

OFFICIAL



Australian Government

Department of Education,
Skills and Employment

2021-2023 MISSION BASED COMPACT BETWEEN THE COMMONWEALTH OF AUSTRALIA AND CURTIN UNIVERSITY

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.

MISSION

Curtin's Mission is to 'transform lives and communities through education and research.' The institution is guided by the [Strategic Plan 2017-2022](#) that identifies current positioning, vision and values. Curtin measures its performance on the Strategic Plan against [key performance indicators](#) (KPIs).

Three key outcomes to be delivered against the Strategic Plan 2017-2022 and are available in the latest [annual report](#):

1. Improve student retention rate
2. Increase student satisfaction rate
3. Increase student equity enrolments

We provide uniquely global, industry-linked educational experiences that are individually rewarding, combining academic rigour with stimulating co-curricular activities.

New technologies are rapidly changing the way students learn and access knowledge. We embrace this changing environment, delivering flexible and personalised educational offerings across on-campus and digital modes. We partner with our students to ensure seamless, high quality experiences, underpinned by innovative curriculum design and new teaching approaches, enabled by an integrated digital platform.

Our deep collaborations with industry help our students develop skills important to their ongoing professional and personal development, such as leadership, creativity and entrepreneurship. In addition, we offer international experiences that will develop their intercultural competencies and global perspectives.

Recognising the demand for lifelong learning, we will shape our postgraduate offerings to be responsive and flexible to meet individual and industry needs, and to strengthen our postgraduate profile.

Curtin is proud to have a diverse student body, and our strong commitment to inclusiveness will remain a focus. Our goal is to be the university of choice for high achieving and highly promising students from all backgrounds. We welcome students through multiple entry pathways, providing accelerated entry opportunities and scholarships.

FREEDOM OF SPEECH AND ACADEMIC FREEDOM

Curtin's [Academic Freedom and Freedom of Speech Policy \(Policy\)](#) is based on the Hon Robert French's Model Code for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers (**Model Code**). In her Review of the Adoption of the Model Code on Freedom of Speech and Academic Freedom (**Review**), Professor Sally Walker confirmed that our Policy is mostly aligned with the Model Code.

The Policy was developed through extensive consultation with the University community. Although Curtin has not recently experienced any significant challenges or incidents relating to the exercise of academic freedom or freedom of speech, developing the Policy nevertheless provided a valuable opportunity for the University community to reflect on, and reaffirm, its commitment to these concepts as fundamental to our mission to transform lives and communities through education and research.

IMPROVING TEACHING AND LEARNING OUTCOMES FOR AUSTRALIAN STUDENTS

Curtin is focused on:

1. Strengthening student satisfaction outcomes.
2. Improving student retention rates.
3. Maximizing graduate employment outcomes.

Curtin provides prospective students with clear and consistent admissions information in accordance with Admission Transparency requirements. Potential students are guided to make informed decisions, according to four possible background groups—Higher Education, VET, work and life experience, and recent secondary education. The dynamic webpage adjusts according to selection (see [example](#)).

Curtin delivers a distinctive student experience through learning and teaching, student engagement, support and administrative services, and industry engagement. Orientation initiatives commence at enrolment and well-being support continues throughout the student's Curtin journey. Student mental health support is delivered through Health and Wellbeing, including Medical Centre, Psychological Counselling Services and Wellbeing Officers. Performance is monitored through the Learning and Student Experience Committee and return to campus strategies are overseen by the Critical Incident Management Team.

Curtin's close industry collaboration helps shape curricula and assessment, provides students with industry-embedded learning experiences, and energises student contributions to the opportunities and needs facing Australia. Industry interfaces exist at multiple levels, including teams focused on [Learning Partnerships](#), [Student Success](#), [Community Engagement](#), and discipline-specific initiatives across Curtin's Faculties.

Curtin aspires to have the highest graduate employment rates in WA by leading in education innovation and preparing graduates with the skills needed for the future of work and those in demand by employers. The [Course Quality Assurance Manual](#), that includes the Graduate Capabilities Policy, defines Curtin's approach to developing "industry-connected and career-capable" graduates. Graduate outcomes are documented in the [Annual Report](#).

