2024 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 and Strategic Planning

UTS's vision is to be a leading public university of technology recognised for our global impact and social inclusion. Our strategy to 2027 focuses on:

- Lifetime of Learning
- Transforming society through connected Research
- Our precinct, community, and partnerships
- A distinctive international profile and student experience
- Delivering positive social change

Our approach to key national and sector priorities:

- UTS looks forward to the release of the AUA Panel's Final Report and is committed to working constructively with the Federal Government to progress its reform agenda. We have already taken steps to support implementation of some of the Accord Priority Actions (e.g. Support for Students Policy).
- National skills priorities are at the heart of new course development and existing course reviews. We offer flexible curriculum designed to meet individual aspirations and national skills needs. We continue to review and strengthen our offerings in line with shifting socio-economic needs and work with government (primarily through Jobs and Skills Australia and the Institute of Applied Technology - Digital).
- UTS is committed to ensuring a safe, secure and supportive environment for our community. We are sector-leaders in the prevention of sexual violence space, and actively engage, and seek to better our performance in addressing gender-based violence. UTS remains committed to ensuring Respect@Work principles are delivered for staff and partners.
- UTS has an established International Compliance, Insights and Relations team which has the responsibility to:
  - monitor UTS's compliance with the Foreign Arrangements Scheme
  - monitor agents' performance and compliance
  - expand UTS's international engagement framework including due diligence and risk mitigation
- UTS has an Academic Freedom and Freedom of Speech website that provides additional information for our community on the policy and its application.
- Full details of our strategic plan are found at https://www.uts.edu.au/about/uts-2027-strategy

Strategies for Improving Equality of Opportunity in Higher Education

Indigenous Higher Education

UTS's Indigenous Leadership & Engagement portfolio drives priorities and targets to support First Nations students, including:

- Progress our vision for Australia's first, National First Nations College (NFNC); $10M Woolworths gift was secured in 2023 and in 2024 we continue to pursue a Commonwealth contribution for the NFNC to add to the NSW Government's contribution.
- Complete embedding of Indigenous Graduate Attributes framework across all UTS courses.
- Increase our higher degree by research cohort and our Indigenous professoriate in line with Indigenous strategic targets.
- Further develop the pathways opportunities for Indigenous students, in addition the Unistart, direct entry and UTS College routes.
- Develop greater cultural competency skills with Indigenous knowledge across the UTS community.

Our success will be measured through the completion of in-flight programs, and through a demonstrated increase in our Indigenous staff and student cohorts.

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.

Strategies for Improving Teaching and Learning

Teaching & learning performance strategies

UTS is dedicated to high quality student experience leading to student success. In 2024 key strategies include:

Student Experience Framework Implementation:
- Focused on academic engagement, well-being, belonging, and student partnerships.
- A dedicated Student Experience team aims to enhance performance in these areas.

Curriculum Transformation:
- Embedding future-focused and industry-relevant curriculum design.
- Leveraging Generative AI to review and improve course-wide assessment approaches.

Student Pathways and Product Strategy:
- Addressing domestic and international student needs.
- Enabling a Lifetime of Learning through degree and short-form learning (both on-campus and online).

Support for all Academic Staff:
- Education-focused academic staff support via professional development workshops.
- Access to Advance HE Fellowships (new in 2024).
- Graduate Certificate in Higher Education Learning and Teaching.
- Active academic communities of practice, including the First and Further Years COP and the LX Lab, dedicated to uplifting digital learning environment and support for teaching online learners.

Strategies for early intervention and high-quality support for students

At UTS we take an active approach to student success. Our strategies include:

Early Identification: We use predictive modelling to identify at-risk students before census then targeted outreach connects them with essential services.

Comprehensive Support: UTS offers counselling, accessibility services, financial aid, and academic support. Peer programs enhance well-being and employability.

Partnering with students: We have active peer support programs available to all students. Our students' association (ActivateUTS) delivers co-curricular programs and activities that enhance wellbeing, develop graduate attributes and prepare students for employability.

Language Proficiency: All commencing students undergo language assessments. Those needing improvement are required to attend language tutorials.

Awareness Campaigns: We raise awareness of our services through social media and a central support hub on our campus. We host a central point with all areas of support for all students.
https://www.uts.edu.au/current-students/support

Measuring Impact: Success metrics include low attrition and positive progression. We continuously enhance the student experience.

These activities contribute to a positive student experience and align with the requirements of the Support for Students Act. Our success will be measured by low course attrition, positive course progression, an increase in other student success metrics and a year-on-year improvement in the Student Experience Survey.

Strategies for Improving Research, Research Training, and Innovation

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.

Strategies for Engaging with Industry

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.

SIGNED for and on behalf of

THE COMMONWEALTH OF
AUSTRALIA

by
Madonna Morton
_____
Full name (please print)
First Assistant Secretary
_____
Position
of the Department of Education

M M°t
_____
Signature
29/05/2024
_____
Date

SIGNED for and on behalf of	In the presence of:
THE UNIVERSITY OF TECHNOLOGY SYNDEY	

by

Andrew Parfitt   **Amanda Ander**
_____   _____
Full name (please print)   Witness (please print)
Vice-Chancellor and President   **Executive Support Officer (Internal)**
_____   _____
Position   Position or profession of witness (please print)

_____   _____
Signature   Signature