

INDIGENOUS STUDENT SUCCESS PROGRAMME – 2017 Performance Report

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1. Enrolments (Access)

Institute of Koorie Education

The Institute of Koorie Education ('the Institute') is the dedicated Indigenous higher education and support unit at Deakin University. The Institute offers undergraduate and postgraduate studies across the arts, education, health, law, and Indigenous research. The Institute also delivers honours and higher degrees by research across a number of study areas, and provides access to higher education in an inclusive and culturally safe environment.

Indigenous Equivalent Full-Time Student Loads ('EFTSL') have slightly decreased from 2016 to 2017. This has resulted from ongoing access and progression strategies to ensure that Indigenous students commence with the requisite skillset to engage in higher education, and are supported in making empowering study load decisions according to individual circumstances.

In regards to enrolments, the Institute provides various strategies to improve access to university for Aboriginal and Torres Strait Islander students.

Programs and Strategies to Improve Access

- **Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020:** Deakin wide strategies to improve Indigenous participation at Deakin University. See information under section four.
- **Institute Community-Based Delivery model:** The Institute delivers courses through the off-campus Community-Based Delivery model. The CBD model provides Aboriginal and Torres Strait Islander people from across Australia access to higher education whilst maintaining their family and community obligations. This model of delivery has increased access to university for Indigenous students from regional and remote areas. The CBD is funded through the University and is supported by the Commonwealth Government Away From Base project funding (AFB), which provides Indigenous students with the opportunity to engage in periods of on-campus study.
- **Kitjarra Residence:** Dedicated Indigenous student residence to support Indigenous students engaged in the on-campus study at the Institute of Koorie Education. Funded by the University, partly funded by AFB.
- **Institute Application Portal:** The Institute has an application portal for Aboriginal and Torres Strait Islander students interested in enrolling in a course through the Institute of Koorie Education. The portal is accessible from the Institute public website, and provides an opportunity for Indigenous applicants to connect with Aboriginal support staff as the first point of contact. Funded by the University.
- **Institute Entry Assessment:** Institute entry assessment allows Indigenous students alternative pathway into higher education, in the absence of prior educational attainment. Funded by the University.
- **Deakin School of Medicine Indigenous Entry Stream:** Pathway to increase the numbers of Indigenous Doctors. Funded by the University.
- **Institute Orientation:** The Institute offers orientation to commencing Institute students to ensure cultural well-being, university systems orientation, and development of university study skills. Funded by the University, partly funded by ISSP.
- **Elder in Residence:** The Elder in Residence provides cultural support and guidance to students and prospective students within the Institute. Funded by the University, partly funded by ISSP.
- **Graduate Diploma of Indigenous Research:** Pathway into higher degrees by research for Aboriginal and Torres Strait Islander students. Funded by the University.

Outreach Activities

- **Australian Indigenous Mentoring Experience (AIME):** AIME match Indigenous high school students with a University mentor to deepen educational aspirations and access. Funded by the University.
- **Indigenous Community Engagement:** Local and national engagement with Aboriginal and Torres Strait Islander Communities to promote higher education aspirations and opportunities. Funded by the University.

Scholarships (191 scholarships awarded to Indigenous students in 2017)

- Dr (Aunty) Mary Atkinson Scholarship: 100% Tuition Fees for normal course duration, awarded to two students.
- Connect Health And Community Scholarship: \$5,000 per year, for 3 years fulltime (part-time pro rata), awarded to one student.
- Deakin Student Support Scholarship \$1000: one-off payment awarded to eleven students.
- Deakin Student Support Scholarship \$2500: \$2,500 per year for fulltime course duration (part-time pro-rata), awarded to seven students.
- Deakin Student Support Scholarship \$5000: \$5,000 per year for fulltime course duration (part-time pro-rata), awarded to three students.
- Deakin Student Support Scholarship \$7500: \$7,500 per year for fulltime course duration (part-time pro-rata), awarded to one student.
- Deakin Scholarship for Excellence (Postgraduate): \$10,000 per year for fulltime course duration (part-time pro-rata), awarded to one student.
- The George Alexander Foundation Scholarship: \$6,000 per year for 4 years or \$8,000 per year for 3 years (part-time pro-rata), awarded to one student.
- HEPPP Retention and Support Scholarship: \$2,500 one-off payment awarded to twenty-one students.
- JHC Wilson Family Scholarship In Memory Of William Cooper: \$3,000 one-off payment awarded to one student.
- Student Rental Grant: \$1,200 for 1 year fulltime load (part-time pro-rata), awarded to eleven students.
- I-Aspire Indigenous Higher Education Scholarship (ISSP): \$2,000 per trimester for one year, awarded to twenty-four commencing students.
- I-Engage Indigenous Digital Access Scholarship (ISSP): One-Off technology voucher valued at \$1000, awarded to fifty-five students.
- I-Succeed Indigenous Academic Performance Scholarship (ISSP): \$2,000 per trimester for one year, awarded to forty-four continuing students.
- Learning & Development School Associate Degree Arts & Education: \$500 one-off payment awarded to one student.
- Master of Laws (LLM) Scholarship: \$750 per credit point towards Tuition Fees for normal course duration, awarded to one student.
- Sue Natrass Arts /Myer Foundation (Masters): \$500 plus \$1,800 per successfully completed credit point up to a maximum of 12 credit points, awarded to one student.
- Telethon Kids Institute Scholarship: \$10,000 for 1 year fulltime load (part-time pro-rata), awarded to one student.
- Worksafe Victoria Indigenous Law Scholarship: \$12,500 for 1 year, awarded to two students.
- Work Integrated Learning (Wil) Financial Support Scheme: * Wil Placements support between \$1,500 and \$4,500, awarded to two students.

