted email response.

Kind rgds,

Kate

From: Withheld under GIPA
Sent: Thursday, 11 July 2019 3:27 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Withheld under GIPA >;
Peter Meier <Peter.Meier@uts.edu.au>
Subject: FW: CM at UTS

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Withheld under GIPA

From: Meeuwis Boelen <Withheld under GIPA>

Sent: Thursday, 11 July 2019 1:56 PM

To: Withheld under GIPA

Subject: CM at UTS

Hi Withheld under GIPA

Don't let it spoil Withheld under GIPA, but are you aware of this?

<https://www.change.org/p/chinese-medicine-please-save-our-chinese-medicine-clinic-course-at-uts>

Withheld under GIPA,

Meeuwis

Meeuwis Boelen, PhD

(AHPRA) Chair Chinese Medicine Accreditation Committee

(AHPRA) Member Podiatry Accreditation Committee

+61 Withheld under GIPA

From: William Gladstone
To: Withheld under GIPA
Cc: Andrea Leigh
Subject: RE: CM discipline
Date: Monday, November 26, 2018 4:03:46 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Dear Withheld under GIPA

Thanks for sending this information. These 3 areas will be raised in the options paper, and there will be an opportunity to submit your response to each of them as part of the consultation process.

I will save a copy of this email, and I suggest you also include the information below in your response during the consultation period.

Regards

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

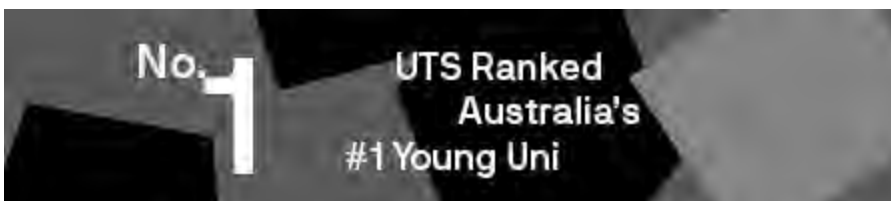
University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Withheld under GIPA

Sent: Monday, 26 November 2018 12:46 PM

To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: CM discipline

Dear Bill

In preparation for the discussion tomorrow regarding an "options" paper for the Chinese Medicine. As you explained there are three issues regarding the program:

1. Financial feasibility
2. Research
3. Fit within the Faculty

I have included some information relating specifically related to these three areas. I am also worried about the timeframe for the process in that I have had little time to consult and discuss with the CM staff and that the decision making period is so limited.

Financial feasibility

Under Section 43 of the Health Practitioner Regulation National Law (NSW) the UTS Chinese medicine program is accredited by an external accreditation committee established by the Chinese Medicine Board of Australia. This required the UTS program to be assessed according to the national accreditation standards. The program was subsequently assessed and accredited in 2017 with one condition and four monitoring conditions, by far the least of any of any of the other five accredited programs in Australia. One aspect of accreditation is that student clinical training is required to meet several of the accreditation standards. The curriculum was designed to embed a clinical component in every semester. This has led to increased costs for some of the clinical subjects especially the final year 12 credit point subjects Clinical Practice 1 (99630) and Clinical Practice 2 (99631). These subjects however are offset by service fees generated from the clinical activities (approx. \$220,000/yr gross). Furthermore an analysis of the teaching costs spreadsheet has shown incorrect staffing assumptions (the costs of a staff member on long service leave in addition to the casual replacement costs were included in several subjects), an error of approximately \$100,000.

Research

While a small discipline in number in comparison to the other larger three disciplines in SoLS, the CM discipline staff has over the last two years (2017-2018) produced 25 peer reviewed publications (See listing) including one randomised clinical trial. I believe as a discipline we are meeting our workload research outcomes.

Fit within the Faculty

The CM program has been within the Faculty of Science for the last 24 years. At that time the CM staff chose the Faculty of Science since the focus was on developing evidence based medicine and upskilling staff with research qualifications. I believe to this extent this has been done. We apply an evidence based approach to research (experimental, clinical trials, surveys, systematic literature reviews) and the program includes two subjects specifically on evidence based approaches to research (Evaluating TCM: Theory, Practice & Research 1 and 2 9999614 and 99615). The discipline as a whole embraces the scientific method to explain how acupuncture and Chinese medicine

affects physiological processes in the human body and evaluates the clinical efficacy using randomised clinical trials. The CM program includes four biomedical subjects shared with Medical Science and Pre-Medicine major students. We also teach a core subject for the Pre-Medicine and Pharmaceutical major students (Clinical Features of Disease 99584).

Publications (2017-2018)

1. **Zheng, S**, Kim, C, Lal, S, **Meier, P**, Sibbritt, D & **Zaslowski, C** 2018, 'The Effects of Twelve Weeks of Tai Chi Practice on Anxiety in Stressed But Healthy People Compared to Exercise and Wait-List Groups-A Randomized Controlled Trial.', *Journal of Clinical Psychology*, vol. 74, no. 1, pp. 83-92. (IF 2.330).
2. Choi T-Y, Lee MS, Kim JI, **Zaslowski C** (2017) Moxibustion for the treatment of osteoarthritis: An updated systematic review and meta-analysis. *Maturitas* 100:33-48 Jun 2017 (IF 2.9)
3. McCambridge AB, **Zaslowski C** and Bradnam LV. The effect of verum and sham acupuncture on corticomotor excitability in healthy adults *Clinical Neurophysiology* 129 (2018) e66–e141. (IF 3.614))doi:10.1016/j.clinph.2018.04.301 (IF 3.6)
4. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. (2017) The effects of a structured mindfulness program on the development of empathy in healthcare students. *NursingPlus Open* Volume 3, 2017, Pages 1–5. (IF 2.11)
5. Shohreh Razavy; Shi Ping Zhang; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap and **Christopher Zaslowski**; (2017) Psychophysical responses in patients receiving a mock laser within context of an acupuncture clinical trial: An Interoceptive perspective; *BMC Complementary and Alternative Medicine* DOI 10.1186/s12906-017-1859-0 (IF 2.10)
6. Oh B, Eade T, Kneebone A, Hruby G, Lamoury G, Pavlakis N, Clarke S, **Zaslowski C**, Marr I, Costa D, Back M. Acupuncture in Oncology: The Effectiveness of Acupuncture May Not Depend on Needle Retention Duration. *Integr Cancer Ther*. 2018 Jun;17(2):458-466. doi: 10.1177/1534735417734912 (IF 2.65; quartile 1, 11/103)
7. Sue Dean, **Sean Walsh**, Claire Williams, **Chris Zaslowski**, Adam Morgan, Tracy Levett-Jones. The mystery shopper student learning experience in undergraduate health education: A case study. *Nurse Education Today* 70 (2018) 69–76. (IF 2.53; quartile 1, 6/133)
8. Popplewell M, Reizes J, **Zaslowski C**. Appropriate Statistics for Determining Chance-Removed Interpractitioner Agreement. *J Altern Complement Med*. 2018 May 31. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
9. Lee HW, Lee MS, Kim TH, Alraek T, **Zaslowski C**, Kim JW, Moon DG Cochrane Urology draft protocol - Ginseng versus placebo for erectile dysfunction (2017) DOI: 10.1002/14651858.CD012654

10. Caroline A Smith, **Christopher J. Zaslowski**, Suzanne Cochrane, Xiaoshu Zhu, Zhen Zheng, **Bertrand Loyeung**, **Peter C Meier**, **Sean Walsh**, Charlie Changli Xue, Anthony L. Zhang, Paul P Fahey, Alan Bensoussan (2017) Reliability of the NICMAN Scale: an instrument to assess the quality of acupuncture administered in clinical trials. *Evidence Based Complementary and Alternative Medicine* doi:10.1155/2017/5694083 (IF 1.93)
11. **Loyeung B**, Lee J, **Michaeil C**, **Zaslowski C**. An experimental study in distinguishing an authentic herbal substance from sham herbal substances. *Complement Ther Med*. 2018 Aug;39:92-96. doi: 10.1016/j.ctim.2018.04.005. Epub 2018 Apr 11. (IF 1.54; quartile 1, 9/103)
12. Popplewell M, Reizes J, **Zaslowski C**. Consensus in Traditional Chinese Medical Diagnosis in Open Populations. *J Altern Complement Med*. 2018 Mar 1. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
13. **Zheng S**, Kim C, **Meier P**, Sibbritt D and **Zaslowski, C**. (2017) Development of a novel questionnaire for the TCM pattern diagnosis of stress. *Journal of Acupuncture and Meridian Studies* Doi: 10.1016/j.jams.2017.06.002 (IF 1.02)
14. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. (2017) Mindfulness in Physical and Occupational Therapy Education and Practice: A Scoping Review *Physical Therapy Reviews* doi.org/10.1080/10833196.2017.1341594
15. Shohreh Razavy, Shi Ping Zhang, Ph.D; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap, **Christopher Zaslowski**. Investigation of the phenomenon of Propagated Sensation along the Channels (PSCs) in the upper limb following administration of acupuncture and mock laser (2017) *Journal of Acupuncture and Meridian Studies DOI: 10.1016/j.jams.2017.06.007* (IF 1.02)
16. Oh B, Yeung A, Klein P, Larkey L, Ee C, **Zaslowski C**, Knobf T, Payne P, Stener-Victorin E, Lee R, Choi W, Chun M, Bonucci M, Lang HD, Pavlakis N, Boyle F, Clarke S, Back M, Yang P, Wei Y, Guo X, Weng CD, Irwin MR, Elfiky AA, Rosenthal D. Accreditation Standard Guideline Initiative for Tai Chi and Qigong Instructors and Training Institutions. *Medicines (Basel)*. 2018 Jun 8;5(2). pii: E51. doi: 10.3390/medicines5020051 (IF unknown)
17. **Eldson DS**, Spanswick S, **Zaslowski C**, **Meier PC**. (2017) Protocol: Testing the relevance of acupuncture theory in the treatment of myofascial pain in the upper trapezius muscle. *Journal of Acupuncture and Meridian Studies* (2017), doi: 10.1016/j.jams.2016.11.007. (IF 1.02)
18. Xiao H, **Zaslowski C**, Vardy J, Oh B. Treatment of Sciatica Following Uterine Cancer with Acupuncture: A Case Report. *Medicines (Basel)*. 2018 Jan 15;5(1). pii: E6. doi: 10.3390/medicines5010006 (IF unknown)
19. Julia E. Oh, **Sean Walsh** and **Chris Zaslowski** (2018) A 10 year comparison and update: A survey of the socio-demographics and practice characteristics of members of the Australian Acupuncture and Chinese Medicine Association Ltd. *Australian Journal of Acupuncture and*

Chinese Medicine, 12 (10), 19-25. (IF unknown; quartile 4, 90/103)

20. Razavy S, Gadau M, Zhang SP, Wang FC, Bangrazi S, Berle C, Li T, **Li WH, Zaslowski C**. Anxiety related to De Qi psychophysical responses as measured by MASS: A sub-study embedded in a multisite randomised clinical trial. *Complement Ther Med*. 2018 Aug;39:24-35. doi: 10.1016/j.ctim.2018.05.009. Epub 2018 May 22 (IF 1.49; quartile 1, 9/103)
21. Yu, XF, **Zaslowski C** and Lim DCE. (2018) Vitamin D on glycaemia control in type 2 diabetes patients: a systematic review of randomised clinical Trials. *Journal of the Australian Traditional Medicine Society*, 13 (2), p. 82-88. (IF unknown; quartile 4, 98/103)
22. Choi, Y.B., Cobbin, D. & **Walsh, S**. 2018, 'Does Modern Research Concerning Chinese Medicine Acupoints Relate to Original Prescriptions? If Not, Why Not?', *Medical Acupuncture*. <https://doi.org/10.1089/acu.2018.1300>
23. Popplewell M, Reizes J, **Zaslowski C**. 2018, 'A Novel Approach to Describing Traditional Chinese Medical Patterns: The Traditional Chinese Medical Diagnostic Descriptor', *Journal of Alternative and Complementary Medicine* <https://doi.org/10.1089/acm.2018.0065> 2018. (IF 1.498)
24. McCambridge AB, **Zaslowski C**, Bradnam LV. Investigating the mechanisms of acupuncture on neural excitability in healthy adults. *Neuroreport*. 2018 Nov 1. doi: 10.1097/WNR.0000000000001159 (IF 1.26)
25. **Weihong Li** Experience and discussion on Chinese medicine teaching and training (English language as an example) for foreign students.; *Hebei Journal of Traditional Chinese Medicine*, June 2017, Vol 39, No.6;

In addition Ass Prof Qu has contributed to four publications as a member of the Chronic Diseases team during this period.

26. **Lees, T., Nassif, N., Simpson, A.**, Shad-Kaneez, F., **Martiniello-Wilks, R., Lin, Y., Jones, A., Qu, X. & Lal, S**. 2017, 'Recent advances in molecular biomarkers for diabetes mellitus: a systematic review.', *Biomarkers*, pp. 1-13.
27. Ong, M., Peng, J., Jin, X. & **Qu, X**. 2017, 'Chinese Herbal Medicine for the Optimal Management of Polycystic Ovary Syndrome.', *Am J Chin Med*, vol. 45, no. 3, pp. 405-422.
28. **Ong M**, Cheng J, Jin X, Lao W, Johnson M, Tan Y, **Qu X**. 2018 'Paeoniflorin extract reverses dexamethasone-induced testosterone over-secretion through downregulation of cytochrome P450 17A1 expression in primary murine theca cells.' *J Ethnopharmacol*, vol. 229, pp. 97-103. doi: 10.1016/j.jep.2018.09.006.
29. Chen H, McGowan EM, Ren N, Lal S, Nassif N, Shad-Kaneez F, **Qu X**, Lin Y. Nattokinase: A Promising Alternative in Prevention and Treatment of Cardiovascular Diseases. *Biomark Insights*. 2018 Jul 5;13:1177271918785130. doi: 10.1177/1177271918785130.

From: Withheld under GIPA
To: Withheld under GIPA
Subject: Re: CM Discipline meeting tomorrow cancelled
Date: Monday, November 26, 2018 5:33:58 PM


Hi Chris,

This is not a well thought out process and far from best practice without consideration to well-being and future planning - however, it is consistent with the previous happenings (officially and otherwise) with whatever agenda is at play and further to the lack of consultation. Given the nature of the discussions, more people should have been consulted alot sooner.

I am pleased I did not end up cancelling ^{Withheld under GIPA} tomorrow, that was also scheduled at the meeting time -

Best wishes,

Withheld under GIPA



From: Christopher Zaslowski
Sent: Monday, 26 November 2018 4:19:01 PM
To: ^{Withheld under GIPA}
Subject: CM Discipline meeting tomorrow cancelled

Dear all

The meeting tomorrow with the Dean has been cancelled and will be rescheduled the following week. He needs to consult the Provost regarding the timeline.

Cheers
Chris

From: Withheld under GIPA
To: William Gladstone; Andrea Leigh
Cc: Withheld under GIPA
Subject: CM discipline response to first draft of options paper
Date: Thursday, March 28, 2019 6:24:13 PM
Attachments: [Response 29032019TCM status report Draft 2019-03-06119578.docx](#)

Dear Bill

Attached is the first draft response from the CM team using track changes as per the agreed extension period. Our comments are a mix of questions regarding certain sections of the paper but also suggested edits to some figures as well as some suggested edited text. The paper does address the financial and research issues (but this raises further issues such as the 5% EFTSU left for wages after Faculty and University charges are removed which would not pay for one senior lecturer wage) but does not really address the “fit” which was one of three areas you originally identified that prompted the review.

Having looked through the 2027 strategy I can see the discipline and associated CM course ticks many of the boxes including

- lifelong learning (proposal of CPD courses and Masters coursework for registered health practitioners (medicine, nursing, physiotherapy) - a requirement for all registered health practitioners. If given time and resources this area has plenty of scope for development),
- personal learning experience (real life authentic on-campus clinical experiences),
- precinct/community partnership (networking with can care revive, Concord hospital, UTS clinic and local community),
- connected research (Randomised controlled trials with partners in China, Korea and Italy that has already been undertaken and the knee arthritis RCT that is planned to commence this year with Chinese and Korean partners),
- international profile (our relationships with several overseas universities such as the recent Tsukuba University of Technology visitation and the previous Chinese Academy of Chinese Medical Science HDR study programs, Chengdu university clinical placement for the students, WHO work CZ is currently undertaking),
- social change (the use of evidence based integrative medicine in a community setting, representation of UTS CM staff on regulatory bodies such as AHPRA, CMBA and the Health Practitioners Councils Authority as well as international bodies such as the ISO and WHO).

Most of this has not been mentioned in the draft and needs to be acknowledged if the senior executive are to understand our activities and contributions to UTS both in the past and future before they make a decision. Also there are no options that were originally identifies in the first meeting that have been considered such as

1. continue in the Science faculty and address the financial costs. We actually have modelled our changes, using John Maddalena excel spreadsheet, that we made for this semester and have found a decrease of \$80,000 in wages. Late last year was the first time we had seen any type of financial figures and we have not had a reasonable amount of time to address.
2. Transfer to Faculty of Health. While this was initially discussed by the Science and Health Deans and representation to the Dean was made we have had no personal opportunity to meet and give a full understanding of our activities. As you are probably aware the


complimentary medicine ERA category scored a 4 (above world average) and the ARRCIM and CM discipline were the contributors to this ranking, the first since the scheme began.

3. Transfer the course. Given we receive several students each year that transfer from out competitor course such as WSU and SITCM we realise the difficulties in aligning the subjects for RPL in the three very different programs. Also the accreditation committee of the CMBA would have to be consulted for the mass RPLs of the 200+ students that would be required for transfer. This would differ based on what institution was chosen by the students for transfer.
4. Teach out the program. The program has existed and evolved for over 25 years and has a reputation internationally in Asia and other countries such as UK and the USA. We have the greatest number of students and receive several transfers each year from competing local programs at WSU and SITCM. We celebrated our 25 year Gala anniversary event late last year. Both the Sydney Chinese community (as demonstrated by some letters of support late last year) the UTS CM student body and alumni as well as the wider community would be in shock if this were to happen.

We, the individual CM staff members, look forward to engaging with you for further consultation before the document is delivered to the senior executive for its decision.

Thanks for your consideration in what is a difficult and complex situation.

Withheld under GIPA



From: [William Gladstone](#)
To: Withheld under GIPA
Cc: [Dianne Jolley](#)
Subject: RE: CM discipline response to first draft of options paper
Date: Wednesday, May 29, 2019 3:57:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[Response 29032019TCM status report Draft 2019-03-06119578 + BG.docx](#)
[TCM status report Revised 2019-05-29.docx](#)

Dear Withheld under GIPA

Thanks very much for providing the CM Group's feedback on the draft report.

I have responded to all the comments, and text changes, in the draft report. Please see my responses in the attached document.

Based on these, I have prepared a 'clean' revised report, and I have also attached this.

Can you please review the changes I have made.

Also, as Dianne mentioned at today's meeting, if you wish other information to be included in the pack that will be sent to the Provost (e.g. your responses to the options, the two documents that were attached to the email below, the dot points in your email below) can you please send these as separate documents and these will be included as annexes to the status report.

Can you please send this to me by 4 PM Wednesday 5 May. I will send you the complete pack of information that Dianne submits to the Provost.

Thanks very much.

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 8272

M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au





From: Withheld under GIPA

Sent: Thursday, 28 March 2019 6:24 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Cc: Withheld under GIPA

Subject: CM discipline response to first draft of options paper

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- personal learning experience (real life authentic on-campus clinical experiences),
- precinct/community partnership (networking with can care revive, Concord hospital, UTS clinic and local community),
- connected research (Randomised controlled trials with partners in China, Korea and Italy that has already been undertaken and the knee arthritis RCT that is planned to commence this year with Chinese and Korean partners),
- international profile (our relationships with several overseas universities such as the recent Tsukuba University of Technology visitation and the previous Chinese Academy of Chinese

Medical Science HDR study programs, Chengdu university clinical placement for the students, WHO work CZ is currently undertaking),

- social change (the use of evidence based integrative medicine in a community setting, representation of UTS CM staff on regulatory bodies such as AHPRA, CMBA and the Health Practitioners Councils Authority as well as international bodies such as the ISO and WHO).

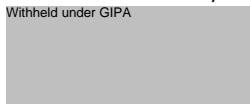
Most of this has not been mentioned in the draft and needs to be acknowledged if the senior executive are to understand our activities and contributions to UTS both in the past and future before they make a decision. Also there are no options that were originally identifies in the first meeting that have been considered such as

1. continue in the Science faculty and address the financial costs. We actually have modelled our changes, using John Maddalena excel spreadsheet, that we made for this semester and have found a decrease of \$80,000 in wages. Late last year was the first time we had seen any type of financial figures and we have not had a reasonable amount of time to address.
2. Transfer to Faculty of Health. While this was initially discussed by the Science and Health Deans and representation to the Dean was made we have had no personal opportunity to meet and give a full understanding of our activities. As you are probably aware the complimentary medicine ERA category scored a 4 (above world average) and the ARRCIM and CM discipline were the contributors to this ranking, the first since the scheme began.
3. Transfer the course. Given we receive several students each year that transfer from out competitor course such as WSU and SITCM we realise the difficulties in aligning the subjects for RPL in the three very different programs. Also the accreditation committee of the CMBA would have to be consulted for the mass RPLs of the 200+ students that would be required for transfer. This would differ based on what institution was chosen by the students for transfer.
4. Teach out the program. The program has existed and evolved for over 25 years and has a reputation internationally in Asia and other countries such as UK and the USA. We have the greatest number of students and receive several transfers each year from competing local programs at WSU and SITCM. We celebrated our 25 year Gala anniversary event late last year. Both the Sydney Chinese community (as demonstrated by some letters of support late last year) the UTS CM student body and alumni as well as the wider community would be in shock if this were to happen.

We, the individual CM staff members, look forward to engaging with you for further consultation before the document is delivered to the senior executive for its decision.

Thanks for your consideration in what is a difficult and complex situation.

Withheld under GIPA



Status of Traditional Chinese Medicine in the UTS Faculty of Science

Background

In 1994 Traditional Chinese Medicine moved from Acupuncture Colleges (Australia) to UTS, and in 1995 moved to the Faculty of Science. The courses initially taught included a 3.5 year undergraduate degree in acupuncture and a 2-year Masters by coursework program in Chinese herbal medicine. In 2000 the acupuncture and Chinese herbal medicine programs were combined to form a 4-year undergraduate course that covered both acupuncture and Chinese herbal medicine. Two undergraduate courses are currently offered: Bachelor of Health Science in Traditional Chinese Medicine, and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years). Staff and students have provided a public-facing Traditional Chinese Medicine Clinic at UTS since 1994 that also acts as a teaching facility for students in all years of the undergraduate courses.

The discipline of Traditional Chinese Medicine was re-named Chinese Medicine in 2015 with the formation of the new School of Life Sciences, and it is currently a Discipline Group in the School of Life Sciences with a Discipline Group leader (Associate Professor Chris Zaslowski). As a Discipline Group Leader, Associate Professor Zaslowski is a member of the School Executive. The courses taught by staff in the Chinese Medicine Discipline Group are called 'Traditional Chinese Medicine' and so for consistency throughout this paper the combination of staff, teaching, research, and the clinic operations will collectively be referred to as Traditional Chinese Medicine (TCM).

Elsewhere at UTS, research and research training in aspects of traditional Chinese medicine occur in the Faculty of Health in the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM). The Centre also does projects in a range of other complementary therapies. The collective group of researchers from CM group and ARCCIM were assessed in the 2019 ERA National Report under the FOR code of Complementary and Alternative Medicine as 4 (above world average). Within universities in NSW, traditional Chinese medicine exists only at Western Sydney University (WSU - Bachelor of Traditional Chinese Medicine) in the School of Science and Health while nationally the RMIT university also offers a five year combined program (Bachelor of Health Science and Bachelor of Applied Science - Chinese Medicine).

Currently, Chinese medicine is a registered health profession under the Health Practitioner Regulation National Law (the National Law) as in force in each state and territory, and the National Registration and Accreditation Scheme (the National Scheme) supported by the Australian Health Practitioner Regulation Agency (AHPRA). Chinese medicine has been regulated since 2012 and the course is currently accredited with the Chinese Medicine Board of Australia.

More recently the Australian Government has recognised the value of CM to the Australian environment and the signed Australia-China Trade agreement (Free Trade Agreement between the Government of Australia and the Government of the People's Republic of China: 2015) incorporated specific statements and requirements into the World Trade agreement.

2. Each Party, where possible, will encourage the relevant bodies in its territory to develop, where possible, mutually acceptable standards and criteria for licensing and certification, and to provide recommendations in the Committee on Trade in Services on mutual recognition with

Commented [With old]: I would prefer the term Chinese medicine as the course, and practitioners utilise evidence based decision making. TCM is a term coined in China in the 1970s and many universities in China do not use the term anymore.

Commented [WG2R1]: I have amended to CM except where the text specifically refers to the courses or subjects (because they have TCM in their names).

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Commented [WG3]: Included in the research section; however, CM research from FoS represented only 16% of the submission to ERA

Commented [WG4]: This is covered later in the document

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Commented [WG5]: This is covered later in the document

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Commented [WG6]: Not relevant to UTS consideration of CM at UTS.

respect to service sectors mutually agreed by the Parties, including engineering and Traditional Chinese Medicine.

ARTICLE 6.15: QUALIFICATIONS RECOGNITION COOPERATION

This report will inform thinking and decisions about options for the future of Traditional Chinese Medicine at UTS. It is a response to several strategic pressures: the results of the 2018 UTS Course Viability Analysis and internal Faculty financial analysis (provided later in this report); the strategic imperative (via UTS 2027) for UTS and the Faculty of Science to evolve from being research-active to research-intensive and the potential for Traditional Chinese Medicine to contribute to this; the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; and consideration of the disciplinary fit of Traditional Chinese Medicine (with courses that graduate complementary health professionals) with the Faculty of Science.

Commented [Withheld Id]: How will the options be offered? Will the CM discipline see the options??

Commented [WG8R7]: Please prepare a doc of your responses to the options (that were presented by Dianne at meeting on 29 May) and it will be attached, along with any other documents you wish, to the revised status report that will be submitted to the Provost.

Commented [Withheld Id]: Registered Health Practitioners rather than complimentary health professionals

Commented [WG10R9]: changed

Staff

In 2018 there were 21 staff employed as:

[Redacted]

Commented [Withheld Id]: I only calculated 9.6 FTE. [Redacted]

In real terms neither were teaching in to the program and casual/ staff were utilised to cover their teaching. This makes the staff lookk inflated.

[Redacted]

Commented [WG12R11]: Based on data provided by HR. With status not relevant to size of staff group.

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[Redacted]

In 2018 nineteen of the 24 TCM-specific subjects required casual academics to assist with teaching. Twenty-seven different individuals were employed as casuals for a total of 500 hours and a total cost (including oncosts) of [Redacted].

Average TCM staff workloads in 2018 (for the nine continuing and three fixed-term academics) reported in the Faculty's workload calculators were: 60% teaching, 19% research, and 21% management/engagement. By comparison, the average workloads across all other academics in the Faculty of Science were: 22% teaching, 58% research, and 20% management/engagement. The distribution of workload across the three categories for TCM staff differs from the average workload profile of the rest of the Faculty of Science because of: 42% of TCM academics were employed as teaching only (i.e. the fixed-term academics and the clinical educators); two staff performed leadership roles [Redacted]; and there were no research intensive academic staff.

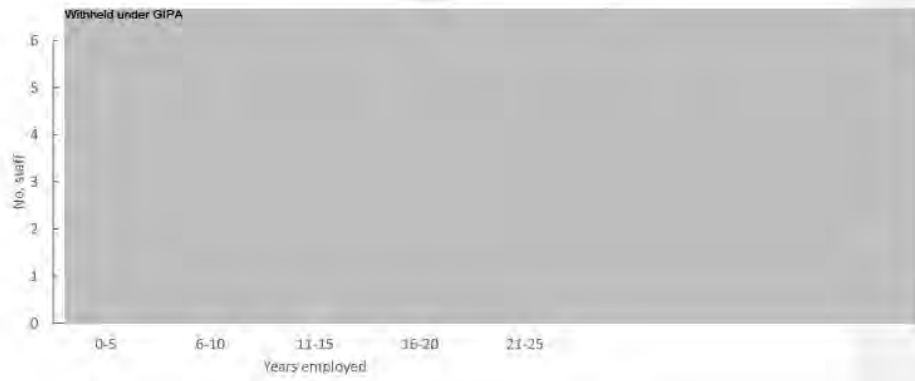
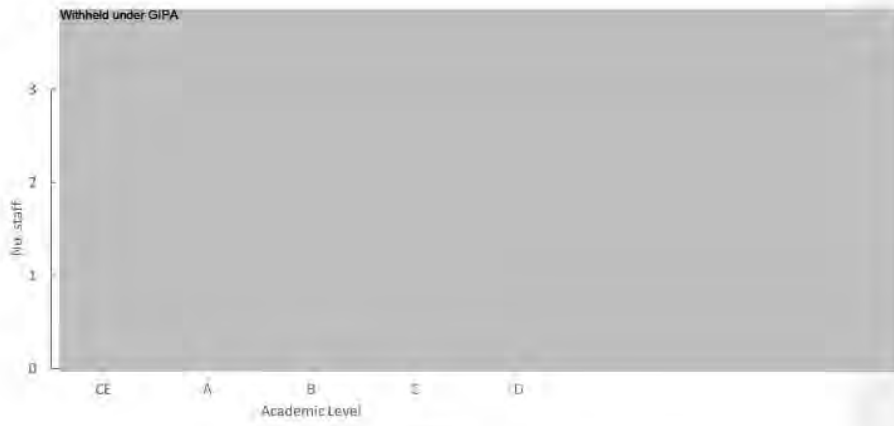


Figure 1. Profile of academic staff (fixed-term and continuing) employed in the TCM discipline at the end of January 2019. Withheld under GIPA

Courses and Teaching

The following courses are offered:

- Bachelor of Health Science in Traditional Chinese Medicine (4-years)
- Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years)

Throughout the 4-year Bachelor of Health Science in Traditional Chinese Medicine course TCM students complete 30 subjects representing 192 credit points (Table 1 Table 4). These subjects represent 24 TCM-specific subjects, 5 non-TCM subjects offered by the Faculty of Science, and 1 non-TCM subject offered by the Faculty of Health. The 4-year course is prescribed i.e. there are no elective subjects.

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Three TCM subjects were taken by students enrolled in other courses during 2018: Chinese Medicine Foundations 1 (3.5 EFTSL), Clinical Practice 1 (0.5 EFTSL), and Clinical Features of Disease (2.9 EFTSL).

The five non-TCM subjects offered by the Faculty of Science and taken by TCM students include: (i) Human Anatomy and Physiology, a first-year core subject for all students enrolled in a course in the life sciences stream, (ii) Physiological Systems, a core subject in the Bachelor of Medical Science, Bachelor of Biomedical Engineering, and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science, Infection and Immunity majors), (iii) Human Pathophysiology, a core subject in the Bachelor of Medical Science and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science majors); (iv) Neuroscience, a core subject in the Bachelor of Medical Science; and (v) Clinical Features of Disease, a core subject in the Pre-Medicine major in the Bachelor of Advanced Science.

The TCM subjects are delivered via a variety of modes including lectures, practicals, clinic, workshop or tutorial. Currently, no TCM subjects are delivered in the Summer session. The clinic-based training (in the TCM Clinic), commences in Autumn session of first-year in both courses. The number of clinic-based teaching hours increases in each year of the courses, delivered across eight clinical subjects. Students complete a total of 1000 clinical hours throughout their course.

Commented [Withheld under 1]: This has now been reduced to 975 hours

Commented [WG14R13]: Changed to 945 to reflect actual teaching hours provided.

As part of their clinical education TCM students can elect to do a six-week clinical placement in a hospital in China (affiliated with the Chengdu University of Chinese Medicine) or South Korea (affiliated with Dong Eui University). These arrangements are supported by MoUs with both institutions. This opportunity is taken-up by 50-75% of final-year students. The overseas placements are self-funded by each student, although some financial assistance is provided through UTS Build and Colombo Plan (for students meeting the age requirement).

In comparison with other courses in the Faculty of Science, the majority (24/30 subjects i.e. 80%) of subjects in the TCM course are TCM-discipline subjects. This level of specificity is required to meet the external accreditation requirements because the majority of outcomes required for accreditation are specific to TCM practice. The large component of clinical teaching also provides a relevant learning experience that distinguishes the UTS TCM course from other courses. While this level of specificity provides a unique and intensive, discipline-based teaching experience it results in the teaching being resource intensive, and also leads to inefficiencies when the number of enrolled students is low and there are few opportunities to offer subjects that are also of interest and relevant to non-TCM students in, for example, biomedical or medical science courses. The clinical training however is an excellent example of authentic learning with assessment also being conducted under real life circumstances.

Commented [Withheld under 1]: Currently we offer several subjects as electives. These are
1. Chinese Medicine Foundations 1
2. Clinical Features of Disease

Commented [WG16R15]: Included in revised report

Commented [WG17]: Included above after sentence on total clinic hours

For other courses the School of Life Sciences uses a model of co-taught subjects and sharing of resources to optimise efficiency, whilst maintaining differentiation among courses. As a result, most courses have 20-30% unique subjects. These other courses also have greater enrolments, which further increases the efficiency of teaching.

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Table 1. Structure of the Bachelor of Health Science in Traditional Chinese Medicine. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject and ² Faculty of Science non-TCM subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Clinical Features of Disease ²	6	99584
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Clinic Level 6	6	99647
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Evaluating TCM: Theory, Practice and Research 2	6	91615
Clinical Practice 2 (TCM)	12	99631

Commented ^{With}_{eld}: This should not be considered a non-TCM science subject, but rather this subject is a CM coordinated subject which was originally designed to meet AHPRA accreditation and registration requirements. Non CM Science students in particular the advanced science pre-medicine stream are enrolled into this subject recently as it was incorporated into their program. Since all costs for this subject are directly debited from CM accounts, CM team is taking costs on behalf of other science teaching.

Commented [WG19R18]: Table revised to show this as a CM subject

Table 2. Structure of the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies combined degree. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject, ² Faculty of Science non-TCM subjects, and ³ Faculty of Arts and Social Sciences subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Chinese Language and Culture 1 ³	8	91701
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Chinese Language and Culture 2 ³	8	97102
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Clinical Features of Disease ²	6	99584
Chinese Language and Culture 3 ³	8	97103
Foundations in International Studies ³	8	976001
<i>Spring Session</i>		
Chinese Language and Culture 4 ³	8	97104
Contemporary China ³	8	976111
Clinic Level 6	6	99647
Fifth Year		
<i>Autumn Session</i>		
In-country Study 1: China ³	24	977110
<i>Spring Session</i>		
In-country Study 2: China ³	24	978110
Sixth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Clinical Practice 2 (TCM)	6	99631
Evaluating TCM: Theory, Practice and Research 2	6	91615

Throughout the 6-year Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies students complete 38 subjects (Table 2), including 24 TCM subjects, 5 non-TCM subjects offered by the Faculty of Science, 1 non-TCM subject offered by the Faculty of Health, and 8 subjects offered by the Faculty of Arts and Social Science. The combined degree is structured so that students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.

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Student Load

At the ~~March 27th 2019~~ ~~August 2018 census~~ there were 176 enrolled students in TCM courses, representing 165 students in the Bachelor of Health Science in Traditional Chinese Medicine and 13 students in the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies. The total taught EFTSL was 129.1, including 123.4 Commonwealth supported places and 5.7 international fee-paying places¹.

Commented [Withheld]: According to SAU data received this week we have 240 students in total.

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Commented [Withheld]: 223 according to SAU data

Commented [Withheld]: 17 according to SAU data

The total number of commencing students in the TCM courses has declined annually from the peak of 79 in 2015 (Table 3), and the taught EFTSL represented by all TCM students has declined from 167.3 in 2015 to 128 in 2018 (Table 4).

Commented [WG23]: The student load data used here is complete for 2018 after the census dates. The 2018 data was also the basis for the financial analysis.

Commented [Withheld]: It actually went up in 2019- not down. According to the current figures from SAU we have 65 in the first year of the CM program and 3 in the double degree totalling 68.

Commented [WG25R24]: The table has been updated to show the latest commencing numbers.

Table 3. Number of commencing students between 2014 and 2019 in the Bachelor of Health Science in Traditional Chinese Medicine (B Health Sc TCM) and Bachelor of Health Science in Traditional Chinese Medicine / Bachelor of Arts in International Studies (B Health S TCM + B AIS).

	2014	2015	2016	2017	2018	2019
B Health Sc TCM	50	74	64	59	48	65 ⁴
B Health Sc TCM + B AIS	4	5	10	3	7	23
Total	54	79	74	62	55	88 ⁴

Commented [Withheld 26]: We also originally had 15 international students seeking to enrol in 2019, however due to this review process many students have opted not to study with UTS. This is a major damage to UTS with agents and the international student base.

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Commented [Withheld]: These need to be adjusted to reflect the current numbers.

Table 4. Total taught EFTSL of TCM students in subjects owned by the Faculty of Arts and Social Sciences (FASS), Faculty of Health (Health), Faculty of Science that are not TCM subjects (Science (non-TCM)), and in TCM subjects (TCM), for the Bachelor of Health Science in Traditional Chinese Medicine and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

	2014	2015	2016	2017	2018
FASS	2.2	2.5	0.5	0.7	1.7
Health	5.6	4.0	5.0	7.1	4.1
Science (non-TCM)	19.7	22.4	18.0	15.4	15.1
TCM	127.5	138.4	135.2	121.0	107.1
Total	155.0	167.3	158.7	144.2	128.0

Commented [WG28R27]: The numbers in the table are whole year (after both census dates) and so there is not a final data set for 2019 yet. I will add a sentence to reflect this.

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¹ These numbers differ slightly from the numbers in Table 4 because of rounding of numbers in each row contributing to the total.

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Financial Position: Faculty-level Analysis

The Faculty's financial analysis of TCM is shown in Table 5. The financial analysis includes taught load income (Commonwealth Supported Places, and international fee-paying), income from TCM clinic, direct expenses (salary and NSI), and indirect expenses (UTS overheads, and Faculty-allocated overheads). Withheld under GIPA

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The UTS overhead costs were based on the information used in the 2018 Course Viability Analysis. The Faculty-based overheads were attributed based on staff FTE. The largest cost items were direct costs (salaries and NSI, estimated to be \$Withheld under) and UTS central overhead costs (Withheld under) and the Faculty overhead costs. Withheld under GIPA

The net financial position was an estimated deficit of \$1.483M at the end of 2018. Withheld under GIPA

Commented [WG29]: Not included because this is shown in the table.

Course Viability Analysis

The first Course Viability Analysis (CVA) was done in 2018 as a part of the Business Model Strategy. The intention was for the CVA to support informed decisions on the closure, subsidisation or retention of undergraduate and postgraduate courses. The CVA approach was to fully match non-research net costs to teaching revenues for all UTS courses using data for 2017, and to incorporate indicators of quality alongside the financial indicators.

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Commented [WG31R30]: A higher resolution figure now used.

[Redacted text block]

Withheld under GIPA

The CVA also assessed five indicators of course quality that covered student performance, student experience and graduate feedback. The five indicators were: success rate, retention rate, student satisfaction with quality, graduate satisfaction with course, and graduate satisfaction with teaching. An index was calculated for each indicator, which was the reported result divided by the national average (i.e. a course that performed better than the national average would have an index value >1). Each indicator was weighted as a measure of its relative importance. The weighted indexes for the five indicators were summed to produce a Course Quality Index. A Course Quality Index >1 is a positive result relative to the national average, and an Index of <1 is a negative result. Each course was assessed for its net profitability (described in the previous paragraph) and Course Quality Index by plotting on XY axes (Figure 2/figure 2).

The performance of the two TCM courses combined in the CVA is shown in Figure 2/figure 2. The position of the TCM courses at the bottom left of the graph indicates a large negative net profit margin and an overall Course Quality Index below the national average benchmark (shown as 1 on the graph).

Commented [WG32]: Not included, it is known from the CVA model and report.

Commented [Withheld under GIPA]: Several staff do cross teach into other programs including Science subjects.

Commented [WG34R33]: Text revised

Commented [Withheld under GIPA]: What year were they drawn from?

Commented [WG36R35]: 2017 data for UTS and national benchmarks from the Student Experience Survey and the Graduate Outcomes Survey. I have added a sentence to explain this in the paragraph following Fig 2.

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Table 5. Financial analysis of TCM based on student load income at the August 2018 census (provided by J Maddalena, Faculty Finance partner).

<u>Income</u>	<u>EFTSL</u>	<u>Income \$</u>	<u>Source</u>
<u>Commonwealth Supported Places</u>	Withheld under GIPA		
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
<u>International Fee Paying (and Other)</u>			
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
<u>Total Taught EFTSL/Income</u>			
<u>Total Enrolled Student Headcount</u>			2018 August Census
<u>Expenses</u>			<u>Source</u>
TCM Academic Salary Expenses (Operating)			2019 Budget
Acupuncture Casual Academic Costs			2019 Budget
Chinese Medicine Casual Academic Costs			2019 Budget
Total Staff FTE/Costs			
Operating NSI 0226049			2018 Actuals
Operating NSI 0226086			2018 Actuals
Operating NSI 0226392			2018 Actuals
Total Salary & NSI Expenses			
Income (Clinical Services & Fees)			2018 Actuals
Net Direct Expenses			
Indirect Faculty Costs (by FTE)			2019 FTE applied to 2018 Budget Model
Indirect Faculty Costs (by EFTSL)			2018 EFTSL applied to 2018 Budget Model
Total Indirect Faculty Costs			
Indirect Central Overhead Costs			2018 Taught Load applied Provost's CVA Estimate
Total Indirect Costs			
Net Result at UTS Level		(1,483,718)	



Figure 2. Graphical summary of the results of the Course Viability Analysis for courses in the Faculty of Science with an enrolled student load >50 EFTSL. The calculation and interpretation of the net profit margin and quality index are explained in the text. B Health Science is the combined result for the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

The TCM courses had a Course Quality Index of 0.84. This overall below average result was driven by below average results for the Graduate Satisfaction with Course (0.807) and Graduate Satisfaction with Teaching (0.535), and the higher weightings for these indexes (25%) compared to the other indexes. The other indexes were close to, or at, national average values: Success Rate (1.011, 15% weighting), Retention Rate (1.042, 15% weighting), and Student Satisfaction with Quality (0.969, 20% weighting).

Commented [Withheld under 1]: This graph is skewed and missing data, such as the B Science in Analytics, B Biomedical Physics? As such this is not a correct representation of the CM program in Science.

Commented [WG38R37]: The results for the CVA were grouped by size of course. The results in this graph are for courses with >50 EFTSL. The results for the other courses you mention are shown on different graphs in the CVA report. The complete financial results for the Faculty's courses are shown in Table 1.

Commented [Withheld]: According to 2017 Course Performance Report results, CM has the highest overall satisfaction results for all science degrees. This includes responses from domestic and international students

Commented [WG40R39]: The results reported in this paragraph are for the CVA analysis. The CPR results are discussed in the following section on Internal Accreditation. The 2017 CPR shows that the course with the highest overall score in the Faculty of Science was B Medical Science/BA International Studies (4.56). The overall score for B Health Sci TCM was 2.24.

Accreditation: Internal

Courses at UTS are approved for periods of five years via the Award Course Approval and Reaccreditation Policy and the Award Course Approval and Reaccreditation Procedures. The depth and extent of the approval process depend on the previous performance of the course, and courses with a record of good performance require a 'short reaccreditation' process. The UTS Courses Accreditation Committee recommended (after a Short Reaccreditation process during 2016) that the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies be re-accredited for 2017-2021. This recommendation was approved by Academic Board in July 2016.

The UTS Curriculum Performance Report reviews all UTS courses and subjects against a set of benchmarks determined by the Provost and Deputy Vice-Chancellor (Education & Students). The indicators (determined for courses and subjects) used in the CPR are designed to link course performance with UTS KPIs. The CPR provides an assessment of the performance of courses and subjects relative to the indicators and highlights areas requiring action to address issues that have been identified.

The Bachelor of Health Science in Traditional Chinese Medicine was included on the Outstanding Courses List for 'consecutive excellent ratings and improving over two or more years' in the 2014 and 2015 Curriculum Performance Reports.

The Bachelor of Health Science in Traditional Chinese Medicine received an overall rating of Green each year in its annual Course Performance Reports for 2015-17. Specific indicators that were also Green each year included: UAC preferences 1-3 to total preferences; student load; success rate; and attrition rate. Average salary of graduates was Green in 2017 and 2015. There have been no consistent issues (indicated by a Red rating) over these three years, with timetabled hours/EFTSL flagged as Red in 2017 and 2015.

The Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies received Green assessments annually in the Course Performance Reports for 2015-17 for Success Rate, and for two of three years for UAC preferences 1-3 to total preferences. No indicator was flagged with a Red warning in every year, however SFS for student satisfaction was flagged Red in 2015 and 2016 (and was Green in 2017). Student Load and Attrition moved from Red to Green over 2015 to 2017.

All TCM subjects have been learning.futures certified, and XX% of TCM subjects have been peer-reviewed (awaiting data from Peter Meier).

Accreditation: External

The TCM courses are accredited externally by the Australian Health Practitioner Regulation Agency (AHPRA). Graduates are eligible for professional ~~membership registration~~ as a health practitioner with the Chinese Medicine Board of Australia (CMBA) within AHPRA (<http://www.handbook.uts.edu.au/courses/c10164.html>). Graduates are ~~accredited registered~~ to practice at a Chinese herbal medicine, dispensing and acupuncture practice, and eligible for membership with the relevant professional associations (<https://www.uts.edu.au/future-students/find-a-course/bachelor-health-science-traditional-chinese-medicine>).

Commented ^{Withheld} _{id}: Why are there so contrasting metrics between the Curriculum Performance Report and the preceding CVA model?

Commented [WG42R41]: The CVA used a different metrics (ie externally gathered) to quantify quality, and also applied weightings to the different indexes to indicate their relative importance.

Commented [WG43]: Peter has provided the information that all Science-owned TCM subjects have been peer reviewed.

Commented ^{Withheld} _{id}: UTS CM program is one the few programs in all of Australia that has no conditions. This sets UTS CM program as the gold standard according to external government accreditation. This is the same government agency which controls the registration of Medical doctors, Pharmacists and dentists.

Commented [WG45R44]: I have not seen any documentation to corroborate this statement re the conditions.

The external accreditation requires that students achieve a number of outcomes, and the majority of these are specific to the discipline and practice of TCM. The structure of the TCM course reflects, in large part, these requirements. The two TCM courses were accredited by AHPRA in December 2017 with one condition and 4 monitoring conditions. The responses to these conditions were reported in November 2018 and the accreditation committee's decision removed the one condition and four monitoring conditions, will be released in March. The Accreditation Committee does not accredit courses for a defined period of time, instead undertaking monitoring (via requested reports) of the education provider (i.e. UTS) and the course².

Benchmarking: QILT

In the Quality Indicators of Learning and Teaching (QILT) TCM is classified in the Health Services and Support study area. The other UTS courses included within this study area are: Bachelor of Health Science; Bachelor of Human Movement; and Bachelor of Sport and Exercise Science. In the Student Experience Survey 2016 and 2017 (Table 6), UTS courses in Health Services and Support were close to the national average in all areas of Student Experience, exceeded the national average in two areas of Graduate Satisfaction (Overall Satisfaction, Teaching Scale), and below the national average in full-time employment. The combination of TCM and other UTS courses covered by this study area means that it is not possible to directly report the QILT results for the TCM courses.

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Table 6. Summary of the Student Experience Survey 2016 and 2017 outcomes for the Health Services and Support area (undergraduate) at UTS and compared to the national average (Source: www.qilt.edu.au).

		UTS	National av
Student Experience	Overall quality of educational experience	77.9%	80.6%
	Teaching quality	81.8%	82.8%
	Learner engagement	64.7%	64.5%
	Learning resources	84.5%	84.1%
	Student support	70.0%	73.0%
	Skills development	83.2%	81.5%
Graduate Satisfaction	Overall satisfaction	85.5%	80.3%
	Teaching scale	71.0%	65.7%
	Skills scale	80.6%	82.8%
Graduate Employment	Full-time employment	64.1%	72.1%
	Overall employment	88.0%	89.8%
	Full-time study	49.3%	23.4%

² Australian Health Practitioner Regulation Agency / Chinese Medicine Board of Australia (2017) Chinese Medicine accreditation process (Australian Health Practitioner Regulation Agency, Melbourne).

Research Training

Of the 12 continuing or fixed-term academic staff in TCM, four are supervising HDR students as principal supervisor, six are not acting as a principal supervisor of a HDR student, and [redacted] current HDR students.

At the end of 2018 there were 27 (headcount) HDR students enrolled in TCM-related MSc (research) or PhD projects. These HDR students consisted of [redacted]

[redacted] There have been no HDR commencement in 2019 so far.

The annual number of TCM HDR students completing has been: 4 in 2015, 1 in 2016, 1 in 2017, and 3 in 2018.

Research³

TCM undertakes research, mainly human clinical research but also some profession focused research. This is undertaken by four fulltime academic staff and the 28 HDR students. Currently there are nine randomised clinical trials (RCTs) being developed, conducted or reported in peer reviewed journals. These are acupuncture and tennis elbow pain, Chinese herbal medicine and insomnia, acupuncture and cancer pain, acupuncture and mental stress in university students, acupuncture and hot flushes in breast cancer patients, vitamin D in reducing DM risks and acupuncture and osteoarthritic knee pain and male potency following radical prostatectomy and qigong and well-being. In the past, TCM has undertaken RCTs for taiji and stress, acupuncture and hepatitis C, acupuncture and post-traumatic stress disorder and acupuncture and male subfertility.

TCM staff and HDR students are also undertaking experimental human studies including transcranial magnetic stimulation, pain challengers e.g. pressure pain threshold and thermal thermography. TCM staff and students undertake survey research projects such as referral between medical, allied health and TCM practitioners, adverse event profile of Chinese herbal medicine, clinical outcomes implementation for acupuncture and Chinese medicine and the use of the Chinese herb qingdai for eczema. Other projects are evaluating the safety of moxa smoke, clinical reasoning, professional communication, acupuncture needling sensations, radial and carotid artery tonometry, Parkinson's disease symptomology, a delphi study on osteoarthritic knee pain, transcriptome analysis of Chinese herbs on human squamous cancer cell line and a critical classical medical literature review.

Finally there are several educational projects on student empathy and enablement, collaborative learning experiences, technologies and civic virtues, linguistic analysis of Chinese medicine clinical interaction and student visualization in education. In total there are 33 research projects currently being undertaken by TCM academic staff and HDR students.

TCM researchers (in total) attracted external research grant income of \$10,000-\$64,000 p.a. between 2014 and 2018, representing <1% of the total external research income awarded to the Faculty of Science (Table 7-Table 7). None of this external grant income was classified as Category 1 grant income. This annual grant income was awarded to one TCM academic in 2014 and 2015, three TCM academics in 2016, six TCM academics in 2017, and two TCM academics in 2018. Over this

³ The first three paragraphs describing the research being done in TCM were provided by C Zaslowski.

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same time period TCM academic staff represented 2.3-4.9% of total academic staff in the Faculty of Science.

Table 7. Total external research grant income awarded to researchers in TCM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-18.

	TCM	FoS	TCM % FoS	% TCM staff
2014	\$10,000	\$11,123,023	0.09%	3.0
2015	\$10,000	\$13,347,000	0.07%	2.9
2016	\$65,000	\$16,244,000	0.40%	2.3
2017	\$39,495	\$16,666,505	0.24%	4.9
2018	\$64,064	\$19,492,936	0.33%	NA

Commented ^{Withheld under GIPA}: ^{Withheld under GIPA} gained \$79,999 in 2018 ^{Withheld under GIPA} and a clinical trial project \$425,000 ^{Withheld under GIPA} and \$10,000 has been paid to UTS (see 2016 Dec report).

Commented [WG47R46]: The figures are correct and have been double-checked by Lisa Merry. The figures in the table show the actual income received, which can differ from the amount awarded in the grant. While the Innovations Connection grant was for \$80,000, at the end of 2018 \$64,131 had been received for that project in total (\$20,000 in 2017 and \$44,131 in 2018).

The total annual weighted publication points of TCM researchers varied between 0.70 and 5.27 (Table 8), representing 0.3-2.1% of the total for the Faculty of Science.

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Table 8. Total weighted publication points for researchers in TCM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-17 (2018 publication data not yet finalized).

	TCM	FoS	TCM % FoS	% TCM staff
2014	3.29	227.66	1.4	3.0
2015	0.70	238.35	0.3	2.9
2016	3.04	273.41	1.1	2.3
2017	5.27	249.86	2.1	4.9

Commented ^{Withheld under GIPA}: Is this fair as collaborative research is especially important in clinical trials and supported. I would also expect a column of raw CM publications as reported in the status reports given to 17 and 2018.

Commented [WG49R48]: Data on numbers of raw publications has been included.

Commented ^{Withheld under GIPA}: For this calculation to be valid, FoS staff weighting must also be considered and demonstrated as collaborative publications within FoS are also common and affect the data presented.

Elsewhere at UTS, the Faculty of Health hosts the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM) (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine>). The Centre's web page notes that complementary and alternative medicine includes acupuncture, herbal medicines, and massage (all of which form part of the TCM curriculum) as well as other therapies. Both ARCCIM and TCM undertake research that tests the efficacy of traditional Chinese medicine approaches, such as acupuncture. ARCCIM supervises PhD students but does not teach undergraduate or postgraduate courses. The ARCCIM web pages (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine/research/research-0-26>) list only one project that involves a collaboration with a TCM staff member ('Chinese medicine practitioner knowledge, experience and attitudes towards professional registration in New South Wales', collaborators include TCM academic ^{Withheld under GIPA}). Overall, there has been limited collaboration between TCM and ARCCIM represented by: co-supervision (by ARCCIM staff) of some TCM PhD students, and five co-authored publications since 2014.

Commented ^{Withheld under GIPA}: According the 2018 ERA report, UTS has scored a 4 (above world standard) in complementary and alternative medicine

Commented [WG52R51]: TCM research represented 16% of this result.

External Engagement

TCM Clinic

The TCM Clinic is open to the public (at a reduced cost) for acupuncture, Chinese herbal medicine, and remedial massage (Figure 3). The TCM Clinic also operates as an intern clinic for final-year students, who are supervised by qualified TCM staff. Final-year intern students complete 750 hours of contact clinical hours and administer 300 individual treatments (<https://www.uts.edu.au/about/faculty-science/chinese-medicine-clinic/about-us/year-4-intern-clinic>). In 2017 there were 6019 patient visits to the TCM Clinic, and in 2018 there were 5999 visits (representing 4920 acupuncture, 777 herbal therapies, and 294 massage visits). Gross Income during 2018 from the clinic activities was \$224,239.

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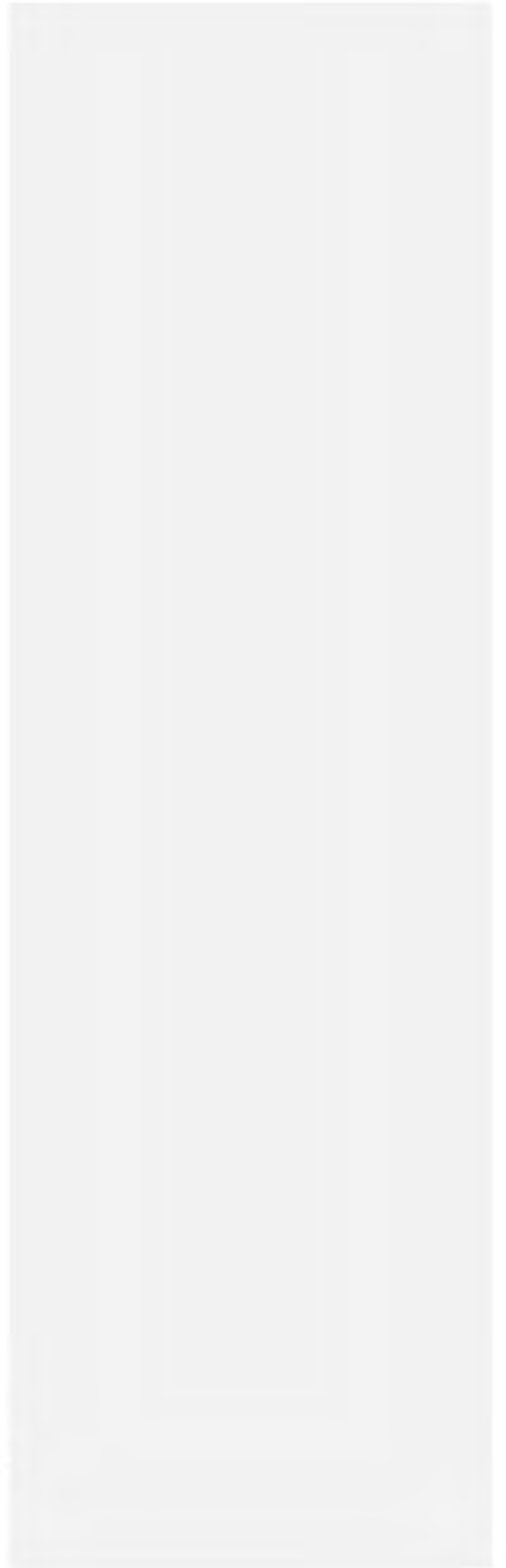


Figure 3. Entrance to the Traditional Chinese Medicine Clinic on level 2 of Building 4 (corner of Harris and Thomas Streets).

Concord Hospital

During 2018 final-year TCM students provided 300 acupuncture treatments at Concord Hospital to cancer survivors as a community service (i.e. no fee was charged). This program, voluntary for students, has been running since 2016. It occurs within the oncology/haematology outpatients clinic at Concord Hospital and treats cancer survivor patients for pain either associated with their cancer treatment or independent of their cancer status (e.g. lower back pain). The program occurs for 20-30 weeks, the students are supervised, and patients are recruited through the Cancer Survivor Centre at Concord Hospital.

DRAFT



International partnerships

UTS has active MoUs with the following organisations for TCM:

- Dong-Eui University (Republic of Korea), for outbound teaching
- Shaolin Temple (China), for research
- Healthpac Centre for Excellence In Integrative Medicine Pty Ltd (Australia) for research
- Chengdu University of Traditional Chinese Medicine (China), for outbound teaching and research
- Korea Institute of Oriental Medicine (KIOM) (Republic of Korea), for research outbound teaching

Stakeholder organisations

Staff in UTS TCM interact with a number of external stakeholder organisations including:

- World Health Organisation (WHO) (policy and publication development)
- Standards Australia via ISO Technical Committee (ISO/TC 249 Traditional Chinese Medicine) (standard development)
- Concord Hospital Cancer Survivor Centre (community activity)
- Australian Acupuncture and Chinese Medicine Association
- Chinese Medicine and Acupuncture Society of Australia
- Chinese Medicine Board of Australia (committee membership)
- Chinese Medicine Council of New South Wales (Council membership and
- Australian Natural Therapists Association
- World Federation of Acupuncture and Moxibustion Societies (Directorship)
- World Federation of Chinese Medicine Societies
- TESQA course accreditation committees (committee membership)
- New Zealand Qualifications Authority
- Australian Vice Chancellor Committee (committee membership)
- Can Revive Cancer (support organisation (Sydney) (community activity))
- Australian Health Practitioner Registration Agency
- Beijing University of Chinese Medicine (China)
- Tsukuba University of Technology (Japan)
- Chinese Academy of Chinese Medical Sciences (China)
- Shanghai University of Chinese Medicine (China)
- Hong Kong Baptist University
- Henan University of Chinese Medicine (China)
- Australian Chinese Medical Association (community activity)

Other

The CM team also convened an international research conference at UTS in 2012 titled “Scientific Acupuncture and Meridian Symposium” that attracted international significance and over 100 attendees.

Commented ^{Withheld under 1:} **Commented [WG54R53]:** The additional relationships have been included.

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Commented ^{Withheld under 1:} **Commented [S256]:** Philanthropic engagements: CM academics have often shared their expertise for community philanthropic events. For example ^{Withheld under 1:} has been involved with providing health talks for Cancer Survivors.

Commented [WG57R56]: Included

Commented ^{Withheld under 1:} **Commented [WG59R58]:** AHPRA UTS and SITCM are the only locations which are able to run AHPRA Clinical VIVA assessments. UTS CM are engaged to assess clinical competency and present reports and recommendations for international and domestic practitioners wishing to apply for national registration

Commented [WG59R58]: Included

TCM at other Universities

Courses in TCM are offered at 2 other universities:

- Western Sydney University, School of Science and Health: Bachelor of Traditional Chinese Medicine (4 years), which is accredited by the Chinese Medicine Board of Australia; and Master of Chinese Medicine (1.5 years full time, 3 years part-time) with the choice of a Clinical Stream or Research Stream
- RMIT, School of Health and Biomedical Sciences: Bachelor of Health Science/Bachelor of Applied Science (Chinese Medicine) (5 years) which is accredited by the Chinese Medicine Board of Australia; Master of Applied Science (Acupuncture) (3 years part-time); and Master of Applied Science (Chinese Herbal Medicine) (3 years part-time).

WSU offers a TCM Clinic as part of UniClinic. At RMIT students in the final two years of their course work treat patients in the Chinese Medicine Clinic that is part of the Health Science Clinic at University Hill in Bundoora. Research in TCM at RMIT, and additional education related to TCM, occur through the WHO Collaborating Centre for Traditional Medicine, and the Chinese Medicine Confucius Institute.

Courses in TCM are also offered by two private providers in Sydney:

- Sydney Institute of Traditional Chinese Medicine: Bachelor of Traditional Chinese Medicine (4 years) (approved by the Chinese Medicine Board of Australia); Diploma of Bachelor of Traditional Chinese Medicine Remedial Massage (1 year)
- Endeavour College of Natural Health: Bachelor of Health Science – Acupuncture (4 years) (not recognised by Chinese Medicine Board of Australia).

Commented ^{Withheld} _{id}: Unaccredited degree

Commented [WG61R60]: included

Commented ^{Withheld} _{id} ^{Under} 1: This should say diploma only. Additionally this is not relevant to this paper as only accredited Bachelor programs are comparable to the UTS CM program

Commented [WG63R62]: Bachelor has been deleted. This course has been retained here because the information is about other 'courses'.

Appendix 1

Winnipeg, BPN



From: [Redacted]
To: [Redacted]
Cc: William Gladstone; Dianne Jolley
Subject: RE: CM discipline response to first draft of options paper
Date: Wednesday, May 29, 2019 5:16:26 PM
Attachments: image009.png
 image010.png
 image011.png
 image012.png
 image013.png
 image014.png

Dear [Redacted]
 Regarding funding income 2018, [Redacted]

[Redacted]

[Redacted]

Regards,
 [Redacted]

From: [Redacted]
Sent: Wednesday, 29 May 2019 4:08 PM
To: [Redacted]
Subject: Fwd: CM discipline response to first draft of options paper

Sent from my Samsung Galaxy smartphone

----- Original message -----
From: William Gladstone <William.Gladstone@uts.edu.au>
Date: 29/05/2019 15:58 (GMT+10:00)
To: [Redacted]
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: CM discipline response to first draft of options paper

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Can you please send this to me by 4 PM Wednesday 5 May. I will send you the complete pack of information that Dianne submits to the Provost.

Thanks very much.

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

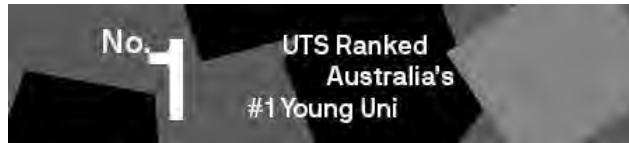
University of Technology Sydney

T. +61 (02) 9514 8272

M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Withheld under GIPA

Sent: Thursday, 28 March 2019 6:24 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Cc: Withheld under GIPA

Subject: CM discipline response to first draft of options paper

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- connected research (Randomised controlled trials with partners in China, Korea and Italy that has already been undertaken and the knee arthritis RCT that is planned to commence this year with Chinese and Korean partners),
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the ISO and WHO).

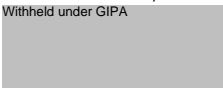
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3. Transfer the course. Given we receive several students each year that transfer from out competitor course such as WSU and SITCM we realise the difficulties in aligning the subjects for RPL in the three very different programs. Also the accreditation committee of the CMBA would have to be consulted for the mass RPLs of the 200+ students that would be required for transfer. This would differ based on what institution was chosen by the students for transfer.
4. Teach out the program. The program has existed and evolved for over 25 years and has a reputation internationally in Asia and other countries such as UK and the USA. We have the greatest number of students and receive several transfers each year from competing local programs at WSU and SITCM. We celebrated our 25 year Gala anniversary event late last year. Both the Sydney Chinese community (as demonstrated by some letters of support late last year) the UTS CM student body and alumni as well as the wider community would be in shock if this were to happen.

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Thanks for your consideration in what is a difficult and complex situation.

Withheld under GIPA



From: Withheld under GIPA
To: William Gladstone
Cc: Withheld under GIPA
Subject: FW: CM discipline response to first draft of options paper
Date: Monday, June 3, 2019 1:23:55 PM
Attachments: [image001.png](#)
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[image026.png](#)
[image027.png](#)

Dear William,

I am unsure if ^{Withheld under GIPA} forwarded – please note some small comments/feedback to the information in your document.

Best wishes,



From: Withheld under GIPA
Sent: Thursday, 30 May 2019 4:02 PM
To: Withheld under GIPA
Subject: Re: CM discipline response to first draft of options paper

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Withheld under GIPA

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Withheld under GIPA

From: Withheld under GIPA
Sent: Wednesday, 29 May 2019 4:08 PM
To: Withheld under GIPA
Subject: Fwd: CM discipline response to first draft of options paper

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: William Gladstone <William.Gladstone@uts.edu.au>
Date: 29/05/2019 15:58 (GMT+10:00)
To: Withheld under GIPA
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: CM discipline response to first draft of options paper

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withheld under GIPA

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Deputy Dean

Faculty of Science

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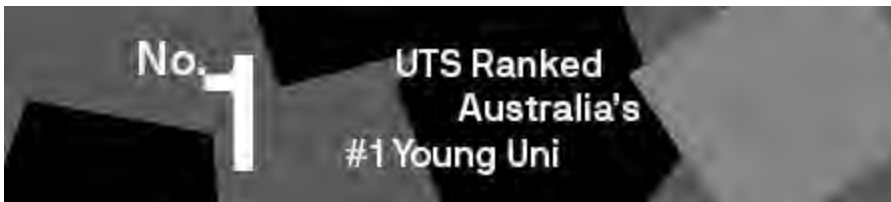
T. +61 (02) 9514 8272

M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au





From: [Redacted] Withheld under GIPA
Sent: Thursday, 28 March 2019 6:24 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; [Redacted] Withheld under GIPA

Cc: [Redacted] Withheld under GIPA
 [Redacted]
 [Redacted]
 [Redacted]
 [Redacted]

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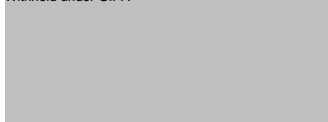
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Withheld under GIPA



From: [Redacted]
To: William Gladstone; [Redacted]
Subject: Re: CM discipline response to first draft of options paper
Date: Monday, June 3, 2019 10:53:44 PM
Attachments: [image001.png](#)
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[image011.png](#)
[image012.png](#)
[image013.png](#)

Thank you for the quick response, Bill.

[Redacted] if you could incorporate into your copy?

Best wishes,

[Redacted]

From: William Gladstone
Sent: Monday, 3 June 2019 9:54 PM
To: [Redacted]
Subject: RE: CM discipline response to first draft of options paper

Dear [Redacted]

Thanks very much.

Can you please submit a single response, that incorporates both of your suggestions/changes to the revised status report I sent you (as well as any from others in the CM Discipline Group). And, please submit any additional documents separately that you wish to be considered alongside the status report (as I outlined in my email below on 29 May).

Please note [redacted] my first opportunity to read what you submit will be Wednesday morning.

Best regards

Bill

From: [redacted]
Sent: Monday, 3 June 2019 2:01 PM
To: [redacted] William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: CM discipline response to first draft of options paper

Thanks [redacted] I was going to incorporate this into my version but happy for you to provide some individual feedback. Dear Bill-I am still working on the document and should have it ready tomorrow for feedback. [redacted]

[redacted]
[redacted]
[redacted]

From: [redacted]
Sent: Monday, 3 June 2019 1:24 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: [redacted]
Subject: FW: CM discipline response to first draft of options paper

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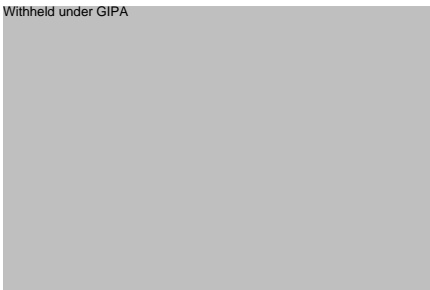
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Subject: Fwd: CM discipline response to first draft of options paper

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: William Gladstone <William.Gladstone@uts.edu.au>

Date: 29/05/2019 15:58 (GMT+10:00)

To: Withheld under GIPA

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>

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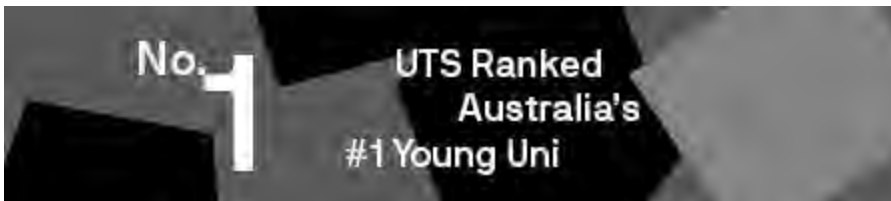
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Professor William Gladstone GAICD

**Deputy Dean
Faculty of Science**

University of Technology Sydney
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M. +61 (0) [Withheld under GIPA]
PO Box 123 Broadway NSW 2007 Australia

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From: [Withheld under GIPA]
Sent: Thursday, 28 March 2019 6:24 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; [Withheld under GIPA]

[Withheld under GIPA]
Cc: [Withheld under GIPA]
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- Transfer the course. Given we receive several students each year that transfer from out competitor course such as WSU and SITCM we realise the difficulties in aligning the subjects for RPL in the three very different programs. Also the accreditation committee of the CMBA would have to be consulted for the mass RPLs of the 200+ students that would be required for transfer. This would differ based on what institution was chosen by the students for transfer.

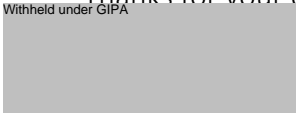
- Teach out the program. The program has existed and evolved for over 25 years and has a reputation internationally in Asia and other countries such as UK and the USA. We have the greatest number of students and receive several transfers each year from competing local

programs at WSU and SITCM. We celebrated our 25 year Gala anniversary event late last year. Both the Sydney Chinese community (as demonstrated by some letters of support late last year) the UTS CM student body and alumni as well as the wider community would be in shock if this were to happen.

We, the individual CM staff members, look forward to engaging with you for further consultation before the document is delivered to the senior executive for its decision.

Thanks for your consideration in what is a difficult and complex situation.

Withheld under GIPA

A large grey rectangular redaction box covers the signature area of the letter.

From: [Greg Welsh](#)
To: [Fiona Thomas](#); [William Gladstone](#); [Andrea Leigh](#)
Cc: [Raelene La Ferla](#); [Lesley Healy](#); [Helene Raposo](#); [Izanda Ford](#); [Georgia Nielsen](#); [Lesley Parker](#)
Subject: RE: CM January
Date: Friday, December 21, 2018 2:16:58 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[TCM comms plan.docx](#)

Hi all

Before heading off on the Christmas break, I thought I'd share with you where I've gotten up to with the comms plan. Sorry that it's been slow in arrival. It still needs your review and no doubt can be improved in many ways. I think a key decision will be around how widely we consult on the Options Paper (eg just to TCM staff, or also including students, alumni, industry associations etc).

Happy to workshop some more when I return (18 Jan).

Withheld under GIPA

Izanda or Georgie might provide some support if needed, and Lesley will keep an eye out for any media enquiries and consult with you immediately she receives anything.

Best wishes

Greg

From: Fiona Thomas <Fiona.Thomas@uts.edu.au>
Sent: Friday, 21 December 2018 12:38 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Helene Raposo <Helene.Raposo@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: CM January

Hi Bill and Andrea,

Hope you both enjoy a nice end of year break.

Perhaps when you are back we can touch base to discuss the next steps with CM consultation.

Kind regards,

Fi

Fiona Thomas

Manager, Organisational Change and Delivery,
 Human Resource Unit

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UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stand. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

Communication Plan

Traditional Chinese Medicine change

Action: For information / For response
Respond by: 21/12/2018

Document Owner: Greg Welsh
Document Version: v0.1 (Draft)
Date Published: 14/12/2018

Project overview

The study of Traditional Chinese Medicine at UTS is currently being reconsidered due to its 1) lack of alignment with the Faculty of Science's strategic vision for research-intensive, evidence-based inquiry in the core sciences, and its 2) poor financial viability. An Options Paper is being developed, considering a range of alternatives, from transfer of the program to the Faculty of Health at UTS, or to another university; to closure. Consultation has commenced with key stakeholders, and will continue in line with whatever option is chosen.

History

The study of Traditional Chinese Medicine came to UTS 25 years ago, when it was purchased as a package from a private college, with the goal of being a student attractor.

It sits within the School of Life Sciences, in the Faculty of Science.

It operates primarily as a teaching entity, through two courses, the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies double degree.

It also operates four outpatient clinics - Acupuncture, Herbal Medicine, Remedial Massage and Year 4 Intern - at a substantially reduced cost to patients.

In later years of their study, many students also travel overseas for clinical placements to Korea, Japan and China. A number of MOUs have been established to support these placements.

It also does a limited amount of research, in areas such as acupuncture for pain relief and musculoskeletal disorders, and Chinese herbal medicine for insomnia.

Over the years, TCM staff have been strongly encouraged to grow their research profile, but have not been successful in comparison to the rest of the School and the wider Faculty. They do not have an established research culture, and find it very difficult to attract research funding. This has been particularly noticeable since a (2014-2016) restructure of the Faculty, which led to a step change in research performance across the board.

This has contributed to ongoing management concern about the sustainability of the program. In addition, two independent analyses of course viability, by the Provost and by the Faculty, show that TCM is the least profitable program within the Faculty by a considerable margin.



Target audiences

The following target audiences have been identified, starting from those most interested/impacted, together with type of impact.

Audience	Primary or Secondary	Need to know	Impact/Interest
TCM staff (21 including 9 casual and 3 fixed-term)	Primary	<ul style="list-style-type: none"> • What is being considered? • Why? • What is the process and timeline for decision-making? • How will this impact me? 	<ul style="list-style-type: none"> • Possible threat to livelihood • Possibly perceived as comment on TCM discipline legitimacy • Disruption and inconvenience if transferred to another institution, and possible reputational impact
TCM students	Primary	<ul style="list-style-type: none"> • What is being considered? • Why? • What is the process and timeline for decision-making? • How will this impact me? 	<ul style="list-style-type: none"> • Concern over university commitment to teaching program (quality) including clinics • Future employment • Ability to complete study and become a professional • Possibly perceived as comment on TCM discipline legitimacy

			<ul style="list-style-type: none"> • Disruption and inconvenience if transferred to another institution, and possible reputational impact
<p>NTEU/CPSU</p>	<p>Primary</p>	<ul style="list-style-type: none"> • What is being considered? • Why? • What is the process and timeline for decision-making? • What are the impacts on our members? • Will the process abide by the Enterprise Bargaining Agreement? 	<ul style="list-style-type: none"> • Livelihood of members (if any affected) • Precedent in relation to shutting down courses deemed unsustainable
<p>Overseas universities with which UTS has a TCM MOU</p>	<p>Primary</p>	<ul style="list-style-type: none"> • What has been decided? • Why? • What is the timeline for implementation? • What are the impacts (including financial) on our organisation? 	<ul style="list-style-type: none"> • Possible financial/staffing impacts • Possibly perceived as comment on TCM discipline legitimacy
<p>School/ Faculty/ University leaders and groups</p>	<p>Primary</p>	<ul style="list-style-type: none"> • What is being considered? • Why? 	<ul style="list-style-type: none"> • Governance responsibility – are the risks – including



		<ul style="list-style-type: none"> • What is the process and timeline for decision-making? • What are the implications for the School/Faculty/University? • Will we receive regular updates? 	financial and reputational - being well managed?
FASS Dean, ADT&L, HR partner (double degree impact)	Primary	<ul style="list-style-type: none"> • What is being considered? • Why? • What is the process and timeline for decision-making? • What are the implications for the Faculty? 	<ul style="list-style-type: none"> • Financial/staffing implications for FASS
Faculty of Science staff	Secondary	<ul style="list-style-type: none"> • What has been decided? • Why? • What is the process and timeline for implementation? • What are the implications for the Faculty? 	<ul style="list-style-type: none"> • Will want to know that we are supporting TCM staff • Possibly perceived as comment on TCM discipline legitimacy • Precedent in relation to shutting down courses deemed unsustainable
Prospective students (+ high schools, teachers)	Secondary	<ul style="list-style-type: none"> • What has been decided? • Can I still enrol? 	<ul style="list-style-type: none"> • Possibly perceived as comment on TCM discipline legitimacy



			<ul style="list-style-type: none"> Who else teaches TCM? 	
UTS TCM alumni	Secondary		<ul style="list-style-type: none"> What has been decided? Why? What is the process and timeline for implementation? 	<ul style="list-style-type: none"> Will want to know that we are supporting TCM staff Possibly perceived as comment on TCM discipline legitimacy
TCM industry associations, networks, regulatory bodies, accrediting body,	Secondary		<ul style="list-style-type: none"> What has been decided? Why? What is the process and timeline for implementation? 	<ul style="list-style-type: none"> Will want to know that we are supporting TCM staff Possibly perceived as comment on TCM discipline legitimacy
Other UTS staff	Secondary		<ul style="list-style-type: none"> What has been decided? Why? What is the process and timeline for implementation? 	<ul style="list-style-type: none"> Will want to know that we are supporting TCM staff Possibly perceived as comment on TCM discipline legitimacy May be clinic patients (other options?)
WSU (VC, FoS)	Secondary		<ul style="list-style-type: none"> What are the opportunities? Is it attractive? 	<ul style="list-style-type: none"> Possibly perceived as comment on TCM discipline legitimacy



<p>TCM clinic patients and prospective patients</p>	<p>Secondary</p>	<ul style="list-style-type: none"> • What is the process and timeline for decision-making? • What are the implications for the University/Faculty? 	
<p>Other universities teaching TCM</p>	<p>Tertiary</p>	<ul style="list-style-type: none"> • What has been decided? • Why? • What is the process and timeline for implementation? • How does this affect me? 	<ul style="list-style-type: none"> • Will want to know that we are supporting TCM staff • Possibly perceived as comment on TCM discipline legitimacy • Disruption and inconvenience if transferred to another clinic
<p>Science & medical networks (eg Friends of Science)</p>	<p>Tertiary</p>	<ul style="list-style-type: none"> • What has been decided? • Why? • What is the process and timeline for implementation? 	<ul style="list-style-type: none"> • Possibly perceived as comment on TCM discipline legitimacy
		<ul style="list-style-type: none"> • What has been decided? • Why? 	<ul style="list-style-type: none"> • Possibly perceived as comment on TCM discipline legitimacy





<p>Government - research funding organisations, Education/Health/Science Departments/Ministers</p>	<p>Tertiary</p>	<ul style="list-style-type: none"> • What has been decided? • Why? • What is the process and timeline for implementation? 	<ul style="list-style-type: none"> • Possibly perceived as comment on TCM discipline legitimacy
<p>Media</p>	<p>Tertiary</p>	<ul style="list-style-type: none"> • What has been decided? • Why? • What is the process and timeline for implementation? 	<ul style="list-style-type: none"> • Possibly perceived as comment on TCM discipline legitimacy
<p>General public</p>	<p>Tertiary</p>	<ul style="list-style-type: none"> • What has been decided? • Why? 	<ul style="list-style-type: none"> • Possibly perceived as comment on TCM discipline legitimacy • May be clinic patients or generally TCM users

Key messages

Prompt	Key Message
What is happening and why?	<p>The Traditional Chinese Medicine program at UTS is currently being reconsidered due to its lack of alignment with the Faculty of Science's strategic vision for research-intensive, evidence-based inquiry in the core sciences, as well as its poor financial viability.</p> <p>An Options Paper is being developed, considering a range of alternatives, from transfer of the program to another Faculty at UTS, or to another university; to closure. Consultation has commenced with key stakeholders .</p>
Is it because Chinese Medicine is shonky?	No. The only two reasons for the review of the program are those described above.
If the decision is made to close, or transfer, the program, what will happen to its staff and students?	The program would be 'taught out' by UTS or the receiving organisation such that all currently enrolled students, progressing at the normal rate, would be able to complete their studies and graduate. UTS will remain fully committed to delivering a high quality education during this 'teach out' period. UTS would have a declining need for staff however, but would look first at redeployment or natural attrition options rather than forced redundancy.
Is the course simply being shut down because it doesn't make enough money?	No. The primary reason the program is being reconsidered is because it doesn't align with the Faculty's strategic.... However, financial sustainability is an additional reason. Being institutions partly funded by taxpayers, universities have a responsibility to ensure the viability of their courses, and must make sure they don't waste public monies. Two separate analyses show that TCM is by far the Faculty of Science's least financially sustainable program.

From: [Andrea Leigh](#)
To: [Greg Welsh](#); [Fiona Thomas](#); [William Gladstone](#)
Cc: [Raelene La Ferla](#); [Lesley Healy](#); [Helene Raposo](#); [Izanda Ford](#); [Georgia Nielsen](#); [Lesley Parker](#)
Subject: RE: CM January
Date: Friday, December 21, 2018 2:52:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Hi Greg, Fiona

Withheld under GIPA

I am happy for you to meet with Bill the week before or to get a date locked in for the week I'm back. Either way, I suggest it's best to contact Doreen Borg to arrange this.

Andy

Associate Professor Andy Leigh
Acting Head of School

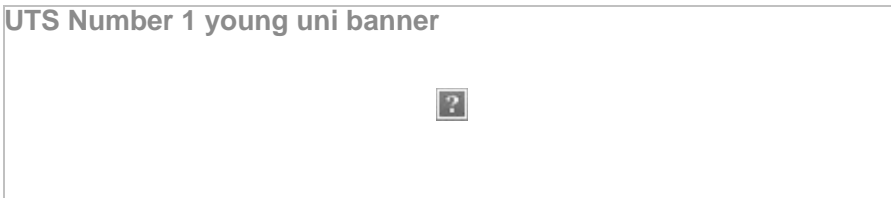
School of Life Sciences
University of Technology Sydney
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PO Box 123 Broadway NSW 2007 Australia

I recognise the Gadigal people of the Eora nation as the Traditional Owners and holders of knowledge for the place on which the UTS campus stands. I respect the elders, past and present, and their role in passing on this knowledge to future elders.

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UTS Number 1 young uni banner



From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Friday, 21 December 2018 2:17 PM

To: Fiona Thomas <Fiona.Thomas@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Helene Raposo <Helene.Raposo@uts.edu.au>; Izanda Ford <Izanda.Ford@uts.edu.au>; Georgia Nielsen <Georgia.Nielsen@uts.edu.au>; Lesley Parker <Lesley.Parker@uts.edu.au>
Subject: RE: CM January

Hi all

Before heading off on the Christmas break, I thought I'd share with you where I've gotten up to with the comms plan. Sorry that it's been slow in arrival. It still needs your review and no doubt can be improved in many ways. I think a key decision will be around how widely we consult on the Options Paper (eg just to TCM staff, or also including students, alumni, industry associations etc).

Happy to workshop some more when I return (18 Jan).

Withheld under GIPA

Izanda or Georgie might provide some support if needed, and Lesley will keep an eye out for any media enquiries and consult with you immediately she receives anything.

Best wishes
Greg

From: Fiona Thomas <Fiona.Thomas@uts.edu.au>
Sent: Friday, 21 December 2018 12:38 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Helene Raposo <Helene.Raposo@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: CM January

Hi Bill and Andrea,

Hope you both enjoy a nice end of year break.

Perhaps when you are back we can touch base to discuss the next steps with CM consultation.

Kind regards,
Fi

Fiona Thomas

Manager, Organisational Change and Delivery,
Human Resource Unit

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Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

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From: [William Gladstone](#)
To: [Withheld under GIPA](#)
Cc: [Andrea Leigh](#)
Subject: RE: CM meeting Tuesday 27 Nov
Date: Monday, November 26, 2018 3:59:35 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Thanks [Withheld under GIPA](#)

Regards

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

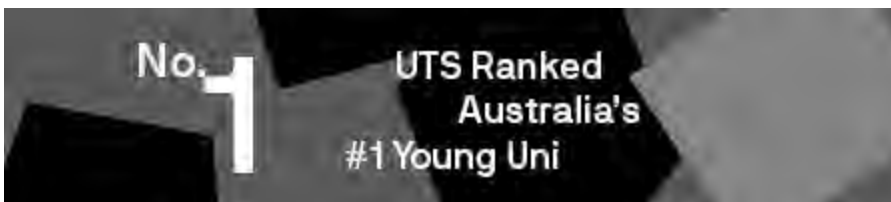
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PO Box 123 Broadway NSW 2007 Australia

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From: [Withheld under GIPA](#)
Sent: Monday, 26 November 2018 3:59 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: CM meeting Tuesday 27 Nov

Thanks Bill. Yes I will await the outcome of the meeting. I agree the timeframe is too short. I will email the CM staff member to cancel tomorrow and will meet you and Raelene at 2.15 tomorrow.

Thanks

Withheld under GIPA

From: William Gladstone
Sent: Monday, 26 November 2018 3:54 PM
To: Withheld under GIPA
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: CM meeting Tuesday 27 Nov

Dear

Withheld under GIPA

I apologies for the later notice - I would like to postpone tomorrow's meeting with the Chinese Medicine Discipline Group until next week.

The reason is that I have been considering the feedback and questions from you over several emails, and the importance of providing a sufficient and suitable period of consultation with staff and other stakeholders. As a result I need to review the initial timeline for the development of the options paper with the Provost, and ensure there is sufficient time for staff to review the draft options, provide feedback and other information, and for these to be considered over an appropriate period of time. I have a meeting with the Provost on Thursday to discuss this. I will be in touch with you immediately after that to schedule the meeting with the staff.

I would still like to go ahead with the meeting with you and Raelene La Ferla (HRU) tomorrow at 2:15 to discuss the support available for CM staff.

Can you please advise the CM staff about the change to tomorrow's meeting, and apologise for the short notice.

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

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From: [Kate Higgs](#)
To: [Greg Welsh](#); [Jacqui Wise](#); [Fiona Thomas](#); [Lesley Healy](#); [Raelene La Ferla](#)
Subject: FYI documentation prepared for OCAP
Date: Thursday, July 18, 2019 1:46:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM Phase out OCAP.docx](#)
[Item 4.1 Phasing discontinuation TCM courses.docx](#)
[CM OCAP draft WH comments.pdf](#)

Hi all,

Please see email below & attached. This is a draft for Dianne's review & adjustment, prior to discussion on 22/7.

For help with FAQ and other comms/consultation prep.

Kind rgds,

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Wednesday, 17 July 2019 4:59 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: CM phase out documents

Dear Dianne and Kate

Please see attached a PDF of the draft OCAP documentation for the recommendation for discontinuation of the CM programs, there is a word file with notes for the two boxes of text that are most critical to get right in the OCAP which I haven't put in the online form yet.

I have copied below the policy and procedure notes relevant to the OCAP. I welcome your feedback and will keep time on Monday afternoon to finalise and submit the document. Things to keep in mind when you review this (notes about this also on the word file), we need to be spot on with the dates, provide enough information on transition plans to reassure the committees that we do have options for the students, but also what we put on there is binding so we are walking a difficult line with the wording.

Also a briefing note (that will need to be finalised) and by Tuesday provided with all the documents for the Faculty Board.

All comments are welcome of course.

Best wishes

Willa

3.6 Changes to courses

3.6.1 Academic Board and Executive Committee of Academic Board have authority to approve the phasing out, discontinuation, revision or variation of an existing course.

