

Annual Report

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Established in 1874, University of Sydney Union (USU) remains the largest student led organisation in Australia. Working closely with the University of Sydney, our mission is to be the number one student union in the world, providing quality services, memorable events, inspiring leadership and ongoing support for our members.

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ACKNOWLEDGMENT OF COUNTRY

University of Sydney Union acknowledges the Gadigal people of the Eora Nation as the traditional owners of the land on which we are located. The USU recognises that the land belonging to these peoples was never ceded, given up, bought, or sold. We pay our respects to the Aboriginal Elders both past and present, and extend this acknowledgment to any other Aboriginal or Torres Strait Islander people reading this publication.

UNIVERSITY OF SYDNEY UNION (USU) ANNUAL REPORT 2020

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From our President

“Our digital transformation of programs and events during 2020 allowed and continues to allow us to reach more members than ever before, no matter if they are on or off campus.”

With the words ‘unprecedented’ and ‘new normal’ becoming the motif of the year 2020, it is self-evident that the impact of the global COVID-19 pandemic represented, and continues to represent, the biggest threat to the USU since its inception. There is no pre-walked path to follow and no rules to apply. We have truly been searching for a new solution to a problem never before encountered.

In 2020 the USU faced two major challenges: to sustain our financial viability and to continue providing a connected campus life for members. Luckily, the organisation was guided and elevated by its members and its staff, alongside valued contributions from the friends of the USU.

We stabilised our financial position with the support of the Australian Government’s JobKeeper subsidies and a series of prudent cost-management measures. The improved financials placed the organisation in a strong position to weather future risk and enabled us to commit to the strategy of investing in staff training and development, and infrastructure, as well as our IT systems, and ultimately to facilitate the best student experience possible.

Moreover, under the social distancing health order, the USU quickly shifted most of our programs and events to hybrid and digital platforms, including the first virtual Welcome Fest, International Fest, USU2U, INCUBATE’s virtual Demo Day, and our collaboration with the University on vSydney – an online club membership platform.

The digital transformation allowed and continues to allow us to reach more members than ever before, no matter if they are on or off campus. As a result, we are delighted to see that our membership base reached a milestone of 32,000 members in 2021.

On top of that, our staff and programs were recognised at the Annual Tertiary Access Group (TAG) Campuslink Awards, taking out awards for Best F&B Offer (USUeats Food Truck), Best Commercial Retail Campaign (USYD Grad. USYD Store) and Best Refurbishment over \$600K (INCUBATE Hub).

All those achievements would not have been possible had it not been for the passion and dedication our staff, friends of the USU and the 19/20 and 20/21 Boards demonstrated during this period. On behalf of the USU Membership, I would like to extend my sincere gratitude to everyone involved.



Irene Ma
President

From our Acting CEO

“2020 was a difficult year for the USU, but it had a few silver linings. More than anything it showed us the power of those united in a common cause, fighting for something bigger than themselves.”

Without a doubt, 2020 was the most challenging year that USU has faced in recent memory. The effects of COVID-19 and the ensuing government restrictions dramatically impacted every facet of USU’s activity and operations. It is far too easy to focus on the long cloud the pandemic cast, but within this cloud there were so many silver linings, so many hurdles overcome, and so many achievements worth celebrating, that whatever the challenge, great or small, USU rose to meet it.

2020 of course started off with a bang, with our most successful Welcome Festival yet. Campus Races, Day Trips, and a sell-out Welcome to Sydney Party capped off orientation. Not long after, however, the effects of COVID became apparent on our operations.

With all but two USU venues closed, and all other revenue streams dried up as a result of government restrictions, USU battled on. At first we converted our imminent programs online. INCUBATE and Proto moved seamlessly digital, with INCUBATE’s first-ever virtual Demo Day.

Supported by JobKeeper, we pivoted, transforming our food and beverage services into grocery boxes for staff and students who could not get to stores, holding lock down cooking classes online.

