

# ABORIGINAL AND TORRES STRAIT ISLANDER PLAN 2013–2017

LEARNING / DISCOVERY / ENGAGEMENT



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

ABORIGINAL AND TORRES STRAIT ISLANDER

# STRATEGIC PLAN 2013–2017



A handwritten signature in black ink, appearing to read 'C Shannon'.

**Professor Cindy Shannon**  
PRO-VICE-CHANCELLOR  
(INDIGENOUS EDUCATION)



A handwritten signature in black ink, appearing to read 'Peter Høj'.

**Professor Peter Høj**  
VICE-CHANCELLOR



A handwritten signature in black ink, appearing to read 'Deborah Terry'.

**Professor Deborah Terry**  
SENIOR DEPUTY VICE-CHANCELLOR

# FOREWORD

In the early days of its second century, The University of Queensland is focussed on challenges that must be addressed without delay. A priority issue is engagement with Indigenous Australians, which takes in UQ's relations with school students, the success of our enrolled students, our respect for Indigenous protocols – and so much more.

One of the University's first actions for the new century was to create and fill the Pro Vice-Chancellor (Indigenous Education) position. The Pro Vice-Chancellor's initial responsibilities include co-ordinating the development of UQ's first Aboriginal and Torres Strait Islander Strategic Plan, to sharpen the institution-wide focus on objectives and responsibilities regarding Indigenous learning, discovery and engagement.

The University's Strategic Plan 2013–2017 recognises a commitment to Indigenous education. The UQ Aboriginal and Torres Strait Islander Strategic Plan embeds this commitment across the University by setting the priorities in Indigenous education at UQ within the three themes of learning, discovery and engagement. Additionally, our plan recognises the national and global context that influences Indigenous education.

Nationally, the Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander People has given all universities clearer directions and priorities, and will guide initiatives to address disparities in Indigenous

higher education outcomes. At the same time, UQ must channel its research strengths into an expanded range of collaborations, targeting solutions to both entrenched problems and emerging challenges in Aboriginal and Torres Strait Islander communities. These projects must be underpinned by recognition of protocols for research development, implementation and translation.

Globally, UQ has opportunities to show leadership in Indigenous knowledge and practice.

We acknowledge and build on the contribution of present and past UQ staff, students and alumni, and the dedication of many Indigenous and non-Indigenous people. Their numerous achievements include educating pioneering Aboriginal and Torres Strait Islander graduates, respectfully documenting the lives of Indigenous individuals and communities, and promulgating knowledge of culture, art, and country.

There is still much work to be done and UQ will strive for further achievements, guided by the priorities outlined in our strategic plan. The goodwill shown towards UQ's new agenda for Indigenous learning, discovery and engagement is palpable, and we thank the many people and community organisations who have contributed to the UQ Aboriginal and Torres Strait Islander Strategic Plan. We urge all UQ staff to enact this strategy, and invite students, alumni and partners to help ensure its success.

# CHALLENGE & OPPORTUNITY

THE CHALLENGE:

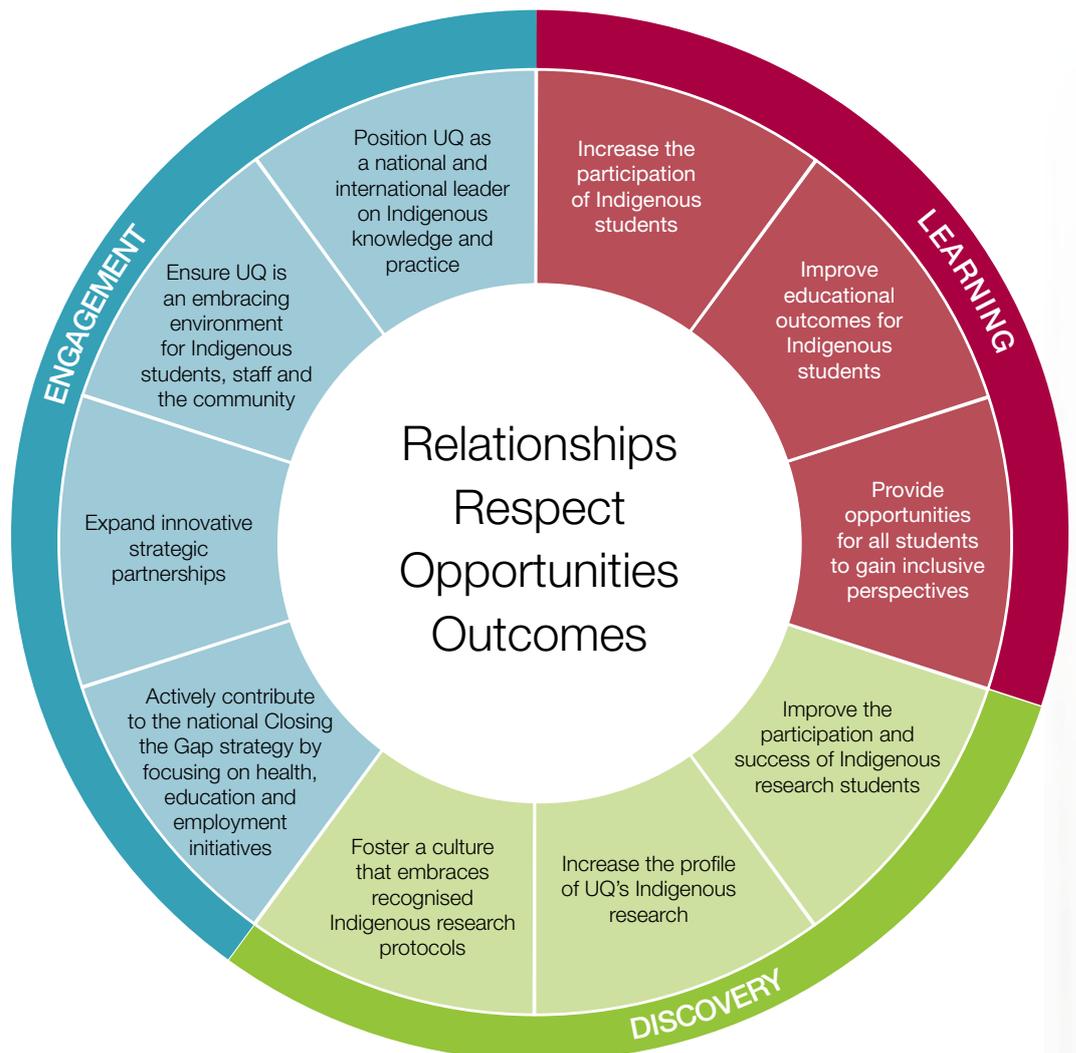
Close the Gap by improving health and employment outcomes for Indigenous people

THE CHALLENGE:

Close the Gap by improving educational outcomes for Indigenous students

THE CHALLENGE:

Close the Gap by building strategic partnerships



In addition to the full range of scholarships available from Centrelink, Indigenous students can also apply for many other scholarships administered by UQ.



*Top row from left: Sorogo Mills and Robert Reckenberg, Indigenous Youth Leadership Scholarship recipients*

*Bottom row from left: Catherine Roth, Wotif scholarship recipient; Kylie Dunn, Artius Scholarship recipient*

THE UNIVERSITY OF QUEENSLAND'S

# ABORIGINAL AND TORRES STRAIT ISLANDER STRATEGIC PLAN

Selena Uibo  
Bachelor of Arts/  
Bachelor of Education





## LEARNING

**Theme 1:** Providing learning opportunities for Indigenous people

**Theme 2:** Enriching the UQ learning experience through inclusion of Indigenous knowledge and experience

Strategy	Actions
Increase the participation of Indigenous students	Ensure Indigenous student recruitment is culturally secure and supported by appropriate materials
	Enhance institutional support for Indigenous student outreach and aspiration building programs
Improve educational outcomes for Indigenous students	Align, co-ordinate and monitor the effectiveness of student support programs offered by the Library, Student Affairs Division, ATSIISU and the faculties
Provide opportunities for all UQ students to gain inclusive perspectives	Develop and implement an action plan to promulgate UQ's education principles on Indigenous matters into the curriculum
	Review, refine and promote UQ's Indigenous studies offering
	Provide opportunities for UQ students to participate in projects in Indigenous communities