3.6.2 When Academic Board or Executive Committee of Academic Board exercises its authority under Rule 3.6.1, it must ensure that the approved course documentation:

- (1) states the reasons necessitating such a change;
- (2) in the case of a revision of a course structure:
 - (a) specifies the revised course structure;
 - (b) states whether students shall be given the option to complete the existing version of the course or shall be obliged to transfer to the revised version of the course;
 - (c) in the case where students are given the option to complete the existing version of the course specifies the time period in which students must complete the course in accordance with the existing course structure;
- (3) in the case of the phasing out and discontinuation of a course specifies the period for which students enrolled in the course will be able to continue their studies in accordance with the existing course structure.

3.6.3 Faculty Boards have the authority to approve changes to a course once a course has been accredited by Academic Board or Executive Committee of Academic Board, in accordance with the relevant Board's course change approval procedures, except for the following types of course changes which must be approved by Academic Board or Executive Committee of Academic Board:

- (1) courses that involve an external partner, an offshore course, or a new offshore location for an existing course;
- (2) the introduction of a new language version of an approved onshore course offered in languages other than English (LOTE); or
- (3) changes to the total credit point value of a course.

3.6.4 If a student is required to undertake a revised version of a course, the relevant Responsible Academic Officer, in consultation with the student, must provide transitional arrangements for the student which will satisfy the requirements of the revised version of the course. Details of these arrangements must be provided to the Director, Student Administration Unit (or nominee) who shall ensure that they are recorded and the University shall use these arrangements as the basis for

determining the student's academic progress and completion of course requirements.

3.6.5 If a student who is enrolled in a course that has been approved for discontinuation does not complete the course within the approved phasing out period, the relevant Responsible Academic Officer will provide advice to the student on alternative arrangements that the student may wish to pursue at the University or elsewhere.

Wilhelmina (Willa) Huston

Acting Associate Head of School Learning and Teaching

Chlamydia Research Group Head

Chair, Science Equity and Diversity

School of Life Sciences

Faculty of Science

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CM Phase out OCAP text for the Dean to Review**Section 1 Context:**

The Faculty of Science conducted a review of the study programs and discipline group performance of the Chinese Medicine Discipline and programs. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The senior management group in science considered the review documents and voted on the options to growth and develop the program further or phase the program out from the Faculty. The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to recommend the phase out/discontinuation of the program.

Transition (same text will be used in both spots in OCAP)

The phase out transition plan has been developed in conjunction with SAU. The current program will continue as offered for 2020 and 2021 (until the end of spring semester 2021). The program will cease at the end of 2021. All students will be personally contacted and advised of the arrangements and offered one on one meetings with SAU to resolve their study plans to complete the program. There will be a number of students who will not be able to complete their currently enrolled course at the end of 2021. There are two options for these students. These students will be offered an internal course transfer to a Health Sciences major within the Bachelor of Science. This will be a new major designed to offer a pathway for students to transfer to complete a BSc with this major, but that is compatible to provide RPL for a transition to a 4th year at an alternative institution that offers an accredited Chinese Medicine program (program details are currently being finalised and this program will be put through the UTS approvals process during 2020 so it is ready for students at the end of 2021-commencement in 2022). The second option will be to transfer to an existing Chinese Medicine program at another institution, at any stage from late 2019 onwards for all students, the details for this option and credit recognition arrangements are being negotiated with this external institution.

Section 2 course details

Transition arrangements - various versions are written

After discussion with SAU and Academic programming:

We need to offer more than one transition plan, specific what they are with some detail, and set dates (session end 2020 or end 2021 or whatever).

End 2021

Options are 1. Complete in current time frame – contact students who could complete to make sure they know to do so? ?could we offer a fast track and put selected subjects in summer with extra pay to staff involved?

Option 2 – work out credit recognition plan for phased transfer to another institution over next 2 years with remaining students transferring at end of 2021 session.

Option 3 – offer a course transfer to a new internal course that is a BSc major on health sciences. Ideally design this transfer so it may be compatible with a transfer to the 4th year of CM at another institution. Design and do approvals for this course in 2020 for 2022 commencement.

Option 4- course transfer to course offered by alternative institution but taught on our campus by that institution

Commented [WH1]: Think this was mentioned to Bill by SAU sometime ago but he felt the staff won't do this – they certainly won't without a sweetener and might be too many mixed subjects needed to do it. – not sure we can list this – we will have study plans by Friday so will know how many students would benefit from this

Commented [WH2]: Not sure we can list this in the OCAP – in OCAP implies we will offer this if we list it so prefer we don't – so I suggest we don't include this and I haven't in the draft text

Willa's notes from chatting to Anne-Lise and SAU on what is needed in the OCAP

In OCAP – we must specify the period we will continue to teach and the cease date with clarity (this become binding).

We must specify when the current structure will be available and what the alternative is that will be made available and time frames for those alternative offerings.

If this is not clear in the committee papers (OCAP and attachments) that go to academic board this provides a legal loophole for students to counter our decision and apparently his has been a problem in the past. Also, if it is not clear that there is appropriate transitions the committee may send it back to us for further information delaying the process so there are some risks that we have not provided enough information.

SCIENCE - PHASING OUT - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (from Autumn 2020)

Proposer: Willa Huston
Sponsor: Dianne Jolley
Project Managers: Ella Song

Stage: Discontinuation Approval
Template: ODISC v4

INTRODUCTION

Before you start completing the form, please read the important information under this 'Help' section: [Help](#)

SECTION 1: CONTEXT

[Help](#)

Willa

SECTION 2: COURSE DETAILS

[Help](#)

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Active)

Course code:
C10186

Course version:
9

Stage:
Active

Permitted study modes (STD=onshore/OFF=offshore)*:
STD

Credit points:
192

Semester and year of the last admission for this version of the course:
2019 Autumn session

Number of students with the status of 'Admitted' for this version of the course:
177 including (15 students in LOA)

Estimated date for achieving zero admitted students:

Transition arrangements:
Multiple transition arrangements are being made available. A summary of these are available in the document attached in question 5.

Course transfer required?:
This is one transition option to be provided to students. This is outlined in the attached file.

If there are any outstanding (yet to be accepted) offers to international students for this course, how will these students be accommodated?:

There are no outstanding offers yet to be accepted to international students.

Are the majority of students in this course Commonwealth funded?:
Yes

Impact of discontinuation on articulation arrangements:
There is an articulation arrangement with Insearch. This arrangement involves a single subject Human Anatomy and Physiology that is also used to articulate to several of our other science program so we do not expect this to have a large impact on our articulation partner. Insearch will be notified as soon as practicable once the decisions are made regarding the phase out of this course.

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Active)

Course code:
C10164

Course version:
7

Stage:
Active

Permitted study modes (STD=onshore/OFF=offshore)*:
STD

Credit points:
288

Semester and year of the last admission for this version of the course:
2019 Autumn session

Number of students with the status of 'Admitted' for this version of the course:

Estimated date for achieving zero admitted students:**Transition arrangements:**

Multiple transition arrangements are being made available. A summary of these are available in the document attached in question 5.

Course transfer required?:

This is one transition option to be provided to students. This is outlined in the attached file.

If there are any outstanding (yet to be accepted) offers to international students for this course, how will these students be accommodated?:

There are no outstanding offers to international students.

Are the majority of students in this course Commonwealth funded?:

Yes

Impact of discontinuation on articulation arrangements:

There is an articulation arrangement with Insearch. This arrangement involves a single subject Human Anatomy and Physiology that is also used to articulate to several of our other science program so we do not expect this to have a large impact on our articulation partner. The partner has been advised that our CM program is under consideration for phase out.

SECTION 3: COLLABORATIONS**3.1 Does the proposal cover any offshore location?**

The next question is dependent on this answer. Save before continuing. [Help](#)

No

3.3 Does any of the courses covered by the proposal include a LOTE Component?

The next question is dependent on this answer. Save before continuing.

No

3.5 Does any of the courses covered by this proposal involve a partner?

[Help](#)

Yes

3.6 Partner details and role

[Help](#)

The Partner is the Faculty of Arts and Social Sciences who collaborate on a dual degree program in International Studies. The partner program is offered to several other dual degree programs and no specific subjects are offered solely for this program.

SECTION 4: STAKEHOLDERS PERSPECTIVE

[Help](#)

Have the transitions arrangements been discussed with the Manager, Faculty Services in SAU?:

Yes

Have these transitions arrangements been discussed with UTS International?:

Yes

Outcome of consultation:

The Manager of SAU and UTS International have been consulted and appropriate transition plans will be put in place for the students involved and SAU have offered to meet one on one with the students impacted to facilitate their transition.

SECTION 5: ADDITIONAL INFORMATION

[Help](#)

Attachment to be provided outlining transition arrangements.

SECTION 6: FACULTY APPROVAL

[Help](#)

6.1 How many faculties have an interest in the proposal?

2

6.2 Faculty Board Recommendation Details**Faculty:**

Science

Mode:

Faculty Board meeting

Date:

26/07/2019

Resolution Number:

NA

Upload file (if applicable):**Faculty:**

Arts and Social Sciences

Date:
Resolution Number:
NA

Upload file (if applicable):

WORKFLOW

Stage	Status
Proposal created	- Created (4/7/2019)
Discontinuation Approval	Active
- Proposer	- Pending
- Sponsor	
- SAU Faculty Services - Notification	
- DVC International	
- Courses Planning Committee	
- Provost - Approval as VC Delegate	
- Courses Accreditation Committee	
- Academic Board - Approval	
- APO CASS - Activation/Finalisation	
- Finalised - For archives	

LOG

Date	Role/User	Action	Comments
4/7/2019 3:34 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	
4/7/2019 3:43 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	The proposal for Phasing out/Discontinuation of the suite of TCM degrees is now open on OCAP for you to complete and submit. The proposal will go through the following approval steps once the proposal has been supported by the Sponsor: 1) SAU for notification of transition arrangements 2) DVC (International) for notification of transition arrangements and comments 3) Courses Planning Committee for recommendation to the Provost as the VC's delegate 4) Provost, as the VC's delegate, for Course Planning approval 5) Courses Accreditation Committee for recommendation to Academic Board 6) Academic Board for Course Accreditation approval 7) APO CASS Team for implementation on CASS If you wish the Proposer to be changed to another staff (it is usually the ADTL) and/or staff to be added as Project Manager so they can assist filling in the details of the proposal, please let us know. Do not hesitate to contact the APO Team if you have any questions about the approval process and timelines. Regards, Anne-Lise

From: [William Gladstone](#)
To: [Dianne Jolley](#)
Subject: CM review
Date: Thursday, June 6, 2019 11:46:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[TCM status report Final 2019-06-06.docx](#)
withheld under GIPA [TCM status report Revised 2019-05-29 2019-06-05 \(002\) responses.docx](#)

Hi Di

Here are 2 docs:

- the CM Group's responses to the last version of the report, with my responses to their comments and additions
- a clean final version of the report, in which I have included any changes arising from the Group's feedback, and including the Options Paper submitted by Peter Meier as an appendix

Can you please let me know if you agree with my responses, and with the final version of the report.

If you are, I will remove the Draft watermark, and send you that version, which you can send to Andrew, and which I will return to the CM Group (via Chris).

Thanks!

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



Status of Chinese Medicine in the UTS Faculty of Science

Background

In 1994 Traditional Chinese Medicine moved from Acupuncture Colleges (Australia) to UTS, and in 1995 moved to the Faculty of Science. The courses initially taught included a 3.5 year undergraduate degree in acupuncture and a 2-year Masters by coursework program in Chinese herbal medicine. In 2000 the acupuncture and Chinese herbal medicine programs were combined to form a 4-year undergraduate course that covered both acupuncture and Chinese herbal medicine. Two undergraduate courses are currently offered: Bachelor of Health Science in Traditional Chinese Medicine, and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years). Staff and students have provided a public-facing Traditional Chinese Medicine Clinic at UTS since 1994 that also acts as a teaching facility for students in all years of the undergraduate courses.

The discipline of Traditional Chinese Medicine was re-named Chinese Medicine in 2015 with the formation of the new School of Life Sciences, and it is currently a Discipline Group in the School of Life Sciences with a Discipline Group leader (Associate Professor Chris Zaslowski). As a Discipline Group Leader, Associate Professor Zaslowski is a member of the School Executive. While the courses taught by staff in the Chinese Medicine Discipline Group are called 'Traditional Chinese Medicine' for consistency throughout this paper the combination of staff, teaching, research, and the clinic operations will collectively be referred to as Chinese Medicine (CM).

Elsewhere at UTS, research and research training in aspects of traditional Chinese medicine occur in the Faculty of Health in the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM). The Centre also does projects in a range of other complementary therapies. Within universities in NSW, traditional Chinese medicine exists only at Western Sydney University (WSU) in the School of Science and Health.

This report will inform thinking and decisions about options for the future of CM at UTS. It is a response to several strategic pressures: the results of the 2018 UTS Course Viability Analysis and internal Faculty financial analysis (provided later in this report); the strategic imperative (via UTS 2027) for UTS and the Faculty of Science to evolve from being research-active to research-intensive and the potential for CM to contribute to this; the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; and consideration of the disciplinary fit of CM (with courses that graduate registered health practitioners) within the Faculty of Science.

Staff

In 2018 there were ^{Withheld under GIPA}

[Redacted text]

Commented ^{Withheld}: Not mentioned here is that a couple of the staff also teach into other programs in science ^{Withheld under GIPA} and into other faculties ^{Withheld under GIPA}

Commented [WG2R1]: A statement has been added to cover this.

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Commented [WG3]: OK

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Commented [WG4]: The term 'substantive' is correct, the data re number of teaching hours will be included.

Withheld under GIPA [Redacted]

Commented [WG5]: Addressed in the final version.

Withheld under GIPA [Redacted]

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[Redacted]

Commented [WG6]: No, incorrect use of 'either'

In 2018 nineteen of the 24 CM-specific subjects required casual academics to assist with teaching. Twenty-seven different individuals were employed as casuals for a total of 500 hours and a total cost (including oncosts) of [Redacted]

Average CM staff workloads in 2018 (for the nine continuing and three fixed-term academics) reported in the Faculty's workload calculators were: 60% teaching, 19% research, and 21% management/engagement. By comparison, the average workloads across all other academics in the Faculty of Science were: 22% teaching, 58% research, and 20% management/engagement. The distribution of workload across the three categories for CM staff differs from the average workload profile of the rest of the Faculty of Science because of: 42% of CM academics were employed as teaching only (i.e. the fixed-term academics and the clinical educators); two staff performed leadership roles [Redacted]; and there were no research intensive academic staff.

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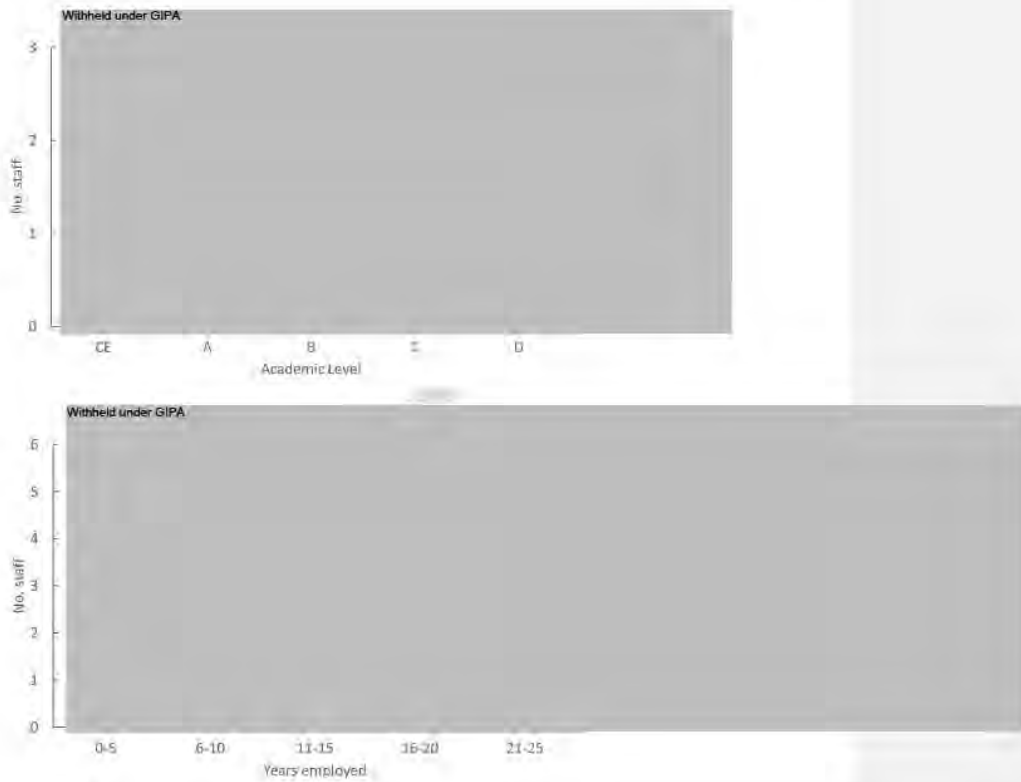


Figure 1. Profile of academic staff (fixed-term and continuing) employed in the CM discipline at the end of January 2019. Withheld under GIPA

Courses and Teaching

The following courses are offered:

- Bachelor of Health Science in Traditional Chinese Medicine (4-years)
- Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years)

Throughout the 4-year Bachelor of Health Science in Traditional Chinese Medicine course CM students complete 30 subjects representing 192 credit points (Table 1). These subjects represent 24 CM-specific subjects, 5 non-CM subjects offered by the Faculty of Science, and 1 non-CM subject offered by the Faculty of Health. The 4-year course is prescribed i.e. there are no elective subjects.

Three CM subjects were taken by students enrolled in other courses during 2018: Chinese Medicine Foundations 1 (3.5 EFTSL), Clinical Practice 1 (0.5 EFTSL), and Clinical Features of Disease (2.9 EFTSL).

The five non-CM subjects offered by the Faculty of Science and taken by CM students include: (i) Human Anatomy and Physiology, a first-year core subject for all students enrolled in a course in the life sciences stream, (ii) Physiological Systems, a core subject in the Bachelor of Medical Science, Bachelor of Biomedical Engineering, and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science, Infection and Immunity majors), (iii) Human Pathophysiology, a core subject in the Bachelor of Medical Science and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science majors); (iv) Neuroscience, a core subject in the Bachelor of Medical Science; and (v) Clinical Features of Disease, a core subject in the Pre-Medicine major in the Bachelor of Advanced Science.

The CM subjects are delivered via a variety of modes including lectures, practicals, clinic, workshop or tutorial. Currently, no CM subjects are delivered in the Summer session. The clinic-based training (in the CM Clinic), commences in Autumn session of first-year in both courses. The number of clinic-based teaching hours increases in each year of the courses, delivered across eight clinical subjects. Students complete a total of 945 clinical hours throughout their course and a minimum number of patient treatments. The clinical training is an example of authentic learning and assessments are conducted under real-life circumstances.

As part of their clinical education CM students can elect to do a six-week clinical placement in a hospital in China (affiliated with the Chengdu University of Chinese Medicine) or South Korea (affiliated with Dong Eui University). These arrangements are supported by MoUs with both institutions. This opportunity is taken-up by 50-75% of final-year students. The overseas placements are self-funded by each student, although some financial assistance is provided through UTS Build and Colombo Plan (for students meeting the age requirement).

In comparison with other courses in the Faculty of Science, the majority (24/30 subjects i.e. 80%) of subjects in the CM course are CM-discipline subjects. This level of specificity is required to meet the external accreditation requirements because the majority of outcomes required for accreditation are specific to CM practice. The large component of clinical teaching also provides a relevant learning experience that distinguishes the UTS CM course from other courses. While this level of specificity provides a unique and intensive, discipline-based teaching experience it results in the teaching being resource intensive, and also leads to inefficiencies when the average number of enrolled students is low and there are few opportunities to offer subjects that are also of interest and relevant to non-CM students in, for example, biomedical or medical science courses. Two CM subjects are offered as electives for non-CM students: 99665 Chinese Medicine Foundations (3.5 EFTSL of non-CM students in 2018) and 99584 Clinical Features of Disease (2.9 EFTSL of non-CM

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students in 2018). There is also the option that the two research subjects (91614 and 91615) which focus on statistical testing and clinical research design could be offered to other courses.

For other courses the School of Life Sciences uses a model of co-taught subjects and sharing of resources to optimise efficiency, whilst maintaining differentiation among courses. As a result, most courses have 20-30% unique subjects. These other courses also have greater enrolments, which further increases the efficiency of teaching. This is an option outlined in more detail in the CM response paper attached to this options paper.

Commented ^{Winhel}_{d under}: The is potential for this model to be expanded into the TCM programs, reducing costs.

Commented [WG8R7]: This comment, and the 2 inserted sentences are addressed via the reference to the CM options paper.

DRAFT

Table 1. Structure of the Bachelor of Health Science in Traditional Chinese Medicine. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject and ² Faculty of Science non-TCM subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Clinical Features of Disease	6	99584
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Clinic Level 6	6	99647
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Evaluating TCM: Theory, Practice and Research 2	6	91615
Clinical Practice 2 (TCM)	12	99631

Table 2. Structure of the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies combined degree. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject, ² Faculty of Science non-TCM subjects, and ³ Faculty of Arts and Social Sciences subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Chinese Language and Culture 1 ³	8	91701
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Chinese Language and Culture 2 ³	8	97102
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Clinical Features of Disease	6	99584
Chinese Language and Culture 3 ³	8	97103
Foundations in International Studies ³	8	976001
<i>Spring Session</i>		
Chinese Language and Culture 4 ³	8	97104
Contemporary China ³	8	976111
Clinic Level 6	6	99647
Fifth Year		
<i>Autumn Session</i>		
In-country Study 1: China ³	24	977110
<i>Spring Session</i>		
In-country Study 2: China ³	24	978110
Sixth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Clinical Practice 2 (TCM)	6	99631
Evaluating TCM: Theory, Practice and Research 2	6	91615

Throughout the 6-year Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies students complete 38 subjects (Table 2), including 24 TCM subjects, 5 non-TCM subjects offered by the Faculty of Science, 1 non-TCM subject offered by the Faculty of Health, and 8 subjects offered by the Faculty of Arts and Social Science. The combined degree is structured so that students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.

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Student Load

At the August 2018 census there were 176 enrolled students in TCM courses, representing 165 students in the Bachelor of Health Science in Traditional Chinese Medicine and 13 students in the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies. The total taught EFTSL was 129.1, including 123.4 Commonwealth supported places and 5.7 international fee-paying places¹.

Commented ^{With hold} **J**: Data from SAU today (5th June) indicates that we have 189 students enrolled in the single bachelor program and 14 enrolled in the international program for 2019 totaling 205 students. In addition we have 15 additional students on leave of absence, which would increase the student number enrolled in the two course to 220.

The total number of commencing students in the TCM courses has oscillated from a peak of 79 in 2015 to 55 in 2018, with the numbers again increasing to 73 in 2019 (Table 3). The taught EFTSL represented by all TCM students declined from 167.3 in 2015 to 128 in 2018 (Table 4), and this is expected to show an increase in 2019 following the increased number of commencing students.

Commented **[WG10R9]**: Included as a footnote.

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Commented **[WG11]**: 72 corrected to 73, no change to the rest of the sentence.

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Table 3. Number of commencing students between 2014 and 2019 in the Bachelor of Health Science in Traditional Chinese Medicine (B Health Sc TCM) and Bachelor of Health Science in Traditional Chinese Medicine / Bachelor of Arts in International Studies (B Health S TCM + B AIS). The numbers of 2019 commencing students were based on data from 17 May 2019.

	2014	2015	2016	2017	2018	2019
B Health Sc TCM	50	74	64	59	48	70
B Health Sc TCM + B AIS	4	5	10	3	7	3
Total	54	79	74	62	55	73

Table 4. Total taught EFTSL of TCM students in subjects owned by the Faculty of Arts and Social Sciences (FASS), Faculty of Health (Health), Faculty of Science that are not TCM subjects (Science (non-TCM)), and in TCM subjects (TCM), for the Bachelor of Health Science in Traditional Chinese Medicine and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

	2014	2015	2016	2017	2018
FASS	2.2	2.5	0.5	0.7	1.7
Health	5.6	4.0	5.0	7.1	4.1
Science (non-TCM)	19.7	22.4	18.0	15.4	15.1
TCM	127.5	138.4	135.2	121.0	107.1
Total	155.0	167.3	158.7	144.2	128.0

¹ These numbers differ slightly from the numbers in Table 4 because of rounding of numbers in each row contributing to the total.

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Financial Position: Faculty-level Analysis

The Faculty's financial analysis of CM is shown in Table 5, ^{Withheld under GIPA} [redacted]. The financial analysis includes taught load income (Commonwealth Supported Places, and international fee-paying), income from TCM clinic, direct expenses (salary and NSI), and indirect expenses (UTS overheads, and Faculty-allocated overheads).
^{Withheld under GIPA} [redacted]

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- Commented [WG12]: This has been included, in a different position.

The UTS overhead costs were based on the information used in the 2018 Course Viability Analysis. The Faculty-based overheads were attributed based on staff FTE. The largest cost items were direct costs (salaries and NSI, estimated to be \$^{Withheld under}) and UTS central overhead costs (\$^{Withheld under}) and faculty costs (^{Withheld under}). The net financial position was an estimated deficit of \$1.483M at the end of 2018.
^{Withheld under GIPA} [redacted]

- Commented [WG13]: Sentence added.
- Commented [WG14]: Text amended to refer to 'indirect costs' of UTS central overheads and Faculty overheads.

Commented [WG15]: Not included.

Course Viability Analysis

The first Course Viability Analysis (CVA) was done in 2018 as a part of the Business Model Strategy. The intention was for the CVA to support informed decisions on the closure, subsidisation or retention of undergraduate and postgraduate courses. The CVA approach was to fully match non-research net costs to teaching revenues for all UTS courses using data for 2017, and to incorporate indicators of quality alongside the financial indicators.

^{Withheld under GIPA} [redacted]

Withheld under GIPA

The CVA also assessed five indicators of course quality that covered student performance, student experience and graduate feedback. The five indicators were: success rate, retention rate, student satisfaction with quality, graduate satisfaction with course, and graduate satisfaction with teaching. An index was calculated for each indicator, which was the reported result divided by the national average (i.e. a course that performed better than the national average would have an index value >1). Each indicator was weighted as a measure of its relative importance. The weighted indexes for the five indicators were summed to produce a Course Quality Index. A Course Quality Index >1 is a positive result relative to the national average, and an Index of <1 is a negative result. Each course was assessed for its net profitability (described in the previous paragraph) and Course Quality Index by plotting on XY axes (Figure 2).

The performance of the two TCM courses combined in the CVA is shown in Figure 2. The position of the TCM courses at the bottom left of the graph indicates a large negative net profit margin and an overall Course Quality Index below the national average benchmark (shown as 1 on the graph).

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Table 5. Financial analysis of CM based on student load income at the August 2018 census (provided by J Maddalena, Faculty Finance partner).

<u>Income</u>	<u>EFTSL</u>	<u>Income \$</u>	<u>Source</u>
<u>Commonwealth Supported Places</u>	Withheld under GIPA		
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
<u>International Fee Paying (and Other)</u>			
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
<u>Total Taught EFTSL/Income</u>			
<u>Total Enrolled Student Headcount</u>			2018 August Census
<u>Expenses</u>			<u>Source</u>
TCM Academic Salary Expenses (Operating)			2019 Budget
Acupuncture Casual Academic Costs			2019 Budget
Chinese Medicine Casual Academic Costs			2019 Budget
Total Staff FTE/Costs			
Operating NSI 0226049			2018 Actuals
Operating NSI 0226086			2018 Actuals
Operating NSI 0226392			2018 Actuals
Total Salary & NSI Expenses			
Income (Clinical Services & Fees)			2018 Actuals
Net Direct Expenses			
Indirect Faculty Costs (by FTE)			2019 FTE applied to 2018 Budget Model
Indirect Faculty Costs (by EFTSL)			2018 EFTSL applied to 2018 Budget Model
Total Indirect Faculty Costs			
Indirect Central Overhead Costs			2018 Taught Load applied Provost's CVA Estimate
Total Indirect Costs			
Net Result at UTS Level		(1,483,718)	

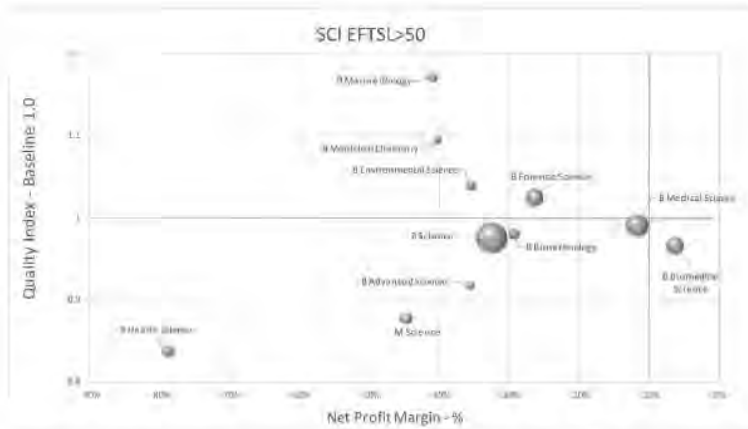


Figure 2. Graphical summary of the results of the Course Viability Analysis for courses in the Faculty of Science with an enrolled student load >50 EFTSL. The calculation and interpretation of the net profit margin and quality index are explained in the text. B Health Science is the combined result for the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

The TCM courses had a Course Quality Index of 0.84. This overall below average result was driven by below average results for the Graduate Satisfaction with Course (0.807) and Graduate Satisfaction with Teaching (0.535), and the higher weightings for these indexes (25%) compared to the other indexes. The other indexes were close to, or at, national average values: Success Rate (1.011, 15% weighting), Retention Rate (1.042, 15% weighting), and Student Satisfaction with Quality (0.969, 20% weighting). Data for the Course Quality Index, for the UTS results and the national benchmarks, were obtained from the Student Experience Survey and the Graduate Outcomes Survey.

It should also be mentioned that the Australian Government in its WTO agreement with China agreed that Chinese medicine "licensing and certification (education) should be supported by relevant bodies.

2. Each Party, where possible, will encourage the relevant bodies in its territory to develop, where possible, mutually acceptable standards and criteria for licensing and certification, and to provide recommendations to the Committee on Trade in Services on mutual recognition with respect to service sectors mutually agreed by the Parties, including engineering and Traditional Chinese Medicine.

ARTICLE 8.15: QUALIFICATIONS RECOGNITION COOPERATION

Commented [WG17]: This is not relevant to this section on CVA. UTS is not a relevant body in this case, it is the responsibility of the accrediting body.

Accreditation: Internal

Courses at UTS are approved for periods of five years via the Award Course Approval and Reaccreditation Policy and the Award Course Approval and Reaccreditation Procedures. The depth and extent of the approval process depend on the previous performance of the course, and courses with a record of good performance require a 'short reaccreditation' process. The UTS Courses Accreditation Committee recommended (after a Short Reaccreditation process during 2016) that the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies be re-accredited for 2017-2021. This recommendation was approved by Academic Board in July 2016.

The UTS Curriculum Performance Report reviews all UTS courses and subjects against a set of benchmarks determined by the Provost and Deputy Vice-Chancellor (Education & Students). The indicators (determined for courses and subjects) used in the CPR are designed to link course performance with UTS KPIs. The CPR provides an assessment of the performance of courses and subjects relative to the indicators and highlights areas requiring action to address issues that have been identified.

The Bachelor of Health Science in Traditional Chinese Medicine was included on the Outstanding Courses List for 'consecutive excellent ratings and improving over two or more years' in the 2014 and 2015 Curriculum Performance Reports.

The Bachelor of Health Science in Traditional Chinese Medicine received an overall rating of Green each year in its annual Course Performance Reports for 2015-17. Specific indicators that were also Green each year included: UAC preferences 1-3 to total preferences; student load; success rate; and attrition rate. Average salary of graduates was Green in 2017 and 2015. There have been no consistent issues (indicated by a Red rating) over these three years, with timetabled hours/EFTSL flagged as Red in 2017 and 2015.

The Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies received Green assessments annually in the Course Performance Reports for 2015-17 for Success Rate, and for two of three years for UAC preferences 1-3 to total preferences. No indicator was flagged with a Red warning in every year, however SFS for student satisfaction was flagged Red in 2015 and 2016 (and was Green in 2017). Student Load and Attrition moved from Red to Green over 2015 to 2017.

All TCM subjects have been learning futures certified, and all Science-owned subjects in the TCM courses have been peer-reviewed.

Accreditation: External

The TCM courses are accredited externally by the Australian Health Practitioner Regulation Agency (AHPRA) within the National Registration and Accreditation Scheme (NRAS) for health practitioners. Graduates are eligible for professional registration as a health practitioner with the Chinese Medicine Board of Australia (CMBA) within AHPRA (<http://www.handbook.uts.edu.au/courses/c10164.html>). Graduates are registered to practice at a Chinese herbal medicine, dispensing and acupuncture practice, and eligible for membership with the

Commented [WG18]: included

relevant professional associations (<https://www.uts.edu.au/future-students/find-a-course/bachelor-health-science-traditional-chinese-medicine>).

The external accreditation requires that students achieve a number of outcomes, and the majority of these are specific to the discipline and practice of CM. The structure of the TCM course reflects, in large part, these requirements. The two TCM courses were accredited by AHPRA in December 2017 with one condition and 4 monitoring conditions. The responses to these conditions were reported in November 2018 and in its response (March 2019) the accreditation committee decided to remove the one condition and four monitoring conditions. The Accreditation Committee does not accredit courses for a defined period of time, instead undertaking monitoring (via requested reports) of the education provider (i.e. UTS) and the course².

Benchmarking: QILT

In the Quality Indicators of Learning and Teaching (QILT) TCM is classified in the Health Services and Support study area. The other UTS courses included within this study area are: Bachelor of Health Science; Bachelor of Human Movement; and Bachelor of Sport and Exercise Science. In the Student Experience Survey 2016 and 2017 (Table 6), UTS courses in Health Services and Support were close to the national average in all areas of Student Experience, exceeded the national average in two areas of Graduate Satisfaction (Overall Satisfaction, Teaching Scale), and below the national average in full-time employment. The combination of TCM and other UTS courses covered by this study area means that it is not possible to directly report the QILT results for the TCM courses.

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Table 6. Summary of the Student Experience Survey 2016 and 2017 outcomes for the Health Services and Support area (undergraduate) at UTS and compared to the national average (Source: www.qilt.edu.au).

		UTS	National av
Student Experience	Overall quality of educational experience	77.9%	80.6%
	Teaching quality	81.8%	82.8%
	Learner engagement	64.7%	64.5%
	Learning resources	84.5%	84.1%
	Student support	70.0%	73.0%
	Skills development	83.2%	81.5%
Graduate Satisfaction	Overall satisfaction	85.5%	80.3%
	Teaching scale	71.0%	65.7%
	Skills scale	80.6%	82.8%
Graduate Employment	Full-time employment	64.1%	72.1%
	Overall employment	88.0%	89.8%
	Full-time study	49.3%	23.4%

² Australian Health Practitioner Regulation Agency / Chinese Medicine Board of Australia (2017) Chinese Medicine accreditation process (Australian Health Practitioner Regulation Agency, Melbourne).

Research Training

Of the 12 continuing or fixed-term academic staff in CM, four are supervising HDR students as principal supervisor, six are not acting as a principal supervisor of a HDR student, and ^{Withheld} _{under GIPA} current HDR students.

At the end of 2018 there were 27 (headcount) HDR students enrolled in CM-related MSc (research) or PhD projects. These HDR students consisted of ^{Withheld} _{under GIPA}

There have been no HDR commencement in 2019 so far.

The annual number of CM HDR students completing has been: 4 in 2015, 1 in 2016, 1 in 2017, and 3 in 2018 ^{Withheld} _{under GIPA}

Commented ^{Withheld} _{id}]: This is now ^{Withheld} _{id}
Commented ^{Withheld} _{id} 0]: This is now ^{Withheld} _{id} ^{Withheld} _{under GIPA}
Commented [WG21R20]: Text amended

Commented [WG22]: included
Deleted:

Research³

CM undertakes research, mainly human clinical research but also some profession focused research. This is undertaken by four fulltime academic staff and the 28 HDR students. Currently there are nine randomised clinical trials (RCTs) being developed, conducted or reported in peer reviewed journals. These are acupuncture and tennis elbow pain, Chinese herbal medicine and insomnia, acupuncture and cancer pain, acupuncture and mental stress in university students, acupuncture and hot flushes in breast cancer patients, cluster analysis of prodromal stage in Parkinson's Disease using big data, vitamin D in reducing DM risks and acupuncture and osteoarthritic knee pain and male potency following radical prostatectomy and qigong and well-being. In the past, CM has undertaken RCTs for taiji and stress, acupuncture and hepatitis C, acupuncture and post-traumatic stress disorder and acupuncture and male subfertility. Two of the RCTs are in partnership with specialised oncology units at the Royal North Shore Hospital and another at the Cmb O'Brien firehouse (RPA Hospital).

Commented [WG23]: included

Commented [WG24]: included

CM staff and HDR students are also undertaking experimental human studies including transcranial magnetic stimulation, pain challengers e.g. pressure pain threshold and thermal thermography. CM staff and students undertake survey research projects such as referral between medical, allied health and CM practitioners, adverse event profile of Chinese herbal medicine, clinical outcomes implementation for acupuncture and Chinese medicine and the use of the Chinese herb qingdai for eczema. Other projects are evaluating the safety of moxa smoke, clinical reasoning, professional communication, acupuncture needling sensations, radial and carotid artery tonometry, Parkinson's disease symptomology, a delphi study on osteoarthritic knee pain, transcriptome analysis of Chinese herbs on human squamous cancer cell line and a critical classical medical literature review.

Finally there are several educational projects on student empathy and enablement, collaborative learning experiences, technologies and civic virtues, linguistic analysis of Chinese medicine clinical interaction and student visualization in education. In total there are 33 research projects currently being undertaken by CM academic staff and HDR students.

CM researchers (in total) attracted external research grant income of \$10,000-\$64,000 p.a. between 2014 and 2018, representing <1% of the total external research income awarded to the Faculty of Science (Table 7). None of this external grant income was classified as Category 1 grant income. This

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³ The first three paragraphs describing the research being done in TCM were provided by C Zaslawski.

annual grant income was awarded to one CM academic in 2014 and 2015, three CM academics in 2016, six CM academics in 2017, and two CM academics in 2018. Over this same time period CM academic staff represented 2.3-4.9% of total academic staff in the Faculty of Science, Journal of

Time, one award, Winheld under GIPA

Commented [WG25]: included

Table 7. Total external research grant income awarded to researchers in CM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-18. For comparison, the income for CM is shown as % total FoS external research grant income (CM % total), and the number of CM staff is shown as % of total number of FoS academic staff.

	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	\$10,000	\$11,123,023	\$11,133,023	0.09%	3.0%
2015	\$10,000	\$13,347,000	\$13,357,000	0.07%	2.9%
2016	\$65,000	\$16,244,000	\$16,309,000	0.4%	2.3%
2017	\$39,495	\$16,666,505	\$16,706,000	0.24%	4.9%
2018	\$64,064	\$19,492,936	\$19,557,000	0.33%	4.5%

The total annual weighted publication points of CM researchers varied between 0.70 and 5.27 (Table 8), representing 0.3-2.1% of the total for the Faculty of Science. The total number of publications varied between 4 and 34, representing 0.8-5.7% of the Faculty's total publications.

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Table 8. Total publications and weighted publication points for researchers in Chinese Medicine (CM) and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-17 (2018 publication data not yet finalized). The volumes for Chinese Medicine are shown as a % of the totals for the whole of the Faculty of Science, and the % Faculty academic staff that are in Chinese Medicine are also shown.

Weighted pub points	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	3.29	227.66	230.95	1.4%	3.0%
2015	0.70	238.35	239.05	0.3%	2.9%
2016	3.04	273.41	276.45	1.1%	2.3%
2017	5.27	249.86	255.13	2.1%	4.9%

Commented [Winheld under GIPA]: 2018??

Commented [WG27R26]: Final 2018 data not available

Total publications	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	9	490	499	1.8%	3.0%
2015	4	528	532	0.8%	2.9%
2016	19	616	635	3.0%	2.3%
2017	34	566	600	5.7%	4.9%

Commented [Winheld under GIPA]: Can we add in the 2018 publications as these were reasonable as well. I have them tabled as 20 in total (see 2018 CM status report emailed to you previously) with PM four educational papers included

Commented [WG29R28]: As above

Elsewhere at UTS, the Faculty of Health hosts the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM) (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine>). The Centre's web page notes that complementary and alternative medicine includes acupuncture, herbal medicines, and massage (all of which form part of the TCM curriculum) as well as other therapies. Both ARCCIM and CM

undertake research that tests the efficacy of traditional Chinese medicine approaches, such as acupuncture. ARCCIM supervises PhD students but does not teach undergraduate or postgraduate courses. The ARCCIM web pages (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine/research/research-0-26>) list only one project that involves a collaboration with a CM staff member ('Chinese medicine practitioner knowledge, experience and attitudes towards professional registration in New South Wales', collaborators include TCM academic ^{Withheld under GIPA}). Overall, there has been limited collaboration between CM and ARCCIM represented by: co-supervision (by ARCCIM staff) of some CM PhD students, and five co-authored publications since 2014.

UTS research in Complementary and Alternative Medicine (represented by the research outputs of ARCCIM and the Faculty of Science CM) was assessed in ERA 2018-19 as 4 (above world average). The outputs of the Faculty of Science CM represented 16% of the submission to ERA.

DRAFT

External Engagement

TCM Clinic

The TCM Clinic is open to the public (at a reduced cost) for acupuncture, Chinese herbal medicine, and remedial massage (Figure 3). The TCM Clinic also operates as an intern clinic for final-year students, who are supervised by qualified CM staff. Final-year intern students complete 750 hours of contact clinical hours and administer 300 individual treatments (<https://www.uts.edu.au/about/faculty-science/chinese-medicine-clinic/about-us/year-4-intern-clinic>). In 2017 there were 6019 patient visits to the TCM Clinic, and in 2018 there were 5999 visits (representing 4920 acupuncture, 777 herbal therapies, and 294 massage visits). Gross income from the TCM Clinic in 2018 was \$224,239 (Table 5).

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Figure 3. Entrance to the Traditional Chinese Medicine Clinic on level 2 of Building 4 (corner of Harris and Thomas Streets).

Concord Hospital

During 2018 final-year TCM students provided 300 acupuncture treatments at Concord Hospital to cancer survivors as a community service (i.e. no fee was charged). This program, voluntary for students, ran in 2016-2018. It occurred within the oncology/haematology outpatients clinic at Concord Hospital and treated cancer survivor patients for pain either associated with their cancer treatment or independent of their cancer status (e.g. lower back pain). The program occurred for 20-30 weeks, the students were supervised, and patients were recruited through the Cancer Survivor Centre at Concord Hospital.

International partnerships

UTS has active MoUs with the following organisations for CM:

- Dong-Eui University (Republic of Korea), for outbound teaching
- Shaolin Temple (China), for research
- Healthpac Centre for Excellence in Integrative Medicine Pty Ltd (Australia) for research
- Chengdu University of Traditional Chinese Medicine (China), for outbound teaching and research
- Korea Institute of Oriental Medicine (KIOM) (Republic of Korea), for research

Stakeholder organisations

Staff in CM interact with a number of external stakeholder organisations including:

- World Health Organisation (WHO) (policy and publication development)
- Standards Australia via ISO Technical Committee (ISO/TC 249 Traditional Chinese Medicine) (standards development)
- Concord Hospital Cancer Survivor Centre (community activity)
- Australian Acupuncture and Chinese Medicine Association
- Chinese Medicine and Acupuncture Society of Australia
- Chinese Medicine Board of Australia (committee membership)
- Chinese Medicine Council of New South Wales (Council membership)
- Australian Natural Therapists Association
- World Federation of Acupuncture and Moxibustion Societies (Directorship)
- World Federation of Chinese Medicine Societies
- TESQA course accreditation committees (committee membership)
- New Zealand Qualifications Authority
- Australian Vice Chancellor Committee (committee membership)
- Can Revive Cancer support organisation (Sydney) (community activity)
- Australian Health Practitioner Registration Agency
- Beijing University of Chinese Medicine (China)
- Tsukuba University of Technology (Japan)
- Chinese Academy of Chinese Medical Sciences (China)
- Shanghai University of Chinese Medicine (China)
- Hong Kong Baptist University
- Henan University of Chinese Medicine (China)
- Australian Chinese Medical Association (community activity)

Other

The CM team also convened an international research conference at UTS in 2012 titled "Scientific Acupuncture and Meridian Symposium" that attracted international significance and over 100 attendees. CM academics have often shared their expertise for community philanthropic events. For example ^{Withheld under GIPA} has provided health talks for cancer survivors. UTS and the Sydney Institute

of Traditional Chinese Medicine are the only locations able to run AHPRA clinical viva assessments. UTS CM are engaged to assess clinical competency and present reports and recommendations for international and domestic practitioners wishing to apply for national registration.

TCM at other Universities

Courses in TCM are offered at 2 other universities:

- Western Sydney University, School of Science and Health: Bachelor of Traditional Chinese Medicine (4 years), which is accredited by the Chinese Medicine Board of Australia; and Master of Chinese Medicine (1.5 years full time, 3 years part-time) with the choice of a Clinical Stream or Research Stream (this is not an accredited degree)
- RMIT ^(Victoria) School of Health and Biomedical Sciences: Bachelor of Health Science/Bachelor of Applied Science (Chinese Medicine) (5 years) which is accredited by the Chinese Medicine Board of Australia; Master of Applied Science (Acupuncture) (3 years part-time); and Master of Applied Science (Chinese Herbal Medicine) (3 years part-time).

Commented [WG30]: included

WSU offers a TCM Clinic as part of UniClinic. At RMIT students in the final two years of their course work treat patients in the Chinese Medicine Clinic that is part of the Health Science Clinic at University Hill in Bundoora, ^(Victoria). Research in TCM at RMIT, and additional education related to TCM, occur through the WHO Collaborating Centre for Traditional Medicine, and the Chinese Medicine Confucius Institute.

Commented [WG31]: included

Courses in TCM are also offered by two private ^(VET sector) providers in Sydney:

- Sydney Institute of Traditional Chinese Medicine: Bachelor of Traditional Chinese Medicine (4 years) (approved by the Chinese Medicine Board of Australia); Diploma of Traditional Chinese Medicine Remedial Massage (1 year).
- Endeavour College of Natural Health: Bachelor of Health Science – Acupuncture (4 years) (not recognised by Chinese Medicine Board of Australia).

Commented [WG32]: the VET classification applies only to the Diploma and Certificate level courses

Appendix 1 (on following page): Summary of financial analysis of courses in the Faculty of Science for the 2018 Course Viability Analysis.

DRAFT

From: [William Gladstone](#)
To: ["Dianne Jolley"](#)
Subject: RE: CM review
Date: Wednesday, June 12, 2019 3:24:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[CM options.docx](#)
[CM status report Final 2019-06-12.docx](#)

Hi Di

Here is the final version of the CM report. I have made only a slight change to the version I sent you on Thursday: I have included some additional data provided by Chris Z (that I received on Friday) about the number of hours ^{Writ}_{sh}^{eld} CM staff teach into other non-CM subjects, and I detached Appendix 2 (the discussion of options prepared by Peter Meier). We agreed that Peter's options discussion would be submitted alongside the report.

So the 2 docs are attached separately.

A comment on 1 aspect of Peter's submission: on page 6 Research Productivity. The TCM Discipline Profile Peter refers to (and is attached in his appendix) is not from the approved Faculty's Discipline Profile document. In the approved document, TCM research is covered by FoR 11 Medical and Health Sciences, and the expected outputs are greater than those shown in Peter's doc.

Regarding Peter's comment that the ERA 2018-19 outcome of 4 (above world average) for UTS research in Complementary and Alternative Medicine represented "joint efforts of the Faculty of Health and Faculty of Science", in fact the CM outputs formed 16% of the submission from UTS that was assessed.

Cheers
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 8272

M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Tuesday, 11 June 2019 8:51 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: CM review

Good morning Bill,

Hope you had a great long weekend with the family.

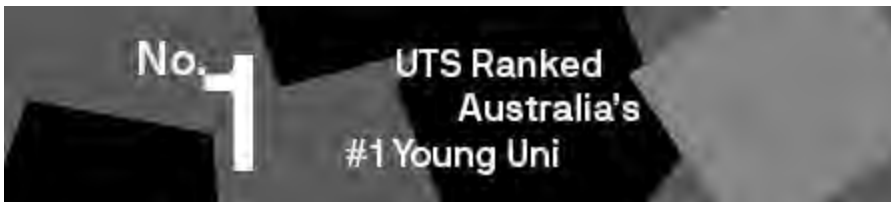
This report looks great and ready to go. I agree with all of your responses to Greg's comments on the report. What are your thoughts about Peter's addendum paper?

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W: uts.edu.au





From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Thursday, 6 June 2019 11:46 AM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: CM review

Hi Di

Here are 2 docs:

- the CM Group's responses to the last version of the report, with my responses to their comments and additions
- a clean final version of the report, in which I have included any changes arising from the Group's feedback, and including the Options Paper submitted by Peter Meier as an appendix

Can you please let me know if you agree with my responses, and with the final version of the report.

If you are, I will remove the Draft watermark, and send you that version, which you can send to Andrew, and which I will return to the CM Group (via Chris).

Thanks!

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia

uts.edu.au

From: Dean of Science TCM
To: Greg Welsh
Subject: FW: CM Staff update – Traditional Chinese Medicine program
Date: Thursday, July 11, 2019 5:27:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Your additional sentence did not go to waste... thanks

From: Dean of Science TCM
Sent: Thursday, 11 July 2019 5:27 PM
To: Withheld under GIPA
Cc: Withheld under GIPA
Subject: RE: CM Staff update – Traditional Chinese Medicine program

Thanks again Withheld under GIPA

I hope you have seen the email to all CM staff regarding this error. Perhaps there was a misunderstanding on UAC's part that the suspension of enrolments into the program in 2020 was due to the program being cancelled. Regardless, the site is wrong and is misleading, so we have asked that it be removed.

Kind regards,
 Di

From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:28 PM
To: Dean of Science TCM <dean_of_science.TCM@uts.edu.au>
Cc: Withheld under GIPA
Subject: FW: CM Staff update – Traditional Chinese Medicine program

Dear Dianne
 Has the course been cancelled or is it just intake for next year? Clarification on this wording would be helpful and allay staff anxieties.
 Withheld under GIPA

From: Withheld under GIPA
Sent: Thursday, 11 July 2019 3:04 PM
To: Dean of Science TCM <dean_of_science.TCM@uts.edu.au>; Withheld under GIPA
 Withheld under GIPA
 Withheld under GIPA
 Withheld under GIPA
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: Re: CM Staff update – Traditional Chinese Medicine program

Dear all,
 What do you think of this attached file?



Withheld under GIPA

From: Dean of Science TCM
Sent: Tuesday, 9 July 2019 12:36 PM
To: Withheld under GIPA
Cc: William Gladstone; Raelene La Ferla
Subject: CM Staff update – Traditional Chinese Medicine program

Dear colleagues,

As it has been a number of weeks since I last communicated with you about the review of the Traditional Chinese Medicine program at UTS, I want to update you on what has been happening since my last communication. No final decision has yet been made at this stage about the future of the program. Before a final decision is made there are still a number of formal process steps that must be taken including discussions at Faculty and University level. These are scheduled to occur over the next two months.

We aim to have more information available as soon as possible after these meetings, and will be communicating with staff and students before re-enrolments for 2020

commence in mid-October. We acknowledge the uncertainty you are currently experiencing, but we must take the necessary time to consider all relevant information and make the right decision. We will continue to communicate with you as the process continues.

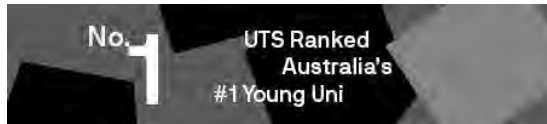
Affected staff will be consulted on how any decision impacts on them. We remain committed to students completing their studies and, when a final decision has been made, UTS will communicate with students to ensure we honour that commitment.

You are welcome to send further enquiries to dean.of.science.TCM@uts.edu.au in the future. We have shared all information available at the moment.

Kind regards,
Dianne Jolley

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



From: [Dean of Science TCM](#)
To: [Greg Welsh](#)
Subject: FW: CM Staff update – Traditional Chinese Medicine program
Date: Monday, July 15, 2019 9:21:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[Chinese-Medicine-Board---Terms-of-Reference---Accreditation-Committee-Terms-of-Reference.pdf](#)

Hi Greg,
 Another for discussion/input later today.

Kind rgds,

From: Withheld under GIPA
Sent: Friday, 12 July 2019 5:43 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>;
Withheld under GIPA
Subject: FW: CM Staff update – Traditional Chinese Medicine program

Dear Dianne

Thanks for your speedy response. As I communicated in an email prior to the Faculty SMG meeting last month, there is immeasurable human impact when initiating the closure of a course that has high respect amongst the local community, student body, international organisations and institutes and the wider Australian health professions. I appreciate your response and hope the UAC information can be remediated before there is too much emotional impact on the students and staff (see Withheld under GIPA's personal reply to me below).

I just checked the FAQ on the accreditation committee website (<https://www.chinesemedicineboard.gov.au/Accreditation/Accreditation-FAQ.aspx>) and it has the following response to the FAQ "What if we want to change one of our approved programs?"

An education provider that has changed, or plans to change, a program that is on the Board's list of approved programs must notify the Accreditation Committee about the change. Contact the Accreditation Unit for more information.

I believe the decision to suspend domestic and international student admission for 2020 would meet that threshold for notification. We have an annual report the Program Director submits to the AHPRA accreditation committee that requires student intake numbers, progressions and subject failures for each year and this will be need to be submitted at the appropriate time.

I also checked the actual Chinese medicine course accreditation standards as well and found that standard 4.6 relates to course termination.

"Standard 4.6 Program monitoring, review, updating and termination

The education provider ensures its Chinese medicine program is regularly monitored, reviewed and updated to ensure compliance with the accreditation standards and that program change, including termination, will be appropriately managed, consistent with the requirements for course accreditation specified in the threshold HES " (Higher Education Standards)

As you are aware the UTS course currently has no conditions and only one monitoring condition.

Please let me know how I should respond to the email from the Chair of the AHPRA accreditation committee as I do need to respond to him in a timely manner. Your guidance would be much appreciated

Cheers

Withheld under GIPA

From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:41 PM
To: Withheld under GIPA
Subject: Re: CM Staff update – Traditional Chinese Medicine program

Thanks ^{Withheld under GIPA} prompt reply.

I was told by students that it triggered big anger, panic Tears come to my eyes when I am writing to you for some reasons...

Withheld under GIPA

From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:29 PM
To: Withheld under GIPA
Subject: RE: CM Staff update – Traditional Chinese Medicine program

Thanks

Withheld under GIPA

I just forwarded a response from me to the wording “course is cancelled”. Thanks for picking that up.

Cheers

Withheld under GIPA

From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:25 PM
To: Withheld under GIPA
Subject: Re: CM Staff update – Traditional Chinese Medicine program

Hello [Redacted]

Hope this email finds you well.

That is just a screenshot of UTS website that indicates, I believe, no student can transfer/enroll from other institution to UTS TCM course in the mid year (July 2019). It is cancelled.



From: [Redacted]
Sent: Thursday, 11 July 2019 4:09 PM
To: [Redacted]
Subject: Re: CM Staff update – Traditional Chinese Medicine program


Thanks [Redacted] but it is too small and I cannot read it.

Sent from my Samsung Galaxy smartphone.

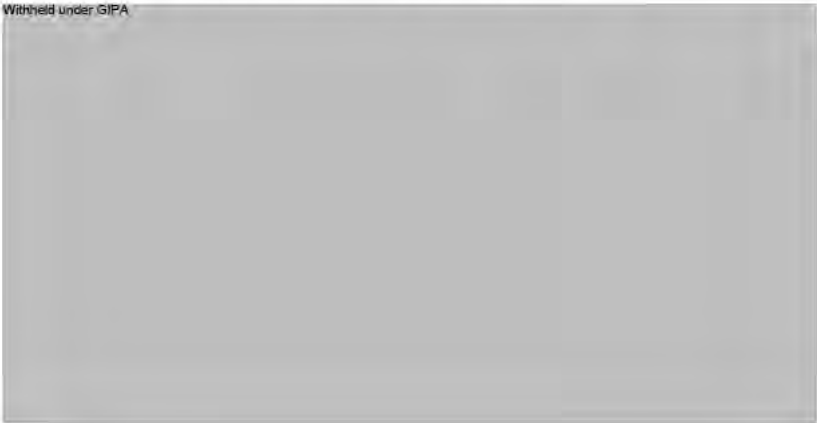
----- Original message -----

From: [Redacted]
Date: 11/07/2019 12:04 (GMT+07:00)
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>, [Redacted], [Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted] Stella Valenzuela <Stella.Valenzuela@uts.edu.au>, Peter Meier <Peter.Meier@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>, Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: Re: CM Staff update – Traditional Chinese Medicine program

Dear all,

What do you think of this attached file? 

Withheld under GIPA



From: Dean of Science TCM

Sent: Tuesday, 9 July 2019 12:36 PM

To: Withheld under GIPA



Cc: William Gladstone; Raelene La Ferla

Subject: CM Staff update – Traditional Chinese Medicine program

Dear colleagues,

As it has been a number of weeks since I last communicated with you about the review of the Traditional Chinese Medicine program at UTS, I want to update you on what has been happening since my last communication. No final decision has yet been made at this stage about the future of the program. Before a final decision is made there are still a number of formal process steps that must be taken including discussions at Faculty and University level. These are scheduled to occur over the next two months.

We aim to have more information available as soon as possible after these meetings, and will be communicating with staff and students before re-enrolments for 2020 commence in mid-October. We acknowledge the uncertainty you are currently experiencing, but we must take the necessary time to consider all relevant information and make the right decision. We will continue to communicate with you as the process continues.

Affected staff will be consulted on how any decision impacts on them. We remain committed to students completing their studies and, when a final decision has been made, UTS will communicate with students to ensure we honour that commitment.

You are welcome to send further enquiries to dean.of.science.TCM@uts.edu.au in the future. We have shared all information available at the moment.

Kind regards,
Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



From: [Theo Magoulas](#)
To: [Dean of Science TCM](#); [Lesley Healy](#); [Raelene La Ferla](#); [Greg Welsh](#)
Subject: RE: CM Staff update – Traditional Chinese Medicine program
Date: Monday, July 15, 2019 5:04:22 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[Chinese-Medicine-Board---Communique---Meeting-of-the-Chinese-Medicine-Board-of-Australia---25-June-2019.DOCX](#)
[Chinese-Medicine-Board---Accreditation-standards---December-2013.pdf](#)

Hi Dianne,

Please find attached the latest communication of the Chinese Medicine Board (CMB).

I note that Withheld under GIPA has been appointed to the Withheld under GIPA
[REDACTED]
[REDACTED]

I have also attached the Chinese Medicine Board accreditation standards which are aligned with the Higher education standards framework (Threshold Standards) 2011 (threshold HES).

The Higher Education standards and their requirements are what UTS must satisfy and until UTS has made a formal decision regarding the Traditional Chinese Medicine program there is no requirement to make a notification. Also, UTS would notify the Commonwealth before it provides a notice to the CMB.

Once UTS has made a decision of how it would teach out the TCM course then it would provide the notice to the CMB.

As mentioned earlier the CMB Accreditation Committee terms of reference have no formal legal impact on UTS and its decision concerning the TCM program.

Regards
Theo

Theo Magoulas
University Solicitor
UTS - Legal Services
University of Technology Sydney
Level 18, Building 1, Broadway Campus
(PO Box 123)
BROADWAY NSW 2007, Australia

phone: +61 (2) 9514 9753; fax: +61 (2) 9514 1288
email: Theo.Magoulas@uts.edu.au

From: Theo Magoulas
Sent: Monday, 15 July 2019 10:48 AM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: RE: CM Staff update – Traditional Chinese Medicine program

Hi Dianne,

I will look at the terms of reference, however the terms of reference do not apply to UTS. The Chinese Medicine Board terms of reference only apply to how the Chinese Medicine Board would make decisions concerning accreditation. The Chinese Medicine Board would have to formally notify UTS of their concerns and provide UTS with the opportunity to respond.

Regards
Theo

Theo Magoulas
University Solicitor
UTS - Legal Services
University of Technology Sydney
Level 18, Building 1, Broadway Campus
(PO Box 123)
BROADWAY NSW 2007, Australia

phone: +61 (2) 9514 9753; fax: +61 (2) 9514 1288
email: Theo.Magoulas@uts.edu.au

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Monday, 15 July 2019 9:42 AM
To: Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: FW: CM Staff update – Traditional Chinese Medicine program

Hi Theo,

This is a follow-up email regarding the obligation to communicate to the Chinese Medicine Board. Would you mind having a look at this also.

From a communication point of view, could we consider whether a formal communication to the Chinese Medicine Board letting them know we are considering options presents any risk (whether

we are obliged to or not).

Lesley & Rae, I am forwarding to you from the consultation/staff wellbeing perspective. FYI only.

Kind rgds,
Kate

From: Withheld under GIPA

Sent: Friday, 12 July 2019 5:43 PM

To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>;

Withheld under GIPA

Subject: FW: CM Staff update – Traditional Chinese Medicine program

Dear Dianne

Thanks for your speedy response. As I communicated in an email prior to the Faculty SMG meeting last month, there is immeasurable human impact when initiating the closure of a course that has high respect amongst the local community, student body, international organisations and institutes and the wider Australian health professions. I appreciate your response and hope the UAC information can be remediated before there is too much emotional impact on the students and staff (see withheld under GIPA personal reply to me below).

I just checked the FAQ on the accreditation committee website (<https://www.chinesemedicineboard.gov.au/Accreditation/Accreditation-FAQ.aspx>) and it has the following response to the FAQ “What if we want to change one of our approved programs ?”

An education provider that has changed, or plans to change, a program that is on the Board’s list of approved programs must notify the Accreditation Committee about the change. Contact the Accreditation Unit for more information.

I believe the decision to suspend domestic and international student admission for 2020 would meet that threshold for notification. We have an annual report the Program Director submits to the AHPRA accreditation committee that requires student intake numbers, progressions and subject failures for each year and this will be need to be submitted at the appropriate time.

I also checked the actual Chinese medicine course accreditation standards as well and found that standard 4.6 relates to course termination.

“Standard 4.6 Program monitoring, review, updating and termination

The education provider ensures its Chinese medicine program is regularly monitored, reviewed and updated to ensure compliance with the accreditation standards and that program change, including termination, will be appropriately managed, consistent with the requirements for course accreditation specified in the threshold HES “ (Higher Education Standards)

As you are aware the UTS course currently has no conditions and only one monitoring condition.

Please let me know how I should respond to the email from the Chair of the AHPRA accreditation committee as I do need to respond to him in a timely manner. Your guidance would be much appreciated

Cheers

withheld under GIPA

From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:41 PM
To: Withheld under GIPA
Subject: Re: CM Staff update – Traditional Chinese Medicine program

Thanks Withheld under GIPA prompt reply.

I was told by students that it triggered big anger, panic Tears come to my eyes when I am writing to you for some reasons...

Withheld under GIPA



From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:29 PM
To: Withheld under GIPA
Subject: RE: CM Staff update – Traditional Chinese Medicine program

Thanks Withheld under GIPA
I just forwarded a response from me to the wording “course is cancelled”. Thanks for picking that up.
Cheers

Withheld under GIPA

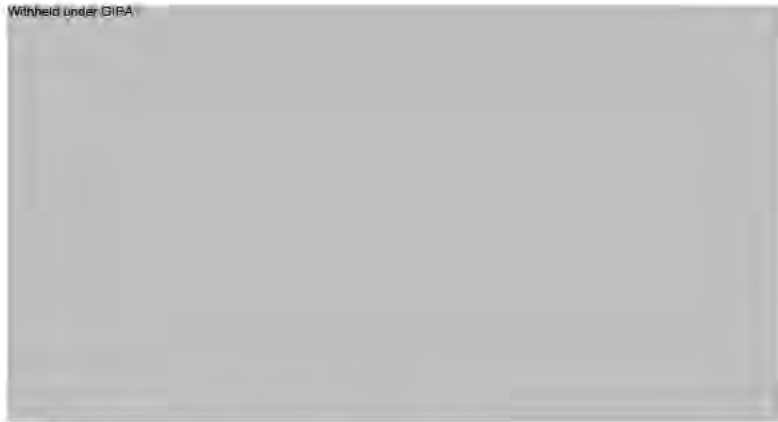
From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:25 PM
To: Withheld under GIPA
Subject: Re: CM Staff update – Traditional Chinese Medicine program

Hello Withheld under GIPA

Hope this email finds you well.

That is just a screenshot of UTS website that indicates, I believe, no student can transfer/enroll from other institution to UTS TCM course in the mid year (July 2019). It is cancelled.

Withheld under GIPA



From: Withheld under GIPA
Sent: Thursday, 11 July 2019 4:09 PM
To: Withheld under GIPA
Subject: Re: CM Staff update – Traditional Chinese Medicine program


Thanks Withheld under GIPA but it is too small and I cannot read it.

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: Withheld under GIPA
Date: 11/07/2019 12:04 (GMT+07:00)
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>, Withheld under GIPA
Withheld under GIPA
Stella Valenzuela <Stella.Valenzuela@uts.edu.au>, Peter Meier <Peter.Meier@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>, Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: Re: CM Staff update – Traditional Chinese Medicine program


Dear all,

What do you think of this attached file? 

Withheld under GIPA



Withheld under GIPA




From: Dean of Science TCM

Sent: Tuesday, 9 July 2019 12:36 PM

To:

Withheld under GIPA



Cc: William Gladstone; Raelene La Ferla

Subject: CM Staff update – Traditional Chinese Medicine program

Dear colleagues,

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We aim to have more information available as soon as possible after these meetings, and will be communicating with staff and students before re-enrolments for 2020 commence in mid-October. We acknowledge the uncertainty you are currently experiencing, but we must take the necessary time to consider all relevant information and make the right decision. We will continue to communicate with you as the process continues.

Affected staff will be consulted on how any decision impacts on them. We remain committed to students completing their studies and, when a final decision has been made, UTS will communicate with students to ensure we honour that commitment.

You are welcome to send further enquiries to dean.of.science.TCM@uts.edu.au in the future. We have shared all information available at the moment.

Kind regards,

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au

From: [Kate Higgs](#)
To: [Helen Hume](#)
Subject: RE: CM Staff update – Traditional Chinese Medicine program
Date: Monday, July 15, 2019 5:23:00 PM
Attachments: [image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)

Thanks Helen.

I asked Greg, Lesley & Rae to review from a communication, consultation and HR point of view.

Kind rgds,

Kate

From: Helen Hume <Helen.Hume@uts.edu.au>
Sent: Monday, 15 July 2019 5:18 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: FW: CM Staff update – Traditional Chinese Medicine program

Thanks for confirming that you got something out.

Cheers

Helen

Helen Hume

Faculty General Manager

Faculty of Science

University of Technology Sydney

T. +61 (0)2 9514 1753

M +61(0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

Executive Assistant: Kairi Kaljo (Kairi.Kaljo@uts.edu.au) T.+61 (0)2 9514 1768

science.uts.edu.au

uts.edu.au



From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Monday, 15 July 2019 5:07 PM
To: Fiona Henry <Fiona.Henry@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>; Doreen Borg <Doreen.Borg@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Willa Huston <Wilhelmina.Huston@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>
Subject: FW: CM Staff update – Traditional Chinese Medicine program

Hi all,

FYI – the following communication has been sent to CM staff;

- confirming where we are in the review process
- that a final decision has not been made
- that support is available to CM staff
- further communication will be provided after Faculty Board (although it may be provided in advance also)

Kind rgds,

Kate

From: Dean of Science TCM
Sent: Monday, 15 July 2019 4:56 PM
To: Withheld under GIPA
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted] Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: CM Staff update – Traditional Chinese Medicine program

Dear colleagues,

As you know, the management of the Faculty of Science at UTS has recently been undertaking a review of the Traditional Chinese Medicine program. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training,

research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

As part of the review, the Science Senior Management Group were then asked to support one of two options as a recommendation to the Provost:

- Discontinuation of the program at UTS
- Build up the program

The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

Whilst no final decision is made prior to the formal process in accordance with the UTS Award Course Approval Policy and Procedures, I wish to provide as much transparency as possible and will continue to communicate with staff, students and other stakeholders as we are able. We will provide a further update after the Faculty Board meeting to be held later in July.

The university acknowledges the uncertainty staff are currently dealing with. Staff are encouraged to utilise support as needed via UTS Human Resources, our partner being Raelene La Ferla, and/or our UTS Employee Assistance Program support provider, PeopleSense (1300 307 912). Note, we are also looking at providing individual support to you and your colleagues during this process and I will be in touch with more details on this soon.

Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



From: [Greg Welsh](#)
To: [Dean of Science TCM](#)
Subject: Re: CM Staff update – Traditional Chinese Medicine program
Date: Monday, July 15, 2019 7:03:56 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Sure thing Kate
G

Sent from my iPhone

On 15 Jul 2019, at 6:57 pm, Dean of Science TCM <dean.of.science.TCM@uts.edu.au> wrote:

Hi Greg,

Just confirming you will share this staff communication with WSU (Amanda Whibley) if/as required.

Thanks,

Kate

From: Dean of Science TCM

Sent: Monday, 15 July 2019 4:56 PM

To: Withheld under GIPA

[Redacted]

[Redacted] Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: CM Staff update – Traditional Chinese Medicine program

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Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au

<image001.png> <image002.png> <image003.png> <image004.png> <image005.png> <image006.png>

<image007.png>

From: [Raelene La Ferla](#)
To: Withheld under GIPA
[tella Valenzuela](#); [Peter Meier](#)
Cc: [William Gladstone](#); [Dean of Science TCM](#)
Subject: RE: CM Staff update – Traditional Chinese Medicine program
Date: Thursday, July 18, 2019 6:33:46 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image008.png](#)
[image009.png](#)

Dear Withheld under GIPA

As you may know Dianne is away at the moment so I thought I would answer this question in her absence.

After reading your email I referred back to the CM Status Report and to the Addendum to the report, which includes the feedback provided by CM staff during the consultation period 29 May – 6 July. It appears that the points you have raised regarding publications and strategic fit have been incorporated into the Review/Addendum, and that feedback has been received, considered and will inform the decision making process. I will confirm this with Dianne and Bill on their return.

Regarding your point on Financial Viability, I am unfortunately not across this detail and I will also confirm with them that the information you have provided has been taken into consideration in the CM Status Report

I'm Withheld under GIPA back in the office on Monday and happy to answer any further questions you may have.

Kind regards

Rae

Raelene La Ferla
Human Resources Partner

Human Resources Unit (HRU)
University of Technology Sydney
T. +61 (02) 9514 1075
PO Box 123 Broadway NSW 2007 Australia
uts.edu.au





From: [Redacted] Withheld under GIPA
Sent: Tuesday, 16 July 2019 7:40 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; [Redacted] Withheld under GIPA
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted] Stella Valenzuela
<Stella.Valenzuela@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: RE: CM Staff update – Traditional Chinese Medicine program

Dear Dianne

Thank you for the update and the disappointing decision of the Senior Management Group to phase out/discontinue the Chinese medicine program. Has this been communicated to the student body at this point in time? We note that the reasons given for the decision revolve around financial viability, research productivity, and strategic fit.

In regard to financial viability we have consistently raised the issue of the indirect costs associated with the program, [Redacted] Withheld under GIPA

[Redacted]
[Redacted]
[Redacted]

[Redacted] This issue has not been addressed in any communication from yourself or Bill in regards to the equity across the Science programs. In addition the modelling was based on two academics ([Redacted] Withheld under GIPA)

withheld under GIPA

) teaching into the program. In fact during that period of time we had to cover their teaching responsibilities with casual contracts which resulted in higher than normal costs. I fed back to Bill and John but no changes were made to the financial costs during that period. A realistic costing needs to be done to ensure an accurate picture of funding for the retrospective period.

In relation to research productivity during the years 2017-2018, the CM academics and their HDR students published or received a DOI (and have gone on to publication) for **32 publications** (listed below). These included systematic reviews including one Cochrane Systematic Review, experimental studies, surveys, clinical trials, scale development, laboratory studies and educational papers. I am not sure why these publications were not taken into account when evaluating the research productivity for the group and how an argument can be made about poor research productivity.

1. Choi T-Y, Lee MS, Kim JI, **Zaslowski C** (2017) Moxibustion for the treatment of osteoarthritis: An updated systematic review and meta-analysis. *Maturitas* 100:33-48 Jun 2017
2. **Eldson DS**, Spanswick S, **Zaslowski C**, **Meier PC**. (2017) Protocol: Testing the relevance of acupuncture theory in the treatment of myofascial pain in the upper trapezius muscle. *Journal of Acupuncture and Meridian Studies* (2017), doi: 10.1016/j.jams.11.007.
3. **Zheng S**, Kim C, **Meier P**, Sibbritt D and **Zaslowski, C**. (2017) Development of a novel questionnaire for the TCM pattern diagnosis of stress. *Journal of Acupuncture and Meridian Studies* Doi: 10.1016/j.jams.2017.06.002
4. Lee HW, Lee MS, Kim TH, Alraek T, **Zaslowski C**, Kim JW, Moon DG Cochrane Urology draft protocol - Ginseng versus placebo for erectile dysfunction (2017) DOI: 10.1002/14651858.CD012654
5. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. (2017) The effects of a structured mindfulness program on the development of empathy in healthcare students. *NursingPlus Open* Volume 3, 2017, Pages 1–5.
6. **Shuai Zheng**, Christine Kim, Sara Lal, **Peter Meier**, David Sibbritt, **Chris Zaslowski**. (2017) Tai Chi and Stress: A Randomised Controlled Trial. *Journal of Clinical Psychology* DOI: 10.1002/jclp.22482
7. Caroline A Smith, **Christopher J. Zaslowski**, Suzanne Cochrane, Xiaoshu Zhu, Zhen Zheng, Bertrand Loyeung, **Peter C Meier**, **Sean Walsh**, Charlie Changli Xue, Anthony L. Zhang, Paul P Fahey, Alan Bensoussan (2017) Reliability of the NICMAN Scale: an instrument to assess the quality of acupuncture administered in clinical trials. *Evidence Based Complementary and Alternative Medicine* doi:10.1155/2017/5694083
8. Dean S, Foureur M, **Zaslowski C**, Newton-John T and Yu N. Mindfulness in Physical and Occupational Therapy Education and Practice: A Scoping Review *Physical Therapy Reviews* doi.org/10.1080/10833196.2017.1341594
9. Shohreh Razavy; Shi Ping Zhang; Marcus Gadau; Christine Berle; **Weihong Li**; Fu

- Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap_and **Christopher Zaslowski**: Psychophysical responses in patients receiving a mock laser within context of an acupuncture clinical trial: An Interoceptive perspective; *BMC Complementary and Alternative Medicine* DOI 10.1186/s12906-017-1859-0
10. Shohreh Razavy, Shi Ping Zhang, Ph.D; Marcus Gadau; Christine Berle; **Weihong Li**; Fu Chun Wang; Sergio Bangrazi; Tie Li; Mahrita Harahap, **Christopher Zaslowski**. Investigation of the phenomenon of Propagated Sensation along the Channels (PSCs) in the upper limb following administration of acupuncture and mock laser *Journal of Acupuncture and Meridian Studies* DOI: 10.1016/j.jams.2017.06.007
 11. Lees, T., Nassif, N., Simpson, A., Shad-Kaneez, F., Martiniello-Wilks, R., Lin, Y., Jones, A., **Qu, X.** & Lal, S. 2017, 'Recent advances in molecular biomarkers for diabetes mellitus: a systematic review.', *Biomarkers*, pp. 1-13.
 12. Ong, M., Peng, J., Jin, X. & **Qu, X.** 2017, 'Chinese Herbal Medicine for the Optimal Management of Polycystic Ovary Syndrome.', *Am J Chin Med*, vol. 45, no. 3, pp. 405-422.
 13. **Zheng, S.**, Kim, C, **Lal, S.**, **Meier, P.**, Sibbritt, D & **Zaslowski, C** 2018, 'The Effects of Twelve Weeks of Tai Chi Practice on Anxiety in Stressed But Healthy People Compared to Exercise and Wait-List Groups-A Randomized Controlled Trial.', *Journal of Clinical Psychology*, vol. 74, no. 1, pp. 83-92. (IF 2.330).
 14. Dean, S., **Walsh, S.**, Williams, C., **Zaslowski, C.**, Morgan, A., & Levett-Jones, T. 2018, 'The mystery shopper learning experience in undergraduate health education: A case study', *Nurse Education Today*, vol. 70, no. 2018, pp. 69-70. (IF 2.53; quartile 1, 6/133)
 15. Oh, J.E., **Walsh, S.**, & **Zaslowski, C.J.**, 2018, 'A 10 year comparison update: A survey of soci- demographics and practice characteristics of members of the Australian Acupuncture and Chinese Medicine Association', *Australian Journal of Acupuncture and Chinese Medicine*, vol. 12, no. 1, pp. 19-25. (IF unknown; quartile 4, 90/103)
 16. Choi, Y.B., Cobbin, D. & **Walsh, S.** 2018, 'Does Modern Research Concerning Chinese Medicine Acupoints Relate to Original Prescriptions? If Not, Why Not?', *Medical Acupuncture*. <https://doi.org/10.1089/acu.2018.1300>
 17. Razavy, S., Gadau, M., Zhang, S.P., Wang, F.C., Bangrazi, S., Berle, C., Li, T., **Li, W.H.**, **Zaslowski, C.** 2018, 'Anxiety related to De Qi psychophysical responses as measured by MASS: A sub-study embedded in a multisite randomised clinical trial', *Complementary Therapies in Medicine*, vol. 39, pp. 24-35. doi: 10.1016/j.ctim.2018.05.009. Epub 2018 May 22 (IF 1.49; quartile 1, 9/103)
 18. Popplewell M, Reizes J, **Zaslowski C.** 'Appropriate Statistics for Determining Chance-Removed Interpractitioner Agreement', *Journal of Alternative Complementary Medicine* 2018 May 31. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
 19. Loyeung B, Lee J, **Michaeil C**, **Zaslowski C.** 2018, 'An experimental study in distinguishing an authentic herbal substance from sham herbal substances', *Complementary Therapies in Medicine*. 2018 Aug;39:92-96. doi: 10.1016/j.ctim.2018.04.005. Epub 2018 Apr 11. (IF 1.54; quartile 1, 9/103)
 20. Popplewell M, Reizes J, **Zaslowski C.** 2018 'Consensus in Traditional Chinese Medical Diagnosis in Open Populations', *Journal of Alternative and*

- Complementary Medicine. 2018 Mar 1. doi: 10.1089/acm.2017 (IF 1.49; quartile 1, 22/103)
21. Xiao H, **Zaslowski C**, Vardy J, Oh B. 2018 'Treatment of Sciatica Following Uterine Cancer with Acupuncture: A Case Report', *Medicines (Basel)*, vol. 5, no. 1, pii: E6. doi: 10.3390/medicines5010006 (IF unknown)
 22. Yu, XF, **Zaslowski C** and Lim DCE. (2018) Vitamin D on glycaemia control in type 2 diabetes patients: a systematic review of randomised clinical Trials. *Journal of the Australian Traditional Medicine Society*, vol. 13, no. 2, pp. 82-88. (IF unknown; quartile 4, 98/103)
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As to strategic fit, the CM course has been taught within the Faculty of Science since 1994. The course has several research methods subjects within the curriculum and has a reasonable group of HDR students undertaking clinical and experimental projects across a variety of areas. We specialise in neuroscience (trans-magnetic cortical stimulation for example) and clinical aspects of acupuncture. We have a positive outcome for a multisite clinical trial publication coming out this year for tennis elbow pain and several publications already for 2019.

The CM group are at odds to understand how the decision was made by SMG concerning these three areas.

Withheld under GIPA

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Monday, 15 July 2019 4:56 PM

To: ^{Withheld under GIPA}

[Redacted recipient list]

[Redacted recipient list] Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: CM Staff update – Traditional Chinese Medicine program

Dear colleagues,

As you know, the management of the Faculty of Science at UTS has recently been undertaking a review of the Traditional Chinese Medicine program. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

As part of the review, the Science Senior Management Group were then asked to support one of two options as a recommendation to the Provost:

- Discontinuation of the program at UTS
- Build up the program

The Senior Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However,

based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

Whilst no final decision is made prior to the formal process in accordance with the UTS Award Course Approval Policy and Procedures, I wish to provide as much transparency as possible and will continue to communicate with staff, students and other stakeholders as we are able. We will provide a further update after the Faculty Board meeting to be held later in July.

The university acknowledges the uncertainty staff are currently dealing with. Staff are encouraged to utilise support as needed via UTS Human Resources, our partner being Raelene La Ferla, and/or our UTS Employee Assistance Program support provider, PeopleSense (1300 307 912). Note, we are also looking at providing individual support to you and your colleagues during this process and I will be in touch with more details on this soon.

Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

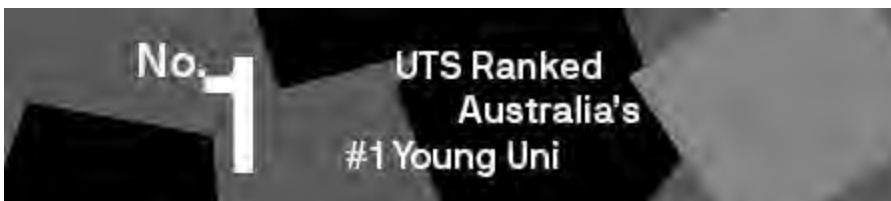
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



From: [William Gladstone](#)
To: [Redacted]
Bcc: [William Gladstone](#)
Subject: CM Status report
Date: Friday, June 14, 2019 9:53:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[CM status report Final 2019-06-12.docx](#)
[Redacted] - [TCM status report Revised 2019-05-29 2019-06-05 \(002\) responses.docx](#)

Dear [Redacted]

Thanks very much for submitting your responses to the revised version of the status report.

I have replied to all of the comments/track changes that you provided in your response, and have shown how these have been addressed in the attached document. The Dean reviewed these changes and accepted the final version of the status report.

I have also attached the final version of the status report that was submitted by the Dean to the Provost yesterday, along with the review of options that was prepared by Peter. Therefore, the Provost now has two documents: the status report, and Peter's review of the options. The latter was submitted without any commentary by the Dean or myself so that the position of CM could be fully represented to the Provost.

The Dean will also be communicating this to CM staff today, and Doreen or Kate Higgs will be in contact with you sometime today to confirm the staff who should be on the email distribution list.

Best regards

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

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From: [Redacted]
To: [Redacted]
Cc: [Redacted]
Subject: FW: Comment on options paper
Date: Thursday, March 28, 2019 12:44:00 PM
Attachments: [TCM status report Draft 2019-03-06\[119578\].docx](#)

If you haven't already started please use this annotated version by myself and [Redacted]

Thanks all

[Redacted]

From: [Redacted]
Sent: Thursday, 28 March 2019 12:31 PM
To: [Redacted]
[Redacted]
[Redacted]
[Redacted]
Cc: [Redacted]
Subject: RE: Comment on options paper

My additions

[Redacted]

From: [Redacted]
Sent: Thursday, March 28, 2019 1:35:29 AM
To: [Redacted]
[Redacted]
Cc: [Redacted]
Subject: Comment on options paper

Dear all
I have made comments/suggestions to the options paper Bill has produced. Please add further relevant comment (using track changes) and send back to me by COB tomorrow. I have to submit to Bill on Friday.

Thanks [Redacted]

From: [Greg Welsh](#)
To: [Kate Higgs](#); [Dianne Jolley](#); [Jacqui Wise](#); [Fiona Thomas](#)
Subject: Comms at 22 July
Date: Monday, July 22, 2019 12:23:10 PM
Attachments: [TCM 22 July.docx](#)

Hi everyone

ahead of the 1pm zoom meeting, I am just attaching an update of where I think planned comms for tonight/tomorrow are up to. I'll keep working on these, specifically the community message/online summary and the answers to the FAQs, but would appreciate any feedback post zoom meeting of needed amendments. I have included a bit more from the OCAP into Jacqui's first draft student comms

Talk soon

Greg

1. CM Staff message 23 July

From: Dianne Jolley, Dean of Science
To: CM staff
Subject: TCM review update

Dear colleagues

To help staff, students and interested community members better understand the review of Traditional Chinese Medicine at UTS and the process of phase out/discontinuation that has now commenced, the Faculty has published an online summary [link], as well as some Frequently Asked Questions [link], which it will update as more information becomes available.

I am also sharing with you a message I am sending to TCM students today.

I would like very much to meet with Chinese Medicine staff late next week to discuss the process, to let you know of the support that its available to you, and to answer any questions you have. I will send a calendar invite in the next day or so once a suitable time can be found.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards

Dianne

2. Student message 23 July

From: Dianne Jolley, Dean of Science
To: TCM students
Subject: TCM review update

First, I apologise for the length of this email but it is necessary if I am to respond appropriately the emails I have received over recent weeks.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of Traditional Chinese Medicine (TCM) at UTS is a cause of frustration and angst to TCM students, staff and community more broadly. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

UTS, like all universities and many other Government funded agencies besides, has very prescriptive rules, policies and procedures – governance instruments that ensure we operate with propriety at all times. These instruments guide a range of activities including, but by no means limited to, the approval processes for creating new, varying existing and discontinuing courses.

Courses are phased out and discontinued across the University each year for any number of reasons (e.g. strategic, commercial, currency, etc.). That said, UTS does not take such decisions lightly, and Faculties are required to follow a considered, often lengthy, process during which it would not be appropriate to pre-empt outcomes or make commitments that might later have to be broken.

Only Academic Board and the Executive Committee of Academic Board have the authority to approve the phasing out, discontinuation, revision or variation of a course, as stated in UTS Student Rule 3.6.1. More broadly, [UTS Student Rule 3.6 \('Changes to courses'\)](#) provides some information about the process we are currently following. I draw your attention to rules 3.6.4 and 3.6.5 in particular, as these rules explain our obligations to students when we revise, phase out and discontinue courses. While we are still some months away from presenting a case for the phasing out, discontinuation, revision or variation of TCM courses to Academic Board, I can tell you that I have already consulted with the Director, Student Administration Unit (see Rule 3.6.4) to better understand what any such decision might mean for each of you.

In addition to UTS Student Rule 3.6, you might be interested in [Rule 3.1](#) ('Availability of courses and places').

As mentioned above, we are still some months away from presenting a case for the phasing out, discontinuation, revision or variation of TCM courses to Academic Board. The first, and next, step is to present a case to Faculty Board for endorsement.

By now, some of you may be aware that a case to phase out the TCM courses will be made to Faculty Board this week. When I wrote to you in early June, I committed to "continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you." It was then, as it remains now, my intention to update you following this week's Faculty Board meeting. Furthermore, the path to Academic Board intersects with other key University committees and I will keep you informed along the way.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have today uploaded a summary of the process to date [[link](#)] and the some Frequently Asked Questions [[link](#)]

Importantly, if in the weeks and months ahead it looks like the proposal to phase out TCM courses is to be approved, you will have the opportunity to consult with a study plan expert on a one-on-one basis to discuss the options available to you – all at UTS remain committed to TCM students completing their studies. I can let you know, however, that as part of the recommendation being made to Faculty Board this week, is the proposal that the program discontinuation takes effect at the end of 2021 – meaning that all students completing their degree/s by that date would do so normally, while students yet to complete by that date will be given other options to consider.

There are two options for these students. These students will be offered an internal course transfer to a Health Sciences major within the Bachelor of Science. This will be a new major designed to offer a pathway for students to transfer to complete a BSc with this major, but that is compatible to provide Recognition for Prior Learning for a transition to a 4th year at an alternative institution that offers an accredited Chinese Medicine program. The second option will be to transfer to an existing Chinese Medicine program at another institution, at any stage from late 2019 onwards for all students, the details for this option and credit recognition arrangements are being negotiated with this external institution.

Finally, I am conscious that Spring session commences next week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the [Handbook](#) as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects).

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

3. Community message 23 July (who have already contacted us)

TBC

FAQs for the review of Traditional Chinese Medicine at UTS

- Why was TCM reviewed and what did the review look at and what was the outcome?
- Aren't there other courses within UTS which do not generate a profit? Why is TCM being singled out?
- Did UTS consider other options apart from phasing out/discontinuation?
- What consideration has there been to the online petition and comments submitted?
- What consultation has there been with various stakeholder groups?
- Is this decision a result of a belief that TCM is not a legitimate area of science and health care?
- When will students know what is happening to the program and what the effects on them are?
- What happens for 1st year students that have completed first year part-time, taken a semester off, deferred or failed a subject? Can we still complete our program?
- How will my credit points for subjects already completed be treated at other potential universities?
- Will discontinuing the course affect the creditability of my studies in the future?
- Will the TCM clinic still run if the teaching program is shut down at UTS? If not, where will those existing people seek affordable help for their afflictions?
- UTS academics play a critical role in the regulation of Chinese medicine in Australia, and contribute to the development of national and international standards and research into Chinese medicine. What will happen to the profession of Chinese Medicine without the level of accredited training provided by UTS?

