



Australian Government

Department of Education,  
Skills and Employment

**2021-2023 MISSION BASED COMPACT BETWEEN THE COMMONWEALTH OF AUSTRALIA AND MONASH 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**

Monash University's Mission Based Compact details our commitment to our strategic goals. At the heart of the University's strategy is a commitment to excellence, as outlined in the University's purpose: *'Through excellent research and education, and the strength and diversity of our staff, students and alumni in collaboration with our partners, Monash University will meet the challenges of the age for the benefit of national and international communities.'*

Key outcomes to deliver against the four goals of Monash's Strategic Plan, *Impact 2030*, are:

- **Meeting Global Challenges:** Universities, through education and research, provide understanding, ideas and solutions to shape and respond to the challenges which they, their partners and communities experience. Responding to climate change, preserving geopolitical security and fostering thriving communities are the global challenges on which Monash will focus.
- **Excellent student outcomes and research:** Monash education experience will provide students with the knowledge and capabilities to understand and meet the future demands of their chosen fields and professions. A key element of this will be the provision of rich experiences to all students that foster experience of innovative and entrepreneurial ideas through team, internship and start-up programs, and development of cultural competence, particularly in understanding the Indo-Pacific region and Aboriginal and Torres Strait Islander experience and knowledge. Monash research will address the challenged outlined in its purpose through high quality discovery and applied research that will build new understanding and new solutions.
- **International, Enterprising and Inclusive:** Monash education and research will respond to the issues and opportunities of our nation, our region and the world. Education and research will be advanced in partnership with industry, government and other organisations, will allow direct engagement opportunities for our students and will generate innovative and enterprising opportunities to apply our research for the betterment of our communities. Monash seeks talented students and staff, irrespective of gender, sexuality, race, ethnicity, disability, cultural, social or economic circumstances and we remain committed to, through our education and research, building a diverse and connected community of students, staff and alumni who are also deeply engaged in the wider community.

Our impact will be assessed, among other metrics and measures, by:

- Student and alumni contributions to key global challenges
- Employability of our graduates
- Access and success of socio-economically disadvantaged groups
- Impact assessments of research and translation of research outcomes
- Spin-outs, start-ups and outcomes from major industry partnerships
- Programs with international university partners and networks

**FREEDOM OF SPEECH AND ACADEMIC FREEDOM**

On 12 May 2021, Monash University Council adopted a new, overarching [\*Freedom of Speech and Academic Freedom Policy\*](#) based on the French Model Code. This policy came into effect on 1 July 2021. Communication and information was provided to all Monash staff and students in Australia and its offshore locations, including emails from the Vice-Chancellor, to support awareness of and compliance with the policy.

The adoption of the new *Freedom of Speech and Academic Freedom Policy* demonstrates Monash's continuing commitment to freedom of speech and academic freedom as defining values of the University as evidenced through our policy, practice and culture.

On 16 June 2021, the Department of Education, Skills and Employment confirmed it considers the University's policies to be 'fully aligned' to the Model Code.

Further to the *Freedom of Speech and Academic Freedom Policy*, consequential changes to the following related policy, procedure and similar documents were also made with effect from 1 July 2021. Communication on these policy changes has also been promulgated across the University to ensure staff and students are aware of both their own and the University's responsibilities concerning freedom of speech and academic freedom.

- [Media and Social Media Policy](#)
- [Ethics Statement Policy](#)
- [Integrity and Respect Policy](#)
- [Equal Opportunity Policy](#)
- [Behaviours in the Workplace Procedure](#)
- [Student General Conduct Policy](#)
- [Monash University Student Charter](#)
- [Venues Standard Conditions of Hire](#)

**IMPROVING TEACHING AND LEARNING OUTCOMES FOR AUSTRALIAN STUDENTS**

**Teaching & Learning Excellence**

Excellent education is one of the University’s strategic goals. Monash is committed to providing an outstanding student experience supported by five themes – future-focused education; enabling social mobility and inclusion; upholding Indigenous knowledges and peoples; incorporating rich experiences; and flexible and innovative learning and teaching.

Key Performance Indicators

The University aspires to achieve the following teaching and learning KPIs in 2021:

<b>KPI</b>	<b>2021 Target</b>	<b>Data source</b>
New normal retention rate (all commencing coursework students)	89%	Government submission data
Student participation in industry-based experiences	1,000 students participating	Monash Enrolment data
Employability of graduates, including employer satisfaction with graduates	1 <sup>st</sup> in Victoria	Government submission data

**Industry Engagement**

Monash is growing [industry-based and entrepreneurial experiences](#) that allow students to develop and apply knowledge in real or simulated workplace environments, and is drawing on the input of industry, alumni and academics to ensure that the Monash course profile and curriculum are attuned to the industries and professions of the future.

**University Admissions Transparency**

All Monash courses have minimum academic entry requirements which all applicants must meet. Individual course requirements can be found in both [Monash Find A Course](#) and through the Victorian Tertiary Admissions Centre ([VTAC CourseSearch](#)). A specific University committee – [Coursework Admissions Standards Sub-Committee \(CASSC\)](#) – monitors and reviews the academic performance and progress rates of applicants from all admissions pathways.

**Retention Strategies**

The Monash [Student Retention Strategy](#) sets out a whole-of institution commitment to, and shared responsibility for, retention, inclusion, partnerships, and fostering a sense of belonging among students.

### **Student and Staff Mental Health Policies**

Monash is committed to providing [a safe and supportive environment that promotes good mental health](#) and high-quality support to staff and students. Our priorities in this space are comprehensively articulated in our [Mental Health Policy](#) and [Mental Health and Wellbeing Strategy](#).

