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Australian Government

**Department of Education,
Skills and Employment**

**2021-2023 MISSION BASED COMPACT BETWEEN THE COMMONWEALTH OF AUSTRALIA
AND THE AUSTRALIAN NATIONAL UNIVERSITY (ANU)**

PURPOSE

This compact is an agreement between the Commonwealth and the University. Entering into a compact is one of the quality and accountability requirements, which a higher education provider must meet under the *Higher Education Support Act 2003 (HESA)* as a condition of receiving a grant. Specifically, subsection 19-110(1) of HESA requires that Table A and Table B providers must, in respect of each year for which a grant is paid to the provider under HESA, enter into a mission-based compact with the Commonwealth for a period that includes that year.

All strategies should provide qualitative and/or quantitative measures of assessment.

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MISSION

In 2021-2023 ANU will pursue three key purposes underpinned by the following activities:

Advancing and transmitting knowledge, by undertaking research and teaching of the highest quality

- Advance knowledge by undertaking research projects
- Transmit knowledge by publishing the findings from our research
- Transmit our knowledge through conversations with the public, government and industry
- Train the next generation of researchers through our PhD programs
- Embed the values of Academic freedom in our campus life
- Ensure students from all across Australia and from a wide variety of backgrounds have the opportunity to study at their National University
- Deliver educational programs at both the Undergraduate and Postgraduate level that are enriched by our research excellence
- Build the capability of our students, nourish their intellectual curiosity and support their success during and after their studies

Providing facilities for Higher Education Purposes

- Host nationally significant research infrastructure on behalf of Australia
- Host nationally significant collections on behalf of Australia
- Maintain campus facilities which support research and teaching of the highest quality

Meeting its obligations to the Nation and ACT through its status as a National Institute

- Build meaningful partnerships with industry and government across the ACT, Australia and our region
- Enhance our existing deep commitment to Asia and the Pacific, ensuring specialist regional knowledge is preserved and disseminated

Supporting documents

- ANU Strategy Plan 2021-2024 - <https://www.anu.edu.au/files/review/ANU%20Strategic%20Plan%202021-24%20%28Corporate%20Plan%202021%29%20-%20Feb%202021.pdf>

FREEDOM OF SPEECH AND ACADEMIC FREEDOM

On 15 February 2021 the University's Academic Board established its Academic Freedom & Freedom of Expression Working Group. Over two meetings in February and March 2021, the group:

- reviewed the recommendations from the Walker independent inquiry into Academic Freedom;
- assessed where ANU was not in alignment with the principles of the Model Code; and
- with attention to preserving the ethos and content of our previous statements, developed a draft policy to bring ANU into alignment with the Model Code (or have justified exceptions).

The draft policy was presented to the Academic Board for discussion on 30 April 2021, and subsequently endorsed out-of-session. ANU Council approved the Academic Freedom & Freedom of Speech Policy (Policy) on 28 May 2021.

On 28 June 2021 the Department of Education, Skills and Employment advised ANU that the University's policies are now "fully aligned" to the Model Code.

The Academic Board Forward Work Plan includes regular review of academic policies, including the Policy. Academic Board reports the outcomes of policy reviews to ANU Council, who maintain oversight of the process. In addition, an annual review of the application/evolution of the Policy is scheduled to be reported to Council in December of each year, and will be included in the ANU Annual Report.

Implementation activities have commenced with a review of the University's existing suite of Academic policies to identify current and potential linkages with the Policy. This review will be extended to non-academic policies, for completion by the end of 2021.

Supporting documents

- Academic Freedom & Freedom of Speech Policy - https://policies.anu.edu.au/ppl/document/ANUP_6380896
- Foreign Interference Advisory Committee - <https://www.anu.edu.au/about/governance/committees/foreign-interference-advisory-committee>

IMPROVING TEACHING AND LEARNING OUTCOMES FOR AUSTRALIAN STUDENTS

ANU will focus attention on the following teaching and learning performance targets:

1. **Improved approach to orientation and transition** to support students' ability to settle into university study, to build their sense of engagement, and to enhance overall retention.
2. **Improved visibility of industry engagement and placement programs** and more systematic embedding of careers education into curriculum to ensure the work-readiness of all ANU graduates. This works aligns the University's National Priorities and Industry Linkage Fund (NPILF) framework.
3. **Improved constructive feedback** on student work and improving staff understanding of the links between feedback and student learning.

Each of the above targets has been identified using SES data and we will measure our progress using the same data sets.

Our work on these performance targets is supported by significant new initiatives, including a new ANU Teaching and Learning Strategy and an ANU Model of Learning, together with a process of curriculum renewal designed to streamline program structures and systematically embed the new ANU Graduate Attributes. This work is underpinned by the first phase of the University's Digital Master Plan (2021-30) which will deliver improved digital infrastructure for student learning, services, support and well-being.

Return to campus

ANU implemented a full return to campus in 2020, at the same time as retaining online and dual delivery of classes for students learning remotely. A COVID-safe campus alert system is used to communicate a consistent understanding of ANU control practices to be activated as the COVID-19 situation changes locally and nationally.