- Isn't Chinese Medicine – holistic medicine a growing field?

From: [Dianne Jolley](#)
To: [Gregory Kolt](#)
Cc: [William Gladstone](#)
Subject: RE: Confidential: TCM discussion follow up
Date: Thursday, May 16, 2019 7:32:07 PM
Attachments: [190512 MOU UTS and WSU re TCM.DOCX](#)
[TCM clinic hours Final.docx](#)
[2018 Spring 99668 v3 standard city 14-7-18.pdf](#)
[2019 Autumn 99630 v5 standard city 4-3-19.pdf](#)
[2019 Autumn 99644 v6 standard city 7-3-19 late.pdf](#)
[2019 Autumn 99646 v5 standard city 7-3-19 late.pdf](#)
[2018 Spring 99631 v5 standard city 13-7-18.pdf](#)
[2018 Spring 99645 v6 standard city 11-10-18 rule3-7-4.pdf](#)
[2018 Spring 99647 v3 standard city 13-7-18.pdf](#)
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[image007.png](#)
[image008.png](#)

Dear Gregory,

Following up on our discussion last week, I have attached:

- A draft MOU for consideration
- A table of clinic hours related to the TCM programs at UTS
- Subject outlines relevant for the TCM clinic hours

I hope this encompasses what you were after.

We are working on some of the aspects also discussed in the meeting, particularly around our obligations. Please let me know when your side will be ready for our next discussion.

All the best,
Dianne

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Tuesday, 23 April 2019 11:25 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Dianne

Thanks for this summary. This accords with my notes and the briefing I gave my VC and DVCA after our meeting.

I look forward to receiving the information that you have itemised below. I am also aware that a meeting has been set up for 6 May with our two DVCA's.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Dianne Jolley [<mailto:Dianne.Jolley@uts.edu.au>]
Sent: Tuesday, 23 April 2019 10:11 AM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: Confidential: TCM discussion follow up

Hello Gregory,

I hope you had an enjoyable Easter break.

I am touching-base to let you know that we are still progressing the final aspects of the information we discussed. I hope to get this to you once we have a few more hands on deck after this break.

For our records, I have a bit of a summary on our discussion at UTS on 10 April, and the information that we were collating for you. Please let me know if I have missed anything.

1. We agreed that should we proceed with discussions with an assumption of a clean break with a rapid and efficient transfer of students.
2. WSU would be interested in taking the students UTS-TCM program. Discussion around funding, student load, will follow.
3. WSU is not interested in a direct transfer of staff. WSU has staff within complementary medicine team, but may look to recruit for more staff based on student load. Verbal discussions around UTS staff expertise and track records will follow.
4. We discussed the possibility of degree recognition from both institutions for those students who have started at UTS and transfer across.
5. We discussed the positive messaging needed and the benefits to transferring students to be eligible for a Bachelor of medicine from WSU partner University in China.

UTS is to provide WSU with:

- Course mapping in blocks of subjects (by semester and year). A list of subjects and

descriptions within the UTS TCM degree, to facilitate subject mapping and CPL (credit for prior learning) in the UWS degree. Goal to prevent program extension for transferring students.

- Postcode mapping of the UTS TCM students
- Undergraduate student enrolment and load (FTE) information
- UTS internship partners in China that we use for student clinical placements – details of the institution and nature of agreement (without breaching confidentiality)

Information about our postgraduate (PhD) students will follow.

Best wishes,
Dianne

Professor Dianne Jolley

Dean

Faculty of Science

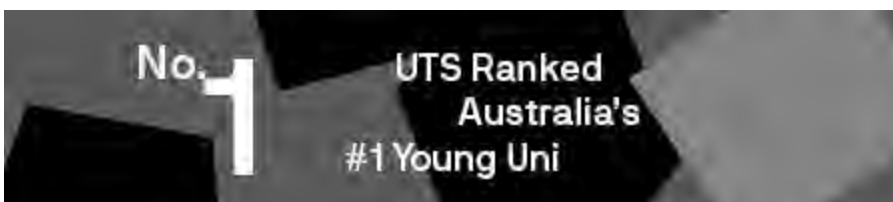
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E: dianne.jolley@uts.edu.au

W. uts.edu.au



From: Dianne Jolley

Sent: Thursday, 28 March 2019 6:21 PM

To: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Cc: Jenni Haines <J.Haines@westernsydney.edu.au>; Doreen Borg <Doreen.Borg@uts.edu.au>

Subject: Re: Follow up

Dear Gregory,

Thanks for your email, yes it would be great to meet up to discuss the options. I am happy to host you at UTS, if you have time perhaps we can have lunch after we chat.

I have copied in Doreen, my EA, to facilitate the process.

Looking forward to meeting with you.

Best wishes,
Dianne

Professor Dianne Jolley
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University of Technology Sydney
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E: dianne.jolley@uts.edu.au
W. uts.edu.au

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Thursday, March 28, 2019 1:45 pm
To: Dianne Jolley
Cc: Jenni Haines
Subject: FW: Follow up

Dear Dianne

I am just following up on the email below from Andrew Parfitt. I believe the next steps are for you and I to get together to further discuss the Faculty's thinking on this matter, and to explore options from the Western Sydney University end that we could collectively put to our DVCs.

I have copied my EA (Jenni Haines) into this, so that she can liaise with your Office to arrange a time. I am happy to come to UTS for the meeting.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E:g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Andrew Parfitt [<mailto:Andrew.Parfitt@uts.edu.au>]
Sent: Monday, 25 March 2019 8:54 AM
To: Denise Kirkpatrick <D.Kirkpatrick@westernsydney.edu.au>
Cc: Gregory Kolt <G.Kolt@westernsydney.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: Follow up

Denise and Gregory,

Just keeping you up to date. I just received the report on TCM from the Faculty on Friday (finally!). The transfer option is a live one so I have copied Dianne Jolley (our Dean of Science) in by way of introduction so that she can discuss the Faculty's thinking and explore any options with Gregory.

Regards,
Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

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On 15/3/19, 7:10 am, "Denise Kirkpatrick" <D.Kirkpatrick@westernsydney.edu.au> wrote:

Dear Andrew

Thanks for your time on Wednesday. I've had a conversation with Gregory and we are interested in discussing options moving forward.

Would you please put Gregory in touch with your dean. Once the two of them have identified a preferred approach then the four of us should meet to resolve.

Regards

Denise

Sent from my iPad

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NON-BINDING MEMORANDUM OF UNDERSTANDING

Between:

University of Technology Sydney (ABN: 77 257 686 961) is a tertiary educational institution established by the *University of Technology Sydney Act 1989 (NSW)* and located at 15 Broadway, Ultimo, NSW, 2007 ("**UTS**")

And

Western Sydney University (ABN: 53 014 069 881) is a tertiary educational institution established by the *Western Sydney University Act 1997 (NSW)* and located at Great Western Highway, Werrington, NSW, 2760 ("**WSU**")

1. Duration of MOU

- a) This is a non-binding Memorandum of Understanding (**MOU**) between UTS and WSU (together referred to as "the Parties", separately referred to as "Party"). The MOU will apply from the date of the last signature and will continue to apply until 31 December 2023 or until termination by either party on the giving of 1 month's written notice to the other.

2. Scope

- a) The Parties are committed to maintaining a positive and cooperative working relationship.
- b) The Parties are committed to work collaboratively to deliver transfer of the collective at UTS known as "Traditional Chinese Medicine" (hereinafter "TCM") to WSU.
- c) As part of the Parties' mutual commitment, the Parties will act in accordance with the spirit and intent of this MOU, even though neither party intends that it be legally binding.
- d) Both Parties acknowledge and understand that all financial arrangements, if any, will be subject to negotiation and prior written agreement and that any binding agreement will be subject to the availability of funds.
- e) The Parties acknowledge that this MOU does not create or evidence a relationship between them of commercial partnership, joint venture, employer and employee or agency.

3. Goals and objectives

- a) Enter good faith discussions to transfer students and coursework giving consideration to the following:
 - i. undergraduate and postgraduate cohorts currently enrolled in TCM coursework & research
 - ii. Intellectual Property Rights vested in UTS relating to undergraduate and postgraduate coursework
 - iii. know-how relating to undergraduate and postgraduate coursework, materials including stock and inventories, dedicated software licenses
 - iv. existing dedicated or specialised equipment required to ensure high quality delivery of undergraduate or postgraduate coursework
 - v. encumbrances including scholarships
 - vi. existing dedicated capital items or assets, including value and depreciation
 - vii. records and archival artefacts

- viii. assignment or novation of contracts and agreements
 - ix. processes by which student and credit transfer will be made
 - x. transfer timeframe
 - xi. communication and engagement with students
 - xii. post-transfer assistance from UTS
 - xiii. reporting
- b) Enter good faith discussions about UTS –TCM staff, giving consideration to opportunities for UTS staff to apply for vacancies at WSU in areas of TCM teaching, research and practice.
 - c) Enter good faith discussions about the future of current relationship between UTS-TCM and its international partners.
 - d) Enter good faith discussions to achieving an agreed implementation plan by Q3 2019 for the termination of the UTS –TCM program and the support of current UTS students to complete their degrees at WSU, either as a WSU graduant or co-badged UTS-WSU graduant.

4. Roles and responsibilities

- a) UTS agrees to provide full details on the UTS-TCM program and enrolements, including subject descriptions and clinical hours, student enrolements (number of enrolements per year, postcode of students, enrolement status as %FTE), HDR student profile, and UTS staff details. This will be provided via the Dean of Science.
- b) WSU agrees to review the UTS-TCM subject descriptions and clinical hours in comparison to the WSU curriculum to identify options for UTS-TCM students to transition to WSU with full 'credit for prior learning' and no extension to their study program.
- c) UTS and WSU will explore the possibility of a co-badged degree, where bachelor and HDR students who commenced at UTS and transition to WSU may graduate with degrees from both WSU and UTS.
- d) UTS and WSU agree to manage the communication of the outcomes of these discussions to students, staff and the general public.
- e) UTS and WSU will jointly appraise TEQSA of these discussions, to ensure that both parties are working to avoid any risk to students or reputation.

5. Meetings

- a) Meetings in relation to the subject of this MOU will be held as required.

6. Advertising and announcements

- a) Unless required by law, an announcement, circular or other public disclosure including promotional materials such as newsletters, brochures, flyers or annual reports, referring to the contents or subject matter of this MOU, must not be made or permitted by a Party without the prior written approval of the other Party.

7. Confidentiality

- a) Confidential Information means
 - i. information which is by its nature confidential or which the discloser of the information advises the other Party is confidential, and includes other knowledge and any information developed or derived from the information disclosed

- ii. anything disclosed or developed before the date of this MOU that relates to paragraph (i) above
- iii. the terms of any transaction between the Parties, the contents of this MOU and the various other documents and discussions entered into pursuant to it.
- b) The Parties acknowledge that information disclosed by one Party (the disclosing Party) to the other (the Recipient) in the course of the subject matter of this MOU may be confidential and unless required by law must not be disclosed to a third Party except with the prior written consent of the disclosing Party, which consent may not be unreasonably withheld.
- c) The Recipient must use the Confidential Information only for the Purpose, and must not use the Confidential Information for any other purpose.
- d) Each Party will only disclose confidential information to employees, officers, approved subcontractors or professional advisors on a need to know basis, and shall ensure that those persons are bound by the same obligations of confidence as under this MOU and each Party shall be liable for any breach of these confidentiality obligations by those persons under their control.
- e)

8. Dispute resolution

- a) If a dispute or difference arises between the parties out of or in connection with this MOU, either party may give the other a written notice specifying the dispute or difference.
- b) Within 20 working days of the date of the notice, a person holding a position of senior management of each party must meet and undertake negotiations in good faith and on a without prejudice basis with a view to resolving the dispute or difference.

9. Variation

The Parties may agree to vary any of the requirements of this MOU. Such agreement must be in writing and signed by both Parties.

10. Governance

This MOU will be governed by and construed according to the law of New South Wales and the Parties will submit to the non-exclusive jurisdiction of the Courts of New South Wales.

SIGNATURES

Signed for **University of Technology Sydney** by its authorised representative:

Signed in the presence of:

.....
Signature of authorised representative

.....
Signature of witness

Professor Andrew Parfitt

.....
Name of authorised representative

.....
Name of witness

Provost

.....
Title of authorised representative

DATE:

.....
DATE:

Signed for **Western Sydney University** by its authorised representative:

Signed in the presence of:

.....
Signature of authorised representative

.....
Signature of witness

.....
Name of authorised representative

.....
Name of witness

.....
Title of authorised representative

DATE:

.....
DATE:

From: [Doreen Borg](#)
To: [Jenni Haines](#)
Subject: RE: Confidential: TCM discussion follow up
Date: Friday, June 7, 2019 2:01:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image009.png](#)

Thank you Jenni for your advice. I will send the invite to him straight away.

Kind regards,

Doreen

Doreen Borg
EA to the Dean and Deputy Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 1752 Fax: +61 2 9514 1656
PO Box 123 Broadway NSW 2007 Australia
science.uts.edu.au



From: Jenni Haines <J.Haines@westernsydney.edu.au>
Sent: Friday, 7 June 2019 1:33 PM
To: Doreen Borg <Doreen.Borg@uts.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Doreen

Gregory has advised he is happy to have Bill Gladstone attend the scheduled meeting on 26 June, please forward on the meeting invite to Bill.

Kind regards
Jenni

From: Doreen Borg [<mailto:Doreen.Borg@uts.edu.au>]
Sent: Thursday, 6 June 2019 12:19 PM
To: Jenni Haines <J.Haines@westernsydney.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Hi Jenni,

Dianne is offsite but has just come back to me re your email.

She suggested meeting length is 1 hour by Zoom. She has asked if her Deputy Dean, Bill Gladstone can be in attendance.

Happy to ring you so we can discuss potential times.

Kind regards,

Doreen

Doreen Borg
EA to the Dean and Deputy Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 1752 Fax: +61 2 9514 1656
PO Box 123 Broadway NSW 2007 Australia
science.uts.edu.au



From: Jenni Haines <J.Haines@westernsydney.edu.au>
Sent: Thursday, 6 June 2019 12:02 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: FW: Confidential: TCM discussion follow up

Dear Dianne

I am looking to arrange the below mentioned meeting and was wondering how long you feel the

meeting should go for and if you would prefer a face to face meeting or Zoom meeting. If your preference is face to face please advise if our Parramatta or Campbelltown campus would be more convenient to you as Gregory is often on both of these campuses.

Kind regards
Jenni

From: Gregory Kolt
Sent: Thursday, 6 June 2019 1:02 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Jenni Haines <J.Haines@westernsydney.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Dianne

I will have my EA, Jenni Haines, arrange a time for us to meet (perhaps in the week starting 24 June). Do you want to meet face-to-face or via Zoom – what is your preference?

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Dianne Jolley [<mailto:Dianne.Jolley@uts.edu.au>]
Sent: Tuesday, 4 June 2019 5:41 AM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Hello Greg,

I had a meeting with our Traditional Chinese Medicine discipline staff last week to provide them with an update on the review of the Chinese Medicine program. The email correspondence and publicity around this is now escalating.

For your information, later today we are writing to our students with the following message:

“Dear students,

I am writing to let you know that a range of options are currently being considered in relation to the future study of Chinese Medicine at UTS. Consultation with staff, students and other stakeholders will be undertaken during this process.

No final decision has been made at this stage on the future of the programs, however we have suspended the intake of students into the two programs in 2020 while we consider the options.

We remain committed to our students completing their study and entering the workforce as professionals. We will continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you.

You are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future. We have shared all information available at the moment.”

We will be sending a similar response to incoming correspondence from Alumni, stakeholders, community practitioners and the general public.

Regarding a decision, we have staff and student consultation to undertake at UTS, and having more clarity around subject mapping between the WSU and UTS programs would be important in the decision making process. Could we set up our next meeting for a few weeks' time?

Kind regards,
Dianne

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

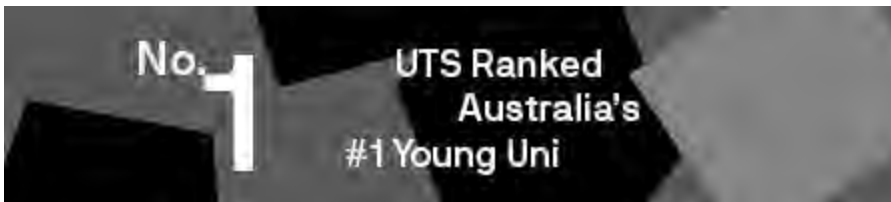
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W. uts.edu.au





From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Thursday, 30 May 2019 10:25 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Denise Kirkpatrick <D.Kirkpatrick@westernsydney.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Dianne

Thanks for your email. One of my staff is working through the course mapping for student transfers and I should have a better sense of that soon. Re the MoU, we have sent that to our Office of General Counsel (as is our requirement) and hope to have that back very soon. Obviously the important parts will be in the Schedules to that MoU that will still need to be developed by our two groups.

I would suggest that once we have that bit sorted we could get our student admin folk together and possibly also our academic staff (a rep from each University) as well. That of course, would only be after you have advised your staff of UTS's decision.

Kind regards
Gregory

**Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au**

westernsydney.edu.au

WESTERN SYDNEY UNIVERSITY



From: Dianne Jolley [mailto:Dianne.Jolley@uts.edu.au]

Sent: Wednesday, 29 May 2019 7:58 PM

To: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Subject: Re: Confidential: TCM discussion follow up

Hello Greg,

Just touching base to see if there is anything else you need. I wonder if we are approaching the stage where we should get our teams in student admin etc in contact with each other?

Best wishes
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology, Sydney NSW Australia

* Sent from my phone

From: Dianne Jolley

Sent: Monday, May 20, 2019 9:57:14 PM

To: Gregory Kolt

Subject: RE: Confidential: TCM discussion follow up

Hello Greg,

Yes, of course. All subject outlines now attached.
Have a good night.

Best wishes,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney

Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W: uts.edu.au



From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Friday, 17 May 2019 9:51 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Dianne

Thank you for sending through these documents.

Denise Kirkpatrick and I will review the MOU and get back to you soon.

Re the 7 Subject Outlines you included, these are very helpful. We will, however, need the Subject Outlines for each of the subjects in the entire degree to complete the first stage of our curriculum mapping. That is, we want to establish how students could transfer to complete their degrees without losing any time.

Can you please send the rest through, if possible?

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Dianne Jolley [<mailto:Dianne.Jolley@uts.edu.au>]
Sent: Thursday, 16 May 2019 7:32 PM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Gregory,

Following up on our discussion last week, I have attached:

- A draft MOU for consideration
- A table of clinic hours related to the TCM programs at UTS
- Subject outlines relevant for the TCM clinic hours

I hope this encompasses what you were after.

We are working on some of the aspects also discussed in the meeting, particularly around our obligations. Please let me know when your side will be ready for our next discussion.

All the best,
Dianne

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Tuesday, 23 April 2019 11:25 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: Confidential: TCM discussion follow up

Dear Dianne

Thanks for this summary. This accords with my notes and the briefing I gave my VC and DVCA after our meeting.

I look forward to receiving the information that you have itemised below. I am also aware that a meeting has been set up for 6 May with our two DVCA's.

Kind regards

Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Dianne Jolley [<mailto:Dianne.Jolley@uts.edu.au>]
Sent: Tuesday, 23 April 2019 10:11 AM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: Confidential: TCM discussion follow up

Hello Gregory,

I hope you had an enjoyable Easter break.

I am touching-base to let you know that we are still progressing the final aspects of the information we discussed. I hope to get this to you once we have a few more hands on deck after this break.

For our records, I have a bit of a summary on our discussion at UTS on 10 April, and the information that we were collating for you. Please let me know if I have missed anything.

1. We agreed that should we proceed with discussions with an assumption of a clean break with a rapid and efficient transfer of students.
2. WSU would be interested in taking the students UTS-TCM program. Discussion around funding, student load, will follow.
3. WSU is not interested in a direct transfer of staff. WSU has staff within complementary medicine team, but may look to recruit for more staff based on student load. Verbal discussions around UTS staff expertise and track records will follow.
4. We discussed the possibility of degree recognition from both institutions for those students who have started at UTS and transfer across.
5. We discussed the positive messaging needed and the benefits to transferring students to be eligible for a Bachelor of medicine from WSU partner University in China.

UTS is to provide WSU with:

- Course mapping in blocks of subjects (by semester and year). A list of subjects and descriptions within the UTS TCM degree, to facilitate subject mapping and CPL (credit for prior learning) in the UWS degree. Goal to prevent program extension for transferring

students.

- Postcode mapping of the UTS TCM students
- Undergraduate student enrolment and load (FTE) information
- UTS internship partners in China that we use for student clinical placements – details of the institution and nature of agreement (without breaching confidentiality)

Information about our postgraduate (PhD) students will follow.

Best wishes,
Dianne

Professor Dianne Jolley

Dean

Faculty of Science

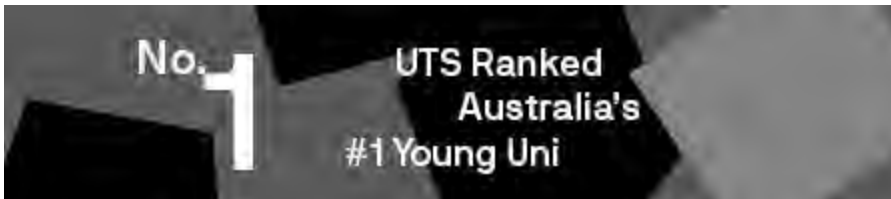
University of Technology Sydney

Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W: uts.edu.au



From: Dianne Jolley

Sent: Thursday, 28 March 2019 6:21 PM

To: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Cc: Jenni Haines <J.Haines@westernsydney.edu.au>; Doreen Borg <Doreen.Borg@uts.edu.au>

Subject: Re: Follow up

Dear Gregory,

Thanks for your email, yes it would be great to meet up to discuss the options. I am happy to host you at UTS, if you have time perhaps we can have lunch after we chat.

I have copied in Doreen, my EA, to facilitate the process.

Looking forward to meeting with you.

Best wishes,
Dianne

Professor Dianne Jolley
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Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Sent: Thursday, March 28, 2019 1:45 pm
To: Dianne Jolley
Cc: Jenni Haines
Subject: FW: Follow up

Dear Dianne

I am just following up on the email below from Andrew Parfitt. I believe the next steps are for you and I to get together to further discuss the Faculty's thinking on this matter, and to explore options from the Western Sydney University end that we could collectively put to our DVCs.

I have copied my EA (Jenni Haines) into this, so that she can liaise with your Office to arrange a time. I am happy to come to UTS for the meeting.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science

School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E:g.kolt@westernsydney.edu.au

westernsydney.edu.au



From: Andrew Parfitt [<mailto:Andrew.Parfitt@uts.edu.au>]
Sent: Monday, 25 March 2019 8:54 AM
To: Denise Kirkpatrick <D.Kirkpatrick@westernsydney.edu.au>
Cc: Gregory Kolt <G.Kolt@westernsydney.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: Follow up

Denise and Gregory,

Just keeping you up to date. I just received the report on TCM from the Faculty on Friday (finally!). The transfer option is a live one so I have copied Dianne Jolley (our Dean of Science) in by way of introduction so that she can discuss the Faculty's thinking and explore any options with Gregory.

Regards,
Andrew.

Professor Andrew Parfitt
Provost and Senior Vice-President

University of Technology Sydney
Building 1, Level 4A, 15 Broadway, ULTIMO NSW 2007
T. +61 (02) 9514 1350
E. Andrew.Parfitt@uts.edu.au
W. uts.edu.au <<http://uts.edu.au>>

On 15/3/19, 7:10 am, "Denise Kirkpatrick" <D.Kirkpatrick@westernsydney.edu.au> wrote:

Dear Andrew

Thanks for your time on Wednesday. I've had a conversation with Gregory and we are interested in discussing options moving forward.

Would you please put Gregory in touch with your dean. Once the two of them have identified a preferred approach then the four of us should meet to resolve.

Regards

Denise

Sent from my iPad

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From: [Greg Welsh](#)
To: [Kate Higgs](#); [Jacqui Wise](#)
Cc: [Willa Huston](#); [Lesley Healy](#); [Raelene La Ferla](#)
Subject: Re: FAQ page - drafting, reviewing & uploading
Date: Wednesday, July 17, 2019 10:55:33 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[TCM FAQ.docx](#)

Hi all

Doreen has kicked off the FAQs development process by capturing the theme of the questions we have received to date. I've gone through those and tweaked/consolidated (see attached). Can I please ask that you all take a look and mark up any suggested additions/changes to the questions, and bounce them back to me? We can then start working on the answers. Yes, happy to meet on Friday if that works for everyone, otherwise we can do by email.

best wishes

Greg

From: Kate Higgs
Sent: 16 July 2019 11:16:48
To: Jacqui Wise; Greg Welsh
Cc: Willa Huston; Lesley Healy; Raelene La Ferla
Subject: FAQ page - drafting, reviewing & uploading

Hi Jacqui, Greg & all,

Regarding the TCM FAQ page requested by Andrew/Dianne to be live when the Faculty Board documents are distributed on 22 or 23 July.... I expect we can produce the FAQ page via email reviews, but please let me know if we need to finalise together.

If we need to discuss/review together, I wonder if we reserve 10-11am or 4-5pm on Friday 19/7.

Also Greg, where would the FAQ page sit on the intranet? Would Marilla ensure the page is uploaded?

Thanks & kind rgds,
Kate

From: Garry Irwin <Garry.Irwin@uts.edu.au> **On Behalf Of** Jacqui Wise
Sent: Tuesday, 16 July 2019 10:49 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Cc: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: RE: UTS-WSU TCM Course Mapping

Willa

Jacqui has no space available tomorrow. However, she does have 10am to 11am and 4pm to 5pm on Friday 19th Jul '19. Does this suit?

Regards

Garry

Garry Irwin

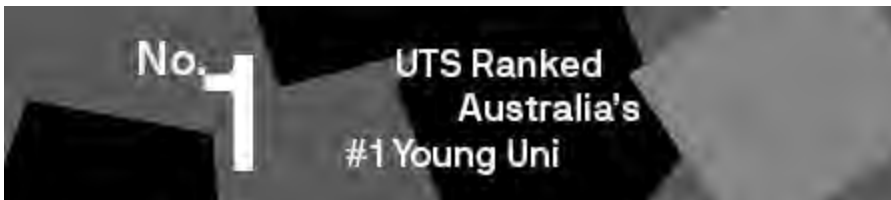
Executive Assistant to the Director
Student Administration Unit

T. +61 (02) 9514 1127

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

uts.edu.au



From: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Sent: Tuesday, 16 July 2019 10:31 AM

To: Kate Higgs <Kate.Higgs@uts.edu.au>

Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Subject: RE: UTS-WSU TCM Course Mapping

Ahh perfect, Jacqui, would it be best if I come over and go through this all with you? Do you happen to have any time tomorrow please??

Best wishes

Willa

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Tuesday, 16 July 2019 10:28 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: RE: UTS-WSU TCM Course Mapping

Thanks Willa. It would be good for you to receive an update from Jacqui, as I think her team has had a good look at student numbers from their perspective.

In the interim, I can forward one of her early summaries FYI.

Kind rgds

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Tuesday, 16 July 2019 10:24 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: RE: UTS-WSU TCM Course Mapping

Hi both

Wow this is very comprehensive and should be convincing for the transition component of the ocap. I will research how many students are likely to have not completed first year by end 2019 and 2020 so I can make brief notes in OCAP about how we will manage those on nonstandard study plans.

Best wishes
Willa

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Tuesday, 16 July 2019 9:55 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: FW: UTS-WSU TCM Course Mapping

Hi Willa,

As discussed, below is the course mapping document created by WSU in June. It would be great for yourself & Jacqui to touch base on progress since that time.

Kind rgds,
Kate

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Wednesday, 19 June 2019 5:05 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>

Cc: Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: FW: UTS-WSU TCM Course Mapping

Hello Bill and Jacqui,

WSU have now returned the attached course mapping document.

Re the MOU: we have a final document which has been signed by UTS. Once signed by WSU, hopefully we can connect appropriate teams between us to progress conversations.

Kind regards,

Dianne

Professor Dianne Jolley

Dean

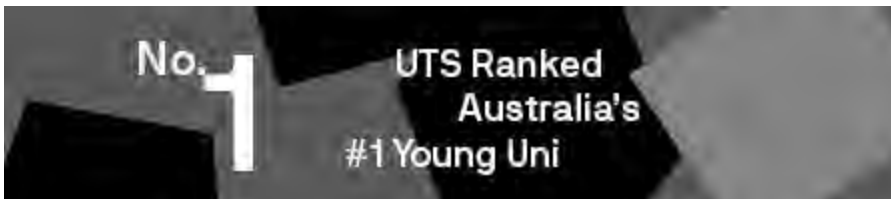
Faculty of Science

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PO Box 123, Broadway NSW 2007

E: dianne.jolley@uts.edu.au

W. uts.edu.au



From: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Sent: Tuesday, 18 June 2019 3:27 PM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: UTS-WSU TCM Course Mapping

Dear Dianne

We have now completed the initial course mapping. The attached document shows the course sequences for students who has completed 1, 2, and 3 standard years of study in the UTS program, before transferring to WSU. You can likely ignore the Table on 1 standard year completion at UTS given that the transfer would likely take place for the commencement of 2021, and involve those who have completed 2 standard years at UTS. Of course, there will be those with non-standard progressions (part-time, etc.) who would need to be individually mapped with less guarantee of minimum completion times.

We have been able to achieve a reasonably clean mapping meaning that students who transfers with 2 standard years completed at UTS would be able to complete in a further 2 years at WSU (based on full-time study), and a person with 3 standard years completed at UTS would be a able to complete with a further 1 year at WSU (based on full-time study).

To start off our agenda list for our meeting on 26 June, I suggest the following items:

- Course mapping
- Issue of fee implications of additional module required to meet course and mapping expectations
- Issue of EFTSL transfer from 2020 onwards (will need VC intervention and Commonwealth approval)
- MoU finalisation (hopefully this is completed before the meeting)
- Communications strategy around transfer decisions and arrangements
- Communications to enquiries to UTS re commencing enrolments from now onwards
- Communications re UTS decision on its programs and transfer to WSU (I know the communications now indicate that UTS are exploring options – the sooner we can arrive at an Agreement and this is communicated the better).

I am sure we will think of other things along the way.

Kind regards

Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
 Locked Bag 1797, Penrith NSW 2751, Australia
 P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au



FAQs for the review of Traditional Chinese Medicine at UTS

- Why was TCM reviewed and what did the review look at and what was the outcome?
- Aren't there other courses within UTS which do not generate a profit? Why is TCM being singled out?
- Did UTS consider other options apart from phasing out/discontinuation, such as finding a benefactor to keep the course running?
- What consideration has there been to the online petition and comments submitted?
- Are there minutes of meetings available where the review of TCM was discussed and deliberated on?
- What consultation has there been with various stakeholder groups?
- Is this decision a result of a belief that TCM is not a legitimate area of science and health care?
- When will students know what is happening to the program and what the effects on them are?
- What happens for 1st year students that have completed first year part-time, taken a semester off, deferred or failed a subject? Can we still complete our program?
- How will my credit points for subjects already completed be treated at other potential universities?
- Will discontinuing the course affect the creditability of my studies in the future?
- Will the TCM clinic still run if the teaching program is shut down at UTS? If not, where will those existing people seek affordable help for their afflictions?
- UTS academics play a critical role in the regulation of Chinese medicine in Australia, and contribute to the development of national and international standards and research into Chinese medicine. What will happen to the profession of Chinese Medicine without the level of accredited training provided by UTS?
- Isn't Chinese Medicine – holistic medicine a growing field?

From: [Willa Huston](#)
To: [Dean of Science TCM](#); [Graham Nicholson](#)
Subject: RE: UTS contacts for Chinese Medicine analysis
Date: Friday, July 12, 2019 7:54:58 AM
Attachments: [image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)
[image018.png](#)
[image019.png](#)

Hello Kate

A quick reply for now and I am back on deck from next week.

Yes, this is fine to pass on this information.

Best wishes

Willa

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Wednesday, 10 July 2019 4:16 PM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>
Subject: FW: UTS contacts for Chinese Medicine analysis

Hi Willa & Graham,

I understand you have had a number of conversations with Bill Gladstone, and at SMG, regarding the possible phasing out and discontinuation of the TCM program.

WSU have now provided a list of contacts planning for a possible transition of TCM students to WSU – see below.

It is likely that they might make contact to seek advice on TCM content, University partnerships etc. I will be contacting Lisa, the WSU project manager, later in the week and will pass on further information as relevant.

Kind rgds,
Kate

From: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Sent: Tuesday, 9 July 2019 6:04 PM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Peter Tow <P.Tow@westernsydney.edu.au>; Kate Capanna <K.Alley@westernsydney.edu.au>
Subject: RE: UTS contacts for Chinese Medicine analysis

Dear Kate and Gregory,

I have just received confirmation of the remaining WSU staff to be involved in this project:

UTS Staff	Title/Team and Focus	WSU Staff	Title/Team and Focus
Kate Higgs T. <small>Withheld under GIPA</small> Kate.Higgs@uts.edu.au	Project Manager UTS project coordination	Lisa Hanlon T. <small>Withheld under GIPA</small> l.hanlon@westernsydney.edu.au Kate Capanna T. 4570 1264 k.alley@westernsydney.edu.au	Senior Project Manager WSU project coordination Senior Project Coordinator
Greg Welsh T. (02) 9514 1608 Greg.Welsh@uts.edu.au	Head of External Communication Marketing and Communication Unit Communication (internal & external)	Amanda Whibley T. <small>Withheld under GIPA</small> a.whibley@westernsydney.edu.au	Director, Corporate Communications
Jacqui Wise T. (02) 9514 1208 Jacqui.Wise@uts.edu.au	Director, Student Administration Unit Student records, Conferral & RPL, Subject Mapping (Administrative)	Robyn Causley T. <small>Withheld under GIPA</small> r.causley@westernsydney.edu.au	Director, Student Administration
Willa Huston T. (02) 9514 3449 Wilhelmina.Huston@uts.edu.au	Deputy Head of School – T&L School of Life Science Subject Mapping (Academic)	Assoc Prof Xiaoshu Zhu T. (02) 4620 3338 x.zhu@westernsydney.edu.au Professor John Loxton T. (02) 4620 3206 j.loxton@westernsydney.edu.au	Director of TCM Program School of Science and Health Senior Academic Advisor School of Science and Health
Graham Nicholson T. (02) 9514 2230 Graham.Nicholson@uts.edu.au	Associate Dean – International Faculty of	Assoc Prof Xiaoshu Zhu T. (02) 4620 3338 x.zhu@westernsydney.edu.au	Associate Dean (International) School of

	Science Relationships with Chinese Universities		Science and Health
--	---	--	--------------------

I look forward to working with you on this project.

Kind regards,
Lisa

Lisa Hanlon, FHEA
Senior Project Manager (Academic Structures)
Project Management Office | Division of Finance and Resources
P: +61 2 9772 6306 | Ext: 6306

westernsydney.edu.au



We acknowledge and respect Traditional Owners of the Lands, the Darug, Gundungurra, D'harawal, Wiradjuri and Bundjalung Peoples, upon which our campuses now stand. We continue to value the generations of knowledge Aboriginal and Torres Strait Islander Peoples embedded within our University.

From: Gregory Kolt
Sent: Tuesday, 9 July 2019 3:02 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Lisa Hanlon <l.hanlon@westernsydney.edu.au>
Subject: RE: UTS contacts for Chinese Medicine analysis

Dear Kate

Lisa Hanlon (copied into this reply) will be the Project Manager from our end on this. I briefed her today, so you can now make contact to bring our two teams together.

Lisa will liaise with you about the details you require.

Kind regards
Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

**WESTERN SYDNEY
UNIVERSITY**



From: Dean of Science TCM [<mailto:dean.of.science.TCM@uts.edu.au>]

Sent: Tuesday, 9 July 2019 1:13 PM

To: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Subject: RE: UTS contacts for Chinese Medicine analysis

Hi Gregory,

I understand from Dianne that you will debriefing a senior project manager to work on this program later this week.

I am wondering if you have the contact details for the counterparts of Jacqui and Willa (see below), and if it is appropriate timing for them to begin progressing discussions directly?

Thank you & rgds,

Kate

Withheld under GIPA

From: Gregory Kolt <G.Kolt@westernsydney.edu.au>

Sent: Saturday, 29 June 2019 4:22 PM

To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>

Subject: RE: UTS contacts for Chinese Medicine analysis

Thanks Dianne

We will be back to you soon on this so that we can get the wider teams together.

Kind regards

Gregory

Professor Gregory Kolt | Dean of Science and Health | Professor of Health Science
School of Science and Health
Locked Bag 1797, Penrith NSW 2751, Australia
P: +61 2 4620 3747 | E: g.kolt@westernsydney.edu.au

westernsydney.edu.au

**WESTERN SYDNEY
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From: Dean of Science TCM [<mailto:dean.of.science.TCM@uts.edu.au>]
Sent: Friday, 28 June 2019 12:08 PM
To: Gregory Kolt <G.Kolt@westernsydney.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>
Subject: UTS contacts for Chinese Medicine analysis

Hi Gregory,

Thank you for meeting with Dianne, Bill and I on Wednesday this week.

As promised, please see the list of UTS contacts for matching with the appropriate WSU contacts.

	Focus	Title / Team	Contact details
Kate Higgs	UTS project coordination	Project Manager	T. Withheld under GIPA Kate.Higgs@uts.edu.au
Greg Welsh	Communication (internal & external)	Head of External Communication Marketing and Communication Unit	T. (02) 9514 1608 Greg.Welsh@uts.edu.au
Jacqui Wise	Student records Conferral & RPL Subject Mapping (Administrative)	Director, Student Administration Unit Student Administration Unit	T. (02) 9514 1208 Jacqui.Wise@uts.edu.au
Willa Huston	Subject Mapping (Academic)	Deputy Head of School – T&L School of Life Science Faculty of Science	T. (02) 9514 3449 Wilhelmina.Huston@uts.edu.au
Graham Nicholson	Relationships with Chinese Universities	Associate Dean – International Faculty of Science	T. (02) 9514 2230 Graham.Nicholson@uts.edu.au

Have a lovely weekend.

Kind rgds,
Kate

Kate Higgs

Withheld under GIPA

Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



UTS CRICOS Provider Code: 00099F DISCLAIMER: This email message and any accompanying attachments may contain confidential information. If you are not the intended recipient, do not read, use, disseminate, distribute or copy this message or attachments. If you have received this message in error, please notify the sender immediately and delete this message. Any views expressed in this message are those of the individual sender, except where the sender expressly, and with authority, states them to be the views of the University of Technology Sydney. Before opening any attachments, please check them for viruses and defects. Think. Green. Do. Please consider the environment before printing this email.

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From: [Greg Welsh](#)
To: [Kate Higgs](#); [Raelene La Ferla](#); [Lesley Healy](#)
Cc: [Fiona Thomas](#)
Subject: Re: Communication draft - feedback please
Date: Monday, July 15, 2019 4:35:34 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[TCMv2.docx](#)

I've just made a few suggestions in the attached. I hope they make sense

best wishes

Greg

From: Kate Higgs
Sent: 15 July 2019 16:23:41
To: Raelene La Ferla; Greg Welsh; Lesley Healy
Cc: Fiona Thomas
Subject: Communication draft - feedback please

Hi Greg, Rae & Lesley,

I think the need to communicate to staff has been brought forward by a matter-of-fact invite to Faculty Board. (I will forward Lesley/Rae).

I have drafted the below based on other comms used (and drafted).

I think we should aim to send this afternoon, but please correct me on timing as required.

Thoughts/feedback welcome.

Thanks & regards,

Kate

Dear colleagues,

As you know, the management of the Faculty of Science at UTS has recently been undertaking a review of its Traditional Chinese Medicine program. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The Science Senior Management Group reviewed the Chinese Medicine program review paper, and

were asked to support one of the two options as a recommendation to the Provost:

- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

Whilst no final decision is made prior to the formal process in accordance with the UTS Award Course Approval Policy and Procedures. I can assure you we are committed to continuing to communicate to all staff, students and other stakeholders as we are able. We will provide a further update after the Faculty Board meeting to be held later in July.

The university acknowledges the uncertainty staff are currently dealing with. Staff are encouraged to utilise support as needed via UTS Human Resources, our partner being Raelene La Ferla, and/or our UTS Employee Assistance Program support provider, PeopleSense (1300 307 912). Note, we are also looking at providing individual support to you and your colleagues during this process and I will be in touch with more details on this soon.

Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

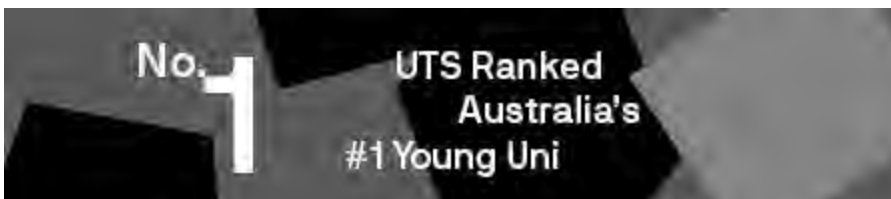
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



Dear colleagues,

As you know, the management of the Faculty of Science at UTS has recently been undertaking a review of ~~the~~ Traditional Chinese Medicine program. The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

~~As part of the review, the Science Senior Management Group reviewed the Chinese Medicine program review paper, and were then asked to support one of the two options as a recommendation to the Provost:~~

- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

Whilst no final decision is made prior to the formal process in accordance with the UTS Award Course Approval Policy and Procedures, I wish to provide as much transparency as possible and will can assure you we are committed to continuing to communicate with to all staff, students and other stakeholders as we are able. We will provide a further update after the Faculty Board meeting to be held later in July.

The university acknowledges the uncertainty staff are currently dealing with. Staff are encouraged to utilise support as needed via UTS Human Resources, our partner being Raelene La Ferla, and/or our UTS Employee Assistance Program support provider, PeopleSense (1300 307 912). Note, we are also looking at providing individual support to you and your colleagues during this process and I will be in touch with more details on this soon.

Thank you once again for your contributions and professionalism through this review process.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au

From: [William Gladstone](#)
To: [Andrea Leigh](#)
Subject: Re: Confidential
Date: Wednesday, December 5, 2018 7:48:43 PM

Yes

Cheers
Bill

Professor William Gladstone
Interim Dean
Faculty of Science
University of Technology Sydney
PO Box 123
Broadway NSW 2007
William.Gladstone@uts.edu.au

Sent from my iPhone

On 5 Dec 2018, at 7:03 pm, Andrea Leigh <Andrea.Leigh@uts.edu.au> wrote:

Hi Bill

I assume I'm ok to make Willa aware of this?

Andy

Associate Professor Andy Leigh
Acting Head of School

School of Life Sciences
University of Technology Sydney
T. +61 (02) 9514 1765
PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



UTS Number 1 young uni banner



From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Wednesday, 5 December 2018 6:15 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: Re: Confidential

Dear Catherine

Yes offers will be made to domestic students for 2019 in the 2 UG programs.

Thanks
Bill

Professor William Gladstone
Interim Dean
Faculty of Science
University of Technology Sydney
PO Box 123
Broadway NSW 2007
William.Gladstone@uts.edu.au

Sent from my iPhone

On 5 Dec 2018, at 5:00 pm, Catherine Dumper <Catherine.Dumper@uts.edu.au> wrote:

Hello William

I am wondering if a final decision has been made yet in relation to whether new offers will be made to the two undergraduate TCM programs for 2019?

I'm mindful that simulations for December Round 2 start early next week, so we will need formal advice on how to proceed.

Thanks
Catherine

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: Catherine Dumper
Sent: Thursday, 15 November 2018 9:57 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: Confidential

Hi William

Unfortunately those offers don't lapse until the last day to enrol for Autumn session - which is 25th March 2019 - they could continue to accept their offer until then.

At this point only one applicant has accepted their offer.

I also note that there are currently 2 students that have submitted an Internal Course Transfer from the single degree to double degree. These are both with the Faculty for consideration, so I will assume if there are any issues with progressing those offers the Faculty will oversee that.

Thanks

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit

University of Technology Sydney
T +61 (02) 9514 1520

From: William Gladstone
Sent: Wednesday, 14 November 2018 5:20 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: FW: Confidential

Dear Catherine

Greg forwarded to us your response to his question re TCM enrolments.

Can you please tell me: do you know/when will you know how many of the 10 deferred domestic applicants have accepted the offer?

Thanks very much

Bill

Professor William Gladstone GAICD
Interim Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 8272
M. +61 (0) Withheld under GIPA
PO Box 123 Broadway NSW 2007 Australia

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[<image001.png>](#) [<image002.png>](#) [<image003.png>](#) [<image004.png>](#)

[<image005.png>](#)

[<image006.png>](#)

From: Greg Welsh

Sent: Tuesday, 13 November 2018 5:59 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Georgia Nielsen <Georgia.Nielsen@uts.edu.au>
Subject: Fwd: Confidential

Sent from my iPhone

Begin forwarded message:

From: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Date: 13 November 2018 at 5:43:28 pm AEDT
To: Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>, Tim Maillet <Tim.Maillet@uts.edu.au>, Aditi Raheja <Aditi.Raheja@uts.edu.au>
Subject: RE: Confidential

Hi Greg

Unfortunately offers for 2019 have already commenced.

UTS International made three (3) offers in October to the B Health Science in TCM, and my team recently reissued offers to ten (10) domestic applicants that had a deferred offer for this course from Autumn 2018.

UTS International may also have more in the pipeline that are not yet on the student system. You will need to consult with them.

Additionally, there are 88 current domestic applications in UAC for Autumn 2019 with one of these two courses listed as a preference, 51 of these are a first preference (79 unique applicants).

The next offer round where applicants (i.e. current Year 12 students) would expect to receive an offer (and we have advised UAC we will be making offers to all open courses) is December Round 2. Details to make offers in this Round need to be finalised by 10th December - so we would need a decision by then at the absolute latest.

As a number of offers are already out there an earlier decision is best in the event UTS decides to rescind the offers already made. I would also encourage an early decision for all those applicants that have currently preferred these courses with UAC as they will need time to consider their options if this course does not proceed for 2019.

Please let me know if you need any more information.

Regards
Catherine

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: Greg Welsh
Sent: Tuesday, 13 November 2018 5:05 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Tim Maillet <Tim.Maillet@uts.edu.au>; Aditi Raheja <Aditi.Raheja@uts.edu.au>
Subject: Confidential

Hi Catherine
Am hoping you can help answer some questions I have on a confidential matter. If it's easier for us to get together to discuss, I'd be happy to do that and am free all afternoon tomorrow. I've copied in Tim, Aditi and Jacqui in case they are able to contribute also.

The Dean of the Faculty of Science, Prof Bill Gladstone is currently writing an options paper relating to the future of the Traditional Chinese Medicine program at UTS, which he will provide to the Provost for a decision in the next few weeks. One of the possible options will be that the program (relating to the teaching of both the B Health Science in TCM and the double degree with BA Int) closes. Naturally, any

change such as that would go through the normal consultation discussions with the relevant impacted staff and their unions as described in our Enterprise Agreements as well as through decision making bodies such as Faculty Board etc etc.

Whilst a decision around the preferred option may not be made before Christmas, the Faculty is currently planning on the various possible impacts, including on students. If the program closes, or is sold to another institution, current students would need to be taught out over a number of years.

Given the closure of the program is a possibility, the Dean is concerned about accepting a new intake for 2019. He understands that the Faculty is able to temporarily 'suspend' offers, but needs to better understand the key dates involved. If no cohort is accepted for 2019 but the program continues, it will be without a cohort for a year.

Are you able to please advise what the key deadlines are for making offers/advising UAC and anything else material? MCU might also chime in with strategies to support whatever decision is made with marketing/communications.

Appreciate any help. Please keep this confidential, as not all potentially affected staff etc have been formally advised at this stage

Best wishes
Greg

Greg Welsh

Deputy Director, External Communication
Marketing and Communication Unit
University of Technology Sydney

T. +61 (02) 9514 1608

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

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From: [William Gladstone](#)
To: [Jacqui Wise](#); [Catherine Dumper](#)
Cc: [Greg Welsh](#); [Fiona Thomas](#); [Lesley Healy](#); [Andrea Leigh](#)
Subject: RE: Confidential
Date: Thursday, December 6, 2018 9:29:06 AM
Attachments: [Traditional Chinese Medicine.msg](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)

Dear Jacqui

Please see attached email from Margaret re decision on 2020 intake being made early next year.

Regards

Bill

Professor William Gladstone GAICD
Interim Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 8272
M. +61 (0) Withheld under GIPA
PO Box 123 Broadway NSW 2007 Australia

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From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 6 December 2018 9:25 AM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: Confidential

Hey Bill

Can you also confirm intentions for the 2020 intake? We are likely to receive deferral applications from 2019 offeres so best we plan ahead and communicate accordingly.

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

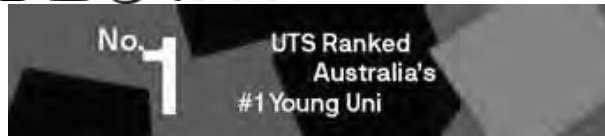
T. +61 (02) 9514 1208

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

CRICOS Provider Code 00099F

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From: Catherine Dumper <Catherine.Dumper@uts.edu.au>

Sent: Thursday, 6 December 2018 9:22 AM

To: William Gladstone <William.Gladstone@uts.edu.au>

Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>

Subject: RE: Confidential

Thanks Bill

We also make offers to Yr 12 International students - will the courses continue to be offered to this cohort also?

Regards

Catherine Dumper

Manager • Student Commencement & Support

Student Administration Unit

University of Technology Sydney
T +61 (02) 9514 1520

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Wednesday, 5 December 2018 6:15 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: Re: Confidential

Dear Catherine

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Thanks
Bill

Professor William Gladstone
Interim Dean
Faculty of Science
University of Technology Sydney
PO Box 123
Broadway NSW 2007
William.Gladstone@uts.edu.au

Sent from my iPhone

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Thanks
Catherine

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: Catherine Dumper
Sent: Thursday, 15 November 2018 9:57 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: Confidential

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Thanks

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: William Gladstone
Sent: Wednesday, 14 November 2018 5:20 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: FW: Confidential

Dear Catherine

Greg forwarded to us your response to his question re TCM enrolments.

Can you please tell me: do you know/when will you know how many of the 10 deferred domestic applicants have accepted the offer?

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

University of Technology Sydney

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[<image001.png>](#) [<image002.png>](#) [<image003.png>](#) [<image004.png>](#)

[<image005.png>](#)

[<image006.png>](#)

From: Greg Welsh

Sent: Tuesday, 13 November 2018 5:59 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Georgia Nielsen <Georgia.Nielsen@uts.edu.au>

Subject: Fwd: Confidential

Sent from my iPhone

Begin forwarded message:

From: Catherine Dumper <Catherine.Dumper@uts.edu.au>

Date: 13 November 2018 at 5:43:28 pm AEDT

To: Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>, Tim Maillet <Tim.Maillet@uts.edu.au>, Aditi Raheja <Aditi.Raheja@uts.edu.au>

Subject: RE: Confidential

Hi Greg

Unfortunately offers for 2019 have already commenced.

UTS International made three (3) offers in October to the B Health Science in TCM, and my team recently reissued offers to ten (10) domestic applicants that had a deferred offer for this course from Autumn 2018.

UTS International may also have more in the pipeline that are not yet on the student system. You will need to consult with them.

Additionally, there are 88 current domestic applications in UAC for Autumn 2019 with one of these two courses listed as a preference, 51 of these are a first preference (79 unique applicants).

The next offer round where applicants (i.e. current Year 12 students) would expect to receive an offer (and we have advised UAC we will be making offers to all open courses) is December Round 2. Details to make offers in this Round need to be finalised by 10th December - so we would need a decision by then at the absolute latest.

As a number of offers are already out there an earlier decision is best in the event UTS decides to rescind the offers already made. I would also encourage an early decision for all those applicants that have currently preferred these courses with UAC as they will need time to consider their options if this course does not proceed for 2019.

Please let me know if you need any more information.

Regards
Catherine

Catherine Dumper
Manager • Student Commencement & Support
Student Administration Unit
University of Technology Sydney
T +61 (02) 9514 1520

From: Greg Welsh
Sent: Tuesday, 13 November 2018 5:05 PM
To: Catherine Dumper <Catherine.Dumper@uts.edu.au>
Cc: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Tim Maillet <Tim.Maillet@uts.edu.au>;
Aditi Raheja <Aditi.Raheja@uts.edu.au>
Subject: Confidential

Hi Catherine

Am hoping you can help answer some questions I have on a confidential matter. If it's easier for us to get together to discuss, I'd be happy to do that and am free all afternoon tomorrow. I've copied in Tim, Aditi and Jacqui in case they are able to contribute also.

The Dean of the Faculty of Science, Prof Bill Gladstone is currently writing an options paper relating to the future of the Traditional Chinese Medicine program at UTS, which he will provide to the Provost for a decision in the next few weeks. One of the possible options will be that the program (relating to the teaching of both the B Health Science in TCM and the double degree with BA Int) closes. Naturally, any change such as that would go through the normal consultation discussions with the relevant impacted staff and their unions as described in our Enterprise Agreements as well as through decision making bodies such as Faculty Board etc etc.

Whilst a decision around the preferred option may not be made before Christmas, the Faculty is currently planning on the various possible impacts, including on students. If the program closes, or is sold to another institution, current students would need to be taught out over a number of years.

Given the closure of the program is a possibility, the Dean is concerned about accepting a new intake for 2019. He understands that the Faculty is able to temporarily 'suspend' offers, but needs to better understand the key dates involved. If no cohort is accepted for 2019 but the program continues, it will be without a cohort for a year.

Are you able to please advise what the key deadlines are for making offers/advising UAC and anything else material? MCU might also chime in with strategies to support whatever decision is made with marketing/communications.

Appreciate any help. Please keep this confidential, as not all potentially affected staff etc have been formally advised at this stage

Best wishes
Greg

Greg Welsh
Deputy Director, External Communication
Marketing and Communication Unit
University of Technology Sydney

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<image005.png>

From: [Margaret Connolly](#)
To: [Nikki Ekanayake](#); [Neelam Shukla](#); alex.murphy@insearch.edu.au; ["Belinda.Howell@insearch.edu.au"](mailto:Belinda.Howell@insearch.edu.au); [Timothy Laurence](#)
Cc: [William Gladstone](#); [Iain Watt](#); [Andrew Parfitt](#)
Subject: Traditional Chinese Medicine
Date: Thursday, November 29, 2018 4:53:45 PM
Attachments: [image002.png](#)

Hello all

The Provost has approved the suspension of intakes of international students into the Bachelor of Traditional Chinese Medicine for 2019 while the program is reviewed. Domestic students will continue to be accepted.

Students currently in the pipeline from Insearch for entry to UTS in 2019 will be accepted (I understand there is one student at the moment).

The Provost requests that Insearch suspend intakes of students for this pathway to UTS.

As the TCM review is underway, UTS will not be making any announcements regarding the program and would ask that this suspension be managed discretely.

Advice on the position for 2020 will be available early next year.

Regards

Margaret

Margaret Connolly

Executive Officer

Provost's Office

University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia



From: [Helen Hume](#)
To: [Dianne Jolley](#)
Subject: RE: Confidential discussion - no proxy's please
Date: Wednesday, June 19, 2019 7:16:12 AM
Attachments: [image008.png](#)
[image009.png](#)
[image010.png](#)
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[image021.png](#)
[image022.png](#)

Good morning Di,

This email summarises the position that I have formed before we enter into the discussion at this morning's meeting. As we approach the discussion, I must acknowledge that my previous view that we should close TCM has been moderated by reflecting on the paper as presented. I may therefore change my views somewhat as the discussion proceeds later today.

In my view the decision to close TCM or not comes down to strategic fit as FoS becomes a more highly regarded Research entity. I find the arguments that they are being held up against a higher standard for financial viability persuasive and do not believe that a question of what is a reasonable loss is a valid question in this regard. The relevant question in my mind is, **what value does a discipline which cannot meaningfully contribute to our research aspirations have to provide in teaching and engagement to make up for the lack of research?**

Given our growing success in engagement (which does have to create income) in partnering with industry and others in applied science more generally the TCM sources of income are quite tiny even if well-regarded among the community. Teaching, is, as evidenced, a loss maker that would not significantly change even if all the proposed tactics to improve it were implemented.

I look forward to this afternoon's discussion but on the basis of the options paper alone, I would be voting that TCM is closed. If my mind is changed by the discussion, I will provide you with more information as to my reasons.

Best wishes
Helen

Helen Hume
Faculty General Manager

Faculty of Science
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Broadway NSW 2007 Australia
E: helen.hume@uts.edu.au
W: www.science.uts.edu.au

uts.edu.au



From: Dianne Jolley
Sent: Monday, 17 June 2019 8:25 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Alaina Ammit <Alaina.Ammit@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>; Bradley Williams <Bradley.Williams@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Michael Cortie <Michael.Cortie@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>
Subject: Confidential discussion - no proxy's please
Importance: High

Dear SMG,

As you are aware, the Chinese Medicine program is currently under review. This review was triggered by the 2018 Course Viability Analysis. The review paper has been completed and provides details about the background of the discipline at UTS, discipline staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities.

The discipline staff have had two opportunities to respond to this document, and their comments have been received, considered and incorporated where appropriate. The appendix has been provided by the discipline in response to the report.

Here I provide you with a copy of the final review document that has been provided to the UTS executive for consideration. **This is not for circulation.** As a Faculty executive, we need to provide our recommendation to the ProVost.

The options under consideration are:

- Discontinuation of the programs at UTS
- Build up the program

The driving factors under consideration are:

- Financial viability
- Research productivity
- Strategic fit within Science

I have called a brief meeting on Wednesday 19th June during the DMG to determine your position on the outcome of the review of Chinese Medicine at UTS. At this meeting I will be asking each SMG member to respond to the options provided in the form of an open vote, and I would like a brief written statement to support your vote (based on the evidence within the report). The voting and statements are to remain confidential. I am seeking an outcome from this meeting which will be conveyed to the ProVost. I apologise for the short turn-around time on this, but the timeframe is necessary.

To avoid perceived conflicts of interest, I have discussed with Peter Meier that his vote and comments will be considered, but I have asked him not to be present during our discussion.

I have excused Kelly Hales (GMTS) from this meeting, based on her recent appointment (few weeks) and current on-boarding status.

Kind regards,
Dianne

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

PO Box 123, Broadway NSW 2007

E: dianne.jolley@uts.edu.au

W. uts.edu.au



From: [William Gladstone](#)
To: [Dianne Jolley](#)
Bcc: [William Gladstone](#)
Subject: RE: Confidential discussion - no proxy's please
Date: Wednesday, June 19, 2019 11:07:00 AM
Attachments: [image008.png](#)
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[image016.png](#)
[image017.png](#)
[image018.png](#)
[image019.png](#)

Dear Dianne

Here is my written statement re the options for CM in the Faculty.

I support the option to discontinue CM.

Here are my reasons:

1. CM is not a coherent fit with the Faculty of Science. Its primary focus is the graduation of accredited health professionals and research into the efficacy of TCM practices. This is the remit of a faculty of health. The area is also covered in the Faculty of Health via the Australian Research Centre for Complementary and Integrative Medicine, and it appears to be an unnecessary duplication.
2. I am concerned about the reputational impact of TCM being aligned with the Faculty of Science and with UTS. While the CM group is undertaking evidence-based research into some CM treatments (e.g. acupuncture), many practices of TCM are based on principles with no scientific evidence, and TCM is publicly criticised by mainstream health professions.
3. Continuing CM and supporting it so that it might achieve research excellence and financial viability will require a large investment (eg in new research active staff, additional staff to prepare PG offerings) that is not possible in current financial situation of the Faculty (and probably in the medium-term), and could be more profitably allocated to science areas that are currently achieving on a shoestring (eg env sci) and/or with greater potential that are more closely aligned with Science (eg bioinformatics, biotech, medical devices, nanotech, analytical chem).
4. The NHMRC has since 2007 provided more than \$67 million in funding for scientific research into complementary medicine and alternative therapies, through competitive, peer reviewed processes but none of this has to UTS TCM. The lack of success of TCM staff in attracting category 1 research funding and the lack of experience in leading or managing large funded collaborative research projects suggests that, without a significant change in staff, in individual researcher's profile or approach to research, there is limited potential for future success from these sources of research funding
5. Positive outcomes for UTS and Faculty planning and strategy arising from (i) positive perceptions among other Faculty of Science staff about Faculty's commitment to core Faculty business, (ii) greater clarity about Faculty's core business, and (iii) positive perceptions among other staff and managers about evidence-based planning and management (ie use of the Course Viability Analysis

project) that should have flow-on benefits to use of Teaching Efficiency.

6. The UTS Course Viability Analysis showed it be a 'loss maker' course (net profit margin -79%). The Faculty's internal financial analysis revealed that TCM had a net position of -\$1.48M in 2018. There is limited scope to significantly improve the course's financial position given the teaching structure, and the CSP value per EFTSL.

Thanks
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

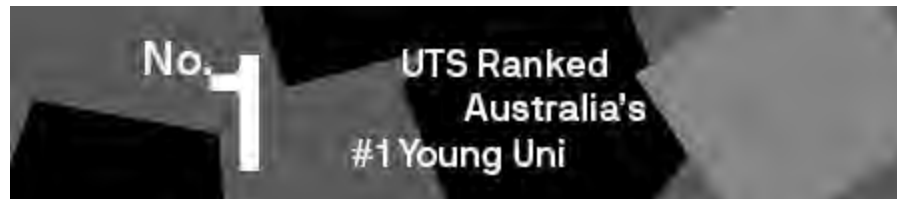
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uts.edu.au



From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Monday, 17 June 2019 8:25 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Alaina Ammit <Alaina.Ammit@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>; Bradley Williams <Bradley.Williams@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Michael Cortie <Michael.Cortie@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>

Subject: Confidential discussion - no proxy's please

Importance: High

Dear SMG,

As you are aware, the Chinese Medicine program is currently under review. This review was triggered by the 2018 Course Viability Analysis. The review paper has been completed and provides details about the background of the discipline at UTS, discipline staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities.

The discipline staff have had two opportunities to respond to this document, and their comments have been received, considered and incorporated where appropriate. The appendix has been provided by the discipline in response to the report.

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To avoid perceived conflicts of interest, I have discussed with Peter Meier that his vote and comments will be considered, but I have asked him not to be present during our discussion.

I have excused Kelly Hales (GMTS) from this meeting, based on her recent appointment (few weeks) and current on-boarding status.

Kind regards,
Dianne

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

PO Box 123, Broadway NSW 2007

E: dianne.jolley@uts.edu.au

From: [Alaina Ammit](#)
To: [Dianne Jolley](#)
Subject: RE: Confidential discussion - no proxy's please
Date: Wednesday, June 19, 2019 3:46:00 PM
Attachments: [image001.png](#)
[image002.png](#)
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[image005.png](#)
[image006.png](#)
[image007.png](#)

Hello,

Discontinuation of the programs at UTS

Guidance by excellence, both in teaching and research, both measures for CM fall short unfortunately. And although there are measures that are positive, the quality aspect needs to be taken in account in this discipline, and all, if we are to reach our aspirations as embodied in UTS2027. The key data for me that brings me to this conclusion are, taken together:

- Course viability
- Publications (Table 8) – weighted publication points
- External research income (Table 7)
- ERA 4 – 16% of the submission from CM

Most importantly, is not a good fit for the Faculty of Science. Preferable destinations would be Health or Australian Research Centre for Complementary and Integrative Medicines – although this is not possible.

Best regards,

Alaina

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Monday, 17 June 2019 8:25 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Alaina Ammit <Alaina.Ammit@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>; Bradley Williams <Bradley.Williams@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Michael Cortie <Michael.Cortie@uts.edu.au>; Helen Hume <Helen.Hume@uts.edu.au>
Subject: Confidential discussion - no proxy's please
Importance: High

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Kind regards,
Dianne

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

PO Box 123, Broadway NSW 2007

E: dianne.jolley@uts.edu.au

W. uts.edu.au

From: [Kate Higgs](#)
To: [Alan Davison](#)
Subject: RE: Confidential: TCM program - seeking support from FASS
Date: Thursday, July 11, 2019 11:15:00 AM
Attachments: [image001.png](#)
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Thank you Alan. Yes, I should receive confirmation from Anne-Lise/APO on this & I will let you know asap. The clarification is required as the UTS policy infers something different to the OCAP system.

Kind rgds,
Kate

From: Alan Davison <Alan.Davison@uts.edu.au>
Sent: Thursday, 11 July 2019 10:59 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>
Subject: Re: Confidential: TCM program - seeking support from FASS

Hi Kate,

Thanks for your email. At this stage I do not feel further information is needed.

Just to clarify in my own mind: we (FASS) are waiting to hear back from you regarding the timing and forum of the "support evidence", and this involves different possible scenarios as to whether I (as Dean) provide support, and/or whether it requires consideration by our Faculty Board?

Best wishes,

Alan

Professor Alan Davison

Dean

Faculty of Arts and Social Sciences

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<http://www.utas.edu.au/creative-arts/research/australian-music-and-art-research-group>



UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stand. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Date: Wednesday, 10 July 2019 at 7:37 pm
To: Alan Davison <Alan.Davison@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>, William Gladstone <William.Gladstone@uts.edu.au>
Subject: Confidential: TCM program - seeking support from FASS

Hi Professor Davison,

I believe you have received some initial information from Professor Jolley, the Dean of Science, regarding the review of Science's Traditional Chinese Medicine program, in which FASS and Science offer a combined 6 year degree – Bachelor of Health Science in TCM/Bachelor of Arts in International Studies.

Di is currently at a conference then leave, and has asked me to support the formal process towards phase out and discontinuation of the TCM program until she returns on 22/7.

The Science Senior Management Group considered the TCM programs financial viability, research productivity, and strategic fit within Science. Whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes and the respect for colleagues, the SMG discussion resulted in a majority vote recommending to discontinue the TCM program. This has now been considered by the Provost, who has provided his support for commencing the process of discontinuation in accordance with the Award Course Approval Policy and Procedures.

The first step to seek academic approval of phasing out/discontinuation is a proposal to the Faculty Board of Science, including transition arrangements for existing students. As the currently scheduled Science Faculty Board meetings will not meet the UTS committee schedule (Courses Planning Committee, Provost and Courses Accreditation Committee, concluding a final decision by Academic Board), it is planned for an extraordinary meeting of Faculty Board to be called for late July or early August.

According to the university policy, given the combined degree with FASS, support from the FASS Faculty Board (or executive action from their Dean / Chair) needs to be evidenced within the approval process.

I am seeking clarification whether “support evidence” is required before the Courses Planning Committee or prior to Academic Board, which would impact how FASS support might be evidenced. In the event that we require evidence;

1. before the Courses Planning Committee (6/8), then we would request a supportive memo from yourself – which could be followed by endorsement at your Faculty Board (14/8) if desired.
2. prior to Academic Board, in which case we would request that support is sought at your Faculty Board meeting on 14/8.

Details in brief regarding impact for FASS;

- According to the August 2018 census, 13 students were enrolled in the Bachelor of Health Science in TCM/Bachelor of Arts in International Studies.
- Throughout combined degree students complete 38 subjects: 29 subjects offered by Science, 8 subjects offered by FASS and 1 subject offered by Health.
- Students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.
- In the event that UTS approval is granted, UTS has committed that all students currently in TCM courses can be taught to completion with various options for this being considered.
- The impact on staff will also be managed through a formal change process once a final decision has been provided by Academic Board. It is anticipated there would be minimal staff impact for FASS academics, however this would require confirmation.

I have attached the current documentation for your reference;

1. CM Status report (analysis of program & consultation feedback as appendix)
2. CM Program review FOS Recommendation (Science SMG recommendation regarding program)
3. Re: Chinese Medicine Review - Faculty Recommendation (response from Provost)

Could you consider the request for FASS support, and let me know whether you require additional information beyond the information attached.

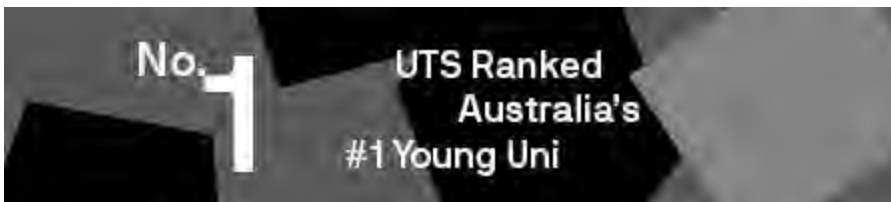
Note, this process remains an internal, confidential one until the proposal is approved or rejected in accordance with the Award Course Approval Policy and Procedures. Communication and support is being coordinated centrally - further details are available if you are interested.

Thank you,
Kate

Kate Higgs

Withheld under GIPA

Project Manager
Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



From: [Alan Davison](#)
To: [Kate Higgs](#)
Subject: Re: Confidential: TCM program - seeking support from FASS
Date: Thursday, July 11, 2019 2:17:04 PM
Attachments: [image001.png](#)
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Hi Kate,

Perhaps a quick meeting or phone call would be easiest for dealing with any questions I have? Does that work for you? I'm free this afternoon and most of tomorrow. My mob is Withheld under GIPA.

Best wishes,

Alan

Professor Alan Davison

Dean

Faculty of Arts and Social Sciences

University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia

uts.edu.au

<http://www.utas.edu.au/creative-arts/research/australian-music-and-art-research-group>



UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stands. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: Kate Higgs <Kate.Higgs@uts.edu.au>

Date: Thursday, 11 July 2019 at 2:06 pm

To: Alan Davison <Alan.Davison@uts.edu.au>, Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>, William Gladstone <William.Gladstone@uts.edu.au>

Subject: RE: Confidential: TCM program - seeking support from FASS

Hi Alan,

It has been confirmed that the FASS support evidence is required before the Courses Planning Committee (6/8), hence we request a supportive memo from yourself.

The timeframes pull-in significantly due to compounding requirements - flying minutes require 7 calendar days (see extract below – underlines added) and circulating documents prior to the committee requires 7 calendar days.

We would ask to align timeframes for distributing flying minutes / documents to each Faculty's Board members – sending 22 July.

FYI - We will also be communicating to Chinese Medicine staff and students at this time, as part of the consultation and communication process.

Is the information provided yesterday sufficient for you to progress with the flying minutes? I am happy to assist if/as needed, please let me know.

Kind rgds,
Kate

Extract from Standing Orders for Faculty Boards

5. Out of session business: flying minute and executive action

In exceptional circumstances, items of business of a faculty board can be dealt with between formal meetings, usually for matters of particular urgency or when a scheduled meeting is cancelled, for example, due to a lack of quorum. Subject to the Chair's approval and the limitations outlined in clause 5.1(iii), decisions can be made between meetings either by circulating a flying minute, in accordance with clause 5.1(i), or by executive action on behalf of faculty board, in accordance with clause 5.1(ii).

(i) Flying minute

(a) Subject to limitations outlined in clause 5.1(iii), the Chair of faculty board may pass a resolution on behalf of faculty board, outside of a formal meeting, by circulating a flying minute to all members of faculty board, outlining the proposed action and providing full information to members at least seven calendar days before the proposed action which the resolution authorises, unless one-third of the number of members or more indicate in writing before the expiration of the seven calendar days that the decision should be made by the faculty board at a meeting.

(b) The flying minute shall include a clear and accurate statement of material facts and reasoning for the proposed action, and the urgent need to circulate the flying minute, with the advice that the Chair will take the action after the expiration of the seven calendar days, unless one-third of the number of members or more indicate in writing (including electronic means) before the expiration of the seven calendar days that the decision should be made by the faculty board at a meeting.

(c) Upon expiration of seven calendar days, the Chair and members of faculty board are to be informed about the outcome of the flying minute. Subsequently, the Chair can take the action detailed in flying minute, unless one-third of the number of members or more indicate in writing before the expiration of the seven calendar days that the decision should be made by the faculty board at a meeting.

(d) Details of action taken by Chair under this provision must be reported at the next faculty board meeting, and included in the minutes of the meeting.

(e) The Faculty Manager shall maintain all relevant records on a registered file/TRIM.

(ii) Executive action on behalf of the faculty board

(a) Subject to limitations outlined in clause 5.1(iii), the Chair is authorised to take executive action on behalf of the faculty board (in consultation with, and with the endorsement of the Faculty Manager), where exceptional circumstances require faculty board business to be conducted urgently and between meetings.

(b) Notice of the action the Chair proposes to take should be given to members of the faculty board, at least seven calendar days before the proposed action. If this requirement is not met, a record of rationale for extenuating circumstance must be maintained and reported at the next faculty board meeting; and included in the minutes of the meeting.

(c) Details of action taken by the Chair under this provision must be reported at the next faculty board meeting and included in the minutes of the meeting.

(d) The Faculty Manager shall maintain; a register of executive action recording all actions taken under this provision; and relevant records on a registered file/TRIM.

(iii) Limitations

(a) For endorsement of Award Course Accreditation material to be submitted to the Courses Accreditation Committee, a full faculty board decision must be made either at a faculty board meeting, or if timing renders an urgent decision be made, by utilising only method in clause 5.1(i).

(b) For endorsement of Course Plans to be submitted to the Courses Planning Committee, where timing renders an urgent decision be made, this can be achieved by utilising either method in clause 5.1(i) or in clause 5.1(ii).

From: Alan Davison <Alan.Davison@uts.edu.au>

Sent: Thursday, 11 July 2019 10:59 AM

To: Kate Higgs <Kate.Higgs@uts.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>

Subject: Re: Confidential: TCM program - seeking support from FASS

Hi Kate,

Thanks for your email. At this stage I do not feel further information is needed.

Just to clarify in my own mind: we (FASS) are waiting to hear back from you regarding the timing and forum of the “support evidence”, and this involves different possible scenarios as to whether I (as Dean) provide support, and/or whether it requires consideration by our Faculty Board?

Best wishes,

Alan

Professor Alan Davison

Dean

Faculty of Arts and Social Sciences

University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia

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<http://www.uts.edu.au/creative-arts/research/australian-music-and-art-research-group>



UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stands. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: Kate Higgs <Kate.Higgs@uts.edu.au>

Date: Wednesday, 10 July 2019 at 7:37 pm

To: Alan Davison <Alan.Davison@uts.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>, William Gladstone <William.Gladstone@uts.edu.au>

Subject: Confidential: TCM program - seeking support from FASS

Hi Professor Davison,

I believe you have received some initial information from Professor Jolley, the Dean of Science, regarding the review of Science's Traditional Chinese Medicine program, in which FASS and Science offer a combined 6 year degree – Bachelor of Health Science in TCM/Bachelor of Arts in

International Studies.

Di is currently at a conference then leave, and has asked me to support the formal process towards phase out and discontinuation of the TCM program until she returns on 22/7.

The Science Senior Management Group considered the TCM programs financial viability, research productivity, and strategic fit within Science. Whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes and the respect for colleagues, the SMG discussion resulted in a majority vote recommending to discontinue the TCM program. This has now been considered by the Provost, who has provided his support for commencing the process of discontinuation in accordance with the Award Course Approval Policy and Procedures.

The first step to seek academic approval of phasing out/discontinuation is a proposal to the Faculty Board of Science, including transition arrangements for existing students. As the currently scheduled Science Faculty Board meetings will not meet the UTS committee schedule (Courses Planning Committee, Provost and Courses Accreditation Committee, concluding a final decision by Academic Board), it is planned for an extraordinary meeting of Faculty Board to be called for late July or early August.

According to the university policy, given the combined degree with FASS, support from the FASS Faculty Board (or executive action from their Dean / Chair) needs to be evidenced within the approval process.

I am seeking clarification whether “support evidence” is required before the Courses Planning Committee or prior to Academic Board, which would impact how FASS support might be evidenced. In the event that we require evidence;

1. before the Courses Planning Committee (6/8), then we would request a supportive memo from yourself – which could be followed by endorsement at your Faculty Board (14/8) if desired.
2. prior to Academic Board, in which case we would request that support is sought at your Faculty Board meeting on 14/8.

Details in brief regarding impact for FASS;

- According to the August 2018 census, 13 students were enrolled in the Bachelor of Health Science in TCM/Bachelor of Arts in International Studies.
- Throughout combined degree students complete 38 subjects: 29 subjects offered by Science, 8 subjects offered by FASS and 1 subject offered by Health.
- Students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.
- In the event that UTS approval is granted, UTS has committed that all students currently in TCM courses can be taught to completion with various options for this being considered.
- The impact on staff will also be managed through a formal change process once a final decision has been provided by Academic Board. It is anticipated there would be minimal staff

impact for FASS academics, however this would require confirmation.

I have attached the current documentation for your reference;

1. CM Status report (analysis of program & consultation feedback as appendix)
2. CM Program review FOS Recommendation (Science SMG recommendation regarding program)
3. Re: Chinese Medicine Review - Faculty Recommendation (response from Provost)

Could you consider the request for FASS support, and let me know whether you require additional information beyond the information attached.

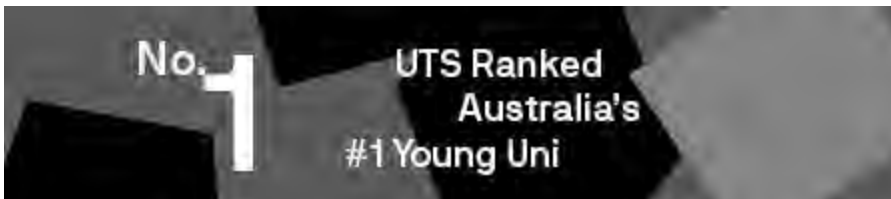
Note, this process remains an internal, confidential one until the proposal is approved or rejected in accordance with the Award Course Approval Policy and Procedures. Communication and support is being coordinated centrally - further details are available if you are interested.

Thank you,
Kate

Kate Higgs

Withheld under GIPA

Project Manager
Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



From: [Anne-Lise Daniel](#)
To: [Kate Higgs](#)
Cc: [Doreen Borg](#); [Dianne Jolley](#); [Helpdesk CPC](#); [Jacqui Wise](#)
Subject: RE: Courses Planning Committee (6/8) - latest date to circulate paperwork
Date: Thursday, July 11, 2019 8:28:19 AM

Hi Kate,

Papers are to be circulated on 30 July. Submission in OCAP is expected by 22 July. However, we can exceptionally accept submission up until 29th July (we can manage one or two late submissions).

Regards,
 Anne-Lise

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 11 July 2019 7:08 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Helpdesk CPC <helpdeskCPC@uts.edu.au>
Subject: Re: Courses Planning Committee (6/8) - latest date to circulate paperwork

Hey Kate

I am indeed on CPC (though not CAC). However, I'm not the best person to answer your questions. I've copied Anne-Lise Daniel from APO and the CPCHelpdesk - either can assist.

Regards

Jacqui

Jacqui Wise
 Director, Student Administration Unit
 University of Technology, Sydney
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 Broadway NSW 2007
jacqui.wise@uts.edu.au
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 M | Withheld under GIPA
 Visit <http://www.uts.edu.au>

On 10 Jul 2019, at 8:00 pm, Kate Higgs <Kate.Higgs@uts.edu.au> wrote:

Hi Jacqui,

I think you are on the Courses Planning Committee & Courses Accreditation Committee, so I thought you might be an ideal reality check... I was told that papers for the Courses Planning Committee are due 2 weeks prior – and I'm assuming circulated a week prior(?). As a member of the committee, do you always receive the paperwork 1 week in advance? Is there a precedent/process to manage documents circulated with less lead time?

I am asking because we are unlikely to have information entered into OCAP until 29/7 (best case),

for TCM be considered at the CPC on 6/8.

Willa &/or Bill are needed to verify/submit information into OLAP, and they are away until 22-24/7. I could perhaps try to extract the right information from existing documents, but we need an informed academic to submit the information. In addition, at the moment we are working towards scheduling a special Science Faculty Board for ~29/7.

As you know, we have told students we aim to have a decision to them before mid-October, so it would be a significant issue to miss the targeted committees.

Thank you for any insight you can provide.

Kate

Kate Higgs

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Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au

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<image007.png>

From: [Redacted]
To: Peter Meier; [Redacted]
Subject: Confirmation of info
Date: Wednesday, June 5, 2019 9:57:00 AM

Hi Peter and [Redacted]

Our TCM amendments to Bill options paper has to be submitted today and I need to know several "enrolment and EFTSU" facts. Are these number correct and what is the current state for enrolled students and associated EFTSU for 2019 (census date for this semester)?

Peter- do you want me to attached the final version of your response (CM team) to Bills options paper as I refer to it in the Bills doc? If so if you could send me the updated and final version. If not how will you submit it?

Thanks [Redacted]

At the August 2018 census there were 176 enrolled students in TCM courses, representing 165 students in the Bachelor of Health Science in Traditional Chinese Medicine and 13 students in the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies. The total taught EFTSL was 129.1, including 123.4 Commonwealth supported places and 5.7 international fee-paying places^[1].

The total number of commencing students in the TCM courses declined annually from the peak of 79 in 2015 to 55 in 2018, with the numbers increasing to 73 in 2019 (Table 3). The taught EFTSL represented by all TCM students declined from 167.3 in 2015 to 128 in 2018 (Table 4), and this is expected to show an increase in 2019 following the increased number of commencing students.

^[1] These numbers differ slightly from the numbers in Table 4 because of rounding of numbers in each row contributing to the total.

From: [Greg Welsh](#)
To: [Dean of Science TCM](#); [Dianne Jolley](#)
Cc: [Lesley Healy](#); [Raelene La Ferla](#)
Subject: RE: Dianne - final check re TCM comms (before sending today)...
Date: Tuesday, July 9, 2019 10:59:58 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[TCM draft comms 22 July.docx](#)

If there are any concerns from an EB point of view, then we could simply not send this one. We are only 2 weeks from the next.

Speaking of which, I'm attaching what I expect to be the key messages of that comm, just to make sure we are on the same page. It will of course sound better than this, but this is the core of it

Best wishes
Greg

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Tuesday, 9 July 2019 10:50 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: Dianne - final check re TCM comms (before sending today)...

Hi Dianne,

Given the planned comms to students (below), I contacted Greg to suggest an equivalent email is sent to staff, indicating students will receive the same update. Greg agrees with this.

So, although we are not providing an update to CM staff on the SMG recommendation etc. until pre-Faculty Board, confirming to staff that we will reach a final decision through a process of meetings over 2 months will likely trigger some to conclude the decision / approval process we are entering into.

I just want to double check you are comfortable with this before I press send.

Also Rae/Lesley – FYI.

Kind rgds all,
Kate

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Monday, 8 July 2019 7:57 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: Student update – Chinese Medicine program

A slight change in red below (as students who commenced this year won't know what 'mid-October enrolments' is).

Otherwise, good to go!

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

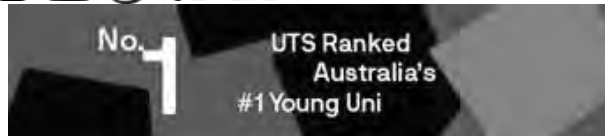
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From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Monday, 8 July 2019 3:39 PM

To: Greg Welsh <Greg.Welsh@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Subject: Student update – Chinese Medicine program

Hi Greg,

Thank you for this – we will send tomorrow.

Hi Jacqui,

Could you confirm you are comfortable with this email (below) going to all TCM coursework students.

It is an updated version of communication that has gone to individual students in response to their emails to dean.of.science.TCM@uts.edu.au.

Kind rgds,

Kate

From: Greg Welsh <Greg.Welsh@uts.edu.au>

Sent: Monday, 8 July 2019 9:32 AM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>

Subject: Student update – Chinese Medicine program

Dear all

As it has been a number of weeks since I last communicated with you about the review of the Traditional Chinese Medicine program at UTS, I want to update you on what has been happening since my last communication. No final decision has yet been made at this stage about the future of the program. Before a final decision is made there are still a number of formal process steps that must be taken including discussions at Faculty and University level. These are scheduled to occur over the next two months.

We aim to have more information available as soon as possible after these meetings, and will be communicating with you before re-enrolments for 2020 commence in mid-October. We acknowledge the uncertainty you are currently experiencing, but we must take the necessary time to consider all relevant information and make the right decision. We will continue to communicate with you as the process continues.

We remain committed to students completing their studies and, when a final decision has been made, UTS will communicate with students to ensure we honour that commitment. Affected staff will also be consulted on how any decision impacts on them.

You are welcome to send further enquiries to dean.of.science.TCM@uts.edu.au in the future. We have shared all information available at the moment.

Kind regards,
Dianne Jolley
Dean of Science

From: [Doreen Borg](#)
To: [Kate Higgs](#)
Subject: Document2
Date: Tuesday, July 16, 2019 12:20:23 PM
Attachments: [Document2.docx](#)

No physical consultation with students or the community – meeting with students denied.

Formal request to be included in any Executive Committee of Academic Board meetings regarding decisions being made regarding TCM units and courses at UTS.

Request for minutes for any meeting that has been held regarding the TCM course.

Why was TCM chosen as the sacrificial lamb aren't their other courses within UTS which should also have been sacrificed?

Transparency of process in UTS's handling of the issue nor has there been any analysis of the comments submitted.

Rationale for line of action and strategies for evaluation of the options under consideration.

Has the University looked at the clinic becoming a profit centre while it is demonstrating its deep and far reaching benefits to patients?

Will the TCM clinic still run if the teaching program is shut down at UTS? If not where will those existing people seek affordable help for their afflictions?

At what personal cost to students, patients and the community will closure of TCM create? Who will be there to take up the 'slack' in this area – at UTS's loss?

Why have affected parties not been given the opportunity to personally discuss their views on the discontinuation of the course?

Before discussions around closure of the course commenced should UTS not have focussed on those students already in the system and how completion of their course could be guaranteed? This would have saved a lot of unwarranted duress.

Has UTS looked at its global reputation by closing TCM – will it be looked at being a money making machine rather than a community partner?

How will the gap in TCM knowledge/research be filled in the future – are we not a research focused university. Stats noted: Research in Chinese medicine continues to flourish, with 15 postgraduate students and 25 research articles published in the last two years.

Isn't Chinese Medicine – holistic medicine a growing field?

Has UTS looked at finding a benefactor to keep the course running?

Will discontinuing TCM affect UTS's #1 ranking as a young university?

Will discontinuing the course affect the creditability of my studies in the future?

How will my credit points for subjects already completed be treated at other potential universities?

Quote: Traditional Chinese Medicine is an official national treasure of China (as are pandas). Chinese Medicine has much to teach the Australian Healthcare System. The TCM degree should be the treasure of your Australia-China Relations Institute projects led by Bob Carr.

From: [Kate Higgs](#)
To: [Doreen Borg](#)
Subject: RE: Document2
Date: Tuesday, July 16, 2019 12:47:00 PM
Attachments: [TCM FAQ draft for input.docx](#)

Hi Doreen,

Thanks, that's terrific.

I've added a few questions based on my recollection of emails & attempted to cluster the questions by rough topic areas.

After you have another quick look, let's send to Greg. I'm happy to send if you prefer(?).

Thanks again!

Kate

From: Doreen Borg <Doreen.Borg@uts.edu.au>
Sent: Tuesday, 16 July 2019 12:20 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: Document2

Possible questions based on themes of comments/questions from emails

- Why TCM
 - Aren't there other courses within UTS which do not generate a profit? Why is TCM being singled out?
- Options considered;
 - The rationale for discontinuation and what options have been considered
 - What consideration has there been of the online petition and comments submitted?
 - Has UTS looked at finding a benefactor to keep the course running?
- Visibility of Information;
 - Included in any Executive Committee of Academic Board meetings regarding decisions being made regarding TCM units and courses at UTS.
 - Request for minutes for any meeting that has been held regarding the TCM course.
- Visibility of process
 - Where is the transparency of process in UTS's handling of the issue?
 - What consultation will be offered to students and the community?
 - Request for student meeting with the Dean has not occurred.
 - Why have affected parties not been given the opportunity to personally discuss their views on the discontinuation of the course?
- University impacts
 - Will discontinuing TCM affect UTS's #1 ranking as a young university?
 - UTS is seen as a diverse, innovative university. This is a step backwards for the university.
- Student impacts
 - When will students know what is happening to our program?
 - What happens for 1st year students that have completed first year part-time, taken a semester off, deferred or failed a subject? Can we still complete our program?
 - How will my credit points for subjects already completed be treated at other potential universities?
 - Will discontinuing the course affect the creditability of my studies in the future?

