



2024 Mission-Based Compact Between the Commonwealth of Australia and University of Divinity

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

1. University Mission and Strategy

The University's mission is "to excel in education, engagement, and research in spiritual practices and Christian beliefs and their contemporary application". Key outcomes for the University in the next three to five years include:

1. Grow enrolments to 600 EFT by 2027 and to 800 EFT by 2030
2. Increase number of industry partnerships, including adding new Colleges
3. Develop, resource and implement a comprehensive marketing plan
4. Ensure budget surpluses from 2025 onwards

2. Workforce and skills

- Supplying the needs of the University's church and faith-based partners for religious leaders
- Implementing and improving accredited programs for emerging national needs in spiritual care and counselling that promote community well-being especially in allied health and aged care

Measures:

- 2.1 Complete restructure of Bachelor of Theology and Bachelor of Ministry
- 2.2 Approve new Graduate Certificate in Spiritual Care and admit first cohort
- 2.3 Double enrolments in Bachelor of Counselling from 2023 to 2024

3. Student and staff safety

- Continuous improvement of sexual assault and sexual harm prevention and response

Measures:

- 3.1 Relaunch SASH training program for staff and students aligned to Code of Conduct

4. Countering foreign interference

- Proportional approach relative to the University's size and scope, monitored through Enterprise Risk Management Framework
- Ensuring all international agreements are signed off at Vice-Chancellor level

Measures:

- 4.1 Annual report to Finance and Risk Committee on risk controls for foreign interference, and incident reports as occur

5. Cybersecurity

- Continuous review of systems and regular training

Measures:

- 5.1 Quarterly report to Finance and Risk Committee on risk controls for cybersecurity, and incident reports as occur

6. Freedom of speech

- Realise the University's strategic commitments to collaboration, compassion, excellence, justice and service

Measures:

- 6.1 Annual report to Council on Academic Freedom Policy

7. Related documents

[Strategic Plan 2030](#)

[University Policies and Procedures](#)

Strategies for Improving Equality of Opportunity in Higher Education

The primary goal in 2024 is to build on the foundational work of 2021-2023 in establishing the School of Indigenous Studies to provide programs delivered by and for Aboriginal and Torres Strait Islander communities. This is ground-breaking work that has not previously been attempted by a faith-based higher education provider, and aims address the hitherto almost complete absence of Indigenous voices from church leadership and from theological institutions. It builds on the success of the School's inaugural Indigenous Theologies Conference held in early February 2024.

Measures:

1. Launching the Indigenous Ecumenical Network as the consultative body for building education, research and engagement that meets community need.
2. Providing a full fee and stipend scholarship for an Indigenous PhD candidate to build capacity.
3. Launch of an Undergraduate Certificate to fill the gap for a learning pathway from VET to HE for Indigenous students in theology and related disciplines.
4. Raising funds to support future program delivery and student equity scholarships.

Related documents:

[School of Indigenous Studies website](#)

Strategies for Improving Teaching and Learning

The University is proud of its outstanding student experience as evidenced in QILT results and seeks to ensure every student is supported for success every time. Areas for improvement include ensuring the University's unique collegiate structure does not inhibit students from receiving that support.

- 3.1 Approve new Support for Students Policy and consolidation of previous policies on student progress and "at risk" intervention
- 3.2 Complete review of implementation of Support for Students Policy and access to services, ensuring greater collaboration and consistency across Colleges and Schools.
- 3.3 Complete renewal of Education Strategy, incorporating new targets for admission, retention, international student support
- 3.4 Maintain ranking in top 5 Australian Universities for student experience

Related documents:

[Admissions transparency – student profiles](#)

[QILT outcomes for 2023](#)

Strategies for Improving Research, Research Training, and Innovation

The University adopted a new Research Strategy in December 2023 and begins to implement this strategy in 2024 including ensuring the University is conducting research in FoR 50 Philosophy and Religious Studies that underpins delivery of all awards across all parts of the University. The University's approach to research commercialisation is tailored to our primary industry partners – churches, religious orders and faith-based organisations – seeking to engage critically with their missional needs through the production of research and formation of future researchers.

Measures:

1. Complete recruitment of new Dean of Research Strategy.
2. Complete pilot research evaluation in the discipline of Biblical Studies and demonstrate research is at or above world standard.
3. Establish research training internships with at least 2 industry partners.
4. Launch the Doctor of Professional Practice and meet enrolment targets.
5. Grow industry funding for research by at least \$500,000 from 2023 to 2024.

Related documents:

[School of Graduate Research](#)
[Research Repository](#)

Strategies for Engaging with Industry

The University of Divinity is Australia's only wholly-industry based University, with its governing body, Colleges, staff and students drawn from and resourcing its partners in the churches, religious orders and faith-based organisations – the University would simply not exist without its industry partners. Strategic priorities include development and growth of new awards that meet emerging needs in the University's partners, and continuing to build research projects in partnership with them. Critical to this is growth of the University's School of Professional Practice.

Measures:

1. Complete Vice-Chancellor transition and introduction of new Vice-Chancellor to industry leaders.
2. Enrol first cohort of students in the new Master of Leadership and deliver award in partnership with at least two industry bodies.
3. Launch the Graduate Certificate in Professional Supervision in South Australia in partnership with at least two churches or faith-based organisations.

Related documents:

[School of Professional Practice](#)

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



Signature

29/05/2024

Date

SIGNED for and on behalf of
UNIVERSITY OF DIVINITY

by

Associate Professor Elizabeth Boase

Full name (please print)

Acting Vice-Chancellor

Position



17/04/2024

Signature

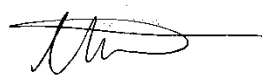
In the presence of:

Hannah Hornsby

Witness (please print)

University Secretary

Position or profession of witness (please print)



17/04/2024

Signature