Next, we innovated. Working with the University of Sydney, we developed the vSydney platform to take club membership online, launched USU2U, a new initiative to deliver affordable meals to students in surrounding suburbs and successfully held our first online election, welcoming six new Board Directors to the table. At the start of semester two, we held a virtual Welcome Fest and brought International Programs including Language Exchange and International Fest online, connecting with more people than ever across the globe.

Semester 2 saw a gradual but welcome move to small face-to-face classes. The campus, which for months lay dormant, gradually sprang back to life. Our cafes and restaurants reopened, supporting the return of students and staff to campus. During exams the USU Food Truck was back in action, handing out meals and snacks to studying students at Fisher, and delivering coffees and hot meals to students holed up in residential accommodation.

During NAIDOC week, we worked with Indigenous chefs to serve a native Australian menu on Eastern Avenue. Working with our friends at the SRC and Foodbank, we provided food hampers to food-insecure students.

Most significant of all, USU went hurtling past a record of over 32,000 members. While it has been a privilege to serve, work with and support these members every day, USU of course, could have achieved very little without its dedicated and loyal staff, who soldiered on throughout elongated uncertainty and sacrificed so much so that the USU could continue to serve its members and the campus.

2020 was a difficult year for USU, but it had a few silver linings. More than anything it showed us the power of those united in a common cause, fighting for something bigger than themselves – the survival, and then evolution, of USU.

I’ve never been prouder to work for the USU than in 2020 and I can’t wait to see its continued evolution in 2021 and beyond.



Jess Reed
Acting CEO
May-December 2020

Introduction

With resources under pressure due to the onset of the Covid-19 pandemic, USU demonstrated not only resilience, but an ability to adapt and respond quickly under extremely challenging conditions. Following lock down in 2020, management and staff jumped into action, adapting and developing programs and events for online delivery, redeploying staff across the business, creating new streams of revenue, providing food relief for students in need, and most importantly, continuing to connect with and support our Members, both in Australia and overseas.



Top Achievements

- Record attendance at Welcome Fest Semester 1
- 12% growth in our membership base
- Members can now join clubs online
- Free rehearsal spaces offered to clubs
- First ever virtual Welcome Fest held in Semester 2
- USU debating team reaches semi finals in World University Debating Tournament
- Key student programs go online to reach a wider audience, including those overseas
- Food support provided to over 450 student residents in need of support
- 1,000 Graduands dressed, giving them the opportunity to celebrate their graduation
- 8,500 free meals, drinks and snacks served to our members via the USU Food Truck
- 100% adherence to COVID regulations in all our outlets

Membership

2020 was our second year offering free membership to all students, with continued support from the University. Despite the challenges brought on by Covid-19, including campus shutdowns and lack of International Students, we saw our membership base grow by 12% from the previous year to a total of 33,205 members.

Of the 12% increase in members, one in four upgraded to USU Rewards, benefiting further from discounts on-campus (particularly in Semester 2), exclusive competitions and giveaways. This year on year growth supports the University's Student Experience strategy and cements USU as a core provider of the student experience with approximately 45% of all USYD students now members of the USU and actively engaged in student life.

The pandemic highlighted that the majority of our member value, experiences and offers, especially for Rewards, were campus-centric and could not necessarily be translated easily to remote or virtual value. Competitions and giveaways, however, provided a successful means for reaching our members via our social media channels, achieving a high level of engagement.

COMPLIMENTARY REWARDS

The shut down of campus for almost all of semester one, followed by classes moving to a combination of on-campus and online learning for Semester 2, resulted in increased refund requests from paid members who could no longer come to campus and take advantage of their USU Rewards discount. In consideration, approximately 3,500 members, received complimentary Rewards membership for 2021. To protect our members against future unprecedented situations, we updated the terms and conditions of membership.

INTERNATIONAL STUDENTS

The lack of International Students on campus had a huge impact on Membership, especially in relation to the Centre for English Teaching (CET), which accounts for approximately 1300 Rewards Memberships. Despite the lack of students, our relationship with CET was maintained, with frequent communication and information sharing resulting in a two-year MOU being signed in anticipation of the eventual return of international students.