CONFIDENTIAL

For Discussion

- Before discussions around closure of the course commenced should UTS not have focussed on those students already in the system and how completion of their course could be guaranteed? This would have saved a lot of unwarranted duress.
-
- Clinic/patient impacts
 - The clinic is a valuable service to the community? Is this being taken into account?
 - Has the University looked at the clinic becoming a profit centre while it is demonstrating it's deep and far reaching benefits to patients?
 - Has UTS looked at its global reputation by closing TCM – will it be looked at being a money making machine rather than a community partner?
 - Will the TCM clinic still run if the teaching program is shut down at UTS? If not where will those existing people seek affordable help for their afflictions?
- Profession impacts
 - UTS academics play a critical role in the regulation of Chinese medicine in Australia, and contribute to the development of national and international standards and research into Chinese medicine.
 - What will happen to the profession of Chinese Medicine without the level of accredited training provided by UTS?
 - How will the gap in TCM knowledge/research be filled in the future – are we not a research focused university. Stats noted: Research in Chinese medicine continues to flourish, with 15 postgraduate students and 25 research articles published in the last two years.
 - Isn't Chinese Medicine – holistic medicine a growing field?
 - Quote: Traditional Chinese Medicine is an official national treasure of China (as are pandas). Chinese Medicine has much to teach the Australian Healthcare System. The TCM degree should be the treasure of your Australia-China Relations Institute projects led by Bob Carr.
 - At what personal cost to students, patients and the community will closure of TCM create? Who will be there to take up the 'slack' in this area – at UTS's loss?

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From:

To:

Subject:

Draft options response

Date:

Monday, December 17, 2018 6:36:00 PM

Attachments:

[Options paper.docx](#)

Dear all

As discussed at the meeting today here is the first draft of the options response paper. Please feel free to comment and add ideas especially to the risk and benefit section of the four options.

If you could get back with comments by the 1st January it would be much appreciated.

Withheld under GIPA

Options paper

Preamble: The CM program (Bachelor of Health Science in Traditional Chinese medicine (CXXXX) has been taught within the Faculty of Science for the last 24 years. At its introduction in 1994 it was located within the DVC unit and had one year to decide where it should be located within UTS. In 1995 the CM staff chose the Faculty of Science since the focus was on developing evidence based medicine and upskilling staff with research qualifications.

The CM program has developed throughout the 25 years it has been taught at UTS and has gained the reputation of being the premier CM educational program within Australia competing against several universities and private course providers as evidenced by the recent QILT data (see section 2.2). More recently in 2015 the course underwent an internal course accreditation review and was given a five year (2017-2021) reaccreditation period (rather than three years) due to its excellent performance all around. Green spheres were given for overall rating, UAC preference 1-3, student load, SFS agreement (overall satisfaction), success rate, attrition rate, FT employment rate and average salary (see appendix 1 for summary graphs of the OCAP report for short accreditation). A review of the 2017 CM program reported that

In addition the CM program was accredited with the Chinese Medicine Board of Australia as one of six programs in Australia where graduates were eligible for registration upon completion of the program. Under Section 43 of the Health Practitioner Regulation National Law (NSW) the UTS Chinese medicine program is accredited by an external accreditation committee established by the Chinese Medicine Board of Australia. This required the UTS program to be assessed according to the national accreditation standards. The program was subsequently assessed and accredited in December 2017 with one condition and four monitoring conditions, by far the least of any of the other five accredited programs in Australia.

More recently the Australian Government has recognised the value of CM to the Australian environment and the signed Australia-China Trade agreement (Free Trade Agreement between the Government of Australia and the Government of the People's Republic of China, 2015) incorporated specific statements and requirements into the World Trade agreement.

2. Each Party, where possible, will encourage the relevant bodies in its territory to develop, where possible, mutually acceptable standards and criteria for licensing and certification, and to provide recommendations to the Committee on Trade in Services on mutual recognition with respect to service sectors mutually agreed by the Parties including engineering and Traditional Chinese Medicine.

ARTICLE 8.15: QUALIFICATIONS RECOGNITION COOPERATION

Furthermore the CM team has developed a well patronised on-campus CM outpatient clinic that provides a valuable service to the local and wider Sydney community. As of 14th December, 2018 there had been 6149 clinical consultations with a gross income of \$224,000 during the year. This is one of few UTS activities that is representative of a successful commercial outward facing community service that also achieves excellent learning outcomes for the students as well. Attached to the clinical program is an outpatient clinic conducted at Concord Hospital at the Cancer Survivor Centre where final year students (under supervision) administer acupuncture to assist in the control of pain and dysfunction for cancer survivors.

Finally the CM academic staff has shown leadership both nationally as well as internationally. CM academics have contributed to:

- World Health Organization (policies and documents). A ^{Withheld under GIPA} [redacted] and ^{Withheld under GIPA} [redacted] have both been temporary consultants for several projects and reports (2003-2015).
- NSW Chinese Medicine Council (committees, activities) ^{Withheld under GIPA} [redacted] i was appointed President of the Council (2012-2018), and several CM academics ^{Withheld under GIPA} [redacted] are appointed as “persons of authority” to investigate complaints received by the NSW Health Care Complaints Commission (2012-current).
- International Standards Organisation (ISO) where Associate Professor Chris Zaslowski led six Australian delegations (as Chair of the Standards Australian HE 031 committee) to ISO TC 249 plenary meetings (2009-2015).
- Chinese Medicine Board of Australia. Associate Professor Chris Zaslowski is currently on the AHPRA Course accreditation committee and several CM academics have been appointed to accreditation teams ^{Withheld under GIPA} [redacted] (2012-current).
- International associations such as World Federation of Acupuncture and Moxibustion Societies (WFAS) and the World Federation of Chinese medicine Societies (WFCMS) who are both liaison organisations to the WHO. Associate Professor Chris Zaslowski currently an Executive Director of WFAS (2015-2018) and several CM staff members are on committees of both organisations. ^{Withheld under GIPA} [redacted] is XXX
- Australian Vice Chancellor Committee representatives for course accreditation purposes (2003, 2007).
- TESQA course accreditation committee membership (2010).
- New Zealand Qualifications Authority-appointment as course monitor (2010-2015).
- Course Accreditation Panel- Chair Hong Kong Baptist University, (2014).
- Founding Committee member of the Alliance of Chinese Medicine-Chinese Academy of Chinese Medical Sciences, Beijing China (2010).
- Ministry of Health (PRC) Training program for English speakers of Traditional Chinese medicine, Invited Guest lecturer: Beijing University of Chinese Medicine (2015, 2017).

The CM team also convened an international research conference at UTS in 2012 titled “Scientific Acupuncture and Meridian Symposium” that attracted international significance and attendees.

Finally CM team members have and continue to contribute to several internal UTS committees including the

- Human Research Ethics Committee (HREC),
- the clinical trials subcommittee of the HREC
- Course Accreditation Committee and the
- Learning futures peer reviewer scheme.

TCM Staff and Student Numbers

The CM course has 206 students enrolled and 27 HDR students

	TCM Undergrad Students	Domestic	International
C10186	B Health Science in TCM	191	7
C10164	B Health Science in TCM/B Arts in International Studies	15	0
	Total	206	7

TCM HDR Students	
Doctor of Philosophy	19
Masters by Research	6
Total	25

TCM Staff

- 1) FTE Permanent: (notional 40/40/20, TCM staff generally have higher teaching workloads negotiated)

- Withheld under GIPA
- [Redacted]

- 2) FTE Permanent assigned to SSG

- Withheld under GIPA
- [Redacted]

- 3) Fixed term contracts of 1 year ending 2018

- Withheld under GIPA
- [Redacted]

- 4) Sessional fixed term for 3 years ending 2020

- Withheld under GIPA

- 5) Clinical Educators (not technically academic contracts but counted as 100% teaching)

- Withheld under GIPA

Consequently, excluding workload of staff currently being replaced by fixed term, the total number of **FTE staff teaching into the program is 7.6 FTE** (this load is spread across 11 individuals, with varying teaching/research/other loadings)

- 6) Staff: student ratio 1:30

Counting staff including those on long service leave and secondment the total count is 9.4 FTE. It would be misleading to use this figure to produce a staff:student ratio

Option 1- Maintain the course within the Faculty of Science but with conditions

Potential benefits to UTS regarding this option are:

Potential risks to UTS regarding this option are are:

Option 2- Transfer the course to the Faculty of Health

Potential benefits to UTS regarding this option are:

Potential risks to UTS regarding this option are are:

Option 3 - Transfer the course to another approved institution.

Potential benefits to UTS regarding this option are:

Potential risks to UTS regarding this option are are:

Option 4 - Close the course and teach out over the next four years (2019-2022)

Potential benefits to UTS regarding this option are:

Potential risks to UTS regarding this option are are:

From: [Redacted]
To: [William Gladstone](#)
Cc: [Dianne Jolley](#); [Peter Meier](#)
Subject: Draft report 2
Date: Wednesday, June 5, 2019 4:38:42 PM
Attachments: [Redacted] TCM status report Revised 2019-05-29 2019-06-05 (002).docx

Dear Dianne and Bill

Please find attached the second round of comments resulting from the second draft of the options paper from the CM team. I keep inserting the WTO article (8.15) which I believe is important to recognise, that the Australian government has tabled the support of Chinese medicine regulation and education in Australia. I have also updated the student numbers for 2019 based on the recent 2019 Autumn census and identified clearly the amount of funding left for salary and NSI after both Central and faculty have deducted their costs. I have used track changes so you can see the suggested changes. I believe Peter has also sent an options paper in addition to this report.

[Redacted]

From: [Redacted]
To: [Redacted]
Subject: FW: Draft report 2
Date: Thursday, June 6, 2019 12:28:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Hi [Redacted]

Can you tell me the hours and subjects you teach into re Bills question? ASAP?

Cheers

[Redacted]

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Thursday, 6 June 2019 9:34 AM
To: [Redacted]
Subject: RE: Draft report 2

Dear [Redacted]

One of the comments included in the report is this:

“Not mentioned here is that a couple of the staff also teach into other programs in science [Redacted] and into other faculties [Redacted] Health/FTDI)”.

Do you have the details of this teaching eg number of hours?

Thanks
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 8272

M. +61 (0) [Redacted]

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: [Kate Higgs](#)
To: [Raelene La Ferla](#)
Cc: [Lesley Healy](#)
Subject: RE: Faculty Board - TCM Information
Date: Wednesday, July 3, 2019 1:48:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

I don't think anything for this Faculty Board. We're planning for an 'out-of-cycle' meeting late July, which means some documents would have to be circulated ~22/7.

Dianne did just ask me if we have to do a final formal consultation on the recommended option prior to going to Faculty Board (given that all previous consultation did not include a recommendation)....

I'll need to call Lesley to discuss what's required...

The formal approval process & target dates;

1. Faculty Board - a specifically called meeting **~22-29/7**
2. Courses Planning Committee (**6/8**) then to Provost for approval
3. Courses Accreditation Committee (**15/8**) recommend to Ac Board
(Doreen has pencilled the CAC meeting into your calendar)
4. Ac Board (**18/9**) approve

Note – Based on my reading of the UTS policy/procedures docs, the Faculty Board proposal needs to indicate (in addition to information we already have);

- A. when teaching will cease
- B. transition arrangements for current students
- C. key stakeholder groups and evidence of communication/consultation

Speak soon,
Kate

From: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Sent: Wednesday, 3 July 2019 11:50 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: Faculty Board - TCM Information

Hi Kate

Do you know what information will be sent to Faculty Board in relation to TCM?

Rae

Raelene La Ferla

Human Resources Partner

Human Resources Unit (HRU)

University of Technology Sydney

T. +61 (02) 9514 1075

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: [Dianne Jolley](#)
To: [Fiona Henry](#)
Subject: Faculty Boards papers
Date: Monday, July 22, 2019 9:47:00 PM
Attachments: [CM status report final June2019.pdf](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[Chinese Medicine Review - FOS recommendation \(FacultyBoard\).pdf](#)
[Re Chinese Medicine Review - Faculty recommendation - Message.pdf](#)

Dear Fiona,

I would like to supply the following Faculty Board papers for discussion on Friday. The attachments are:

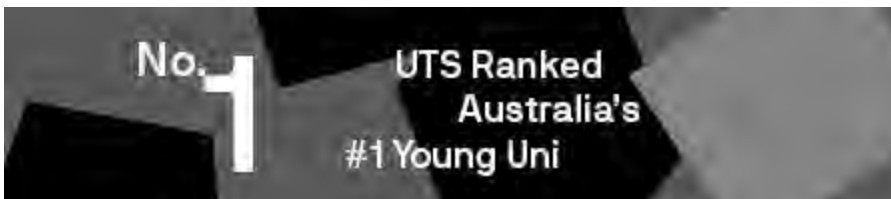
1. The Chinese Medicine Review paper
2. A memo from the Faculty to the ProVost recommending program discontinuation
3. The ProVost response email to the Faculty in support of the Faculty recommendation

Please let me know if there is a specific format required for these to be distributed.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



Extract of Minutes COU 19-3 (17 April 2019)

...

“OPERATIONS AND PERFORMANCE

***4.1 Report from Vice-Chancellor**

COU/19-3/50

Council resolved to receive and note the report, as detailed in Document 4.1 - *Report from Vice-Chancellor*.

Note for the record

...

Council was made aware that the Faculty of Science is currently considering the future of Traditional Chinese Medicine (TCM) due to a lack of alignment with the Faculty’s strategic direction; and issues in relation to financial viability. The intake of students into the programs in 2020 is suspended while UTS considers other options for the future. No final decision on the TCM programs has yet been made. Should any Council members be contacted in regard to this issue, they are encouraged to refer people to the Provost or the Dean of Faculty of Science.”

From: [Redacted]
To: Dean of Science TCM; [Redacted] [Stella Valenzuela](#); [Peter Meier](#)
Cc: [William Gladstone](#); [Raelene La Ferla](#)
Subject: RE: TCM review update
Date: Tuesday, July 23, 2019 8:52:16 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Dear Dianne

Thank you for the update and clarification of several points despite it being disappointing and devastating news for the Chinese medicine staff and students. There are still two issues that from our perspective need clarification. The first is financial viability. The report that was supplied to the senior management group, Provost and the Faculty Board meeting, details that the indirect costs of the course (University and Faculty) were in the vicinity of [Redacted]. In the feedback to the first report I had asked for this information to be included in the final report however this was not included with no reason given (see below).

[Redacted]

The inclusion of this paragraph would have made very clear that the financial model for the course was unsustainable given that the remaining monies would not be enough to cover [Redacted]. Through our diligence and hard work in the clinic, the income monies would increase the amount available but not to the extent that it would be viable to cover more than 3 academic staff across the four year program.

The question that has yet to be answered from our perspective is, "Do other Science programs have such a large amount of indirect costs coming from the EFTSU to the extent that over 95% of the EFTSU is used for indirect costs exist and to what extent? "

The second issue relates to research publications. I supplied a list of publication for the report and while the 2017 publications were acknowledged, the publications for 2018 (n= 20) were not updated and included in the report (see below). I do not believe that the case can be made for poor research outputs and the additional 2018 publications should have been included in the report to give an accurate and reasonable picture of CM staff research.

Weighted pub points	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	3.29	227.66	230.95	1.4%	3.0%
2015	0.70	238.35	239.05	0.3%	2.9%
2016	3.04	273.41	276.45	1.1%	2.3%

2017	5.27	249.86	255.13	2.1%	4.9%
-------------	------	--------	--------	------	------

Total publications	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	9	490	499	1.8%	3.0%
2015	4	528	532	0.8%	2.9%
2016	19	616	635	3.0%	2.3%
2017	34	566	600	5.7%	4.9%

As to strategic fit at the University level, Complementary medicine was recently given an ERA rating of 4. While the majority of the publications came from the ARCCIM in the Faculty of Health, the CM teaching group did contribute to the result.

I would also reiterate that I believe the Faculty needs to inform the Chinese Medicine Accreditation Committee of the current status of the course as required under the CM accreditation guidelines. This would include proposed changes and student transfers. I have not yet replied to the email from the Chair of the committee because the responsibility to inform the committee should be with the faculty.

I also acknowledge the hard work and dedication of all the CM staff member who have consistently worked beyond their required responsibilities to realise what I believe are remarkable achievements in the clinic, research and teaching. I do not believe the outcome and the reports reflect their commitment and contribution to the wider society and Australian public that the course, graduates and the teaching clinic have made over the period.

Finally it was noted in your email that the last year of the phase out teaching would be 2021. This does not align with the current four year program progression whereby the current 1st year cohort would complete the course by the end of 2022.

Regards

Withheld under GIPA

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Tuesday, 23 July 2019 3:30 PM

To:

Withheld under GIPA

Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Peter Meier
<Peter.Meier@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla

<Raelene.LaFerla@uts.edu.au>

Subject: TCM review update

Dear colleagues

To help staff, students and interested community members better understand the review of Traditional Chinese Medicine at UTS and the process of phase out/discontinuation that is being considered, the Faculty has published an [online summary](#) and some [Frequently Asked Questions](#), which it will update as more information becomes available.

I am also sharing with you a message I am sending to TCM students today (see below).

I would like to meet with all Chinese Medicine staff late next week to discuss the process, let you know of the support that is available to you, and answer any questions you have. You will receive a calendar invite in the next day or so once a suitable time can be found.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

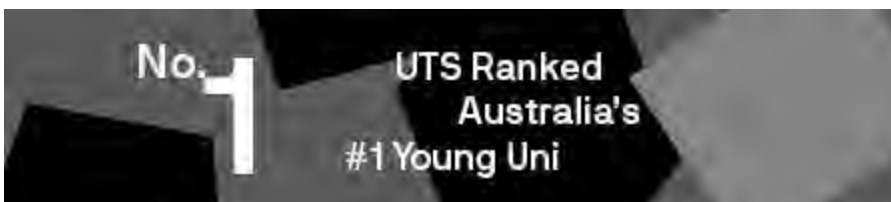
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



**** Student message – to be sent 23 July ****

From: Dianne Jolley, Dean of Science
To: TCM students
Subject: TCM review update

Dear students

First, I apologise for the length of this email but it is necessary if I am to respond appropriately to the emails I have received over recent weeks.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of Traditional Chinese Medicine (TCM) at UTS is a cause of frustration and anxiety for TCM students, staff and community more broadly. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

The decision as to whether the University accepts students into a particular program, and therefore whether that program is amongst the University's offering from year to year, is made by the UTS Provost on the recommendation of the Faculty.

In this particular case, following a review the Faculty of Science through its management group put forward a recommendation to the Provost that – despite its many strengths – the continuation of the TCM course is neither financially viable nor in the strategic direction of the Faculty.

The Provost accepted this recommendation, that the program accordingly be discontinued/phased out, subject only to any further advice arising from the discussion of the matter at Faculty Board, which the Provost will take into account in making his final decision. Faculty Board will also advise the Provost on how it intends to implement the discontinuation/phase out, including how it will ensure current TCM students have the opportunity to complete their studies.

It will be recommended to Faculty Board that teaching ceases for TCM programs at the end of 2021. Many students are on a path to complete by or before teaching ceases. For students who are not on a path to complete their TCM program by end-2021, we will make at least two course options available along with the opportunity to consult with a study plan expert (on a one-on-one basis) to discuss which of the available options will deliver the best outcome for them.

The first option we can make at this time is the offer of an internal course transfer to a new Health Sciences major within the existing UTS Bachelor of Science. This new major will be

specifically designed to provide an opportunity to complete a UTS degree that provides a direct pathway into the final year of an accredited Chinese Medicine program at an alternative institution (i.e. a second degree).

The second option, available from the beginning of 2020, is a transfer to an existing Chinese Medicine program at another institution. Details such as credit recognition are currently being negotiated with an alternative provider to ensure the smoothest possible transition for all UTS students who are unable to complete their TCM degree before end-2021.

Following the Provost's decision to not accept any future student enrolments into the program, the University has a subsequent process to follow in relation to the academic arrangements.

Academic Board, on the recommendation of Faculty Board, approves any changes to a course necessary to ensure the best interests of students in the course during the phase out period, and also removes the accreditation of the course at the end of the phase out process.

Courses are phased out and discontinued across the University each year for a range of reasons (e.g. strategic, commercial, currency, etc.). The discontinuation of academic accreditation is described in UTS Student Rule 3.6.1. More broadly, [UTS Student Rule 3.6 \('Changes to courses'\)](#) provides some information about the process we are currently following. I draw your attention to rules 3.6.4 and 3.6.5 in particular, as these rules explain our obligations to students when we revise, phase out and discontinue courses.

When I wrote to you in early June, I committed to "continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you." It was then, as it remains now, my intention to update you following this week's Faculty Board meeting.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have uploaded a summary of the [situation to date](#) and some [Frequently Asked Questions](#).

Finally, I am conscious that Spring session commences this week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the [Handbook](#) as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects). Please note that the last day to enrol in Spring subjects is Monday, 5 August.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

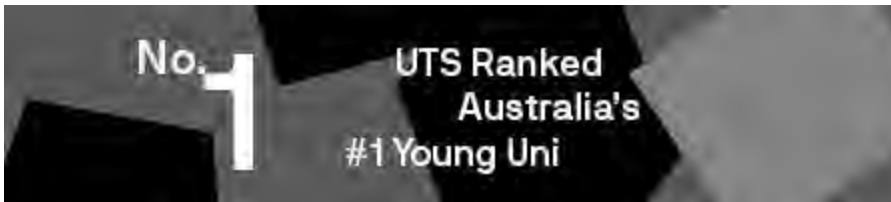
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



From: Dianne Jolley
To: Withheld under GIPA
Subject: Re: TCM review update
Date: Tuesday, July 23, 2019 6:38:25 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
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[image005.png](#)
[image006.png](#)
[image007.png](#)

Hello Withheld under GIPA

Thanks for your email and highlighting this point. We can talk to this on Friday during the meeting.

Have a good evening
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Withheld under GIPA
Sent: Tuesday, July 23, 2019 5:14:58 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: Re: TCM review update


Dear Dianne,

I've just replied to yourself. The advice you have been receiving is incorrect. I may have completely have mis-read the student email, however... for student clarity:

The Chinese medicine program is a four (4) year program, rather than three (3). With natural progression through the course, then I would calculate a completion of the current cohort in 2022 for those students commencing in 2019, rather than 2021 that was noted below.

Best wishes,

Withheld under GIPA



Withheld under GIPA

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Tuesday, 23 July 2019 3:30 PM

To: Withheld under GIPA

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Withheld under GIPA
Withheld under GIPA
Withheld under GIPA
Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Peter Meier
<Peter.Meier@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla
<Raelene.LaFerla@uts.edu.au>

Subject: TCM review update

Dear colleagues

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Kind regards.

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



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To: TCM students

Subject: TCM review update

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As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have uploaded a summary of the [situation to date](#) and some [Frequently Asked Questions](#).

Finally, I am conscious that Spring session commences this week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the [Handbook](#) as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects). Please note that the last day to enrol in Spring subjects is Monday, 5 August.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

W: uts.edu.au



SENIOR EXECUTIVE MEETING

ACTION SHEET - Thursday 23 August 2018

**Venue: Vice-Chancellor's Meeting Room
9.00am-12.30pm**Apologies: Andrew Parfitt (on leave) Ian Burnett acting Provost
Note: Kate McGrath will be absent from 11-11.30amVisitors: Agenda Item 4.1: ^{out of scope} [REDACTED]
Agenda Item 6.1 and 6.2: [REDACTED]

1. Opportunities	
2. Notifications of Other Matters	
2.1 Chinese medicine case - updated provided	

SENIOR EXECUTIVE MEETING

ACTION SHEET - Thursday 18 October 2018

**Venue: Vice-Chancellor's Meeting Room
8.30am-1.00pm**Visitors: Agenda Item 4.1 ^{out of scope} [REDACTED]
Agenda Item 4.2 [REDACTED]
Agenda Item 6.1 [REDACTED]
Agenda Item 6.2 [REDACTED]**6.3 Suspending Admission in non-viable courses****Agreed to:**

- *examine further options in relation to Traditional Chinese Medicine.*

Discussion

- Briefly discussed options for Traditional Chinese Medicine within the Faculty of Science. This will be further explored with the Dean of Science.

From: [William Gladstone](#)
To: [Dianne Jolley](#)
Subject: RE: Feedback requested: Science - Impact of a potential complex change
Date: Wednesday, June 5, 2019 8:14:00 AM
Attachments: [image001.png](#)
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[image020.png](#)

Hi Di

Yes, no problem.

Cheers
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

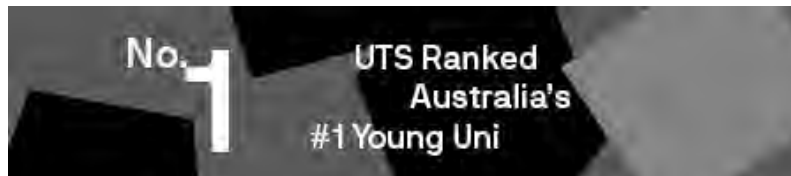
University of Technology Sydney

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M. +61 (0) Withheld under GIPA

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Wednesday, 5 June 2019 8:12 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: Fwd: Feedback requested: Science - Impact of a potential complex change

Good morning Bill,

There has been some activity in the past two days around getting our comms out etc

Can you please take the lead on this work with Jacqui? Her team have been very supportive and put in a huge effort.

Di

 Professor Dianne Jolley
 Dean, Faculty of Science
 University of Technology Sydney NSW Australia

* Sent from my phone

From: Jacqui Wise
Sent: Tuesday, June 4, 2019 6:38:19 PM
To: Dianne Jolley; Anne-Lise Daniel; Raelene La Ferla; Greg Welsh; Fiona Thomas; Nick Glover; William Gladstone; Theo Magoulas; Lesley Healy
Cc: William Gladstone; Kate Higgs
Subject: RE: Feedback requested: Science - Impact of a potential complex change

Dear all

Further to last week's email, my team has now finished its analysis – attached are two spreadsheets (which will take some explaining for the uninitiated so for your information/reference only).

In addition to the suggestion made last week (below) that we consider the creation (if necessary) of an exist degree that would allow current TCM students to graduate with a UTS degree and enter the WSU degree with 75% advance standing, the following is suggested for your consideration:

1. We seek some advice from the accrediting body (CMASA?) to better understand minimum accreditation requirements and inject, wherever possible, additional (general science) subjects into study plans to provide flexibility.
2. We commit to teach out the existing degree through to end-2020.
3. As the degree is a full-time degree but has many students undertaking their studies part-time (which, technically, they ought not do), we could advise those students within reach of completing their degree by end-2020 (i.e. 72 cp or less remaining after this session) that they will need to commit to a full-time load if necessary to complete their studies at UTS.
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Director, Student Administration Unit

Student Administration Unit

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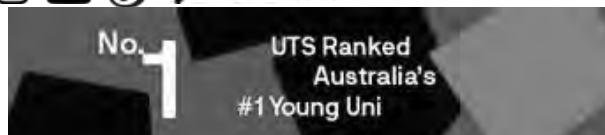
T. +61 (02) 9514 1208

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

CRICOS Provider Code 00099F

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From: Jacqui Wise

Sent: Thursday, 30 May 2019 6:47 PM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone

<William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: RE: Feedback requested: Science - Impact of a potential complex change

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Thoughts?

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

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From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Thursday, 23 May 2019 12:23 PM

To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: Feedback requested: Science - Impact of a potential complex change

Importance: High

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After our meeting, I had a word with Andrew Parfitt about communication with staff next week, and his suggestion was to say that UTS has decided to discontinue the course (which will be around strategic fit, research activity, and viability) and that there will be consultation around this process.

Thoughts about what we need do before next Wednesday to allow me to take this approach?

Kind regards,

Dianne

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

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From: [Anne-Lise Daniel](#)
To: [Dianne Jolley](#); [Jacqui Wise](#); [Raelene La Ferla](#); [Greg Welsh](#); [Fiona Thomas](#); [Nick Glover](#); [William Gladstone](#); [Theo Magoulas](#); [Lesley Healy](#)
Cc: [William Gladstone](#); [Kate Higgs](#)
Subject: RE: Feedback requested: Science - Impact of a potential complex change
Date: Thursday, May 23, 2019 12:47:37 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Dianne,

From the University APO perspective, nothing is required before Wednesday to take the path suggested by Andrew.

However, once a final decision has been made, a proposal for phasing out and discontinuation of the courses will need to be submitted in accordance with the Award Course Approval Policy and Procedures.

The proposal will need to be submitted via the OCAP system. Once you feel comfortable sharing the information with the Faculty staff about the courses no longer being offered, you can ask Ella Song in the Faculty of Science APO to request that a proposal be set up in OCAP. You may also want her to request that a note be added in the UTS Handbook against the 2019 course entries to alert prospective students that the courses will not be offered in 2020.

The approval steps for phasing out/discontinuation will be as follows:

1. Faculty Board of Science approves the phasing out and discontinuation, including transition arrangements for existing students.
2. The Courses Planning Committee reviews the Business Case for phasing out/discontinuation and makes a recommendation to the Provost.
3. The Provost approves the Business Case for phasing out/discontinuation.
4. The Courses Accreditation Committee reviews the Course Accreditation for phasing out/discontinuation and makes a recommendation to Academic Board.
5. Academic Board approves the Course Accreditation for phasing out/discontinuation.
6. The courses are set to "phasing out" in CASS so no commencing students can be enrolled in 2020. The courses do not appear in the 2020 UTS Handbook.
7. The Faculty and SAU manage the transition arrangements for existing/continuing students.
8. Once all existing students have completed/been transferred out of the courses, the courses are set to "discontinued" in CASS.

Regards,
Anne-Lise

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Thursday, 23 May 2019 12:23 PM

To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

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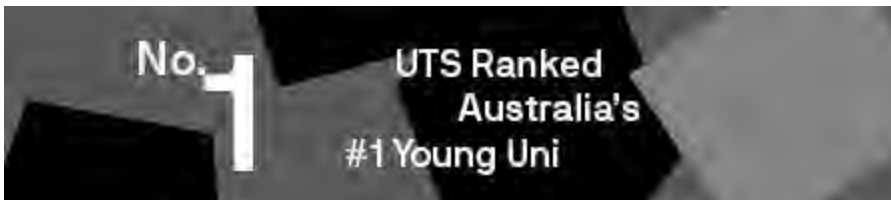
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W: uts.edu.au



From: [Kate Higgs](#)
To: [Willa Huston](#)
Cc: [Jacqui Wise](#)
Subject: FW: Feedback requested: Science - Impact of a potential complex change
Date: Tuesday, July 16, 2019 10:31:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
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[image023.png](#)
[image024.png](#)
[image025.png](#)
[TCM Project.xlsx](#)
[Program of study comparison.xlsx](#)
[image004.png](#)

Hi Willa,

Jacqui's team's analysis may have progressed far from here, but it gives you a sense.

Kind rgds

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Sent: Tuesday, 4 June 2019 6:38 PM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>

Subject: RE: Feedback requested: Science - Impact of a potential complex change

Dear all

Further to last week's email, my team has now finished its analysis – attached are two spreadsheets (which will take some explaining for the uninitiated so for your information/reference only).

In addition to the suggestion made last week (below) that we consider the creation (if necessary) of an exist degree that would allow current TCM students to graduate with a UTS degree and enter the WSU degree with 75% advance standing, the following is suggested for your consideration:

1. We seek some advice from the accrediting body (CMASA?) to better understand minimum accreditation requirements and inject, wherever possible, additional (general science) subjects into study plans to provide flexibility.
2. We commit to teach out the existing degree through to end-2020.
3. As the degree is a full-time degree but has many students undertaking their studies part-time (which, technically, they ought not do), we could advise those students within reach of completing their degree by end-2020 (i.e. 72 cp or less remaining after this session) that they will need to commit to a full-time load if necessary to complete their studies at UTS.
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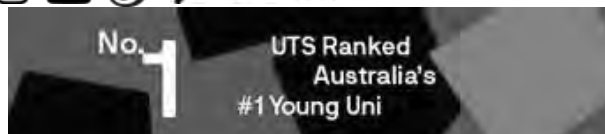
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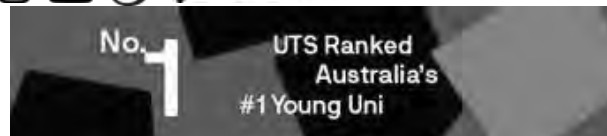
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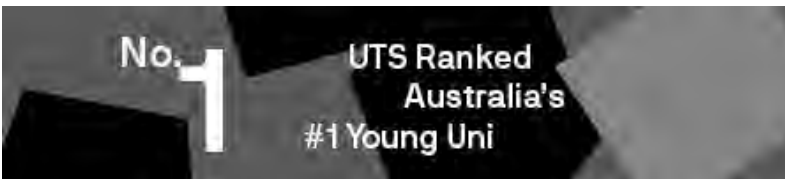
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W. uts.edu.au



From: [Dianne Jolley](#)
To: [William Gladstone](#); [Kate Higgs](#)
Subject: FW: Final TCM report
Date: Thursday, June 13, 2019 9:36:54 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM status report final June2019.pdf](#)

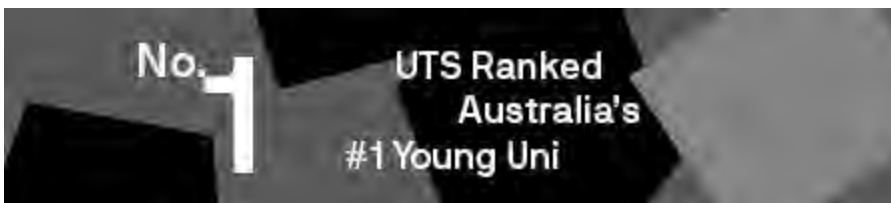
Hi Bill and Kate,

This is now ready to share with the CM staff. I'll deliver a hard copy to Andrew tomorrow, as we mentioned in the TCM staff meeting a few weeks back. I understand that we need to tighten up the mailing list for this. Bill, I'll need our help with this please!

Kind regards,
Dianne

Professor Dianne Jolley

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University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
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From: Dianne Jolley

Sent: Thursday, 13 June 2019 9:33 PM
To: Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: Final TCM report

Dear Andrew,

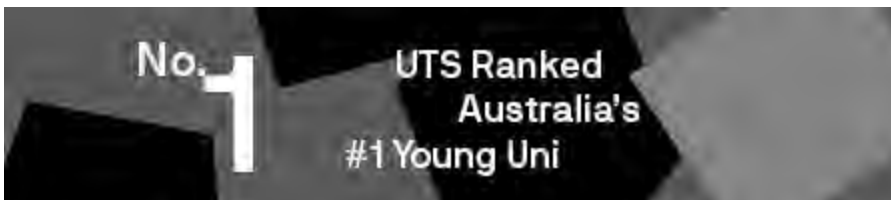
Attached is the final traditional Chinese medicine discipline review report prepared by Bill Gladstone. This report has undergone discipline consultation, and the staff feedback has been considered and incorporated where appropriate. The staff have also compiled an additional options document which is appended to the review for consideration.

I will discuss this with you at our Friday afternoon meeting.

Kind regards,
Dianne

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From: [Raelene La Ferla](#)
To: [Kate Higgs](#)
Cc: [Lesley Healy](#); [Jo Cooper](#)
Subject: HR TCM Activity List
Date: Monday, July 8, 2019 2:24:35 PM
Attachments: [HR TCM Activity List Name July 2019.xlsx](#)

Hi Kate

Please find attached the activity list for HR.

Rae

Activity	UTS Owner	Work on with WSU (Y/N)	Target Date	Dependency?	Comments
Study Plan Mapping	SAU	Yes	ASAP	Key contacts from WSU. Ideally: > Subject matter expert(s) with study plan expertise for Bachelor of Traditional Chinese Medicine (and relevant WSU pathway degree) to map study plans and credit	Supported by Assoc. Prof. Will Huston (School of Life Sciences at UTS) SMEs from the Progressions, Results and Conferal Team in SAU will work with key counterparts from WSU to map study plans
Admissions Process Planning	SAU	Yes	By end-2019 (for delivery through 2020 ahead of transfer)	Key contacts from WSU. Ideally: > Admissions (operational) SME to develop a process that by-passes UAC > Admissions (Special Requirements) SME to develop a plan for ensure all transferring students meet prerequisites	If transferring students are required to apply via UAC, we may need to compensate them for out of pocket expenses (i.e. UAC application fees). If transferring students are required to meet prerequisites (e.g. First Aid Certificate), we may need to assist their readiness to transfer (see http://handbook.westernsydney.edu.au/HBOOK/course.aspx?course=4710.1). SAU can work with Faculty and WSU to identify students and map needs. Faculty would lead the readiness process (and perhaps offer compensation to students for any out of pocket expenses associated with prerequisites).
Advance Standing Process Planning	SAU	Yes	By end-2019 (to ensure commitment to transferring students is made this year even if not actioned until end-2020)	> Advance Standing operational SME to develop process for simplifying application for Advance Standing for transferring students	Aim: to guarantee/facilitate automatic credit transfer for transferring students. SAU can work with Faculty and WSU to agree guarantee and facilitate application of automatic credit transfer.
Formal phasing out/discontinuation approval	Faculty	No	Academic Board 13/11/19		A proposal has been set up in OCAP (#1414) for the Faculty to complete. Proposer is William Gladstone (can be changed to another academic staff in Science if requested). Sponsor is Dean The approval steps for phasing out/discontinuation will be as follows: 1. Faculty Board of Science approves the phasing out and discontinuation, including transition arrangements for existing students. 2. The Courses Planning Committee reviews the Business Case for phasing out/discontinuation and makes a recommendation to the Provost. 3. The Provost approves the Business Case for phasing out/discontinuation. 4. The Courses Accreditation Committee reviews the Course Accreditation for phasing out/discontinuation and makes a recommendation to Academic Board. 5. Academic Board approves the Course Accreditation for phasing out/discontinuation. 6. The courses are set to "phasing out" in CASS so no commencing students can be enrolled in 2020. The courses do not appear in the 2020 UTS Handbook. 7. The Faculty and SAU manage the transition arrangements for existing/continuing students. 8. Once all existing students have completed/been transferred out of the courses, the courses are set to "discontinued" in CASS.
HR review of communications for staff	HR	No	As required	Development of Communications Plan	Review to ensure compliance with our EA
Support for Staff	Faculty / HR	No	ASAP		Dean has approved the support approach and this will be done in conjunction with our EAP Provider, Peoplesense.
Review of FTE requirements to support the decision.	Faculty	No	When decision has been made to phase out or discontinue	Decision by Academic Board	Detailed review of what staff requirements need to be put in place to support decision.
Development of consultation paper for staff outlining individual impact					Analysis of impact for each staff member in TCM
Consultation with staff	Faculty / HR	No	When decision has been made to phase out or discontinue	Decision by Academic Board	Consultation of staff is generally over 2 week period

From: [Fiona Henry](#)
To: [Doreen Borg](#); [Dianne Jolley](#)
Subject: FW: Item 6.1 Discontinuation of TCM PDF error
Date: Tuesday, July 23, 2019 3:03:46 PM
Attachments: [image001.png](#)

Dianne/Doreen

One of our Board members has noticed an error in the papers sent out today.

Can you please correct it (if required) and resend the papers to me for redistribution. If there is no error, please let me know why and I will pass that on to the Board member.

Fiona Henry

Governance and Records Manager

Faculty of Science

University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Jordan Lee <Jordan.M.Lee@student.uts.edu.au>
Sent: Tuesday, 23 July 2019 1:16 PM
To: Fiona Henry <Fiona.Henry@uts.edu.au>
Subject: Item 6.1 Discontinuation of TCM PDF error

Hi Fiona

Not sure if this is important but I saw one error on page 9 in regards to the life science subjects that TCM share with other degrees

In the 4th paragraph in regards to the subject neuroscience, it is also a core subject for bachelor of advanced science (pre-medicine)

However, if I'm just being picky, don't worry too much about it. Just thought it might be an important issue just in case

See you on Friday!

From: [Dean of Science TCM](#)
To: [Fiona Henry](#)
Subject: FW: Item 6.1 Discontinuation of TCM PDF error
Date: Wednesday, July 24, 2019 4:18:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Fiona,

Apologies, the dean.of.science.TCM@uts.edu.au email was cc:d on Doreen's response.

My understanding is that it is not an error, but rather he has extrapolated from the review incorrectly. Even if it was a mistake, the point he raises is not material to the Review recommendation.

In any case, Dianne felt the review document he is questioning has gone to the Provost via a formal process and any changes if requested/made can be discussed & minuted within Faculty Board.

Kind rgds,
Kate

From: Doreen Borg <Doreen.Borg@uts.edu.au>
Sent: Wednesday, 24 July 2019 12:48 PM
To: Jordan Lee <Jordan.M.Lee@student.uts.edu.au>
Cc: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: Item 6.1 Discontinuation of TCM PDF error

Hi Jordan,

Dianne has asked me to respond to your email sent to Fiona Henry yesterday as she is offsite this afternoon.

She has asked if you could raise the error you identified on page 9 as a question to be responded to at Faculty Board. This way all can be informed of any relevant discussion.

Thank you.

Kind regards,

Doreen

Doreen Borg
EA to the Dean and Deputy Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 1752 Fax: +61 2 9514 1656
PO Box 123 Broadway NSW 2007 Australia
science.uts.edu.au



From: [Redacted]
To: [Dianne Jolley](#)
Cc: [William Gladstone](#)
Subject: Letter from [Redacted]
Date: Wednesday, June 5, 2019 2:41:10 PM
Attachments: UTS TCM letter [Redacted].docx

Dear Dianne and Bill

I was sent this letter today to forward onto both of you for consideration. It is from [Redacted]
[Redacted]. Bill-I will forward shortly the second draft with CM
[Redacted] comments regarding the options paper.

[Redacted]

From: [Dianne Jolley](#)
To: [Greg Welsh](#); [Kate Higgs](#); [Fiona Thomas](#)
Subject: Re: Media enquiries: Cancel Traditional Chinese Medicine program
Date: Saturday, June 8, 2019 8:31:47 AM

Thanks Greg,

Not sure if you are aware that we had the initial petition delivered to us on Wednesday, but I believe the online petition is still gathering support.

I want to thank you all for your support, particularly this past week. I appreciate it everyone's efforts to get appropriate responses out. At least the emails have slowed down for now.

Have a great long weekend

Di

 Professor Dianne Jolley
 Dean, Faculty of Science
 University of Technology Sydney NSW Australia

* Sent from my phone

From: Greg Welsh
Sent: Friday, June 7, 2019 3:15:32 PM
To: Dianne Jolley; Kate Higgs; Andrew Parfitt; Fiona Thomas
Subject: RE: Media enquiries: Cancel Traditional Chinese Medicine program

Usually we're not asked to respond to them per se, though we might be asked to accept one (which I have no objection to). In this particular case the topic of the petition ('saving' the TCM course) can't really be responded to, as there hasn't yet been a decision to close it. In my view, starting a petition is a pretty low level of activism, for people who couldn't actually be bothered to do anything, but I can be a bit of a cynic at times...

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Friday, 7 June 2019 2:47 PM
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Kate Higgs <Kate.Higgs@uts.edu.au>; Andrew Parfitt <Andrew.Parfitt@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: RE: Media enquiries: Cancel Traditional Chinese Medicine program

Thanks for letting us know, for future reference, how do we respond to a petition?

Dianne

out of scope



From: [Redacted]
To: [Marilla Dann](#)
Cc: [Greg Welsh](#)
Subject: RE: Media query about Traditional Chinese Medicine Course
Date: Sunday, June 2, 2019 5:36:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Thanks Marilla. Now in [Redacted] and monitoring the online petition which is now up to 3156. I was informed four weeks ago via a current student comment to a staff member (and last week from the Dean of Science) that the course intake for 2020 was closed to both domestic and international students. Our University clinic has over 6000 patient contacts per year and until recently (December 2018) we ran a special community clinic service (once Saturday a week) at Concord hospital for cancer survivors (free of charge). This has now been discontinued due to financial burden. The Chinese medicine discipline contributes to World Health Organisation (WHO) activities as well as ISO standard development. Chinese medicine is a registered health profession under the National Registration and Accreditation Scheme (NRAS) that regulates 15 medical and allied health professions and staff members play a valuable role in contributing to the scheme. Unfortunately the word has got around and I am receiving emails from the public, previous graduates regarding the situation. I am replying that it is only course intake for 2020 that has been closed and a final decision about final course closure is yet to be made.

Please keep me informed of any developments in your area.

[Redacted]

From: Marilla Dann <Marilla.Dann@uts.edu.au>
Sent: Friday, 31 May 2019 10:08 AM
To: [Redacted]
Subject: RE: Media query about Traditional Chinese Medicine Course

Thanks for getting back to me [Redacted]
 I'll keep you in the loop of any progress.

Regards,

Marilla Dann
 Marketing & Communications Manager
 UTS
 Faculty of Science
 T: +61 2 9514 1777

From: [Redacted]
Sent: Friday, 31 May 2019 10:03 AM
To: Marilla Dann <Marilla.Dann@uts.edu.au>
Subject: Re: Media query about Traditional Chinese Medicine Course

Hi Marilla

Yes I became aware at 1pm yesterday of the petition. [redacted] is a student. The students became aware the course intake was closed for 2020 in the last several weeks. Since then I have had several emails from students wondering their situation. I am [redacted] and will have irregular email contact over [redacted]

Please keep me informed of the developing situation. Chinese medicine is a registered health profession under NRAS.

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: Marilla Dann <Marilla.Dann@uts.edu.au>

Date: 31/05/2019 09:52 (GMT+10:00)

To: Helen Hume <Helen.Hume@uts.edu.au>, Dianne Jolley <Dianne.Jolley@uts.edu.au>

[redacted]

Subject: FW: Media query about Traditional Chinese Medicine Course

Morning Helen, Dianne, [redacted]

Thought you should be aware of a petition that has started to keep TCM. The petition was started by a [redacted], is [redacted] a student?

You can see the petition detail [here](#)

As far as we are aware no decision has been made or announced to cease TCM.

Greg Welsh, Deputy Director, Strategic Communication, will follow up on the media query below

Regards,

Marilla Dann
Marketing & Communications Manager
UTS
Faculty of Science
T: +61 2 9514 1777

From: Marea Martlew <Marea.Martlew@uts.edu.au>

Sent: Friday, 31 May 2019 9:37 AM

To: Marilla Dann <Marilla.Dann@uts.edu.au>

Subject: FW: Media query about Traditional Chinese Medicine Course

Importance: High

FYI

From: [Redacted]
To: [Redacted]
Subject: Re: Meeting to discuss the faculty review report
Date: Thursday, March 7, 2019 11:41:17 AM
Attachments: TCM status report Draft 2019-03-06 [Redacted].docx

Hi [Redacted]
a few suggestions for the report attached.
best wishes,



From: [Redacted]
Sent: Thursday, 7 March 2019 11:29 AM
To: [Redacted]
Subject: Meeting to discuss the faculty review report

Dear all
I have tentatively booked 12.30-2.30 in [Redacted] for a meeting next Wednesday. Hope you can all attend.

Cheers
[Redacted]

Status of Traditional Chinese Medicine in the UTS Faculty of Science

Background

In 1994 Traditional Chinese Medicine moved from Acupuncture Colleges (Australia) to UTS, and in 1995 moved to the Faculty of Science. The courses initially taught included a 3.5 year undergraduate degree in acupuncture and a 2-year Masters by coursework program in Chinese herbal medicine. In 2000 the acupuncture and Chinese herbal medicine programs were combined to form a 4-year undergraduate course that covered both acupuncture and Chinese herbal medicine. Two undergraduate courses are currently offered: Bachelor of Health Science in Traditional Chinese Medicine, and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years). Staff and students have provided a public-facing Traditional Chinese Medicine Clinic at UTS since 1994 that also acts as a teaching facility for students in all years of the undergraduate courses.

The discipline of Traditional Chinese Medicine was re-named Chinese Medicine in 2015 with the formation of the new School of Life Sciences, and it is currently a Discipline Group in the School of Life Sciences with a Discipline Group leader (Associate Professor Chris Zaslowski). As a Discipline Group Leader, Associate Professor Zaslowski is a member of the School Executive. The courses taught by staff in the Chinese Medicine Discipline Group are called 'Traditional Chinese Medicine' and so for consistency throughout this paper the combination of staff, teaching, research, and the clinic operations will collectively be referred to as Traditional Chinese Medicine (TCM).

Elsewhere at UTS, research and research training in aspects of traditional Chinese medicine occur in the Faculty of Health in the Australian Research Centre for Complementary and Integrative Medicine. The Centre also does projects in a range of other complementary therapies. Within universities in NSW, traditional Chinese medicine exists only at Western Sydney University (WSU) in the School of Science and Health.

This report will inform thinking and decisions about options for the future of Traditional Chinese Medicine at UTS. It is a response to several strategic pressures: the results of the 2018 UTS Course Viability Analysis and internal Faculty financial analysis (provided later in this report); the strategic imperative (via UTS 2027) for UTS and the Faculty of Science to evolve from being research-active to research-intensive and the potential for Traditional Chinese Medicine to contribute to this; the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; and consideration of the disciplinary fit of Traditional Chinese Medicine (with courses that graduate complementary health professionals) with the Faculty of Science.

Staff

In 2018 there were 21 staff employed as: Withheld under GIPA.

[Redacted]

[Redacted]

Withheld under GIPA

[Redacted text block]

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In 2018 nineteen of the 24 TCM-specific subjects required casual academics to assist with teaching. Twenty-seven different individuals were employed as casuals for a total of 500 hours and a total cost (including oncosts) of \$^{Withheld under GIPA}. The loss of four full-time staff due to retirement ^{Withheld under GIPA} and appointment to ^{Withheld under GIPA} has led to an increase in TCM staff casualisation in recent years, and thereby reduced staff research opportunities.

Average TCM staff workloads in 2018 (for the nine continuing and three fixed-term academics) reported in the Faculty's workload calculators were: 60% teaching, 19% research, and 21% management/engagement. By comparison, the average workloads across all other academics in the Faculty of Science were: 22% teaching, 58% research, and 20% management/engagement. The distribution of workload across the three categories for TCM staff differs from the average workload profile of the rest of the Faculty of Science because of: 42% of TCM academics were employed as teaching only (i.e. the fixed-term academics and the clinical educators); two staff performed leadership roles ^{Withheld under GIPA}; and there were no research intensive academic staff.

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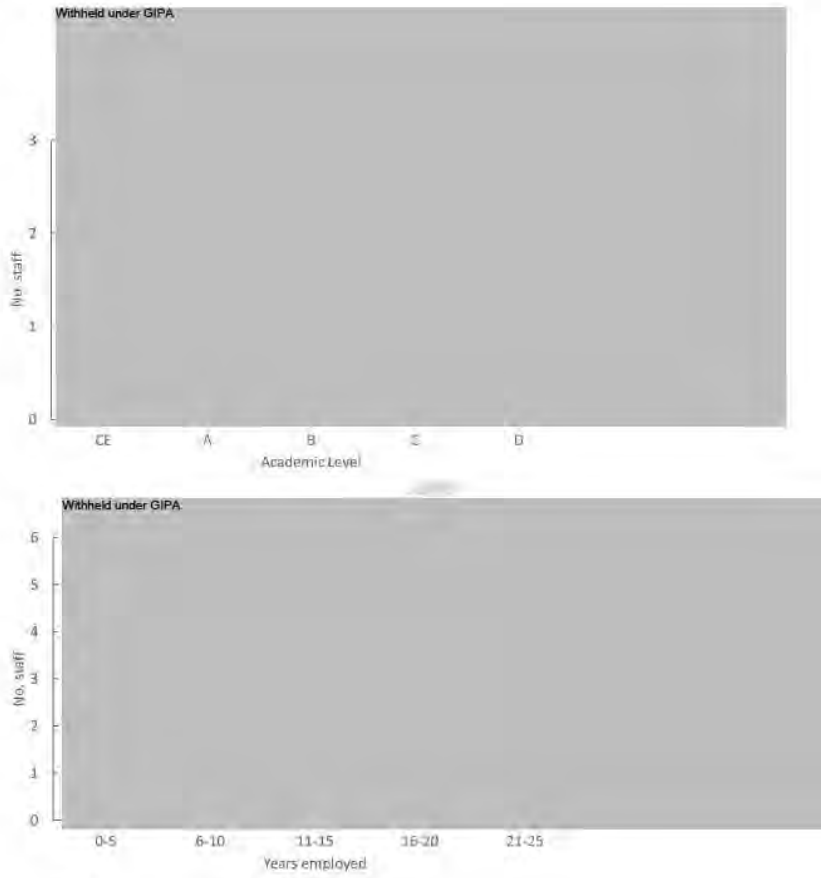


Figure 1. Profile of academic staff (fixed-term and continuing) employed in the TCM discipline at the end of January 2019. Withheld under GIPA

Courses and Teaching

The following courses are offered:

- Bachelor of Health Science in Traditional Chinese Medicine (4-years)
- Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years)

Throughout the 4-year Bachelor of Health Science in Traditional Chinese Medicine course TCM students complete 30 subjects representing 192 credit points (Table 1 Table 1). These subjects represent 24 TCM-specific subjects, 5 non-TCM subjects offered by the Faculty of Science, and 1 non-TCM subject offered by the Faculty of Health. The 4-year course is prescribed i.e. there are no elective subjects.

Three TCM subjects were taken by students enrolled in other courses during 2018: Chinese Medicine Foundations 1 (3.5 EFTSL), Clinical Practice 1 (0.5 EFTSL), and Clinical Features of Disease (2.9 EFTSL).

The five non-TCM subjects offered by the Faculty of Science and taken by TCM students include: (i) Human Anatomy and Physiology, a first-year core subject for all students enrolled in a course in the life sciences stream, (ii) Physiological Systems, a core subject in the Bachelor of Medical Science, Bachelor of Biomedical Engineering, and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science, Infection and Immunity majors), (iii) Human Pathophysiology, a core subject in the Bachelor of Medical Science and Bachelor of Advanced Science (Pre-Med, Pharmaceutical Science majors); (iv) Neuroscience, a core subject in the Bachelor of Medical Science; and (v) Clinical Features of Disease, a core subject in the Pre-Medicine major in the Bachelor of Advanced Science.

The TCM subjects are delivered via a variety of modes including lectures, practicals, clinic, workshop or tutorial. Currently, no TCM subjects are delivered in the Summer session. The clinic-based training (in the TCM Clinic), commences in Autumn session of first-year in both courses. The number of clinic-based teaching hours increases in each year of the courses, delivered across eight clinical subjects. Students complete a total of 1000 clinical hours throughout their course.

As part of their clinical education TCM students can elect to do a six-week clinical placement in a hospital in China (affiliated with the Chengdu University of Chinese Medicine) or South Korea (affiliated with Dong Eui University). These arrangements are supported by MoUs with both institutions. This opportunity is taken-up by 50-75% of final-year students. The overseas placements are self-funded by each student, although some financial assistance is provided through UTS Build and Colombo Plan (for students meeting the age requirement).

In comparison with other courses in the Faculty of Science, the majority (24/30 subjects i.e. 80%) of subjects in the TCM course are TCM-discipline subjects. This level of specificity is required to meet the external accreditation requirements because the majority of outcomes required for accreditation are specific to TCM practice. The large component of clinical teaching also provides a relevant learning experience that distinguishes the UTS TCM course from other courses. While this level of specificity provides a unique and intensive, discipline-based teaching experience it results in the teaching being resource intensive, and also leads to inefficiencies when the number of enrolled students is low and there are few opportunities to offer subjects that are also of interest and relevant to non-TCM students in, for example, biomedical or medical science courses.

For other courses the School of Life Sciences uses a model of co-taught subjects and sharing of resources to optimise efficiency, whilst maintaining differentiation among courses. As a result, most

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courses have 20-30% unique subjects. These other courses also have greater enrolments, which further increases the efficiency of teaching.

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Table 1. Structure of the Bachelor of Health Science in Traditional Chinese Medicine. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject and ² Faculty of Science non-TCM subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Clinical Features of Disease ²	6	99584
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Clinic Level 6	6	99647
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Evaluating TCM: Theory, Practice and Research 2	6	91615
Clinical Practice 2 (TCM)	12	99631

Table 2. Structure of the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies combined degree. All subjects are TCM-specific with the exception of ¹ Faculty of Health subject, ² Faculty of Science non-TCM subjects, and ³ Faculty of Arts and Social Sciences subjects.

First Year	Credit points	Subject code
<i>Autumn Session</i>		
Chinese Medicine Foundations 1	6	99665
Point Location and Acupuncture Anatomy	6	99641
Clinical Theory and Clinic Level 1	6	99667
Communication for the Complementary Therapist ¹	6	92227
<i>Spring Session</i>		
Introduction to Chinese Herbal Medicine	6	99567
Chinese Medicine Foundations 2	6	99666
Clinic Level 2 and Acupuncture Techniques 1	6	99668
Human Anatomy and Physiology ²	6	91400
Second Year		
<i>Autumn Session</i>		
Chinese Diagnostic System 1	6	99618
Clinic Level 3 and Acupuncture Techniques 2	6	99644
Pharmacology of Chinese Herbal Medicine	6	99650
Physiological Systems ²	6	91703
<i>Spring Session</i>		
Chinese Diagnostic System 2	6	99621
Clinic Level 4 and Acupuncture Techniques 3	6	99645
Chinese Herbal Formula 1	6	99651
Human Pathophysiology ²	6	91239
Third Year		
<i>Autumn Session</i>		
Chinese Language and Culture 1 ³	8	91701
Clinic Level 5 and Acupuncture Microsystems	6	99646
Chinese Herbal Formula 2	6	99652
Neuroscience ²	6	91706
<i>Spring Session</i>		
Medical Classics and the History of Chinese Medicine	6	91610
Clinical Practicum (Therapy and Diagnosis)	6	91611
Chinese Language and Culture 2 ³	8	97102
Disease States for Traditional Chinese Medicine 1	6	99656
Fourth Year		
<i>Autumn Session</i>		
Clinical Features of Disease ²	6	99584
Chinese Language and Culture 3 ³	8	97103
Foundations in International Studies ³	8	976001
<i>Spring Session</i>		
Chinese Language and Culture 4 ³	8	97104
Contemporary China ³	8	976111
Clinic Level 6	6	99647
Fifth Year		
<i>Autumn Session</i>		
In-country Study 1: China ³	24	977110
<i>Spring Session</i>		
In-country Study 2: China ³	24	978110
Sixth Year		
<i>Autumn Session</i>		
Evaluating TCM: Theory, Practice and Research 1	6	91614
Disease States for Traditional Chinese Medicine 2	6	99657
Clinical Practice 1 (TCM)	12	99630
<i>Spring Session</i>		
Professional Issues in Traditional Chinese Medicine	6	91613
Clinical Practice 2 (TCM)	6	99631
Evaluating TCM: Theory, Practice and Research 2	6	91615

Throughout the 6-year Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies students complete 38 subjects (Table 2), including 24 TCM subjects, 5 non-TCM subjects offered by the Faculty of Science, 1 non-TCM subject offered by the Faculty of Health, and 8 subjects offered by the Faculty of Arts and Social Science. The combined degree is structured so that students complete the majority of the TCM subjects in years 1-3, a mix of TCM and international studies subjects in year 4, a year of in-country study in China in year 5, and the remainder of the TCM course in year 6.

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Student Load

At the August 2018 census there were 176 enrolled students in TCM courses, representing 165 students in the Bachelor of Health Science in Traditional Chinese Medicine and 13 students in the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies. The total taught EFTSL was 129.1, including 123.4 Commonwealth supported places and 5.7 international fee-paying places³.

The total number of commencing students in the TCM courses has declined annually from the peak of 79 in 2015 fluctuates from year-to-year with an overall average of 63.3 per year (Table 3), and the taught EFTSL represented by all TCM students has declined from 167.3 in 2015 to 128 in 2018 (Table 4).

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Table 3. Number of commencing students between 2014 and 2019 in the Bachelor of Health Science in Traditional Chinese Medicine (B Health Sc TCM) and Bachelor of Health Science in Traditional Chinese Medicine / Bachelor of Arts in International Studies (B Health S TCM + B AIS).

	2014	2015	2016	2017	2018	2019
B Health Sc TCM	50	74	64	59	48	54
B Health Sc TCM + B AIS	4	5	10	3	7	2
Total	54	79	74	62	55	56

Table 4. Total taught EFTSL of TCM students in subjects owned by the Faculty of Arts and Social Sciences (FASS), Faculty of Health (Health), Faculty of Science that are not TCM subjects (Science (non-TCM)), and in TCM subjects (TCM), for the Bachelor of Health Science in Traditional Chinese Medicine and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

	2014	2015	2016	2017	2018
FASS	2.2	2.5	0.5	0.7	1.7
Health	5.6	4.0	5.0	7.1	4.1
Science (non-TCM)	19.7	22.4	18.0	15.4	15.1
TCM	127.5	138.4	135.2	121.0	107.1
Total	155.0	167.3	158.7	144.2	128.0

³ These numbers differ slightly from the numbers in Table 4 because of rounding of numbers in each row contributing to the total.

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Financial Position: Faculty-level Analysis

The Faculty's financial analysis of TCM is shown in Table 5. The financial analysis includes taught load income (Commonwealth Supported Places, and international fee-paying), income from TCM clinic, direct expenses (salary and NSI), and indirect expenses (UTS overheads, and Faculty-allocated overheads). Withheld under GIPA

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[Redacted]

The UTS overhead costs were based on the information used in the 2018 Course Viability Analysis. The Faculty-based overheads were attributed based on staff FTE. The largest cost items were direct costs (salaries and NSI, estimated to be \$ [redacted]) and UTS central overhead costs (\$ [redacted]). The net financial position was an estimated deficit of \$1.483M at the end of 2018.

Course Viability Analysis

The first Course Viability Analysis (CVA) was done in 2018 as a part of the Business Model Strategy. The intention was for the CVA to support informed decisions on the closure, subsidisation or retention of undergraduate and postgraduate courses. The CVA approach was to fully match non-research net costs to teaching revenues for all UTS courses using data for 2017, and to incorporate indicators of quality alongside the financial indicators.

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[Redacted]

The CVA also assessed five indicators of course quality that covered student performance, student experience and graduate feedback. The five indicators were: success rate, retention rate, student satisfaction with quality, graduate satisfaction with course, and graduate satisfaction with teaching. An index was calculated for each indicator, which was the reported result divided by the national average (i.e. a course that performed better than the national average would have an index value >1). Each indicator was weighted as a measure of its relative importance. The weighted indexes for the five indicators were summed to produce a Course Quality Index. A Course Quality Index >1 is a positive result relative to the national average, and an Index of <1 is a negative result. Each course was assessed for its net profitability (described in the previous paragraph) and Course Quality Index by plotting on XY axes (Figure 2/3).

The performance of the two TCM courses combined in the CVA is shown in Figure 2/3. The position of the TCM courses at the bottom left of the graph indicates a large negative net profit margin and an overall Course Quality Index below the national average benchmark (shown as 1 on the graph).

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Table 5. Financial analysis of TCM based on student load income at the August 2018 census (provided by J Maddalena, Faculty Finance partner).

<u>Income</u>	<u>EFTSL</u>	<u>Income \$</u>	<u>Source</u>
<u>Commonwealth Supported Places</u>			
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
<u>International Fee Paying (and Other)</u>			
TCM Subjects taught within TCM Courses			2018 August Census
TCM Subjects taught within Non-TCM Courses			2018 August Census
Non-TCM Subjects taught within TCM Courses			2018 August Census
<u>Total Taught EFTSL/Income</u>			
<u>Total Enrolled Student Headcount</u>			
			2018 August Census
<u>Expenses</u>			
			<u>Source</u>
TCM Academic Salary Expenses (Operating)			2019 Budget
Acupuncture Casual Academic Costs			2019 Budget
Chinese Medicine Casual Academic Costs			2019 Budget
<u>Total Staff FTE/Costs</u>			
Operating NSI 0226049			2018 Actuals
Operating NSI 0226086			2018 Actuals
Operating NSI 0226392			2018 Actuals
<u>Total Salary & NSI Expenses</u>			
Income (Clinical Services & Fees)			2018 Actuals
<u>Net Direct Expenses</u>			
Indirect Faculty Costs (by FTE)			2019 FTE applied to 2018 Budget Model
Indirect Faculty Costs (by EFTSL)			2018 EFTSL applied to 2018 Budget Model
<u>Total Indirect Faculty Costs</u>			
Indirect Central Overhead Costs			2018 Taught Load applied Provost's CVA Estimate
<u>Total Indirect Costs</u>			
<u>Net Result at UTS Level</u>			

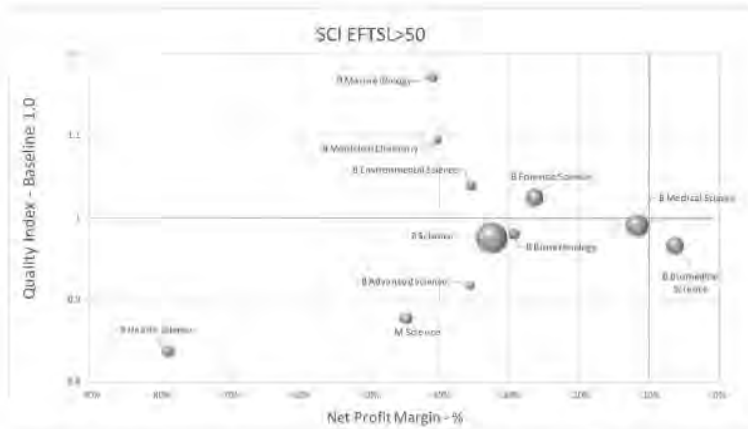


Figure 2. Graphical summary of the results of the Course Viability Analysis for courses in the Faculty of Science with an enrolled student load >50 EFTSL. The calculation and interpretation of the net profit margin and quality index are explained in the text. B Health Science is the combined result for the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies.

The TCM courses had a Course Quality Index of 0.84. This overall below average result was driven by below average results for the Graduate Satisfaction with Course (0.807) and Graduate Satisfaction with Teaching (0.535), and the higher weightings for these indexes (25%) compared to the other indexes. The other indexes were close to, or at, national average values: Success Rate (1.011, 15% weighting), Retention Rate (1.042, 15% weighting), and Student Satisfaction with Quality (0.969, 20% weighting).

Accreditation: Internal

Courses at UTS are approved for periods of five years via the Award Course Approval and Reaccreditation Policy and the Award Course Approval and Reaccreditation Procedures. The depth and extent of the approval process depend on the previous performance of the course, and courses with a record of good performance require a 'short reaccreditation' process. The UTS Courses Accreditation Committee recommended (after a Short Reaccreditation process during 2016) that the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies be re-accredited for 2017-2021. This recommendation was approved by Academic Board in July 2016.

The UTS Curriculum Performance Report reviews all UTS courses and subjects against a set of benchmarks determined by the Provost and Deputy Vice-Chancellor (Education & Students). The indicators (determined for courses and subjects) used in the CPR are designed to link course performance with UTS KPIs. The CPR provides an assessment of the performance of courses and subjects relative to the indicators and highlights areas requiring action to address issues that have been identified.

The Bachelor of Health Science in Traditional Chinese Medicine was included on the Outstanding Courses List for 'consecutive excellent ratings and improving over two or more years' in the 2014 and 2015 Curriculum Performance Reports.

The Bachelor of Health Science in Traditional Chinese Medicine received an overall rating of Green each year in its annual Course Performance Reports for 2015-17. Specific indicators that were also Green each year included: UAC preferences 1-3 to total preferences; student load; success rate; and attrition rate. Average salary of graduates was Green in 2017 and 2015. There have been no consistent issues (indicated by a Red rating) over these three years, with timetabled hours/EFTSL flagged as Red in 2017 and 2015.

The Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies received Green assessments annually in the Course Performance Reports for 2015-17 for Success Rate, and for two of three years for UAC preferences 1-3 to total preferences. No indicator was flagged with a Red warning in every year, however SFS for student satisfaction was flagged Red in 2015 and 2016 (and was Green in 2017). Student Load and Attrition moved from Red to Green over 2015 to 2017.

All TCM subjects have been learning futures certified, and XX% of TCM subjects have been peer-reviewed (awaiting data from Peter Meier).

Accreditation: External

The TCM courses are accredited externally by the Australian Health Practitioner Regulation Agency (AHPRA), which oversees fourteen national boards including those for Medicine, Nursing and Midwifery, Physiotherapy and Pharmacy. Graduates of the UTS TCM courses are eligible for professional membership as a health practitioner with the Chinese Medicine Board of Australia (CMBA) within AHPRA (<http://www.handbook.uts.edu.au/courses/c10164.html>). Graduates are accredited to practice at a Chinese herbal medicine, dispensing and acupuncture practice, and

eligible for membership with the relevant professional associations (<https://www.uts.edu.au/future-students/find-a-course/bachelor-health-science-traditional-chinese-medicine>).

The external accreditation requires that students achieve a number of outcomes, and the majority of these are specific to the discipline and practice of TCM. The structure of the TCM course reflects, in large part, these requirements. The two TCM courses were accredited by AHPRA in December 2017 with one condition and 4 monitoring conditions. The responses to these conditions were reported in November 2018 and the accreditation committee's decision will be released in March. The Accreditation Committee does not accredit courses for a defined period of time, instead undertaking annual monitoring (via requested reports) of the education provider (i.e. UTS) and the course².

Benchmarking: QILT

In the Quality Indicators of Learning and Teaching (QILT) TCM is classified in the Health Services and Support study area. The other UTS courses included within this study area are: Bachelor of Health Science; Bachelor of Human Movement; and Bachelor of Sport and Exercise Science. In the Student Experience Survey 2016 and 2017 (Table 6/ Table 4), UTS courses in Health Services and Support were close to the national average in all areas of Student Experience, exceeded the national average in two areas of Graduate Satisfaction (Overall Satisfaction, Teaching Scale), and below the national average in full-time employment. The combination of TCM and other UTS courses covered by this study area means that it is not possible to directly report the QILT results for the TCM courses.

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Table 6. Summary of the Student Experience Survey 2016 and 2017 outcomes for the Health Services and Support area (undergraduate) at UTS and compared to the national average (Source: www.qilt.edu.au).

		UTS	National av
Student Experience	Overall quality of educational experience	77.9%	80.6%
	Teaching quality	81.8%	82.8%
	Learner engagement	64.7%	64.5%
	Learning resources	84.5%	84.1%
	Student support	70.0%	73.0%
	Skills development	83.2%	81.5%
Graduate Satisfaction	Overall satisfaction	85.5%	80.3%
	Teaching scale	71.0%	65.7%
	Skills scale	80.6%	82.8%
Graduate Employment	Full-time employment	64.1%	72.1%
	Overall employment	88.0%	89.8%
	Full-time study	49.3%	23.4%

² Australian Health Practitioner Regulation Agency / Chinese Medicine Board of Australia (2017) Chinese Medicine accreditation process (Australian Health Practitioner Regulation Agency, Melbourne).

Research Training

Of the 12 continuing or fixed-term academic staff in TCM, four are supervising HDR students as principal supervisor, six are not acting as a principal supervisor of a HDR student, and [redacted] current HDR students.

At the end of 2018 there were 27 (headcount) HDR students enrolled in TCM-related MSc (research) or PhD projects. These HDR students consisted of [redacted]

[redacted] There have been no HDR commencement in 2019 so far.

The annual number of TCM HDR students completing has been: 4 in 2015, 1 in 2016, 1 in 2017, and 3 in 2018.

Research³

TCM undertakes research, mainly human clinical research but also some profession focused research. This is undertaken by four fulltime academic staff and the 28 HDR students. Currently there are nine randomised clinical trials (RCTs) being developed, conducted or reported in peer reviewed journals. These are acupuncture and tennis elbow pain, Chinese herbal medicine and insomnia, acupuncture and cancer pain, acupuncture and mental stress in university students, acupuncture and hot flushes in breast cancer patients, vitamin D in reducing DM risks and acupuncture and osteoarthritic knee pain and male potency following radical prostatectomy and qigong and well-being. In the past, TCM has undertaken RCTs for taiji and stress, acupuncture and hepatitis C, acupuncture and post-traumatic stress disorder and acupuncture and male subfertility.

TCM staff and HDR students are also undertaking experimental human studies including transcranial magnetic stimulation, pain challengers e.g. pressure pain threshold and thermal thermography. TCM staff and students undertake survey research projects such as referral between medical, allied health and TCM practitioners, adverse event profile of Chinese herbal medicine, clinical outcomes implementation for acupuncture and Chinese medicine and the use of the Chinese herb *qingdai* (*Indigo Naturalis*) for eczema. Other projects are evaluating the safety of moxa smoke, clinical reasoning, professional communication, acupuncture needling sensations, radial and carotid artery tonometry, Parkinson's disease symptomology, a delphi study on osteoarthritic knee pain, transcriptome analysis of Chinese herbs on human squamous cancer cell line and a critical classical medical literature review.

Finally there are several educational projects on student empathy and enablement, collaborative learning experiences, technologies and civic virtues, linguistic analysis of Chinese medicine clinical interaction and student visualization in education. In total there are 33 research projects currently being undertaken by TCM academic staff and HDR students.

TCM researchers (in total) attracted external research grant income of \$10,000-\$64,000 p.a. between 2014 and 2018, representing <1% of the total external research income awarded to the Faculty of Science ([Table 7 Table 7](#)). None of this external grant income was classified as Category 1 grant income. This annual grant income was awarded to one TCM academic in 2014 and 2015, three

³ The first three paragraphs describing the research being done in TCM were provided by C Zaslawski.

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TCM academics in 2016, six TCM academics in 2017, and two TCM academics in 2018. Over this same time period TCM academic staff represented 2.3-4.9% of total academic staff in the Faculty of Science.

Table 7. Total external research grant income awarded to researchers in TCM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-18.

	TCM	FoS	TCM % FoS	% TCM staff
2014	\$10,000	\$11,123,023	0.09%	3.0
2015	\$10,000	\$13,347,000	0.07%	2.9
2016	\$65,000	\$16,244,000	0.40%	2.3
2017	\$39,495	\$16,666,505	0.24%	4.9
2018	\$64,064	\$19,492,936	0.33%	NA

The total annual weighted publication points of TCM researchers varied between 0.70 and 5.27 (Table 8/9), representing 0.3-2.1% of the total for the Faculty of Science.

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Table 8. Total weighted publication points for researchers in TCM and the whole of the Faculty of Science (FoS, excluding TCM) for 2014-17 (2018 publication data not yet finalized).

	TCM	FoS	TCM % FoS	% TCM staff
2014	3.29	227.66	1.4	3.0
2015	0.70	238.35	0.3	2.9
2016	3.04	273.41	1.1	2.3
2017	5.27	249.86	2.1	4.9

Elsewhere at UTS, the Faculty of Health hosts the Australian Research Centre for Complementary and Integrative Medicine (ARCCIM) (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine>). The Centre's web page notes that complementary and alternative medicine includes acupuncture, herbal medicines, and massage (all of which form part of the TCM curriculum) as well as other therapies. Both ARCCIM and TCM undertake research that tests the efficacy of traditional Chinese medicine approaches, such as acupuncture. ARCCIM supervises PhD students but does not teach undergraduate or postgraduate courses. The ARCCIM web pages (<https://www.uts.edu.au/research-and-teaching/our-research/complementary-and-integrative-medicine/research/research-0-26>) list only one project that involves a collaboration with a TCM staff member ('Chinese medicine practitioner knowledge, experience and attitudes towards professional registration in New South Wales', collaborators include TCM academic ^{Withheld under GIPA}). Overall, there has been limited collaboration between TCM and ARCCIM represented by: co-supervision (by ARCCIM staff) of some TCM PhD students, and five co-authored publications since 2014.

External Engagement

TCM Clinic

The TCM Clinic is open to the public (at a reduced cost) for acupuncture, Chinese herbal medicine, and remedial massage (Figure 3). The TCM Clinic also operates as clinical research facility and an intern clinic for final-year students, who are supervised by qualified TCM staff. Final-year intern students complete 750 hours of contact clinical hours and administer 300 individual treatments (<https://www.uts.edu.au/about/faculty-science/chinese-medicine-clinic/about-us/year-4-intern-clinic>). The TCM Clinic at UTS is the largest and busiest of the university and private college teaching clinics in Australia. In 2017 there were 6019 patient visits to the TCM Clinic, and in 2018 there were 5999 visits (representing 4920 acupuncture, 777 herbal therapies, and 294 massage visits).

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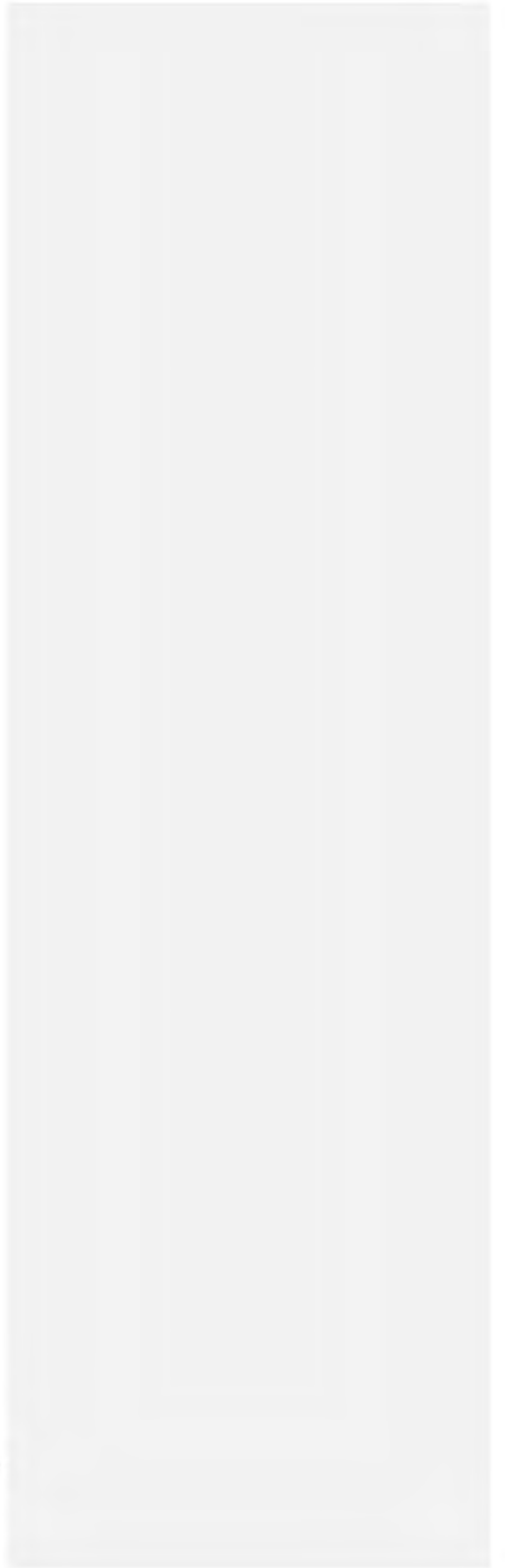


Figure 3. Entrance to the Traditional Chinese Medicine Clinic on level 2 of Building 4 (corner of Harris and Thomas Streets).

Concord Hospital

During 2018 final-year TCM students provided 300 acupuncture treatments at Concord Hospital to cancer survivors as a community service (i.e. no fee was charged). This program, voluntary for students, has been running since 2016. It occurs within the oncology/haematology outpatients clinic at Concord Hospital and treats cancer survivor patients for pain either associated with their cancer treatment or independent of their cancer status (e.g. lower back pain). The program occurs for 20-30 weeks, the students are supervised, and patients are recruited through the Cancer Survivor Centre at Concord Hospital.

DRAFT



International partnerships

UTS has active MoUs with the following organisations for TCM:

- Dong-Eui University (Republic of Korea), for outbound teaching
- Shaolin Temple (China), for research
- Healthpac Centre for Excellence in Integrative Medicine Pty Ltd (Australia) for research
- Chengdu University of Traditional Chinese Medicine (China), for outbound teaching
- Korea Institute of Oriental Medicine (KIOM) (Republic of Korea), for outbound teaching

Stakeholder organisations

Staff in UTS TCM interact with a number of external stakeholder organisations including:

- Standards Australia via ISO Technical Committee (ISO/TC 249 Traditional Chinese Medicine)
- Concord Hospital Cancer Survivor Centre
- Australian Acupuncture and Chinese Medicine Association
- Chinese Medicine and Acupuncture Society of Australia
- Chinese Medicine Board of Australia
- Chinese Medicine Council of New South Wales
- Australian Natural Therapists Association
- World Federation of Acupuncture and Moxibustion Societies
- World Federation of Chinese Medicine Societies

Other

The CM team also convened an international research conference at UTS in 2012 titled “Scientific Acupuncture and Meridian Symposium” that attracted international significance and attendees.

TCM at other Universities

Courses in TCM are offered at 2 other universities:

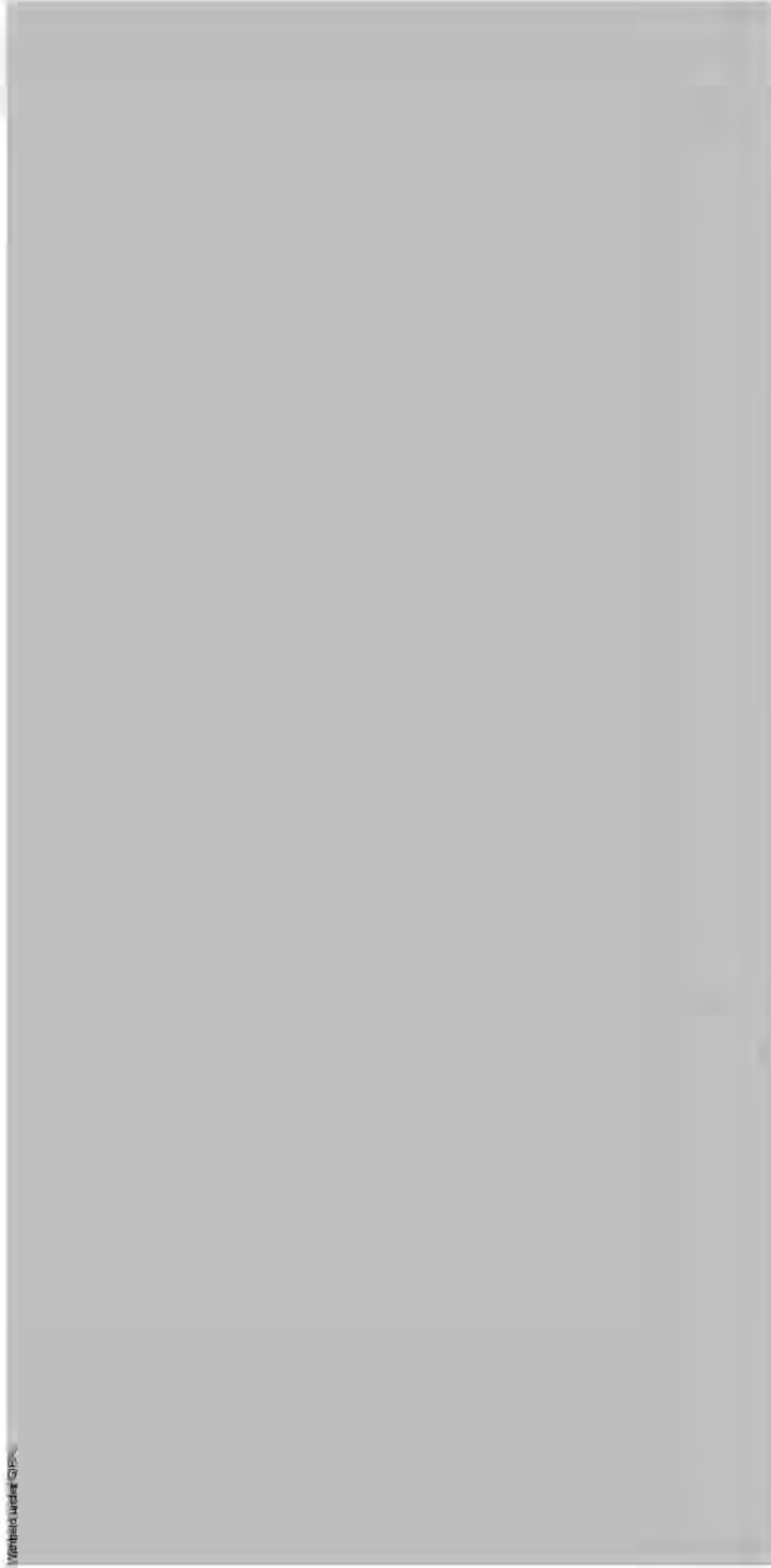
- Western Sydney University, School of Science and Health: Bachelor of Traditional Chinese Medicine (4 years), which is accredited by the Chinese Medicine Board of Australia; and Master of Chinese Medicine (1.5 years full time, 3 years part-time) with the choice of a Clinical Stream or Research Stream
- RMIT, School of Health and Biomedical Sciences: Bachelor of Health Science/Bachelor of Applied Science (Chinese Medicine) (5 years) which is accredited by the Chinese Medicine Board of Australia; Master of Applied Science (Acupuncture) (3 years part-time); and Master of Applied Science (Chinese Herbal Medicine) (3 years part-time).

WSU offers a TCM Clinic as part of UniClinic. At RMIT students in the final two years of their course work treat patients in the Chinese Medicine Clinic that is part of the Health Science Clinic at University Hill in Bundoora. Research in TCM at RMIT, and additional education related to TCM, occur through the WHO Collaborating Centre for Traditional Medicine, and the Chinese Medicine Confucius Institute.

Courses in TCM are also offered by two private providers in Sydney:

- Sydney Institute of Traditional Chinese Medicine: Bachelor of Traditional Chinese Medicine (4 years) (approved by the Chinese Medicine Board of Australia); Diploma of Bachelor of Traditional Chinese Medicine Remedial Massage (1 year).
- Endeavour College of Natural Health: Bachelor of Health Science – Acupuncture (4 years) (not recognised by Chinese Medicine Board of Australia).

DRAFT



From: [Redacted]
To: [Redacted]
Subject: RE: Meeting to discuss the faculty review report
Date: Tuesday, March 12, 2019 10:59:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi [Redacted]

Yes I will still proceed with the meeting despite people not being able to attend. I will have to leave slightly early [Redacted] eting. Maybe next week?

I am going to ask Bill for an extension of at least one week (currently due this Friday).

Cheers

[Redacted]

From: [Redacted]
Sent: Tuesday, 12 March 2019 10:56 AM
To: [Redacted]
Subject: Re: Meeting to discuss the faculty review report

Hi [Redacted]

With all the 'declines', I'm concerned the meeting you've arranged for tomorrow might not be very helpful for the CM report response.

Before all this started I had planned to contact you to discuss my workload / Spring term schedule before [Redacted].


Would you like me to come in tomorrow evening or Thursday evening? For either of these two matters?

If you are too busy, that's fine.

best wishes,

[Redacted]



Withheld under GIPA



From: Withheld under GIPA

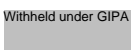
Sent: Monday, 11 March 2019 12:17 PM

To: Withheld under GIPA





Subject: RE: Meeting to discuss the faculty review report

Hi Withheld under GIPA




I am already booked Withheld under GIPA and unavailable.



Best wishes,

Withheld under GIPA



From: Withheld under GIPA

Sent: Thursday, 7 March 2019 11:29 AM

To: Withheld under GIPA

[Redacted]

Subject: Meeting to discuss the faculty review report

Dear all

I have tentatively booked 12.30-2.30 in [Redacted] for a meeting next Wednesday. Hope you can all attend.

Cheers

[Redacted]

From: [Theo Magoulas](#)
To: [Dianne Jolley](#); [William Gladstone](#)
Subject: Meeting: Faculty of Science - Impact of a potential complex change
Date: Wednesday, May 22, 2019 12:03:51 PM
Attachments: [r_uts2018_2020fa_web.pdf](#)

Dear Dianne and Bill,

I thought I should flag at this stage the requirement under the Commonwealth Funding Agreement for the Commonwealth Grant Scheme (Commonwealth Funding Agreement attached to this email), that there is a requirement to notify the Department of Education regarding the closure of Course i.e. clause 22.

Of particular relevance to our discussions today is clause 22.5 that I have copied below:

“22.5. In making a decision regarding a Course Closure, the Commonwealth will:

22.5.1. seek to reach a mutually agreeable arrangement with the University regarding the Course Closure;

22.5.2. have regard to student demand for the Course, the financial viability of the Course, the justification provided for a proposed Course Closure by the University and other relevant factors;

22.5.3. assist the University to explore options to retain the Course, including through cooperation with another provider or the movement of Commonwealth supported places to another provider (where applicable); and

22.5.4. not unreasonably withhold approval for a Course Closure so as to place an unreasonable financial burden on the University or place the University in a financially unviable position in regard to the University’s overall financial status.”