A number of policies promote and support staff mental health and promote mitigation of risk of harm and wellness focussed work practices. The [Health and Safety Policy](#), Safety Management Standards and [Workers' Compensation, Injury Management and Disability Policy](#) underpin our People Wellness systems and procedures.

RESEARCH OPPORTUNITIES AND PARTNERSHIPS IN THE NATIONAL INTEREST

Three key [Research and Innovation](#) priorities of the University are as follows:

1. Curtin's [Research Strategy](#) which seeks to underpin research by seeking to establish Curtin as a *balanced university* between excellence and value-delivery by accelerating demand-driven research activities with state, national and international companies to complement our growing researcher-driven foundation. The strategy also sets specific goals regarding human capital, accessibility and accountability and measures for success.
2. The [embedded internships](#) which offer a number of internship programs with industry partners that are available for higher degree by research (HDR) students. These include an Australian Postgraduate Research (APR) Intern, iPREP, and the State Government Science and Industry Fellowship Program.
3. Strengthening our position in [commercialisation and fostering entrepreneurship](#). Curtin is deepening our capability in knowledge exchange, better integrating our business development and IP commercialisation, and increasing researcher involvement and returns from both.

The above measured through the University Council KPIs, HERDC income data and various School/ Faculty performance measures. Some KPIs are available in the latest [annual report](#).

Our engagement is focused on partnerships/collaboration and is achieved through our Relationships Framework which consistently defines external relationships, sets parameters for engagement, ensures relationship management, stewardship and partnership engagement, and identifies key strategic partnership targets and strategies for securing those partners.

Curtin counters foreign interference through the Foreign Risk Governance Framework that addresses all foreign risks. Supporting this is the development of foreign risk assessment processes and tools, along with a new Office of the Chief Security Officer and Foreign Interference Management Group.

IMPROVING STUDENT EQUALITY AND OUTCOMES

The University's [strategic plan](#) contains a range of student equity related objectives, including:

- Be a university of choice for a diverse range of students, including high achievers and those from disadvantaged backgrounds;
- Develop and pursue a clear and sustainable regional Western Australia strategy; and
- Improve gender and Indigenous equity, a commitment guided by Curtin's [Interim Reconciliation Action Plan 2020-2022](#).

Curtin's intersectional approach and commitment to student equity is reflected in our [strategies](#); [policies](#) and [plans](#).

Key priorities to support equity students:

1. [Student Access and Participation Plan](#) outlines targeted initiatives to support the awareness, access, transition, participation and success of equity students in higher education, particularly focussed on low SES, rural and remote and Aboriginal and Torres Strait Islander students.
2. [Disability Access and Inclusion Plan](#) initiatives including embedding Universal Design in development and production of teaching and learning information across all locations and mode of study.
3. The [Regional Education Strategy](#) and initiatives continues to improve outcomes for rural and remote students at our [Kalgoorlie Campus](#); through partnerships with [Muresk Institute](#), [Geraldton Universities Centre](#); [Pilbara Universities Centre](#); and [Great Southern Universities Centre](#); and continued engagement at [Nowanup Bush Campus](#) and the new Kalgoorlie Rural Health Campus.
4. Implementing new digital engagement strategies targeting equity students to access and succeed in higher education, including developing and promoting [Curtin Credentials](#) and online courses.

Equity student data and insights are monitored and reported on to the University Council, Senior Executive Team, and Academic Board. This includes monitoring equity student performance in retention, pass rates and completions, satisfaction and employability.

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SIGNED for and on behalf of
THE COMMONWEALTH OF AUSTRALIA

In the presence of:

by

Dom English

Rvan 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
CURTIN UNIVERSITY

In the presence of:

by

Harlene Hayne

Marco Schultheis

Full name (please print)

Witness (please print)

Vice-Chancellor

Chief Strategy Officer

Position

Position or profession of witness (please print)



Signature

Signature