MEMBER CARE

With in-person USU Info Hubs closed for most of 2020, our Member Care and Customer Service moved online. Despite reduced staff capacity resulting in average response rates going from 1-2 days to 3-5 days, the majority of our members were impressed with how well we adapted to online Member care.

STREAMLINED MEMBERSHIP

With online being the only channel available for member sign-up for most of 2020, our Membership landing page and process were redesigned to improve accessibility and user experience.

IMPROVED REPORTING

New reporting mechanisms, including a daily dashboard, were introduced in 2020 to allow for fast and accurate assertion of membership numbers.



HIGHLIGHTS

- 12% increase in Membership base
- 33,205 members and growing
- Two-year MOU signed by Centre for English Teaching
- USU Membership sign-up experience improved
- Member Care successfully moved online

Clubs

2020 saw USU Clubs faced with incredible challenges. After a strong start to the year with the biggest club participation in Welcome Fest ever, the onset of the pandemic saw activities slow down significantly by late March. In response, many clubs innovated, holding online AGMs, workshops, social gatherings, networking events, and performances.

WELCOME FEST

Over 250 clubs were represented at Welcome Fest, Semester 1, giving them the opportunity to represent their areas of interest and engage with a record number of students in person across 4 days. At the start of Semester 2, despite the restrictions associated with a the COVID lockdown, another 40 clubs had the chance to be showcased to students via USU's first ever virtual Welcome Fest.

CLUBSUITE

In February 2020, new software was introduced to manage club affiliations, funding and event approvals. ClubSuite is now working effectively, with ongoing improvements implemented each month based on feedback from clubs.

COVID-SAFE SPACES

By Semester 2, with clubs wanting to return to campus, USU opened a select number of rooms with COVID-safe plans in place, and slowly event activity picked up again. Manning Bar was opened as a free of charge rehearsal space, as well as an evening performance/event space at cost price. Working closely with groups such as Sydney University Dramatic Society (SUDS) and SURG (Sydney University Radio Group), USU also provided purpose-built dedicated spaces such as Cellar Theatre and the radio studio for these groups to work and perform in.

NEW ONLINE CLUB DIRECTORY

Semester 2 also saw the launch of our new online club directory, where for the first time, Members could join clubs directly through the USU website. USU clubs also worked closely with the vSydney team to build virtual participation.

ONGOING RESEARCH

In-person interviews, surveys and forums were conducted in 2020, to gain an understanding from clubs about their challenges throughout the year, and gather data to inform funding model changes and other strategies moving forward.



HIGHLIGHTS

- New online club directory was launched, offering the ability to join clubs directly online
- Improved Club management software introduced
- Manning Bar offered as a free rehearsal space and cost price performance/ event space
- Surveys, interviews and forums conducted with clubs to help inform the new 2021 funding model

Flagship Events

While 2020 got off to a great start with record attendance at both Welcome Fest and Glitter Gala, these were to be the last in-person events for the remainder of the year. The onset of the COVID-19 pandemic had a significant impact on resources and funding, however, the team kept the momentum going, managing to deliver key events online, such as International Festival and Wellness Week.

WELCOME FEST: SEMESTER 1

Overall, Welcome Fest was the biggest event the USU has held in terms of attendance and engagement. The Festival also had a record participation of over 250 clubs, and every club who applied was allocated a stall. Volunteers gave 1,069 hours across the week, with record attendance at the Courtyard outdoor cinema, 'Welcome to Sydney Party', Day Trips and Campus Race.

PRIDE

Activations for Pride took place across the entire campus, involving all USU spaces and outlets, six clubs and 16 events over three days. The festival culminated in the highest attended Glitter Gala ever with high social media engagement through the University of Sydney's official Instagram account. Over 90 people attended Queer Beers, 40 people attended 'How to Life' with Ben Law and Arkady Cake Boy had students lining up prior to the event. However, due to the global pandemic, Pride was also the last in-person festival held in 2020.

