Australian Government

Department of Education, Skills and Employment

2021-2023 MISSION BASED COMPACT BETWEEN THE COMMONWEALTH OF AUSTRALIA AND DEAKIN 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.

All strategies should provide qualitative and/or quantitative measures of assessment.

MISSION

Our strategic plan, *Deakin 2030: Ideas to Impact*, outlines how we will best serve our communities through Education and Employability, and Research and Innovation. The three key outcomes relate directly to these central activities:

1. Flexible and accessible education, relevant for people at all stages of their careers
Strategies: build our portfolio of short courses and 'stackable' credentials; co-design courses with industry partners, integrating workplace experiences to ensure relevance; enable greater access to students from all backgrounds through flexible entry requirements that recognise prior knowledge, experience and ability.

Measures: the proportion of our course offerings and respective enrolments and demographics; existing internal and external feedback mechanisms, such as the QILT Graduate Outcomes Survey (GOS) and Employer Satisfaction Survey (ESS).

2. Improve research performance by more effectively 'realising talent' and increasing commercialisation outcomes
Strategies: tailor research development across discovery, innovation and industry pathways; foster and leverage industry partnerships including via our industry precincts; provide clearer career pathways for HDR students that include opportunities for both academic and commercial application.

Measures: number of formal industry partnerships created and maintained; number of HDR completions, alongside results in the Postgraduate Outcomes Survey.

3. Continue to lead in digital delivery and integrated teaching and learning
Strategies: continued investment in digital capabilities, emphasising a human-centric and ethical approach when creating and managing our digital platforms, and in cyber security.

Measures: higher proportion of online education and integrated courses that blend on-campus, online and workplace experiences; industry recognition for the innovation application of educational technology and a blended learning experience.

FREEDOM OF SPEECH AND ACADEMIC FREEDOM

Subsequent to the Walker Review that determined Deakin to be only partially aligned with the Model Code, the University has developed a single, high level policy document, *Code for Upholding Freedom of Speech and Academic Freedom*, expected to be approved by Deakin Council on 5 August 2021.

Please see Appendix A *Draft Code for Upholding Freedom of Speech and Academic Freedom* and Appendix B *Implementation Actions for the Code for Upholding Freedom of Speech and Academic Freedom*.

The major points of non-alignment identified through the Walker Review were:

1. freedom of speech and academic freedom were not brought together in an overarching document elevated above other policies, and
2. there were aspects of Deakin policies which appeared to place restraints on freedom of speech beyond those allowed by the Model Code (e.g. Code of Conduct requires staff to uphold the reputation of the University).

Deakin's new Code for Upholding Freedom of Speech and Academic Freedom:
- emphasises the fundamental, defining importance of academic freedom and freedom of speech to the Deakin community
- recognises freedom of speech and academic freedom as overlapping concepts which cannot be separated
- adopts the definition of 'Academic Freedom' as amended in the Higher Education Support Act, and
- commits the University to restrain freedom of speech and academic freedom only in the manner set out in the Model Code.

The Code emphasises the importance of freedom of speech and academic freedom by establishing them as paramount and defining values of the University.

The University has simultaneously revised its Staff Code of Conduct and Student Code of Conduct and has developed an implementation plan which includes aligning University policy, governance oversight, training, liaison and ongoing communication.

IMPROVING TEACHING AND LEARNING OUTCOMES FOR AUSTRALIAN STUDENTS

Three key targets:
1. Student success: top 10 in the sector (HEIMS data)
2. Overall satisfaction: top 5 per cent of public universities (national survey results)
3. Graduate employment (3 years): top 3 in Victoria (national survey results)

Strategies and measures:

Industry engagement: via co-ordinated actions in course, discipline and Graduate Employment advisory boards, the FreelancingHUB, placements, ManuFutures and other initiatives.

Admissions: In 2018, Deakin implemented the Admissions Transparency Phase Two Common Terminology and Information Sets. Deakin has commissioned a comprehensive review of admission policies to ensure ongoing organisational alignment. The Review's principles are: transparency consistent with TEQSA requirements; selection on merit and potential; validity of assessments; minimising applicant barriers; appropriate processes.

Student outcomes: regular monitoring of retention and success in subjects and consequential remediation; First-Year Taskforce (support to teams teaching commencing undergraduate students); 'iBelong' program. Employability is embedded in all Deakin courses. Outcomes are monitored in national surveys and internally by mechanisms including the annual and major course review.

Wellbeing: Implementation of Deakin's Student Mental Health and Wellbeing Strategy continues with resources and support widely available and promoted to students. Staff wellbeing is monitored through pulse surveys and targeted follow-up and in regular performance reviews. Staff have a wide range of support and services available.