The Commonwealth requirements regarding Course closure is in addition to the UTS Awards Course Approval Policy requirements as outlined below:

“Phasing out, discontinuation and suspension of intake

4.25 Courses may be phased out, discontinued or temporarily suspended in line with [Rule 3.1.3](#) and the procedures.

4.26 Proposals for phasing out or discontinuation of a course must be seen and endorsed by all relevant faculty boards prior to consideration by the CPC, CAC or GRSB.

4.27 The business case for phasing out or discontinuation is approved by the Provost upon recommendation of the CPC in line with the normal business case approval process.

4.28 Course accreditation for phasing out or discontinuation of a course is approved by Academic Board upon recommendation of the CAC or the GRSB in line with the normal course accreditation approval process and the procedures.

4.29 Suspension of intake into a course may be allowed:

- when a faculty wishes to stop admitting new students in a course flagged to be phased out, but university approval for phasing out has not yet been finalised, or
- when a faculty does not wish to admit new students to a course for a specific or indeterminate period of time, but wishes to maintain the course as 'active' so it can be offered again at a later stage.

4.30 Suspension of intake into a course is approved by the Provost upon request from the dean."

Please email me if you have any further questions.

Regards

Theo

Theo Magoulas
University Solicitor
UTS - Legal Services
University of Technology Sydney
Level 18, Building 1, Broadway Campus
(PO Box 123)
BROADWAY NSW 2007, Australia

phone: +61 (2) 9514 9753; fax: +61 (2) 9514 1288

email: Theo.Magoulas@uts.edu.au

From: [Kate Higgs](#)
To: [Dianne Jolley](#)
Subject: Not urgent prior to Monday (but FYI) - drafted student email
Date: Thursday, July 18, 2019 5:04:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
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[image006.png](#)
[image007.png](#)
[image017.png](#)
[image008.png](#)

Hi Dianne,

Sorry to have missed your call earlier today (Thursday). Withheld under GIPA

I sought Greg, Fiona & Jacqui's thoughts on referring students towards the Student Association, and they thought it wasn't the role of our communications. Jacqui drafted the email below to respond to requests for information on options, student rights for consultation & who makes the final decision – using information we've shared or is publically available.

It's suggested we send on Monday morning, once you've had a chance to consider.

If we intend to send, Greg will probably need to run past his WSU counterpart.

Best rgds,
Kate

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 18 July 2019 4:11 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>
Subject: RE: Seeking thoughts...

OK... here it is.

I figure that we give them what is publically available (but hard to navigate) and what we assume they know already (I hear a document was distributed as part of the Faculty Board invite that details more than was intended at that time).

I've stuck with the previous commitments (and quote the 5 June email to clear up any misconceptions), indicated some next steps for comfort (one-on-ones), mentioned consultation with my position (which is explicit in the student rules), and taken the opportunity to nudge them into enrolling full time if they haven't already (and ought to have).

I assume, based on my meeting with Willa yesterday, that they proposal is to phase out the course. I reference this in the highlighted bits below. If I assume wrong, then please correct – or delete (but I figure front foot is best).

Finally, I figure that if we give them a decent briefing, then they ARE informed to the full extent at this time. Importantly, the links to the rules will (fingers crossed) illustrate the extent of student involvement in the decision making/approval process (i.e. none). Our obligations to students is clear under the rules and the actions foreshadowed demonstrate our compliance with our own rules and processes.

Entirely up to you guys (and Dianne) as to whether you use some or any of the following. Personally, I'd send it all!

I've copied Fiona based on a conversation we had late yesterday (about the Faculty Board invite).

J

First, I apologise for the length of this email but it is necessary if I am to respond appropriately to the emails I have received over recent weeks.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of Traditional Chinese Medicine (TCM) at UTS is a cause of frustration and angst to TCM students, staff and community more broadly. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

UTS, like all universities and many other Government funded agencies besides, has very prescriptive rules, policies and procedures – governance instruments that ensure we operate with propriety at all times. These instruments guide a range of activities including, but by no means limited to, the approval processes for creating new, varying existing and discontinuing courses.

Courses are phased out and discontinued across the University each year for any number of reasons (e.g. strategic, commercial, currency, etc.). That said, UTS does not take such decisions lightly, and Faculties are required to follow a considered, often lengthy, process during which it would not be appropriate to pre-empt outcomes or make commitments that might later have to be broken.

Only Academic Board and the Executive Committee of Academic Board have the authority to approve the phasing out, discontinuation, revision or variation of a course, as stated in UTS Student Rule 3.6.1. More broadly, [UTS Student Rule 3.6 \('Changes to courses'\)](#) provides some information about the process we are currently following. I draw your attention to rules 3.6.4 and 3.6.5 in particular, as these rules explain our obligations to students when we revise, phase out and discontinue courses. While we are still some months away from presenting a case for the phasing out, discontinuation, revision or variation of TCM courses to Academic Board, I can tell you that I have already consulted with the Director, Student Administration Unit (see Rule 3.6.4) to better understand what any such decision might mean for each of you.

In addition to UTS Student Rule 3.6, you might be interested in [Rule 3.1 \('Availability of courses and places'\)](#).

As mentioned above, we are still some months away from presenting a case for the phasing out, discontinuation, revision or variation of TCM courses to Academic Board. The first, and next, step is to present a case to Faculty Board for endorsement.

By now, some of you may be aware that a case **to phase out the TCM courses** will be made to Faculty Board on DATE. When I wrote to you in early June, I committed to “continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you.” It was then, as it remains now, my intention to update you following next week's Faculty Board meeting. Furthermore, the path to Academic Board intersects with other key University committees and I will keep you informed along the way.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of

your questions. [YOU MIGHT WANT TO REFERENCE THE FAQs HERE]

Importantly, if in the weeks and months ahead it looks like the proposal to phase out TCM courses is to be approved, you will have the opportunity to consult with a study plan expert on a one-on-one basis to discuss the options available to you – all at UTS remain committed to TCM students completing their studies.

Finally, I am conscious that Spring session commences next week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the [Handbook](#) as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects).

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

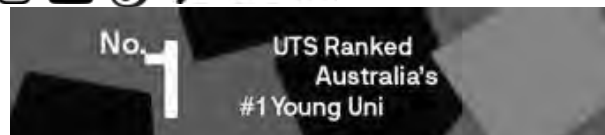
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PO Box 123. Broadway NSW 2007 Australia

CRICOS Provider Code 00099F

uts.edu.au



From: Kate Higgs <Kate.Higgs@uts.edu.au>

Sent: Thursday, 18 July 2019 1:48 PM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Cc: Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: RE: Seeking thoughts...

That would be great Jacqui, thx.

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Sent: Thursday, 18 July 2019 12:32 PM

To: Kate Higgs <Kate.Higgs@uts.edu.au>

Cc: Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: RE: Seeking thoughts...

Hey Kate (and Greg)

Let me craft something that will, with any luck, provide the level of comfort sort as well as make it clear how and when students can/should engage.

You guys can then pick it apart/determine what (if any) of it you want to recommend Dianne sends to students, etc.

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

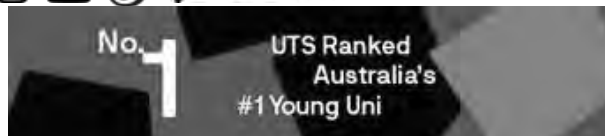
T. +61 (02) 9514 1208

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

CRICOS Provider Code 00099F

uts.edu.au



From: Kate Higgs <Kate.Higgs@uts.edu.au>

Sent: Thursday, 18 July 2019 10:33 AM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>

Cc: Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: Seeking thoughts...

Hi Jacqui,

I have received, via Dianne, and email from a concerned student raising a few matters. See Dianne's comment when forwarding.

Greg – FYI this is the email I briefly mentioned...

Greg's initial thought, without seeing the email, was to question whether it's our role to direct students to the Student Association (the information is easily available on the UTS website).

Do you have a view?

Thank you!
Kate

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Wednesday, 17 July 2019 8:47 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: Fwd: Thank you for your email

FYI.

Do you think that the students know that they have an association that represents them? I wonder if we should be directing them to the student association and their faculty reps to better understand how to have a student voice.

Thoughts?
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

out of scope



From: [Fiona Henry](#)
To: [Fiona Henry](#); [Peter Meier](#); [Dianne Jolley](#); [Alaina Ammit](#); [Graham Nicholson](#); [Helen Hume](#); [Anthony Dooley](#); [Liz Harry](#); [Peter Ralph](#); [Richard Xu](#); [Helen Chan](#); [Megan Murray](#); [Najah Nassif](#); [Tamara Sztynka](#); [Garry Myers](#); [Carolyn Michaeli](#); [Ann Simpson](#); [Michael Wallach](#); [Scott Chadwick](#); [Bradley Williams](#); [Feng-Jang Hwang](#); [Igor Aharonovich](#); [Yakov Zinder](#); [Xanthe Spindler](#); [Murray Elder](#); [Mohammed Shareef](#); [Deanne Koelmeyer](#); [Philip Lawrence](#); [Pritam Bordhan](#); [Jasper Rowley](#); [Jordan Lee](#); [Michael Papanicolaou](#); [Shima Baradaran Vahdat](#); [William Gladstone](#); [Andrew McDonagh](#); [Joanne Lewis](#); [Kelly Hales](#)
Subject: Notice of special meeting of Science Faculty Board Meeting 19/05– 26.07.2019
Date: Monday, July 15, 2019 2:59:45 PM
Attachments: [Call for Extraordinary Faculty Board Meeting July 2019.pdf](#)
[image003.png](#)

Dear Members

A special meeting of Science Faculty Board has been requested for 26 July 2019 in accordance 4 (4.5) of the committee's [Standing Orders](#).

The matter for consideration is:

That the Board approve the phasing out/discontinuation of:

- C10164 Bachelor of Health Science in Traditional Chinese Medicine
Bachelor of Arts in International Studies; and
- C10186 Bachelor of Health Science in Traditional Chinese Medicine.

Meeting 19/05 of the Science Faculty Board will be held on 26.07.2019 at 10.00am in CB04.05.430.

A draft agenda can be found [here](#) for your information.

If you need any further information or wish to advise of an apology, please email ScienceFacultyBoard@uts.edu.au.

Fiona Henry

Governance and Records Manager

Faculty of Science

University of Technology Sydney

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UTS MEMORANDUM

UTS:FACULTY OF SCIENCE

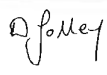


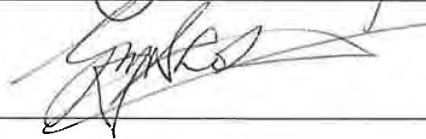

TO: HELEN HUME / FIONA HENRY DATE: 12 JULY 2019
 ACTION: FOR ACTION RESPOND BY: 18 JULY 2019
 FROM: DOREEN BORG
 SUBJECT: CALLING FOR EXTRAORDINARY FACULTY BOARD MEETING

A matter has arisen which requires a briefing and decision by the Faculty of Science, Faculty Board prior to the next meeting of the Courses Planning Committee scheduled for 6 August 2019. I am seeking approval for an Extraordinary Faculty Board Meeting to be called on the 26 July 2019.

Matter for Consideration

The Senior Management Group considered the TCM programs financial viability, research productivity, and strategic fit within Science. Whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes and the respect for colleagues, the SMG discussion resulted in a majority vote to discontinue the TCM program. The first step for seeking academic approval of phasing out/discontinuation is a proposal to the Faculty Board of Science. This is the matter for consideration.

The five Faculty Board members requesting the Extraordinary Faculty Board Meeting are:

Dianne Jolley Dean, Faculty of Science	
Anthony Dooley Head of School, MaPS	
Liz Harry Institute Director, i3	
Graham Nicholson Associate Dean, International	
Peter Ralph Institute Director, C3	

Confirmation of acceptance of this request would be greatly appreciated.

Kind regards,

A handwritten signature in cursive script that reads "Doreen Borg". The signature is written in black ink and is positioned to the right of the printed name.

Doreen Borg

EA to Dean

Faculty of Science



Science Faculty Board agenda

Meeting 19/05 of the Science Faculty Board is scheduled to be held on Friday, 26 July 2019 at 10.00am. The meeting will be held in CB04.05.430.

1.	Welcome		Chair	-
2.	Apologies Scott Chadwick; Feng-Jang Hwang; Joanne Lewis; Garry Myers; Najah Nassif; Tamara Sztynnda; Michael Wallach; Bradley Williams		Chair	-
3.	Declarations of interest		Chair	-
4.	Receipt of tabled papers			
	The Board to receive:			
	*.1 Student Concerns regarding the phasing out/discontinuation of TCM		Lee/Papanicolaou	4.1
5.	Starring of agenda items			
	The Board to resolve:			
	.1 Items 4.1 and 6.1 be starred for discussion		Chair	-
6.	Academic/course matters			
	The Board to approve:			
	*.1 The process of phasing out/discontinuation of: <ul style="list-style-type: none"> • C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies; and • C10186 Bachelor of Health Science in Traditional Chinese Medicine. 		Chair	6.1
7.	Items for consideration		Chair	-
8.	Other business		Chair	-

From: [William Gladstone](#)
To: [Kate Higgs](#)
Subject: Options
Date: Wednesday, May 22, 2019 10:45:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[TCM Options DRAFT 2019-05-22.docx](#)

Hi Kate

Here is the analysis of the 3 options for TCM. This doesn't incorporate the risk analysis done by Nic Glover for the option of a transfer to WSU.

Cheers
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

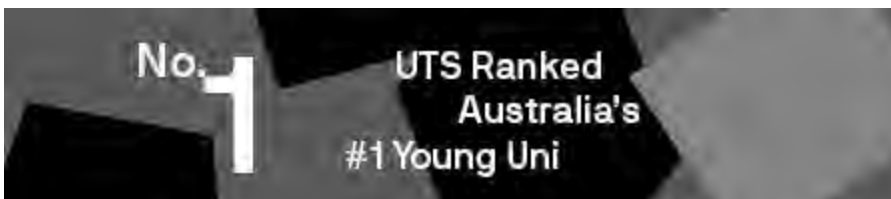
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Option 1: Retain TCM and Invest in its Renewal

Requirements

Appoint a research intensive Chair of TCM (supported by research fellows and research funding); appoint an additional four research active academic staff (to cover the teaching currently done by sessional and casual staff and reduce the teaching load of other staff); undertake a change management or competitive re-appointment process for existing staff with priority given to demonstrated excellence in research and teaching.

Re-develop the TCM courses (while maintaining external accreditation) to: improve efficiency of delivery; attract significantly greater numbers of commencing students; address the quality issues revealed by the 2018 CVA.

Develop new PG offerings, and new short courses (e.g. for ongoing professional development of practitioners).

Facilitate collaborations with researchers elsewhere in the Faculty of Science and with the Faculty of Health.

Develop and roll-out a re-branding communications and marketing strategy that focuses on the science-based and evidence-led foundations of TCM at UTS, and the profile of the Faculty of Science that includes TCM.

Benefits and Opportunities

Growth in the research profile and performance of the TCM discipline, and greater potential to attract large competitive grants.

TCM viewed as a significant contributor to the Faculty's achievements.

The Faculty retains and increases its international fee-paying student load, and number of students undertaking study abroad and internship-like experiences.

Improvements in the position of the TCM courses in the CVA.

Some stability for existing TCM staff and students.

Risks and Impacts

Disruption to currently employed TCM staff arising from the change management process.

The time required to realize the expected growth in research performance (3-5 years, allowing for establishment of newly recruited staff).

Difficulty, or delays in, attracting a suitable Chair-level appointee and the additional academic appointments.

The financial investment required may constrain the Faculty's ability to invest in other already established areas where the risks are less.

Uncertainty about Commonwealth funding for additional student places.

The growth in quality and reputation of Chinese universities may limit the attractiveness of UTS as a destination for overseas students wanting to study TCM.

Ongoing competition from the other universities with established and successful TCM research programs may constrain the chances for significant growth in research performance (especially external grant success).

The possibility of further losses of health insurance rebates for complementary medicine treatments might make the profession less attractive and reduce the numbers of commencing students, and reduce investment in clinical trials research.

DRAFT

Option 2: Transfer to Western Sydney University

Requirements

Agreement from WSU on the details of the transfer, including numbers of staff that would move to WSU.

Determine and agree to the credit transfer arrangements for students currently enrolled in the Bachelor of Health Science in Traditional Chinese Medicine and the Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (WSU offers a three-year Bachelor of International Studies with a major in Chinese languages), and the impact (if any) on transferring students to have an academic record that meets accreditation requirements.

WSU able to provide teaching resources, including necessary clinic teaching hours.

Integration of TCM students with WSU cohorts of TCM students.

Staff communications, consultations and support.

The Faculty of Science retains the TCM taught EFTSL and allocates it to other courses.

Benefits and Opportunities

The Faculty's overall teaching efficiency is improved, arising from a reduction in direct costs of ^{withheld} _{under GIPA} (assuming total Faculty EFTSL is unchanged).

TCM staff have secure employment at WSU.

Space becomes available within the Faculty (e.g. the TCM Clinic) that can be repurposed/refitted to support the Faculty's other strategic outcomes.

TCM staff and students re-housed in an allied academic environment at WSU.

No requirement to teach-out the currently enrolled students.

Consistent science-based brand of the UTS Faculty of Science.

Positive perceptions among other staff and managers about the utility of the 2018 UTS Course Viability Analysis project.

Support for further development of a productive relationship with WSU.

Risks and Impacts

WSU might not agree to transfer all staff and so some staff may lose their job.

Damage to UTS reputation among: affected TCM staff and students, TCM stakeholders and institutions involved in MoUs.

Damage to UTS reputation at WSU if move does not deliver expected benefits to WSU.

Some students might be unwilling/unable to transfer to WSU and change to a private provider, thereby reducing the financial benefit to WSU.

Students' overall experience of UTS negatively impacted.

Short-term costs to refurbish the vacated TCM Clinic and teaching spaces for other uses.

Staff employed as casuals to teach TCM subjects at UTS lose that income.

Loss of 18.5 taught load EFSTL (~ \$526,000) from non-TCM subjects offered by the Faculty of Science that were taken by TCM students

Loss of 4.1 taught load EFTSL from subjects offered by the Faculty of Health and 1.7 taught load EFTSL from subjects offered by the Faculty of Arts and Social Sciences.

Reduction in total number of international fee-paying students from the Faculty of Science, representing 5.8 taught load EFTSL (\$172,414).

Reduced choice of elective subjects for non-TCM students who would have chosen a TCM subject as an elective.

Loss of the external, community-facing TCM Clinic and the associated reputation damage to UTS within this community

Reduction in the Faculty's student mobility outcomes due to a decline in total numbers of students travelling overseas for study abroad as part of their course.

Reductions in the Faculty's international, fee-paying student load (without any growth from other areas in the Faculty) leading to negative impacts on the associated KPIs.

Option 3: Discontinue TCM at UTS

Requirements

Teach-out the currently enrolled students, including the requirements to maintain the external accreditation of the TCM courses.

Change plan for TCM staff, which might include internal transfers, redundancy payments, or other options.

Provision of career and psychological support for affected staff and students.

Development and delivery of a communications plan that covers TCM staff and students; other staff and students in the Faculty of Science; wider UTS community of staff and students; external stakeholders; and MoU partners.

Development and delivery of a plan for closure of the TCM Clinic, while meeting the remaining students' needs for supervised clinic time to fulfil the professional accreditation requirements, and any ongoing treatment needs for patients.

The Faculty of Science retains the TCM taught EFTSL and allocates it to other courses.

Benefits and Opportunities

The Faculty's overall teaching efficiency is improved, arising from a reduction in direct costs of ^{~\$withheld} Under GIPA (assuming total Faculty EFTSL is unchanged).

Frees up space that can be re-purposed to drive Faculty of Science and UTS 2027 strategic outcomes.

Ensures resources within Faculty are closely aligned to the overall Faculty strategy.

Positive perceptions among other Faculty of Science staff about Faculty's commitment to core Faculty business.

Greater clarity about Faculty's core business.

Positive perceptions among other staff and managers about the utility of the 2018 UTS Course Viability Analysis project.

Risks and Impacts

Job losses or reduced income of TCM staff (continuing, fixed-term, and casuals) with associated social and psychological issues and impacts on academic career progression.

Negative feedback and reputational damage among external TCM-related stakeholders and partner institutions involved in MoUs.

Dissatisfaction among some non-TCM staff at loss of colleagues.

Teach-out of remaining students could take up to five years, be difficult to deliver (e.g. with existing staff leaving to pursue job opportunities with longer term prospects), and lead to opportunity costs to the remaining staff who have to manage teaching delivery.

Loss of some research outcomes for the Faculty and UTS.

Short-term costs to refurbish the vacated TCM Clinic and teaching spaces for other uses.

Reduced choice of elective subjects, for non-TCM students who would have chosen a TCM subject as an elective.

Loss of 18.5 taught load EFSTL (~ \$526,000) from non-TCM subjects offered by the Faculty of Science that were taken by TCM students

Loss of 4.1 taught load EFTSL from subjects offered by the Faculty of Health and 1.7 taught load EFTSL from subjects offered by the Faculty of Arts and Social Sciences

Loss of the external, community-facing TCM Clinic and the associated reputation damage to UTS within this community

Reduction in the Faculty's student mobility outcomes due to a decline in total numbers of students travelling overseas for study abroad as part of their course.

Reductions in the Faculty's international, fee-paying student load (without any growth from other areas in the Faculty) leading to negative impacts on the associated KPIs.

DRAFT

From: [William Gladstone](#)
To: [Nick Glover](#)
Subject: Options and risks
Date: Wednesday, May 22, 2019 11:13:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[TCM Options DRAFT 2019-05-22.docx](#)

Hi Nic

Some time ago I put together the attached doc to help decision making about 3 options for the future of TCM (I removed the option of transfer to Faculty of Health after we got a decision on that from the Dean of FoH).

This was also prepared before you did the risk analysis for the transfer to WSU, which Dianne has shared with me.

We are considering presenting a form of the attached options doc to TCM staff when Dianne and I meet with them next week.

Can you please review it, and advise/recommend any changes that you think are needed.

Thanks very much

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

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From: Peter Meier <Peter.Meier@uts.edu.au>

Sent: Monday, 3 June 2019 7:14 PM

To: Withheld under GIPA

[Redacted recipient list]

Subject: options paper

Dear All,

Attached is the draft of the options paper I intend to present. I have not written summaries yet but I will focus those down into what will form a clear set of options.

I may remove the reference to the VET sector if we feel that's not realistic

Please provide any comments to me by tomorrow before 4. I will finalise the paper and send to the dean on Wednesday.

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
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NSW 2007, Australia

ph: +61 2 9514 7858 fax: +61 2 9514 8206

UTS CRICOS Provider Code: 00099F

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Think. Green. Do.

Please consider the environment before printing this email.

Executive summary

Options for Chinese Medicine (CM) in the UTS faculty of Science

The previous status report, which has been circulated as a draft was created with an intention to “inform thinking and decisions about options for the future of CM and UTS”. Whilst this document has not been finalised to date, discussions on options have proceeded.

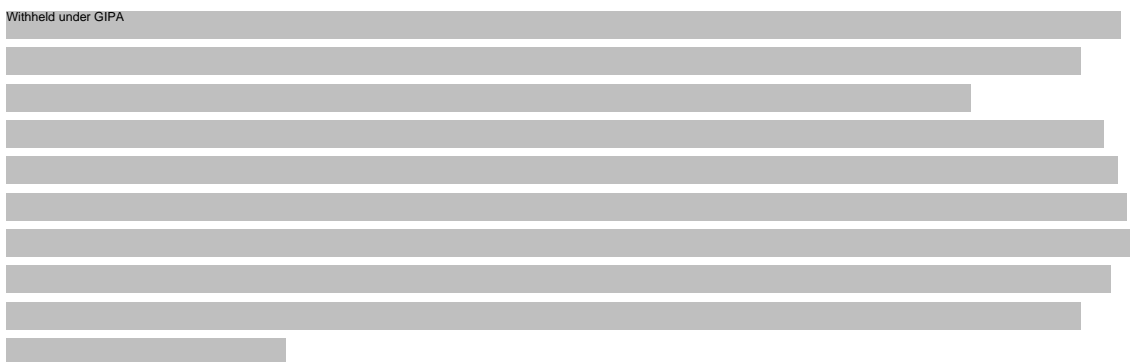
Options considered were

- Discontinuation: no decision taken at this point
- Transfer
 - To Faculty of Health: has been rejected by the Faculty of Health
 - To another institution: the course structure and accreditation with the Australian Health Practitioner Regulation Agency (AHPRA) means that transfer to the Western Sydney University course (the only other CM course in NSW) is not practical due to incompatibility of the course structures and the fact that AHPRA accredits each course individually so that its graduates are eligible for registration. This makes transfer for students in later years of the program particularly problematic.
- Build up the program: the Faculty is considering this option but is generally unsupportive due to the three following issues identified at a recent consultation meeting with staff:
 - Financial viability
 - Research productivity
 - Alignment with FOS Strategy or strategic fit

This paper address the three issues noted above and provides additional comments in regards to other areas including engagement and teaching quality. As the majority of detail in regards to some of these issues has been covered in the status paper, only the salient points will be discussed in this options paper.

Financial Viability

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Under the existing science costing model, what is an acceptable level of loss for the CM course?

If such a question has been considered and an acceptable level of loss determined, or alternately a income or savings target set, this has not been communicated to the CM unit for purposes of attempting to meet such a target.

Withheld under GIPA

Solutions that may address financial viability

Course restructure

The course structure could be revised to increase the overall EFSTL coming to the Faculty via the following methods:

- Subject 92227, currently delivered by the Faculty of Health can be taught inhouse, directing EFTSL back into the Faculty;
- The two CM research subjects 91614 and 91615 could be discontinued and replaced with 60207 which is a research subject taught in the Advanced science course and funded at a higher CSP cluster and add a further medically relevant cluster 7 funded subject;
- 99584 is a clinical features subject incorrectly banded at CSP cluster 8 (agriculture \$32,949). It should be banded as CSP cluster 8 (medical \$34,585);
- Further efficiencies to teaching delivery and assessment could be implemented to save on staffing workloads that could allow for the redeployment of these resources to other income generating activities such as post-graduate courses or articulated VET programs;

Staff re-profiling

This is a complex issue that requires the Faculty to clearly articulate its priorities for the course which would subsequently affect any decisions in this area.

At the moment, a simple cost saving would be to allocate staff on higher duties (e.g. ADTL) to other course areas as is done in other Faculties. This activity is more reflective of the issues around the course validity business model rather than necessarily creating a real saving. However, since that model is being used to judge course viability, following practices used by other faculties would "improve" the financial bottom line in the model.

In more real terms, there are some staff retirements in the planning and how these staff are replaced could have a significant impact on the course outcomes and viability. For example;

- If research outputs were a priority, the Faculty could appoint research active staff and maintain the current balance of casual teaching staff to address any research gap that it might prioritise;
- If the course was valued for its teaching and community contribution, instead of employing 40:40:20 staff with a research focus, a stronger focus could be placed on

hiring of scholarly teaching fellows who under the EBA have greater teaching workloads, resulting in existing research outputs being similar to current levels. Furthermore, there is a requirement under the EBA to hire a certain number of Scholarly teaching fellows;

- Increasing the number fixed term sessional staff could be another option as these are normally 100% teaching roles for only fixed periods of the year and suit industry based practitioners, can be fixed for 3 or 5 years providing stability to staff and could be a cost effective way of maintaining the course teaching loads, whilst existing 40:40:20 staff focus on research and course quality management.
- Alternately, retiring staff would not be replaced and the remaining staff would manage a casual workforce for the delivery of teaching. This would require a greater level of online learning to be developed whereby subject coordination moves away from traditional activities and becomes more of a stewardship model.

Articulated VET programs

At one point, the unit was exploring the possibility through ACCESS UTS of integrating a VET qualification in Tui Na (Chinese massage). This would have the advantage of providing an additional stream of students into the course from the VET sector, whilst allowing current graduates to credential in a related discipline and improve their capacity for income generation as practitioners. This proposal was not followed due to the complexities of working with ACCESS UTS at that time. There are also issues in regards to the extent to integration with the VET sector is a desired outcome of the University, which in previous times was not a priority. This may or may not remain a viable option and would require further exploration.

Articulated Post Graduate programs

There are significant opportunities in the post graduate coursework space which have not been properly investigated due to the overall sense that the future of CM as whole remain uncertain at UTS.

Under AHPRA requirements, practitioners are required to undertake a minimum of 20 points of Continuing Professional Education (CPE) per annum. In addition, there is an *Extended Education Pathway* for practitioners that do not meet English language testing requirements which essentially stipulates 6 years of full-time study. Currently these practitioners and potential students are meeting these requirements though undertaking short course or programs of study with mainly private providers.

As of March 2019, there were 1,988 CM practitioners registered in NSW and 4,857 registered nation-wide. This essentially represents a captive market. Under the new University proposal for short forms of learning and micro-credentialing, it would be possible to create a stackable Masters of a nominal 2 years duration, with nested degrees (grad cert; grad diploma), which could be predominantly delivered online through a series of 2 or 3 cp subjects which could function either as solely CPE or as for-credit micro credentials. This would require an initial investment in subject development but after that, would be predominately a stewardship role given the predominance of online delivery with cleverly scaffolded assessment. It is also conceivable that a number of these units of study may be of CPE value to other professions. It should also be noted that any Masters at this level would

not necessarily need to be branded as CM but could fit into a generic Masters model for the Faculty.

The advantage of postgraduate coursework in CM space is that it does not require AHPRA accreditation and does not lead to a practitioner registration for graduates. The undergraduate program which is already AHPRA accredited, accommodates this need. Hence the proposed Masters would be a natural articulation to the CM undergraduate program and the pipeline of students would help maintain numbers in addition to any external enrolments based on CPE or *Extended Education Pathway* needs.

A proposal for an “Advanced Masters” course was under development in 2016/2017. At the time a survey of practitioners, graduates and existing students was undertaken to determine the interest in what was proposed as a set of nested courses of one semester length each, run in an intensive block mode. Of the 123 responses received, 117 indicated an interest in undertaking further specialised studies for CPE (no=6) and 106 were interested in obtaining CPE and a graduate qualification (no=16, n=122). It is highly likely that the demand for postgraduate qualifications remains high and the new short forms of learning provides greater flexibility in meeting these needs than previous course structures and university processes allowed.

Research Productivity

The Faculty has taken a position that the research outputs of the unit/staff should be comparable to that of other units/staff within the Faculty. Whilst this could be considered at reasonable position, the following should be taken into account:

- The majority of the Faculty’s research outputs are generated by approximately 20% of its staff. Not all staff or research units perform at the same level, nor are they expected to.
- The Faculty has clearly indicated that it can only support a certain amount of research and that allocation of support to institutes and centres has to be discriminatory
- The CM unit has not been identified as an area for extensive research investment, nor does it seek to be a future centre or institute as it is recognised that CM is not a strategic priority for the Faculty and likely never will be.
- The CM unit should be assessed against its own discipline profile (as developed in 2014 with other Faculty discipline profiles – see appendix) in the same way other disciplines have been.

The question consequently becomes:

Is the level of research output generated by the CM unit/staff adequate to maintain the integrity of the discipline and allow for the advancement of scientific investigation into the practice of CM?

A full report of 2014 to 2018 research output data is noted in the status report. At the end of 2018 there were 27 HDR students enrolled in research programs, grant income was approximately \$64,000 and in 2017 there were 34 publications which contributed to an assessed ERA 2018-19 rank of 4 (above world average) for UTS research in Complementary and Alternative Medicine (representing joint efforts of the Faculty of health and Faculty of Science). These data should be measured against the discipline profile for CM which for teaching intensive staff at level c is 2 papers per year, \$22,000 in income and 3 HDR students. The CM discipline profile is attached as an appendix. It is a matter of judgement for the Faculty as to what is deemed adequate in regard to

outputs but as noted in the status report, the majority of staff carry heavier teaching loads and it would seem that against the discipline profile, staff would be performing within expectations

One of the criticisms often made of CM is the lack of scientific research. This is a generally inaccurate view as research into acupuncture is now commonly undertaken, even by major international institutions such as Harvard Medical School and the Karolinska Institute, with considerable research funding from the US NIH and US military. One of the primary objectives of bringing the course into the University was to improve the level of research. This has been achieved over the time of the course at UTS, and discontinuation of the course will obviously stop the development of research in what is becoming internationally recognised as a legitimate field of complementary medicine study.

As the Faculty has determined that CM is not a research priority and will not be receiving major forms of investment in the way other Faculty research centres attract funding, it would be unreasonable to hold the CM unit/staff to these standards. It is not clear that a CM staff member is any less productive than a normal 40:40:20 staff member that is not linked to a research centre. When compared to the CM discipline profile, staff would appear on average to meet those standards, whilst comparison to Faculty averages may result in a washout of data. More importantly, the Faculty has the choice on how it prioritises research funding and outputs in any given discipline and it is not unreasonable to assume that greater weighting may be placed on other factors such as teaching and engagement in a course such as CM where there is an exceptionally strong professional and vocational focus. Having stated this, the CM unit continues to value and undertake research as shown by the number of staff and students actively engaged in clinical research, as well as actively integrating that research into its teaching.

Alignment with Faculty Strategy or Strategic Fit

The course can be mapped against the current Faculty strategic plan as noted below:

Strategy plan theme	CM Course
Development of technologies	n/a
creative hubs (advice to governments and industry)	Close links to AHPRA and professional organisations
strengthening the course portfolio (with needs of industry)	UTS CM graduates hold key positions of influence within professional and relevant government bodies.
shaping the future workplace	UTS alumni form the backbone of the profession.
placing science on an international stage	The course has many international links and global placements for students
co-creation with industry and government (to enhance employability)	The course is professionally and vocationally focused,

Course Mapping against 2027 strategy:

Lifetime learning	Developing lifetime learning skills and provision of continuing professional education is paramount to CM
-------------------	---

Personal learning experience	CM promotes development of adaptive learners and strongly supports self-directed student learning and skills specialisation
Digital partners	Digital learning and learning technologies are blended into student theoretical and clinical learning experiences.
New Ways of working	Will require further exploration if the course is maintained
Precinct, community, partnerships	The course and clinical services are heavily invested in the local community
Connected research	The clinical research undertaken is of direct relevance to the course and the profession and is well integrated into the learning experiences
International profile	The program has a strong international profile and links to research and clinical institutions
Social change	It can be argued that the integration of CM within the community, health services, integrative medicine etc is at the very heart of social justice and impact on the community and is one of the main reasons for maintaining the course

Arguments can be made in regards to how the course “fits” within the UTS or Faculty strategies. The University is involved in complementary and alternative medicine in areas outside of the Faculty of Science. Whilst it is not considered a major focus, the CM course is not isolated within the wider activities of the University, having been part of UTS for the past 25 years. It appears the “strategic fit” is a euphemism for an unspecified set of criteria and consequently it is difficult to address these issues head on. However other factors that should be considered as part of the decision making process are:

Course quality

As noted in the status report, there is conflicting data in relation to course quality. This is primarily due to the emphasis placed on particular metrics in the two major quality indicators. The CQI shows the course to have poor quality, the CPR indicates a green or good rating and on several occasions the course has been on the commended list for consecutive excellent ratings. Consequently there would be greater value in looking at the specific metrics within each quality index that are individually rated as underperforming and determine how to best address these moving forward.

Further breakout?

Engagement

One of the major strengths of the CM program which does not appear to have been factored into decision making is the quality of community engagement.

- The program is strongly linked to the local Chinese community and features in Chinese language based media;
- The clinical services not only provide a separate income stream in addition to EFTSL, but provides valued health services and links into local communities and hospitals (detailed in the status report);

- All members (excluding external legal and community members) of the Chinese Medicine Council of NSW (a government sponsored body that works with the Health Care Complaints Commission and AHPRA) have UTS qualifications, indicating the high esteem in which UTS qualified alumni are considered;
- There are considerable links to national and international professional bodies, educational institutions and health institutions;
- The UTS course is the premier course in the country with a history dating back to 1969 – UAC preferences regularly outstrip UWS and private providers by a factor of 3 or 4 (for example);
- As the major provider of CM education in NSW, closure of the course will have a significant impact on the profession in NSW and potentially nationally given there are only two other university providers (SWU and RMIT);
- The popularity of the course within the community can be evidenced in the student led petition which has been able to amass XXX signatures within XX days which has been forwarded separately. I doubt that any other Science course would be able to elicit this level of community support.

Summary

With the wider context of a decision to continue or discontinue the course, weighting so be given to:

- Using the CM discipline profile as an appropriate yardstick for research outputs
- Give appropriate weighting to factors such as community engagement, social justice elements such as the provision of alternative forms of medicine, and the impact that the closure of the course may have on the profession given the high standing of the course within the local and professional community.

Should the course be kept the following actions/decisions will need to be taken

- Re-structure to direct more EFTSL back to the faculty
- Improve teaching efficiencies to carve our time for development of postgraduate coursework as an additional source of income
- Re-profile staff in the context of a decision as to appropriate levels of research engagement, including the consideration of alternative models of staffing
- Address the specific metrics within the CQI and CPR that may be affecting course quality

<https://www.health.harvard.edu/medical-tests-and-procedures/acupuncture-a-to-z>

<https://oshercenter.org/>

<https://news.ki.se/acupuncture-is-equally-effective-with-simulated-needles>

<https://education.ki.se/course-syllabus/2QA177>

Provost requested review

- Alignment with FOS strategy
- Research productivity
- Financial viability

2027 capped paces, growing income expenses, on costs on research

How will we manage what we do – strengths (research – pubs per academic, money in, critical mass)

Teaching – nexus with research, subject viability, course viability, pick the flagships, carve out time for staff

Performance of faculty and performance of program

Teaching – research - fit

Options considered

- Build up program
 - Not supportive of investment given lack of fit with faculty
 - Strategy of faculty
 - Viability
 - Research(?)
- Transfer program
 - To health – cancer research, aging, health systems population – TCM does not fit with the research focus of the FoH
 - To another organisation
- Discontinue
 - How to teach out viably
 - Phased approach to discontinuation

By next Wednesday

Appendix

Traditional Chinese Medicine

Workload DISCIPLINE PROFILE

Research and Scholarship

All academic staff are expected to be active researchers. The indicators of research are the metrics currently used in Australia to compute university research quantum; the publication of results in high-impact, refereed scientific journals, the ability of staff to attract competitive research funding, and supervision and completion of postgraduate students. Increasingly external rating agencies such as the ERA are using a combination of qualitative and quantitative data to assess research performance. In order to attract grants, and to a lesser extent good HDR students, publication track record needs to be of high quality and volume. It is the specific intention of the *Discipline Profile* to set expectations for individual staff that provide guidance for career development and research success in their discipline, as well as helping the Faculty and University to meet their strategic goals in research.

The primary metric of research publication for the Faculty of Science is the refereed journal article (category C1 in the HERDC classification), and equivalents (refereed book chapters/monographs and the like - category B1). Other research outputs such as conference participation, abstracts, un-refereed contributions, invited and plenary addresses and the like are all evidence of research activity and should be part of a balanced research portfolio but cannot replace the primary metrics listed above.

Similarly, an ability to attract external funding ranges in "prestige" depending on the source, with the highly competitive ARC and NHMRC grants being the foremost measure of research quality. In this respect, it is expected that academic staff will seek to fund their research from sources external to the Faculty/University, and the range of Category 1 ([Australian Competitive Grant Register](#)), Category 2 (Other Public Sector Research Income), Category 3 (Industry and Other Research Income), and Category 4 (CRC Income) sources should all be considered in a balanced portfolio. In terms of expectations, all academic staff are expected to participate in grant preparation and submission, on a regular basis.

Research

All staff are expected to participate in research (defined by the metrics currently used by the ARC – publication, grant/income, HDR completions). Any other activities (meetings with partners, program participation, conference attendance and the like) are all part of reputation building, developing renown, and recognised as necessary to produce the metrics listed above, but are not in themselves “counted” in lieu of these.

The expectations listed below are driven from the ERA2012 outcomes. The average across Australia in each of the 4 digit FoRs for number of publications and grant income per FTE per year can be extracted from this data, along with various other benchmarks. This data is aggregated across the academic levels although the majority of FTE are in

the level B/C grades. There is no data on the distribution of workload allocation between research, teaching and administration. The data can therefore be used to provide a reasonable expectation for a level C 40:40:20 academic to be at the national average within their respective discipline. While it is possible to attribute at the four digit level, here for brevity the average across the 4 digit FoRs predominant across the School have been used. HDR numbers are based upon Faculty target of average 3 per FTE.

Income data have been indexed at 4 % pa. ERA income data is averaged across 2008 – 2010. Data for level C 40:50:10 are the national averages from ERA, other data are weighted relative to salary at mid-band for each level and relative to research loading.

It is important to note that these figures are expectations to be at the national average, to be nationally competitive one might expect considerably higher levels of performance.

As a general guide, staff should be looking to publish only in the top 50% of international journals (as determined by the ranking of journal impact factors for their relevant 4-digit FOR codes;

Level	Normal (40:40:20)	Research Intensive (20:60:20)	Teaching Intensive (60:20:20)
Level B	1.5 C1 articles per year; \$18,000 total external income per year; 2.5 HDR	2.5 CI articles per year; \$30,000 total external income per year; 3.7 HDR per year, 1 hons per year.	1 C1 articles per year; \$9,000 total external income per year; 1.2 HDR per year;
Level C	2 C1 articles per yr; \$22,000 total external income per year; 3 HDR	3 C1 articles per year; \$33,000 total external income per year; 4.5 HDR	1 C1 articles per year; \$11,000 total external income per year; 1.5 HDR per year;
Level D	2.5 C1 articles per yr; \$25,000 total external income per year; 3.5 HDR	3.5 C1 articles per year; \$40,000 total external income per year; 5.3 HDR per year	1 C1 articles per year; \$13,000 total external income per year; 1.8 HDR per year;
Level E	3 C1 articles per year; \$30,000 total external income per year; 4.2 HDR	4 CI articles per year; \$50,000 total external income per year; 6.4 HDR per year;	1.5 C1 publications per year; \$15,000 total external income per year; 2.1 HDR per year;

From: [Redacted]
To: Peter Meier; [Redacted]
Subject: RE: options paper
Date: Wednesday, June 5, 2019 4:43:00 PM
Attachments: [Redacted] CM status report Revised 2019-05-29 2019-06-05 (002).docx

Thanks Peter. I have also sent the response to Bills option paper as well (attached) within this email. Thanks also to those who commented on this as well. Hopefully both documents can give us a way forward.

Cheers

[Redacted]

Dear Dianne and Bill

Please find attached the second round of comments resulting from the second draft of the options paper from the CM team. I keep inserting the WTO article (8.15) which I believe is important to recognise, that the Australian government has tabled the support of Chinese medicine regulation and education in Australia. I have also updated the student numbers for 2019 based on the recent 2019 Autumn census and identified clearly the amount of funding left for salary and NSI after both Central and faculty have deducted their costs. I have used track changes so you can see the suggested changes. I believe Peter has also sent an options paper in addition to this report.

[Redacted]

From: Peter Meier <Peter.Meier@uts.edu.au>

Sent: Wednesday, 5 June 2019 4:27 PM

To: [Redacted]

Subject: RE: options paper

This is the final copy that I have sent to the dean. Thanks to those that contributed.

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: Peter Meier

Sent: Monday, 3 June 2019 7:14 PM

To: Withheld under GIPA [Redacted]

[Redacted]

Subject: options paper

Dear All,

Attached is the draft of the options paper I intend to present. I have not written summaries yet but I will focus those down into what will form a clear set of options.

I may remove the reference to the VET sector if we feel that's not realistic

Please provide any comments to me by tomorrow before 4. I will finalise the paper and send to the dean on Wednesday.

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science
University of Technology, Sydney
PO Box 123, Broadway
NSW 2007, Australia

ph: +61 2 9514 7858 fax: +61 2 9514 8206

UTS CRICOS Provider Code: 00099F

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From: [Dean of Science TCM](#)
To: [Greg Welsh](#)
Subject: Possible questions
Date: Tuesday, July 16, 2019 2:24:00 PM
Attachments: [TCM FAQ draft for input.docx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Greg,

I've been liaising with Kate Higgs regarding possible questions based on themes of comments/questions from emails – document attached for your information. If I can be of further assistance please do not hesitate to contact me.

Kind regards,

Doreen

Doreen Borg
EA to the Dean and Deputy Dean

Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 1752 Fax: +61 2 9514 1656
PO Box 123 Broadway NSW 2007 Australia
science.uts.edu.au



From: [Greg Welsh](#)
To: [Dianne Jolley](#); [Dean of Science TCM](#)
Cc: [William Gladstone](#)
Subject: RE: Post Fridays meeting with Andrew Parfitt
Date: Monday, July 8, 2019 9:32:07 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Kate

The update email to all students is below. Let me know if you have any questions

Best wishes

Greg

Dear all

As it has been a number of weeks since I last communicated with you about the review of the Traditional Chinese Medicine program at UTS, I want to update you on what has been happening since my last communication. No final decision has yet been made at this stage about the future of the program. Before a final decision is made there are still a number of formal process steps that must be taken including discussions at Faculty and University level. These are scheduled to occur over the next two months.

We aim to have more information available as soon as possible after these meetings, and will be communicating with you before the mid-October enrolments. We acknowledge the uncertainty you are currently experiencing, but we must take the necessary time to consider all relevant information and make the right decision. We will continue to communicate with you as the process continues.

We remain committed to students completing their studies and, when a final decision has been made, UTS will communicate with students to ensure we honour that commitment. Affected staff will also be consulted on how any decision impacts on them.

You are welcome to send further enquiries to dean.of.science.TCM@uts.edu.au in the future. We have shared all information available at the moment.

Kind regards,

Dianne Jolley

Dean of Science

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Monday, 8 July 2019 8:40 AM

To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: Post Fridays meeting with Andrew Parfitt

Hello Kate,

On Friday I had a discussion with Andrew Parfitt and Greg Welsh about communications regarding TCM. There were some good recommendations on how to proceed:

- Greg will work on a communication to be sent to all TCM students (undergrad and postgrad) early next week from this email address. This will identify that we will provide them with as much information as possible as it becomes available.
- Andrew has requested that a FAQ webpage be established, which can be included in all future communications stating that this page will be updated as more information comes to hand. This page should be relevant for students and staff, keeping in mind that it will likely be a source of information for the broader community.
- For the Science Faculty Board we will share the full TCM review document with a copy of the recommendation memo from the faculty and the support of this recommendation from the ProVost. These can be circulated to the board in advance for their consideration prior to the meeting.
- Greg will reach out to you with relevant contacts from his team for UTS-WSU communications at various levels including SAU.

Can you please organise a round table meeting with the UTS change team and the WSU team before we send out the faculty board papers to ensure that we have all the communications ready to go and consistent? Once the papers are sent out, it will be in the public arena, and we will need to be ready for the responses. This is when we will need to have the FAQ page ready to go as well.

There was a discussion about how a discontinuation should be modelled. It was confirmed that consideration should be given to

- (i) directing all incoming enquiries to commence TCM programs at UTS towards WSU (local to Sydney) – communications to be consistent between UTS and WSU;
- (ii) continuing our existing TCM programs unaltered in 2020, and providing an option for existing students to transfer to WSU at the beginning of 2021 (highlighting the merits of the Beijing experience, and the potential (TBC) of a degree from both UTS and WSU);
- (iii) for those students that opt to stay at UTS, continue our existing program unaltered in 2021 then provide an option for existing students to transfer to WSU at the beginning of 2022 (as above);
- (iv) for students in TCM at UTS from the beginning of 2022, provide them with the pathway to change enrolments, considering (TBC) a Bachelor of Science with a major in TCM based on the curriculum from WSU. This option relies on (a) agreement with WSU on this approach, (b) approval the TCM accreditation committee (likely as the WSU program already accredited); (c) discussions of staffing with WSU (for WSU staff to deliver the curriculum at UTS). Willa Huston will be valuable with this mapping.
- (v) discussions with WSU about meeting the clinical hours requirements of the UTS students will also need to be considered.

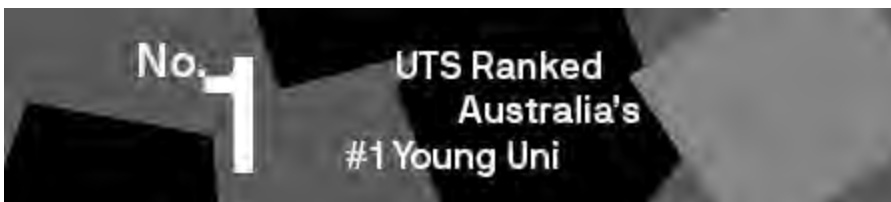
I assumed modelling of the TCM clinic operation around these options will be needed, as the viability will be influenced by student and staff numbers.

I think that has captured it!

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



From: [Greg Welsh](#)
To: [Dianne Jolley](#); [Dean of Science TCM](#)
Cc: [William Gladstone](#)
Subject: RE: Post Fridays meeting with Andrew Parfitt
Date: Tuesday, July 9, 2019 1:34:27 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Kate

I spoke to Jacqui yesterday. She is more than happy to work on the staff/student FAQs with us when the time is right

Best wishes

Greg

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Monday, 8 July 2019 8:40 AM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
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I think that has captured it!

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E: dianne.jolley@uts.edu.au
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From: [Dean of Science TCM](#)
To: [Jacqui Wise](#)
Subject: Potential discontinuation model (subject to decision etc.)
Date: Monday, July 8, 2019 2:02:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Jacqui,

Pls see the email below. The first section discusses communication approach (which will be of interest to you), the later section covers the proposed approach / timeline for phase out and discontinuation for modelling.

Kind rgds,
Kate

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Monday, 8 July 2019 8:40 AM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: Post Fridays meeting with Andrew Parfitt

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W. uts.edu.au



From: [Raelene La Ferla](#)
To: [Withheld under GIPA](#)
Cc: [Andrea Leigh](#); [William Gladstone](#)
Subject: Q & A from Chinese Medicine Meeting
Date: Monday, February 4, 2019 2:52:39 PM
Attachments: [Questions and Answers from meeting with Chinese Medicine 6 Dec 2018.docx](#)

Hi Chris

My apologies for the delay in getting these notes to you. Please find attached as requested.

Raelene

Questions and Answers from meeting with Chinese Medicine

Thursday 6 December 2018 @ 12 noon

Context – Bill

Develop an options paper to consider the future of TCM at UTS. Request was because of course viability analysis, concerns about financial impact, question of good fit in faculty of science (graduate Health professionals), increasing expectations on research performance and can TCM meet those requirements.

Considering an options paper will consist of background of discipline, look at what potential options might be for a future at UTS (staying here in Science – financial viability and research output or transfer to Faculty of Health – different cost base and transfer to Western Sydney University or discontinue completely) – maybe some other options. These options will come out in our discussions and consultations

Process – hand out process and timeline

Dec – Jan – development of options paper. I will consult with you on this. Opportunity for you give your view on those options. Start communications with other stakeholders ie students, other networks,

Take on board your feedback and comments

Deadline – submitted to SEM in April. VC, Deputy VC's, Provost and CFO

They will make a decision then I will communicate that with you. Additional consultation with you – timelines, support. Change Program in May/June 2019.

Take an intake of students next year. Not made decision for 2020

Any questions

Withheld under GIPA – some options require negotiation with other entities, does that negotiation with Health need to start before going to SEM?

Bill – Discussions start beforehand to see if that's an acceptable offer. New Dean started Monday.

Withheld under GIPA – Western Sydney – after decision to go to SEM. I wouldn't want to put that out in the market just yet.

Has WS been approached?

Bill - Not too sure

Withheld under GIPA - Communications is important but we need to keep it internal. Reputation damage to UTS if we go external (ie if word got out students can go elsewhere. Chinese community UTS has a very good reputation – we need to consider this. We partner with other international universities. UTS is very popular in China.

Bill – we will discuss with risk and opportunities in the option

Withheld under GIPA Clear communications strategy. Understand what that communications strategy so when we give answers we are all on the same page

Bill – we've engaged with internal comms who will assist us to develop that.

Withheld under GIPA – I've let international know. Course under review. 2020 suspended

Withheld under GIPA errors in financial, research is not as bad – my concern is the data is not correct

Bill – this will be the time to let SEM know and will be recognised in options paper

Withheld under GIPA – understood as a threat rather than an opportunity. We might be a better fit with Health. Treated as more of a threat.

Withheld under GIPA is their value to the discipline

Withheld under GIPA Acupuncture clinic in Australia – it's the busiest clinic in Australia – see over 6,000 patients in a year. Reputational damage will be massive to the clinic. Lots of scholars come to see our clinic

Bill – risk that community engagement

Withheld under GIPA What are the metrics – is social engagement included

Bill – that's why we are talking to you about so we will include this in the paper

Withheld under GIPA we feel powerless. Put our heart and soul in to this. We don't really have a say. Everyone has expressed that to me. Human cost to this process.

Withheld under GIPA - Documentation be available to us – SEM documentation

Bill – if it's relevant. No plan to get rid of TCM

Withheld under GIPA – We need to look at this strategically and understand our value. We have no career planning.

Bill – all those things will be considered in the paper – risks and opportunities

Withheld under GIPA Removing the discipline to be included in paper

Bill - Yes, it will be included

Withheld under GIPA Post grad load will be different – what do we do with those? WS is out at Campbelltown which students may not want to travel too. Overlay of course as both courses are different.

Bill – you've raised some issues I didn't know about so that's why we're talking with you so we capture all of these issues.

Withheld under GIPA – Your role and resourcing in development of paper

Bill – Deputy Dean and resourcing will be mostly my time

Withheld under GIPA – How will the consultation play out?

Bill – your views on best way to do it. Have something to read and obtain feedback. Then come back and talk about that. Enough time to meet in person and have holidays as well.

Withheld under GIPA – EAP and who to contact

Bill – Chris sent an email

Withheld under GIPA – Is the priority about research?

Bill – it's the package around the program

From: [Redacted]
To: [Redacted]
Cc: [Redacted]
Subject: Re: Q & A from Chinese Medicine Meeting
Date: Tuesday, February 5, 2019 1:41:25 PM

Hello [Redacted]
Is there a page missing from this, or did she stop taking notes half way through?

I thought the conversation was a bit longer than this.
Perhaps we should defer to [Redacted]'s notes.

[Redacted]

On 4 Feb 2019, at 6:25 pm, [Redacted] wrote:

Hi all please find attached the notes from the discussion with the deputy Dean last year. Please feed back any comments reflections.
Thanks [Redacted]

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Date: 04/02/2019 2:52 p.m. (GMT+10:00)
To: [Redacted]
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>, William Gladstone <William.Gladstone@uts.edu.au>
Subject: Q & A from Chinese Medicine Meeting

Hi [Redacted]

My apologies for the delay in getting these notes to you. Please find attached as requested.

Raelene

<Questions and Answers from meeting with Chinese Medicine 6 Dec 2018.docx>

From: [William Gladstone](#)
To: [Withheld under GIPA](#)
Cc: [Andrea Leigh](#)
Subject: Q re TCM staff
Date: Friday, February 8, 2019 7:46:22 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Dear [Withheld under GIPA](#)

I am gathering background information for the options paper. Here is the list of TCM academic staff sent to me by HR who were employed at the end of 2018 as either fixed-term or continuing academics:



Can you please tell me:
- does each person have accredited qualifications as TCM practitioner?
- who does not have a PhD

Thanks very much

Bill

Professor William Gladstone GAICD

Deputy Dean
Faculty of Science
University of Technology Sydney
T. +61 (02) 9514 8272
M. +61 (0) [Withheld under GIPA](#)
PO Box 123 Broadway NSW 2007 Australia

From: [Willa Huston](#)
To: [Dean of Science TCM](#)
Subject: FW: query re international offers pending
Date: Tuesday, July 16, 2019 8:18:56 PM
Attachments: [image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
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[image018.png](#)
[image019.png](#)
[image020.png](#)
[image021.png](#)
[image022.png](#)
[image023.png](#)
[Current admissions load for TCM for 2019.xlsx](#)

Hello Kate,

Just adding this information to our collection of info we will need as we set out to work out the nuts and bolts of this transition etc.

WE also needed to know this for the OCAP documentation.

I can touch base tomorrow (Wed) if needed in the afternoon to run you through where I have got to with the OCAP draft.

Best wishes

Willa

From: Julia Shelley <Julia.Shelley@uts.edu.au>
Sent: Tuesday, 16 July 2019 11:52 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: query re international offers pending

Hi Willa

Please find attached a spreadsheet showing all admissions activity for TCM for the Autumn 2019 and Spring 2019 intakes. I was not able to find any offers or applications for intakes in 2020, or later years.

There is one 'accepted' student for the Spring 2019 intake and I've highlighted the full details of this applicant.

Also highlighted is Column W, which shows the status of the applications. Whilst there are several conditional offers, there are no full offers at this time for Spring 2019. It would be impossible for an offshore student with a conditional offer to be able to provide documents showing they have met the conditions mentioned, and then accept the offer and obtain a student visa in time for

commencement on 22 July. Column L shows whether the student was in Australia at the time the application was lodged.

Let me know if you need any further clarification on this information.

Regards

Julia

Julia Shelley
International Development Manager
Faculty of Science

[Explore the Science Scholarship Program!](#)

Building 7, Level 7, Faculty Office

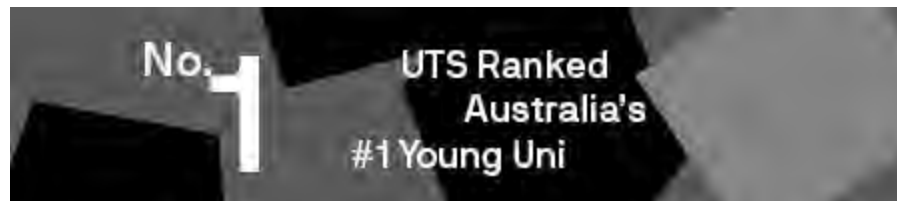
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E: Julia.shelley@uts.edu.au | W: www.science.uts.edu.au

UTS CRICOS Provider Code: 00099F

Think. Green. Do.



From: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Sent: Tuesday, 16 July, 2019 11:25 AM

To: Julia Shelley <Julia.Shelley@uts.edu.au>; Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: query re international offers pending

Hello Julia

As you may know, the management of the Faculty of Science at UTS has recently been undertaking a review of the Traditional Chinese Medicine program. The review is considering a range of information about the program, including if there are any outstanding (yet to be accepted) offers to international students for this course.

I am wondering if you are able to provide this information?

Are you able to look this up for me fairly discreetly?

Thanks

Willa

Wilhelmina (Willa) Huston

Acting Associate Head of School Learning and Teaching

Chlamydia Research Group Head

Chair, Science Equity and Diversity

School of Life Sciences

Faculty of Science

University of Technology Sydney

T. +61 (02) 95143449

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



Withheld under GIPA

From: [Redacted]
To: [Redacted]
Subject: Re: Re: Questions about the formal admission
Date: Friday, November 30, 2018 1:33:50 PM

Hi

Withheld under GIPA

I have just received news from the Dean that the intake for 2019 will proceed as usual. Good news!

Cheers

Withheld under GIPA

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: [Redacted]
Date: 30/11/2018 1:06 p.m. (GMT+10:00)
To: [Redacted] Peter Meier
<Peter.Meier@uts.edu.au>
Subject: Fwd: Re: Questions about the formal admission

FYI

Withheld under GIPA

----- Forwarded message -----

From: [Redacted] out of scope. @gmail.com>

[Redacted]

From: [Redacted]
To: Peter Meier [Redacted]
Subject: RE: Re: Questions about the formal admission
Date: Friday, November 30, 2018 5:14:00 PM

Hi all

Judging from the email sent from the Provost it looks like they are not approving intake of internationals but only domestic ?

From: Peter Meier
Sent: Friday, 30 November 2018 5:09 PM
To: [Redacted]
Subject: RE: Re: Questions about the formal admission

Hi [Redacted]

We have been advised that we will have a 2019 intake so feel free to reply to any further enquiries that an offer will proceed.

regards

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: [Redacted]
Sent: Friday, 30 November 2018 1:07 PM
To: [Redacted] Peter Meier <Peter.Meier@uts.edu.au>
Subject: Fwd: Re: Questions about the formal admission

FYI

[Redacted]

----- Forwarded message -----

From: [Redacted] out of scope [Redacted]@gmail.com>

[Redacted]

From: Peter Meier
To: Withheld under GIPA
Subject: RE: Re: Questions about the formal admission
Date: Friday, November 30, 2018 6:26:16 PM

Dear Withheld under GIPA

I have now been advised that international student intakes will be suspended. It is only domestic student intakes that will proceed. You will need to modify your advice accordingly.

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: Peter Meier
Sent: Friday, 30 November 2018 5:09 PM
To: Withheld under GIPA
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Hi Withheld under GIPA

We have been advised that we will have a 2019 intake so feel free to reply to any further enquiries that an offer will proceed.

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Faculty of Science

From: Withheld under GIPA
Sent: Friday, 30 November 2018 1:07 PM
To: Withheld under GIPA Peter Meier <Peter.Meier@uts.edu.au>
Subject: Fwd: Re: Questions about the formal admission

FYI

From: [Peter Meier](#)
To: Withheld under GIPA
Subject: RE: Report
Date: Thursday, March 14, 2019 12:10:41 AM

The course quality index is the provosts system and numbers taken from various metric sets and then an algorithm applied. You just have to take them on face value

From: Withheld under GIPA
Sent: Wednesday, 13 March 2019 12:03 PM
To: Withheld under GIPA
Subject: Report

Hi Peter

I am going through the report and need clarification on some figures Bill is reporting regarding the course.

1. What is the current enrolment for 2019? Bill has it as 56 for 2019 and “declining annually from 79 in 2015”\
2. “The TCM courses had a Course Quality Index of 0.84. This overall below average result was driven by below average results for the Graduate Satisfaction with Course (0.807) and Graduate Satisfaction with Teaching (0.535), and the higher weightings for these indexes (25%) compared to the other indexes. The other indexes were close to, or at, national average values: Success Rate (1.011, 15% weighting), Retention Rate (1.042, 15% weighting), and Student Satisfaction with Quality (0.969, 20% weighting).”

Are these figures correct and available to see?

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From: [Julia Shelley](#)
To: [Graham Nicholson](#)
Subject: FW: Report on all enrolled international students in Science
Date: Thursday, July 18, 2019 4:28:14 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[Copy of Student Course Status Report a8f84e6d1.xlsx](#)

Hi Graham

I think Willa had spoken with you about the TCM students during the day.

Please see a report which I was able to get from CASS.

This information is just for your reference.

Julia

Julia Shelley
International Development Manager
Faculty of Science

[Explore the Science Scholarship Program!](#)

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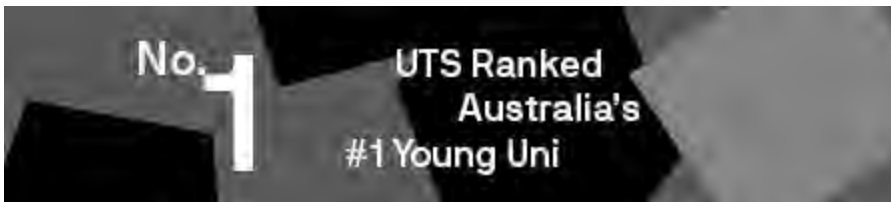
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UTS CRICOS Provider Code: 00099F

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From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 18 July, 2019 4:18 PM
To: Julia Shelley <Julia.Shelley@uts.edu.au>
Subject: RE: Report on all enrolled international students in Science

Hi Julia

This is very helpful, thank you.

Best wishes
Willa

From: Julia Shelley <Julia.Shelley@uts.edu.au>
Sent: Thursday, 18 July 2019 9:39 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: Report on all enrolled international students in Science

Hi Willa

How are you this morning?

As we discussed yesterday, this report indicates all the international students currently enrolled in the TCM program. There are eight international students at this time, they are highlighted in the report.

The report also gives their current situation in regards to progress in the course. Columns P and Q show the current status of credit points gained, and still to be gained, for the program.

Please note the student I mentioned who had been admitted for the Spring 2019 intake is:

Withheld under GIPA

When I checked this student's record on the international admission system I can see this student had completed studies to

Withheld under GIPA

[Redacted text]

Regards

Julia

Julia Shelley
International Development Manager
Faculty of Science

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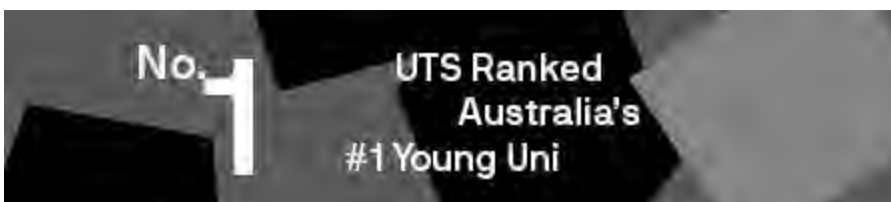
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UTS CRICOS Provider Code: 00099F

Think. Green. Do.



From: [Willa Huston](#)
To: [Kate Higgs](#)
Cc: [Julia Shelley](#); [Graham Nicholson](#)
Subject: RE: Report on all enrolled international students in Science
Date: Thursday, July 18, 2019 4:52:57 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

Yes I think that is the plan, as part of that we may be able to offer her a fair bit of RPL that is yet to be determined that might help with progress.

Ccing the two appropriate stakeholders

Best wishes

Willa

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Thursday, 18 July 2019 4:52 PM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: Report on all enrolled international students in Science

Excellent information. Thank you Willa!

Am I correct in recalling that International will contact Withheld under GIPA at some point soon (as she is yet to start) to indicate that the course is under review – as a courtesy?

Thanks again.

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 18 July 2019 4:18 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: FW: Report on all enrolled international students in Science

Hi Kate

Please see attached for your records- no action needed right now

Cheers

W

From: Julia Shelley <Julia.Shelley@uts.edu.au>
Sent: Thursday, 18 July 2019 9:39 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
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Hi Willa

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Withheld under GIPA

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Withheld under GIPA

Regards

Julia

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From:

To:

Cc:

Subject:

response document to Dean

Date:

Wednesday, May 15, 2019 2:15:00 PM

Attachments:

[Response to Dean.docx](#)

[2018 Chinese Medicine Discipline Report.pdf](#)

Hi all

Please see my response to the Dean. I also intend to attach the 2018 CM status review provided at the end of each year to Bill.

Please get back to me with any feedback ASAP as I plan to send tomorrow to the Dean.

Thanks

Withheld under GIPA

Dear Dianne

Thank you for the notification email informing us the University has decided not to market the course in the UAC guide and that the TCM status report that was circulated and subsequently submitted for executive consideration in April 2019. It was also noted that the response to the report is still under discussion, and that you are not able to provide any further information. We also received an invite to attend a meeting with yourself and the Deputy Dean on the 29th May but have received no agenda at this point in time.

We would like you to note that despite providing feedback on a draft report we did not receive any final report for confirmation. We were also told that individual staff members would be consulted prior to submitting the final report which did not occur. We had prepared several documents (see attached 2017 and 2018 review documents) that listed all activities, publications, yet very few of these were tabled in the draft report we commented on.


It should be noted that the Australian government is supportive of Chinese medicine education noting in the signed Australia-China Trade agreement (Free Trade Agreement between the Government of Australia and the Government of the People's Republic of China, 2015) specific statements and requirements into the World Trade agreement were incorporated.

2. Each Party, where possible, will encourage the relevant bodies in its territory to develop, where possible, mutually acceptable standards and criteria for licensing and certification, and to provide recommendations to the Committee on Trade in Services on mutual recognition with respect to service sectors mutually agreed by the Parties, including engineering and Traditional Chinese Medicine.

ARTICLE 8.15: QUALIFICATIONS RECOGNITION COOPERATION

In addition the provision of educational programs are accredited under the National Law and we have recently been notified by the Australian Health Practitioner Regulatory Agency (AHPRA) that there are no conditions on the program.

To date in 2019, the CM discipline has **received delegations from**

- Tsukuba National University of Technology, Japan Withheld under GIPA


. This was a three day instructional program for visually impaired acupuncture students. This university specialises in training students with disabilities and was the second time we have hosted them for such an event.
- Chiba University (Withheld under GIPA April);
- Korea Institute of Oriental Medicine (Withheld under GIPA and two colleagues, research collaborators in diagnostic reliability research group, May);
- Shaolin Temple, Henan, China (Withheld under GIPA, research collaborator for the proposed Withheld under GIPA exercise clinical trial, March).

Hosted two visiting scholars

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Visitations have also been made internationally to

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- World Health Organisation (WHO review panel) for traditional medicine terminology (May, 2019)
- Accreditation Committee of the Chinese Medicine Board of Australia (2019-2022)
- Assessor Panel - Accreditation Committee of the Chinese Medicine Board of Australia
- Standards Australia delegation to ISO TC 249 Plenary, Bangkok, June 2019.

The UTS Chinese medicine clinic continues to be a central point for many learning and clinical activities. In 2018, **over 6000 patient** contacts were made in the clinic and a gross income of **\$224,673** was received through clinical services. This continues this year with 1,555 clinical patient contacts and \$58,455 received as of 10th May 2019. The clinic provides care to a wide range of presenting medical conditions, including chronic pain, adjunct cancer care, neurological and digestive conditions amongst others. The clinic maintains a database that tracks the patient presentations over time and several publications have resulted from the project.

Financial considerations The discipline also notes that there has been little financial information provided to them over the past several years until just recently and that there has been inadequate time to address any financial concerns raised about Course costs. The discipline did however make significant changes to the program in 2019 that resulted in an \$80,000 reduction in course costs based on the faculty spreadsheet program. It should be noted that in late 2018 when the financial data were supplied to the team leader there were gross inaccuracies including costing people on long service leave and seconded to higher duties.

From: [Redacted]
To: [Redacted]
Subject: RE: response document to Dean
Date: Wednesday, May 15, 2019 2:30:43 PM

Hi [Redacted]

Please remove where it says I am [Redacted] under the listing of [Redacted].

Regards,

[Redacted]

From: [Redacted]
Sent: Wednesday, 15 May 2019 2:15 PM
To: [Redacted]
[Redacted]
[Redacted]
Cc: [Redacted]
Subject: response document to Dean

Hi all

Please see my response to the Dean. I also intend to attach the 2018 CM status review provided at the end of each year to Bill.

Please get back to me with any feedback ASAP as I plan to send tomorrow to the Dean.

Thanks [Redacted]

From: [Redacted]
To: [Dianne Jolley](#)
Cc: [William Gladstone](#); [Peter Meier](#)
Subject: Response for Deans meeting next week
Date: Tuesday, May 21, 2019 11:42:25 AM
Attachments: [2018 Chinese medicine Team Status ver 4-1.docx](#)
[2017 Chinese medicine Team Status ver4 .docx](#)

Dear Dianne

Thank you for the notification email informing us the University has decided not to market the course in the UAC guide and that the TCM status report that was circulated and subsequently submitted for executive consideration in April 2019. It was also noted that the response to the report is still under discussion, and that you are not able to provide any further information. This is at odds with what information has been relayed to us that the Faculty is still responding to our previous comments on of the draft report. We are aware we are to attend a meeting with yourself and the Deputy Dean on the 29th May but have received no agenda at this point in time.

We would like you to note that despite providing feedback on a draft report we did not received any final report for confirmation. We were also told that individual staff members would be consulted prior to submitting the final report which did not occur. We had prepared several documents (see attached 2017 and 2018 review documents) that listed all activities, publications, yet very few of these were tabled in the draft report we commented on.

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ARTICLE 8.15: QUALIFICATIONS RECOGNITION COOPERATION

Course accreditation

The provision of educational programs are accredited under the National Law and we have recently been notified by the Australian Health Practitioner Regulatory Agency (AHPRA) that there are no conditions on the program.

To date in 2019, the CM discipline has **received delegations from**

- Tsukuba National University of Technology, Japan ([Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

_____). This was a three day instructional program for visually impaired acupuncture students. This university specialises in training students with disabilities and was the second time we have hosted them for such an event.

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- Shaolin Temple, Henan, China (_____, research collaborator for the proposed _____ exercise clinical trial, March).

Hosted two visiting scholars

- Chengdu (_____, February-May). A survey of students was undertaken and a manuscript for publication prepared for the Chinese and English journals.
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- Assessor Panel - Accreditation Committee of the Chinese Medicine Board of Australia
- Standards Australia delegation to ISO TC 249 Plenary, Bangkok, June 2019.

Conferences

Academic staff and HDR students have presented research at

1. Continece Foundation of New South Wales State Conference-Acupuncture as a treatment for Overactive Bladder and Urinary Incontinence: a review of the current evidence-3rd April 2019, Sydney.
2. International Conference on Complementary and Integrative Medicine Research – Brisbane, May 2019
 - The effect of acupuncture treatment on lateral elbow tendinopathy: A multi-centre randomised controlled study
 - A snapshot of Chinese Medicine practice in Australia over a 10 year period (2006 – 2016): Moving towards integrative clinical care
 - Moxibustion-Is it safe? A GMS study on the profile of the smoke.

The UTS Chinese medicine clinic continues to be a central point for many learning and clinical activities. In 2018, **over 6000 patient** contacts were made in the clinic and a gross income of **\$224,673** was received through clinical services. This continues this year with 1,655 clinical patient contacts and \$62,336 received as of 15th May 2019. The clinic provides care to a wide range of presenting medical conditions, including chronic pain, adjunct cancer care, neurological and digestive conditions amongst others. The clinic maintains a database that tracks the patient presentations over time and several publications have resulted from the project.


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It has been difficult to make progress in several areas for us as a group (despite over 18 publications last year in the field of Chinese medicine) due to the constant disruption of the review (meetings, attending to rumours, circulation of emails, responses to the Faculty) and the casualization of academic staff that continues for Chinese medicine. Several staff members have left and short terms contracts has meant a changing employment field and upskilling of new casual staff.

We hope you see our comments constructively and look forward to working with you for an amicable outcome to the review.

Regards

Withheld under GIPA



From: [Redacted]
To: [Dianne Jolley](#)
Cc: [William Gladstone](#); [Peter Meier](#)
Subject: RE: Response for Deans meeting next week
Date: Wednesday, May 22, 2019 2:20:01 PM

Thanks Dianne

Again this morning I received a call from the technical officer in the CM clinic that one of the Chinese medicine students who is a Science "sprout" sent her the following email

Hi [Redacted] *I'm at a sprouts training session and they mentioned the tcm degree might be cut soon - is that true?*

I told [Redacted] to tell her the course is "under review". Rumours abound.

Cheers

[Redacted]

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Tuesday, 21 May 2019 6:47 PM
To: [Redacted]
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>
Subject: Re: Response for Deans meeting next week

Hello [Redacted]

Thank you for this information and for conveying the concerns of the TCM team. This is a very difficult time for the team, and I appreciate that the uncertainty is not helping.

I will discuss this with Bill Gladstone tomorrow to identify how we can better facilitate this whole process.

Best wishes

Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology, Sydney NSW Australia

* Sent from my phone

From: [Redacted]
Sent: Tuesday, May 21, 2019 11:42 am

To: Dianne Jolley
Cc: William Gladstone; Peter Meier
Subject: Response for Deans meeting next week

Dear Dianne

Thank you for the notification email informing us the University has decided not to market the course in the UAC guide and that the TCM status report that was circulated and subsequently submitted for executive consideration in April 2019. It was also noted that the response to the report is still under discussion, and that you are not able to provide any further information. This is at odds with what information has been relayed to us that the Faculty is still responding to our previous comments on of the draft report. We are aware we are to attend a meeting with yourself and the Deputy Dean on the 29th May but have received no agenda at this point in time.

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- Assessor Panel - Accreditation Committee of the Chinese Medicine Board of Australia
- Standards Australia delegation to ISO TC 249 Plenary, Bangkok, June 2019.

Conferences

Academic staff and HDR students have presented research at

1. Contenance Foundation of New South Wales State Conference-Acupuncture as a treatment for Overactive Bladder and Urinary Incontinence: a review of the current evidence-3rd April 2019, Sydney.

2. International Conference on Complementary and Integrative Medicine Research – Brisbane, May 2019
 - o The effect of acupuncture treatment on lateral elbow tendinopathy: A multi-centre randomised controlled study
 - o A snapshot of Chinese Medicine practice in Australia over a 10 year period (2006 – 2016): Moving towards integrative clinical care
 - o Moxibustion-Is it safe? A GMS study on the profile of the smoke.

The UTS Chinese medicine clinic continues to be a central point for many learning and clinical activities. In 2018, **over 6000 patient** contacts were made in the clinic and a gross income of **\$224,673** was received through clinical services. This continues this year with 1,655 clinical patient contacts and \$62,336 received as of 15th May 2019. The clinic provides care to a wide range of presenting medical conditions, including chronic pain, adjunct cancer care, neurological and digestive conditions amongst others. The clinic maintains a database that tracks the patient presentations over time and several publications have resulted from the project.

Financial considerations The discipline also notes that there has been little financial information provided to them over the past several years until just recently and that there has been inadequate time to address any financial concerns raised about Course costs. The discipline did however make significant changes to the program in 2019 that resulted in an \$80,000 reduction in course costs based on the faculty spreadsheet program. It should be noted that in late 2018 when the financial data were supplied to the team leader there were gross inaccuracies including costing people on long service leave and seconded to higher duties.

It has been difficult to make progress in several areas for us as a group (despite over 18 publications last year in the field of Chinese medicine) due to the constant disruption of the review (meetings, attending to rumours, circulation of emails, responses to the Faculty) and the casualization of academic staff that continues for Chinese medicine. Several staff members have left and short terms contracts has meant a changing employment field and upskilling of new casual staff.

We hope you see our comments constructively and look forward to working with you for an amicable outcome to the review.

Regards

Withheld under GIPA

From: [Peter Meier](#)
To: Withheld under GIPA; [Dianne Jolley](#)
Cc: [William Gladstone](#)
Subject: RE: Response for Deans meeting next week
Date: Tuesday, May 21, 2019 1:11:26 PM

Hi Dianne,

As per this morning's discussion, I will talk to Chris and put together a simple option/solutions document that might assist with decision making on the issues at hand.

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: Withheld under GIPA
Sent: Tuesday, 21 May 2019 11:42 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Peter Meier <Peter.Meier@uts.edu.au>
Subject: Response for Deans meeting next week

Dear Dianne

Thank you for the notification email informing us the University has decided not to market the course in the UAC guide and that the TCM status report that was circulated and subsequently submitted for executive consideration in April 2019. It was also noted that the response to the report is still under discussion, and that you are not able to provide any further information. This is at odds with what information has been relayed to us that the Faculty is still responding to our previous comments on the draft report. We are aware we are to attend a meeting with yourself and the Deputy Dean on the 29th May but have received no agenda at this point in time.

We would like you to note that despite providing feedback on a draft report we did not receive any final report for confirmation. We were also told that individual staff members would be consulted prior to submitting the final report which did not occur. We had prepared several documents (see attached 2017 and 2018 review documents) that listed all activities, publications, yet very few of these were tabled in the draft report we commented on.

It should be noted that the Australian government is supportive of Chinese medicine education noting in the signed Australia-China Trade agreement (Free Trade Agreement between the Government of Australia and the Government of the People's Republic of China, 2015) specific statements and requirements into the World Trade agreement were incorporated.

2. Each Party, where possible, will encourage the relevant bodies in its territory to develop, where possible, mutually acceptable standards and criteria for licensing and certification, and to provide recommendations to the Committee on Trade in Services on mutual recognition with respect to service sectors mutually agreed by the Parties, including engineering and Traditional Chinese Medicine.

ARTICLE 8.15: QUALIFICATIONS RECOGNITION COOPERATION

Course accreditation

The provision of educational programs are accredited under the National Law and we have recently been notified by the Australian Health Practitioner Regulatory Agency (AHPRA) that there are no conditions on the program.

To date in 2019, the CM discipline has **received delegations from**

- Tsukuba National University of Technology, Japan (Withheld under GIPA [REDACTED]). This was a three day instructional program for visually impaired acupuncture students. This university specialises in training students with disabilities and was the second time we have hosted them for such an event.
- Chiba University (Withheld under GIPA [REDACTED] April);
- Korea Institute of Oriental Medicine (Withheld under GIPA [REDACTED] and two colleagues, research collaborators in diagnostic reliability research group, May);
- Shaolin Temple, Henan, China (Withheld under GIPA [REDACTED]), research collaborator for the proposed (Withheld under GIPA [REDACTED] exercise clinical trial, March).

Hosted two visiting scholars

- Chengdu (Withheld under GIPA [REDACTED] February-May). A survey of students was undertaken and a manuscript for publication prepared for the Chinese and English journals.
- Beijing Sports Institute and Beijing University of Chinese medicine- (Withheld under GIPA [REDACTED], October-April). A staff member participated in the writing of a publication and is a co-author of, "Effects of cardiac rehabilitation qigong exercise in patients with stable coronary artery disease undergoing phase III rehabilitation: A randomized controlled trial."

Visitations have also been made internationally to

- Hong Kong Baptist University (Withheld under GIPA [REDACTED]), research collaborator on international multisite randomised acupuncture trial, March 2019).
- Director of the Affiliated Hospital of the Chengdu University of Chinese Medicine, Prof (Withheld under GIPA [REDACTED] (April, 2019). The hospital hosts the student placement for the UTS CM students in Chengdu.

Staff in 2019 have been appointed to

- World Health Organisation (WHO review panel) for traditional medicine terminology (May, 2019)
- Accreditation Committee of the Chinese Medicine Board of Australia (2019-2022)
- Assessor Panel - Accreditation Committee of the Chinese Medicine Board of Australia
- Standards Australia delegation to ISO TC 249 Plenary, Bangkok, June 2019.

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We hope you see our comments constructively and look forward to working with you for an amicable outcome to the review.

Regards

Withheld under GIPA

A solid grey rectangular box redacting the signature of the sender.

From: [Jacqui Wise](#)
To: [Kate Higgs](#)
Cc: [Greg Welsh](#); [Fiona Thomas](#)
Subject: RE: Seeking thoughts..
Date: Thursday, July 18, 2019 4:11:35 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image017.png](#)
[image008.png](#)

OK... here it is.

I figure that we give them what is publically available (but hard to navigate) and what we assume they know already (I hear a document was distributed as part of the Faculty Board invite that details more than was intended at that time).

I've stuck with the previous commitments (and quote the 5 June email to clear up any misconceptions), indicated some next steps for comfort (one-on-ones), mentioned consultation with my position (which is explicit in the student rules), and taken the opportunity to nudge them into enrolling full time if they haven't already (and ought to have).

I assume, based on my meeting with Willa yesterday, that they proposal is to phase out the course. I reference this in the highlighted bits below. If I assume wrong, then please correct – or delete (but I figure front foot is best).

Finally, I figure that if we give them a decent briefing, then they ARE informed to the full extent at this time. Importantly, the links to the rules will (fingers crossed) illustrate the extent of student involvement in the decision making/approval process (i.e. none). Our obligations to students is clear under the rules and the actions foreshadowed demonstrate our compliance with our own rules and processes.

Entirely up to you guys (and Dianne) as to whether you use some or any of the following. Personally, I'd send it all!

I've copied Fiona based on a conversation we had late yesterday (about the Faculty Board invite).

J

First, I apologise for the length of this email but it is necessary if I am to respond appropriately the emails I have received over recent weeks.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of Traditional Chinese Medicine (TCM) at UTS is a cause of frustration and angst to TCM students, staff and community more broadly. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

UTS, like all universities and many other Government funded agencies besides, has very prescriptive rules, policies and procedures – governance instruments that ensure we operate with propriety at all times. These instruments guide a range of activities including, but by no means limited to, the approval processes for creating new, varying existing and discontinuing courses.

Courses are phased out and discontinued across the University each year for any number of reasons (e.g. strategic, commercial, currency, etc.). That said, UTS does not take such decisions lightly, and Faculties are required to follow a considered, often lengthy, process during which it would not be appropriate to pre-empt outcomes or make commitments that might later have to be broken.

Only Academic Board and the Executive Committee of Academic Board have the authority to approve the phasing out, discontinuation, revision or variation of a course, as stated in UTS Student Rule 3.6.1. More broadly, [UTS Student Rule 3.6 \('Changes to courses'\)](#) provides some information about the process we are currently following. I draw your attention to rules 3.6.4 and 3.6.5 in particular, as these rules explain our obligations to students when we revise, phase out and discontinue courses. While we are still some months away from presenting a case for the phasing out, discontinuation, revision or variation of TCM courses to Academic Board, I can tell you that I have already consulted with the Director, Student Administration Unit (see Rule 3.6.4) to better understand what any such decision might mean for each of you.

In addition to UTS Student Rule 3.6, you might be interested in [Rule 3.1](#) ('Availability of courses and places').

As mentioned above, we are still some months away from presenting a case for the phasing out, discontinuation, revision or variation of TCM courses to Academic Board. The first, and next, step is to present a case to Faculty Board for endorsement.

By now, some of you may be aware that a case **to phase out the TCM courses** will be made to Faculty Board on DATE. When I wrote to you in early June, I committed to "continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you." It was then, as it remains now, my intention to update you following next week's Faculty Board meeting. Furthermore, the path to Academic Board intersects with other key University committees and I will keep you informed along the way.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. [YOU MIGHT WANT TO REFERENCE THE FAQs HERE]

Importantly, if in the weeks and months ahead it looks like the proposal to phase out TCM courses is to be approved, you will have the opportunity to consult with a study plan expert on a one-on-one basis to discuss the options available to you – all at UTS remain committed to TCM students completing their studies.

Finally, I am conscious that Spring session commences next week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the [Handbook](#) as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects).

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

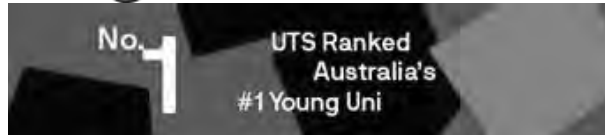
Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)
T. +61 (02) 9514 1208
M. +61 (0) Withheld under GIPA
PO Box 123. Broadway NSW 2007 Australia
CRICOS Provider Code 00099F

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From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Thursday, 18 July 2019 1:48 PM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: RE: Seeking thoughts...

That would be great Jacqui, thx.

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 18 July 2019 12:32 PM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: RE: Seeking thoughts...

Hey Kate (and Greg)

Let me craft something that will, with any luck, provide the level of comfort sort as well as make it clear how and when students can/should engage.

You guys can then pick it apart/determine what (if any) of it you want to recommend Dianne sends to students, etc.

Regards

Jacqui

Jacqui Wise
Director, Student Administration Unit

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PO Box 123. Broadway NSW 2007 Australia

CRICOS Provider Code 00099F

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From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Thursday, 18 July 2019 10:33 AM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Cc: Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: Seeking thoughts...

Hi Jacqui,

I have received, via Dianne, and email from a concerned student raising a few matters. See Dianne's comment when forwarding.

Greg – FYI this is the email I briefly mentioned...

Greg's initial thought, without seeing the email, was to question whether it's our role to direct students to the Student Association (the information is easily available on the UTS website).

Do you have a view?

Thank you!
Kate

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Wednesday, 17 July 2019 8:47 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Kate Higgs <Kate.Higgs@uts.edu.au>
Subject: Fwd: Thank you for your email

FYI.

Do you think that the students know that they have an association that represents them? I wonder if we should be directing them to the student association and their faculty reps to better understand how to have a student voice.

Thoughts?
Dianne

Professor Dianne Jolley

From: [Bradley Williams](#)
To: [Doreen Borg](#)
Subject: RE: Signature request - Calling a Special Faculty Board Meeting
Date: Wednesday, July 10, 2019 6:03:39 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Dear Doreen

Yes, I am prepared to sign.

Regards
Bradley

From: Doreen Borg <Doreen.Borg@uts.edu.au>
Sent: Wednesday, 10 July 2019 4:52 PM
To: Alaina Ammit <Alaina.Ammit@uts.edu.au>; Anthony Dooley <Anthony.Dooley@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; Bradley Williams <Bradley.Williams@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Graham Nicholson (Graham.Nicholson@uts.edu.au); Stella Valenzuela <Stella.Valenzuela@uts.edu.au>
Subject: Signature request - Calling a Special Faculty Board Meeting

Dear all,

I am contacting you on behalf of Dianne.

As you know, the Senior Management Group considered the TCM programs financial viability, research productivity, and strategic fit within Science. Whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes and the respect for colleagues, the SMG discussion resulted in a majority vote to discontinue the TCM program.