Supporting documents

- A Vision for Excellence in Learning and Teaching at The Australian National University - https://www.anu.edu.au/files/resource/Vision%20for%20Excellence%20in%20Teaching%20and%20Learning%20at%20ANU_August2018.pdf
- Academic Board - <https://www.anu.edu.au/about/governance/committees/academic-board>
- Teaching and Learning Development Committee - <https://www.anu.edu.au/about/governance/committees/teaching-and-learning-development-committee>
- Academic Standards and Quality Committee - <https://www.anu.edu.au/about/governance/committees/academic-quality-assurance-committee-aqac>
- Admissions policy - https://policies.anu.edu.au/ppl/document/ANUP_008805
- Admissions procedures - https://policies.anu.edu.au/ppl/document/ANUP_007810
- Student wellbeing: <https://www.anu.edu.au/students/health-safety-wellbeing>
- Staff wellbeing: <https://services.anu.edu.au/human-resources/wellbeing/staff-wellbeing>
- COVID Safe campus alert system: <https://www.anu.edu.au/covid-19-advice/our-covid-safe-community/covid-safe-campus-alert-system>
- Digital Mater Plan - <https://services.anu.edu.au/home/digital-master-plan-dmp>
- ANU Teaching and Learning Strategy – in development
- ANU Model of Learning – in development

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RESEARCH OPPORTUNITIES AND PARTNERSHIPS IN THE NATIONAL INTEREST

ANU is committed to conducting research that transforms society and creates national capability. During the period of the Compact, we are:

- Deepening and broadening our pipeline of partnerships with companies, government and community.
- Establishing a new team focused on partnership development and management that will assist and lead strategic engagement with partners.
- Investing in nationally significant infrastructure, built and hosted on behalf of the Australian community, and utilised collaboratively within ANU.
- Leading participation in major international-scale research facilities on behalf of Australia and for the national interest.
- Mitigating the risks associated with Foreign Interference through improved processes, systems, integration with complimentary policies and communications (including training programs for staff).
- Investing in our unique national obligations to,
 - Indigenous Australia (Indigenous Health and Wellbeing Grand Challenges, Precision Medicine)
 - the Asia and the Pacific
 - Australian democracy including those that are of interest and relevance to the Commonwealth; and, key areas of emergent national need such as national security, renewable energy, government integrity and public trust, health systems, critical minerals, cybernetics, cyber, and data.
- Cultivating the next generation of global leaders through a reinvigorated PhD experience with a 4 year scholarship package and career building leadership opportunities through partnership with industry and community. Our PhD graduates will excel in whatever they choose to do and wherever they choose to do it.

IMPROVING STUDENT EQUALITY AND OUTCOMES

The ANU is investing in increasing diversity of students and staff to support people from different experiences, backgrounds and identities to attend and fully participate at the University, academically and socially. Initiatives include:

- **Reform of admissions process** - This includes opening the admission process to provide an integrated offer to include academic, scholarship and on campus accommodation offers to grow applications and acceptances by students from diverse backgrounds with a key focus on regional and limited means students. This concurrent offer process provides greater certainty for students; more accessible and flexible processes for assessment for admission.
- **Engagement of cohorts from pre-university through whole career engagement** - This includes a broad suite of initiatives tailored to specific cohorts including Aboriginal and Torres Strait Islander people, first in generation, students with a disability, migrant and refugee backgrounds, regional areas and low SES status. This includes creating opportunities for students to connect and identify with higher education through targeted programs in secondary schools (e.g. refugee education units in senior years), partnerships with community organisations (and showcasing academic and professional staff with diverse identities and backgrounds).
- **Targeted scholarship programs** - These scholarships support academic placement, academic supports(e.g. text books and materials); enrichment activities, including participation in co-curricular programs; and accessing residential living which have academic, pastoral and enrichment programs to support transition to and success at university. The Kambri Scholars program delivers targeted scholarships to Aboriginal and Torres Strait Islander students, and incorporates culturally informed academic, pastoral and enrichment support through the Tjabal Centre.

Supporting documents

- Innovate Reconciliation Action Plan - https://www.anu.edu.au/files/corporate_message/ANU%20RAP%202021-2022.pdf

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**SIGNED for and on behalf of
THE COMMONWEALTH OF AUSTRALIA**

In the presence of:

by

Dom English

Ryan Kinder

Full name (please print)

Witness (please print)

First Assistant Secretary

A/g Director

Position

Position or profession of witness (please print)

**of the Department of Education, Skills and
Employment as delegate of the Minister for
Education and Youth**

Signature

Signature

28/12/2021

Date

**SIGNED for and on behalf of
THE AUSTRALIAN NATIONAL UNIVERSITY**

In the presence of:

by

Brian P Schmidt

Sara Rowley

Full name (please print)

Witness (please print)

President and Vice-Chancellor

Executive Officer

Position

Position or profession of witness (please print)



S. Rowley

Signature

Signature