Australian Government

Department of Education, Skills and Employment

2021-2023 MISSION BASED COMPACT BETWEEN THE COMMONWEALTH OF AUSTRALIA AND THE UNIVERSITY OF NEW SOUTH WALES

PURPOSE

This compact is an agreement between the Commonwealth and the University. Entering 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 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

UNSW's vision is to improve lives globally, through innovative research, transformative education, and commitment to a just society. To this end, as outlined in UNSW's 2025 Strategy Update, the University's priorities for 2021-2023 are:

Academic excellence (pp 16-27 of the Strategy Update), through quality research driving discoveries, excellent teaching and a well-rounded and inspiring student experience. UNSW will deliver the workforce-ready graduates and upskilled workers required in our modern world. Achievements are measured through national ERA and world university rankings, graduate employment rates, employer satisfaction with graduates and student satisfaction as reflected in institutional, national, and international student feedback surveys.

Innovation and engagement (pp 28-37) through enterprise, partnership, and the exchange of knowledge between universities and the broader community, driving new opportunities for job creation. Achievements are measured through the number of participants in the UNSW Founders program, the number and value of start-ups supported by UNSW, the scale and number of partners engaged in our major precinct and education initiatives and the number, scale and origin of Knowledge Exchange partners engaged.

Social impact (pp 38-51), particularly improving quality of life for people in Australia and round the world through partnerships, thought leadership, engagement with decision makers, sustainable development and a commitment to equity, diversity, and inclusion. Achievements are measured through participation levels in UNSW outreach programs and the proportion who transition to higher education, engagement by the public with thought leadership activities, and the impact of programs focussed on national and international sustainable development, initiated, and maintained by UNSW.

FREEDOM OF SPEECH AND ACADEMIC FREEDOM

UNSW has an unequivocal commitment to freedom of speech and academic freedom. This is reflected in our long-standing position that freedom of speech at UNSW is no different to freedom of speech anywhere in Australia. The only constraints we place on freedom of speech are those that apply to the community under the law.

The UNSW *Academic Freedom and Freedom of Speech Code of Conduct,* approved by Council on 12 April 2021*,* adopts the *Model Code for the Protection of Freedom of Speech and Academic Freedom in Australian Higher Education Providers* developed by the Hon Robert French AC, as modified and adopted by the University Chancellors Council. Where the Model Code offers less protection than the UNSW position, it has been modified to provide greater protection for freedom of speech. This is demonstrated by omitting a clause of the Model Code that would have restricted 'external visiting speakers' on the basis that the content of their proposed speech falls below 'scholarly standards.' Removing this restriction provides greater protection for freedom of speech by allowing speakers to express their views, within legal constraints, even if the views are likely to offend or upset some in the University or wider community.

At UNSW, a Code of Conduct prevails over all other policies, procedures, and guidelines. The *Academic Freedom and Freedom of Speech Code of Conduct* positions academic freedom as a foundational value of the University and ensures freedom of speech is a paramount value for staff, students, and visitors to the university.

IMPROVING TEACHING AND LEARNING OUTCOMES FOR AUSTRALIAN STUDENTS

UNSW's key teaching and learning performance targets are:

1. **Improved student satisfaction** with courses and teaching quality measured by QILT student experience and internal myExperience surveys;
2. **Increased number of students who undertake a Work Integrated Learning (WIL)** opportunity; and
3. **Improved rates of student success** measured by student retention, graduation rates and employment outcomes.

Our Education and Student Experience Strategy sets the direction for improved performance through targeted investments and interventions in staff training and support; physical and digital environments; student support and success; curriculum, assessment, and feedback reform; employability; and health and wellbeing. Digital education and support technologies play a key role in our return to campus strategy and our transition to online learning for students, blended learning, health and wellbeing, student support and success, educational staff technology support and staff mental health support initiatives. Academics are supported in their technology needs by dedicated Innovation Partners and a comprehensive service catalogue.

Students are supported throughout the student lifecycle. Our Education Focussed academics lead in education and pedagogical practice. The Scientia Education Academy provides insight and leadership. Academics are supported through our Advance HE accredited Foundations of Learning & Teaching program, a Course Design Institute, a targeted Course Enhancement Program, an institution-wide peer review of teaching, and digital learning technologies and platforms. UNSW Employability leads our student industry engagement strategies through curricular (WIL), co-curricular, and extra-curricular opportunities. From 1 January 2022, all UNSW coursework degrees will comprise a WIL opportunity to enhance industry-engaged education and labour market outcomes.