Teaching Delivery: Deakin is – subject to Government restrictions – increasing scheduled on-campus activities from Trimester 2 and welcoming students with an orientation program of several weeks. Deakin is developing contemporary learning through its Deakin Design project which will combine the best of online and on-campus learning.

Labour market outcomes and strategy are considered as part of the standard Course approval and review procedures, linking closely to the strategic plan *Deakin 2030: Ideas to Impact*, and the guiding and enabling plans that support it.

The annual Admissions transparency report is a snapshot of how students were admitted and a profile of students currently studying at Deakin.

RESEARCH OPPORTUNITIES AND PARTNERSHIPS IN THE NATIONAL INTEREST

Deakin undertakes world-class research that addresses national priorities, aligns with our capabilities, is clearly distinctive, innovative and discovery-driven, and strongly linked to applied research, translation and commercialisation

Three key priorities:
1. Excellence in research, research training and innovation
Strategies: support focussed, world-class research, creative endeavours and research training that are linked to industry and generate globally recognised new knowledge that changes thinking and policy across disciplines and sectors.
Measures:

- *Growth in Research Income*
- *HDR student numbers and success*

2. Strengthen and expand industry partnerships to deliver genuine Impact
Strategies: increased joint industrial pilot projects, enabled by our growing industry precincts and platforms; accelerate translation of discoveries and ideas into new policy, products and services via streamlined pathways, including commercialisation and industry engagement; scale-up of our industry precincts with cutting edge production and world-class research and development facilities.
Measures:

- *Growth in number and value of partnerships*
- *Growth in number of industry supported PhD students*

3. Supporting and realising research talent and commercialisation outcomes
Strategies: substantial investment in transforming research support systems and connectivity for a new way of working that enables researchers to focus on research and innovation that delivers demonstrable impact. A strategically focused 'Research-Innovation-Commercialisation Eco-system', ensuring connection to our discovery-based research and our industry partners.
Measures:

- *Growth in Commercialisation income*
- *Number of active patents*

Successful demonstration of this flexible approach at Deakin including: FLAIM Systems (https://flaimsystems.com/), UMS (https://www.unimotionsim.com/), BNNT Technology (https://www.bnnt-technology.com/) and Li-S Energy (https://www.ppkgroup.com.au/site/PDF/879cba85-273b-456f-9d00-3251c5aaf318/BNNTFacilitatesRevolutionaryLithiumBattery)

Deakin has extensive internal policies to ensure appropriate management and mitigation of any foreign interference and cyber security risks. The public facing Deakin Integrity website sets out the controls and procedures in place.

IMPROVING STUDENT EQUALITY AND OUTCOMES

Deakin is deeply committed to supporting students from under-represented backgrounds and systematically applies and measures strategies at pre-access, access, retention and success stages. Deakin has a legacy of sophisticated support mechanisms traversing cultural, wellbeing, academic, financial and ancillary needs.

Three key priorities:
1. Continue to improve Aboriginal and Torres Strait Islander participation and success
Strategies: Our three core programs are:
- **Community Based Delivery (CBD), implemented through the**
- **National Indigenous Knowledges Education Research Innovation (NIKERI) Institute, and via**
- **Deakin's online platforms**

In addition to standard support systems, strategic deployment of programs such as the Indigenous, Regional and Low-SES Attainment Fund (IRLSAF) and the Indigenous Student Success Program (ISSP), enables Deakin to tailor responses to Aboriginal and Torres Strait Islander students as well as other under-represented groups.

2. Support students from under-represented backgrounds, including low SES and disability
Deakin welcomes learners from diverse backgrounds who broaden our horizons and enrich our learning. We support our students to be globally connected and work with partners to enable flexible and non-traditional pathways into a Deakin education.

3. Continue to improve access for aspiring and talented students regardless of background
Deakin is committed to providing greater access for aspiring students who face additional barriers. We deliver progress across society, prioritising equity and opportunity; we are not defined by those we exclude, but by the opportunities we create.

Measures: Percentage of students:
- *identifying as Aboriginal/Torres Strait Islander (ATSI)*
- *with a declared disability*
- *from a low SES background*
- *from a regional or rural home location*
- *from a non-English speaking background*

The 2021 Access and Participation Plan supports the Education and Employability Plan (internal) and the Diversity and Inclusion Strategy. The Plan's activities are designed to ensure increased access, participation, success, retention and completion of students from groups traditionally under-represented in higher education. Success measures are set out on p.9 of the Plan.

Key resources include:
- Diversity and Inclusion Strategy 2020-2025
- Indigenous Access Scheme
- Regional Access Scheme

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**

28/12/2021

Date

SIGNED for and on behalf of

DEAKIN UNIVERSITY

by

In the presence of:

Professor Iain Martin   **Sarah Bugg**

Full name (please print)   **Witness (please print)**

Vice-Chancellor   **Administration Manager**

Position   **Position or profession of witness (please print)**

Signature   **Signature**