## DISCOVERY

**Theme 1:** Providing research opportunities for Indigenous people

**Theme 2:** Establishing UQ as a national and international leader in Indigenous research

Strategy	Actions
Improve the participation and success of Indigenous research students	Attract and sustain an Indigenous research workforce
	Create pathways for Indigenous students into research
	Increase institutional support for Indigenous research students
Increase the profile of UQ's Indigenous research	Position the University as a centre of expertise in Indigenous knowledge and practice
	Establish a UQ centre of excellence in Indigenous workforce development
	Showcase UQ's Indigenous research capability
Foster a culture that embraces recognised Indigenous research protocols	Embed appropriate, respectful Indigenous research consultation and engagement processes

## ENGAGEMENT

**Theme:** Building strategic, respectful relationships between Indigenous and non-Indigenous people and other stakeholders

Strategy	Actions
Actively contribute to the national 'Closing the Gap' strategy by focusing on health, education and employment initiatives	Partner with organizations in health, education and employment to collaborate on initiatives addressing Indigenous health, education and employment
	Target philanthropic funding to support the University's initiatives in Indigenous health, education and employment
Expand innovative strategic partnerships	Implement governance processes to co-ordinate Indigenous engagement activities and ensure accountability to the Indigenous community
	Forge strategic, respectful partnerships with Indigenous communities
Position UQ as a national and international leader in Indigenous knowledge and practice	Develop international Indigenous engagement strategies
	Raise the profile of, and attract funding for, UQ's Indigenous initiatives
Ensure UQ is a safe, culturally embracing environment for Indigenous students, staff and the community	Build competencies in cultural diversity throughout the University
	Establish a culturally embracing physical environment for Indigenous people



UQ IPSWICH

UQ GATTON

UQ ST LUCIA

UQ HERSTON

The University of Queensland (UQ) is one of Australia's premier learning and research institutions. It has produced over 200,000 graduates since opening in 1911. Our graduates have gone on to become leaders in all areas of society and industry.

UQ is one of the three Australian members of the global Universitas 21, an international network of leading, research-intensive universities that work cooperatively to create large-scale global opportunities.

UQ is a founding member of the national Group of Eight (Go8), a coalition of leading Australian research-intensive universities that work together to improve outcomes for all.

UQ is a pacesetter in discovery and transformational research across a broad spectrum of exciting disciplines, ranging from bioscience and nanotechnology to mining, engineering, social science and humanities.

UQ rated well above world standard in more specialised fields of research than any other Australian university (2012 Excellence in Research for Australian (ERA) survey).

Its eight internationally significant research institutes are drawcards for an ever-expanding community of scientists, researchers and commercialisation experts.

UQ is noted for supporting early- and mid-career researchers. In 2012, UQ's 10,000th PhD student graduated.

UQ offers undergraduate and postgraduate programs informed by the latest research and delivered in state-of-the-art learning spaces across its four main campuses in southeast Queensland: St Lucia, Ipswich, Gatton and Herston. Its teachers have won more Australian Awards for University Teaching than any other Australian university.

Staff and students from more than 134 nations are valued in our multicultural community, which celebrates excellence in all aspects of scholarship.

#### UQ FAST FACTS

<b>Students Profile (Enrolments):</b>	<b>2011</b>	<b>2012</b>
Undergraduate*	33,280	34,235
Postgraduate Coursework*	8,319	8,299
Research Higher Degree*	3,949	4,330
Total Student Enrolment*	45,548	46,864
International Students as % of Total Enrolment*	25%	24%
<b>Awards granted</b>		
Undergraduate*	6,298	6,620
Postgraduate Coursework*	3,551	3,538
Research Higher Degree*	559	620
Total Awards Granted*	10,408	10,778
<b>Research Profile</b>		
Research Income (\$million)*	334.1	365.3
Share of national RHD Load	7.40%	n/a
<b>Staff Profile (FTE)</b>		
Academic Staff	2743	2836
Professional Staff	3805	3915
Total Staff FTE	6548	6751
<b>Financial Profile (\$million)</b>		
Revenue Commonwealth Govt	749.8	n/a
Revenue Other Sources	890.7	n/a
Total Revenue	1640.5	n/a
<b>International Rankings</b>		
Academic Ranking of World Universities	86	90
Times Higher Education Rankings	74	65
QS World University Rankings	48	46
Taiwan Rankings (Scientific Papers)	76	n/a

\*2012 data are provisional/projected