### **Labour Market Outcomes**

Monash has a [comprehensive employability approach](#), to provide a single holistic framework, designed to help students develop and articulate their employability skills throughout their studies. Monash's current employability initiatives have contributed to the University recording the highest undergraduate employment rate among Victorian institutions in 2020 (72.3%) and ranks fifth in Australia for employer satisfaction of our graduates.

### **Student Return to Campus Strategy**

[On-campus learning in COVID-safe mode](#) is offered to students located in Melbourne, with online learning available for students who are unable to travel due to border closures. In semester 1 2021, for our onshore undergraduate students, approximately 80% of our teaching was delivered in face-to-face mode within COVID-19 restrictions. Large scale exams and assessments are delivered online via the Monash eAssessment platform. To enable parity of experience for onshore students and those unable to reach a Monash campus, Monash has introduced online orientation, events and activities, with a view to reuniting all student groups in the future.

**RESEARCH OPPORTUNITIES AND PARTNERSHIPS IN THE NATIONAL INTEREST**

**Research**

Monash research provides evidence-based understanding and human-resource and infrastructure capabilities to tackle complex global challenges. Through excellent foundational research, a suite of local and international talent and capability networks, and its own uniquely globalised [innovation-campuses](#), Monash translates knowledge into social and economic benefit.

Our research has particular focus in the critical areas of; 1. [Artificial intelligence and data science](#); 2. [Better governance and policy](#); 3. [Health sciences](#); and 4. [Sustainable development](#). [COVID-19 related research](#) remains an immediate priority.

**Research Training**

Monash delivers research training programs that foster transferable skills, opportunities to collaborate and internship with industry, developing job-ready graduates. [Graduate Research Industry Partner \(GRIP\)](#) programs are research and co-investment partnerships with industry/research end users to enable business focused research training programs, solving real-world problems and improving graduate employment options.

**Industry Engagement and Research Commercialisation**

Monash has identified Strategic Intervention Areas to focus its research, translation, innovation and commercialisation capabilities:

1. Harnessing insights, capabilities and talent;
2. Mobilising around significant challenges/opportunities;
3. Professionalising collaboration at scale, with focus on impact;
4. Activating the collaboration ecosystem; and
5. Strengthening governance to ensure effective delivery of outcomes.

Monash works with key partners to translate its world class research including BioCurate, IP Group, Medical Research Commercialisation Fund and the Monash Technology Transformation Institute. The [Monash Technology Precinct](#), centred on our Clayton campus, hosts a critical mass of leading research, industry development and commercialisation facilities.

**Countering Foreign Interference (inc. cybersecurity and compliance mitigation)**

Monash is committed to countering foreign interference. This is overseen by the Foreign Relations Working Group and the Transparency and Integrity Committee. Monash has appropriate [cybersecurity](#) and [compliance mitigation](#) strategies in place.

**Key Performance Indicators**

The University aspires to achieve the following KPIs in 2021:

KPI	2021 Target	Data source

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<b>Average Field Weighted Citation Index</b>	<b>2.0</b>	<b>SciVal</b>
<b>Higher Degree Research completions</b>	<b>850</b>	<b>Government submission data</b>
<b>Category 2-4 research revenue</b>	<b>50% of all research income from category 2-4 sources</b>	<b>Government submission data</b>

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### IMPROVING STUDENT EQUALITY AND OUTCOMES

Monash is committed to seeking talented students and staff, irrespective of social or economic circumstances, and build a connected community in a diverse University that is deeply engaged with the wider community.

Our commitment to this agenda is further detailed in the following strategic documents:

- [Aboriginal and Torres Strait Islander Framework 2019-2030](#)
- [Widening Participation Strategy](#)
- [Diversity and Inclusion Framework](#)

Note that the Widening Participation Strategy is due for renewal in the next twelve months following the implementation of *Impact 2030*, the new Monash University strategic plan in late 2021.

Key initiatives within these priorities include, but are not limited to:

1. **Peer mentoring:** All commencing undergraduate students are matched with a peer mentor to support their transition to university and enhance their sense of belonging. Students are introduced to a range of rich experiences designed to enhance their future success, including targeted activities and support for students from disadvantaged backgrounds.
2. **Equity scholarships:** Monash is committed to reducing financial barriers to university study through the largest equity scholarships program in Australia, which includes guaranteed scholarships for all commencing students who are experiencing financial disadvantage, are from a regional or remote area, or identify as Aboriginal or Torres Strait Islander.
3. **Indigenous access:** Monash has a range of initiatives designed to engage prospective Indigenous students and facilitate their admission to the University, including the *Monash Indigenous Student Admissions Committee*, which oversees the admissions decisions for all Indigenous coursework applicants; an enabling pathway for Indigenous students who do not have the prerequisites or preparedness to commence undergraduate study; and a comprehensive schools and community outreach program to promote university aspirations and study opportunities at Monash.

#### Key Performance Indicators

The University aspires to achieve the following equity KPIs in 2021:

KPI	2021 Target	Data source
Indigenous access (i.e. the number of commencing students identifying as Aboriginal and/or Torres Strait islander)	130	Government submission data
Access rate for low-SES undergraduate students (i.e. commencing low-SES students as a percentage of all commencing domestic students)[1]	11%	

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<b>New normal retention rate for low-SES undergraduate students</b>	<b>92%</b>	
<small>[1] Low-SES students are defined as those with a home address in the bottom 25% of the national socioeconomic distribution (SEIFA 2016).</small>		

**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 MONASH UNIVERSITY**

**In the presence of:**

**by**

**Professor Margaret Gardner AC**

**Andrea Goff**

**Full name (please print)**

**Witness (please print)**

**President and Vice-Chancellor**

**Executive Assistant**

**Position**

**Position or profession of witness (please print)**

  
Signature

  
Signature