VIRTUAL WELCOME FEST: SEMESTER 2

Welcome Fest Semester 2 was the very first virtual event held by USU. It was a steep learning experience, which brought together resources from several departments to source and curate engaging digital content. The festival showcased the USU, involving 40 participating Clubs, and was streamed online with over 3,700 views.

INTERNATIONAL FESTIVAL

International Fest moved to a hybrid model in Semester 2, hosting webinars and guest speakers over Zoom, and holding a scaled back food fair on campus via the USUeats Food Truck, which served over 200 meals to students. Event highlights included an online scavenger hunt, trivia, competitions, games and a Verge Gallery podcast

WELLNESS WEEK

Wellness week was held in a hybrid mode during Semester 2, providing a great collaboration opportunity between USU, clubs, and the University. Aimed at providing information and referring participants to existing services and resources, this event covered the three pillars of physical, mental and sexual health. Five clubs were involved with highlight events being, Live Hiit Workout with SUSF, The-E-paws online for R U OK day, SHADES Gaymes Night, Wastefighters DIY Mask Workshop and Random Acts of Kindness meditation session. The USUeats food truck also provided free snacks and meals to students studying on campus.



HIGHLIGHTS HIGHLIGHTS

- Record attendance at Welcome Fest Semester 1
- 250+ clubs participated at Welcome Fest
- 1,602 students at sold out 'Welcome to Sydney Party'
- Courtyard outdoor cinema sold out
- 350 students participated in Day Trips
- 253 participated in Campus Race
- Record attendance at Glitter Gala
- Welcome Fest Semester 2 hosted entirely online with 38 participating clubs and 3,760 streaming views

Student Programs

The impact of COVID-19 resulted in a swift transition of popular USU student programs to online delivery, with new opportunities to reach a wider audience both here and overseas.

DEBATING

2020 began strongly with USU Debating Society representing Sydney University at the World University Debating Championships, reaching the semi finals and adjudicating in the final rounds. With the onset of the pandemic, USU Debating Society transitioned to online weekly internals attracting 550 regular viewers each week. The Society hosted online competitions, which saw 28 teams compete. Intervarsity tournaments resumed online during Semester 2 with the Society competing in Online Australian Intervarsity Debating Championships and Australasian Women's Debating Championships, reaching the Grand Finals in both tournaments. The Society also saw a surge in online engagement, with Facebook views increasing by 84% and post engagement surging to 261%.

VOLUNTEERING

The popularity of the Volunteering Program was evident at the start of 2020, with 28 volunteers signing up for Welcome Fest. Other initiatives such as 'Eat Up Australia' provided further opportunities for volunteers to give back to the community. Following campus lock down, opportunities for volunteers were limited. However particular note should be given to the VTeam's Facebook group, who kept in regular touch, providing activities and content to continue to build community connection, managing to finish the year with 1,300 members – more than pre-COVID.

LANGUAGE EXCHANGE

The popularity of 'Language Exchange' continued during 2020, with 1,285 registrations for Semester 1, and a match rate of 60%. The impact of COVID resulted in the program being launched online in Semester 2, with 672 registrations and a 34% match rate. While registrations and matches were down from Semester 1, the program managed to transition smoothly online, with two sessions hosted for participants on Zoom.

HOW TO LIFE

Previously held in person, 'How To Life' along with 'Language Exchange', experienced the most successful transition to a digital platform. Evolving into a monthly expert speaker event across a wide range of fields, topics included comics and illustration, finance, LGBT identity, mental health, and fitness. Industry experts including Australian artist Queenie Chan, author and journalist Benjamin Law, and finance industry professional Kieran Zarris, provided students with expert insider advice on how to tackle everything from creating art and illustrations to budgeting and managing personal finances. Migrating this 'How To Life' online, provided an opportunity to make the program more accessible to students, almost doubling engagement compared to in-person sessions.

STUDENT PERFORMANCES

USU created over 100 paid performance opportunities across its venues and events for students to take part in and hone their skills. While ongoing restrictions made it difficult to continue in the same manner during Semester 2, a database was launched on USU's website allowing students to submit expressions of Interest to join USU's cohort of student performers and partake in future events and opportunities.



