



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

Three key outcomes from [Creating a Future for All: Strategic Plan 2020-2025](#) include:

- **Creating Graduates confident to face the future**

Through the [Academic Plan, 2021-2025](#), create the Griffith Graduates of the Future program to support student success in learning and in transitioning to employment; undergo a digital transformation that improves the learning experience for all and provide our faculty with advanced digital [teaching skills](#); create, often in partnership with industry, a set of stackable [micro-credentials](#) that support employees and entrepreneurs to thrive throughout their careers.
- **Addressing societal needs through high quality, impactful [research](#)**

Through the [Research and Innovation Plan 2021-2025](#), we are committed to delivering [impactful outcomes](#)—socially, economically, and culturally—for the people of Queensland, Australia, and globally. We will:

 - Establish [interdisciplinary research Griffith Beacons](#) to answer the critical questions of the future translating research outcomes into real world solutions
 - Grow research income - as reported in the annual HERDC by at least \$15m from the 2019 base, including an increase in industry income and major national [competitive grant successes](#).
 - Achieve a ranking in the top 210 universities in the world; with 11 disciplines in the top 100 by 2023.
 - Undertake strategic recruitment – including at least 15 postdoctoral fellowships a year, creating [pathways for research students](#) to employment.
- **Undergo a digital and physical transformation**
 - Design and implement a digital masterplan, infrastructure and services including a new virtual learning environment to transform the student experience.
 - Invest in a [flagship building](#) at Nathan for social sciences as an interactive centre for researchers, students and partners to advance enquiry and knowledge in global societal issues.
 - Enable the translation of research and innovation into commercial opportunities and marketable projects through an investment in [ADaPT](#) at the Gold Coast's Health and Knowledge Precinct.

FREEDOM OF SPEECH AND ACADEMIC FREEDOM

Following the release of the French Model Code, Griffith implemented an [*Academic Freedom and Freedom of Speech Policy*](#).

In response to the [*Walker Review*](#) Griffith amended its policy as follows:

- **Reasonable restrictions that are “necessary”**
The Policy used the term “necessary or desirable”; desirable has been removed.
- **Reasonable use restrictions**
Provisions remain to allow the University to reject speakers with extreme and unfounded views (eg Holocaust deniers).
- **Reasonable academic restrictions**
Griffith restrictions are narrower than the Code and have been amended to include the limitation that academic freedom may be restricted for “reasonable and proportionate regulation necessary to the discharge of the university’s teaching and research activities.”
Regarding Academic and Free Speech restrictions, “comply with the law, including the duty to foster” has been amended to “comply with the law” and “discharge the duty to foster the wellbeing of staff and students.”
- **Paramountcy (adoption of paragraphs (2), (3), (4) or (5) of the Model Code)**
The Policy has been amended to adopt some of these paragraphs. All Queensland universities have an inability to make delegated legislation due to the changes made in the enactment of the [*University Legislation Amendment Act 2017 \(Qld\)*](#). Thus clause (5) and the second half of clause (1) cannot be fully applied in Griffith policies but the rest have been.
- **Student bodies**
Griffith is consulting with the Student Representative Council and Student Guild to work on adopting free speech principles consistent with the Code.

- **Increase student [employability](#)**

Employability outcomes and actions are embedded within our [Strategic Plan 2020-2025](#) (p13) and [Academic Plan 2021-2025](#) (pp8; 14) to increase overall student employability above 84% by implementing the [Griffith Graduates of the Future program](#) and reviewing degrees for optimum employment outcomes.

We will increase [engagement with WIL](#) in [programs](#) with lower employability rates and limited WIL opportunities. A WIL alignment plan is underway as the foundation for our new employability plan, and enhanced partnerships for [Engaging with industry](#). Also see: [CareerHub](#).

- **Improve student learning experiences**

Increase Overall Student Satisfaction to top quartile of universities by supporting [student wellbeing](#) and creating a [safe campus culture](#); reviewing and updating our digital learning and engagement platform; implementing a new [service delivery](#) strategy for [flexible study](#). We are also implementing our new [Student Mental Health and Wellbeing Strategy](#) and [Resource Hub](#).