The first step for seeking academic approval of phasing out/discontinuation is a proposal to the Faculty Board of Science which includes transition arrangements for existing students. It is proposed that an extraordinary meeting of Faculty Board be called in late July / early August. This requires a written request, signed by five (5) Board members, to be provided to the Chair and Faculty General Manager. Dianne has asked that I approach the senior leaders of the Faculty for signatures, and to ensure you are aware that this is coming and can support your teams when the Faculty board papers are circulated prior to the meeting.

Assuming approval at Faculty Board, this is followed by consideration by the Courses Planning Committee, Provost and Courses Accreditation Committee, concluding a final decision by Academic Board. *Note, this process remains an internal, confidential one until the proposal is approved or*

rejected in accordance with the Award Course Approval Policy and Procedures. Communication will be managed centrally in conjunction with planning and support services for staff and students.

Could you please confirm you are willing to request the specially scheduled Faculty Board meeting for early August. I will follow-up with paperwork for your signature.

Thank you.

Kind regards,

Doreen

Doreen Borg

EA to the Dean and Deputy Dean

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 1752 Fax: +61 2 9514 1656

PO Box 123 Broadway NSW 2007 Australia

science.uts.edu.au



From: [Anthony Dooley](#)
To: [Dianne Jolley](#)
Subject: RE: Signature request - Calling a Special Faculty Board Meeting
Date: Thursday, July 11, 2019 9:21:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Yes, Doreen, I am willing to be one of the 5 signatories to request the special faculty board.
 Regards,
 Tony

Professor Tony Dooley
 Head of School, Mathematical and Physical Sciences
 University of Technology Sydney
 Ph 95141277

From: Doreen Borg <Doreen.Borg@uts.edu.au> **On Behalf Of** Dianne Jolley
Sent: Wednesday, 10 July 2019 4:57 PM
To: Alaina Ammit <Alaina.Ammit@uts.edu.au>; Anthony Dooley <Anthony.Dooley@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; Bradley Williams <Bradley.Williams@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>
Subject: RE: Signature request - Calling a Special Faculty Board Meeting

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Thank you.

Kind regards,

Doreen

Doreen Borg

EA to the Dean and Deputy Dean

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 1752 Fax: +61 2 9514 1656

PO Box 123 Broadway NSW 2007 Australia

science.uts.edu.au



From: [Alaina Ammit](#)
To: [Doreen Borg](#)
Subject: RE: Signature request - Calling a Special Faculty Board Meeting (apologies if you received more than one Outlook is playing up)
Date: Thursday, July 11, 2019 9:39:57 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hello,

I am willing to request the specially scheduled Faculty Board meeting for early August.

Alaina

From: Doreen Borg <Doreen.Borg@uts.edu.au>
Sent: Wednesday, 10 July 2019 5:00 PM
To: Alaina Ammit <Alaina.Ammit@uts.edu.au>; Anthony Dooley <Anthony.Dooley@uts.edu.au>; Liz Harry <Elizabeth.Harry@uts.edu.au>; Peter Ralph <Peter.Ralph@uts.edu.au>; Bradley Williams <Bradley.Williams@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Stella Valenzuela <Stella.Valenzuela@uts.edu.au>; Graham Nicholson <Graham.Nicholson@uts.edu.au>
Subject: RE: Signature request - Calling a Special Faculty Board Meeting (apologies if you received more than one Outlook is playing up)

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Thank you.

Kind regards,

Doreen

Doreen Borg

EA to the Dean and Deputy Dean

Faculty of Science

University of Technology Sydney

T. +61 (02) 9514 1752 Fax: +61 2 9514 1656

PO Box 123 Broadway NSW 2007 Australia

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From: [Peter Ralph](#)
To: [Doreen Borg](#)
Subject: Re: Signature request - Calling a Special Faculty Board Meeting (apologies if you received more than one Outlook is playing up)
Date: Friday, July 12, 2019 3:20:56 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Yes I'm supportive of this move and can provide a signature

Cheers peter

Sent from my iPhone

Peter Ralph

On 10 Jul 2019, at 4:59 pm, Doreen Borg <Doreen.Borg@uts.edu.au> wrote:

Dear all,

I am contacting you on behalf of Dianne.

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Thank you.

Kind regards,

Doreen

Doreen Borg

EA to the Dean and Deputy Dean

Faculty of Science

University of Technology Sydney

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[<image007.png>](#)

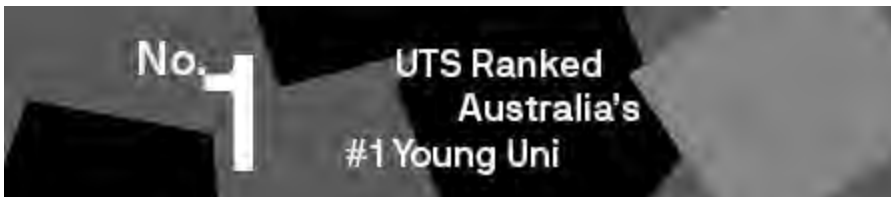
From: [Kate Higgs](#)
To: [Doreen Borg](#)
Subject: Suggested words
Date: Friday, July 12, 2019 3:12:27 PM
Attachments: [image001.png](#)
[image002.png](#)
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Kate Higgs

Withheld under GIPA

Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



Activity	UTS Owner	With WSU (Y/N)	Target Date	Dependency?	Comments
Study Plan Mapping	SAU	Yes	ASAP	Key contacts from WSU. Ideally: > Subject matter expert(s) with study plan expertise for Bachelor of Traditional Chinese Medicine (and relevant WSU pathway degree) to map study plans and credit	Supported by Assoc. Prof. Willa Huston (School of Life Sciences at UTS) SMEs from the Progressions, Results and Conferral Team in SAU will work with key counterparts from WSU to map study plans
Admissions Process Planning	SAU	Yes	By end-2019 (for delivery through 2020 ahead of transfer)	Key contacts from WSU. Ideally: > Admissions (operational) SME to develop a process that by-passes UAC > Admissions (Special Requirements) SME to develop a plan to ensure all transferring students meet prerequisites	If transferring students are required to apply via UAC, we may need to compensate them for out of pocket expenses (i.e. UAC application fees). If transferring students are required to meet prerequisites (e.g. First Aid Certificate), we may need to assist their readiness to transfer (see http://handbook.westernsydney.edu.au/HBOOK/course.aspx?course=4710.1). SAU can work with Faculty and WSU to identify students and map needs. Faculty would lead the readiness process (and perhaps offer compensation to students for any out of pocket expenses associated with prerequisites).
Advance Standing Process Planning	SAU	Yes	By end-2019 (to ensure commitment to transferring students is made this year even if not actioned until)	> Advance Standing operational SME to develop process for simplifying application for Advance Standing for transferring students	Aim: to guarantee/facilitate automatic credit transfer for transferring students. SAU can work with Faculty and WSU to agree guarantee and facilitate application of automatic credit transfer.
Formal phasing out/discontinuation approval	Faculty	No	Academic Board 13/11/19		A proposal has been set up in OCAP (#1414) for the Faculty to complete. Proposer is William Gladstone (can be changed to another academic staff in Science if requested). Sponsor is Dean The approval steps for phasing out/discontinuation will be as follows: 1. Faculty Board of Science approves the phasing out and discontinuation, including transition arrangements for existing students. 2. The Courses Planning Committee reviews the Business Case for phasing out/discontinuation and makes a recommendation to the Provost. 3. The Provost approves the Business Case for phasing out/discontinuation. 4. The Courses Accreditation Committee reviews the Course Accreditation for phasing out/discontinuation and makes a recommendation to Academic Board. 5. Academic Board approves the Course Accreditation for phasing out/discontinuation. 6. The courses are set to "phasing out" in CASS so no commencing students can be enrolled in 2020. The courses do not appear in the 2020 UTS Handbook. 7. The Faculty and SAU manage the transition arrangements for existing/continuing students. 8. Once all existing students have completed/been transferred out of the courses, the courses are set to "discontinued" in CASS.
HR review of communications for staff	HR	No	As required	Development of Communications Plan	Review to ensure compliance with our EA
Support for Staff	Faculty / HR	No	ASAP		Dean has approved the support approach and this will be done in conjunction with our EAP Provider, Peoplesense.
Review of FTE requirements to support the decision.	Faculty	No	Aug-19	Decision by Academic Board	Modelling of scenarios in the event the decision is made to phase out or discontinue. Detailed review of what staff requirements need to be put in place to support decision.
Development of consultation paper for staff outlining individual impact	Faculty	No	Oct-19	Decision by Academic Board. Subject mapping & modelling of student numbers by scenario.	If decision is made to phase out or discontinue. Proposed transition approach. Analysis of impact for each staff member in TCM
Consultation with staff	Faculty / HR	No	Oct-19	Decision by Academic Board	If decision is made to phase out or discontinue. Consultation of staff is generally over 2 week period
communication to be sent from Dean.TCM email to all TCM students (undergrad and postgrad). This will identify that we will provide them with as much information as possible as it becomes available.	Greg	Yes	16-Jul		
FAQ webpage be established,	Greg / Jacqui / KH	Yes	22-Jul		which can be included in all future communications stating that this page will be updated as more information comes to hand. This page should be relevant for students and staff, keeping in mind that it will likely be a source of information for the broader community.
Circulate Faculty Board documents - full TCM review document with a copy of the recommendation memo from the faculty and the support of this recommendation from the ProVost		No	23-Jul		
Provide relevant contacts from his team for UTS-WSU communications at various levels including SAU.	Greg	No	Complete		
organise a round table meeting with the UTS change team and the WSU team before we send out the faculty board papers to ensure that we have all the communications ready to go and consistent		Yes	22-Jul		Once the papers are sent out, it will be in the public arena, and we will need to be ready for the responses.
Dean f2f update to CM staff post-Faculty Board Modelling of the TCM clinic operation (student and staff number scenarios)			29-Jul		

The TCM program decision schedule we are working towards is;

1. Science Faculty Board – an extraordinary meeting ~26/7

Submission in OCAP is expected by 22 July... we can exceptionally accept submission up until 29th July.

Papers are to be circulated to CPC on 30 July.

2. Courses Planning Committee (6/8) then to Provost

Papers are to be circulated to CAC on 8 Aug.

3. FASS Faculty Board – 14/8

TBC

3. Courses Accreditation Committee (15/8)

Papers for Academic Board 18 September are due 27 August.

4. Ac Board (18/9) approve

We seek to communicate a university decision to all CM staff and students before undergraduate re-enrolments for 2020 commence (mid-October).

From: [Redacted]
To: [Redacted]
Subject: Re: TCM - any news...?
Date: Friday, July 5, 2019 10:57:35 PM

No haven't heard anything. I would imagine if he has publically stated that, then the two courses would have already been informed. I am reading that as good news for us. We finish

the

[Redacted]

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: [Redacted]
Date: 05/07/2019 18:31 (GMT+07:00)
To: [Redacted]
Subject: TCM - any news...?

Hi

Have you received any further notice of what is happening? I have no news.... and if anyone knows anything they ar not sharing.

I did read in Attila's newsletter that the the executive voted to discontinue two courses but don't know if that included TCM or other programs elsewhere in the UTS...

Best wishes, and I hope you have managed some time out, recharged the batteries - and just enjoying life as it is meant to be.

[Redacted]

From: [Dianne Jolley](#)
To: [Willa Huston](#)
Subject: Re: TCM - OCAP proposal
Date: Tuesday, July 23, 2019 6:34:25 PM

Hello Willa,

Yes please do liaise with Fiona about this. I'm happy for you to cc me in to emphasise the timeliness needed.

There certainly are a lot of things happening, we can't say that UTS is a dull place! It is the motivation and competence of the staff and leadership team that makes it all possible. That's why so many people want to work at UTS!

Have a good evening
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Tuesday, July 23, 2019 6:25:40 PM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: TCM - OCAP proposal

Hi Dianne,

These look good, and your emails to the CM group and students today were also really good. I hope you are ok, you have really come in at a time when many big things are happening.

The only other thing I will need is the outcome paper from the faculty board discussion after friday. I presume that is a one page thing drafted by Fiona in the standard template after the meeting is over.

I might touch base with her (if that is ok) and let her know I will need a fairly rapid turnaround on that document, assuming the board supports the discontinuation.

Best wishes
Willa

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Sent: Tuesday, 23 July 2019 3:48 PM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: RE: TCM - OCAP proposal

Dear Willa,

I'm not sure if anything is needed from me at the moment, these are the files that are going to Faculty Board and I updated the word document to reflect the attachments.

Please let me know if you need something.

Dianne

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Sent: Tuesday, 23 July 2019 2:53 PM

To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>

Cc: Josi Miszczuk <Josephine.Miszczuk@uts.edu.au>

Subject: RE: TCM - OCAP proposal

Hello Anne-Lise

My apologies for this error, I should have given you a call to check that. Thank you for being patient with me. I will finalise this on or before Monday 29th after this Friday's faculty board. Thank you for being flexible for us in this challenging time and process.

Best wishes

Willa

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>

Sent: Tuesday, 23 July 2019 9:13 AM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>

Cc: Josi Miszczuk <Josephine.Miszczuk@uts.edu.au>

Subject: TCM - OCAP proposal

Hi Willa and Diane,

I have just reviewed the proposal in OCAP for the phasing out of the TCM courses.

I have sent it back to the Proposer to add the Faculty Board resolution details as we can't take the proposal further without that information. I understand the FB meeting is this Friday, which is indeed after our submission dateline, but in this instance we can wait until Monday 29 July for you to submit the full proposal in OCAP. We'll still be able to take it to the various committees on time for approval at the 18th September meeting of Academic Board.

Regards,

Anne-Lise

Anne-Lise Daniel

Manager, University Academic Programs Office | Institute for Interactive Media and

Learning | University of Technology Sydney | CB01.27.23 | T : +61-2-9514 2060

From: [Kate Higgs](#)
To: [Doreen Borg](#)
Subject: TCM 22 July.docx
Date: Tuesday, July 23, 2019 11:01:13 AM
Attachments: [TCM 22 July.docx](#)

Hi Doreen,

These emails are now ready to send;

1. staff
2. students
3. community members that have emailed Dean.of.Science.TCM

The Update to date and FAQ are now on the Faculty of Science website.

Would you have a chance to send the community email (all as one as a bcc perhaps?), after midday, but anytime today if possible? I will send staff and student email at ~midday

Thanks!!

Kate

1. CM Staff message 23 July

From: Dianne Jolley, Dean of Science
To: CM staff
Subject: TCM review update

Dear colleagues

To help staff, students and interested community members better understand the review of Traditional Chinese Medicine at UTS and the process of phase out/discontinuation that is being considered, the Faculty has published an online summary and some Frequently Asked Questions, which it will update as more information becomes available.

I am also sharing with you a message I am sending to TCM students today.

I will meet with Chinese Medicine staff late next week to discuss the process, to let you know of the support that is available to you, and to answer any questions you have. I will send a calendar invite in the next day or so once a suitable time can be found.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards

Dianne

2. Student message 23 July

From: Dianne Jolley, Dean of Science
To: TCM students
Subject: TCM review update

Dear students

First, I apologise for the length of this email but it is necessary if I am to respond appropriately to the emails I have received over recent weeks.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of Traditional Chinese Medicine (TCM) at UTS is a cause of frustration and anxiety for TCM students, staff and community more broadly. While there are certain

details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

The decision as to whether the University accepts students into a particular program, and therefore whether that program is amongst the University's offering from year to year, is made by the UTS Provost on the recommendation of the Faculty.

In this particular case, following a review the Faculty of Science through its management group put forward a recommendation to the Provost that – despite its many strengths – the continuation of the TCM course is neither financially viable nor in the strategic direction of the Faculty.

The Provost accepted this recommendation, that the program accordingly be discontinued/phased out, subject only to any further advice arising from the discussion of the matter at Faculty Board, which the Provost will take into account in making his final decision. Faculty Board will also advise the Provost on how it intends to implement the discontinuation/phase out, including how it will ensure current TCM students have the opportunity to complete their studies.

It will be recommended to Faculty Board that teaching ceases for TCM programs at the end of 2021. Many students are on a path to complete by or before teaching ceases. For students who are not on a path to complete their TCM program by end-2021, we will make at least two course options available along with the opportunity to consult with a study plan expert (on a one-on-one basis) to discuss which of the available options will deliver the best outcome for them.

The first option we can make at this time is the offer of an internal course transfer to a new Health Sciences major within the existing UTS Bachelor of Science. This new major will be specifically designed to provide an opportunity to complete a UTS degree that provides a direct pathway into the final year of an accredited Chinese Medicine program at an alternative institution (i.e. a second degree).

The second option, available from the beginning of 2020, is a transfer to an existing Chinese Medicine program at another institution. Details such as credit recognition are currently being negotiated with an alternative provider to ensure the smoothest possible transition for all UTS students who are unable to complete their TCM degree before end-2021.

Following the Provost's decision to not accept any future student enrolments into the program, the University has a subsequent process to follow in relation to the academic arrangements.

Academic Board, on the recommendation of Faculty Board, approves any changes to a course necessary to ensure the best interests of students in the course during the phase out period, and also removes the accreditation of the course at the end of the phase out process.

Courses are phased out and discontinued across the University each year for a range of reasons (e.g. strategic, commercial, currency, etc.). The discontinuation of academic accreditation is described in UTS Student Rule 3.6.1. More broadly, [UTS Student Rule 3.6 \('Changes to courses'\)](#) provides some information about the process we are currently following. I draw your attention to rules 3.6.4 and 3.6.5 in particular, as these rules explain our obligations to students when we revise, phase out and discontinue courses.

When I wrote to you in early June, I committed to “continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you.” It was then, as it remains now, my intention to update you following this week’s Faculty Board meeting.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have uploaded a summary of the [situation to date](#) and some [Frequently Asked Questions](#).

Finally, I am conscious that Spring session commences this week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the [Handbook](#) as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects). Please note that the last day to enrol in Spring subjects is Monday, 5 August.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards

Professor Dianne Jolley
Dean of Science
UTS

3. Community message 23 July (who have already contacted us)

From: Dianne Jolley, Dean of Science
To: TCM community
Subject: TCM review update

Dear member of the community

I write this email knowing that as a concerned member of the community, you are likely to appreciate an update on the review of the Traditional Chinese Medicine (TCM) program at UTS.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of TCM at UTS is a cause of frustration and anxiety for the community. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time – I am able to explain the process currently underway as has been requested.

The decision as to whether the University accepts students into a particular program, and therefore whether that program is amongst the University's offering from year to year, is made by the UTS Provost on the recommendation of the Faculty.

In this particular case, following a review the Faculty of Science through its management group put forward a recommendation to the Provost that – despite its many strengths – the continuation of the TCM course is neither financially viable nor in the strategic direction of the Faculty.

The Provost accepted this recommendation, that the program accordingly be discontinued/phased out, subject only to any further advice arising from the discussion of the matter at Faculty Board, which the Provost will take into account in making his final decision. Faculty Board will also advise the Provost on how it intends to implement the discontinuation/phase out, including how it will ensure current TCM students have the opportunity to complete their studies.

It will be recommended to Faculty Board that teaching ceases for TCM programs at the end of 2021. Many students are on a path to complete by or before teaching ceases. For students who are not on a path to complete their TCM program by end-2021, we will make at least two course options available along with the opportunity to consult with a study plan expert (on a one-on-one basis) to discuss which of the available options will deliver the best outcome for them.

If the Provost decides to not accept any future student enrolments into the program, the University has a subsequent process to follow in relation to the academic arrangements.

Academic Board, on the recommendation of Faculty Board, approves any changes to a course necessary to ensure the best interests of students in the course during the phase out period, and also removes the accreditation of the course at the end of the phase out process.

Courses are phased out and discontinued across the University each year for a range of reasons (e.g. strategic, commercial, currency, etc.). The discontinuation of academic accreditation is described in the UTS Student Rules.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have uploaded a summary of the [situation to date](#) and some [Frequently Asked Questions](#).

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards

Professor Dianne Jolley
Dean of Science
UTS

Review of the Traditional Chinese Medicine Program at UTS – summary to date

Early in 2019, the Faculty of Science commenced a review of the Traditional Chinese Medicine (TCM) program at UTS.

The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The Science senior management group reviewed the Chinese Medicine program review paper, and were asked to support one of the two options as a recommendation to the Provost:

- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

The proposal to discontinue/phase out TCM was accepted by the Provost, who asked that consideration as to how this would be done, whilst ensuring that all students currently in the course can be taught to completion, be discussed at Faculty Board.

Last update – 23 July 2019.

FAQs for the review of Traditional Chinese Medicine at UTS

- Why was TCM reviewed and what did the review look at and what was the outcome?

The review of Traditional Chinese Medicine at UTS was in response to several strategic pressures: ongoing concerns about TCM's financial viability within the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; the strategic imperative (via the UTS 2027 strategic plan) for UTS and the Faculty of Science to be research-intensive and the potential for TCM to contribute to this; and consideration of the disciplinary fit of TCM (with courses that graduate registered health practitioners) within the Faculty of Science.

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- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

- Aren't there other courses within UTS which do not generate a profit? Why is TCM being singled out?

There are certainly examples of courses at UTS and indeed at all universities that run at a loss, particularly in their start-up phase. However, the recommendation to discontinue the course wasn't made on financial viability alone, but rather the combination of poor financial viability with insufficient research intensiveness and misalignment with the Faculty's strategic vision of the sorts of degrees it wants to offer and the kinds of discipline expertise it wishes to develop.

- Did UTS consider other options apart from phasing out/discontinuation?

Yes. The decision was made reluctantly, and whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and the respect of the Faculty management group to their colleagues. However, the outcome of the discussion was a majority vote to discontinue the program.

- What consideration has there been to the online petition and comments submitted?

The Dean of Science has viewed the petition, and read the emails and letters she and the University have received from staff, students and concerned members of the public. Nonetheless, the University and Faculty management have an obligation to make decisions that support the ongoing success of the university as a publicly-funded institution, including financially.

- What consultation has there been with various stakeholder groups?

The university has consulted with the staff of the TCM program multiple times during the review process, and their feedback was included in the review report itself. The university's enterprise agreement also requires that the university formally consult with its staff and their representatives on any decisions that might affect their employment, and the university will certainly do this.

The university has no obligation to consult with any other group, however has issued a number of communications to students and will continue to share information with them throughout the process. Likewise, the university has responded to communications from members of the public, and will continue to do so wherever possible.

- Is this review reflective of valuing traditional medicine but not complementary health care?

The decision to review, and to discontinue, the TCM programs is in no way a reflection of an institutional bias against complementary health care – indeed, the Faculty of Health at UTS hosts the Australian Research Centre for Complementary and Integrative Medicine. It is specifically to do with TCM's poor financial viability, its low research intensiveness and strategic misalignment with the Faculty in which it resides.

- When will students know what is happening to the program and what the effects on them are?

As soon as it we can say with some certainty that the TCM courses will be discontinued, you will be invited to meet with a study plan expert on a one-on-one basis to discuss the options available to you – all at UTS remain committed to TCM students completing their studies. The proposal currently being developed includes the discontinuation date of end-2021, meaning that all students who complete by that date will do so normally.

- What happens for 1st year students that have completed first year part-time, taken a semester off, deferred or failed a subject? Can we still complete our program?

First year students, whether they accepted a place in a TCM degree on a part-time or full-time basis, will not be able to complete the degree in which they are currently enrolled at UTS. However, the options available to all students unable to complete their current degrees by end-2021 will also be available to you.

It is important that students who accepted a full-time place progress at a full-time pace.

- How will my credit points for subjects already completed be treated at other potential universities?

We remain committed to ensuring TCM students complete their studies and enter the profession they are working towards. UTS is currently negotiating details such as credit recognition with an alternative provider to ensure the smoothest possible transition with the maximum possible credit.

- Will the TCM clinic still run if the teaching program is shut down at UTS?

No. The primary purpose of the clinic is to support the teaching and research activities of the TCM program, so it will not continue past the end of 2021 at the latest.

- UTS academics play a critical role in the regulation of Chinese medicine in Australia, and contribute to the development of national and international standards and research into Chinese medicine. What will happen to the profession of Chinese Medicine without the level of accredited training provided by UTS? Isn't Chinese Medicine – holistic medicine a growing field?

University accreditation of Chinese Medicine practice is currently provided by other universities in both New South Wales and Victoria, as well as by private providers in all states. UTS is in discussions with other providers as well as with Government, to ensure that the university sector doesn't lose any overall places and that current levels of demand are able to continue to be met, however the outcomes of these discussions are not yet certain.

From: [Willa Huston](#)
To: [William Gladstone](#); [Andrea Leigh](#)
Cc: [Willa Huston](#)
Subject: RE: TCM accreditation - notes re OCAP documents
Date: Thursday, February 21, 2019 8:19:06 PM
Attachments: [CMShortReaccreditation_09-08-2016.pdf](#)
[image022.png](#)
[image023.png](#)
[image024.png](#)
[image025.png](#)
[image026.png](#)
[image027.png](#)
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[image030.png](#)
[image031.png](#)
[image032.png](#)
[image033.png](#)
[image034.png](#)
[CMImplementation_09-08-2016.pdf](#)
[image009.png](#)
[image011.png](#)
[image013.png](#)
[image015.png](#)
[image017.png](#)
[image019.png](#)
[image021.png](#)

Hello Bill

Please see attached the file called CMShortReaccreditation-
This is the process through OCAP etc and approved by academic board 28/07/2016 for 2017-2021.

This short re-accreditation seems to mainly capture a change made prior to re-structure to use 4 subjects from medical science rather than health subjects to meet the requirements of APHRA external accreditation (at least that is what it says in box 2.6.

The inefficiencies are discussed in this document (see 4.1) as they come up in the course performance score card. And some issues around graduate outcomes are also discussed.

I note that last time I checked these I also checked the course performance score cards and these along with this re-accreditation document do not indicate any worse status than the other courses in science apart from high contact hours.

However, the statement that you have below from Chris I can't substantiate or find anywhere in either out submitted re-accreditation documentation (PDF from OCAP here, or the formal documentation of implementation from OCAP – see PDF called CMImplementation09082016).

BUT if a course is performing within acceptable standards then the UTS learning and teaching committee only requests a short re-accreditation (and that is what was requested for the 2016 CM re-accreditation). So Chris is partially right in that the central T and L committee did not view this course as a redflag as they only asked for short re-accreditation (however, anecdotally they may also do this because this is an externally accredited course). This must be what he means by this comment.

Relevant policy that captures this info: <http://www.gsu.uts.edu.au/policies/award-course-approval-policy.html>

However, my understanding is that the period of re-accreditation is actually requested by the Faculty and is not based on performance. We certainly requested 5 years each time I have been involved in these.

Best wishes
Willa

Wilhelmina (Willa) Huston

Acting Associate Head of School Learning and Teaching

Program Director Masters Medical Biotechnology

School of Life Sciences

Faculty of Science

University of Technology Sydney

T. +61 (02) 95143449

PO Box 123 Broadway NSW 2007 Australia

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From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Thursday, 21 February 2019 1:25 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: RE: TCM accreditation - notes re OCAP documents

Hi Willa

Do you have the 2016 re-accreditation report (I believe that was the last)?

Chris has sent me a review that he wrote about TCM and he states:

“More recently in 2015 the course underwent an internal course accreditation review and was

given a five year (2017-2021) reaccreditation period (rather than three years) due to its excellent performance all around”, but I haven’t got a copy of that accreditation report that shows this.

Thanks very much

Bill

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Wednesday, 21 November 2018 9:51 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM accreditation - notes re OCAP documents

Hello Bill

Ok notes re OCAP- here is my attempt, I hope this is somewhat helpful.

In the 2016 re-accreditation it was noted that 4 new subjects had to be created, or used from existing medical science programs, as the Health Service subjects that had been used failed to fulfil the external accreditation requirements. Thus, whilst still using where possible subjects used in other programs (~4 or 5) the vast majority of the course are subjects for the purpose of this program. This makes the program unique and high quality but it is extremely resource intensive. Our school typically uses subjects into a number of different programs, excepting for those that are capstone or to differentiate the areas.

Strengths identified in re-accreditation most definitely are the strong focus on clinical practise, relatively new clinic rooms, clinic time and experience, and plinth rooms. The big issue is the requirement for 1050 hours of direct clinic time for all students for the course to be accredited and this is what contributes to the EFTSL-timetabled hours and costing issue.

In the 2016 re-accreditation the same issues from the graduate survey were amber/orange – this was teaching satisfaction, generic skills, and overall satisfaction noted, there is consistently an issue with the graduate satisfaction from prior to past re-accreditation, which is a concern and might be impacting the brand and perception of the course and could partially explain the declining preferences and commencements we are observing over the same time frame. However of note in 2016 the course had been on the outstanding list in two previous years of course performance leading up to that re-accreditation.

Additionally, as noted in the re-accreditation documents, the strong clinical practise is what keeps the course leading and competitive in the Chinese medicine sector, Western Syd is the only other competitor with only a post-grad offering, the remainders are private providers, mostly these providers have only accredited in one area (eg acupuncture). This strong clinical focus is the most costly component, especially in the context of low and declining student numbers over the past few years, it is also the strength of the program.

Best wishes
Willa

Wilhelmina (Willa) Huston

Acting Associate Head of School Learning and Teaching

Program Director Masters Medical Biotechnology

School of Life Sciences

Faculty of Science

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From: Willa Huston

Sent: Wednesday, 21 November 2018 9:29 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: RE: TCM accreditation

Hello Bill

Ok great that helps.

I will get some text to you back on the re-accreditation documents shortly.

One way the university measure courses is the high level course performance score card. I have attached 2015,16,17 ones here for you for CM (and all SOLS also attached in bigger files(science)) and here are some notes so you don't have to open any files if you don't want to:

The key information out of these scorecards are:

The overall rating is in the green for the CM program over the past few years, meaning overall no

problems.

There aren't any major red flags. But there are only three things that would be worth mentioning, but in the context that apart from the eftsl \$ the overall status of the course is not markedly worse than some others.

Firstly, the red flagged performance indicators are the Timetabled Hours/EFTSL, this improved in 2016 but got worse in 2017, and this is effectively another reflection of the course viability costing analysis.

There is a bit of an issue with the commencements each year steadily declining over the past 3 years along with UAC preferencing declining. The data is in 2015 60 Domestic and 3 International, 2016 40 Domestic commencements, 2017 36 domestic commencements and 5 internationals. (eg you could compare this data with BBiomed has grown in preferences and enrolments in the same time frame, BBiotech increased in 2016 from 2015 and dropped back in 2017)

There are orange (need to be watched not red zone yet) issues on the graduate outcome surveys in the last 2 years these have declined (teaching, generic skills, overall satisfaction of graduates) in CM. However, this graduate outcomes data to not look great is not that unusual for our schools programs, but .

A very high reference point if you want to make comparisons is the Bachelor of Medical Science/Bachelor of Business which in 2017 was ranked as an outstanding course by the course performance review committee, and even here there are some orange points (pg 12).

Hope these notes help.

Best wishes

Willa

Wilhelmina (Willa) Huston

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From: William Gladstone

Sent: Wednesday, 21 November 2018 8:34 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: RE: TCM accreditation

Hi Willa

Thanks for that, yes for the options paper I am drafting I want to add some background about the courses, and their most recent internal re-accreditation, whether there were any issues/positives identified, so there is a complete understanding of what would be lost (eg a high performing course) if the decision was made to phase it out, or conversely what would not be missed (eg a poorly performing course). I suspect the conclusion might not be that black and white, but I want the background to be completely transparent and fair.

Hope that helps.

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

University of Technology Sydney

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From: Willa Huston

Sent: Wednesday, 21 November 2018 8:25 PM

To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>

Subject: RE: TCM accreditation

Hi Both,

Are you talking about the internal UTS course re-accreditation process through OCAP (sounds like this one to me – more info below) or the Chinese Medicine Board of Australia accreditation (I can't find any documents on this one, sorry)?

I have found their own internal review document from 2017 but I suspect this is not what you are talking about.

What I have found by scrolling through all of our stuff I have access in my OCAP login is that it appears Mary Garvey did a short re-accreditation in 2016 and there was a re-accreditation also in 2011. Both re-accreditation document sets are attached here.

These OCAP documents are pretty ugly so if you tell me more about what you need out of them I can pull it out, otherwise the full file sets from OCAP are attached?

Best wishes

Willa

Wilhelmina (Willa) Huston

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From: Andrea Leigh
Sent: Wednesday, 21 November 2018 6:54 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: TCM accreditation

Hi Bill

I've just searched all of my files and my emails and it appears that I've only ever seen a hard copy of these documents (it was the height of a few bricks – very extensive). There is a related email I'll send to you, but it doesn't include the accreditation documents.

Andy

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UTS Number 1 young uni banner



From: William Gladstone

Sent: Wednesday, 21 November 2018 2:51 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: TCM accreditation

Dear Willa and Andy

Do you have the most recent UTS accreditation report for the TCM courses?

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

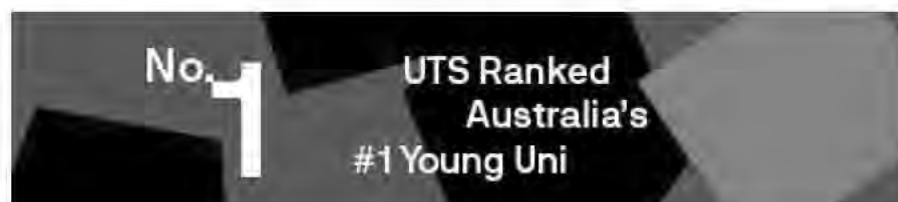
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SCIENCE - SHORT REACCREDITATION - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts International Studies (end 2016)

Proposer: Peter Meier

Sponsor: Bruce Milthorpe

Project Managers: Mary Garvey, Anne Keohane

Stage: Reaccreditation - Short

Template: OCRED - Short v3

Comments from Reaccreditation - Short Stage

Proposer (Peter Meier) 8/6/2016 10:25 PM. Approve Stage

Sponsor (Bruce Milthorpe) 8/6/2016 10:49 PM. Approve Stage

Courses Accreditation Committee (Amy Griffiths) 27/6/2016 4:23 PM. Approve Stage
CAC 23 June 2016: RESOLVED ACA 16/42 Recommended for accreditation from 1.1.17 - end 2021. It was noted that the Faculty is to seek updated information from FASS regarding the Bachelor of Arts in International Studies and update documentation where necessary. For AB 27 July 2016.

Academic Board - Approval (Anne-Lise Daniel) 28/7/2016 3:22 PM. Approve Stage
ACADEMIC BOARD 27 JULY 2016: RESOLVED AB/16-3/53 - Reaccreditation approved from 1/1/17 - end of academic year 2021

INTRODUCTION

Before you start completing the form, please read the important information under this 'Help' section: [Help](#).

SECTION 1: FACULTY'S RESPONSE TO COMMENTS FROM COURSES ACCREDITATION COMMITTEE

[Help](#)

Response:

Faculty response to Q4.2 Monitoring of Quality has been updated to include new information provided by FASS to Science.

Upload file (optional):

SECTION 2: REACCREDITATION OVERVIEW

[Help](#)

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Draft)

Course Code:

C10186

Course Version:

9

Course Name:

Bachelor of Health Science in Traditional Chinese Medicine

Credit Points:

192

Award(s):

Bachelor of Health Science
in Traditional Chinese Medicine
BHlthSc

Permitted study modes (STD=onshore; OFF=offshore):

STD

Permitted liability categories (DF=PG Domestic Full Fee; HL=CSP; IF=International):

HL,UF,IF

Permitted attendance modes:

INT

Permitted attendance patterns*:

Full-time
Part-time

Minimum academic admissions requirements (CASS data for current/active version):

Applicants must have completed an Australian Year 12 qualification, Australian Qualifications Framework Diploma, or equivalent Australian or overseas qualification at the required level.

Admissions requirements: additional requirements (If applicable) (CIS data for current/active version):

Admissions requirements - Local (only of different for local and international students) (CIS data for current/active version):

Admissions requirements - International (only if different for local and international students) (CIS data for current/active version):

English language requirements (CIS data for current/active version):

Academic IELTS: 6.5 overall with a writing score of 6.0; or TOEFL: paper based: 550-583 overall with TWE of 4.5, internet based: 79-93 overall with a writing score of 21; or AE5: Pass; or PTE: 58-64; or CAE: 176-184.

2.1

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Draft)

Course Code:

C10164

Course Version:

7

Course Name:

Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies

Credit Points:

288

Award(s):

Bachelor of Health Science
in Traditional Chinese Medicine
BHlthSc
Bachelor of Arts
in International Studies
BA

Permitted study modes (STD=onshore; OFF=offshore):

STD

Permitted liability categories (DF=PG Domestic Full Fee; HL=CSP; IF=International):

HL,IF

Permitted attendance modes:

INT

Permitted attendance patterns*:

Full-time
Part-time

Minimum academic admissions requirements (CASS data for current/active version):

Applicants must have completed an Australian Year 12 qualification, Australian Qualifications Framework Diploma, or equivalent Australian or overseas qualification at the required level.

Admissions requirements: additional requirements (If applicable) (CIS data for current/active version):**Admissions requirements - Local (only of different for local and international students) (CIS data for current/active version):****Admissions requirements - International (only if different for local and international students) (CIS data for current/active version):****English language requirements (CIS data for current/active version):**

Academic IELTS: 6.5 overall with a writing score of 6.0; or TOEFL: paper based: 550-583 overall with TWE of 4.5, internet based: 79-93 overall with a writing score of 21; or AE5: Pass; or PTE: 58-64; or CAE: 176-184.

2.2 Reaccreditation history

[Help](#)

Current reaccreditation end date	Were one or more extensions of accreditation period granted for the course(s) since the last reaccreditation?
end 2016	No

2.3 Reaccreditation requirements

[Help](#)

CPC-CCRAG 15/01 11.09.15: SHORT REACCREDITATION

2.4 Are you proposing to make changes to the course(s) as part of the reaccreditation process (e.g. course name, award title, structure)?

The next question is dependent on this answer. Save before continuing. [Help](#)

Yes

2.5 How many courses will be changed?

2

2.6 Details of changes

[Help](#)

Course Code:

C10186

New course name, award title and/or abbreviation?:

No

New admission requirements and/or selection criteria?:

No

New structure?:

Yes

Overview of the proposed changes:

Four of the health science subjects in the old structure were service subjects for the Faculty of Health. Due to content changes these four subjects are deemed to no longer meet the needs of external accreditation for the Chinese medicine course. Consequently, four other medical science subjects will be substituted. These "new" (to the TCM course) subjects exist within other science degrees and do not constitute new stand alone subjects.

OR upload document:**Course Code:**

C10164

New course name, award title and/or abbreviation?:

No

New admission requirements and/or selection criteria?:

No

New structure?:

Yes

Overview of the proposed changes:

Four of the health science subjects in the old structure were service subjects for the Faculty of Health. Due to content changes these four subjects are deemed to no longer meet the needs of external accreditation for the Chinese medicine course. Consequently, four other medical science subjects will be substituted. These "new" (to the TCM course) subjects exist within other science degrees and do not constitute new stand alone subjects.

OR upload document:

2.7 Are you seeking approval for the external articulation arrangements currently listed on CASS/CIS as part of the reaccreditation of the course(s) covered by the proposal?

The next question is dependent on this answer. Save before continuing. [Help](#)

Not applicable (no approved EAA)

SECTION 3: STRATEGIC ALIGNMENT**3.1 Strategic alignment**

[Help](#)

Bachelor of Health Science in Traditional Chinese Medicine

The Faculty of Science is committed to continual improvements in learning and teaching, with aggressive targets in place to ensure Learning.Futures practices underpin our renewal efforts.

The primary objective is to inspire graduate success (UTS strategic objective 1). This degree embeds the development of graduate attributes through research inspired and evidence -based clinical practices. The degree regularly updated to meet external accreditation requirements and consolidates our reputation as the leading provider of Chinese Medicine education.

The program also addresses strategic objective 2 by contributing to the research performance for the university. Graduates from the degree are prepared for both private clinical practice or HDR pathways. Three to four graduates per year undertake additional HDR studies. This helps support the research outputs of the TCM team and the Faculty of Science. Many students also actively participate in existing clinical trials and other research projects including a research based capstone subject.

The course has strong links into industry and many student attend external clinical placements. This aligns with strategic objective 3: Connect and Engage. The educators and researchers engaged in this program are passionate about their fields of practice and research. The courses provide them the opportunity to engage with students to develop the next generation of inspired discipline academics, practitioners and health-aware citizens. At the same time the students are afforded the opportunity to work with discipline leaders and develop their own sense of professional identity as Chinese Medicine Practitioners. This will ensure the degree aligns with strategic objective 4:Adapt and Thrive.

Bachelor of Arts in International Studies

out of scope

3.2 UTS Model of Learning and learning.futures

[Help](#)

Bachelor of Health Science in Traditional Chinese Medicine

The course provides an integrated exposure to professional practice using dynamic and multifaceted modes of learning through our strong emphasis on relevant, clinically focused practical activities. Professional practice is a critical component of the degree, with students exposed throughout the program to clinical practice across a number of settings including the UTS Chinese Clinic, placements in private clinical practices and an opportunity for an international placement in China or Korea in a Chinese Medicine Hospital. Practical classes also use newly built plinth rooms and clinical practice settings in Building 7 and 4.

The degree recognises the importance of professional practice situated in a global workplace, with international mobility. Between 50% and 60% of the students undertake an international clinical placement. While the bulk of our graduates establish private practices in the domestic market, approximately 5% seek registration outside of Australia and the education they receive through the degree prepares them to adapt to the global workplace.

The course is also strongly research inspired and integrated, with a particular emphasis on evidence-based approaches and integrative medicine, providing academic rigour to equip graduates for life-long learning. Students receive an unprecedented access to authentic learning environments through the clinical subjects. They are supporting practitioners in the treatment of the public through the UTS Chinese Medicine clinic from the first semester of first year. The strength of the UTS clinical teaching program is a distinguishing feature of the course and ensures the enduring success of the program and the graduates it produces. This is evidenced by the annual intake of students (between 10-15%) who transfer from other degree programs at other institutions. The final year clinical internship and associated capstone subjects (total of 24cp) also inspires the students to see the immediacy of a HDR pathway should they choose this option.

At the subject level, the Faculty of Science is currently engaged in a project to ensure all offerings are certified as learning.futures compliant. This process has already seen all first year offerings certified, with Autumn second year subjects currently under review. As all subjects undergo the process of certification they are required to consult with IML and the Faculty learning designer to undertake the necessary adjustments to subjects structure and assessment to bring them inline with both learning.futures and calendar 2016.

Bachelor of Arts in International Studies

out of scope

SECTION 4: MONITORING

[Help](#)

4.1 Course performance scorecards

Comments on overall course performance:

The course performance is evidenced in the uploaded score cards. The primary course Bachelor of Health Science in Traditional Chinese Medicine has 8 green metrics, three amber and one red.

The overall course performance is excellent and the course has been on the commended courses list of CCRAg on two occasions since the last accreditation cycle.

The one red rubric is timetabled hours. This is a 4 year course with a heavy clinical component. At least 1050 hours of clinic must be met in addition to any other practical or theory teaching subjects in order to maintain external professional accreditation. Consequently the ratio of timetabled hours in this course will be naturally higher.

The three amber metrics relate to mean OSI, GTS and GSS. These means may be affected by specific subjects over the period of the CPR that have scored at less than Faculty average. These have been noted in CCRAg reports and action plans have been initiated to address specific issues.

BHS(TCM)/ BAIS

The CPR for this double degree has four green metrics and six red metrics and one amber.

Approximately three to four students per year may nominate to undertake this six year combined program. Very often, at least one student will drop out of this course and return to the primary traditional Chinese medicine degree. Consequently student attrition rates and satisfaction rates are variable.

Mean OSI (amber) and mean GTS and GSS (red) may relate to the difficulties involved in having to learn the Chinese language and spend 1 year overseas in what is often an unexpectedly isolating experience, divorced from the student's main area of interest (Chinese medicine) as the overseas program focus on language skills and not Chinese medicine. It is not clear how the average salary and FT employment rate (both red) of a double degree TCM student is in any way different to that of a single degree TCM student since both must enter private practice to make a living. Having Chinese language skills does not increase the number of patients that a practitioner will necessarily see. Consequently it is likely that these data are being measured against an artificially inflated standard that assumes a double degree automatically increase the earning capacity of a graduate or reflect some other anomaly in these data.

According to FASS, the course trend data, which includes Student Satisfaction, Student Success rate and Student Attrition rate

vary from report to report within the BAIS programs as the data within the CPRs pertain to both the BAIS and, more strongly to, the 'owning' degree. (which is anomalous within this program as the same metrics vary considerably across the two program). FASS further states that this means there are no accurate standardised ratings available for the BAIS using the CPR reporting mechanism.

Other methods are utilised to demonstrate the viability and success of the BAIS program. However, it should be noted that the International Studies program Student Feedback Survey results are consistently higher than both UTS in general and the IS Program's host faculty, FASS and have been so for many years.

Course Performance scorecards:

[scorecard_C10186 BHealth Sci Trad Chinese Med.pdf](#) [scorecard_C10164 B Health Science in Trad Chinese Med BA International Studies.pdf](#)

4.2 Monitoring of quality

[Help](#)

SCIENCE

The Faculty engages in a number of course quality monitoring activities including standard metrics such as SFS, CPR, SPR, GDS etc.

The following additional mechanisms are used to quality standards are being met:

The Faculty has recently introduced an online subject review process that directly links to staff work planning. It requires staff to review their subject at the end of each offering noting SFS comments and other issues and identify any improvements that they intend to initiate before the next offering. These activities are then built into the staff work plan. This online system will be used to regularly ensure that subjects are performing as expected and learning outcomes are delivered.

In 2015, the Faculty introduced an initiative to have all of its subjects learning futures certified. At present first year undergraduate subjects are were certified in 2015 and certification is currently in progress for second year subjects. As this process requires the subjects to meet certification standards and ensure that GAs, CILOs and SLO are aligned and reflected in assessment, it is expected that subjects that are not compliant will be improved for certification. Subjects are then regularly reviewed each semester before subject outlines are generated.

Informal feedback from stakeholders including industry consultants teaching into the programs, practitioners and students are incorporated where appropriate. An external course advisory committee meets to review the course on an annual basis. The TCM Team also meet with a student representatives from each of the four year cohorts within the program on an annual, and often semester basis to gain student feedback on course issues. The program is also monitored externally by AHPRA and an annual report of course changes and developments is submitted.

The programs is subject to regular whole course review (as opposed to individual subject review) once in a four year delivery cycle. This occurs at least one year prior to reaccreditation in preparation for upcoming internal reaccreditation processes.

All of these activities ensure that the programs are achieving their intended learning outcomes.

FASS

out of scope

SECTION 5: CURRICULUM DESIGN

[Help](#)

5.1 Are graduate attributes the same for all the courses covered by this proposal?

The next question is dependent on this answer. Save before continuing.

No

5.4 Graduate profile and Course Intended Learning Outcomes

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Draft)

[Help](#)

Graduate attributes:

The Faculty has seven graduate attributes which it applies to all courses. The only differentiating factor is the AQF levels 7, 8 and 9 which alter the attributes in terms of complexity, mode of delivery and assessment. Consequently the GAs will only be presented once under the primary Bachelor Qualification.

1. Disciplinary knowledge and its appropriate application

An understanding of the nature, practice & application of the chosen science discipline.

2. An Inquiry-oriented approach

Encompasses problem solving, critical thinking and analysis attributes and an understanding of the scientific method knowledge acquisition.

3. Professional skills and their appropriate application

The ability to acquire, develop, employ and integrate a range of technical, practical and professional skills, in appropriate and ethical ways within a professional context, autonomously and collaboratively and across a range of disciplinary and professional areas. e.g. Time management skills, personal organisation skills, teamwork skills, computing skills, laboratory skills, data

handling, quantitative and graphical literacy skills.

4. Ability and motivation for continued intellectual development

The capacity to engage in reflection and learning beyond formal educational contexts that is based on the ability to make effective judgements about one's own work. The capacity to learn in and from new disciplines to enhance the application of scientific knowledge and skills in professional contexts.

5. Engagement with the needs of Society

An awareness of the role of science within a global culture and willingness to contribute actively to the shaping of community views on complex issues where the methods and findings of science are relevant.

6. Communication skills

An understanding of the different forms of communication - writing, reading, speaking, listening -, including visual and graphical, within science and beyond and the ability to apply these appropriately and effectively for different audiences.

7. Initiative and innovative ability

An ability to think and work creatively, including the capacity for self-starting, and the ability to apply science skills to unfamiliar applications.

Other features of the graduate profile, if applicable (such as eligibility for professional accreditation):

Graduates are eligible to register with the Chinese Medicine Registration Board under the Australian Health Practitioners Regulation Agency.

They are also eligible to seek membership with a range of professional associations and peak industry bodies

Sources that informed the development of the graduate profile:

The Graduate profile was informed by the AHPRA Accreditation Standards Chinese Medicine. These standards set out in detail the educational requirements including learning outcomes and professional capabilities of graduates, education provider attributes, program and qualification attributes. These standards are enforced by AHPRA and require annual reporting and updates.

The program also has an external course advisory committee made up of a minority of internal Chinese Medicine Staff and a majority of external practitioners, industry and professional association members. The role of this committee to advise on the relevance of program development and inform the Faculty of the relevance of any new developments in the scope of practice.

Standard sources of information also included:

- The UTS Model of Learning
- Australian Qualifications Framework course level descriptions
- Draft Standards for Learning Outcomes (Coursework), Australian Government, 2013. Downloaded from <http://www.hestandards.gov.au/sites/default/files/HESDraftStandardsforLearningOutcomes%28Coursework%29-March2013.pdf>.

Course Intended Learning Outcomes:

1.0 Disciplinary knowledge and its appropriate application

1.1 Demonstrate expertise in Chinese medicine's classical and contemporary theories, research and clinical practices

1.2 Demonstrate knowledge that is contextualised and applied in clinical practice, including an integrated biomedical and Chinese medical understanding of physiology and pathophysiology to inform treatment and health management strategies

1.3 Apply knowledge and understanding of Chinese medicine diagnostic and therapeutic methods to Chinese acupuncture and herbal medicine practice, Chinese herbal medicine dispensing, and adjunct therapies

2.0 An Enquiry-oriented approach

2.1 Demonstrate an enquiry based approach to gathering patient diagnostic data, and researching theory and knowledge about the meaning and application of those data

2.2 Develop effective problem-focused assessment skills to differentiate diseases and patterns, and apply clinical reasoning to make diagnostic and therapeutic judgements

2.3 Investigate current publications and recent research from clinical trials to cultivate an informed, evidence-based approach to clinical practice

3.0 Professional skills and their appropriate application

3.1 Demonstrate the integration and application of professional health care knowledge and clinical skills and attitudes to safely and effectively practise Chinese medicine

3.2 Apply knowledge of, and demonstrate compliance with, professional legal responsibilities and ethical behaviours in line with current Chinese Medicine Board of Australia's regulations and guidelines

3.3 Navigate the related business, legal and ethical landscape in which you will practice in different contexts, and apply principles of quality assurance and risk management to maintain safety and improve professional development safety

4.0 Ability and motivation for continued intellectual development

4.1 Investigate and evaluate published clinical and research sources and use data that you collect from your clinical internship to reflect on your clinical practice

4.2 Demonstrate reflective practice by seeking and responding to feedback to improve practice and enhance professional competence

4.3 Make clinical judgements and decisions based on available evidence and practice using an informed, evidence-based approach

5.0 Engagement with the needs of society

5.1 Undertake UTS Chinese Medicine Clinic and external clinical placements and assist Chinese medicine practitioners to deliver health care in a culturally sensitive manner and appropriate to the expectations and needs of the public

5.2 Investigate community issues and debate, and current research, to develop well-informed opinions based on the growing body of evidence around the effectiveness of Chinese medicine for common diseases and conditions

5.3 Engage directly with the community in the marketing of student internship clinics, and work effectively as a member of the student clinical team, and in cooperation with UTS Clinic managers, to ensure the smooth running of the intern clinics

6.0 Communication skills

6.1 Develop professional and interpersonal communication skills throughout the program including models of sensitive and effective client and carer interaction, active listening, basic psychology and counselling

6.2 Effectively read publications, listen to presentations, and analyse and interpret clinical reports and research information

6.3 Demonstrate academic writing skills, including client record keeping, inter-professional communication, referral and report writing skills

6.4 Develop skills necessary to deliver academic and professional seminars, presentations and reports and to communicate clearly and effectively with other health practitioners

7.0 Initiative and innovative ability

7.1 Demonstrate innovation in building your practice and reputation using initiative and self-motivation and basic project

management skills

7.4 Take responsibility for organising, marketing and managing the intern clinic, using basic marketing, business planning and teamwork planning

AQF Level:

Level 7 - Bachelor degree

AQF Level - Justification:

The structure and design of the course engages students in the acquisition of a body of knowledge relating to the practice of Chinese medicine including the underlying theory, principles and concepts, clinical application and the associated professional skills required to practice as a primary care practitioner, with a volume of learning compliant with an AQF level 7.

Through the course, academic skills and attributes are developed to undertake research, comprehend and evaluate new information and concepts from a range of sources. The intent of the course is for students to apply a body of biomedical and Chinese medicine knowledge in clinical practice based on an evidence-based approach. Application to clinical practice requires high levels of understanding of the theoretical foundations of Chinese medicine, knowledge of biomedical science, and the development of effective communication and clinical skills which must be applied within an ethical context that accounts for the complexities of the patient/practitioner interaction. Emphasis is placed on the development of the ability to understand how to apply the knowledge and techniques learned back into the workplace and to be able to appreciate how professional experience can help consolidate understanding of the theory.

The Course provides a foundation for self-directed and lifelong learning by teaching individual research and reflection skills and encouraging a commitment to the practice of continued professional development. Students are encouraged to draw on their experience both personal and professional to develop a robust appreciation of what it means to be a primary care practitioner. Strategies are employed to develop awareness of interpersonal and intrapersonal skills which underpin clinical competencies with the purpose of encouraging life-long learning in this discipline.

The Bachelor of Health Science in Traditional Chinese Medicine meets the relevant qualification type descriptors of AQF Level 7 with the degree qualifying individuals who apply a body of knowledge in a range of contexts to undertake professional practice as a registered practitioner under the AHPRA Chinese Medicine Registration Board. The educational rationale for the course is premised on the principle that clinical practice is both a social and professional construct that can be examined and learned from, that Chinese Medicine in a clinical practice context has unique set of paradigms that can be integrated with the biomedical model, and that understanding personal and professional capabilities can enhance professional practice and treatment outcomes. The course is a pathway to further HDR studies. The course draws on and integrates the latest clinical research in the field to offer students a basis on which to strengthen their understanding of Chinese Medicine and adopt an evidence-based approach to clinical practice, including the need for continuing professional education and development as a lifelong learner.

Graduates at this level gain strong theoretical and technical knowledge on a range of clinical competencies, approaches and capabilities uniquely as required by AHPRA accreditation standards for Chinese Medicine. Examples include understanding biomedical functioning and pathophysiology, basic pharmacognosy, modern and traditional Chinese medical theories, clinical diagnostics, technical skills in the application of acupuncture and dispensing of herbal medicines, basic physiology, effective interpersonal communication, academic communication skills, ethics, business practice and professional identity as a primary care practitioner. The ability to critically think and clinically reason is promoted through the curriculum and reinforced through continual exposure to clinical practice through internal and external clinical placements throughout every level of the course. The course also includes options for international hospital placements in China and Korea. The course is able to draw on the research strengths of the academics in the field who contribute to curriculum and delivery. The practice of Chinese Medicine is framed by the concept of lifelong learning in the contexts of primary care practice and continued professional education as a requirement of registered practice and an ethical obligation of primary care practitioners to deliver the best quality of care.

Graduates at this level will have significant cognitive, clinical and communication skills to select and apply methods and approaches to treating various presentations of disease. Research and critique is connected to enhanced clinical practice capability and professional development through critical thinking and enquiry based research. Through assessment tasks such as patient interviews and case studies, students are required to undertake applied research to inform their own clinical practice. Being able to demonstrate a capacity to develop informed arguments and rationales for treatment protocols is also a key learning outcome of the course. The integration of biomedical and Chinese medical frameworks enables graduates to understand and ethically apply clinical therapies.

A focus on practical and professional outcomes through communication skills is important for students undertaking this course to strengthen their practice in their workplace. By interacting with and learning from practitioners, academics, and each other, different communication methods are gained, practices and assessed in the course. Graduates are able to demonstrate an appreciation of understanding their professional practice through the lens of theory and through learning gained from class discussions, individual and group presentations, case study research assignments, reflective journals, and clinical placements. Graduates at this level will apply knowledge and skills to demonstrate autonomy, well-developed judgement, adaptability and responsibility as a practitioner or learner.

The course offers an opportunity to explore and practice clinical skills and test clinical theories in a realistic community clinic - UTS Chinese Medicine Clinic. This clinic delivers over 6000 treatments per year to members of the public and provides for compulsory clinical internship opportunities for all students. Through experiential learning learn to interview, diagnose and treat patients under supervision, whilst gaining an appreciation for the values and ethical behaviours expected of primary care practitioners. Through the practice of reflective learning, students demonstrate an ability to understand how individual attitudes and values might affect professional judgement and practice.

These outcomes meet the purpose of an AQF level 7 qualification. The CILOs clearly articulate the acquisition of knowledge within a systematic and coherent body of knowledge of Chinese Medicine studies, and the skills required of graduates of a Level 7 qualification in the AQF, for example, cognitive skills to think critically and analyse; demonstrated through the capacity to develop informed arguments and rationales, and communication skills which require presentation of complex arguments. The CILOs have been developed to demonstrate these outcomes through the context of experiential learning clinical settings.

5.4 Graduate profile and Course Intended Learning Outcomes

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Draft)

out of scope

out of scope



out of scope



5.5 Indigenous Course Intended Learning Outcomes

[Help](#)

Bachelor of Arts in International Studies

out of scope

Bachelor of Health Science in Traditional Chinese Medicine

Graduates undertake training in areas of cultural relevance to health, including practices that are culturally sensitive to Indigenous patients and their families.

5.6 Educational rationale for the design of the course(s)

[Help](#)

Educational design - Changes:

Bachelor of Health Science in Traditional Chinese Medicine

The design of the degree has focused on ensuring the CILOs and GAs are achieved with professional practice as the primary focus. Graduate success is achieved by ensuring the subjects, which are the building blocks of the degree, are fully compliant with the Learning.Futures approach.

The curriculum of the program is designed to encourage clinical reasoning and critical and creative thinking across the four year program. Within the design of this course, there has been an extensive effort to refine the developmental trajectory of student capabilities by building strong connections between subjects and to ensure a development of skills and capabilities over time. There is constructive alignment between the intended graduate profiles, CILOs and subject objectives, teaching and learning activities, clinical placements and assessment tasks. This is evidenced by the number of subjects in the degree already achieving learning.futures certification.

English language proficiency has been embedded across the course and all science students are English language tested (via OPELA) and with targeted support offered to the appropriate cohorts of students. This is achieved initially in first year through the completion of the subjects Clinical Theory and Clinic Level 1, and Communication for the Complimentary Practitioner, both of which have a very strong focus on communication skills.

The first year experience for students in this degree immediately places the students with practitioners in the UTS Chinese Medicine Clinic and along with introductory theory subjects ensures a sense of strong professional identity is developed from the commencement of the degree.

The delivery mode of subjects in the Faculty of Science is being constantly refined. While traditional lectures and clinical sessions are extensively represented, students have been progressively exposed to alternative modes of delivery and assessment practices. This includes online assessment tasks with immediate formative feedback, peer assessments and self-reflection activities. Tools such as ReView and SPARKplus have been introduced into a number of subjects. The Faculty is also investing in the use of student response systems such as mQlicker and developing experiences in student generated digital media.

Increasingly, students investigate the wider social context of their discipline area, which is key to becoming an effective communicator to a range of stakeholders. There are numerous opportunities for industry engagement through guest lectures, UTS Chinese Medicine Research fora, and external clinical placements, including an international placement at the end of the program.

Throughout the program, students gain first-hand clinical experience and an extensive exposure to professional practice with a focus on providing opportunities to apply theoretical and evidenced based treatment approaches. Students are encouraged to undertake professional based treatment outcome research in their capstone subjects and throughout the program are required to participate in patient research data collection. It is this research-integrated delivery model that provides a rich context in which the students' disciplinary knowledge is developed and applied.

Consequently, the rationale for the course design is to produce graduates who are equipped for ongoing learning and inquiry in the pursuit of personal development and excellence in professional practice. The focus on a practice-oriented, research-inspired, and evidence-based curriculum, designed to ensure that students can operate effectively with the capabilities that underpin professional practice in a global context will service their career pathways and service to the community as private practitioners. Students will leave the course with a highly developed appreciation of the practical, social and ethical dimensions of the practice of Chinese Medicine within an Australian context. They will possess the skills and knowledge to operate effectively in culturally diverse workplaces within changing international and social contexts, with the skills necessary for lifelong learning and further study as a professional.

Bachelor of Arts in International Studies

out of scope

5.7 Assessment Strategies in practice

[Help](#)

Assessment Strategies in practice: SCIENCE

The Faculty is currently in the process of reviewing its assessment strategies as part of a wider curriculum review process that will see the changing of content in a number of subjects and the upgrading of all subjects to Learning.Futures principles. A number of the subjects in the program have been the focus of FYE and T&L grants over the past few years and have undergone substantive change in assessment practices.

There is a diversity of assessment types and these are being mapped in CIS against graduate attributes. The Faculty is in the process of ensuring that all assessments have marking criteria that are directly linked and mapped against SLOs and CILOs. Currently, approximately one third of the subjects have been or are ready for external peer review to achieve learning.futures compliance.

In line with UTS Coursework Assessment Policies and Procedures, subjects are designed by Subject Coordinators and overseen by Course Directors to provide a range of assessment tasks that address the differing styles of the subject discipline as well as the differing learning styles of the students. Within a subject, assessment tasks are designed to incorporate a range of tasks that respond to the learning objectives of that subject. Over the past 18 months, the Faculty has employed Science based Learning designers, in addition to IML staff, to work directly with academics in the revitalisation of their subject structures and assessments.

There has been a very strong focus on the use of authentic and professionally relevant assessment tasks throughout the learning.futures certification process. This process has seen program directors and T&L Leaders in the Faculty taking both a subject and course level view to ensure the developmental trajectory of skills and attributes is explicit. All subjects in the program will have assessment criteria explicitly linked to specific graduate attributes and course intended learning outcomes. The use of ReView is also increasing throughout the degree, allowing students to monitor their achievement against the various graduate attributes.

The formal review of grades is conducted at the RRC meeting, involving the discussion of grade distributions and a review of any borderline results. This conversation involves the subject coordinator, the Associate Head of School and the Chair of the RRC, along with Program Directors and members of the School of Mathematical and Physical Sciences. The meeting offers a open forum for the transparent discussion of student outcomes to ensure equitable decisions are made. The review of grade outcomes is further discussed during the formal Subject Review Process which occurs at the conclusion of each teaching session. On an annual basis Course Performance and Subject Performance Reports are analysed by the Associate Dean, Teaching and Learning and any identified issues are raised with the academic and their supervisor.

FASS

SECTION 6: ADMISSION REQUIREMENTS

[Help](#)

6.1 Admissions requirements - CASS/CIS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Draft)

Academic admission requirements - CASS data:

Applicants must have completed an Australian Year 12 qualification, Australian Qualifications Framework Diploma, or equivalent Australian or overseas qualification at the required level.

Admissions requirements: additional requirements - CIS data (if applicable):

Admissions requirements: Local - CIS data (only if different for local and international students):

Admissions requirements: International - CIS data (only if different for local and international students):

English language requirements - CASS data:

Academic IELTS: 6.5 overall with a writing score of 6.0; or TOEFL: paper based: 550-583 overall with TWE of 4.5, internet based: 79-93 overall with a writing score of 21; or AE5: Pass; or PTE: 58-64; or CAE: 176-184.

6.1 Admissions requirements - CASS/CIS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Draft)

out of scope

SECTION 7: ARTICULATION AND CREDIT RECOGNITION

[Help](#)

7.2 Articulation and credit recognition - CIS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Draft)

Articulation with UTS courses (Internal articulation) - CIS data:

External articulation (approved arrangements) - CIS data:

Credit recognition (block and other) - CIS data:

7.2 Articulation and credit recognition - CIS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Draft)

Articulation with UTS courses (Internal articulation) - CIS data:

External articulation (approved arrangements) - CIS data:

Credit recognition (block and other) - CIS data:

7.6 Is there some form of block credit recognition granted for the course(s) covered by the proposal that is not recorded on CASS/CIS?

The next question is dependent on this answer. Save before continuing.

No

SECTION 8: AWARD DETAILS

[Help](#)

8.4 Are there levels of award for any of the course(s) included in the proposal?

No

SECTION 9: TRANSITION ARRANGEMENTS

You indicated that you were proposing changes as part of the reaccreditation process.

To assess whether these changes impact the management of currently enrolled students and transition arrangements should be defined, the changes should be discussed with the Manager, Faculty Services in SAU (Judith.Forder@uts.edu.au; ext: 4182) early in the reaccreditation process.

This is particularly critical if the changes result in a new version of the course being created on CASS.

Where applicable, provide details of the transition arrangements for currently enrolled students for each course where a change is to be made. Information should cover, but not limited to, the following:

- whether students shall be given the option to complete the existing version of the course or shall be obliged to transfer to the revised version of the course;
- whether any subjects will be phased out that will make substitutions necessary. If relevant, specify which subjects are to be phased out and when and what substitute subjects will be used.

This information will be used by staff in the Student Centres to manage students' enrolments and study plans.

9.1 Transition Arrangements

Course code, name and active version:

C10186 v.8

How many students (both domestic and international) have the status of admitted in this course?:

236

What transition arrangements will be put in place for students currently enrolled in the course?:

SAU have been consulted and informed that no formal transition arrangement is required. The existing version 8 of the course will be phased out by 2017 and new students will enter version 9 with the replaced medical science subjects in their study plans. Only a handful of students who may be out of sequence for unknown reasons will potentially require subject substitutions and these will be handled in consultation with the program director on a case by case basis. Student progression is consequently unaffected as students out of sequence will still have covered all required content with a combination of either old or new subjects.

Course code, name and active version:

C10164 v.6

How many students (both domestic and international) have the status of admitted in this course?:

16

What transition arrangements will be put in place for students currently enrolled in the course?:

SAU have been consulted and informed that no formal transition arrangement is required. The existing version 6 of the course will be phased out by 2017 and new students will enter version 7 with the replaced medical science subjects in their study plans. Only a handful of students who may be out of sequence for unknown reasons will potentially require subject substitutions and these will be handled in consultation with the program director on a case by case basis. Student progression is consequently unaffected as students out of sequence will still have covered all required content with a combination of either old or new subjects.

9.2 Stakeholders consultation on transition arrangements**Have these transitions arrangements been discussed with the Manager, Faculty Services in SAU?:**

Yes

Have these transitions arrangements been discussed with UTS International?:

Not applicable

Outcome of the consultation:

They are simple subject substitutions that do not affect course credit point loading, completion times etc. There are no required changes to study plans as transitioning of subjects is being handled through a simple process of phasing. Only a small handful of out of sequence students might be affected.

SECTION 10: STAKEHOLDERS CONSULTATION[Help](#)**10.1 Are there any external stakeholders with an interest in this proposal?**

The next question is dependent on this answer. Save before continuing.

Yes

10.2 External stakeholder details

Australian Health Practitioners Regulation Authority (AHPRA)

10.3 Provide details of the interest(s) of the external stakeholder(s) listed above.

Both course are registered with AHPRA and must meet the external accreditation requirements of the Chinese Medicine Registration Board under AHPRA. This is a separate, detailed and external accreditation process which requires substantiation of course learning outcomes against CMRB standards. In addition to specific professional practice-based learning outcomes, the course is required to meet governance and financial management standards and involves site visits from CMRB/AHPRA to assess infrastructure and academic standards.

10.4 Feedback from external advisory committees[Help](#)**Feedback from external advisory committees - Summary:**

The following is an extract of the minutes from the last external course advisory committee, including references from the previous student staff meeting.

3.1 Recent changes to Chinese medicine subjects in 2015 (MG)

Some changes were introduced to Yr 1 and 2 subjects (99665 CM Foundations 1, 99667 Clinic Level1, and 99621 Chinese Diagnostic System 2) to conform to recent CMBA guidelines, to more closely align the Program with the AHPRA-CMBA standards for course accreditation, and to ensure compliance with the UTS's new Learning.Futures requirements.

3.2 2015 monitoring report to the CMBA (MG)

The 2015 monitoring report was submitted on time to the CMBA (July 2015). Annual reporting must note subject and staff changes and must supply evidence of changes and approvals for changes. The reporting this year also included a detailed mapping of academic staff, their qualifications and on-going training, to subject delivery and clinical supervision duties.

3.3 Development of the accreditation document to the CMBA accreditation committee (MG)

Work has commenced on the Field 6 standards. Field 6 is concerned with how UTS and the CM Team ensure that program learning outcomes and assessments enable graduates practice in line with the required professional standards. At this time we are seeking advice, comment and evidence from all subject coordinators regarding their subject content and assessment of student learning outcomes. We expect to collect a large amount of evidence from the program subjects and the clinic placements to support our application.

3.7 recent Student-Teacher meeting (CZ)

The meeting was held on Monday August 10, 12:00 to 1:05 pm. Academic staff present were CZ and MG, with Sean Walsh, and Weihong Li. Student representatives from all four year groups presented their feedback, questions and concerns about student experience of the program / their subjects. Academic staff noted several items of interest for the student body:

Yr 4 students raised concerns about moxa smoke on behalf of some students who are particularly sensitive to air-borne irritants. The meeting moved to look into strategies to minimize exposure to moxa smoke

Yr 1 students discussed issues with online delivery of science subjects and opportunities for students to ask questions about the lecture content. They advised that the Intro to CHM class spaces were dark and airless and the meeting agreed to see whether Room Bookings could change the space.

Yr2 students requested confirmation and clarification of procedures for external clinic placements. These were discussed and confirmed

Yr 3 students requested that their clinic placement rosters were less alphabetical and more randomized over the semester. They stated that they were very happy about this meeting and CZ assured all reps that the student-teacher meetings were planned for twice a year.

Academic staff and students discussed the introduction next year of the trimester (three semester) schedule and concerns regarding workload and assessments. Students were encouraged to feedback to staff regarding the new schedule and adjustments as needed.

Academic staff discussed several items regarding the CM Course Accreditation process, the visiting scholars from China and North Korea, herbal clinic computer records, and recent CM Team changes and the Faculty restructure

Upload full report (optional):

10.5 Is any of the course(s) covered by the proposal accredited by one or more professional or industry bodies?

The next question is dependent on this answer. Save before continuing.

Yes

10.6 How many professional bodies have accredited/recognised the course(s)?

The next question is dependent on this answer. Save before continuing.

1

10.7 Give details of any organisation that has recognised or accredited the course.

External organisation:

AHPRA

Start date:

End date:

Comments:

the course currently has provisional registration based on its previous registered status with the pre-AHPRA Victorian Chinese Medicine Registration Board. All TCM courses in Australia are currently undertaking a registration process under the national board and submission of the full UTS registration application is due in September. Hence there are no start or end dates with current AHPRA registration.

10.8 Professional accreditation/recognition - CIS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Draft)

Professional accreditation/recognition - CIS data:

Professional accreditation/recognition - Details:

The course is recognised by a number of professional bodies for purposes of practitioner membership.

10.8 Professional accreditation/recognition - CIS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Draft)

Professional accreditation/recognition - CIS data:

Professional accreditation/recognition - Details:

Not applicable to BAIS. Primary TCM degree is recognised by professional bodies.

10.9 Use the space below to elaborate on professional accreditation/recognition if you wish to.

Graduates from either course are eligible to join a number of different professional associations of which there may be over a dozen nationwide. These are practitioner based professional bodies and separate from AHPRA. All graduates are required by law to be registered with the Chinese Medicine Registration Board if they intend to practice on the public.

10.10 Does any other academic unit or administrative unit have an interest in the course(s) covered by the proposal?

The next question is dependent on this answer. Save before continuing.

Yes

10.11 Provide the names of the academic and/or administrative units with an interest in the proposal and details of their interest, as well as a summary of their views on the proposal.

[Help](#)

Internal stakeholders details:

Academic Units

Faculty of Arts and Social Sciences (secondary owners in combined degree BAIS) and Faculty of Health who teach one subject in the degree. These Faculties have provided Faculty Board endorsement of the proposal.

Administrative Units

SAU, Central APO and UTSI have all been consulted about the proposal.

Upload file if required.:

SECTION 11: ADDITIONAL INFORMATION

11.1 The case for reaccreditation

[Help](#)

In the light of the performance figures and the support from internal stakeholders and external advisory committees, make the case for the course being reaccredited.

Refer in particular to:
changes in the discipline

Changes to the discipline of Chinese Medicine have been driven by the CMRB under AHPRA through their compulsory accreditation and registration mechanisms. Over the last five years, the CMRB has moved away from content based regulation that solely dictated scope of practice to a system of learning outcomes based standard in relation to scope of practice. The TCM course has adjusted its content structure and deliver accordingly. For example additional content and learning outcomes were added including specific herbal medicine preparation techniques, specialist content areas including paediatrics, orthopaedics, (see clinic 6 for more info)

Changes in employment opportunities

The introduction of statutory registration under AHPRA in 2012 appears to have had a positive impact on the profession's reputation and standing in the community. This is of particular importance as students are trained to enter directly into private practice as primary care practitioners. Whilst some students may go on to undertake employment opportunities as general PAYE employees for a variety of private and government organisations, the majority enter in to private practice as small business owners. Given that establishment of a clinical practice may take up to two years, the FT employment and Average Salary metrics which are noted in the green in the C10186 CPR over a number of years is very encouraging. Equally demand for the course has been steady for a number years averaging an intake of around 60 students, all of which suggest that employment opportunities within the health and allied health industry will remain as this sector of the economy grows and the population continues to grow and age.

Changes in the competitive environment

There have been no significant changes to the competitive environment. A Chinese Medicine Program continues to be offered by Western Sydney University, however their student numbers remain low (annual intake of around 20) and students continue to transfer to UTS. WSW strength remains in the post graduate Chinese Medicine degree where they are the sole provider of such qualification in NSW. Similarly there remains one private college in Sydney that offers an Acupuncture course with nominal enrolments. UTS maintains its premier status as a highly desirable course as evidenced through continued strong demand. This course has maintained its status as the third or fourth most popular course within the Faculty over the last 10 years and has seen a steady increase in ATAR.

The most significant change in the competitive environment is the introduction of national statutory registration through AHPRA since July 2012. In 2014 the Chinese Medicine Registration board released its national accreditation standards to which all registered courses must comply. This documents essentially sets the learning outcomes and scope of practice required by graduates and essentially has had a normalising effect across the sector. Providers who have not been able to meet the standards (private providers) have left the market. UTS continues to differentiate itself through its strong clinical practice focus and consequently enjoys popularity as the premier course for students wishing to become effective primary care practitioners.

11.2 Additional information

[Help](#)

Additional information:

UTS's International Studies degree is not a traditional political science international relations' course as is typical of most International Studies degrees in Australia and abroad. Rather the degree emerges from and reflects a broad sociocultural and linguistic approach to contemporary peoples and cultures, and reflects the research skills, interests and backgrounds of the academics in FASS who research their countries of specialisation. The UTS approach looks at, among other things, social and cultural change at a sub-national level inflected by region, ethnicity, class and the differential effects of globalisation. This approach enables students to reflect on cultural and social change abroad, and to reflect on social and cultural change in Australia from a critical distance.

The BA International Studies continues to be enthusiastically sought after by students, as is reflected in consistently high combined degree ATAR scores. The degree is also unique globally: no other university offers a BA IS with a socio-cultural and linguistic focus, and which can only be done in combination with a vocational degree. The popularity of the degree is also due to the unique balance between preparatory learning (culture and language, intellectual and methodological skills) and practical experience (applied knowledge) during a capstone final year experience of structured in-country study in the target country and language

In an increasingly globalised epoch, employers (government, private enterprise, and NGOs) recognise that the ability to develop intercultural skills and a sense of global citizenship (especially one born of living and studying in another culture guided by the principles of cultural immersion and self-reliance), is integral to professional practice today. Allied to this is the development of a capacity for independent critical reflection in international contexts, in particular, the ability to identify and question one's own cultural assumptions, values and beliefs, and thus to acknowledge and empathise with the perspectives of people from other cultures. Since the degree is only available in combination with a professional degree, graduates automatically become more attractive to prospective employers than students graduating with the professional degree only.

Upload file if needed:

SECTION 12: FACULTY APPROVAL

[Help](#)

12.1 How many faculties have an interest in the proposal?

The next question is dependent on this answer. Save before continuing. [Help](#)

3

12.2 Faculty/Institute Board endorsement details

Faculty's name:

Science

Mode:

Faculty Board meeting

Meeting number:

FB 16/3

Resolution number:

2016.25.2

Date:

1.7.2016

Faculty's name:

Health

Mode:

Faculty Board meeting

Meeting number:

2

Resolution number:

RESOLVED FB/16/2/33

Date:

23.5.16

Faculty's name:

Arts and Social Sciences

Mode:

Exec. Action taken on behalf of Faculty Board in accordance with section 2.3 of the Statement on Faculty Boards

Meeting number:**Resolution number:****Date:**

2.6. 2016

SECTION 13: COURSE STRUCTURE

[Help](#)

13.1 Course Structure - CASS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Draft)

Course Code:

C10186

Course Version:

9

Course Stage:

Draft

Course Name:

Bachelor of Health Science in Traditional Chinese Medicine

Location (STD=onshore/OFF=offshore):

STD

Mode of delivery (INT=face-to-face/EXT=distance):

INT

Liability Categories:

HL,UF,IF

Availability - CIS data:**Course Structure:****Course completion requirements**

99665v2	Chinese Medicine Foundations 1	AC	6cp
99641v3	Point Location and Acupuncture Anatomy	AC	6cp
92227v1	Communication for the Complementary Therapist	AC	6cp
99667v2	Clinical Theory and Clinic Level 1	AC	6cp
99666v2	Chinese Medicine Foundations 2	AC	6cp
99567v4	Introduction to Chinese Herbal Medicine	AC	6cp
91400v2	Human Anatomy and Physiology	AC	6cp
99668v3	Clinic Level 2 and Acupuncture Techniques 1	AC	6cp
99618v4	Chinese Diagnostic System 1	AC	6cp
99650v2	Pharmacology of Chinese Herbal Medicine	AC	6cp
99651v2	Chinese Herbal Formula 1	AC	6cp
99621v3	Chinese Diagnostic System 2	AC	6cp
99652v2	Chinese Herbal Formula 2	AC	6cp
99584v4	Clinical Features of Disease	AC	6cp

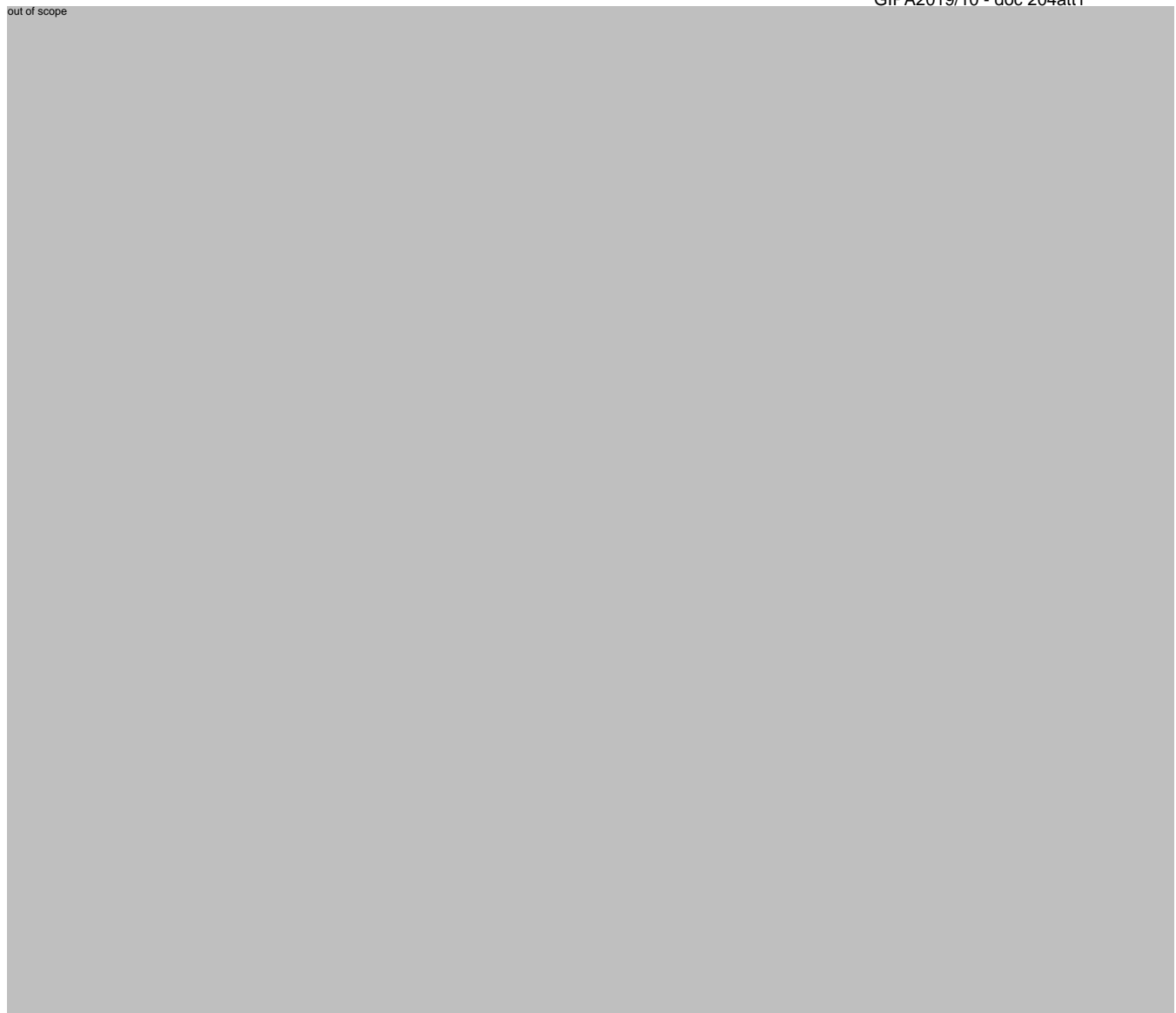
<u>91610v3</u>	Medical Classics and the History of Chinese Medicine	AC	6cp
<u>99646v5</u>	Clinic Level 5 and Acupuncture Microsystems	AC	6cp
<u>99656v2</u>	Disease States for Traditional Chinese Medicine 1	AC	6cp
<u>91611v2</u>	Clinical Practicum (Therapy and Diagnosis)	AC	6cp
<u>99647v3</u>	Clinic Level 6	AC	6cp
<u>99657v2</u>	Disease States for Traditional Chinese Medicine 2	AC	6cp
<u>91614v2</u>	Evaluating TCM: Theory, Practice and Research 1	AC	6cp
<u>99630v5</u>	Clinical Practice 1 (TCM)	AC	12cp
<u>91613v2</u>	Professional Issues in Traditional Chinese Medicine	AC	6cp
<u>91615v2</u>	Evaluating TCM: Theory, Practice and Research 2	AC	6cp
<u>99631v5</u>	Clinical Practice 2 (TCM)	AC	12cp
<u>99644v6</u>	Clinic Level 3 and Acupuncture Techniques 2	AC	6cp
<u>99645v6</u>	Clinic Level 4 and Acupuncture Techniques 3	AC	6cp
<u>91703v4</u>	Physiological Systems	AC	6cp
<u>91239v2</u>	Human Pathophysiology	AC	6cp
<u>91706v4</u>	Neuroscience	AC	6cp

13.1 Course Structure - CASS data

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Draft)

out of scope





WORKFLOW

Stage	Status
Proposal created	- Created (12/10/2015)
Reaccreditation - Short	Active
- Proposer	- Accepted (7/7/2016)
- Sponsor	- Accepted (8/6/2016)
- Courses Accreditation Committee	- Accepted (27/6/2016)
- Academic Board - Approval	- Accepted (28/7/2016)
- Finalised - For archives	- Pending
Implementation - Short	

LOG

Date	Role/User	Action	Comments
12/10/2015 3:12 PM	Proposer (Amy Griffiths)	Open Workflow step	
12/10/2015 3:23 PM	Proposer (Amy Griffiths)	Open Workflow step	
8/6/2016 10:25 PM	Proposer (Peter Meier)	Approve	

8/6/2016 10:25 PM	Sponsor (Peter Meier)	Open Workflow step	
8/6/2016 10:49 PM	Sponsor (Bruce Milthorpe)	Approve	
15/6/2016 10:30 AM	Courses Accreditation Committee (Anne-Lise Daniel)	Open Workflow step	The proposal has not been approved by the Faculty Board of Science. It is scheduled to be submitted to the Board on 1 July 2016.
27/6/2016 4:23 PM	Courses Accreditation Committee (Amy Griffiths)	Approve	CAC 23 June 2016: RESOLVED ACA 16/42 Recommended for accreditation from 1.1.17 - end 2021. It was noted that the Faculty is to seek updated information from FASS regarding the Bachelor of Arts in International Studies and update documentation where necessary. For AB 27 July 2016.
1/7/2016 12:16 PM	Academic Board - Approval (Amy Griffiths)	Open Workflow step	FOr AB 27 July
7/7/2016 3:51 PM	Proposer (Amy Griffiths)	Open Workflow step	Manually skipped backward to the beginning of the Proposer in the Reaccreditation - Short stage as requested by Amy Griffiths
7/7/2016 4:00 PM	Academic Board - Approval (Amy Griffiths)	Open Workflow step	Manually skipped forward to the beginning of the Academic Board - Approval in the Reaccreditation - Short stage as requested by Amy Griffiths
7/7/2016 4:44 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	Manually skipped backward to the beginning of the Proposer in the Reaccreditation - Short stage as requested by Anne-Lise Daniel
7/7/2016 4:45 PM	Academic Board - Approval (Anne-Lise Daniel)	Open Workflow step	Manually skipped forward to the beginning of the Academic Board - Approval in the Reaccreditation - Short stage as requested by Anne-Lise Daniel
28/7/2016 3:22 PM	Academic Board - Approval (Anne-Lise Daniel)	Approve	ACADEMIC BOARD 27 JULY 2016: RESOLVED AB/16-3/53 - Reaccreditation approved from 1/1/17 - end of academic year 2021
28/7/2016 3:23 PM	Finalised - For archives (Anne-Lise Daniel)	Open Workflow step	Science FB resolution number and infor about BAIS included in proposal.

SCIENCE - SHORT REACCREDITATION - C10186 Bachelor of Health Science in Traditional Chinese Medicine, C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts International Studies (end 2016)

Proposer: Peter Meier

Sponsor: Bruce Milthorpe

Project Managers: Mary Garvey, Anne Keohane

Stage: Implementation - Short

Template: OCRED - Short v3

Comments from previous Stage

No comments.

Introduction

The implementation stage is a quality checklist to assist the faculty in implementing the reaccredited course.

Before a new version of a course can be made active, the proposer must establish that it is ready to admit students. There are four criteria that must be met.

- All conditions imposed by the approval committees must have been met.
- Changes, if any, to the nomenclature must have been approved.
- All component study packages in the new course version must have been validated by the faculty.
- All required text fields must have been entered in CIS and be consistent with CASS data.

In addition, the faculty must manage all stakeholder impacts.

Some questions are there simply as a reminder of tasks that need to be done. They are not a requirement of course activation. These include the specification of programs of study (CASS templates), requisites, the non-essential text fields in CIS, and the specification of subject delivery requirements.

Questions are labelled as either APO or Faculty to identify whose responsibility it is to provide an answer.

APPROVALS CHECK

APO to answer

Have all conditions set for approval been met?:

Comments (if applicable):

Nomenclature approval date (if applicable):

Upload document (if applicable):

COURSE OVERVIEW

Course name: Bachelor of Health Science in Traditional Chinese Medicine (Draft)

APO to answer

Data below is extracted from CASS and CIS.

Course code:

C10186

Course name:

Bachelor of Health Science in Traditional Chinese Medicine

Category:

BD

Credit points:

192

Liability categories:

HL,UF,IF

Study Modes:

STD

Attendance Modes:

INT

FoE code:

61905

UAC Codes (if applicable):

GIPA2019/10 - doc 204att2

Course of study codes (if applicable):

CRICOS Code (if applicable):

023606B

Award(s) details:

Bachelor of Health Science
in Traditional Chinese Medicine
BHlthSc

Are there levels of award for this course?:

Has the information about levels of award been entered in CIS by the Faculty?:

Levels of award - CIS data:

COURSE OVERVIEW

Course name: Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies (Draft)

APO to answer

Data below is extracted from CASS and CIS.