HIGHLIGHTS

- USU Debating teams reach the Grand Finals in two tournaments
- USU VTeam Facebook attracts 1,300 members
- Approximately 2,000 Language Exchange registrations
- 'How to Life' moves online, improving accessibility
- Over 100 paid performance opportunities created by USU for students

Student Programs continued

REVUES

In Semester 1, all shows were prepped and funded when the pandemic forced the cessation of in-person performances. Thankfully, many revues were able to pivot and create mini-virtual performances, ensuring continuity of this time-honored tradition, with the Science Revue winning a USU award for Best Event, for their performance of 'The Good, the Bad & the Ugly'. Many shows were streamed across Twitch and other platforms, reviving both past and present shows, providing material for a broad online audience. Each of the Revue cohorts also held AGMS and elections to appoint new leaders in anticipation of the 2021 season.

PALLADIAN CUP

In 2020, the hallmark Palladian Cup events were also challenged by the pandemic. In Semester 2, USU worked with SUSF to deliver a range of events in a COVID-safe way, across a range of venues on campus including Seymour Centre and Manning Bar. There were 875 attendees, with each event livestreamed into the colleges for those that were unable to secure tickets. In addition to Palladian Cup, USU assisted with each College's orientation program, providing bullying and sexual assault training to all incoming residents.

VERGE GALLERY

During Semester 1, Verge Gallery hosted a number of exhibitions, showcasing on-campus visual and fine arts works. Pivoting during COVID, shows and works were translated virtually as well as spread across USU buildings to allow maximum exposure, while adhering to distancing requirements. In addition, the gallery hosted pop-up shows and displays across campus at Fisher Library and in Manning. Specifically, the gallery engaged a high number of SCA students located in the Old Teacher's College to showcase their works. The gallery also undertook the curation of USU's Art Collection, formed over 147 years, with 350 unique pieces showcased in common spaces across USU's buildings, celebrating the collection's history and connection to campus. The gallery team also partnered with USYD's ThinkSpace to establish a forum on Art and Technology, with 85 people attending an artist talk about gestural robots.

BRIGHT IDEAS

The 'Bright Ideas' series of workshops, designed to skill performing and fine arts students in securing grants, was launched in March 2020, just as the COVID pandemic began to take hold. While the initial transition to online from in-person had low take up, the introduction of LinkedIn credentialling and holding a series intensive over the Winter break was more successful, with over 40 registrations.

INCUBATE

INCUBATE Class 15 migrated online mid March, producing a live Demo Day in May, which attracted 3,000 attendees, while budgetary restraints meant Class 16 was postponed until 2021. Regular, online networking, social, business and political events continued to be held throughout the year, with an average attendance of 42%. However, as a result of the ongoing impact of the pandemic, and the historical success of the program, INCUBATE was acquired by the University of Sydney towards the end of 2020.



HIGHLIGHTS HIGHLIGHTS

- Revues hold successful mini-virtual performances
- 875 attendees at Palladian Cup
- Verge Gallery shows and works are translated virtually
- Bright Ideas introduces LinkedIn credentialling
- 3,000 attendees at INCUBATE's online March Demo Day

Digital Engagement

During lockdown, USU produced a range of online activities for students to keep them engaged while studying remotely, including print-at-home USYD themed colouring books, unique Zoom backgrounds, puzzles, quizzes, giveaways and recipes, creating opportunities for students to remain connected to campus life.

SOCIAL MEDIA

Through USU's Facebook, Instagram and YouTube, USU connected with students during lockdown, through regular activities, livestreams, watch parties, cooking demos, and games. USU also engaged students to 'take over' digital platforms such as Instagram and Facebook to provide content and engage the community. These were particularly successful during Semester 1, for students who were isolating, proving successful in building peer-to-peer engagement and connection to disseminate critical information. Working with the University's communication team, we were able to achieve important synergy in content and messaging.