RESEARCH OPPORTUNITIES AND PARTNERSHIPS IN THE NATIONAL INTEREST

As articulated in our Strategy 2025, UNSW strives to be one of the world's leading research-intensive institutions known for pioneering research that provides real-world solutions, attracting and nurturing the best and brightest researchers and fostering a culture of research excellence, interdisciplinary and industry collaboration, and research translation, by:

- **Strengthening world-class research infrastructure to boost research capacity and drive links with industry and opportunities for research translation and commercialisation**.
    - The Entrepreneurial Campus initiative expands co-location of industry and external organisations; the UNSW RNA Institute positions UNSW at the forefront of developing and translating novel RNA technologies and treatments; the Randwick Health & Innovation Precinct builds high impact collaborative environments to support healthcare, education and research innovation (*measured via Entrepreneurship (p. 32) and Partnerships (p. 34)*)

- **Creating a research ecosystem that supports collaboration and fosters interdisciplinary, cross-faculty, and industry partnerships to generate relevant, high quality research.**
    - Continued investment in interdisciplinary initiatives (Futures Institutes), and building external partnerships through Knowledge Exchange within a robust framework of policies and practices which appropriately manage the risk of foreign interference and cybersecurity concerns (*measured via Partnerships (p. 34), Knowledge Exchange (p. 37), Thought Leadership (p. 48)*)

- **Recruiting and retaining world-leading researchers and high-quality higher degree research candidates to drive research quality and impact.**
    - Continuation of distinctive recruitment programs including SHARP, Scientia, Scientia PhD and Industry PhD, and providing integrated training that embeds compliance and career development to build a strong, industry-engaged academic workforce *(measured via Research Quality (p. 22); Thought Leadership (p. 48)*)

UNSW's IP policy is available here, and a review of this policy is due to be completed by the end of Q2 2022.

The University has adopted a policy framework for managing cyber security risks that encompasses requirements for technical, procedural and personnel controls and is aligned to international standard ISO27001:2013. These requirements are documented in UNSW's IT Security Policy – Information Security Management System and the associated IT Standards on the University's website.

UNSW has developed a comprehensive framework to identify and manage foreign interference risk, including building in-house capability through the senior appointment of a dedicated special advisor, and the establishment of a committee to oversee foreign interference measures and compliance with related regulatory frameworks and legislation.

IMPROVING STUDENT EQUALITY AND OUTCOMES

UNSW's Access and Equity (Students) and Indigenous strategies address **three key priorities** to improve access, participation and success for underrepresented students:

- **To increase the access rate of low-SES, Indigenous, regional and remote students,** UNSW's Gateway Program and Pathway provides a core program of academic support and a pathway with significantly adjusted ATAR requirements for students at socio-educationally disadvantaged schools. Access for Indigenous students is primarily supported through Nura Gili -led pathway programs. The target access rate for students from low-SES backgrounds is 13% (stretch target: 15%), and updated metrics for students from regional and remote areas are being developed in 2021.

- **To ensure retention and success are on par with the domestic undergraduate cohort at UNSW,** the Gateway Scholars program includes conversion, onboarding, orientation, and transition support for students from under-represented backgrounds coming through the Gateway Admission Pathway. The program covers first year and complements other student programs, providing peer connections and targeted academic support. Impact measurements are detailed here.
Nura Gili's well established and successful programs provide targeted transition and retention support and pastoral care for Indigenous students, along with ITAS tutoring. Student success and retention data is used to measure progress.

- **To contribute to building the educational capacity of young people, schools and communities via innovative outreach, research and partnerships** with community-based partnerships, NGOs, and other universities, such as the NSW Equity Consortium led by UNSW. Qualitative and quantitative measures for assessing the impact of these initiatives can be found here.

SIGNED for and on behalf of

THE COMMONWEALTH OF AUSTRALIA

by

In the presence of:

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

28/12/21

Date

SIGNED for and on behalf of

The University of New South Wales

By

In the presence of:

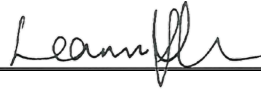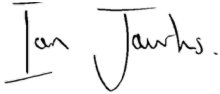|	
Professor Ian Jeffrey Jacobs	Leanne Carol Anderson
Full name (please print)	Witness (please print)
President and Vice-Chancellor	Senior Executive Assistant to President and Vice-Chancellor
Position	Position or profession of witness (please print)
Signature	Signature