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Australian Government

**Department of Education,
Skills and Employment**

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

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

UTS's vision is to be a leading public university of technology recognised for our global impact.

Our strategy to 2027 focuses on:

- Learning for a lifetime
- Personal learning experience
- Digital partners in learning
- New ways of working
- Our precinct, community and partnerships
- Transforming society through connected research
- A distinctive international profile and student experience
- Delivering positive social change.

Our three key outcomes over 2021-2023 are:

1. Expand and focus our learning and teaching to meet the needs of learners over their lifetimes.

We will:

- Introduce new modes of delivery that suit the needs of student cohorts;
- Offer a more flexible curriculum that is directed to specific learning needs at different times of a person's life and development.
- Involve industry and the professions more in our learning and teaching development and delivery.

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Our success will be measured by increased demand for our new learning and teaching approaches; increased student satisfaction; and greater levels of engagement of industry and the professions.

2. Increase the excellence and impact of our research.

We will:

- Develop research development and capability;
- Extend our research connections nationally and internationally;
- Increase the diversity and scale of our research.

Our success will be measured by the increase in our research active workforce active; greater recognition of our research success; and increased research connections with industry and community.

3. Continue to demonstrate our commitment to social justice and extend our social impact.

We will:

- Increase our community engagement;
- Increase our social impact practices;
- Extend our commitment to promoting knowledge of Indigenous culture and experience through research, learning and teaching and our own development.

Our success will be measured by the increase in our activities, participants and community reach.

FREEDOM OF SPEECH AND ACADEMIC FREEDOM

UTS has responded to the findings of the Walker Review with a revised [Academic Freedom and Freedom of Expression Policy](#), closely aligning the policy's wording with the Model Code. UTS's policy has been assessed as full aligned with the Model Code.

UTS also has an [Academic Freedom and Freedom of Speech](#) website that provides additional information for our community on the policy and its application.

IMPROVING TEACHING AND LEARNING OUTCOMES FOR AUSTRALIAN STUDENTS

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UTS's Teaching and Learning initiatives are embedded in the University's strategy - [UTS 2027](#). The strategy includes UTS's core objectives, initiatives and outcomes for the next six years.

Industry Engagement

To extend our [learning and teaching engagement with industry and the professions](#) we will:

- Undertake research with current and prospective partners to further determine the lifetime of learning needs of alumni and industry.
- Co-design learning with partner organisations that will develop and strengthen their staff and bolster the work-readiness of our students.
- Through our educational experiences, enable companies and other organisations to achieve strategic transformations in their workforce capabilities, to respond to emerging opportunities and challenges that they are addressing.

Our [success will be measured](#) by the number of courses that have been developed and delivered with the active engagement of industry and the professions, including our enterprise learning activity.

Labour Market Outcomes

To improve [student employment outcomes](#) we will:

- Create and deliver learning experiences that are authentic and distinctive, and aimed at creating valued and successful professionals. We'll achieve this by offering a flexible, modularised curriculum that's co-created to establish personalised learning pathways and qualifications, and an expanding transdisciplinary approach.
- There will be a new range of learning experiences to equip students with the attributes and skills for the jobs of the future, alongside new lifetime of learning opportunities outside of the formal award framework that can also provide pathways to awards.

Our [success will be measured](#) by graduate employment outcomes; student participation in internships and internship-like experiences, start-up activities and transdisciplinary activities.

Mental Health

UTS will continue to implement the [UTS Mental Health and Wellbeing](#) Strategy focused on building a culture that:

- promotes and encourages positive mental wellbeing
- supports those with mental health conditions
- increases awareness in our community about mental health
- decreased the stigma experienced by people with mental illness
- promotes smarter work design to create a mentally healthy workplace.

Our success will be measured through staff and student feedback on health and wellbeing.

RESEARCH OPPORTUNITIES AND PARTNERSHIPS IN THE NATIONAL INTEREST

UTS's Research initiatives are embedded in the University's strategy - [UTS 2027](#). The strategy includes UTS's core objectives, initiatives and outcomes for the next six years.

Industry Engagement

To extend our [research engagement](#) with industry we will create new opportunities for UTS researchers to work in collaboration with industry, business and communities, and develop commercialisation or other pathways for research impact.

Our [success will be measured](#) by increased engagement with industry through research activity, partnerships, and student and staff collaboration.

Research Impact

To extend our [research impact](#) we will base our next generation of research strengths and opportunities in multiple disciplines across UTS with greater scale and end-user engagement. This base will be used to take our existing partnerships to the next level and build new partnerships across Australia and overseas, enhancing our opportunities to create impact.

Our [success will be measured](#) by:

- The scale, quality, reach and impact of our research activities
- Increased research of international significance that makes significant economic, environmental, cultural and social impact and supports the application of new technologies and solutions to important national and global challenges
- The demonstrable impact of our research in industries and communities across all disciplines.

Countering Foreign Interference

UTS has established an International Business Assurance Team which has the responsibility to:

- Monitor UTS's compliance with the Foreign Arrangements Scheme
- Facilitate a capability uplift in our foreign interference capabilities through increasing the resources available to staff and provide increased staff engagement and training activities.
- Expanding UTS's international engagement framework including due diligence and risk mitigation.

Our success will be measured by the level of our compliance with relevant regulation.

IMPROVING STUDENT EQUALITY AND OUTCOMES

Indigenous Higher Education

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Through the [Indigenous Education and Research Strategy](#) and the [Wingara Indigenous Employment Strategy](#), UTS's focus on Indigenous higher education will be to:

- Implement our vision for Australia's first [Indigenous Residential College](#)
- Increase Indigenous student participation and improve Indigenous student success and retention.
- Increase our higher degree by research cohort and our Indigenous professoriate.
- Become a world leader in transformational, impact-driven Indigenous research by growing our existing research program in this field.
- Further develop our Indigenous Graduate Attributes framework.
- Develop greater Indigenous cultural competency skills with across the UTS community.
- Increase Indigenous employment, staff retention and career progression opportunities.

Our [success will be measured](#) by the level of participation and success of Indigenous students, increased Indigenous research, higher levels of workforce cultural competency and Indigenous staff participation and retention.

Equity Target Groups

UTS aims to increase the number of people in [equity target groups](#) successfully completing a higher education degree at UTS. We will focus on:

- Providing access schemes and pathway programs for equity target groups are in place;
- Improving academic preparedness and outcomes prior to entering university; and
- Increasing awareness, confidence and motivation towards higher education.

Our [success will be measured](#) by the level of our outreach activity, the number and success of people from equity target groups undertaking education at UTS.

Students with Disability

Through UTS's [Access and Inclusion Plan 2020-2024](#), UTS will ensure that our enrolment and student administrative systems, teaching practices, learning materials, digital learning platforms, assessment procedures, and research environments are accessible and inclusive for prospective and current students with disability.

Our [success will be measured](#) by having increased staff knowledge of current access and inclusion requirements and ensuring that they are reflected in our systems and communications.

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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
University of Technology Sydney

In the presence of:

by

Full name: **Professor Attila Brungs**

Witness: **Simone Lehmann**

Position: **Vice-Chancellor**

Position or profession of witness: **Executive
Assistant to Vice-Chancellor**

Signature:

Signature:



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