WECHAT

WeChat provided a vital connection for its 3,945 followers to the physical and virtual USYD campus, publishing regular longform articles and blog posts in Mandarin, as well as answering questions and providing advice through WeChat Assistant.

PULP

USU's digital publication, PULP, employed four student editors, including a Mandarin-speaking editor. During 2020, PULP provided a critical conduit between the physical campus and its activities, and students far and wide. Already well-established as a digital publication, PULP provided 374 digital articles and videos for the community, reporting on a wide gamut of activity, from campus life, through to student politics, hot button issues, pop culture, and broader societal issues affecting students.

USU ELECTIONS

Due to the pandemic, USU's usual election format and governing regulations had to be rethought and reimagined. Conducting the very first online election in its history, USU moved all campaigning and voting to digital platforms. In doing so, participation was more accessible to vote for students on satellite campuses, students who had returned home to study remotely and Life Members. Turnout was higher than average, with 4,536 members voting, meaning stronger engagement with the membership despite the change in voting method.



HIGHLIGHTS **HIGHLIGHTS**

- Students remain connected during lockdown through USU's social media communities
- WeChat reaches 3,945 followers
- PULP provides 374 digital articles and videos for its readers
- USU holds the very first online election in its history with 4,536 members voting

Operations

Despite the impact of Australia's worst bushfire season at the start of 2020, and the associated reduction of staff coming to campus, our outlets had a strong February. However, by mid March, with the onset of COVID-19, our commercial operations came suddenly to an almost halt, with a 97% reduction in customers visiting our outlets and 100% of HostCo and Manning events being cancelled. Our outlets were forced to close. As a consequence, our large workforce was scaled back. However, the Operations team remained united, going above and beyond, performing often unfamiliar tasks, while remaining loyal to the USU and its customers.

PLANNED EVENTS

The pandemic significantly effected the momentum and planning for key events, including Sustainability Week and International Festival, which were either cancelled or held online. Our Bars were also affected, with a number of large gigs booked during April and May, being cancelled.

STRENGTHENING RELATIONSHIPS

New relationships were forged with Colombo Social, Oz Harvest, and Foodbank, to address the immediate and growing issue of food insecurity within our local community. Existing internal relationships were also strengthened with groups such as Star Team, FoodLab Sydney, The Library, Chau Chak and Sydney Environment Institute.

ONLINE FOOD ORDERING

COVID-19 highlighted the need to be more agile and look beyond our reliance on high foot traffic and on-campus exposure. We responded by introducing an improved online food ordering platform, better able to maximise revenue without the need for face-to-face interaction. This new platform integrates seamlessly with our current POS, and is aimed at ensuring USU is future proofed and ready to digitally connect with students and staff.

USU KITCHEN

We further engaged with students who were not on campus, introducing USU Kitchen, offering live streamed videos, including easy to follow recipes and how to cook on a budget.

GRADUATION EXPERIENCES

In response to the pausing of face-to-face USYD graduation ceremonies throughout 2020, USU introduced an alternative experience that included gown hire and catering, allowing over 1000 graduands to celebrate their graduation in style.

COVID MANAGEMENT

With the campus slowly opening up in Semester 2, one of our greatest achievements was the management of COVID operating procedures. Through regular clear communication to staff, we achieved 100% adherence to health restrictions, as well as consistent monitoring of guidelines and COVID plans.



HIGHLIGHTS HIGHLIGHTS

- Food support provided to over 450 student residents
- 1,000 USYD Graduands dressed and catered for
- Over 485,000 customers served in our outlets
- Over 8,500 free meals, drinks and snacks given to our Members via the USU Food Truck
- USU Food Truck awarded 'Best Food & Beverage Offer' at the 2020 National Campuslink Awards
- \$135K in discounts given to USU Rewards Members
- \$4000 donated to Oz Harvest via Vittoria Coffee

People & Culture

In the months prior to COVID-19, funding was agreed for an integrated P&C and payroll management system, which will not only improve our people management practices but will also assist with the scheduling of our casual workers, many of whom are students.