Course code:

C10164

Course name:

Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies

Category:

BCD

Credit points:

288

Liability categories:

HL,IF

Study Modes:

STD

Attendance Modes:

INT

FoE code:

61905

UAC Codes (if applicable):

Course of study codes (if applicable):

CRICOS Code (if applicable):

067517F

Award(s) details:

Bachelor of Health Science
in Traditional Chinese Medicine
BHlthSc
Bachelor of Arts
in International Studies
BA

Are there levels of award for this course?:

Has the information about levels of award been entered in CIS by the Faculty?:

Levels of award - CIS data:

CIS DATA CHECK

Faculty to answer

Information has been updated in all relevant CIS fields required for publication of information in the Handbook:

Comments (if needed; e.g. if this is in progress, who in the faculty is responsible for this task and when will it be completed):

CASS DATA - CHECK

APO to answer

Have all new subjects and sub-structures or changes to existing subjects and sub-structures notified to APO:CASS been checked and validated by the Faculty?:

Are all subjects and sub-structures active on CASS?:

Have Programs of Study been defined and set up on CASS as course templates?:

Have all subjects and course availabilities been set for next year's intakes?:

Has Subject Logistics Management confirmed that they have been advised of the delivery requirements and planned enrolment for each new subject availability?:

Are there external articulation arrangements (existing or new) covered by the proposal?:

Where applicable, have these EAA been updated/set up on CASS and validated by the Faculty?:

Have the approved course fees been established on CASS?:

Comments (if applicable; e.g. if any of these tasks is in progress, who in the faculty is responsible for the task and when will it need to be completed):

CASS DATA INTEGRITY MANAGEMENT

Faculty to answer

Data clean-up: Where existing courses, subjects, majors, sub-majors, choice blocks or streams need to be set to phasing out to ensure that they no longer appears in publications, provide details.

Requisites management: As a result of a new course proposal it is likely that new study packages will be created and existing study packages will be phased out. This will impact on access conditions for existing subjects. These will need to be augmented to include the codes of the new study packages. It is the responsibility of the Faculty owning the course to check that access conditions for all subjects (including those owned by other faculties and offered as part of the course) are updated to ensure students can enrol.

Who in the Faculty has the responsibility for checking subject access conditions and amend them where required?:

Who in the Faculty has the responsibility for reviewing all existing study packages owned by the faculty and phasing out those no longer required?:

When will this work be completed?:

Upload file with details (Optional):

TRANSITION ARRANGEMENTS

Faculty to answer

This section appears because you indicated at the Course Planning and Accreditation stages that you were proposing course changes as part of the reaccreditation proposal.

If applicable, have transition arrangements for international students been detailed and communicated to relevant stakeholders (i.e. UTSI and Student Centres)?:

If applicable, have transition arrangements for domestic students been detailed and communicated to relevant stakeholders (e.g. Student Centres)?:

Upload file with details of the transition arrangements (if applicable):

STUDY PLAN MANAGEMENT

Faculty to answer

Version Management: Where subjects have been/will be up-versioned as a result of the proposal, confirm that the necessary information has been provided to Student Systems and the Student Centre to up-version the subjects on every student study plan.

Substitution Management: where, as a result of the proposal, subjects will be phased out immediately or at some time in the future, confirm that the details of the substitution rules and timing have been provided to the Student Centre. If the substitute subject has a different credit point value to the original, or if one pair of subjects is being replaced by another pair, details of how the credit point discrepancy will be resolved and what will be done if one subject has already been passed should also be included in the advice to the Student Centre.

Subject versioning management:

Subject substitution management:

Comments (if applicable):

Confirmed by:

Upload the information provided/to be provided to the Student Centre and Student Systems:

COMMUNICATION PLAN FOR EXISTING STUDENTS

Faculty to answer

This question appears if you indicated in the Reaccreditation documentation that changes to the course/s were proposed as part of the reaccreditation process.

For any significant change, even a change that will only impact future admissions to a course, it is highly desirable to explain to existing students what is being changed, how their study plans might be affected and whether it is possible or compulsory to transfer courses.

Who in the Faculty has the responsibility for this communication?:

When will the information go out?:

Upload the information created to date in relation to this communication plan:

Does the proposal include postgraduate courses registered/to be registered for Student Assistance?

WORKFLOW

Stage	Status
Proposal created	- Created (12/10/2015)
Reaccreditation - Short	Active
- Proposer	- Accepted (7/7/2016)
- Sponsor	- Accepted (8/6/2016)
- Courses Accreditation Committee	- Accepted (27/6/2016)
- Academic Board - Approval	- Accepted (28/7/2016)
- Finalised - For archives	- Pending
Implementation - Short	

LOG

Date	Role/User	Action	Comments
12/10/2015 3:12 PM	Proposer (Amy Griffiths)	Open Workflow step	
12/10/2015 3:23 PM	Proposer (Amy Griffiths)	Open Workflow step	
8/6/2016 10:25 PM	Proposer (Peter Meier)	Approve	
8/6/2016 10:25 PM	Sponsor (Peter Meier)	Open Workflow step	
8/6/2016 10:49 PM	Sponsor (Bruce Milthorpe)	Approve	
15/6/2016 10:30 AM	Courses Accreditation Committee (Anne-Lise Daniel)	Open Workflow step	The proposal has not been approved by the Faculty Board of Science. It is scheduled to be submitted to the Board on 1 July 2016.
27/6/2016 4:23 PM	Courses Accreditation Committee (Amy Griffiths)	Approve	CAC 23 June 2016: RESOLVED ACA 16/42 Recommended for accreditation from 1.1.17 - end 2021. It was noted that the Faculty is to seek updated information from FASS regarding the Bachelor of Arts in International Studies and update documentation where necessary. For AB 27 July 2016.
1/7/2016 12:16 PM	Academic Board - Approval (Amy Griffiths)	Open Workflow step	FOr AB 27 July
7/7/2016 3:51 PM	Proposer (Amy Griffiths)	Open Workflow step	Manually skipped backward to the beginning of the Proposer in the Reaccreditation - Short stage as requested by Amy Griffiths
7/7/2016 4:00 PM	Academic Board - Approval (Amy Griffiths)	Open Workflow step	Manually skipped forward to the beginning of the Academic Board - Approval in the Reaccreditation - Short stage as requested by Amy Griffiths
7/7/2016 4:44 PM	Proposer (Anne-Lise Daniel)	Open Workflow step	Manually skipped backward to the beginning of the Proposer in the Reaccreditation - Short stage as requested by Anne-Lise Daniel
7/7/2016 4:45 PM	Academic Board - Approval (Anne-Lise Daniel)	Open Workflow step	Manually skipped forward to the beginning of the Academic Board - Approval in the Reaccreditation - Short stage as requested by Anne-Lise Daniel
28/7/2016 3:22 PM	Academic Board - Approval (Anne-Lise Daniel)	Approve	ACADEMIC BOARD 27 JULY 2016: RESOLVED AB/16-3/53 - Reaccreditation approved from 1/1/17 - end of academic year 2021

28/7/2016
3:23 PM

Finalised - For
archives (Anne-Lise
Daniel)

Open
Workflow step

Science FB resolution number and info about
BAIS included in proposal.

GIPA2019/10- doc 204#2

From: [William Gladstone](#)
To: [Willa Huston](#); [Andrea Leigh](#)
Subject: RE: TCM accreditation - notes re OCAP documents
Date: Friday, February 22, 2019 8:15:11 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)

Hi Willa

Thanks for explaining these, it's important because I have a section in the review on internal and external accreditation and I want to state the strengths and weaknesses of the course.

Cheers
Bill

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 21 February 2019 8:19 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: TCM accreditation - notes re OCAP documents

Hello Bill

Please see attached the file called CMSShortReaccreditation-
This is the process through OCAP etc and approved by academic board 28/07/2016 for 2017-2021.

This short re-accreditation seems to mainly capture a change made prior to re-structure to use 4 subjects from medical science rather than health subjects to meet the requirements of APHRA external accreditation (at least that is what it says in box 2.6.

The inefficiencies are discussed in this document (see 4.1) as they come up in the course performance score card. And some issues around graduate outcomes are also discussed.

I note that last time I checked these I also checked the course performance score cards and these along with this re-accreditation document do not indicate any worse status than the other courses in science apart from high contact hours.

However, the statement that you have below from Chris I can't substantiate or find anywhere in either out submitted re-accreditation documentation (PDF from OCAP here, or the formal

documentation of implementation from OCAP – see PDF called CMImplementation09082016).

BUT if a course is performing within acceptable standards then the UTS learning and teaching committee only requests a short re-accreditation (and that is what was requested for the 2016 CM re-accreditation). So Chris is partially right in that the central T and L committee did not view this course as a redflag as they only asked for short re-accreditation (however, anecdotally they may also do this because this is an externally accredited course). This must be what he means by this comment.

Relevant policy that captures this info: <http://www.gsu.uts.edu.au/policies/award-course-approval-policy.html>

However, my understanding is that the period of re-accreditation is actually requested by the Faculty and is not based on performance. We certainly requested 5 years each time I have been involved in these.

Best wishes
Willa

Wilhelmina (Willa) Huston

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From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Thursday, 21 February 2019 1:25 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM accreditation - notes re OCAP documents

Hi Willa

Do you have the 2016 re-accreditation report (I believe that was the last)?

Chris has sent me a review that he wrote about TCM and he states:

“More recently in 2015 the course underwent an internal course accreditation review and was given a five year (2017-2021) reaccreditation period (rather than three years) due to its excellent performance all around”, but I haven’t got a copy of that accreditation report that shows this.

Thanks very much

Bill

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Wednesday, 21 November 2018 9:51 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM accreditation - notes re OCAP documents

Hello Bill

Ok notes re OCAP- here is my attempt, I hope this is somewhat helpful.

In the 2016 re-accreditation it was noted that 4 new subjects had to be created, or used from existing medical science programs, as the Health Service subjects that had been used failed to fulfil the external accreditation requirements. Thus, whilst still using where possible subjects used in other programs (~4 or 5) the vast majority of the course are subjects for the purpose of this program. This makes the program unique and high quality but it is extremely resource intensive. Our school typically uses subjects into a number of different programs, excepting for those that are capstone or to differentiate the areas.

Strengths identified in re-accreditation most definitely are the strong focus on clinical practise, relatively new clinic rooms, clinic time and experience, and plinth rooms.
The big issue is the requirement for 1050 hours of direct clinic time for all students for the course to be accredited and this is what contributes to the EFTSL-timetabled hours and costing issue.

In the 2016 re-accreditation the same issues from the graduate survey were amber/orange – this was teaching satisfaction, generic skills, and overall satisfaction noted, there is consistently an issue with the graduate satisfaction from prior to past re-accreditation, which is a concern and might be impacting the brand and perception of the course and could partially explain the declining preferences and commencements we are observing over the same time frame.
However of note in 2016 the course had been on the outstanding list in two previous years of course

performance leading up to that re-accreditation.

Additionally, as noted in the re-accreditation documents, the strong clinical practise is what keeps the course leading and competitive in the Chinese medicine sector, Western Syd is the only other competitor with only a post-grad offering, the remainders are private providers, mostly these providers have only accredited in one area (eg acupuncture). This strong clinical focus is the most costly component, especially in the context of low and declining student numbers over the past few years, it is also the strength of the program.

Best wishes
Willa

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From: Willa Huston

Sent: Wednesday, 21 November 2018 9:29 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: RE: TCM accreditation

Hello Bill

Ok great that helps.

I will get some text to you back on the re-accreditation documents shortly.

One way the university measure courses is the high level course performance score card. I have attached 2015,16,17 ones here for you for CM (and all SOLS also attached in bigger files(science)) and here are some notes so you don't have to open any files if you don't want to:

The key information out of these scorecards are:

The overall rating is in the green for the CM program over the past few years, meaning overall no problems.

There aren't any major red flags. But there are only three things that would be worth mentioning, but in the context that apart from the eftsl \$ the overall status of the course is not markedly worse than some others.

Firstly, the red flagged performance indicators are the Timetabled Hours/EFTSL, this improved in 2016 but got worse in 2017, and this is effectively another reflection of the course viability costing analysis.

There is a bit of an issue with the commencements each year steadily declining over the past 3 years along with UAC preferencing declining. The data is in 2015 60 Domestic and 3 International, 2016 40 Domestic commencements, 2017 36 domestic commencements and 5 internationals. (eg you could compare this data with BBiomed has grown in preferences and enrolments in the same time frame, BBiotech increased in 2016 from 2015 and dropped back in 2017)

There are orange (need to be watched not red zone yet) issues on the graduate outcome surveys in the last 2 years these have declined (teaching, generic skills, overall satisfaction of graduates) in CM. However, this graduate outcomes data to not look great is not that unusual for our schools programs, but .

A very high reference point if you want to make comparisons is the Bachelor of Medical Science/Bachelor of Business which in 2017 was ranked as an outstanding course by the course performance review committee, and even here there are some orange points (pg 12).

Hope these notes help.

Best wishes

Willa

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From: William Gladstone

Sent: Wednesday, 21 November 2018 8:34 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: RE: TCM accreditation

Hi Willa

Thanks for that, yes for the options paper I am drafting I want to add some background about the courses, and their most recent internal re-accreditation, whether there were any issues/positives identified, so there is a complete understanding of what would be lost (eg a high performing course) if the decision was made to phase it out, or conversely what would not be missed (eg a poorly performing course). I suspect the conclusion might not be that black and white, but I want the background to be completely transparent and fair.

Hope that helps.

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

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From: Willa Huston

Sent: Wednesday, 21 November 2018 8:25 PM

To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>

Subject: RE: TCM accreditation

Hi Both,

Are you talking about the internal UTS course re-accreditation process through OCAP (sounds like this one to me – more info below) or the Chinese Medicine Board of Australia accreditation (I can't find any documents on this one, sorry)?

I have found their own internal review document from 2017 but I suspect this is not what you are talking about.

What I have found by scrolling through all of our stuff I have access in my OCAP login is that it appears Mary Garvey did a short re-accreditation in 2016 and there was a re-accreditation also in 2011. Both re-accreditation document sets are attached here.

These OCAP documents are pretty ugly so if you tell me more about what you need out of them I can pull it out, otherwise the full file sets from OCAP are attached?

Best wishes

Willa

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From: Andrea Leigh

Sent: Wednesday, 21 November 2018 6:54 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: RE: TCM accreditation

Hi Bill

I've just searched all of my files and my emails and it appears that I've only ever seen a hard copy of these documents (it was the height of a few bricks – very extensive). There is a related email I'll send to you, but it doesn't include the accreditation documents.

Andy

Associate Professor Andy Leigh

Acting Head of School

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UTS Number 1 young uni banner



From: William Gladstone

Sent: Wednesday, 21 November 2018 2:51 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: TCM accreditation

Dear Willa and Andy

Do you have the most recent UTS accreditation report for the TCM courses?

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

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From: [William Gladstone](#)
To: [Willa Huston](#); [Andrea Leigh](#)
Subject: RE: TCM accreditation - notes re OCAP documents
Date: Friday, February 22, 2019 8:32:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
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[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)

Hi again Willa

The reaccreditation doc says (section 4.1):

The overall course performance is excellent and the course has been on the commended courses list of CCRAG on two occasions since the last accreditation cycle.

How can I confirm this 'commended' status, and the years?

Thanks!

Bill

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 21 February 2019 8:19 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: TCM accreditation - notes re OCAP documents

Hello Bill

Please see attached the file called CMSHORTReaccreditation-

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This short re-accreditation seems to mainly capture a change made prior to re-structure to use 4 subjects from medical science rather than health subjects to meet the requirements of APHRA external accreditation (at least that is what it says in box 2.6.

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Best wishes
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Sent: Thursday, 21 February 2019 1:25 PM
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Thanks very much

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Sent: Wednesday, 21 November 2018 9:51 PM
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Hello Bill

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impacting the brand and perception of the course and could partially explain the declining preferences and commencements we are observing over the same time frame. However of note in 2016 the course had been on the outstanding list in two previous years of course performance leading up to that re-accreditation.

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Willa

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From: Willa Huston

Sent: Wednesday, 21 November 2018 9:29 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>

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There aren't any major red flags. But there are only three things that would be worth mentioning, but in the context that apart from the eftsl \$ the overall status of the course is not markedly worse than some others.

Firstly, the red flagged performance indicators are the Timetabled Hours/EFTSL, this improved in 2016 but got worse in 2017, and this is effectively another reflection of the course viability costing analysis.

There is a bit of an issue with the commencements each year steadily declining over the past 3 years along with UAC preferencing declining. The data is in 2015 60 Domestic and 3 International, 2016 40 Domestic commencements, 2017 36 domestic commencements and 5 internationals. (eg you could compare this data with BBiomed has grown in preferences and enrolments in the same time frame, BBiotech increased in 2016 from 2015 and dropped back in 2017)

There are orange (need to be watched not red zone yet) issues on the graduate outcome surveys in the last 2 years these have declined (teaching, generic skills, overall satisfaction of graduates) in CM. However, this graduate outcomes data to not look great is not that unusual for our schools programs, but .

A very high reference point if you want to make comparisons is the Bachelor of Medical Science/Bachelor of Business which in 2017 was ranked as an outstanding course by the course performance review committee, and even here there are some orange points (pg 12).

Hope these notes help.

Best wishes

Willa

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From: William Gladstone

Sent: Wednesday, 21 November 2018 8:34 PM

To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: RE: TCM accreditation

Hi Willa

Thanks for that, yes for the options paper I am drafting I want to add some background about the courses, and their most recent internal re-accreditation, whether there were any issues/positives identified, so there is a complete understanding of what would be lost (eg a high performing course) if the decision was made to phase it out, or conversely what would not be missed (eg a poorly performing course). I suspect the conclusion might not be that black and white, but I want the background to be completely transparent and fair.

Hope that helps.

Thanks

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

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From: Willa Huston
Sent: Wednesday, 21 November 2018 8:25 PM
To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: TCM accreditation

Hi Both,

Are you talking about the internal UTS course re-accreditation process through OCAP (sounds like this one to me – more info below) or the Chinese Medicine Board of Australia accreditation (I can't find any documents on this one, sorry)?

I have found their own internal review document from 2017 but I suspect this is not what you are talking about.

What I have found by scrolling through all of our stuff I have access in my OCAP login is that it appears Mary Garvey did a short re-accreditation in 2016 and there was a re-accreditation also in 2011. Both re-accreditation document sets are attached here.

These OCAP documents are pretty ugly so if you tell me more about what you need out of them I can pull it out, otherwise the full file sets from OCAP are attached?

Best wishes
Willa

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From: Andrea Leigh

Sent: Wednesday, 21 November 2018 6:54 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: RE: TCM accreditation

Hi Bill

I've just searched all of my files and my emails and it appears that I've only ever seen a hard copy of these documents (it was the height of a few bricks – very extensive). There is a related email I'll send to you, but it doesn't include the accreditation documents.

Andy

Associate Professor Andy Leigh

Acting Head of School

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From: William Gladstone
Sent: Wednesday, 21 November 2018 2:51 PM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: TCM accreditation

Dear Willa and Andy

Do you have the most recent UTS accreditation report for the TCM courses?

Thanks
Bill

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From: [Redacted]
To: [Redacted]
Subject: FW: TCM and Faculty of Health
Date: Monday, March 4, 2019 3:22:00 PM
Attachments: [Chinese-Medicine-Board---Report---Registration-Data-Table---December-2018.pdf](#)

Dear all

After my discussion with Bill last Friday morning, I received this response email from him this morning. You can see my response to his email.

Most disappointing!

[Redacted]

From: [Redacted]
Sent: Monday, 4 March 2019 2:50 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM and Faculty of Health

Hi Bill

It is indeed disappointing news that a decision on an option is made without having a full review of the CM discipline. We are a registered health profession (see attached workforce data) under the Health Practitioner Regulation National Law (the National Law), as in force in each state and territory, and the National Registration and Accreditation Scheme (the National Scheme), supported by the Australian Health Practitioner Regulation Agency (AHPRA).

I will inform the CM staff.

Cheers

[Redacted]

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Monday, 4 March 2019 8:23 AM
To: [Redacted]
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: TCM and Faculty of Health

Dear [Redacted]

Following our meeting last Friday I discussed the option of TCM moving to the Faculty of Health with our Dean, Dianne Jolley. During the meeting with you and other TCM staff late in 2018 I reported that moving TCM to the Faculty of Health was a possible option.

Dianne has now had the opportunity to discuss this with the Dean of the Faculty of Health, Suzanne Chambers. Suzanne confirmed that moving TCM to the Faculty of Health is not an option for these reasons: (i) Health does not teach undergraduate complimentary medicine; (ii) Health only has one complimentary therapies research program (philanthropically funded), with one subject embedded within a public health masters, and (iii) complimentary medicine is not within the scope of the evolving Health Faculty strategy.

Can you tell the rest of the Chinese Medicine Discipline Group about this please?

I will send you the draft of the review document on Wednesday, and will ask you to distribute it to the Discipline Group, seek their feedback/corrections etc, and return these to me by Friday 15 March. I will submit the revised document to the Provost on 22 March.

Thanks very much.

Bill

From: [William Gladstone](#)
To: [Willa Huston](#)
Cc: [Andrea Leigh](#)
Subject: RE: TCM casuals
Date: Thursday, February 21, 2019 12:48:31 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Thanks!

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 21 February 2019 12:29 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM casuals

My apologies, also the hours to the right – 522 hours of casual in total
Cheers
W

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From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Thursday, 21 February 2019 8:19 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: TCM casuals

Hi Willa

I need some information on casuals teaching in TCM subjects: how can I get it? I need to know (for 2018): the TCM-specific subjects that employed casuals, the number of casuals employed in each of these subjects, and the total casual hours required for each of these subjects.

Thanks
Bill

From: [William Gladstone](#)
To: [Willa Huston](#)
Cc: [Andrea Leigh](#)
Subject: RE: TCM casuals
Date: Friday, February 22, 2019 7:46:53 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Thanks Willa

Cheers
Bill

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 21 February 2019 8:31 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM casuals

Hello Bill

Really good point, we would keep but revamp clinical features of disease.

This would mean ceasing CM affects at least 27 and probably 28 casual staff. 28 still because we would probably use one of our existing clinically trained staff who are itching to improve this subject to do this (both Withheld under GIPA have spoken to me about issues and ideas to improve this subject).

It is now Withheld under GIPA hours of casual staffing for a total spend of \$132, 263 (\$153, 519 including oncosts) for the casual spend.

Best wishes
Willa

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From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Thursday, 21 February 2019 12:48 PM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM casuals

Hi Willa

Great, thanks for getting back so quickly with this data. I want to include this data for both the reasons you suggest below ie understanding the \$\$ aspects, and also the potential impacts on staff who are employed as casuals.

Can you re-do and exclude Clinical Features of Disease, because it is shared with another program. If TCM is discontinued then we will continue offering this subject won't we?

Thanks!

Bill

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 21 February 2019 12:20 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM casuals

Hello Bill

Thanks to Kristine's help I have the full report on all contracts issued in2019 for CM for casuals.

If you look at the three columns to the right there is a summary per subject in terms of costs and numbers of casuals per subject and the total for the program at the bottom – summary of the casual \$. I presume the \$ is the main reason for this query.

However, if you need this information to workout impacts/communication on casuals in terms of staff, look at the second spreadsheet where I have sorted the data independent of subject by staff number. We have a total of 27 casual staff we use in CM in 2018, ~4 or 5 of them teach across a number of subjects so would be most impacted by any changes.

In my perspective, a high level view of the program suggests that they are heavily used for the clinical and professional practise subjects (not so much theory) indicating that they are offering some form of external or specialised expertise or teaching associate time in the clinical labs. One thing to note maybe, is that the key subject that is almost entirely taught and coordinated by casuals is Clinical Features of Disease – because we try to staff and run it exclusively by western medicine clinicians, and it is also used in the Adv Sci Pre-Med program.

I will get onto your other query shortly.

Best wishes

Willa

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From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Thursday, 21 February 2019 8:19 AM
To: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: TCM casuals

Hi Willa

I need some information on casuals teaching in TCM subjects: how can I get it? I need to know (for 2018): the TCM-specific subjects that employed casuals, the number of casuals employed in each of these subjects, and the total casual hours required for each of these subjects.

Thanks
Bill

From: [Kate Higgs](#)
To: [Jacqui Wise](#); [Greg Welsh](#); [Fiona Thomas](#)
Subject: TCM comms & FAQ (?)

See you there – thanks all!

From: Fiona Thomas
Sent: Thursday, 18 July 2019 5:13 PM
To: Greg Welsh; Jacqui Wise
Cc: Dean of Science TCM; Lesley Healy; Raelene La Ferla
Subject: RE: Thank you for keeping the communication channel open

Ok hold onto your hats (meaning the 9.40 slot) till we hear from Kate J

From: Greg Welsh <Greg.Welsh@uts.edu.au <<mailto:Greg.Welsh@uts.edu.au>> >
Sent: Thursday, 18 July 2019 5:04 PM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au <<mailto:Jacqui.Wise@uts.edu.au>> >
Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au <<mailto:Fiona.Thomas@uts.edu.au>> >; Dean of Science TCM <dean.of.science.TCM@uts.edu.au> <<mailto:dean.of.science.TCM@uts.edu.au>> >; Lesley Healy <Lesley.Healy@uts.edu.au <<mailto:Lesley.Healy@uts.edu.au>> >; Raelene La Ferla <Raelene.LaFerla@uts.edu.au <<mailto:Raelene.LaFerla@uts.edu.au>> >
Subject: Re: Thank you for keeping the communication channel open

I can do that 9.40 spot too

G

Sent from my iPhone

On 18 Jul 2019, at 5:01 pm, Jacqui Wise <Jacqui.Wise@uts.edu.au <<mailto:Jacqui.Wise@uts.edu.au>> > wrote:

I am free between 9:40 and 10:45 tomorrow morning and have a TCM placeholder in my diary for 4:00pm tomorrow afternoon.

Booked solid in between (and first thing in the AM).

J

Jacqui Wise
Director, Student Administration Unit

Student Administration Unit
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<[image007.png](#)> <<http://i.youku.com/utsinternational>>

<[image018.png](#)> <<http://www.uts.edu.au/>>

<image019.jpg> <http://www.uts.edu.au/>

<image020.jpg>

From: Fiona Thomas <Fiona.Thomas@uts.edu.au <mailto:Fiona.Thomas@uts.edu.au> >
Sent: Thursday, 18 July 2019 4:47 PM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au <mailto:Jacqui.Wise@uts.edu.au> >; Greg Welsh <Greg.Welsh@uts.edu.au <mailto:Greg.Welsh@uts.edu.au> >; Dean of Science TCM <dean.of.science.TCM@uts.edu.au <mailto:dean.of.science.TCM@uts.edu.au> >; Lesley Healy <Lesley.Healy@uts.edu.au <mailto:Lesley.Healy@uts.edu.au> >
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au <mailto:Raelene.LaFerla@uts.edu.au> >
Subject: RE: Thank you for keeping the communication channel open

Hi folks,

I just had a quick chat to Greg about email/query responses and as he is on a bus I said I'd send our thinking through for your consideration.

- Staff queries/emails – HR and Kate draft individual responses to staff emails
- Student emails – hold off on responses for now, and next week when we have some news to communicate we send a student email out to the student group. This communication will acknowledge queries to date and provide an update
- External emails – hold off on responses for now – forward to Greg so he has them and he or his team can analyse them. He will draft a communication response to go out to them next week, and provide individual responses to ones that he considers warrant that.

In terms of the process and next steps – would it be good if Greg, Kate Jacqui and I have a quick meeting tomorrow to get on the same page regarding the process as this will be required in the communications next week.

Thoughts,

fi

From: Jacqui Wise <Jacqui.Wise@uts.edu.au <mailto:Jacqui.Wise@uts.edu.au> >
Sent: Thursday, 18 July 2019 4:13 PM
To: Greg Welsh <Greg.Welsh@uts.edu.au <mailto:Greg.Welsh@uts.edu.au> >; Dean of Science TCM <dean.of.science.TCM@uts.edu.au <mailto:dean.of.science.TCM@uts.edu.au> >; Fiona Thomas <Fiona.Thomas@uts.edu.au <mailto:Fiona.Thomas@uts.edu.au> >; Lesley Healy <Lesley.Healy@uts.edu.au <mailto:Lesley.Healy@uts.edu.au> >
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au <mailto:Raelene.LaFerla@uts.edu.au> >
Subject: RE: Thank you for keeping the communication channel open

I agree.

J

Jacqui Wise
Director, Student Administration Unit

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<image023.jpg>

From: Greg Welsh <Greg.Welsh@uts.edu.au <mailto:Greg.Welsh@uts.edu.au> >
Sent: Thursday, 18 July 2019 10:48 AM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au <mailto:dean.of.science.TCM@uts.edu.au> >; Fiona Thomas <Fiona.Thomas@uts.edu.au <mailto:Fiona.Thomas@uts.edu.au> >; Lesley Healy <Lesley.Healy@uts.edu.au <mailto:Lesley.Healy@uts.edu.au> >
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au <mailto:Raelene.LaFerla@uts.edu.au> >; Jacqui Wise <Jacqui.Wise@uts.edu.au <mailto:Jacqui.Wise@uts.edu.au> >
Subject: RE: Thank you for keeping the communication channel open

Hi Kate

My view only – we can and should provide students with more information about what is happening and what possible impacts on them will be, and the individual consultation on their progression as students will be the most beneficial to them, BUT I am less inclined to arranging a venting session that serves no real purpose, other than as a forum for abuse.

Best wishes

Greg

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au <mailto:dean.of.science.TCM@uts.edu.au> >
Sent: Thursday, 18 July 2019 10:41 AM
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au <mailto:Lesley.Healy@uts.edu.au> >; Greg Welsh <Greg.Welsh@uts.edu.au <mailto:Greg.Welsh@uts.edu.au> >
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au <mailto:Raelene.LaFerla@uts.edu.au> >; Jacqui Wise <Jacqui.Wise@uts.edu.au <mailto:Jacqui.Wise@uts.edu.au> >
Subject: FW: Thank you for keeping the communication channel open

FYI – request for student consultation, with initial email which did talk about consultation...

My understanding the consultation planned is one-on-one with students specific to the impacts of the decision on them.

Dianne confirmed she is happy for a staff meeting (in the days following Fac Board). Should there be a student meeting also?

Kind rgds

out of scope



From: [William Gladstone](#)
To: [Dianne Jolley](#); [Andrea Leigh](#)
Subject: TCM Confidential
Date: Thursday, March 21, 2019 6:22:07 AM
Attachments: [TCM status and options DRAFT v2019-03-21.docx](#)

Hi Di and Andy

Here is the 'preliminary draft' of the TCM review and options.

I have called it 'preliminary draft' because I think it needs to go to Andrew tomorrow it also acknowledges that TCM have not yet provided comments, and nor have you both (because I am only sending it to you today and assumed there would not be time for you to read and review before Friday afternoon). I thought it best to stick with the deadline we had given Andrew. If you do find time to read and send comments before midday Friday, then please do. Otherwise we can discuss a deadline for getting back everyone's comments and we can advise Andrew when this draft is sent to him.

Di: are you happy to send this to Andrew tomorrow afternoon? I think it's best coming from you rather than me.

I have given the TCM Discipline Group a draft of the status text i.e. without the interpretation or options, to ensure there is 'agreement' about the facts.

Di: you will see that I have include a 3rd option: to retain and reinvest in TCM. I think it needs to be there so the actual choice of options is meaningful.

Please be confidential with this.

Thanks

Bill

From: [William Gladstone](#)
To: [Fiona Thomas](#)
Cc: [Andrea Leigh](#); [Lesley Healy](#); [Grag Welsh](#)
Subject: Re: TCM consultations
Date: Friday, November 23, 2018 8:18:39 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)

Hi Fiona

Yes, let's meet on Monday, what times suit you?

I'm meeting Andrew on Thursday to discuss options and student enrolments.

Cheers
Bill

Professor William Gladstone
Interim Dean
Faculty of Science
University of Technology Sydney
PO Box 123
Broadway NSW 2007
William.Gladstone@uts.edu.au

Sent from my iPhone

On 23 Nov 2018, at 5:51 pm, Fiona Thomas <Fiona.Thomas@uts.edu.au> wrote:

Hi Bill,

RE_ timeline to Share with staff next week, can we touch base on Monday before we put a timeline together to get an update on your thinking with regards to the student enrolments and Peter's email which refers to consultation which I expect will be reiterated by the team.

Now that I'm looking at it properly from their perspective a two week consultation at the end of the year may not be suffice.

Happy to hear views?
Fi

Fiona Thomas
Manager, Organisational Change and Delivery,
Human Resource Unit

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Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

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<[image010.png](#)>

UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stand. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: William Gladstone

Sent: Friday, November 23, 2018 8:12 AM

To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: TCM consultations

Dear all

Can you please prepare a version of the high level project plan that I can share with the TCM staff when I meet with them on Tuesday, I think it's important they have a clear understanding of the process, the timelines, the points at which they (and other stakeholders) will be involved, and the form of this involvement.

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

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<[image011.png](#)>

From: [William Gladstone](#)
To: [Willa Huston](#)
Cc: [Andrea Leigh](#)
Subject: RE: TCM course
Date: Friday, February 22, 2019 8:09:13 AM

Thanks Willa

The TCM course includes 80% TCM subjects, with the others being the subjects below and FoH subject.

In one of your other emails you said that this high % is a strength, but also an issue because of inefficiencies (ie no opportunities to share EFTSL with other larger programs).

Do you have estimates of the % course specific subjects in other SoLS courses?

Cheers
Bill

From: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Sent: Thursday, 21 February 2019 8:42 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM course

Hi Bill

No problem: see below

Cheers

Willa

In the TCM review and options paper I want to include a section on the non-TCM subjects that TCM students must complete i.e.

Human Anatomy and Physiology [**Willa Huston**] Core to: Biomedical, Medical, Biotechnological, Several Advanced Sci Majors, and Biomedical Engineering Undergrad, optional for some Biomedical engineering postgraduate students.

Physiological Systems Core to Medical Science, Biomedical Engineering UG, Adv Sci Pre-Med/ Pharm/I and I some Biomedical Engineering PG Electives

Human Pathophysiology Core to Med Sci, Adv Sci Pre-Med, Adv Sci-Pharm

Clinical Features of Disease Core to Adv Sci Pre-Med, Adv Sci-Pharm – sometimes elective for Med Sci

Neuroscience Core to Med Sci, very popular elective for lots of Health and other science students because it is a pre-req for Master Physiotherapy.

Can you please tell me which other courses these subjects contribute to, as either compulsory or elective subjects.

Thanks
Bill

From: [William Gladstone](#)
To: [Dianne Jolley](#)
Subject: TCM data
Date: Friday, April 12, 2019 7:29:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[TCM data overview.docx](#)

Hi Di

Here are the TCM data that we said we would provide for the next meeting (of you, Andrew, Greg, and WSU DVCA).

I'm happy to answer any questions if anything is unclear.

Cheers
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

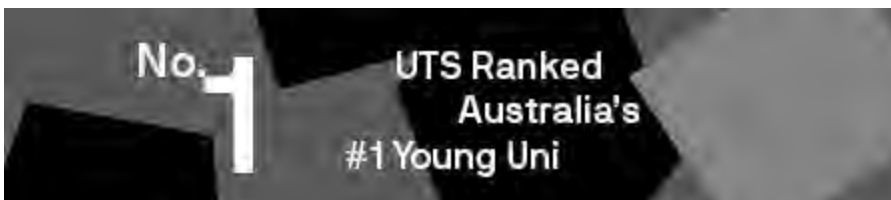
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From: [Fiona Thomas](#)
To: [Raelene La Ferla](#); [Frank Young](#)
Cc: [Lesley Healy](#); [Kate Higgs](#)
Subject: RE: TCM emails
Date: Wednesday, July 17, 2019 9:41:46 AM

Hi Rae,

Thanks for your email.

The last few days have been quite tricky with this project. I have cc'd Kate as she is on her own over in Science working on this, and I have cc'd Greg. Dianne and Bill are away.

RE – EAP

Myself and Lesley spoke yesterday with Kate regarding EAP support and we agreed that we would engage peoplesense now. We know that Dianne wants a tailored 1:1 support program so we don't need to wait for her to meet with people sense – we will do that and get the program up and running. The change is evoking a very emotive response and a campaign like approach. Lesley has already approached peoplesense and she has organised a meeting to get this rolling (you have the invite Rae).

RE – response from Chris

Kate has been dealing with the unfortunate invite that went out to faculty board on Monday with an attachment and an agenda that clearly communicates the faculty senior management support for discontinuation of the program. She did not want that invite to go out until closer to the faculty board meeting and following a meeting with Dianne and the CM team. However because it went out Kate quickly mitigated this and sent an email from Dianne to the CM team to update them so they would not hear it from someone on faculty board first. Its not ideal we all know. With regards to Chris, he has had a lot of time to send in his feedback on the viability and the research (this was first discussed with the team in Dec last year), so I am not overly concerned with his email, and ongoing feedback is always considered.

However we are going to discuss with Kate the possibility of setting up a meeting with Dianne and the team when Dianne gets back as it is always better to have a meeting rather than emails.

I also agree with Frank that some of these emails do require a tailored response, and we will work with Kate on this.

Fi

From: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Sent: Wednesday, 17 July 2019 7:54 AM
To: Frank Young <Frank.Young@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>

Subject: TCM emails

Importance: High

Hi Frank and Fi,

I'm just cc'ing you in to a couple of emails received yesterday. Sorry Lesley may have already shown you the first one from Withheld under GIPA

Withheld under GIPA
Withheld under GIPA We don't have a meeting with Di until 2 August to discuss EAP solutions.

The second one is from withheld under GIPA. TCM staff have been given opportunity to put their feedback forward and it has been considered. I'm thinking we may want to draft a response to that effect however I wanted to confirm with you both.

Sorry I am not in the office again today as I'm not well but I am contactable on the mobile if you need me.

Rae

From: [Dean of Science TCM](#)
To: [Willa Huston](#)
Subject: FW: TCM enquiries on 2020 enrolments
Date: Tuesday, July 16, 2019 10:26:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Willa,

FYI - This communication has been approved by UTS as a response to any new UG enrolment enquiries received by SAU, FoS and UTSI.

Kind rgds,
Kate

From: Dean of Science TCM
Sent: Monday, 15 July 2019 6:44 PM
To: Leo Mian Liu <Leo-Mian.Liu@uts.edu.au>
Cc: Mychel Palamountain <Mychel.Palamountain@uts.edu.au>; Nikki Ekanayake <Nalinika.Ekanayke@uts.edu.au>; Neelam Shulka; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: TCM enquiries on 2020 enrolments

Dear Mr Mian-Liu and colleagues,

I am sending this email on behalf of Professor Jolley, the Dean of Science. As mentioned earlier, Di is currently at a conference then leave, and has asked me to support Faculty communications until she returns on 22/7.

The following communication has been drafted for you, in the event that you receive queries regarding studying Traditional Chinese Medicine at UTS in 2020.

Thank you for your enquiry about studying Traditional Chinese Medicine at UTS in 2020. The future of this program is currently under review by UTS. As a result, it has been decided not to accept students into the program next year.

Western Sydney University is the other university in Sydney that offers accredited degrees in Traditional Chinese Medicine, and can be contacted on [1300 897 669](tel:1300897669), via [live chat](#) or email at study@westernsydney.edu.au

Yours sincerely,
<<add sign-off>>

Also, could you confirm if you would like a message tailored for your agents?

Thank you for your assistance.

Kind regards,
Kate Higgs

Sent on behalf of **Professor Dianne Jolley**

From: dean.of.science.tcm@uts.edu.au <dean.of.science.tcm@uts.edu.au>
Sent: Friday, 12 July 2019 2:19 PM
To: Leo Mian Liu <Leo-Mian.Liu@uts.edu.au>
Cc: Mychel Palamountain <Mychel.Palamountain@uts.edu.au>; Nikki Ekanayake <Nalinika.Ekanayake@uts.edu.au>; 'Neelam Shulka'; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: TCM Program update for UTSI

Dear Mr Mian-Liu and colleagues,

I am sending this email on behalf of Professor Jolley, the Dean of Science. Di is currently at a conference then leave, and has asked me to support Faculty communications until she returns on 22/7.

You may be aware that a review of the Traditional Chinese Medicine program at UTS has been undertaken resulting in consideration of options on the future of the programs. UTS has suspended the future intake of students in 2020 while the options are considered. Accordingly, the program does not appear on the UAC website.

Communication and support is being coordinated centrally, hence any queries (beyond enrolment queries) regarding the course should be forwarded to dean.of.science.TCM@uts.edu.au. A consistent response is also being drafted for enrolment queries, at this stage for SAU, MCU future students and Faculty of Science marketing. Would this be useful for UTSI also?

Thank you and kind regards,
Kate Higgs

Sent on behalf of **Professor Dianne Jolley**

Dean
Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au



From: [Leo Mian Liu](#)
To: [Dean of Science TCM](#)
Cc: [Mychel Palamountain](#); [Nikki Ekanayake](#); [Neelam Shulka](#); [Dianne Jolley](#)
Subject: RE: TCM enquiries on 2020 enrolments
Date: Tuesday, July 16, 2019 12:39:42 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Thanks Kate,

Mychel and her comms team will work on versions of the message together with our recruitment team, for both direct queries and agents. Her team will be in touch shortly.

Regards,

Leo

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Monday, 15 July 2019 6:44 PM
To: Leo Mian Liu <Leo-Mian.Liu@uts.edu.au>
Cc: Mychel Palamountain <Mychel.Palamountain@uts.edu.au>; Nikki Ekanayake <Nalinika.Ekanayake@uts.edu.au>; Neelam Shulka; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: TCM enquiries on 2020 enrolments

Dear Mr Mian-Liu and colleagues,

I am sending this email on behalf of Professor Jolley, the Dean of Science. As mentioned earlier, Di is currently at a conference then leave, and has asked me to support Faculty communications until she returns on 22/7.

The following communication has been drafted for you, in the event that you receive queries regarding studying Traditional Chinese Medicine at UTS in 2020.

Thank you for your enquiry about studying Traditional Chinese Medicine at UTS in 2020. The future of this program is currently under review by UTS. As a result, it has been decided not to accept students into the program next year.

Western Sydney University is the other university in Sydney that offers accredited degrees in Traditional Chinese Medicine, and can be contacted on **1300 897 669**, via **live chat** or email at **study@westernsydney.edu.au**

Yours sincerely,
<<add sign-off>>

Also, could you confirm if you would like a message tailored for your agents?

Thank you for your assistance.

Kind regards,
Kate Higgs

Sent on behalf of **Professor Dianne Jolley**

From: dean.of.science.tcm@uts.edu.au <dean.of.science.tcm@uts.edu.au>
Sent: Friday, 12 July 2019 2:19 PM
To: Leo Mian Liu <Leo-Mian.Liu@uts.edu.au>
Cc: Mychel Palamountain <Mychel.Palamountain@uts.edu.au>; Nikki Ekanayake <Nalinika.Ekanayake@uts.edu.au>; 'Neelam Shulka'; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: TCM Program update for UTSI

Dear Mr Mian-Liu and colleagues,

I am sending this email on behalf of Professor Jolley, the Dean of Science. Di is currently at a conference then leave, and has asked me to support Faculty communications until she returns on 22/7.

You may be aware that a review of the Traditional Chinese Medicine program at UTS has been undertaken resulting in consideration of options on the future of the programs. UTS has suspended the future intake of students in 2020 while the options are considered. Accordingly, the program does not appear on the UAC website.

Communication and support is being coordinated centrally, hence any queries (beyond enrolment queries) regarding the course should be forwarded to dean.of.science.TCM@uts.edu.au. A consistent response is also being drafted for enrolment queries, at this stage for SAU, MCU future students and Faculty of Science marketing. Would this be useful for UTSI also?

Thank you and kind regards,
Kate Higgs

Sent on behalf of **Professor Dianne Jolley**

Dean
Faculty of Science
University of Technology Sydney
15 Broadway, ULTIMO NSW 2007
W: uts.edu.au

From: [William Gladstone](#)
To: [Dianne Jolley](#)
Subject: TCM meeting today and some questions
Date: Thursday, June 6, 2019 1:37:34 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Hi Di

I met with Jacqui Wise re the options for TCM students.

Re your questions earlier today:

- can we relocate students to WSU? In theory no, if students refuse an option to transfer to WSU we cannot force them. However, we are not obliged to provide them with the degree structure that was in place when they initially enrolled i.e. we can modify it (eg reduce the number of TCM specific subjects) as long as it keeps its accreditation
- the 2 degree option? This is Jacqui's preferred option for many students because she thinks it will be attractive, and will require approval from WSU (ie WSU accepts a 3 year course from UTS as equivalent to the first 3 years of their TCM course) and agrees to award our students with a WSC TCM degree if they complete only the 4th year at WSU

In preparing for the meeting with WSU (and our own planning), Jacqui advised that we need to know the following:

- what is our deadline to completely stop teaching TCM? On the one hand, if we commit to teach-out all students we could be doing that for up to 10 years, taking account of students taking LOA, below average loads etc etc. On the other hand, if we only want to teach TCM to the end of 2020, that will influence the options we present to WSU and students. This could be something you start discussing with Andrew over today/tomorrow?
- do we support the double degree option i.e. students graduating with a UTS degree and a WSU degree?
- what are the minimum course requirements needed to maintain accreditation? The current TCM courses appear to be over-engineered wrt the accreditation requirements. If we proceed with the double degree option, or an option of teaching (for a specified period of time) an accredited TCM course while minimizing/reducing the costs, we need to know the minimum accreditation requirements. I will start the process of getting this information
- the name of Jacqui's counterpart at WSU, so they can discuss the detailed planning

Cheers

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

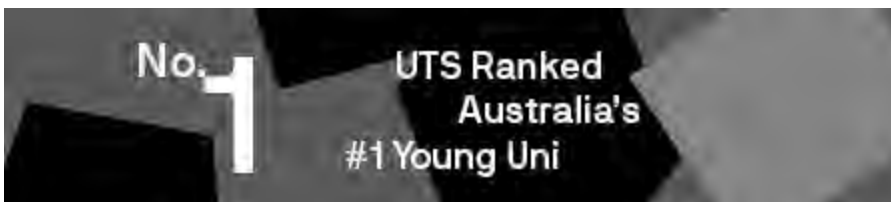
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From: [William Gladstone](#)
To: [Andrea Leigh](#); [Fiona Thomas](#); [Lesley Healy](#); [Greg Welsh](#)
Subject: TCM options paper timeline
Date: Friday, November 30, 2018 6:57:10 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[Consultation Options for Andrew.pptx](#)

Dear all

Andrew has agreed to the longer period for the consultations and options paper development (second slide) – thanks very much Fiona and Lesley for preparing the slides. You will see I also added another point about my capacity to do the work in the time of the original schedule.

Andrew also agreed to taking a 2019 cohort of commencing students.

I will let Chris and Peter know, and also re-schedule the staff meeting to a day next week.

Can you please adjust the original timeline doc to fit the new longer approach.

And, in the interests of complete transparency: what shall staff be telling students who come to UTS on Info Day (15 Dec) asking about the TCM course?

Thanks very much

Bill

Professor William Gladstone GAICD
Interim Dean

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TRADITIONAL CHINESE MEDICINE – CONSULTATION TIMELINE OPTIONS

1

Option 1 - Suspension of student enrolments for the 2019 intake, therefore shorter timelines for consultation

Consultation on Options Paper with TCM team	Review and incorporate feedback on Options Paper	Executive decision on preferred option for TCM ★ Communication to students re enrolment	Consultation with TCM on preferred option	Develop implementation plan	Implementation of preferred option for future of TCM
Dec 18	Jan 19	Jan/Feb 19	Feb/Mar 19	Mar/Apr 19	May19 onwards

Points for consideration: Option 1

- Consulting on the Options Paper in December does not give much time for staff within TCM to provide feedback
- The tight consultation timeframe does not align to the Faculty of Science's culture of consultation
- Limited staff resource (i.e. Interim Dean) to develop options paper and consult with staff
- Timing not great with new Dean of Science commencing
- Suspension of student offers could result in students accepting offers elsewhere
- Suspension of student offers may be perceived by staff that a decision on the option to discontinue TCM has already been made
- Suspension of student enrolments has industrial implications in particular if suspension implies no enrolment option for 2019
- Executive may not be in a position to make a decision by Jan/Feb on the preferred future option for TCM
- One of the options is a potential move to the FoH, (new Dean of Health does not have much time to consider option to move to Health)
- Potential for bad publicity and reputational damage

TRADITIONAL CHINESE MEDICINE – CONSULTATION TIMELINE OPTIONS

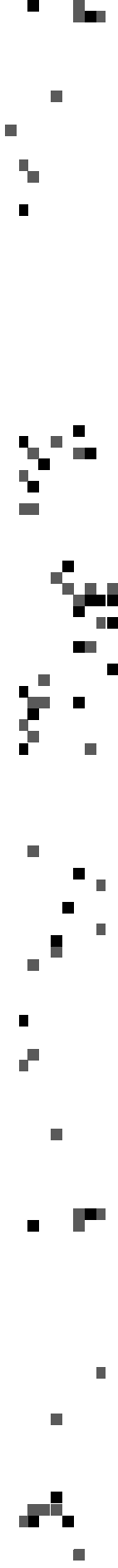
2

Option 2 – No suspension of enrolments, therefore longer timeframes for consultation

Consultation on Options Paper with TCM team	Review and incorporate feedback on Options Paper	Executive decision on preferred option for TCM	Consultation with TCM on preferred option	Develop implementation plan	Implementation of preferred option for future of TCM
Dec 18 / Feb 19	Feb 19	End Feb 19	Mar / Apr 19	May 19	June 19 onwards

Points for consideration: Option 2

- Allows for longer consultation period with TCM staff which is aligned with the Faculty of Science culture
- Allows for less pressure on UTS executive regarding decision making on the preferred future option for TCM
- Provides more staff resource (e.g. Deputy Dean) to develop options paper and consult with staff
- Allows time for Dean of Science and Health to consider options
- Incoming students might argue that it was unethical of the university to accept them into a course that the university was actively considering closing (therefore communications would be important)
- An additional year of teach out (with financial costs)
- Leaders in TCM have already provided feedback requesting thorough consultation on the options
- Low industrial risk
- Preferred change management approach



From: [William Gladstone](#)
To: [Lesley Healy](#)
Cc: [Fiona Thomas](#); [Andrea Leigh](#); [Raelene La Ferla](#); [Greg Welsh](#)
Subject: RE: TCM options paper timeline
Date: Friday, December 7, 2018 9:49:44 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[Revised_High level Project Plan- CM 2018.12.05.docx](#)

Hi Lesley

I have updated the plan, and have included the Deans of Health, and Arts and Social Sciences for internal consultation.

I have also noted that the team consultation yesterday, and my communication with the Faculty of Arts and Social Sciences, have occurred.

The question was asked yesterday about whether the Faculty of Health should be approached before the options paper is drafted, so we have an understanding about whether transfer there is even a viable option. I will arrange a meeting of me, Dianne (new Science Dean), and new Dean of Health to discuss.

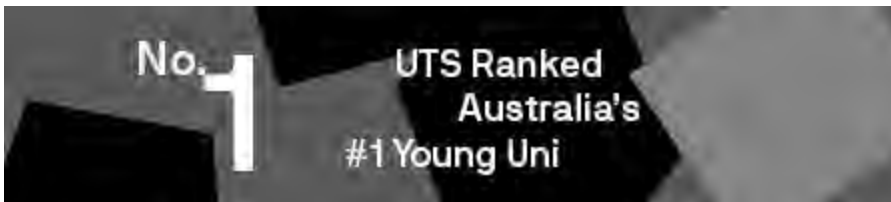
Thanks
Bill

Professor William Gladstone GAICD
Interim Dean

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From: Lesley Healy <Lesley.Healy@uts.edu.au>
Sent: Wednesday, 5 December 2018 10:44 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: RE: TCM options paper timeline

Hi Bill,

The questions/comments below are good and I have updated the project plan to include them (highlighted in yellow for your review). We also expect Greg's comms plan will cover off on those touchpoints.

With regards to your final comment about Faculty and Academic Board we don't know the answer, is this something that Peter Meier will be able to clarify as Associate Dean T&L? I recall when we met with Greg that we did identify Peter and Chris as someone who could assist with identify key stakeholders for comms.

Kind regards,

Lesley Healy

HR Change Partner (*Mon, Tues, Wed*)

Organisational Change and Delivery

Human Resource Unit

T. +61 (02) 9514 7420

Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Wednesday, 5 December 2018 8:25 AM

To: Lesley Healy <Lesley.Healy@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: RE: TCM options paper timeline

Hi Lesley

Thanks very much, the plan is clear and provides a pathway. I am also pleased to see that the timeline for the submission of the options paper to SEM has been moved to allow more time for consultation and revision of drafts of the paper.

I have some comments/questions:

- there is no mention of the new Dean (Dianne Jolley) in any of the steps giving her endorsement/approval of the options etc
- there is also no mention of the Faculty's Senior Management Group endorsing/approving the options paper (or giving feedback), or the Faculty's Teaching and Learning Committee, or School Teaching and Learning Committee. I think SMG need to endorse/approve the options paper, and the 2 T&L committees at least need to be informed at critical stages in the timeline
- if the option of discontinuing TCM is approved by SEM, will this also require approval from Faculty Board, and then a recommendation/approval from Academic Board? Will this be part of the change proposal/plan rather than this timeline?

I have included 2 comments in the document.

Best regards

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

University of Technology Sydney

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From: Lesley Healy <Lesley.Healy@uts.edu.au>

Sent: Tuesday, 4 December 2018 2:14 PM

To: Fiona Thomas <Fiona.Thomas@uts.edu.au>; William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: RE: TCM options paper timeline

Hi Bill,

I have revised the high level project plan and have also included a slide which might be helpful for your meeting with the CM staff which outlines what activities we think will happen each month.

You will see that the timeline has expanded slightly from what you discussed with Andrew last week. Fiona met with Andrew this morning and he agreed that given the Christmas break and staff taking leave in January that the timeline from Dec to Feb was very tight for the options paper to be developed, consulted on and a decision made by SEM. Therefore with his blessing we have pushed the timeline for the executive decision out until March and consultation on the preferred option until Apr/May.

Please let us know if you have any concerns regarding this revised timeline.

Kind regards,

Lesley Healy

HR Change Partner (*Mon, Tues, Wed*)

Organisational Change and Delivery

Human Resource Unit

T. +61 (02) 9514 7420

Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

From: Fiona Thomas
Sent: Friday, 30 November 2018 9:10 AM
To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: RE: TCM options paper timeline

Thanks for the update Bill, Lesley will be back on Monday and she will pull something together for you to share with the team.

Greg, have you got a draft comms plan that you can share?
Fi

Fiona Thomas
Manager, Organisational Change and Delivery,
Human Resource Unit

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Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

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UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stand. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: William Gladstone
Sent: Friday, November 30, 2018 6:57 AM
To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Subject: TCM options paper timeline

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Andrew also agreed to taking a 2019 cohort of commencing students.

I will let Chris and Peter know, and also re-schedule the staff meeting to a day next week.

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And, in the interests of complete transparency: what shall staff be telling students who come to UTS on Info Day (15 Dec) asking about the TCM course?

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

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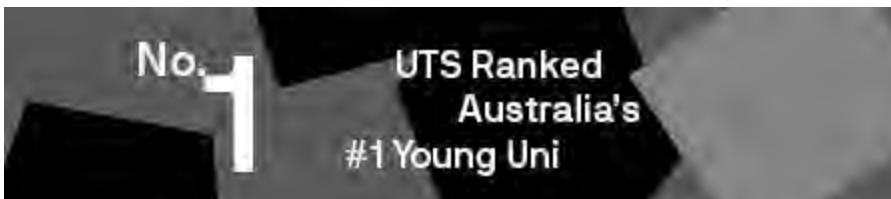
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TRADITIONAL CHINESE MEDICINE (TCM) – PROJECT TIMELINE

Suggested high level process timeline to communicate to Chris and TCM team:

- Consultation on Options Paper with TCM team
- Review and incorporate feedback on Options Paper
- Executive decision on preferred option for future of TCM
- Consultation with TCM team on preferred option for future of TCM
- Review and incorporate feedback and develop a change plan
- Implementation of preferred option for future of TCM

Dec 18 / Feb 19
 End Feb / Mar 19
 Mar 19
 Apr / May 19
 June 19
 June onwards

Detailed Plan

Activity	Comments	Responsible	Indicative Timeframe by	Status
Planning Phase				
Develop comms plan with key messages for relevant stakeholders	Statement provided to send to stakeholders to ensure consistent message	MCU / BG / AL / HRU	16 Nov 18	In progress
Develop high level project plan		HRU	16 Nov 18	Complete
Decision regarding options for student intake for 2019	Refer email from Greg 13/11 with relevant information on enrolments	Provost / BG	16 Nov 18	Complete
1:1 meeting with Chris Zaslowski	Outline high level process timeline. Advise CZ that he will be able to provide detailed feedback on the Options during the consultation period.	BG / AL	16 Nov 18	Complete
1:1 meeting with Peter Meier	Outline high level process timeline	BG/AL	16 Nov 18 or	Complete
Email SMG, School Executive regarding the high level timeline of the change strategy for the future of TCM	This should be done prior to F 2 F meeting with TCM staff	BG / AL	16 Nov 18	Complete
Discuss the support staff in TCM may need during this process, with an emphasis on immediate needs	HRU to organise (Ray)	HRU / CZ / BG / AL	23 Nov 18	Complete
Develop an Options Paper on the future of Traditional Chinese Medicine and provide to Provost for comment		BG	23 Nov 18	In progress
Meet with TCM team (include ^{Workshop under GIPA})	Outline high level timeline.	BG / AL	7 Dec 18	
Advise Ass Dean T&L in FASS of potential change to TCM	A decision on the future of TCM may impact the BA Intl studies in TCM	BG /AL	7 Dec 18	

Activity	Comments	Responsible	Indicative Timeframe by	Status
Shirley Alexander advised on the Options Paper and high level timeline		BG / AL	7 Dec 18	In progress
Consultation 1: On Options Paper				
F2F meeting with relevant staff within TCM (plus Qu) to: <ul style="list-style-type: none"> - provide the Options Paper - provide a timeline for consultation - outline process for providing feedback - provide information on support options 	Consultation period commences – End Jan / Feb 19	BG / AL	Dec 18 / Feb 19	
<i>Communication to other key stakeholders, alumni, UTS Staff, external bodies etc.</i>	<i>refer communication plan</i>	MCU / CZ / BG / AL / HRU	Jan / Feb 19	
Options paper provided to NTEU and CPSU	TBA – will check if required	HRU	Jan / Feb 19	
Feedback on Options Paper collated	This will be an iterative process	BG / AL / HRU	Feb 19	
Risk Assessment developed for each option taking feedback gathered during consultation into consideration	BG has already had an indicative discussion with Nick Glover regarding the proposed options	BG / AL / Nick Glover	Nov 18 / Feb 19	In progress
Options Paper updated to incorporate feedback from TCM/ stakeholders with risk assessment and provided to the Provost		BG/AL	End Feb / Mar 19	
Taking all feedback into consideration, options for the future of TCM presented to SEM		Provost / BG	Mar 19	
Preferred option identified on the future of TCM	Milestone	SEM	Mar 19	
Communicating SEM decision to Chris and Peter, then School Exec and SMG	Suggest 1:1 with Chris and Peter and meeting with TCM.	BG/AL	ASAP following SEM decision	
<i>Communication to other key stakeholders</i>	<i>Refer communication plan</i>			
Commence Implementing Planning on preferred option	This is dependent on the preferred option	BG/AL/HRU/MCU	Apr 19	
	Consultation 2 outlined below will be included as part of implementation planning.			
	A separate detailed implementation team may need to be put together to undertake detailed			

Activity	Comments	Responsible	Indicative Timeframe by	Status
<i>Revise / update communication plan in line with preferred option</i>	implantation planning on all other aspects of implementation of preferred option			
Impact assessment conducted deriving from the preferred option for the future of TCM and preparation of Change Proposal/consultation paper	<i>Refer communication plan</i> This is dependent on the preferred option	BG / AL / HRU	Apr 19	
Consultation 2: On Preferred Option –People impact, if Relevant				
Develop consultation document outlining the proposed impact of the preferred option, and strategies to mitigate this impact.			Apr 19	
★ 1:1 consultation meetings with affected staff. Consultation document provided to relevant staff regarding the impact and a proposed implementation approach	Staff given a 2 week min period to provide feedback	BG / AL	Apr / May 19	
★ Feedback considered and amendments made as appropriate		BG / AL	May 19	
Change plan prepared		BG / AL / HRU	June 19	
Change plan released to relevant staff		BG	June 19	
★ <i>Communication to relevant stakeholders on the future of TCM</i>	<i>Refer communication plan</i>	MCU / BG / AL / CZ/HRU	June 19	
Implementation				
★ Implementation of 'people' change as outlined in Change Plan	Note – this may have a long lead time depending on the option	BG / AL / HRU	June 19 onwards	

TRADITIONAL CHINESE MEDICINE (TCM) – PROJECT TIMELINE

Suggested high level process timeline to communicate to Chris and TCM team:

- Consultation on Options Paper with TCM team
- Review and incorporate feedback on Options Paper
- Executive decision on preferred option for future of TCM
- Consultation with TCM team on preferred option for future of TCM
- Review and incorporate feedback and develop a change plan
- Implementation of preferred option for future of TCM

Dec 18 / Feb 19
 End Feb / Mar 19
 Mar 19
 Apr / May 19
 June 19
 June onwards

Detailed Plan

Activity	Comments	Responsible	Indicative Timeframe by	Status
Planning Phase				
Develop comms plan with key messages for relevant stakeholders	Statement provided to send to stakeholders to ensure consistent message	MCU / BG / AL / HRU	16 Nov 18	In progress
Develop high level project plan		HRU	16 Nov 18	Complete
Decision regarding options for student intake for 2019	Refer email from Greg 13/11 with relevant information on enrolments	Provost / BG	16 Nov 18	Complete
1:1 meeting with Chris Zaslowski	Outline high level process timeline. Advise CZ that he will be able to provide detailed feedback on the Options during the consultation period.	BG / AL	16 Nov 18	Complete
1:1 meeting with Peter Meier	Outline high level process timeline	BG/AL	16 Nov 18 or	Complete
Email SMG, School Executive regarding the high level timeline of the change strategy for the future of TCM	This should be done prior to F 2 F meeting with TCM staff	BG / AL	16 Nov 18	Complete
Discuss the support staff in TCM may need during this process, with an emphasis on immediate needs	HRU to organise (Ray)	HRU / CZ / BG / AL	23 Nov 18	Complete
Develop an Options Paper on the future of Traditional Chinese Medicine and provide to Provost for comment		BG	23 Nov 18	In progress
Meet with TCM team (include ^{Witnessed under GIPA})	Outline high level timeline.	BG / AL	7 Dec 18	Complete
Advise Ass Dean T&L in FASS of potential change to TCM	A decision on the future of TCM may impact the BA Intl studies in TCM	BG /AL	7 Dec 18	Complete

Activity	Comments	Responsible	Indicative Timeframe by	Status
Shirley Alexander advised on the Options Paper and high level timeline		BG / AL	7 Dec 18	In progress
Brief new Dean of Science on draft Options Paper	<i>Refer communication plan</i>	BG	Dec 18	
Consultation 1: On Options Paper				
F2F meeting with relevant staff within TCM (plus Qu) to: <ul style="list-style-type: none"> - provide the Options Paper - provide a timeline for consultation - outline process for providing feedback - provide information on support options 	Consultation period commences – End Jan / Feb 19	BG / AL	Dec 18 / Feb 19	
<i>Options paper provided to relevant internal stakeholders</i>	Faculty's Senior Management Group Faculty's Teaching and Learning Committee School Teaching and Learning Committee Other relevant internal stakeholders: Deans, Faculty of Health and Faculty of Arts and Social Sciences	BG / AL	Dec 18 / Feb 19	
<i>Communication to other key stakeholders, alumni, UTS Staff, external bodies etc.</i>	<i>Refer communication plan</i>	MCU / CZ / BG / AL / HRU	Jan / Feb 19	
Options paper provided to NTEU and CPSU	TBA – will check if required	HRU	Jan / Feb 19	
Feedback on Options Paper collated	This will be an iterative process	BG / AL / HRU	Feb 19	
Risk Assessment developed for each option taking feedback gathered during consultation into consideration	BG has already had an indicative discussion with Nick Glover regarding the proposed options	BG / AL / Nick Glover	Nov 18 / Feb 19	In progress
Options Paper updated to incorporate feedback from TCM/ stakeholders with risk assessment and provided to the Dean of Science and Provost		BG/AL	End Feb / Mar 19	
Final Options Paper provided to CM team and other relevant stakeholders e.g. SMG	<i>Refer communication plan</i>			
Taking all feedback into consideration, options for the future of TCM presented to SEM		Provost / BG	Mar 19	
Preferred option identified on the future of TCM	Milestone	SEM	Mar 19	

Activity	Comments	Responsible	Indicative Timeframe by	Status
Further internal approval/ recommendation/ due diligence may be required depending on the identified preferred option		TBD	Mar onwards	
Communicate SEM decision to Chris and Peter, then School Exec, SMG and other relevant internal stakeholders including Faculty and School T&L committees	Suggest 1:1 with Chris and Peter and meeting with TCM. <i>Refer communication plan</i>	BG/AL	ASAP following SEM decision	
Commence Implementing Planning on preferred option <i>Revise / update communication plan in line with preferred option</i>	This is dependent on the preferred option Consultation 2 outlined below will be included as part of implementation planning. A separate detailed implementation team may need to be put together to undertake detailed implementation planning on all other aspects of implementation of preferred option <i>Refer communication plan</i>	BG/AL/HRU/MCU	Apr 19	
Impact assessment conducted deriving from the preferred option for the future of TCM and preparation of Change Proposal/consultation paper	This is dependent on the preferred option	BG / AL / HRU	Apr 19	
Consultation 2: On Preferred Option –People impact, if Relevant				
Develop consultation document outlining the proposed impact of the preferred option, and strategies to mitigate this impact.		HRU / BG / AL	Apr 19	
Brief Dean of Science of potential impact to CM staff and seek approval of proposal Brief SMG and School of Life Science Exec on proposal	<i>Refer communication plan</i>	BG	Apr 19	
Provost approval to consult		BG	Apr 19	
1:1 consultation meetings with affected staff.	Commence consultation with Peter and Chris prior to the team	BG / AL	Apr / May 19	

Activity	Comments	Responsible	Indicative Timeframe by	Status
<p>Consultation document provided to relevant staff regarding the impact and a proposed implementation approach</p>	<p>Staff given a 2 week min period to provide feedback</p>			
<p>Feedback considered and amendments made as appropriate</p>		BG / AL	May 19	
<p>Change plan prepared</p>		BG / AL / HRU	June 19	
<p>Brief Dean of Science on Change Plan and seek endorsement</p>		BG	June 19	
<p>Brief SMG, School of Life Science Exec and other relevant internal stakeholders on Change Plan</p>	<p><i>Refer communication plan</i></p>			
<p>Provost approval of Change Plan</p>		BG	June 19	
<p>Change plan released to relevant staff</p>		BG	June 19	
<p><i>Communication to relevant stakeholders on the future of TCM</i></p>	<p><i>Refer communication plan</i></p>	MCU / BG / AL / CZ/HRU	June 19	
<p>Implementation</p>				
<p>Implementation of 'people' change as outlined in Change Plan</p>	<p>Note – this may have a long lead time depending on the option</p>	BG / AL / HRU	June 19 onwards	

From: [William Gladstone](#)
To: [Raelene La Ferla](#)
Subject: RE: TCM options paper timeline
Date: Thursday, March 21, 2019 1:28:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[TCM status and options DRAFT v2019-03-21.docx](#)

Hi Rae

Here is the preliminary draft of the review and options paper that I will send to the Provost tomorrow. Please note it is confidential. I completed it this morning.

I provided a shorter version to the TCM group (on 7 March) that included only the factual information i.e. everything before the section called Overview (i.e. pages 1-17) to ensure the information was correct. The section called Overview is my interpretation of the factual information.

I asked for feedback from the TCM group by 15 March but withheld under GIPA advised they could not meet that deadline because many staff were busy at the start of Autumn teaching session.

I also offered to meet with withheld under GIPA the TCM group to get their verbal feedback and answer any questions.

After discussing it with Dianne we decided that a preliminary draft of the report should still be submitted to the Provost on 22 March (the deadline we had set several weeks before), and that a final version would be submitted after I had received feedback from the TCM group, Dianne and Andy.

Dianne has read the attached report and has agreed to me submitting it tomorrow. I also provided a copy to Andy, in case she was able to give some feedback in time for me to submit it tomorrow.

Thanks

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

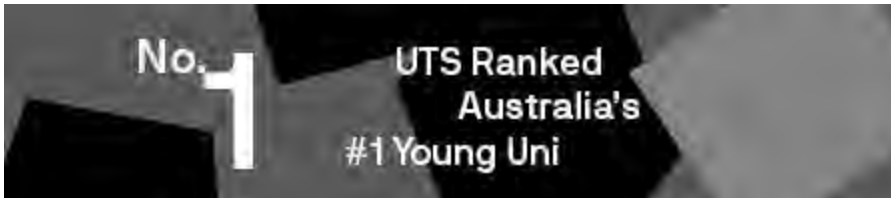
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From: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Sent: Thursday, 21 March 2019 1:14 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: TCM options paper timeline

Hi Bill,

How developed is the options paper? Would you mind if Fiona and I took a look at it? And have you heard from any of the TCM staff on keeping the course at UTS ie did they present evidence?

Rae

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Thursday, 21 March 2019 1:13 PM
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>
Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: RE: TCM options paper timeline

Thanks very much Greg

I will let you know as soon as the next steps become clearer.

Cheers
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

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From: Greg Welsh <Greg.Welsh@uts.edu.au>

Sent: Wednesday, 20 March 2019 8:36 AM

To: William Gladstone <William.Gladstone@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>

Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: RE: TCM options paper timeline

Hi Bill and Andy

I understand things might have recently progressed in terms of the options? If so, might be good for us to get back together to plan. Will leave it to you, but at your disposal

Best wishes

Greg

From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Friday, 7 December 2018 9:50 AM

To: Lesley Healy <Lesley.Healy@uts.edu.au>

Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: RE: TCM options paper timeline

Hi Lesley

I have updated the plan, and have included the Deans of Health, and Arts and Social Sciences for internal consultation.

I have also noted that the team consultation yesterday, and my communication with the Faculty of Arts and Social Sciences, have occurred.

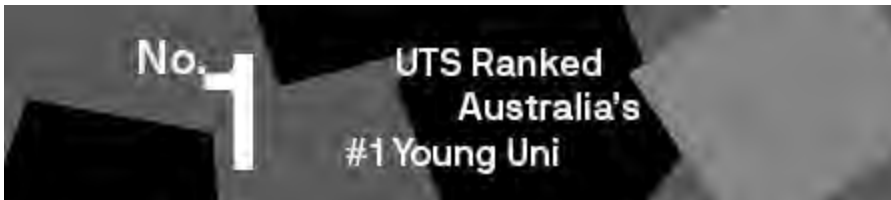
The question was asked yesterday about whether the Faculty of Health should be approached before the options paper is drafted, so we have an understanding about whether transfer there is even a viable option. I will arrange a meeting of me, Dianne (new Science Dean), and new Dean of Health to discuss.

Thanks
Bill

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Interim Dean

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From: Lesley Healy <Lesley.Healy@uts.edu.au>
Sent: Wednesday, 5 December 2018 10:44 AM
To: William Gladstone <William.Gladstone@uts.edu.au>

Cc: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: RE: TCM options paper timeline

Hi Bill,

The questions/comments below are good and I have updated the project plan to include them (highlighted in yellow for your review). We also expect Greg's comms plan will cover off on those touchpoints.

With regards to your final comment about Faculty and Academic Board we don't know the answer, is this something that Peter Meier will be able to clarify as Associate Dean T&L? I recall when we met with Greg that we did identify Peter and Chris as someone who could assist with identify key stakeholders for comms.

Kind regards,

Lesley Healy

HR Change Partner (*Mon, Tues, Wed*)

Organisational Change and Delivery

Human Resource Unit

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Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Wednesday, 5 December 2018 8:25 AM

To: Lesley Healy <Lesley.Healy@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: RE: TCM options paper timeline

Hi Lesley

Thanks very much, the plan is clear and provides a pathway. I am also pleased to see that the timeline for the submission of the options paper to SEM has been moved to allow more time for consultation and revision of drafts of the paper.

I have some comments/questions:

- there is no mention of the new Dean (Dianne Jolley) in any of the steps giving her endorsement/approval of the options etc
- there is also no mention of the Faculty's Senior Management Group endorsing/approving the options paper (or giving feedback), or the Faculty's Teaching and Learning Committee, or School Teaching and Learning Committee. I think SMG need to endorse/approve the options paper, and the 2 T&L committees at least need to be informed at critical stages in the timeline
- if the option of discontinuing TCM is approved by SEM, will this also require approval from Faculty Board, and then a recommendation/approval from Academic Board? Will this be part of the change proposal/plan rather than this timeline?

I have included 2 comments in the document.

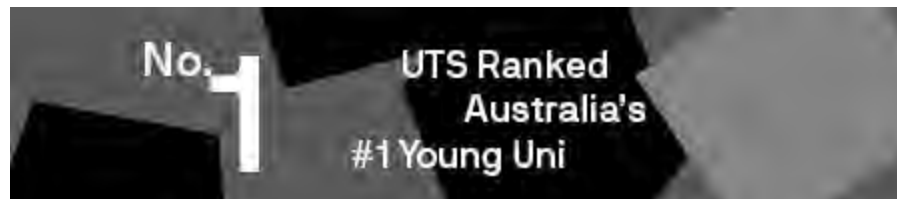
Best regards

Bill

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Interim Dean

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From: Lesley Healy <Lesley.Healy@uts.edu.au>

Sent: Tuesday, 4 December 2018 2:14 PM

To: Fiona Thomas <Fiona.Thomas@uts.edu.au>; William Gladstone

<William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: RE: TCM options paper timeline

Hi Bill,

I have revised the high level project plan and have also included a slide which might be helpful for your meeting with the CM staff which outlines what activities we think will happen each month.

You will see that the timeline has expanded slightly from what you discussed with Andrew last week. Fiona met with Andrew this morning and he agreed that given the Christmas break and staff taking leave in January that the timeline from Dec to Feb was very tight for the options paper to be developed, consulted on and a decision made by SEM. Therefore with his blessing we have pushed the timeline for the executive decision out until March and consultation on the preferred option until Apr/May.

Please let us know if you have any concerns regarding this revised timeline.

Kind regards,

Lesley Healy

HR Change Partner (*Mon, Tues, Wed*)

Organisational Change and Delivery

Human Resource Unit

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Level 23 Building 1, 15 Broadway, Ultimo NSW 2007

From: Fiona Thomas

Sent: Friday, 30 November 2018 9:10 AM

To: William Gladstone <William.Gladstone@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: RE: TCM options paper timeline

Thanks for the update Bill, Lesley will be back on Monday and she will pull something together for you to share with the team.

Greg, have you got a draft comms plan that you can share?

Fi

Fiona Thomas

Manager, Organisational Change and Delivery,
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UTS acknowledges the Gadigal People of the Eora Nation and the Boorooberongal People of the Dharug Nation upon whose ancestral lands our campuses now stand. We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

From: William Gladstone

Sent: Friday, November 30, 2018 6:57 AM

To: Andrea Leigh <Andrea.Leigh@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>

Subject: TCM options paper timeline

Dear all

Andrew has agreed to the longer period for the consultations and options paper development (second slide) – thanks very much Fiona and Lesley for preparing the slides. You will see I also added another point about my capacity to do the work in the time of the original schedule.

Andrew also agreed to taking a 2019 cohort of commencing students.

I will let Chris and Peter know, and also re-schedule the staff meeting to a day next week.

Can you please adjust the original timeline doc to fit the new longer approach.

And, in the interests of complete transparency: what shall staff be telling students who come to UTS on Info Day (15 Dec) asking about the TCM course?

Thanks very much

Bill

Professor William Gladstone GAICD

Interim Dean

Faculty of Science

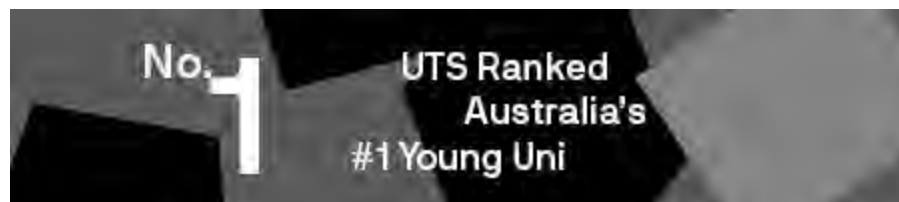
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From: [Margaret Connolly](#)
To: [Greg Welsh](#); [Dean of Science TCM](#)
Subject: RE: TCM process
Date: Monday, July 15, 2019 2:51:06 PM
Attachments: [image001.png](#)

Hi Greg

Happy to chat. In short the proves below is right but there are two parts – accreditation and QA of the phase out (which is what the process below describes) and delivery (which the Provost can manage regardless of FB/AB by suspending intakes and effectively achieving the same end. FB/AB cannot determine that the course will be taught.

Regards

Margaret

From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Monday, 15 July 2019 2:40 PM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: TCM process

Hi Margaret

It's possible that I misunderstood what you were telling me on Friday about the process for phasing out, after all I ^{Withheld under GIPA} [REDACTED]. I thought you were saying that once the provost had accepted the recommendation of Faculty management, then the decision was made, and that the various boards and committees thereafter were largely around how to implement the decision from an academic point of view. However the process outlined by Dianne in her letter of recommendation (see below) appears somewhat different, and suggests that the decision is not made until Academic Board meets (step 5). It may be that this is easily clarified by you, but if it's more complicated than my ^{withheld under GIPA} [REDACTED] can handle by email, perhaps you and I and Kate Higgs (CC'd) can catch up briefly to discuss?

Best wishes

Greg

If the Vice Chancellor supports this decision (in principal), we will need to delay formal announcements whilst we prepare a proposal for phasing out and discontinuation of the courses in accordance with the Award Course Approval Policy and Procedures.

We will simultaneously work with HR regarding staff support, Student Administration for student support, the media unit for internal and external communications, risk mitigation, and the legal unit. We will also progress discussions with WSU regarding potential student transfers.

When we are prepared for the decision to be shared with staff, the Faculty of Science Academic Program Officer will request that a proposal be set up in OCAP. We will simultaneously request that

a note be added in the UTS Handbook against the 2019 course entries to alert prospective students that the courses will not be offered in 2020. The academic approval steps for phasing out/discontinuation will be as follows:

1. Faculty Board of Science approves the phasing out and discontinuation, including transition arrangements for existing students.
2. The Courses Planning Committee reviews the Business Case for phasing out/discontinuation and makes a recommendation to the Provost.
3. The Provost approves the Business Case for phasing out/discontinuation.
4. The Courses Accreditation Committee reviews the Course Accreditation for phasing out/discontinuation and makes a recommendation to Academic Board.
5. Academic Board approves the Course Accreditation for phasing out/discontinuation.
6. The courses are set to “phasing out” in CASS so no commencing students can be enrolled in 2020. The courses do not appear in the 2020 UTS Handbook.
7. The Faculty and SAU manage the transition arrangements for existing/continuing students.
8. Once all existing students have completed/been transferred out of the courses, the courses are set to “discontinued” in CASS.

Greg Welsh

Head of External Communication

Marketing and Communication Unit

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From: [Margaret Connolly](#)
To: [Dean of Science TCM](#)
Subject: RE: TCM project - change paper
Date: Monday, July 15, 2019 5:07:35 PM

Hi Kate

I asked Andrew about your question today. Confirming that the 'change plan' he refers to is related to the staff impacts. He would like a written plan with advice from the change group in HR and Science's HR partner. It appears you may have that in hand.

Regards

Margaret

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Wednesday, 10 July 2019 9:04 PM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: RE: TCM project - change paper

Hi Margaret,

Andrew has been referring to a "Change Paper" with regard to TCM, and Dianne has asked me to confirm I know what he is referring to.

Having read Anne-Lise's explanation of the OCAP proposal (below) and having spoken with HR regarding the consultation requirements for TCM, I suspect Andrew is referring to the Change Proposal to support consultation - relevant to "B" below. (Note: From an EBA perspective, we've been advised that UTS will satisfy consultation requirements for "A" via the steps outlined as 1-4 below.)

A. CM Staff - Consultation regarding Program (steps 1, 2, 3 complete)

1. Face-to-face presentation & discussion of options under consideration & invitation to provide input/feedback
 - late 2018
 - 29 May 2019
2. Opportunity for CM staff to provide input feedback
 - Late 2018
 - 29 May – 5 June
3. Distribution to CM staff of the consolidated proposal provided to Provost (noting Provost asked for a SMG recommendation ASAP)
 - 14 June
4. Communication back to CM staff of the SMG recommendation, Provost response & timeline of next steps
 - Propose - Distribute the same day as pre-reading send to Faculty Board
 - Requires coordination/informing WSU of messages/wording

B. CM Staff - Consultation regarding Individual Impact (future)

1. Following approval/rejection of proposal via Committees
 - Proposal regarding individual CM staff impacts (present to staff)
 - Group or individual consultation

Are you able to confirm my understanding regarding the “change paper” Andrew is seeking?

Thank you Margaret!

Kind rgds,
Kate

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Friday, 5 July 2019 12:08 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>; Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: RE: TCM project - terminology clarification & template/previous document

Hi Kate,

The proposal to be submitted in OCAP is fairly simple. I have attached the template for your reference.

The template and its attachments (where applicable) constitute the “supporting documentation” and “proposal” that is referred to in the rules and policy. It is what we submit to CPCP, CAC and Academic Board to approve the phasing out/disconnection and implement the changes in CASS. It is used mainly as a “administrative” trigger to seek Academic Board approval and a recording system of transitions arrangements agreed to by the Faculty once all the decisions have been made.

I suspect that Andrew wants something a bit different, taking a more strategic approach to the phasing out of the course and outlining matters beyond what is required in the OCAP template.

Margaret Connolly would be in the best position to advise on what Andrew would like in the change paper that would not be covered in the OCAP template.

Regards,
Anne-Lise

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Friday, 5 July 2019 10:41 AM
To: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Cc: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: FW: TCM project - terminology clarification & template/previous document

Hi Anne-Lise,

Thank you for your quick response regarding activities. I am not sure if you are the right person to ask – if not, perhaps you know who is...

People have used various terms in different contexts, and I am wondering if you can help to clarify the documentation requirements in the event of progressing towards a phase-out or discontinuation of TCM.

UTS Rules & Policies refer to “supporting documentation” & a “proposal” which is submitted to the various approval committees. Andrew has been referring to a “Change Paper” – which I am assuming is the same thing, using a different title. In addition, you have referred to a “proposal” set up in OCAP for the Faculty to complete.

I am assuming there are two formal requirements;

- A document – proposal – which is provided to committees as pre-reading & includes the information listed in;
 - UTS Student Rules – Section 3 – Course and Subject Requirements – 3.6 (specifically 3.6.3)
 - UTS Policy - Award Course Approval Procedures – 4.41
- The proposal within CASS – An online form (controlling the course official status) set up in OCAP for the Faculty to complete. This status determines which courses appear in the UTS Handbook and ability to enrol students in subjects.

Is there any separate/additional “Change Paper”?

Also, whilst I understand UTS has not gone through a similar decision/process previously... is there a previous document or template that has been submitted to the approval committees that I can leverage? Or would I start from scratch?

Thank you so much for your help &/or redirection to the right person(s).

Kind rgds,
Kate

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Thursday, 4 July 2019 6:56 AM

To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Subject: Re: TCM project schedule - activity list draft (by 5/7 please)

Hello Kate,

I know we chatted yesterday, but just clarifying that you know what a change paper involves. This is the document that Andrew has mentioned several times.

Di

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: Dean of Science TCM

Sent: Wednesday, July 3, 2019 4:32:39 PM

To: Jacqui Wise; Greg Welsh; Anne-Lise Daniel; Nick Glover; Lesley Healy; Raelene La Ferla; Theo Magoulas

Cc: William Gladstone; Dianne Jolley

Subject: TCM project schedule - activity list draft (by 5/7 please)

Hi all,

As an initial project schedule, I'd like to compile the activities that need to be completed by each area (SAU, MCU, etc.).

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Sent: Thursday, 27 June 2019 12:37 PM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>

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From: [Raelene La Ferla](#)
To: [Dean of Science TCM](#)
Cc: [Lesley Healy](#); [Jo Cooper](#)
Subject: RE: TCM project schedule - activity list draft (by 5/7 please)
Date: Thursday, July 4, 2019 8:29:46 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Hi Kate

Lesley, Jo and I will work on this on Monday and send to you.

Also I spoke with Frank this morning about consultation. As we said in the meeting we won't need to consult with staff until a decision has been made. However he did want us to make sure the comms are clear and transparent on the process that will be followed to make that decision.

Kind regards

Rae

Raelene La Ferla

Human Resources Partner

Human Resources Unit (HRU)

University of Technology Sydney

T. +61 (02) 9514 1075

PO Box 123 Broadway NSW 2007 Australia

uts.edu.au



From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Wednesday, 3 July 2019 4:33 PM

To: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>

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Cc: [William Gladstone](#); [Dianne Jolley](#)
Subject: RE: TCM project schedule - activity list draft (by 5/7 please)
Date: Thursday, July 4, 2019 3:43:25 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[SAU TCM Activity List Name 2019July ald.xlsx](#)

Spreadsheet updated with an action for faculty.

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 4 July 2019 3:17 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>
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SAU's proposed activities. Note I'm working on the assumption that we will be teaching through to end-2020. Some deadlines would need to be brought forward if it is decided we'll cease teaching sooner.

J

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

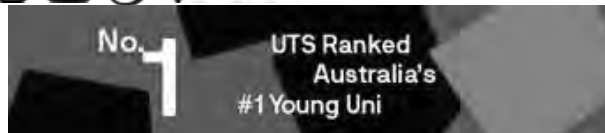
T. +61 (02) 9514 1208

M. +61 (0) withheld under GIPA

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CRICOS Provider Code 00099F

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Activity	UTS Owner	Work on with WSU (Y/N)	Target Date	Dependency?	Comments
Study Plan Mapping	SAU	Yes	ASAP	Key contacts from WSU. Ideally: > Subject matter expert(s) with study plan expertise for Bachelor of Traditional Chinese Medicine (and relevant WSU pathway degree) to map study plans and credit	Supported by Assoc. Prof. Will Huston (School of Life Sciences at UTS) SMEs from the Progressions, Results and Conferral Team in SAU will work with key counterparts from WSU to map study plans
Admissions Process Planning	SAU	Yes	By end-2019 (for delivery through 2020 ahead of transfer)	Key contacts from WSU. Ideally: > Admissions (operational) SME to develop a process that by-passes UAC > Admissions (Special Requirements) SME to develop a plan for ensure all transferring students meet prerequisites	If transferring students are required to apply via UAC, we may need to compensate them for out of pocket expenses (i.e. UAC application fees). If transferring students are required to meet prerequisites (e.g. First Aid Certificate), we may need to assist their readiness to transfer (see http://handbook.westernsydney.edu.au/HBOOK/course.aspx?course=4710.1). SAU can work with Faculty and WSU to identify students and map needs. Faculty would lead the readiness process (and perhaps offer compensation to students for any out of pocket expenses associated with prerequisites).
Advance Standing Process Planning	SAU	Yes	By end-2019 (to ensure commitment to transferring students is made this year even if not actioned until end-2020)	> Advance Standing operational SME to develop process for simplifying application for Advance Standing for transferring students	Aim: to guarantee/facilitate automatic credit transfer for transferring students. SAU can work with Faculty and WSU to agree guarantee and facilitate application of automatic credit transfer.
Formal phasing out/discontinuation approval	Faculty	No	Academic Board 13/11/19		A proposal has been set up in OCAP (#1414) for the Faculty to complete. Proposer is William Gladstone (can be changed to another academic staff in Science if requested). Sponsor is Dean The approval steps for phasing out/discontinuation will be as follows: 1. Faculty Board of Science approves the phasing out and discontinuation, including transition arrangements for existing students. 2. The Courses Planning Committee reviews the Business Case for phasing out/discontinuation and makes a recommendation to the Provost. 3. The Provost approves the Business Case for phasing out/discontinuation. 4. The Courses Accreditation Committee reviews the Course Accreditation for phasing out/discontinuation and makes a recommendation to Academic Board. 5. Academic Board approves the Course Accreditation for phasing out/discontinuation. 6. The courses are set to "phasing out" in CASS so no commencing students can be enrolled in 2020. The courses do not appear in the 2020 UTS Handbook. 7. The Faculty and SAU manage the transition arrangements for existing/continuing students. 8. Once all existing students have completed/been transferred out of the courses, the courses are set to "discontinued" in CASS.

