

**To: Vice Chancellor, Professor Mark Scott AO;**  
From: USAP Council and AFPD Committee.  
(cc. Chancellor and Members of Senate)

16 Dec. 2021

Dear Mark,

Thank you for your email of 6 December responding to our letter of 27 October. Your assertion that we have current policies and procedures in place that ensure integrity was considered by the USAP Council on 9 December.

The USAP Council and committees are unanimous on two matters. Firstly, we want to support and work with you as our new Vice Chancellor and leader. We have dedicated our careers to our university and its global reputation. We have a rare opportunity with you now to chart a positive future.

Secondly and with respect, we stand by every word of our earlier letter. There are excellent policies and procedures, but these are routinely ignored and abused by a detached management, causing systemic and individual injustice and injury, often damaging health and careers.

We repeat our request to meet you in the new year for a brief, round table discussion of options for an independent, confidential integrity review by a suitably experienced commissioner or ombud, as permitted under EB and employment law. We have documented several current case examples requiring urgent investigation to prevent further egregious mistreatment and damage.

Your emphasis of “trust” and “engagement” is encouraging. Without these, the university will decline further and the culture of the “snake pit”, referred to in the media when you were appointed, will metastasise. As many have said, division is death. We want teamwork and strength in what is a highly competitive academic environment as we emerge from the pandemic.

We are copying our Chancellor and members of Senate in the interests of transparency and teamwork. We continue to decline any enquiries from the unions and media, or encouragement to involve ICAC or the Fair Work Commission.

Thank you for your consideration,  
USAP Council

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**AFPD Members:** Professors Brad Buckley, Manuel Graeber, John Hearn - Chair, Rebecca Mason - Chair, USAP Integrity Committee, Artem Prokhorov.