JOBKEEPER

With the onset of COVID-19, our focus became supporting the organisation to operate as effectively as possible in a very altered market. People & Culture was the main source of information and advice on legislative requirements to allow the organisation to secure access to JobKeeper for eligible staff, enabling the retention of existing USU employees, both permanent and casual. This assistance supported the organisation in managing resourcing levels and maintaining continuity of service delivery in an unpredictable operating environment.

Our focus then shifted to keeping up with JobKeeper changes and striving to maintain our employee engagement against a backdrop of reduced capacity across the organisation. We supported and advised the teams in adapting to changing conditions. Working and operating remotely was an obstacle that everyone coped with extremely well.

COVID REGULATIONS

We also enabled a safe working environment in accordance with regulations from various Government and Health authorities, organised cleaning and hygiene kits for all our offices and outlets, and implemented a daily desk cleaning procedure.

STAFF ENGAGEMENT

During this challenging time, we were able to move our monthly staff forum online and deliver key employee recognition awards, including 'Employee of the Month' and 'Employee of the Year'.

Once we were able to return to face-to-face meetings, we continued to hold the Staff Forum on Zoom, so team members were able to participate in the event if they couldn't physically attend. The move to working from home for those roles that are not directly customer facing was done swiftly and effectively and we have retained this initiative as one of our flexible working options.



HIGHLIGHTS HIGHLIGHTS

- JobKeeper secured for eligible staff
- Integrated P&C and payroll management system funded
- Staff successfully supported in working remotely
- Continued to deliver key employee recognition awards

Who's Who at USU

2020 Executive Board Directors



Irene Ma: President
Chair, Awards Committee; Chair, Electoral Committee; Chair, Executive Committee; Deputy Chair, Remuneration Committee; Member, Clubs and Societies Committee; Member, Debates Committee; Member, Finance Committee; Member, COVID-19 Response Committee; Member, Work Health and Safety Committee; Member, Governance Committee



Nick Forbitt: Vice President
Queer Portfolio; Member, Awards Committee; Member, Clubs and Societies Committee; Member, Clubs and Societies Awards Selection Panel; Member, Debates Committee; Member, Executive Committee; Member, Remuneration Committee; Chair, COVID-19 Response Committee



Caitlin (Cady) Brown: Honorary Treasurer
Member, Finance Committee; Member, Remuneration Committee; Member, COVID-19 Response Committee



Benny (Yinfeng) Shen: Honorary Secretary
Chair, Clubs and Societies Committee; Deputy Chair, Electoral Committee; Member, Clubs and Societies Awards Selection Panel; Director of Student Publications; Member, COVID-19 Response Committee



2020 Board Directors

Belinda Thomas: 1st Year Board Director
Wom*n's Portfolio Holder; Member, Awards Committee

Benjamin Hines: 1st Year Board Director
Director of Student Publications; Member, Remuneration Committee; Chair, Debates Committee

Eve (Di) Wang:
Ethnocultural Portfolio

Kailin Qin: 1st Year Board Director
International Student Portfolio; Director of Student Publications; Member, COVID-19 Response Committee

Nicholas Rigby: 1st Year Board Director
Deputy Chair, Finance Committee; Member, COVID-19 Response Committee

Prudence Wilkins-Wheat: 1st Year Board Director
Environment Portfolio; Member, Electoral Committee; Member, Governance Committee.

Ruby Lotz: 1st Year Board Director
Disabilities Portfolio; Member, Clubs and Societies Committee; Member, COVID-19 Response Committee

Jane Drummond: Senate Appointed Director

Marie Leech: Senate Appointed Director
Member, Remuneration Committee

2020 Outgoing Board

Connor Wherrett: Immediate Past President; Member, COVID-19 Response Committee; Member, Remuneration Committee; Member, Electoral Committee

Lachlan Finch: Immediate Past Vice President

Maya Eswaran: Immediate Past Honorary Secretary

Decheng Sun: Immediate Past Honorary Treasurer

Zizheng (Oscar) Bai: Immediate Past Director and Business Systems

2020 Executive Staff

Alexis Roitman: Chief Executive Officer (January-May 2020)

