**Operational performance**

**Government objectives for the community**

With the underpinning principles of integrity, accountability and consultation, which are applied to the activities outlined in this report, UQ contributes to the Queensland Government’s broad objectives for the community:

- **Good jobs**
- **Better services**
- **Great lifestyle**

With a commitment to delivering for the public good, our research excellence and focus on providing quality education and experiences, UQ contributes directly to good jobs, better services and great lifestyle. UQ does this by ensuring Queenslanders have the skills they need to find meaningful jobs and set up pathways for the future. This includes supporting careers in frontline services such as health and education as well as key industries for Queensland such as infrastructure, agriculture, resources and tourism. Developing small business opportunities through entrepreneurship and adaptability, and creating impactful solutions to protect the health and natural environment of our state.

**Our objectives and performance indicators**

By 2022, our objective is for UQ to be known as a university that:

- delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences
- leads as a premier provider of high-quality postgraduate and lifelong learning opportunities
- leverages the breadth and depth of its research capabilities and vibrant precincts to address the world’s most pressing challenges
- is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation
- has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific
- breaks down barriers to education through the Queensland Commitment
- is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives.

UQ’s strategic priorities have been developed around 5 domains that reflect the core purpose of the University:

- **Learning and student experience**
- **Research and innovation**
- **Enriching our communities**
- **Our people**
- **Securing our future**

Underpinning our domains, our 3 fundamental enablers will support our ambitions to deliver on our core purpose:

- Our global profile
- Our people
- Securing our future.

We use a range of strategies to achieve our objectives, with specific measures of success (or key performance indicators) for each domain and enabling, as outlined in the table on page 19.

To successfully achieve our strategic objectives, we support the delivery of strategic initiatives and plans with adequate risk management plans. For example, key risk mitigation strategies responding to the highly volatile external environment include:

- recruitment and retention of staff to maintain a highly respected workforce
- innovative approaches to teaching, learning and research
- development and nurturing of partnerships to realise mutual benefits in research, teaching and learning
- robust financial management that includes diversifying our international student profile and implementing lifelong learning growth opportunities.

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**Domain: Learning and student experience**

- Queensland’s effective rank for full-time employment outcomes 5 years after graduation
- National effective rank for undergraduate satisfaction with overall quality of entire educational experience
- National effective rank for undergraduate satisfaction with overall teaching quality
- National effective rank for undergraduate satisfaction with overall learning experience
- Percentage of bachelor degree graduates who completed an enrichment activity

**Domain: Research and Innovation**

- Number of international student course completions
- Percentage of academic staff Level E Academic, Level D Academic, HEW 10+
- Percentage of HDR graduates who have had a career development experience, completed on industry placement or had an industry scholarship
- Percentage of academic staff Level B and above who have a PhD
- Percentage of academic staff who are leaders in their field

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**Domain: Disability and inclusion**

- Number of students with a disability who have access to disability support services
- Percentage of students with a disability who have had an enrichment activity
- Percentage of students with a disability who have had a career development experience

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**Domain: Global profile**

- Number of source countries contributing at least 10% of international students
- Percentage of academic staff who have a PhD
- Percentage of academic staff who have a PhD
- Percentage of academic staff who have a PhD

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**Domain: Stakeholder engagement**

- Percentage of staff willing to recommend UQ as a great place to work
- Percentage of students who agree that UQ demonstrates a genuine commitment to diversity and inclusion
- Percentage of students who feel supported by UQ’s student support services
- Percentage of students who feel engaged in UQ’s student life

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**Domain: Strategic Plan 2022–2025:**

**Key Performance Indicators**

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<th>Goal</th>
<th>2022</th>
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<td>Queensland’s effective rank for full-time employment outcomes 5 years after graduation</td>
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<td>National effective rank for undergraduate satisfaction with overall quality of entire educational experience</td>
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