

From: [Rufus Black](#)
To: [Alison Watkins](#)
Subject: Re: Briefing Note- Conflict of Interest
Date: Saturday, 24 May 2025 10:01:13 AM
Attachments: [image001.png](#)

Hello Alison,

I am well thank you. [REDACTED]

outside
of scope

I am sorry to disturb it with this. That the NED process has gone well and I have really enjoyed meeting their board members and CEO in the process. Those conversations have confirmed for me that I think I will get a lot out the role and enjoy it. Thank you for looking at the briefing and for the proposed way forward. Your approach sounds very good. The note the DC looks good.

The one things is on the Rem question because I don't think we finalised the approach. I had suggested the pay cut. James had suggested we needed to think carefully about that and he wasn't sure it was a good idea. I talked with Kristen about it to get her advice. Interestingly, she didn't think that was appropriate given the amount of time I devote to the university role and that no amount of pay cut would satisfy critics. I am hoping we get a sector wide agreement to reduce VC pay in the next 12 months, which taking a cut now could complicate a bit, which I think was also part of James' concern. You are very good judge of these matters what is your sense of the right approach?

outside
of scope

I did talk with Kate about it a few weeks ago as part of testing the idea. She was supportive and will be able to work with Ben on a reactive statement.

Many thanks
Rufus

s36

On 24 May 2025, at 12:46 am, Alison Watkins [REDACTED] wrote:

outside
of scope

Rufus, [REDACTED] I hope you are well.

I am conscious of handling your NED appointment positively and am assuming from Sally's note below this is imminent- congratulations!

My thinking is to

- update the Deputy Chancellors over the weekend via the note below
- Prepare a note from me to the Council to be sent say by mid next week advising them and addressing the various questions they would likely have

Does this sound sensible to you?

Also is Kate H aware and will you ensure we have a reactive statement in case there are any stakeholder questions.

Alison

Draft note to DCs

Colleagues, a few weeks back Rufus raised with us the possibility of him taking on an NED appointment with Deloitte which we discussed and felt would complement his role of Vice Chancellor and benefit the University. As well as professional development and stimulation for our VC we noted the national and global perspectives and networks it would provide, as well as access to organisational and governance best practices. We felt an unlisted NED time commitment would be very manageable especially given Rufus' external defence commitment has now ceased.

This appointment is now at a stage where Rufus has been confirmed by Deloitte as their preferred candidate and an announcement is proposed for early June.

It is important we advise Council prior to any announcement and give them confidence that we have considered the range of potential questions, such as

- time commitment
- conflicts (existing and future)
- remuneration
- possible adverse stakeholder reactions
- benefits to the University

I propose advising Council via a note next week which will address these matters and invite anyone to contact me if they'd like to discuss further.

Please let me know if you have any feedback to this approach.

Alison

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s36

From: Sally Paynter <[REDACTED]@utas.edu.au>

Sent: Friday, May 23, 2025 6:49:53 AM

s36

To: Alison Watkins [REDACTED]

Subject: Briefing Note- Conflict of Interest

Hello Alison

I hope you're well.

Apologies for bothering you but I was hopeful you could review the attached briefing note regarding the Vice-Chancellor and if you could indicate if you are happy to support his appointment and the proposed management plan to support this.

Once you are satisfied with the plan and agree to Rufus' appointment, I will undertake the various actions as outlined in the brief.

Sally

Sally Paynter
University Secretary

Office of the Chancellor and Vice-Chancellor
University of Tasmania
p. 6226 2510
m. [REDACTED]
utas.edu.au

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CRICOS 00586B

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<Conflict of interest- Chancellor's BN Final.docx>

From: [Sally Paynter](#)
To: [Alison Watkins](#)
Subject: RE: Vice Chancellor NED appointment proposed next steps
Date: Monday, 26 May 2025 10:55:00 AM

Thanks Alison.

Rufus forwarded his draft for Council to me also. I have included below.

When you are happy with it, please let me know and I can send out.

I will also progress the CIO form completion etc. once this goes out to Council.

Sally

s35

[Redacted]

[Redacted]

[Redacted]

[Redacted]



s36

From: Alison Watkins <[REDACTED]@utas.edu.au>
Sent: Saturday, 24 May 2025 9:52 PM
To: Sally Paynter <[REDACTED]@utas.edu.au>
Subject: Fw: Vice Chancellor NED appointment proposed next steps

Sally I've spoken with Rufus re this appointment and agreed the approach set out below. Rufus will draft a note suitable for Council which I will review and we can send out in a day or two.

Alison

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From: Alison Watkins
Sent: Saturday, May 24, 2025 10:46:32 AM
To: Mr James Groom <[REDACTED]> Alicia Leis <[REDACTED]>; Ms Sheree Vertigan <[REDACTED]>
Cc: Rufus Black <[REDACTED]@utas.edu.au>
Subject: Vice Chancellor NED appointment proposed next steps

Colleagues, a few weeks back Rufus raised with us the possibility of him taking on an NED appointment with Deloitte which we discussed and felt would complement his role of Vice Chancellor and benefit the University. As well as professional development and stimulation for our VC we noted the national and global perspectives and networks it would provide, as well as access to organisational and governance best practices. We felt an unlisted NED time commitment would be very manageable especially given Rufus' external defence commitment has now ceased.

This appointment is now at a stage where Rufus has been confirmed by Deloitte as their preferred candidate and an announcement is proposed for early June.

It is important we advise Council prior to any announcement and give them confidence that we have considered the range of potential questions, such as

- time commitment
- conflicts (existing and future)
- response to possible adverse stakeholder reactions
- benefits to the University

I propose advising Council via a note next week which will address these matters and invite anyone to contact me if they'd like to discuss further.

Regarding remuneration for the role I have discussed further with Rufus and know he's sought other input. It's my view there should not be any change to his VC rem. There is no compromise to his ability to perform the VC role in this additional responsibility he is assuming.

Please let me know if you have any feedback to this approach.

Alison

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From: [Rufus Black](#)
To: [Sally Paynter](#)
Subject: Appointment
Date: Friday, 23 May 2025 1:09:17 PM
Attachments: [Conflict of interest- Chancellor's BN copy.docx](#)

From: [Sally Paynter](#)
To: [Rufus Black](#)
Subject: CoI briefing
Date: Friday, 23 May 2025 11:57:27 AM
Attachments: [Conflict of interest- Chancellor's BN.docx](#)
[image001.png](#)

s35

Hello Rufus

After conversation with Kristen (who provided advice from her discussions with Kate and Craig) I have prepared the draft briefing attached for Alison.

Are you supportive of this approach to managing the CoI?

Kind regards

Sally

Sally Paynter
University Secretary

Office of the Chancellor and Vice-Chancellor
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s36

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