Jess Reed: Acting Chief Executive Officer (May 2020-December 2020) and Director of Operations
Tania Moroko: Director of Sales & Sponsorship, Marketing and Membership

Ashlea Wallington: Director of Entrepreneurship & Innovation (January-April 2020)

Jodi Tweed: Director of Student Programs (January-April 2020)

Rebecca Sahni: Director of Finance

Ruth Altman: Director of People & Culture (Appointed November 2020)

Samantha Trodden: Acting Director of Student Programs (April-December 2020)

USU Life Members

Dane Luo
Lachlan Chisholm
Madeline De Dassel
Nicole Baxter
Olivia Marshall
Petra Anne Crashure-Player

Welcome Fest Coordinators

Alex Zeng
Dane Luo

Campus Activity Coordinators

Ilham Ranau
Kailin Qin
Layla Mkhayber
Nina Mountford
Vina Zhou

Pulp Editors

Elinor Stephenson
Josephine Warnant
Nicolette Preketes-Tardiani
Vina Zhou

Outgoing Director of Debates

Kaitlyn Crowe

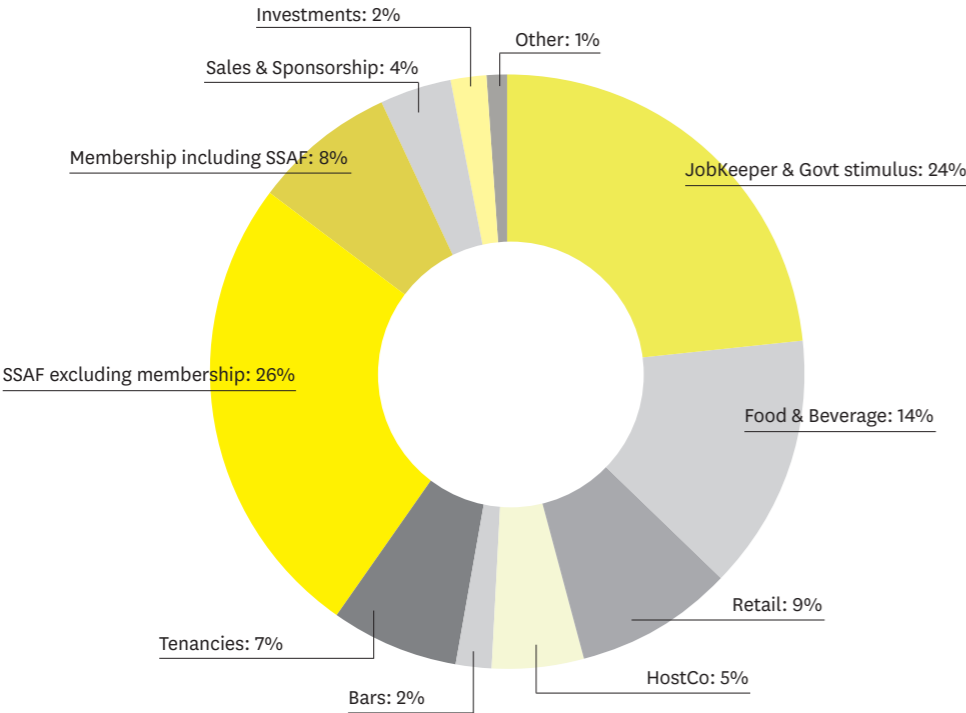
2020 Financial Summary

Thank you

Despite reduced revenue and cost cuts in 2020, the Government stimulus helped USU achieve a favourable operating contribution and a \$786K net surplus. As most students were unable to be on campus from March 2020, total revenue dropped 42.75%, from \$30M in 2019 to \$17M in 2020. Staff costs were down 30% in 2020 due to reduced working hours and access to JobKeeper, while rent expenses decreased by one third, largely due to a reduction in rental income.

USU proceeds go directly towards providing and improving programs, services and spaces for all our Members, as well as the wider USYD community.

TOTAL INCOME



TOTAL EXPENDITURE

