



**2018 Mission Based Compact
Between the Commonwealth of Australia and RMIT 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.

MISSION

RMIT exists to create transformative experiences for its students, getting them ready for life and work, and to help shape the world with research, innovation, teaching and engagement. RMIT embraces the task of extending the benefits of a fast innovating, high-skill knowledge economy to our whole community and our world. We are dedicated to helping shape a new urban and industrial renaissance in the global economy. We are driven by impact and focused on the challenges and opportunities emerging around us. Our 2020 Strategy is underpinned by three directions that support our vision of "Ready for life and Work":

1. Life Changing Experiences
2. Passion with Purpose
3. Shaping the World

[Ready for Life and Work: Shaping RMIT to 2020](http://mams.rmit.edu.au/876t155i1af1.pdf)

<http://mams.rmit.edu.au/876t155i1af1.pdf>

TEACHING AND LEARNING

RMIT's Education Plan to 2020 sets out how we are delivering on our goals to enable our learners to meet their aspirations for life and work and cultivate their skills to be active contributors to a dynamic and complex world. Our education vision and objectives will be achieved through a range of strategies enabled by our: people and culture; processes and practices and systems and environments, including advancing reconciliation for Indigenous and non-Indigenous staff and students, building our analytics capabilities to leverage student and industry data and insights.

Our five objectives are:

1. Position RMIT's students, graduates and staff for the global workforce of the future
2. Build respectful, supportive and inclusive environments for all students globally
3. Create a dynamic environment for students and staff, and invest in a digital future
4. Deliver inspiring, inclusive and current teaching
5. Support and invest in our staff to deliver an innovative curriculum and transformative experience

[RMIT Education Plan to 2020](https://www.rmit.edu.au/content/dam/rmit/documents/staff-site/our-structure/educationportfolio/education-plan-2020.pdf)

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RESEARCH AND RESEARCH TRAINING AND INNOVATION

RMIT aligns research capability across eight Enabling Capability Platforms (ECPs), which are virtual platforms bringing together people, infrastructure and relationships with industry, government and community. These platforms are to enable greater opportunities in addressing economic, social and environmental challenges.

The Vice-Chancellor's Research Fellowship Scheme recruits high performing postdoctoral and senior researchers aligned to ECPs, and specific cohorts (women, indigenous) are supported through networks. Impact pathway planning is embedded in all new research projects and capability building focuses on engagement, entrepreneurship, innovation, research translation, IP and commercialisation (for researchers and research students). High value strategic partnerships are coordinated via sector advisory groups. All research students are supported to undertake industry internships. RMIT's Research Repository supports open access for all RMIT staff and student authored research outputs.

Innovation is supported through innovation challenges aimed at co-creating solutions by research-industry idea generation and pitching, and internal funding schemes support innovative ideas to grow and achieve real world impact.

Research & Innovation Directions to 2020

<http://mams.rmit.edu.au/62syqn1hehun.pdf>

EQUITY

RMIT has seen a significant increase in the profile of reconciliation at RMIT since the inception of the Reconciliation Action Plan. The strategies are noted:

- Development and implementation of improved, specific measurement of RMIT's whole-of-University approach to engaging with reconciliation through the University Scorecard;
- Development and implementation of staff professional development suite, 'Advancing Reconciliation';
- Systematic reviews of RMIT policies to ensure Indigenous perspectives and impacts are considered;
- Increased institutional investment in Indigenous staff and student outcomes;
- Incorporation of reconciliation narratives, activities and outcomes in the annual planning and budget cycle;
- Increased number of Indigenous people employed to undertake pre-doctoral fellowships

Performance Report on Reconciliation Action Plan 2016-2018

<http://mams.rmit.edu.au/051x6v2137t8.pdf>

RMIT maintains a Diversity and Inclusion Framework and related Action Plans, that outline the University's key priorities and objectives to build a more diverse and inclusive student and staff community. In 2019, RMIT will implement projects arising from:

- a new Access and Equity Strategy
- Diversity and Inclusion Framework Action Plans:
 - Students from low socio-economic backgrounds, focussed on improving mature-age student access, and graduate outcomes
 - Accessibility for people with disabilities, including a University-wide Mental Wellbeing strategy
 - Cultural inclusion, considering issues of cultural, linguistic and religious diversity
 - Diverse genders, sexes and sexualities
 - Gender equality

RMIT Diversity and Inclusion Framework and Action Plans

<https://www.rmit.edu.au/about/our-values/diversity-and-inclusion>

SIGNED for and on behalf of

In the presence of:

THE COMMONWEALTH OF AUSTRALIA

by *Don English*

Cate Hutchinson

Full name (please print)

Witness (please print)

Group Manager

Policy Officer

Position

Position or profession of witness (please print)

of the Department of Education and Training as
delegate of the Minister for Education.

English
Signature

C Hutchinson
Signature

Date *9/12/18*

SIGNED for and on behalf of

In the presence of:

UNIVERSITY

ROSEMARY MOULD

Full name (please print)

Witness (please print)

MARTIN BEAN CBE

Executive officer

Position

Position or profession of witness (please print)

Martin Bean
Signature

Rosemary Mould
Signature

Vice Chancellor and President.