From: [Dean of Science TCM](#)
To: [Jacqui Wise](#)
Subject: RE: TCM project schedule - activity list draft (by 5/7 please)
Date: Monday, July 8, 2019 1:49:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Great Jacqui, just confirming. I believe the MOU was signed late last week, and we are awaiting Gregory to confirm the touch-points. I will follow him up today & forward to you as soon as I hear back.

Kind rgds,
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From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Friday, 5 July 2019 4:33 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Subject: RE: TCM project schedule - activity list draft (by 5/7 please)

Hey Kate

No – I've not reached out to them just in case they are not in the loop... I'm not sure how things are structured at WSU and this might be being handled at a Faculty level.

I can though, if we think it is safe to do so. Thoughts?

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

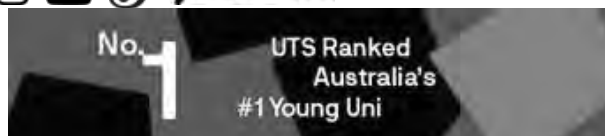
T. +61 (02) 9514 1208

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

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Sent: Friday, 5 July 2019 4:31 PM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: RE: TCM project schedule - activity list draft (by 5/7 please)

Thank you Jacqui.

There has been progress on thinking through the “cutover date” & approach to phase out – assuming that is the recommended/approved approach.

I am heading out of the office now, but I will type-up & send first thing Monday.

Also, by the way, are you in contact with your counterpart at WSU yet? Gregory (WSU) was going to send through contact names, however I am yet to receive from him. I will follow-up with Gregory next week if/as needed.

Kind rgds,
 Kate

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 4 July 2019 3:17 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: RE: TCM project schedule - activity list draft (by 5/7 please)

SAU’s proposed activities. Note I’m working on the assumption that we will be teaching through to end-2020. Some deadlines would need to be brought forward if it is decided we’ll cease teaching sooner.

J

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

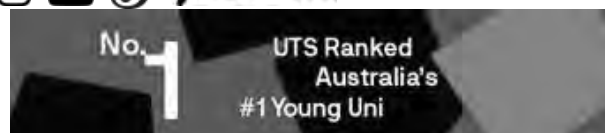
T. +61 (02) 9514 1208

M. +61 (0) Withheld under GIPA

PO Box 123. Broadway NSW 2007 Australia

CRICOS Provider Code 00099F

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From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Wednesday, 3 July 2019 4:33 PM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: TCM project schedule - activity list draft (by 5/7 please)

Hi all,

As an initial project schedule, I'd like to compile the activities that need to be completed by each area (SAU, MCU, etc.).

Gregory Kolt (WSU Dean of Health) has asked for the list of all matters WSU & UTS need to work on together, which will be a subset of the above list.

Could you send me your list of activities that need to be completed by, or overseen by your area, by Friday this week (if possible). For ease of collating, please enter them into the spreadsheet template (attached).

Anne-Lise - you sent this earlier, thanks. Please let me know if there is any further activities I should include.

Jacqui – Willa Huston will support Subject Mapping from an academic perspective. Would you mind including this activity within your list including the preferred sequence /timing?

For your reference, the anticipated earliest possible UTS approval timeline is;

1. Faculty Board - a specifically called meeting **~29/7**
2. Courses Planning Committee (**6/8**) then to Provost for approval
3. Courses Accreditation Committee (**15/8**) recommend to Ac Board
(Dianne will attend)
4. Ac Board (**18/9**) approve

Note – Based on my reading of the UTS policy/procedures docs, the Faculty Board proposal needs to indicate (in addition to information we already have);

- A. when teaching will cease
- B. transition arrangements for current students
- C. key stakeholder groups and evidence of communication/consultation

In parallel to the first formal approval step (#1 above), we will send a further staff & student communication.

Thank you all!!

Kate

From: Dean of Science TCM
Sent: Thursday, 27 June 2019 12:37 PM
To: Jacqui Wise <Jacqui.Wise@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Nick Glover <Nick.Glover@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Theo Magoulas <Theo.Magoulas@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: 26/6 Meeting with Gregory Kolt (WSU Dean of Health)

Hi all,

Please see a summary of yesterday's meeting with Gregory Kolt (WSU Dean of Health).

Kind rgds,

Kate

Attendees

- WSU – Gregory Kolt
- UTS – Dianne Jolley, Bill Gladstone, Kate Higgs

Discussion Points

- **Intention to proceed**
 - MOU to be signed by WSU in next day or two. No changes foreseen
 - UTS Executive likely to confirm their intention to proceed with discontinuation (or not) within a week
 - UTS is open to discussing the maintenance of educational places for CM community
 - UTS willing to discuss CSP transfer &/or financial subsidy to WSU, based on fuller understanding of the cohort
 - ACTION – UWS to sign MOU (by ~28/6)
 - ACTION – Dianne to update Gregory on UTS Executive's decision once confirmed (by ~3/7)
- **Timeframes**
 - Current anticipated timeframe to transfer students from UTS would be the end of 2020 for a 2021 start
 - Should it be the UTS Executive decision, the UTS process to approve a discontinuation begins with an out-of-session Faculty Board meeting (likely ~29/7/19) and concludes with an Academic Board approval (targeting 18/9/19)
 - Detailed planning would need to be completed by ~22/7, for documents to be circulated in advance of the Faculty Board
 - Once Faculty Board meeting scheduled and pre-reading circulated the recommended way-forward may become public quickly
 - Detailed communication and support for staff and students must be prepared within the same timeframes (and agreed with WSU)
- **Recognition of Study**
 - WSU & UTS agreeable to exploring a Double Badged 4 year degree, subject to further discussion involving relevant teams
 - UTS looking at introducing a 3 year degree for TCM students to receive from UTS (eg Bach of Medical Science), with the opportunity for students to also transfer to WSU with 3 years RPL to complete the 4 year qualification at WSU, subject to further discussions with SAU and WSU
 - ACTION – Student Admin leaders of WSU & UTS and relevant Course Directors to review options for degree conferral, credit recognition and TEQSA rules to confirm viability
- **Communication**
 - UTS has communicated to staff, students and others that options re TCM course are being considered, including discontinuation. UTS have not mentioned WSU in this context
 - For incoming queries from current UTS students, WSU Student Centre have committed to looking at applications for transfer as they do for any incoming transfer applications (i.e. BAU)
 - WSU & UTS Communications Leads are in contact to discuss & align communication
 - All communication will be positive, such as;
 - Smoothness of transition and the universities working together
 - Supportive of the CM community

- Students following the prescribed study schedule will complete their qualification within usual timeframes
 - Individual mapping will be provided for those following a non-standard schedule
- For any people enquiring via the Student Centre about TCM in 2020, WSU request a direct referral to WSU
- ACTION – UTS to keep WSU up-to-date with any future UTS communications re TCM
- **Considerations re partner Chinese Universities**
 - WSU keen to understand the relationship between TCM and partner Chinese Universities
 - WSU TCM students pay an additional fee to attend Chinese Universities within course. Many eligible for Colombo Plan support. An additional Qualification from the Chinese University is available for students that are not Chinese Nationals / Chinese passport holders
 - In contrast, most UTS TCM students are not eligible for Colombo Plan due to age cut-off. UTS subsidises other eligible TCM students to attend Chinese Placement via the UTS Build initiative
 - ACTION – UTS to consider a financial incentive to UTS students to offset this extra cost from completing the WSU placement in China
- **UTS Staff**
 - UWS indicated that although TCM student numbers will likely increase in 2010, they will have a low need for additional TCM academics until 2021 when the bulk transfer of students occurs. WSU will advertise any new academic positions and UTS staff will be welcome to apply
- **Next steps**
 - ACTION – UTS to draft a schedule of all matters WSU & UTS need to work on together
 - ACTION - UTS to provide names and positions of key contacts to work with WSU (Communications, Student Admin, academic with knowledge of TCM courses, Assoc. Dean International). WSU will then nominate equivalent contacts

UTS Exec. Decisions	Required Timeframes	Recommend
Will UTS discontinue CM or teach out (current worst case for P/T students is 2028)	~3/7	Discontinue
Cut-off date to transfer students to WSU	~3/7	Target end 2020
Intention to transfer Commonwealth Student Places / financial subsidy <ul style="list-style-type: none"> - Current students (as at end 2020) - Future students (those applying in 2019) 	ASAP	UWS & UTS Executive discussion to confirm option(s) exist agreeable to both parties
Intention to close CM clinic		Align with transfer of students (end 2020)

From: [Kate Higgs](#)
To: [William Gladstone](#)
Subject: TCM Report Paper to be submitted
Date: Friday, June 14, 2019 11:31:00 AM
Attachments: [CM status report final June2019.pdf](#)

Hi Bill,

A draft email for your review.

Kind rgds,

Kate

Dear colleagues,

As promised, please see attached the final Traditional Chinese Medicine Status Report prepared by Bill Gladstone. This report has undergone discipline consultation, and staff feedback has been considered and incorporated where appropriate. An additional options document has also been compiled which is appended to the review for consideration.

I will submit a hard copy of this document to the Provost in person this afternoon.

Thank you for your professionalism in engaging with the consultation process to date. I will be in contact once the Provost has had time to consider the submission and I am able to update you further.

Best regards,
Dianne Jolley

From: [William Gladstone](#)
To: [Alaina Ammit](#)
Cc: [Lisa Merry](#); [Andrea Leigh](#)
Subject: RE: TCM research
Date: Thursday, December 6, 2018 9:17:59 AM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Hi Alaina

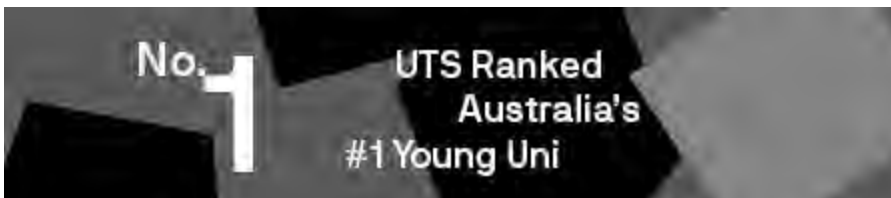
Thanks very much. Can the same be done for pubs please, and with the staff FTE added for both TCM and Faculty.

Thanks
Bill

Professor William Gladstone GAICD
Interim Dean

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From: Alaina Ammit <Alaina.Ammit@uts.edu.au>
Sent: Wednesday, 5 December 2018 5:19 PM

To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Lisa Merry <Lisa.Merry@uts.edu.au>; Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: RE: TCM research

Dear Bill,

Here is the requested data on TCM research collated by Lisa. Apologies that it is late.

Alaina

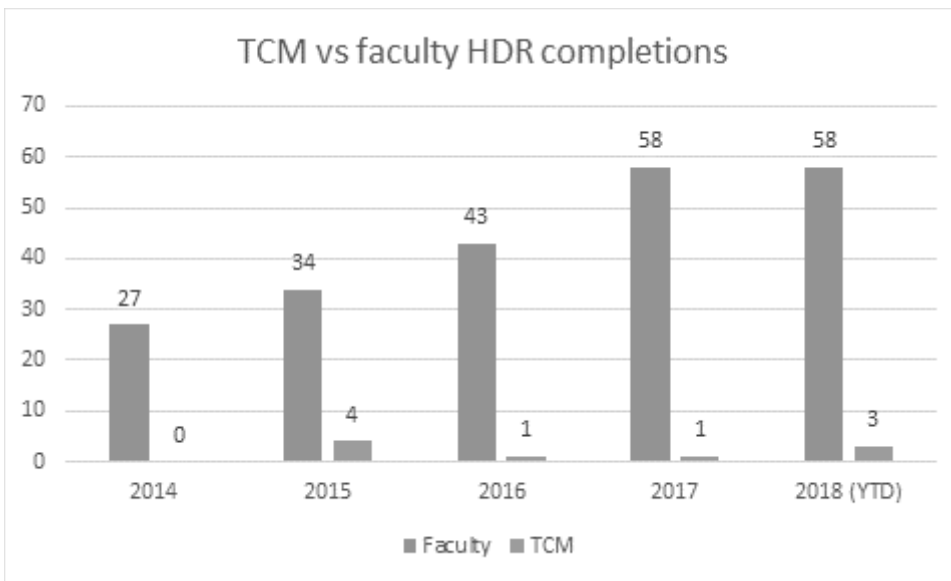
From: Lisa Merry <Lisa.Merry@uts.edu.au>
Sent: Wednesday, 5 December 2018 5:14 PM
To: Alaina Ammit <Alaina.Ammit@uts.edu.au>
Subject: RE: TCM research

Hi Alaina,
 Summary below, data in the attached.
 I'm sorry this is late.
 I added Withheld under GIPA who did contribute.
 regards
 Lisa

Research Income:

	TCM Income	Whole of Faculty income	TCM income as % of Whole of Faculty income
2014	\$ 10,000	\$11,133,023	0.09%
2015	\$ 10,000	\$13,357,000	0.07%
2016	\$ 40,000	\$16,309,000	0.25%
2017	\$ 19,495	\$16,706,000	0.12%
2018 (YTD)	\$ 2,000	\$20,165,919	0.01%

HDR completions:



From: Alaina Ammit <Alaina.Ammit@uts.edu.au>
Sent: Tuesday, 20 November 2018 12:59 PM
To: Lisa Merry <Lisa.Merry@uts.edu.au>
Subject: Fwd: TCM research

Hello,

Further to that request this morning.

Confidential.

Ta!

Alaina

Begin forwarded message:

From: William Gladstone <William.Gladstone@uts.edu.au>
Date: 20 November 2018 at 12:37:59 pm AEDT
To: Alaina Ammit <Alaina.Ammit@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: TCM research

Hi Alaina

As we discussed this morning, I need some assistance from the research team to prepare the Chinese Medicine future options paper. In particular, I need to include background information/context on research performance (eg over last 5 years) on

publications, ERI and HDR completions. And, a comparison for the same metrics with the Faculty average. Can this be done by 27 November please.

I have attached the CM staff list provided to us by HR.

Thanks very much

Bill

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From: [William Gladstone](#)
To: [Christopher Zaslowski](#)
Subject: RE: TCM research
Date: Wednesday, February 27, 2019 4:31:32 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Thanks very much Chris

Cheers
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

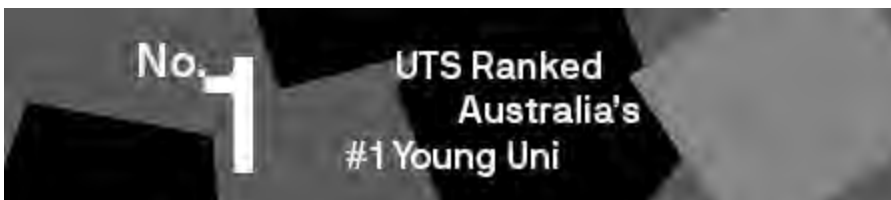
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From: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>
Sent: Wednesday, 27 February 2019 4:21 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: TCM research

Hi Bill

The gross income for the clinic in 2018 was \$224,673. This involved 4928 (acupuncture), 777 (herbal)

and 294 (Chinese tuina massage) consultations, a total of 5999 visits at the UTS clinic. In addition we delivered an additional 300 acupuncture treatments at the Concord Hospital (on Saturdays) as a community service (no fee charged) to cancer survivors as a community service. This would take the clinical consultations to 6,299 in total.

Cheers
Chris

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Wednesday, 27 February 2019 3:31 PM
To: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>
Subject: RE: TCM research

Dear Chris

Can you please send me the final data for clinic visits in 2018 – I have the data you sent me in November, and I would like to use the end of year data.

Thanks very much

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

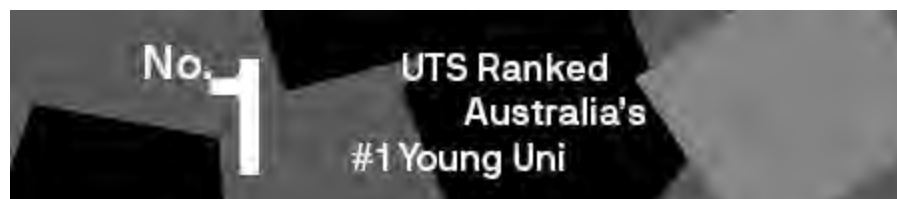
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From: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>

Sent: Thursday, 21 February 2019 11:11 PM

To: William Gladstone <William.Gladstone@uts.edu.au>

Cc: Withheld under GIPA

Subject: RE: TCM research

Hi Bill

Here is a list of CM staff and associated HDR student projects. I haven't got Withheld under GIPA
Withheld under GIPA or all of Peter Meiers HDR students . I will try to send these in the next day or two.

Thanks Chris

From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Wednesday, 20 February 2019 4:33 PM

To: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>

Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>

Subject: TCM research

Dear Chris

The TCM review paper will include a section on research. I have looked at the web page on TCM research:

<https://www.uts.edu.au/about/faculty-science/chinese-medicine-clinic/our-research>

However I'm not sure whether this is up to date. Do you have a summary of current TCM research projects that I can refer to?

Thanks very much

Bill

Professor William Gladstone GAICD

Deputy Dean

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From: [Christopher Zaslowski](#)
To: [William Gladstone](#)
Cc: [Withheld under GIPA](#)
Subject: RE: TCM research
Date: Wednesday, February 27, 2019 10:01:34 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[Response to Bill.docx](#)

Hi Bill

see the attached doc re the questions. I will send the three paragraphs re research before we meet on Friday.

Cheers

Chris

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Wednesday, 27 February 2019 5:32 PM
To: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>
Subject: RE: TCM research

Hi Chris

Thanks for sending the information.

In order to do justice to the research being done by TCM staff and research students, can you please write a summary for me (eg up to 3 paragraphs) that I can include in the TCM review report. Thanks.

And, these are the other matters I wanted to check/discuss with you on Friday:

- what years do students learn in the TCM Clinic, and how does this learning change over the years of the course?
- do TCM students have opportunities for placements in private clinical practices (if so, when?)
- do TCM student have an opportunity for international placements? If so, how and when?
- what are the structures of TCM subjects i.e. lecture + clinic, or lecture + tutorial etc
- are any TCM subjects taught in Summer session?
- What does the external accreditation require in terms of teaching that impacts on/determines the structure of the course?

Thanks

Bill

Professor William Gladstone GAICD

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From: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>
Sent: Wednesday, 27 February 2019 5:03 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: RE: TCM research

Hi Bill

this is what [Withheld under GIPA] sent me [Withheld under GIPA].

Publications:

1. Chen H, Eileen M McGowan EM, Ren N, Lal S, Nassif N, Fatima Shad-Kaneez F, Qu X and Lin Y. Nattokinase: A Promising Alternative in Prevention and Treatment of Cardiovascular Diseases. Biomarker Insights. 2018, Volume 13: 1–8
2. Ong M, J Cheng, Lao M, Tan Y Jonson M, Qu X. Paeoniflorin extract reverses dexamethasone-induced testosterone over-secretion through downregulation of Cytochrome P450 17A1 expression in primary murine theca cells. Journal of ethnopharmacology. 2019, 229: 97-103
3. Tan Y, Kim J, Cheng J, Ong M, Lao W, Qu X. Green tea polyphenols ameliorate non-alcoholic fatty liver disease through upregulating AMPK activation in high fat fed Zucker fatty rats. World J Gastroenterol 2017; 23: 3805-3814
4. Lees T, Nassif N, Simpson A, Shad-Kaneez F, Martiniello-Wilks R, Lin Y, Jones A, Qu X, Lal S. Recent advances in molecular biomarkers for diabetes mellitus: a systematic review. Biomarkers 2017 Nov; 22:604-613. doi: 10.1080/1354750X.2017.1279216

5. Kamal M, Shakil S, Nawaz MS, Yu QS, Tweedie D, Tan T, Qu X, Greig NH. (2017) Inhibition of Butyrylcholinesterase with Fluorobenzylcymserine, an experimental Alzheimer's drug candidate: validation of enzoinformatics results by classical and innovative enzyme kinetic analyses. *CNS & Neurological Disorders - Drug Targets*. **2017**, Vol. 16, No. 3:1-8.
6. Teng B, Jie Peng J, Ong M, Qu X. Successful Pregnancy after Treatment with Chinese Herbal Medicine in a 43-Year-Old Woman with Diminished Ovarian Reserve and Multiple Uterus Fibrosis: A Case Report. *Medicines* 2017, *4*, 7 doi:10.3390/medicines4010007.
7. Ong M, Peng J, Jin X, Qu X. (2017) Targeting Insulin Resistance to Treat the Underlying Basis of Polycystic Ovary Syndrome with Chinese Herbal Medicine. *Am. J Chin. Med.* 2017, *45*: 405–422

External research funding income:

1. Collaborative research grant from Suzhou Red Cross Hospital, Jiangsu Province, China (\$15,000, 2016)
2. Collaborative research grant from Second Affiliated Hospital of Wenzhou Medical University (\$25,000, 2017-2018)
3. Department of Industry, Innovation and Science and Corncord Health Group for project “ Effects and Mechanisms of *Antrodia Cinnamonea* Extract for Non-alcoholic Fatty Liver Disease, POCs and Cancer” (\$80,000, 2018)
4. Collaborative research for clinical trial on Chinese herbal medicine for type 2 diabetes from Tasly Pharmaceuticals, China (\$425,000, 2018-2020)
5. Phase II for Department of Industry, Innovation and Science and Corncord Health Group for project (\$100,000, 2019)

From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Wednesday, 27 February 2019 4:55 PM

To: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>

Subject: RE: TCM research

Hi Chris

Can you send me the additional information please

Thanks

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

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From: Christopher Zaslowski <Chris.Zaslowski@uts.edu.au>
Sent: Thursday, 21 February 2019 11:11 PM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Withheld under GIPA
Subject: RE: TCM research

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Sent: Wednesday, 20 February 2019 4:33 PM
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Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: TCM research

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However I'm not sure whether this is up to date. Do you have a summary of current TCM research projects that I can refer to?

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Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

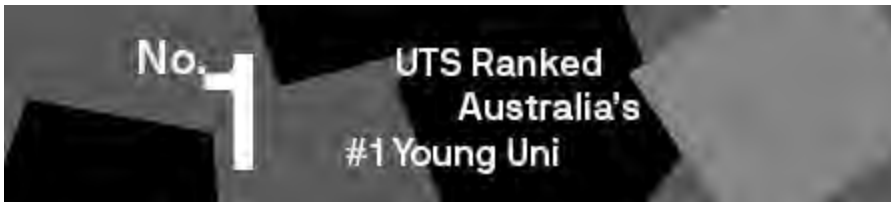
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- 1) What years do students learn in the TCM Clinic, and how does this learning change over the years of the course?

Response: Learning in the clinic training commences in year 1, semester 1 and continues through the four years with each successive year increasing in clinical hours and level of involvement through eight clinically focussed subjects, one in each semester.

99667 Clinical Theory and Clinic Level 1- 25 hours- clinic visit (6CP)

99668 Clinic Level 2 and Acup Techniques 1- 25 hours- observation only (6CP)

99644 Clinic Level 3 and Acup Techniques 2 - 40 hours assisting practitioner, taking patient history, removing needles and assisting with dispensing herbs. (6CP)

99645 Clinic Level 4 and Acup Techniques 3 - 40 hours assisting practitioner, taking patient history, removing needles and assisting with dispensing herbs. (6CP)

99646 Clinic Level 5 and Acupuncture Microsystems- 70 hours Assisting practitioner, history taking, removing needles, applying tuina massage. (6CP)

99647 Clinic Level 6 70 hours. Assisting practitioner, history taking, removing needles, applying tuina massage. (6CP)

99630 Clinical Practice 1 (TCM) - 375 hours (80 patient contacts/ 50 Chinese herbal consultations) (12 CP)

99631 Clinical Practice 2 (TCM) - 375 hours (80 patient contacts/ 50 Chinese herbal consultations) (12 CP)

This stream commences with the subject Clinical Theory and Clinic level 1 (96667) which introduces the student to the UTS clinical protocols for attending the clinic as both a student and intern practitioner (when in fourth year). Topics include treatment modality precautions and contraindications, introductory ethics, infection control procedures and principles of communication. There is a series of workshops associated with the module and these are used to introduce the learner to tuina, cupping and gua sha treatment modalities. Clinic practicum for this module focuses primarily on observation, learning clinical processes and health information systems. Students are required to assist the practitioner, for example taking a basic medical history. The following clinical focused subjects' builds on previous clinical training subjects and acquaints students with the skills and duties required by a 'student practitioner' working in the University's outpatient clinics. The subject *Clinic Level 2 and Acupuncture Techniques 1 (99668)* require a further 25 hours.

The second year subjects *Clinic level 3 and Acupuncture Techniques 2 (99644)* and *Clinic level 4 and Acupuncture Techniques 3 (99645)* each require 40 hours in a real life clinical environment.

The third year clinical subjects *Clinic Level 5 and Acupuncture Microsystems and Clinic Level 6*. In these third years subjects they do an additional 150 observational hours. Prior to entering the 4th year internship subjects (*Clinical Practice 1 (TCM) 99630; Clinical Practice 2 (TCM) 99631*) they undertake a simulated clinical environment where treatments are administered on fellow students in Clinical Practicum (91611) for a period of 30 hours. This equips them to transition to be a practitioner student intern in the final two subjects in fourth year.

The capstone subjects in the clinical stream are *Clinical Practice 1 (TCM) 99630* and *Clinical Practice 2 (TCM) 99631* which require 375 supervised hours each semester. In these two subjects' students administer both acupuncture and herbal consultations with the dispensing of herbal formula under supervision of two experienced clinical practitioners. In addition to hours, each student is required to have 150 patient contacts for each of the two subjects. In total students undertake 1000 clinical hours (Years 1-3 observation-250 hours across the three years; Year 4 supervised practice- 750 hours across

the final fourth year) over the four years. Two clinical exams are administered in the final year, a shorter formative clinical exam and the longer and more detailed summative clinical exit exam.

2) Do TCM students have opportunities for placements in private clinical practices (if so, when?)

Response: Yes students do have the opportunity to undertake clinical practice in external Australian clinics. The clinics have a number of requirements before students are allowed to undertake a placement there. There is a restriction to only year 2 and 3 clinic subjects. The first semester requires understanding of the current regulatory requirements (police check etc) and the final years subjects assess the accreditation required practitioner capabilities and therefore are all undertaken in the UTS clinical facilities.

3) Do TCM student have an opportunity for international placements? If so, how and when?

Response: Yes students can do a six week clinical placement in hospitals in China (affiliated with the Chengdu University of CM) or South Korea (affiliated with Dong Eui University). We have an MOU with both institutions. Approximately 50-75% of students take up the option. They are given a 6 CP RPL in the final year (Clinic Practice 2) clinic subject. This means they are still required to complete 18 CP in the final year (Clinical Practice 1 worth 12 CP and Clinic Practice worth 3 6CP). The student bears the cost of the overseas placement but certain students are often financially supported through Build and Colombo Plan opportunities.

4) What are the structures of TCM subjects i.e. lecture + clinic, or lecture + tutorial etc

Response: Each subject has been structured to maximise learning and met the subject outcomes. They are a variety of subject designs such as lecture plus practical, clinic, workshop or tutorial.

5) Are any TCM subjects taught in Summer session?

Response: There are no summer subjects however the subject "Communication for the Complementary Therapist" taught by the Faculty of Health was trialled in 2017 summer but has not been replicated since then. The final year subjects Clinic Practice 1 (99630) commences before the start of semester (mid-February) and Clinic Practice 2 finishes after the end of the Spring semester (mid-December).

6) What does the external accreditation require in terms of teaching that impacts on/determines the structure of the course?

Response: This is a complex question but nevertheless the external accreditation guides and influences the course design and structure.

From: [Dianne Jolley](#)
To: [William Gladstone](#); [Dean of Science TCM](#)
Cc: [Willa Huston](#)
Subject: Re: TCM review update - from Withheld under GIPA
Date: Wednesday, July 24, 2019 10:11:49 AM
Attachments: [image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)
[image018.png](#)
[image019.png](#)

Hello Bill,

Yes, please do. I'd appreciate that. Can you please copy me in so I am across it in case it comes up again on Friday?

Di

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology Sydney NSW Australia

* Sent from my phone

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Wednesday, July 24, 2019 8:13:08 AM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>
Cc: Willa Huston <Wilhelmina.Huston@uts.edu.au>
Subject: RE: TCM review update - from Withheld under GIPA

Hi Dianne

Withheld under GIPA asked me the question about TCM finances before I went on leave but I did not have time to reply. Would you like me to draft a reply?

And, I can also reply to his question about the publication count?

Thanks

Bill

Professor William Gladstone GAICD

Deputy Dean

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From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Tuesday, 23 July 2019 9:04 PM

To: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Willa Huston <Wilhelmina.Huston@uts.edu.au>

Subject: FW: TCM review update - from Withheld under GIPA

Hi Dianne,

I expect you would want to see Withheld under GIPA email.

I am unsure if anyone can answer the financial question until Bill returns (imminently). Willa were you involved in this part of the report?

Kind rgds,
Kate

From: [Redacted]
Sent: Tuesday, 23 July 2019 8:52 PM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; [Redacted]

[Redacted]

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: RE: TCM review update

Dear Dianne

Thank you for the update and clarification of several points despite it being disappointing and devastating news for the Chinese medicine staff and students. There are still two issues that from our perspective need clarification. The first is financial viability. The report that was supplied to the senior management group , Provost and the Faculty Board meeting, details that the indirect costs of the course (University and Faculty) were in the vicinity of [Redacted]. In the feedback to the first report I had asked for this information to be included in the final report however this was not included with no reason given (see below).

[Redacted]

The inclusion of this paragraph would have made very clear that the financial model for the course was unsustainable given that the remaining monies would not be enough to cover one academic wage at level C. Through our diligence and hard work in the clinic, the income monies would increase the amount available but not to the extent that it would be viable to cover more than 3 academic staff across the four year program.

The question that has yet to be answered from our perspective is, “Do other Science programs have such a large amount of indirect costs coming from the EFTSU to the extent that over 95% of the EFTSU is used for indirect costs exist and to what extent? “

The second issue relates to research publications. I supplied a list of publication for the report and while the 2017 publications were acknowledged, the publications for 2018 (n= 20) were not updated and included in the report (see below). I do not believe that the case can be made for poor research outputs and the additional 2018 publications should have been included in the report to give an accurate and reasonable picture of CM staff research.

Weighted pub points	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	3.29	227.66	230.95	1.4%	3.0%
2015	0.70	238.35	239.05	0.3%	2.9%
2016	3.04	273.41	276.45	1.1%	2.3%
2017	5.27	249.86	255.13	2.1%	4.9%

Total publications	CM	FoS	Total	CM % total	CM staff % FoS staff
2014	9	490	499	1.8%	3.0%
2015	4	528	532	0.8%	2.9%
2016	19	616	635	3.0%	2.3%
2017	34	566	600	5.7%	4.9%

As to strategic fit at the University level, Complementary medicine was recently given an ERA rating of 4. While the majority of the publications came from the ARCCIM in the Faculty of Health, the CM teaching group did contribute to the result.

I would also reiterate that I believe the Faculty needs to inform the Chinese Medicine Accreditation Committee of the current status of the course as required under the CM accreditation guidelines. This would include proposed changes and student transfers. I have not yet replied to the email from the Chair of the committee because the responsibility to inform the committee should be with the faculty.

I also acknowledge the hard work and dedication of all the CM staff member who have consistently worked beyond their required responsibilities to realise what I believe are remarkable achievements in the clinic, research and teaching. I do not believe the outcome and the reports reflect their commitment and contribution to the wider society and Australian public that the course, graduates and the teaching clinic have made over the period.

Finally it was noted in your email that the last year of the phase out teaching would be 2021. This does not align with the current four year program progression whereby the current 1st year cohort would complete the course by the end of 2022.

Regards

Withheld under GIPA

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>

Sent: Tuesday, 23 July 2019 3:30 PM

To: Withheld under GIPA

Cc: William Gladstone <William.Gladstone@uts.edu.au>; Raelene La Ferla <Raelene.LaFerla@uts.edu.au>

Subject: TCM review update

Dear colleagues

To help staff, students and interested community members better understand the review of Traditional Chinese Medicine at UTS and the process of phase out/discontinuation that is being considered, the Faculty has published an [online summary](#) and some [Frequently Asked Questions](#), which it will update as more information becomes available.

I am also sharing with you a message I am sending to TCM students today (see below).

I would like to meet with all Chinese Medicine staff late next week to discuss the process, let you know of the support that is available to you, and answer any questions you have. You will receive a calendar invite in the next day or so once a suitable time can be found.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

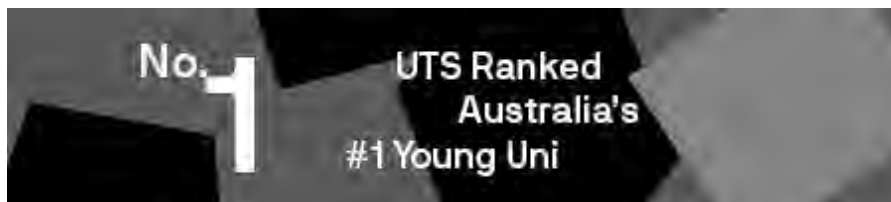
Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

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**** Student message – to be sent 23 July ****

From: Dianne Jolley, Dean of Science

To: TCM students

Subject: TCM review update

Dear students

First, I apologise for the length of this email but it is necessary if I am to respond appropriately to the emails I have received over recent weeks.

I do appreciate that the uncertainty created by the absence of concrete information in relation to the future of Traditional Chinese Medicine (TCM) at UTS is a cause of frustration and anxiety for TCM students, staff and community more broadly. While there are certain details I cannot share – either because it would be improper to do so, or simply because they are unknown at this time

– I am able to explain the process currently underway as has been requested.

The decision as to whether the University accepts students into a particular program, and therefore whether that program is amongst the University's offering from year to year, is made by the UTS Provost on the recommendation of the Faculty.

In this particular case, following a review the Faculty of Science through its management group put forward a recommendation to the Provost that – despite its many strengths – the continuation of the TCM course is neither financially viable nor in the strategic direction of the Faculty.

The Provost accepted this recommendation, that the program accordingly be discontinued/phased out, subject only to any further advice arising from the discussion of the matter at Faculty Board, which the Provost will take into account in making his final decision. Faculty Board will also advise the Provost on how it intends to implement the discontinuation/phase out, including how it will ensure current TCM students have the opportunity to complete their studies.

It will be recommended to Faculty Board that teaching ceases for TCM programs at the end of 2021. Many students are on a path to complete by or before teaching ceases. For students who are not on a path to complete their TCM program by end-2021, we will make at least two course options available along with the opportunity to consult with a study plan expert (on a one-on-one basis) to discuss which of the available options will deliver the best outcome for them.

The first option we can make at this time is the offer of an internal course transfer to a new Health Sciences major within the existing UTS Bachelor of Science. This new major will be specifically designed to provide an opportunity to complete a UTS degree that provides a direct pathway into the final year of an accredited Chinese Medicine program at an alternative institution (i.e. a second degree).

The second option, available from the beginning of 2020, is a transfer to an existing Chinese Medicine program at another institution. Details such as credit recognition are currently being negotiated with an alternative provider to ensure the smoothest possible transition for all UTS students who are unable to complete their TCM degree before end-2021.

Following the Provost's decision to not accept any future student enrolments into the program, the University has a subsequent process to follow in relation to the academic arrangements.

Academic Board, on the recommendation of Faculty Board, approves any changes to a course necessary to ensure the best interests of students in the course during the phase out period, and also removes the accreditation of the course at the end of the phase out process.

Courses are phased out and discontinued across the University each year for a range of reasons (e.g. strategic, commercial, currency, etc.). The discontinuation of academic accreditation is described in UTS Student Rule 3.6.1. More broadly, [UTS Student Rule 3.6 \('Changes to courses'\)](#) provides some information about the process we are currently following. I draw your attention to rules 3.6.4 and 3.6.5 in particular, as these rules explain our obligations to students when we revise, phase out and discontinue courses.

When I wrote to you in early June, I committed to “continue to update you, and other key stakeholders, once we can about the options being considered and what they could potentially mean for you.” It was then, as it remains now, my intention to update you following this week’s Faculty Board meeting.

As the future of Traditional Chinese Medicine at UTS becomes more certain, I will be able to answer more of your questions. However, we have uploaded a summary of the [situation to date](#) and some [Frequently Asked Questions](#).

Finally, I am conscious that Spring session commences this week and in the absence of concrete information you might be inclined to review your Spring subject enrolment. The best advice I can give in the absence of certainty is to follow the course program detailed in the [Handbook](#) as closely as possible. If you were offered (and accepted) a place in your course on a full-time basis you should make every effort to undertake a full-time study load (four 6cp subjects). Please note that the last day to enrol in Spring subjects is Monday, 5 August.

This is all the information I have to share with you at this time – as always, you are welcome to contact dean.of.science.TCM@uts.edu.au if you have any enquiries in the future.

Kind regards.

Dianne Jolley

Professor Dianne Jolley

Dean

Faculty of Science

University of Technology Sydney

15 Broadway, ULTIMO NSW 2007

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From: [Margaret Connolly](#)
To: [Kate Higgs](#)
Cc: [Sam Sandford](#)
Subject: RE: TCM Review/Approval - planning the Provost's availability
Date: Friday, July 12, 2019 2:29:13 PM

Hi Kate

Andrew leaving for Withheld under GIPA. He will be in the office on 8 August and could review the papers around midday. Would that work?

Regards

Margaret

From: Kate Higgs <Kate.Higgs@uts.edu.au>
Sent: Thursday, 11 July 2019 1:00 PM
To: Margaret Connolly <Margaret.Connolly@uts.edu.au>
Subject: TCM Review/Approval - planning the Provost's availability

Hi Margaret,

This email is with regard to the TCM project. My understanding is that Andrew has asked that the standard UTS policy is followed avoiding using the (also permitted) use of flying minutes or executive action where at all possible.

I am hoping you can confirm/reserve Andrew's availability on 7/8 to provide his formal approval – see step (2) below.

Assuming the proposal is approved at the various committees, the schedule squeezing the Provost's approval is;

- (1) The Courses Planning Committee (**6/8**) will make a recommendation to the Provost
- (2) The Provost approves the Business Case and recommends it to the Courses Accreditation Committee (**15/8**)
- (3) The documents for the Courses Accreditation Committee needs to be circulated to members on **8/8**.

We aim to meet all committee cut-offs, so that we are able to communicate a decision to staff and students prior to the opening of student re-enrolments (for 2020) which happens in mid-October.

Thank you for your help,
 Kate

Withheld under GIPA

From: Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>
Sent: Thursday, 11 July 2019 8:28 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Helpdesk CPC <helpdeskCPC@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: RE: Courses Planning Committee (6/8) - latest date to circulate paperwork

Hi Kate,

Papers are to be circulated on 30 July. Submission in OCAP is expected by 22 July. However, we can

exceptionally accept submission up until 29th July (we can manage one or two late submissions).

Regards,
Anne-Lise

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 11 July 2019 7:08 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Doreen Borg <Doreen.Borg@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Anne-Lise Daniel <Anne-Lise.Daniel@uts.edu.au>; Helpdesk CPC <helpdeskCPC@uts.edu.au>
Subject: Re: Courses Planning Committee (6/8) - latest date to circulate paperwork

Hey Kate

I am indeed on CPC (though not CAC). However, I'm not the best person to answer your questions. I've copied Anne-Lise Daniel from APO and the CPCHelpdesk - either can assist.

Regards

Jacqui

Jacqui Wise
 Director, Student Administration Unit
 University of Technology, Sydney
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 Broadway NSW 2007
jacqui.wise@uts.edu.au
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 M | Withheld under GIPA
 Visit <http://www.uts.edu.au>

On 10 Jul 2019, at 8:00 pm, Kate Higgs <Kate.Higgs@uts.edu.au> wrote:

Hi Jacqui,

I think you are on the Courses Planning Committee & Courses Accreditation Committee, so I thought you might be an ideal reality check... I was told that papers for the Courses Planning Committee are due 2 weeks prior – and I'm assuming circulated a week prior(?). As a member of the committee, do you always receive the paperwork 1 week in advance? Is there a precedent/process to manage documents circulated with less lead time?

I am asking because we are unlikely to have information entered into OCAP until 29/7 (best case), for TCM be considered at the CPC on 6/8.

Willa &/or Bill are needed to verify/submit information into OLAP, and they are away until 22-24/7. I could perhaps try to extract the right information from existing documents, but we need an informed academic to submit the information. In addition, at the moment we are working towards scheduling a special Science Faculty Board for ~29/7.

As you know, we have told students we aim to have a decision to them before mid-October, so it would be a significant issue to miss the targeted committees.

Thank you for any insight you can provide.

Kate

Kate Higgs

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<image007.png>

From: William Gladstone
To: Withheld under GIPA
Subject: RE: TCM status report
Date: Thursday, March 7, 2019 9:05:09 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Hi: Withheld under GIPA

Thanks for letting me know. Can you please send me the comments/changes you have compiled on the 15th March and we can discuss then whether an extension is needed to accommodate the staff's teaching commitments at this time of year.

Thanks
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

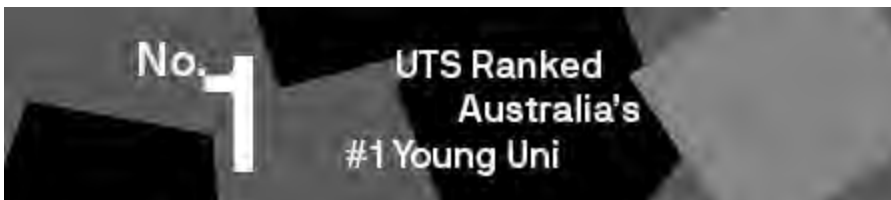
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From: Withheld under GIPA
Sent: Wednesday, 6 March 2019 4:56 PM
To: William Gladstone <William.Gladstone@uts.edu.au>

Subject: RE: TCM status report

Thanks Bill. I will distribute to the CM staff. Given the time of year (commencement of teaching) I feel the consultation time is tight.

Cheers

Withheld under GIPA

From: William Gladstone <William.Gladstone@uts.edu.au>

Sent: Wednesday, 6 March 2019 4:41 PM

To: Withheld under GIPA

Subject: TCM status report

Dear Withheld under GIPA

Please find attached the draft TCM status report. I have compiled a summary of the current status for staff, students, teaching and learning, research, external engagement etc. The aim of the report is to inform the thinking and decisions about the future options for TCM in the Faculty of Science. I have therefore omitted any interpretation of the information and presentation of options, and have focused on presenting the information available to me.

Would you please distribute it to the Chinese Medicine Discipline Group and invite their comments, feedback, corrections, or suggestions for additional information that should be included? In preparing the status report I have relied on information that has been provided to me, and I would therefore greatly appreciate you and the Discipline Group checking it.

Can I please ask that you compile all the feedback from the Discipline Group, and send it to me by Friday 15 March? I aim to send the revised status report to the Provost by 22 March.

Please let me know if you, or any colleagues in the Discipline Group, have any questions and I will attempt to answer them as soon as possible.

Thanks very much

Bill

Professor William Gladstone GAICD

Deputy Dean

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PO Box 123 Broadway NSW 2007 Australia

From: [William Gladstone](#)
To: [Dianne Jolley](#); [Andrea Leigh](#)
Subject: FW: TCM status report
Date: Thursday, March 7, 2019 9:09:33 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[TCM status report Draft 2019-03-06.docx](#)

Hi Di and Andy

Here is the draft TCM status report I sent to Withheld under GIPA yesterday, and the email Withheld under GIPA seeking the TCM group's feedback.

You will see the report is a compilation of the available information on TCM. I have not included a discussion/overview because (i) I did not want to bias/influence staff's feedback on the draft report, (ii) there may be some errors/omissions in it that will be pointed out by staff, and (iii) I will include it in the report to be sent to Andrew on 22nd March.

Thanks
Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

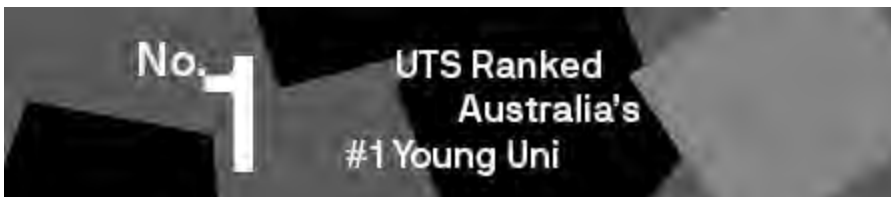
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From: William Gladstone

Sent: Wednesday, 6 March 2019 4:41 PM

To: Withheld under GIPA

Subject: TCM status report

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Professor William Gladstone GAICD

Deputy Dean

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From: [Redacted]
To: [Redacted]
Subject: Re: TCM status report
Date: Thursday, March 7, 2019 6:55:00 PM
Attachments: [image021.png](#)
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[image023.png](#)
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[image004.png](#)
[image005.png](#)
[image006.png](#)
[image027.png](#)

I agree with [Redacted] and there seems to be some missing income from the clinic? The clinic is presented as an expense only?

Will re-read this.

[Redacted]

From: [Redacted]
Sent: Wednesday, 6 March 2019 5:14 PM
To: [Redacted]
Subject: RE: TCM status report

Thank you, [Redacted]

Agree – there are omissions – and what has not been captured are the disruption from redundancies in recent years with staff not being replaced. It is interesting that the analysis against the four options (realistically two in my opinion) were not discussed.

I am away for a few days – talk next week.

Best wishes,

[Redacted]

Withheld under GIPA



No. 1

Australia's top
young university

From:

Withheld under GIPA

Sent: Wednesday, 6 March 2019 4:59 PM**To:**

Withheld under GIPA

Subject: FW: TCM status report

Dear all

We have the report. Already I have noticed there are some omissions. Please read over the next few days and add comments using track changes. I will call a meeting sometime early next week to progress.

From: William Gladstone <William.Gladstone@uts.edu.au>**Sent:** Wednesday, 6 March 2019 4:41 PM**To:**

Withheld under GIPA

Subject: TCM status report

Dear

Withheld under GIPA

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Please let me know if you, or any colleagues in the Discipline Group, have any questions and I will attempt to answer them as soon as possible.

Thanks very much

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

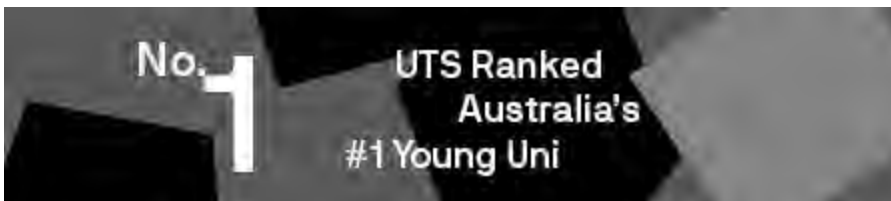
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From: [Redacted]
To: [Redacted]
Subject: RE: TCM status report
Date: Friday, March 8, 2019 12:06:44 PM
Attachments: [image001.png](#)
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[image006.png](#)
 [Redacted]

Hi, [Redacted]

I have meeting with [Redacted] out of scope [Redacted]. I will try to attend your meeting as much as I can. Regarding the report, I would like to clarify on Table 7 of Page 15, external research income, whether these figure included [Redacted] research income? If so, 2018 figure is incorrect. [Redacted] \$79,999 in 2018 ([Redacted]) and a clinical trial project \$425,000 ([Redacted]) and \$10,000 has been paid to UTS ([Redacted]).

Regards
[Redacted]

From: [Redacted]
Sent: Wednesday, 6 March 2019 4:59 PM
To: [Redacted]
 [Redacted]
 [Redacted]
 [Redacted]
 [Redacted]
Subject: FW: TCM status report

Dear all
We have the report. Already I have noticed there are some omissions. Please read over the next few days and add comments using track changes. I will call a meeting sometime early next week to progress.

From: William Gladstone <William.Gladstone@uts.edu.au>
Sent: Wednesday, 6 March 2019 4:41 PM
To: [Redacted]
Subject: TCM status report

Dear [Redacted]

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Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

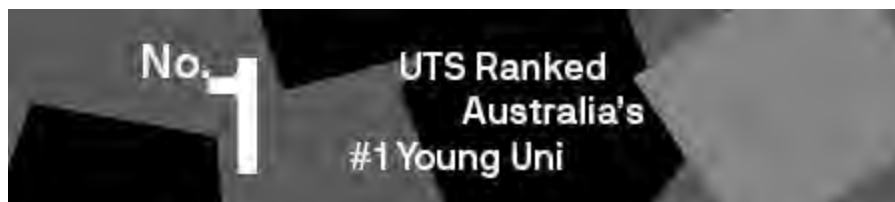
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From: [Redacted]
To: [Dianne Jolley](#)
Cc: [William Gladstone](#); [Redacted]; [Peter Meier](#)
Subject: RE: TCM Status Report Update
Date: Tuesday, May 14, 2019 7:51:45 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Thanks for your speedy response Dianne, it is appreciated.

The notification of closure of 2020 course intake will initiate a fresh round of rumours within the profession which will require time consuming responses (email and verbal) from the CM staff. It was a complete surprise to me that this has occurred as I had no notification that this decision had been made and the UAC course closure process initiated. My understanding was that no changes would be made until a final decision is made.

My preference is that we contain any course reputation damage by limiting discussion to only those in a continuing position employment and on a one year contract until a final decision is made. It may also require notification to AHPRA (accreditation committee of the Chinese Medicine Board of Australia) as it impacts on the course viability.

The impact of this course closure decision will be very distressing for the CM staff as many will read this as that a decision has already been made. If a decision is made to retain the CM course then the closure of 2020 course intake will impact greatly on enrolment for next year.

The following people need to be removed from the email listing:

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Consideration should also be given to removing

- [Redacted]
- [Redacted]

Thanks you for your consideration on this issue and I will get back to you shortly with a more detailed response to the situation.

Thank [Redacted]

From: Dianne Jolley <Dianne.Jolley@uts.edu.au>

Sent: Tuesday, 14 May 2019 7:09 AM

To: [Redacted]
Cc: William Gladstone <William.Gladstone@uts.edu.au>
Subject: Re: TCM Status Report Update

Good morning [Redacted]

Thanks for your email.

I used the full list of staff associated with TCM, both full time and casual. I don't understand why you anticipate that this will be a problem. I'll wait for your full response.

Best wishes
Dianne

Professor Dianne Jolley
Dean, Faculty of Science
University of Technology, Sydney NSW Australia

* Sent from my phone

From: [Redacted]
Sent: Monday, May 13, 2019 10:30:30 PM
To: Dianne Jolley
Subject: Re: TCM Status Report Update

Dear Dianne
I note your email however query why it has been sent to people outside the direct UTS staff such as occasional casual guest lecturers? This will surely make future discussions difficult. I will respond shortly with a more detailed response.

Regards [Redacted]

Sent from my Samsung Galaxy smartphone.

----- Original message -----
From: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Date: 13/05/2019 18:37 (GMT+10:00)
To: [Redacted]

[Redacted]

Withheld under GIPA

Subject: TCM Status Report Update

Dear colleagues,

I am writing to update you on the progress of the TCM status report that was circulated for your comment, and subsequently submitted for executive consideration in April 2019. I appreciate that a month has passed, however, the response to the report is still under discussion, so I am not able to provide you with any further information.

Whilst discussions are still in progress the University has decided not to market the TCM programs in the UAC guide.

I acknowledge your concerns and will provide an update as these discussions progress.

Best regards,

Dianne

Professor Dianne Jolley

Dean

Faculty of Science

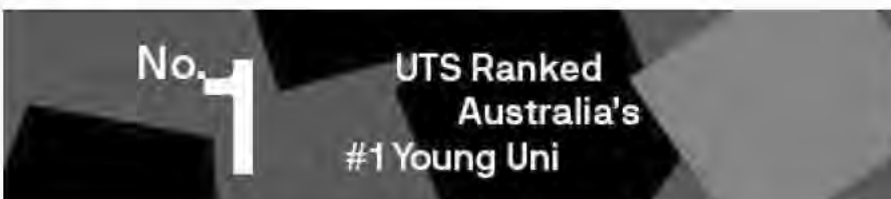
University of Technology Sydney

Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007

Tel: +61 (02) 9514 5412

E: dianne.jolley@uts.edu.au

W. uts.edu.au



From: [Kate Higgs](#)
To: [Lesley Healy](#)
Subject: TCM... check in consultation requirements

Hi Lesley,

I need some consultation advice..... Are you free at 2:30pm or 3pm to chat?

Dianne just asked me (following a conversation with the Provost) if we have to do a final formal consultation on the recommended option prior to the formal approval process (given that all previous consultation did not include a recommendation)....

The formal approval process & target dates;

1. Faculty Board - a specifically called meeting ~22-29/7
2. Courses Planning Committee (6/8) then to Provost for approval
3. Courses Accreditation Committee (15/8) recommend to Ac Board (Doreen has pencilled the CAC meeting into your calendar)
4. Ac Board (18/9) approve

Note – Based on my reading of the UTS policy/procedures docs, the Faculty Board proposal needs to indicate (in addition to information we already have);

- A. when teaching will cease <<UTS & WSU have notionally discussed close CM at UTS end 2020 for start at WSU in 2021>>
- B. transition arrangements for current students <<draft mapping has been done by WSU for UTS students following the standard completion sequence; transition will include 1-on-1 consultation with students on their individual circumstances >>
- C. key stakeholder groups and evidence of communication/consultation <<in progress, however past & planned comms / consultation will cover this>>

Does formal UTS consultation have to include all of the above? And if yes, to what level of certainty is required?

From: [Fiona Thomas](#)
To: [Jacqui Wise](#); [Greg Welsh](#); [Dean of Science TCM](#); [Lesley Healy](#)
Cc: [Raelene La Ferla](#)
Subject: RE: Thank you for keeping the communication channel open
Date: Thursday, July 18, 2019 4:46:45 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
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[image011.png](#)
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[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)

Hi folks,

I just had a quick chat to Greg about email/query responses and as he is on a bus I said I'd send our thinking through for your consideration.

- Staff queries/emails – HR and Kate draft individual responses to staff emails
- Student emails – hold off on responses for now, and next week when we have some news to communicate we send a student email out to the student group. This communication will acknowledge queries to date and provide an update
- External emails – hold off on responses for now – forward to Greg so he has them and he or his team can analyse them. He will draft a communication response to go out to them next week, and provide individual responses to ones that he considers warrant that.

In terms of the process and next steps – would it be good if Greg, Kate Jacqui and I have a quick meeting tomorrow to get on the same page regarding the process as this will be required in the communications next week.

Thoughts,
fi

From: Jacqui Wise <Jacqui.Wise@uts.edu.au>
Sent: Thursday, 18 July 2019 4:13 PM
To: Greg Welsh <Greg.Welsh@uts.edu.au>; Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>
Subject: RE: Thank you for keeping the communication channel open

I agree.

J

Jacqui Wise
Director, Student Administration Unit

Student Administration Unit
1300 ASK UTS (1300 275 887)
T. +61 (02) 9514 1208

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PO Box 123. Broadway NSW 2007 Australia
CRICOS Provider Code 00099F

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From: Greg Welsh <Greg.Welsh@uts.edu.au>
Sent: Thursday, 18 July 2019 10:48 AM
To: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: RE: Thank you for keeping the communication channel open

Hi Kate

My view only – we can and should provide students with more information about what is happening and what possible impacts on them will be, and the individual consultation on their progression as students will be the most beneficial to them, BUT I am less inclined to arranging a venting session that serves no real purpose, other than as a forum for abuse.

Best wishes
Greg

From: Dean of Science TCM <dean.of.science.TCM@uts.edu.au>
Sent: Thursday, 18 July 2019 10:41 AM
To: Fiona Thomas <Fiona.Thomas@uts.edu.au>; Lesley Healy <Lesley.Healy@uts.edu.au>; Greg Welsh <Greg.Welsh@uts.edu.au>
Cc: Raelene La Ferla <Raelene.LaFerla@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>
Subject: FW: Thank you for keeping the communication channel open

FYI – request for student consultation, with initial email which did talk about consultation...

My understanding the consultation planned is one-on-one with students specific to the impacts of the decision on them.

Dianne confirmed she is happy for a staff meeting (in the days following Fac Board). Should there be a student meeting also?

Kind rgds

out of scope



From: [Peter Meier](#)
To: Withheld under GIPA
Subject: RE: Thanks
Date: Monday, June 17, 2019 10:30:50 PM

Actually its not. Dianne spoke to me today. As per her email its going to SMG for a decision. SMG will vote on the matter. I will also have a vote but I have been asked not be present during the discussion of the issue. What SMG votes will then be recommended to the provost.

From: Withheld under GIPA
Sent: Saturday, 15 June 2019 4:32 AM
To: Withheld under GIPA
Subject: Thanks

Hi Peter

Well it is in. I just read Bill's paper and he still is not putting in everything I requested. Anyway it is up to the Provost. Your paper definitely put a positive and accurate picture of where we are. Thanks again!

Please let me know if you hear anything.

Withheld under GIPA

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From: [William Gladstone](#)
To: [Withheld under GIPA](#)
Cc: [Andrea Leigh](#)
Subject: RE: Timeline for CM academic staff response to Options paper
Date: Wednesday, March 13, 2019 1:30:52 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Dear [Withheld under GIPA](#)

Thanks for letting me know about the difficulties in providing feedback on the draft report by 15 March.

I appreciate that staff are very busy at the start of the new academic year and Autumn teaching session. Can you please let me know when you think you will be able to send me the feedback? I will need to review this with the Dean and Provost.

The draft report is one stage of the consultation process and is not a substitute for face-to-face meetings. I apologize for not making this clear. My aim is to seek feedback on the draft report, and then invite you and TCM staff to a meeting to discuss it.

Thanks

Bill

Professor William Gladstone GAICD

Deputy Dean

Faculty of Science

University of Technology Sydney

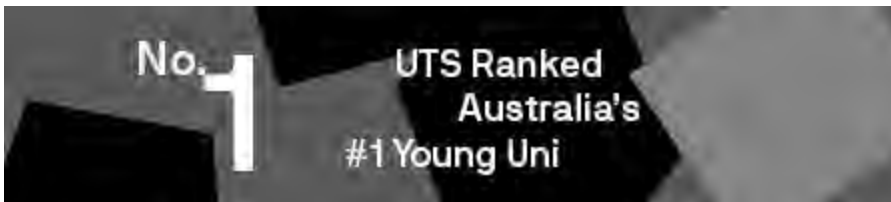
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From: [Redacted] Withheld under GIPA
Sent: Wednesday, 13 March 2019 12:04 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Cc: Andrea Leigh <Andrea.Leigh@uts.edu.au>
Subject: Timeline for CM academic staff response to Options paper

Dear Bill

Unfortunately the CM staff cannot respond with our comments to your report within the timeframe you have given us (this Friday). I called a meeting last Friday for tomorrow but most ([Redacted] Withheld under GIPA) cannot attend due to teaching responsibilities or prior meeting acceptances. Only [Redacted] Withheld under GIPA will attend. I have had a look through and was surprised that 95% of the student fees are levied (Central and faculty) leaving only 5% of the \$2.88 million available for CM teaching staff. This is the first time I have been made aware of these figures yet this report has potential to lead to course closure with no opportunity to resolve this situation within a reasonable timeframe. We will need further time to digest and respond to the report.

Personally I am in [Redacted] Withheld under GIPA so to respond is really untenable for me personally within the tight deadline. Given the time of the year (commencement of teaching) it is difficult for most others as well. I think we will need at least two further weeks to do justice to the report. CM staff are also requesting more of a consultative approach with you as well rather than the consultation being conducted via a written report. I hope you see it from our perspective and current situation.

Cheers

[Redacted] Withheld under GIPA

From: [Kate Higgs](#)
To: [Marina Encarnacion](#)
Cc: [Marilla Dann](#)
Subject: RE: Traditional Chinese Medicine Page
Date: Tuesday, July 23, 2019 10:34:20 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[TCM 22 July Summary to date & FAQ.docx](#)

Hi Marina,

The following information is now approved. Could you add it onto the TCM Review page that you set up.

Please let me know once it is published. We will then send out the communication to staff & students containing the link (after testing).

Thank you for your help with this – and flexibility to help us out of your agreed hours!!

Kind rgds,
Kate

From: Marina Encarnacion <Marina.Encarnacion@uts.edu.au>
Sent: Monday, 22 July 2019 11:40 AM
To: Kate Higgs <Kate.Higgs@uts.edu.au>
Cc: Marilla Dann <Marilla.Dann@uts.edu.au>
Subject: Traditional Chinese Medicine Page

Hi Kate,

The page to link is: <https://www.uts.edu.au/about/faculty-science/traditional-chinese-medicine-review>

It will sit on this page under 'Traditional Chinese Medicine Review':
<https://www.uts.edu.au/about/faculty-science/school-life-sciences/about-us>

Thank you,
Marina Encarnacion
Digital and Social Media Assistant

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science.uts.edu.au



Review of the Traditional Chinese Medicine Program at UTS – summary to date

Early in 2019, the Faculty of Science commenced a review of the Traditional Chinese Medicine (TCM) program at UTS.

The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The Science senior management group reviewed the Chinese Medicine program review paper, and were asked to support one of the two options as a recommendation to the Provost:

- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

The proposal to discontinue/phase out TCM was accepted by the Provost, who asked that consideration as to how this would be done, whilst ensuring that all students currently in the course can be taught to completion, be discussed at Faculty Board.

Last update – 23 July 2019.

FAQs for the review of Traditional Chinese Medicine at UTS

- Why was TCM reviewed and what did the review look at and what was the outcome?

The review of Traditional Chinese Medicine at UTS was in response to several strategic pressures: ongoing concerns about TCM's financial viability within the need for continual improvement in the Faculty's overall financial position and efficiency of its operations; the strategic imperative (via the UTS 2027 strategic plan) for UTS and the Faculty of Science to be research-intensive and the potential for TCM to contribute to this; and consideration of the disciplinary fit of TCM (with courses that graduate registered health practitioners) within the Faculty of Science.

The review considered a range of information about the program, including staffing profiles, courses and teaching, student load, financial position within the faculty, course viability

analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. Chinese Medicine staff had two opportunities to respond to the draft document, and their comments were received, considered and incorporated into the review where appropriate.

The Science senior management group considered the Chinese Medicine program review paper, and were asked to support one of the two options as a recommendation to the Provost:

- Discontinuation of the programs at UTS
- Build up the program

The Science management group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the program's poor financial viability, research productivity, and strategic fit within Science, the outcome of the discussion was a majority vote to phase out/discontinue the program.

- Aren't there other courses within UTS which do not generate a profit? Why is TCM being singled out?

There are certainly examples of courses at UTS and indeed at all universities that run at a loss, particularly in their start-up phase. However, the recommendation to discontinue the course wasn't made on financial viability alone, but rather the combination of poor financial viability with insufficient research intensiveness and misalignment with the Faculty's strategic vision of the sorts of degrees it wants to offer and the kinds of discipline expertise it wishes to develop.

- Did UTS consider other options apart from phasing out/discontinuation?

Yes. The decision was made reluctantly, and whilst acknowledging the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and the respect of the Faculty management group to their colleagues. However, the outcome of the discussion was a majority vote to discontinue the program.

- What consideration has there been to the online petition and comments submitted?

The Dean of Science has viewed the petition, and read the emails and letters she and the University have received from staff, students and concerned members of the public. Nonetheless, the University and Faculty management have an obligation to make decisions that support the ongoing success of the university as a publicly-funded institution, including financially.

- What consultation has there been with various stakeholder groups?

The university has consulted with the staff of the TCM program multiple times during the review process, and their feedback was included in the review report itself. The university's enterprise agreement also requires that the university formally consult with its staff and

their representatives on any decisions that might affect their employment, and the university will certainly do this.

The university has no obligation to consult with any other group, however has issued a number of communications to students and will continue to share information with them throughout the process. Likewise, the university has responded to communications from members of the public, and will continue to do so wherever possible.

- Is this review reflective of valuing traditional medicine but not complementary health care?

The decision to review, and to discontinue, the TCM programs is in no way a reflection of an institutional bias against complementary health care – indeed, the Faculty of Health at UTS hosts the Australian Research Centre for Complementary and Integrative Medicine. It is specifically to do with TCM's poor financial viability, its low research intensiveness and strategic misalignment with the Faculty in which it resides.

- When will students know what is happening to the program and what the effects on them are?

As soon as it we can say with some certainty that the TCM courses will be discontinued, you will be invited to meet with a study plan expert on a one-on-one basis to discuss the options available to you – all at UTS remain committed to TCM students completing their studies. The proposal currently being developed includes the discontinuation date of end-2021, meaning that all students who complete by that date will do so normally.

- What happens for 1st year students that have completed first year part-time, taken a semester off, deferred or failed a subject? Can we still complete our program?

First year students, whether they accepted a place in a TCM degree on a part-time or full-time basis, will not be able to complete the degree in which they are currently enrolled at UTS. However, the options available to all students unable to complete their current degrees by end-2021 will also be available to you.

It is important that students who accepted a full-time place progress at a full-time pace.

- How will my credit points for subjects already completed be treated at other potential universities?

We remain committed to ensuring TCM students complete their studies and enter the profession they are working towards. UTS is currently negotiating details such as credit recognition with an alternative provider to ensure the smoothest possible transition with the maximum possible credit.

- Will the TCM clinic still run if the teaching program is shut down at UTS?

No. The primary purpose of the clinic is to support the teaching and research activities of the TCM program, so it will not continue past the end of 2021 at the latest.

- UTS academics play a critical role in the regulation of Chinese medicine in Australia, and contribute to the development of national and international standards and research into Chinese medicine. What will happen to the profession of Chinese Medicine without the level of accredited training provided by UTS? Isn't Chinese Medicine – holistic medicine a growing field?

University accreditation of Chinese Medicine practice is currently provided by other universities in both New South Wales and Victoria, as well as by private providers in all states. UTS is in discussions with other providers as well as with Government, to ensure that the university sector doesn't lose any overall places and that current levels of demand are able to continue to be met, however the outcomes of these discussions are not yet certain.

From: Peter Meier <Peter.Meier@uts.edu.au>

Sent: Friday, 30 November 2018 6:29 PM

To: William Gladstone <William.Gladstone@uts.edu.au>; [Redacted]

Subject: RE: Traditional Chinese Medicine

That regrettable regarding international students as we get a reasonable number of these applicants.

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: William Gladstone

Sent: Friday, 30 November 2018 5:11 PM

To: Peter Meier <Peter.Meier@uts.edu.au>; [Redacted]

Subject: FW: Traditional Chinese Medicine

Dear Peter

Please see the instructions from the Provost re offers to international students and other students.

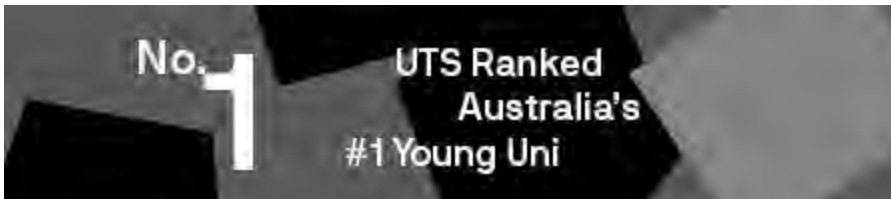
Thanks
Bill

Professor William Gladstone GAICD
Interim Dean

Faculty of Science

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From: Margaret Connolly
Sent: Thursday, 29 November 2018 4:54 PM
To: Nikki Ekanayake <Nalinika.Ekanayke@uts.edu.au>; Neelam Shukla <Neelam.Shukla@uts.edu.au>; alex.murphy@insearch.edu.au; 'Belinda.Howell@insearch.edu.au' <Belinda.Howell@insearch.edu.au>; Timothy Laurence <Timothy.Laurence@uts.edu.au>
Cc: William Gladstone <William.Gladstone@uts.edu.au>; Iain Watt <Iain.Watt@uts.edu.au>; Andrew Parfitt <Andrew.Parfitt@uts.edu.au>
Subject: Traditional Chinese Medicine

Hello all

The Provost has approved the suspension of intakes of international students into the Bachelor of Traditional Chinese Medicine for 2019 while the program is reviewed. Domestic students will continue to be accepted.

Students currently in the pipeline from Insearch for entry to UTS in 2019 will be accepted (I understand there is one student at the moment).

The Provost requests that Insearch suspend intakes of students for this pathway to UTS.

As the TCM review is underway, UTS will not be making any announcements regarding the program and would ask that this suspension be managed discretely.

Advice on the position for 2020 will be available early next year.

Regards

Margaret

Margaret Connolly

Executive Officer

Provost's Office

University of Technology Sydney

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PO Box 123 Broadway NSW 2007 Australia



From: [Dianne Jolley](#)
To: [Alan Davison](#)
Subject: Traditional Chinese Medicine review in the FOS
Date: Monday, July 8, 2019 8:37:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[CM status report final June2019.pdf](#)

Dear Alan,

The Faculty of Science is currently reviewing the viability of our Traditional Chinese Medicine programs. A review paper has been prepared which provides details about the background of the discipline at UTS, discipline staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities. I have attached this for your reference.

Within the program there are two undergraduate courses currently offered: Bachelor of Health Science in Traditional Chinese Medicine, and Bachelor of Health Science in Traditional Chinese Medicine/Bachelor of Arts in International Studies (6-years). This means that the outcomes of this review may have implications for FASS.

I will be off campus until Monday 22 July, but am I'm happy to discuss this with you further when I return.

Kind regards,
Dianne

Professor Dianne Jolley

Dean
Faculty of Science
University of Technology Sydney
Building 7, Level 7, 15 Broadway, ULTIMO NSW 2007
Tel: +61 (02) 9514 5412
E: dianne.jolley@uts.edu.au
W. uts.edu.au



From: Peter Meier <Peter.Meier@uts.edu.au>
Sent: Friday, 30 November 2018 5:07 PM
To: William Gladstone <William.Gladstone@uts.edu.au>; [Redacted]
Subject: RE: Update on timeline

Thanks for the update. I will consider if we should start offering in early December rounds or just leave to the main round. Ill need to talk to admission about how this is done. I will also let international know as I think there are possible 4 conditional offers in train.

regards

Peter

Peter C Meier
Associate Dean (Teaching and Learning)
Faculty of Science

From: William Gladstone
Sent: Friday, 30 November 2018 12:49 PM
To: [Redacted]
Cc: Peter Meier <Peter.Meier@uts.edu.au>
Subject: RE: Update on timeline

Dear [Redacted] and Peter

I met with the Provost yesterday, and he agreed to extend the deadline for the submission of the options paper to the end of February. This allows for consultation with staff to occur between December and February.

The Provost also approved a 2019 intake of commencing students.

I will ask Doreen to arrange a meeting for me with the TCM staff next week. Doreen is on leave today so she won't be able to do this until Monday. I will provide more details about the consultation timeline and process at the meeting.

Can you please advise the TCM staff.

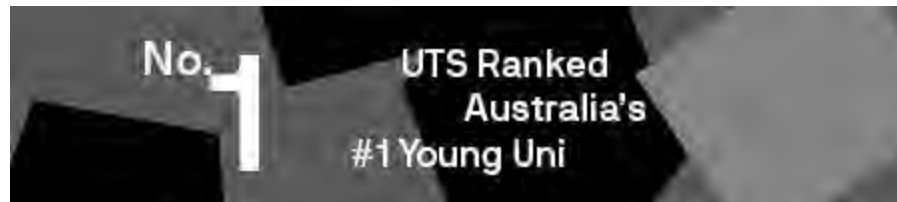
Thanks very much

Bill

Professor William Gladstone GAICD
Interim Dean

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From: Withheld under GIPA
Sent: Friday, 30 November 2018 9:22 AM
To: William Gladstone <William.Gladstone@uts.edu.au>
Subject: Update on timeline

Dear Bill
Is there any update on the timeline for the options paper?
Thanks Withheld under GIPA

From: [Fiona Henry](#)
To: [Peter Meier](#); [Dianne Jolley](#); [Alaina Ammit](#); [Graham Nicholson](#); [Helen Hume](#); [Anthony Dooley](#); [Liz Harry](#); [Peter Ralph](#); [Richard Xu](#); [Helen Chan](#); [Megan Murray](#); [Najah Nassif](#); [Tamara Sztynka](#); [Garry Myers](#); [Carolyn Michaeli](#); [Ann Simpson](#); [Michael Wallach](#); [Scott Chadwick](#); [Bradley Williams](#); [Feng-Jang Hwang](#); [Igor Aharonovich](#); [Yakov Zinder](#); [Xanthe Spindler](#); [Murray Elder](#); [Mohammed Shareef](#); [Deanne Koelmeyer](#); [Philip Lawrence](#); [Pritam Bordhan](#); [Jasper Rowley](#); [Jordan Lee](#); [Michael Papanicolaou](#); [Shima Baradaran Vahdat](#); [William Gladstone](#); [Andrew McDonagh](#); [Joanne Lewis](#); [Kelly Hales](#); [Stella Valenzuela](#)
Subject: UPDATED PAPERS: Science Faculty Board Meeting 19/05 26.07.2019
Date: Wednesday, July 24, 2019 10:46:52 AM
Attachments: [image001.png](#)

Dear Members

Please find below links to the updated paper, [Item 6.1 Phasing discontinuation TCM courses](#), which has had the OCAP documents attached to it from page 40 onwards. There have been no other changes made to the document.

Please also note that the meeting will be held in the usual location in the Grid Room (CB04.05.430). This is due to the high volume of people expected to attend the meeting.

The [agenda](#) and [papers](#) for this meeting can also be found [here](#).

If you need any further information or wish to advise of an apology, please email ScienceFacultyBoard@uts.edu.au.

Fiona Henry

Governance and Records Manager

Faculty of Science

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Science Faculty Board Paper

Agenda item 6.1

Dianne Jolley

Meeting 19/05

26 July 2019

Phasing out/discontinuation of

Recommendation(s)

Science Faculty Board to receive and approve the report as detailed in attachment 6.1 –
Phasing/discontinuation of courses:

- C10164 Bachelor of Health Science in Traditional Chinese Medicine Bachelor of Arts in International Studies; and
- C10186 Bachelor of Health Science in Traditional Chinese Medicine.

Attachments

- Chinese Medicine Review - FOS recommendation (Faculty Board)
- Re Chinese Medicine Review - Faculty recommendation – Message
- Chinese Medicine status report final June 2019



20 June 2019

Dear Andrew,

The attached Chinese Medicine program review paper provides details about the background of the discipline at UTS, discipline staffing profiles, courses and teaching, student load, financial position within the faculty, course viability analyses, accreditation, benchmarking QILT, research training, research activity and productivity, external engagement, and TCM at other universities.

The discipline staff have had two opportunities to respond to the draft document, and their comments have been received, considered and incorporated where appropriate. The information appended (is un-amended) was provided by the discipline staff in response to the report.

The Science Management Group reviewed the Chinese Medicine program review paper, and were asked to support one of the two options:

- Discontinuation of the programs at UTS
- Build up the program

The Science Management Group acknowledged the length of time the program has run, the high quality of the students, the excellent QILT outcomes, and their respect of their colleagues. However, based on the programs financial viability, research productivity, and strategic fit within Science, **the outcome of the discussion was a majority vote to discontinue the program (9 for, 1 against, 1 absent).**

If the Vice Chancellor supports this recommendation (in principal), we will need to prepare a proposal for phasing out and discontinuation of the courses in accordance with the Award Course Approval Policy and Procedures. We will simultaneously work with HR regarding staff support, Student Administration for student support, the media unit for internal and external communications, risk mitigation, and the legal unit.

When we are prepared, the recommendation will be shared with staff, and we will request that a proposal be set up in OCAP. We will simultaneously request that a note be added in the UTS Handbook against the 2019 course entries to alert prospective students that the courses will not be offered in 2020. The academic approval steps for phasing out/discontinuation will be in accordance with UTS, approximately as follows:

1. Faculty Board of Science approves the phasing out plan, including transition arrangements for existing students.
2. The Courses Planning Committee reviews the Business Case for phasing out and makes a recommendation to the Provost.
3. The Provost approves the Business Case for phasing out.
4. The Courses Accreditation Committee reviews the Course Accreditation for phasing out and makes a recommendation to Academic Board.
5. Academic Board approves the Course Accreditation for phasing out/discontinuation.
6. The courses are set to "phasing out" in CASS so no commencing students can be enrolled in 2020. The courses do not appear in the 2020 UTS Handbook.
7. The Faculty and SAU manage the transition arrangements for existing/continuing students.
8. Once all existing students have completed/been transferred out of the courses, the courses are set to "discontinued" in CASS.

Please let me know if you want to discuss this further.

Kind regards

Dianne Jolley
Dean of Science

From: [Redacted]
To: [Redacted]
Subject: RE: Wellbeing support
Date: Thursday, November 29, 2018 1:09:00 PM

Hi [Redacted]

Those options were said to me as part of the discussion with Bill. They are not official until the options paper is developed.

From: [Redacted]
Sent: Thursday, 29 November 2018 1:07 PM
To: [Redacted]
Cc: [Redacted]
Subject: RE: Wellbeing support

Hi [Redacted]

I have been thinking further to the information provided below and wish to express, and certainly have 'captured' in the email system, my thoughts to this very belated and strangely convoluted messaging being received.

First of all, the lateness of this – I would argue this level of support is likely 18 months overdue.

Second, the assumption that options 1 and 2 are bad, and hence the need for wellbeing assistance, where option 3 could pose a problem, but my sense that the expression of support below, is something that is very much akin to option 4. Further, this is the first time an official notice of this form has been sent – hence the strangeness of receiving this messaging below. For myself, options 1 and 2 are great opportunities and hence the oddness of the 'wellbeing' support message, which indicates to me that these really are not options. A pessimistic view, but the process and consultative engagement to date from the Faculty is less than reassuring.

The question I have here also, is it the course being targeted, or the people as well?

Best wishes,

[Redacted]

From: [Redacted]
Sent: Wednesday, 28 November 2018 4:06 PM
To: [Redacted]
[Redacted]

Withheld under GIPA

Subject: Wellbeing support

Dear CM staff member

As you know the Options paper discussion with the Dean will be rescheduled next week after he consults the Provost on the timeline. I did however meet with the Dean and Raelene La Ferla (HR Partner for Science). Given the circumstances the Dean wanted to assure and inform us there is support available for staff if they felt they required it. Please see the information below

Raelene can discuss any issues relating to your personal circumstances, HR process and the enterprise agreement and refer you to a Wellbeing Partner if needed. Raelene La Ferla, HR Partner for Faculty of Science 9514 1075 or Withheld under GIPA

Employee Assistance Program

All UTS staff and their immediate family members have access to free, professional and confidential wellbeing coaching service through our contracted Employee Assistance Program (EAP) provider, PeopleSense. EAP can assist with personal or work related issues that may be impacting on your quality of life or sense of general wellbeing. EAP psychologists are available 24 hours a day, 7 days a week for emergency situations and critical incidents.

telephone icon CALL : 1300 307 912 for a confidential appointment

- Step 1 **Call PeopleSense** on **1300 307 912**. The number will take you to the intake line where a consultant will ask your name and contact details, your employers' name, available psychologist name who will be seeing you and preferred time, date and location.
- Step 2 PeopleSense will confirm appointment via email. Leading up to the appointment date you will receive a text message.
- Step 3 **Attend appointment**. On arrival to your appointment you will be asked to fill out a demographic data sheet which UTS aggregate data on a quarterly basis. This is use to design wellbeing programs suited to the needs of UTS staff.
- Step 4 Ongoing coaching and counselling sessions: further appointments arranged with the allocated consultant/psychologist

Chris, I would also like to highlight the we have a Manager Assist Program via EAP for you to call if needed. Details of the Manager Assist Program are:

The Manager Assistance Program (MAP) is an advice and guidance service to those in a leadership position and faced with people-related issues. MAP psychologists are available 24 hours a day, 7 days a week for emergency situations and critical incidents.

Contact **PeopleSense** on 1300 307 912 to arrange a telephone consultation or appointment.

The Dean also stated that there would probably be four options

- 1) Course stays in Science but is markedly changed
- 2) Course moves into the Faculty of Health
- 3) Course moves to WSU
- 4) Course is discontinued and taught out

I have attached the document that reviews the current activities of the discipline. Please feel free to add anything that may contribute to our benefit and send back to me.

I will keep you informed of any new developments.

Thanks

Withheld under GIPA

From: [Jacqui Wise](#)
To: [Kate Higgs](#); [Greg Welsh](#); [Dianne Jolley](#); [Fiona Thomas](#)
Cc: [Willa Huston](#)
Subject: RE: WSU meeting & comms
Date: Tuesday, July 23, 2019 9:50:37 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image014.png](#)

All

Following yesterday's meeting and my two actions items...

First, I can confirm that the creation of a new major requires only ADE endorsement and Faculty Board approval.

With regards the dual/badged degree, it would appear that a UG offering of that kind would be a first for us (in the domestic market at the very least) so it would be a new path to map and navigate.

Anne-Lise advises that if a dual/badged degree becomes an option, it will need to be approved through the usual channels – i.e. CPC/Provost, CAC and Academic Board. The documentation required to support approval will be commensurate with the proposal (i.e. APO would not require a full new course proposal).

Anne-Lise further advises that adding options when phasing out/discontinuing courses is always possible if they benefit students. Removing them, as Willa mentioned, is trickier... but could be considered under special circumstances (e.g. to meet external accreditation requirements).

Probably best to sound Andrew out on the creation of a dual WSU/UTS badged offering in the first instance. Would you like me to or shall I leave it to you Dianne?

Regards

Jacqui

Jacqui Wise

Director, Student Administration Unit

Student Administration Unit

1300 ASK UTS (1300 275 887)

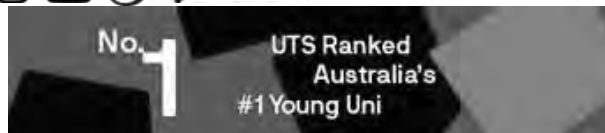
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From: Kate Higgs <Kate.Higgs@uts.edu.au>

Sent: Monday, 22 July 2019 3:08 PM

To: Greg Welsh <Greg.Welsh@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>

Subject: WSU meeting & comms

Thanks Greg, the meeting with WSU went well once we got through our technical glitch.

The discussion with WSU was in line with the information in OCAP and your drafted communications. WSU will ensure they are ready for enquiries from tomorrow (that may be received by their academics, professional staff and contact centre)

UTS & WSU are keen to encourage students to choose to transfer to WSU earlier than the end of 2021, which may include joint info sessions or UTS facilitated WSU visits down the track. Also, in the near future UTS will work with WSU to clarify some of the benefits to students for transferring over. There are a few attractive sweeteners that might help students make the decision.

Also, Jacqui is looking into whether a joint badged degree is possible (it is common when partnering with an overseas university, but not domestic universities).

Dianne was happy with the staff and student communications drafted. So we can proceed with those. Regarding the FAQ questions, Dianne requested the FAQ question "Is this decision a result of a belief that TCM is not a legitimate area of science and health care?" be softened to something like "Is this review reflective of valuing for traditional medicine but not complementary health care?".

Beyond that, Marina (in Marilla's Science Marketing team) has located a place for the FAQ on the Science Faculty Website. Marina is not in this afternoon, but will log in tonight to upload the FAQ page once provided to her this evening.

The page to link is: <https://www.uts.edu.au/about/faculty-science/traditional-chinese-medicine-review>

It will sit on this page under 'Traditional Chinese Medicine Review':
<https://www.uts.edu.au/about/faculty-science/school-life-sciences/about-us>

So the immediate timeline;

- by close of business today
 - The OCAP submission will be made
 - FAQ uploaded (hopefully)
- Tomorrow morning
 - Fac Board papers sent - OCAP form, Review, Dianne's recommendation to Provost & Andrew's response
 - CPC papers sent – as above
 - Staff comms to go out
 - Student comms to go out
- Wednesday 24/7 – Raelene and Lesley meet with PeopleSense regarding the staff wellbeing offering
- Thursday 25/7 2pm – student rally being organised (on Alumni Green)

- Fri 26/7 – Faculty Board
- Next week – a face-to-face Dean’s session with TCM staff

Best rgds,

Kate

From: Greg Welsh <Greg.Welsh@uts.edu.au>

Sent: Monday, 22 July 2019 12:23 PM

To: Kate Higgs <Kate.Higgs@uts.edu.au>; Dianne Jolley <Dianne.Jolley@uts.edu.au>; Jacqui Wise <Jacqui.Wise@uts.edu.au>; Fiona Thomas <Fiona.Thomas@uts.edu.au>

Subject: Comms at 22 July

Hi everyone

ahead of the 1pm zoom meeting, I am just attaching an update of where I think planned comms for tonight/tomorrow are up to. I'll keep working on these, specifically the community message/online summary and the answers to the FAQs, but would appreciate any feedback post zoom meeting of needed amendments. I have included a bit more from the OCAP into Jacqui's first draft student comms

Talk soon

Greg

From: [Graham Nicholson](#)
To: [Dianne Jolley](#)
Subject: CONFIDENTIAL: Justification for decision on TCM
Date: Monday, August 5, 2019 12:53:20 PM
Attachments: [Justification for Decision on the Future of TCM - GN.docx](#)

Hi Dianne

As requested, dot points on my justification to discontinue the TCM course

Regards, Graham

Graham M Nicholson, PhD

Professor of Neurotoxicology • Associate Dean (International)

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EXECUTIVE ASSISTANT Kairi Kaljo (Kairi.Kaljo@uts.edu.au) T. 9514 1768



YOUKU 优酷

Justification for Decision on the Future of TCM

Decision: Discontinue

Reasons to Remain

- Teaching: Slippery slope for financial viability – Analytics, Maths, Biomedical Physics are in similar situation.
- Are teaching hours calculated the same way for TCM – clinic hours are long, resulting in less time for research – but minor and probably don't sufficiently cover research shortfall
- Problems with calculation of teaching costs with several staff not being allocated appropriately. Can these be recalculated? Suspect that the course is still financially problematic
- Will leave a funding shortfall in Science – cap on domestics – how will we recover? Reallocation of load?

Reasons to discontinue

- Not meeting the approved CM Discipline Profile
- Why aren't more staff collaborating with ARCCIM? No evidence for attempts at obtaining funding
- Where is the model for PG course(s) – why wasn't this implemented several years ago
- Offers to assist with promoting or running the TCM Clinic have gone unaddressed

Conclusion: On balance there is insufficient reason to expect that TCM will turn things around in a short time frame without a significant input of resources.

From: Withheld under GIPA
Sent: Tuesday, 18 June 2019 11:27 AM
To: Dianne Jolley <Dianne.Jolley@uts.edu.au>
Subject: confidential thoughts on CM discussion

Dear Dianne,

Firstly, I want to thank Bill Gladstone for taking the initiative to examine this long-standing/highly personal/complex situation and then investing time to provide a balanced and comprehensive review of CM. I'm pleased that the review didn't provide options and this was covered by the response from CM staff.

This decision is very difficult as we are impacting on the careers and lives of our long-term colleagues.

The review paper clearly shows a major issue with both CM courses that were found to be on the lower edge of the quality index and on the lower edge of profit margin – this would suggest there are systemic issues with the courses. On reflection of the options paper and given the data provided in the review paper, to me the key decision is *does the Faculty want to cross-subsidize CM to deliver a considerable community engagement measure at the expense of below average teaching load and research productivity?*. Further to this question, is how big is the relative importance of community engagement from CM – to me, this is a minor metric that has been elevated by UTS' recent interest in social justice. Whether the argument that CM delivers a large component of the Faculty's social justice would influence this decision. At this point in time, I'd suggest there is clear evidence of social justice in CM linked to the clinic, but it is no stronger than other disciplines that are now making claims of their activities leading to social justice across the Faculty.

The second point that has influenced my decision is the idea of "fit to the Faculty". I wasn't aware that staff in CM were not well integrated across the teaching of other programs. I appreciate that the option paper suggests changes that could address this; but reality is this type of change will not fundamentally alter the overall fit of CM. Furthermore, the contribution of CM to the total research of the Faculty was also very surprising. It was encouraging to see an increase from 0.09 to 0.33%, but this remains 1/10th of what is needed to maintain an average contribution to the Faculty's research income.

On balance, I would support the discontinuation of CM for the above reasons.

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