



**2018 Mission Based Compact
Between the Commonwealth of Australia and The University of Queensland**

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

The University of Queensland has a vision to provide “knowledge leadership for a better world”, which is reflected in our mission to positively influence society by engaging in the pursuit of excellence through the creation, preservation, transfer and application of knowledge. UQ builds and encourages partnerships which inspire the next generation and advance ideas that benefit the world.

UQ values the pursuit of excellence, creativity and independent thinking, honesty and accountability, mutual respect and diversity, and supporting our people.

In 2018, [The University of Queensland Strategic Plan 2018 – 2021](#) was released, which outlined our goals to:

1. Transform students into game-changing graduates who make outstanding contributions and address complex issues with a global perspective
2. Deliver globally significant solutions to challenges by generating new knowledge and partnered innovation
3. Develop a diverse community of knowledge seekers and leaders who embody a One UQ culture and use collaborative partnerships to connect and co-create

To support these objectives, the University has committed to building an agile, responsive and efficient University operation, and diversifying its income streams and managing its resources to establish a sustainable financial base into the future.

The Strategic Plan incorporates measures of success spanning teaching and learning, research and innovation, and equity. These have been translated into Key Performance Indicators that will be made public via the [Annual report](#).

TEACHING AND LEARNING

UQ seeks to transform students into game-changing graduates who make outstanding contributions and address complex issues with a global perspective.

This goal directs us to ensure we develop an educational experience that maximises our students' personal and academic development. We will support them to become enterprising, independent thinkers with the leadership, creativity and problem-solving skills that empower them to create positive change within industry, academia, the workplace and society more generally.

Our [Strategic Plan 2018 – 2021](#) focusses on transforming the student experience through the continued implementation and development of the goals articulated in the [Student Strategy 2016 - 2020](#).

This strategy outlined the University's intention to create game-changing graduates, develop student centred flexibility, encourage dynamic people and partnerships, and provide an integrated learning environment. The success of the initiatives being implemented under this strategy will be measured through our student satisfaction with the overall quality of their educational experience. UQ aims to rank within the top 5 nationally on this measure by 2021.

RESEARCH AND RESEARCH TRAINING AND INNOVATION

UQ will deliver globally significant solutions to challenges by generating new knowledge and partnered innovation.

Research will be undertaken at the highest academic standard with the highest ethical principles. UQ remains committed to both fundamental and translational research that brings credit to The Nation on the world stage. There will be a particular focus on working with others – both internally through collaborations that cut across disciplinary and organisational boundaries, and externally through partnerships and networks. UQ has set a target to be within the top 3 among the Group of Eight universities in both the number of publications with an international co-author, and the number of publications with a non-academic co-author. In this way, UQ will become a hub that brings the best expertise together to creatively solve complex problems through research and innovation.

This ethos will be reflected in our approach to research training and teaching through the delivery of our [Career Development Framework](#) for Higher Degree by Research students, which incorporates research skills, transferable skills, and professional skills. Further, UQ has set a target that by 2021 50% of our Higher Degree by Research students will have an engagement with an end user, which includes industry placements as well as joint supervision, formal training, joint funding of research, and other commercialisation activities.

We will maximize the [impact of our comprehensive research profile](#) through focussing our efforts in five significant and complex areas: healthy aging, feeding the world, resilient environments, technology for tomorrow, and transforming societies.

The [Strategic Plan 2018 – 2021](#) includes strategies to enhance our high quality research by improving our capacity to collaborate to achieve greater impact, and to build engaged and strategic partnerships with a broad range of local and global networks. Our commitment to providing open access to our research is shown in the development of [Research Data Manager](#), enabling the UQ community to store and share research data. Through collaborative external partnerships we will create the connections and networks necessary to understand the needs of industry, government and the community and work with others to meet those needs.

EQUITY

UQ will develop a diverse community of knowledge seekers and leaders who embody a One UQ culture and use collaborative partnerships to connect and co-create.

Diversity within UQ's community ensures that different perspectives and experiences are brought together to find solutions to global challenges and provide an enriched learning experience. We will create an environment that is inclusive and collaborative to ensure that we work together in pursuit of our strategic objectives. Universities must reflect wider society – working within and for our broader community.

The Strategic Plan 2018 – 2021 focuses on committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students.

This includes the development of a Reconciliation Action Plan to ensure respectful relationships and opportunities between Aboriginal and Torres Strait Islander peoples and the broader Australian community. UQ has also committed to an Aboriginal and Torres Strait Island student participation ratio of 0.35 by 2021, with the success rate for these students reaching parity with that of other domestic students within the same timeframe.

Similarly, UQ has set 2021 targets of 13% of domestic students to have come from a low socio-economic background, and 19% of domestic students to have come from regional or remote backgrounds. To assist in achieving these targets, UQ will also develop an endowment fund to provide scholarships to support those from a socioeconomically disadvantaged background and those from regional and remote backgrounds.

Additionally, UQ will improve gender equity through a commitment to achieving an institutional award in the Athena SWAN charter.

SIGNED for and on behalf of

In the presence of:

THE COMMONWEALTH OF AUSTRALIA

by
Dom English
Full name (please print)

Cate Hutchinson
Witness (please print)

Group Manager
Position

Policy Officer
Position or profession of witness (please print)

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

Dom English
Signature

Cate Hutchinson
Signature

12/18

Date

SIGNED for and on behalf of

In the presence of:

UNIVERSITY

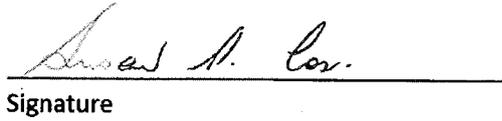
AIDAN BYRNE.
Full name (please print)

SUSAN COX
Witness (please print)

Acting Vice-Chancellor and President
Position

EXECUTIVE ASSISTANT
Position or profession of witness (please print)


Signature


Signature