- **Increase student retention**

Griffith's retention goal is to exceed the national average for student retention and completion by 2025. Our plans are outlined in our [Academic Plan, 2021-2025](#). They include thorough assessment of entry pathways; resourcing initiatives with proven outcomes (such as Peer Assisted learning programs); and providing support for groups that currently underperform in retention.

Supporting Griffith links:

- [Admissions transparency](#) – [Griffith Undergraduate Programs Admissions policy](#) and pathways advised [here](#). The [Academic Standing, Progression and Exclusion Policy](#) sets processes for students at risk.
- Students are updated regularly on [studying safely amid COVID-19](#) and student return to campus strategy is articulated through the [COVID-19 response matrix](#). 80% of classes in Trimester 1 returned to campus.

RESEARCH OPPORTUNITIES AND PARTNERSHIPS IN THE NATIONAL INTEREST

Griffith University's [Research and Innovation Plan 2021-2025](#) reflects global and national changes to the sector and its implications for research, research training and innovation. There will be an increased focus on commercialisation of research in alignment with the Commonwealth's priorities.

Improve Research Quality

Achieve at least 75% of research rated at 'above world standard' or 'well above world standard' in the Excellence in Research for Australia 2023 and achieve a ranking in the top 210 universities in the world; with 11 disciplines in the top 100 by 2023 as a reflection of a focus on high quality research.

Increase Industry Partnerships

Increase partnerships with industry particularly with a view to accelerating commercialisation of innovations, in areas such as environmental water management, waste management, drug and vaccine development, and engineering technologies. Aiming for a 10% growth in Cat 3 & 4 HERDC income by 2023.

Knowledge Precinct Development

Play a leadership role in the development of the [Gold Coast Health and Knowledge Precinct](#) through: 1) development of its [Advanced Design and Prototyping Technologies Institute](#); and 2) recruitment of two Griffith affiliated industry partners onto the Precinct p.a. to 2023.

Supporting Griffith links

The University will maintain the trust of stakeholders by protecting our [IP and sensitive technologies](#) (intranet), including by maintaining strong [cybersecurity](#) posture, and by assuring our [secure international engagement](#) (intranet) [sanctions compliance](#) (intranet), [strengthened export controls](#) with well embedded compliance processes and an emphasis on awareness, education and training.

IMPROVING STUDENT EQUALITY AND OUTCOMES

Griffith delivers an extensive array of [student equity, diversity and outreach](#) activities to increase access, participation and inclusion from under-represented student cohorts. Success measures are described in our [Strategic Plan 2020-2025](#) and [Academic Plan, 2021-2025](#).

Increase Aboriginal and Torres Strait Islander student enrolments

By 2023, increase First Peoples students (as a percentage of participation of all domestic onshore) to 2.9%. First Peoples leadership has been enhanced through the appointment of the [Pro Vice Chancellor \(Indigenous\)](#), an executive leader with portfolio responsibility for embedding University activity and initiatives in Indigenous education.

Improve Aboriginal and Torres Strait Islander Engagement and Retention

By 2023, achieve 74.3% retention for First Peoples students. Leadership of this initiative will be through Griffith's [GUMURRII Student Success Unit](#) which is dedicated to support Aboriginal and Torres Strait student success from recruitment, orientation through to graduation, and with tutorial assistance.

Increase Low SES student engagement

By 2023, increase Low SES students (as a percentage of all domestic onshore) to 18.8%. Focus resources on pathways with evidence of success in recruiting and retaining students from low SES backgrounds. Work with schools networks in regions of traditional educational under-representation in higher education and under-represented communities (eg students with disabilities, Pasifika and Maori students).

Supporting Griffith links

- [Student Equity Outreach](#)
- Students with [disability](#), those [first in family](#)
- [LGBTIQ+](#) Support
- Students from [refugee](#) backgrounds
- [Mature aged](#) students
- [Uni-Reach](#)
- [Pasifika and Maori](#) outreach.

SIGNED for and on behalf of
THE COMMONWEALTH OF AUSTRALIA

In the presence of:

by

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
GRIFFITH UNIVERSITY

In the presence of:

by

CAROLYN MARIE EVANS

AMBER COWEN

Full name (please print)

Witness (please print)

Vice-Chancellor and President

RESEARCH OFFICER

Position

Position or profession of witness (please print)

Signature

Signature