1a Scholarships (2017 breakdown)

Student category	Education Costs		Accommodation		Reward		Total/ Students Assisted	
	\$	No.	\$	No.	\$	No.	\$	No.
From Regional/ Remote	\$179,548.00	41	\$0.00	0	\$0.00	0	\$179,548.00	41
Undergraduate	\$320,599.50	78	\$0.00	0	\$0.00	0	\$320,599.50	78
Post-graduate	\$30,000.00	6	\$0.00	0	\$0.00	0	\$30,000	6
Other	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0
Total	\$350,599.50	84	\$0.00	0	\$0.00	0	\$350,599.50	84

Value of Scholarships awarded by the university to remote or regional students in the 2016 academic year (Section 21(3) in the Guidelines refers)	\$35,086.50
Value of Scholarships offered by the university to remote or regional students in the 2017 academic year (Section 21(3) in the Guidelines refers)	\$179,548.00

2. Progression (access and outcomes)

Institute of Koorie Education

The Institute is committed to creating an academic, cultural and social place of integrity that places Aboriginal and Torres Strait Islander values, protocols, cultural perspectives and Knowledge Systems at the forefront. Student progress is closely monitored through the Institute's Student Progress Committee and Academic Progress and Discipline Committee.

As the dedicated Indigenous higher education and support unit at Deakin University, the Institute offers a range of strategies to improve unit success rates and retention of Aboriginal and Torres Strait Islander Students.

Programs and Strategies to Improve Success and Retention

- **Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020:** Deakin wide strategies to improve Indigenous participation at Deakin University. See information under section four.
- **Institute Community-Based Delivery model:** The Institute delivers courses through the off-campus Community-Based Delivery model. The CBD model provides Aboriginal and Torres Strait Islander people from across Australia access to higher education whilst maintaining their family and community obligations. This model of delivery enables the Institute to deliver University qualifications in a culturally inclusive way. The approach integrates teaching and student support strategies with an Aboriginal and Torres Strait Islander focus. Institute courses are relevant, engaging and respond to identified Indigenous community and professional community needs. The CBD is funded through the University and is supported by the Commonwealth Government Away From Base project funding (AFB), which provides Indigenous students with the opportunity to engage in periods of on-campus study.
- **Kitjarra Residence:** The dedicated Indigenous student residence provides support to Indigenous students engaged in the on-campus study at the Institute of Koorie Education. This space ensures a culturally safe environment for Indigenous students to residence in during on-campus study intensives. Funded by the University, partly funded by AFB.
- **Elder in Residence:** The Elder in Residence provides cultural support and guidance to students and staff within the Institute and Deakin University. Funded by the University, partly funded by ISSP.
- **Institute Student Services Division:** The dedicated Student Services Division within the Institute of Koorie Education provides enrolment, academic engagement, scholarship, examination, and graduation support to all Aboriginal and Torres Strait Islander students at Deakin University. Funded by the University, partly funded by ISSP.
- **Indigenous Tutorial Network:** Provides tutorial support to Aboriginal and Torres Strait Islander students enrolled at the Institute and Deakin wide. In-house tutorial service provided to Institute students whilst on-campus, and students are matched with appropriate tutors when home in community. Funded by ISSP.
- **High Quality Educational Practice:** Continuous reflectiveness and renewal of teaching and cultural practice. Funded by the University.
- **Institute Learning Success Plans:** Individualised Learning Success Plans co-created by Institute students and academic staff to improve success and retention. Funded by the University
- **Training in Digital Technology and Cloud Learning:** Online and in-person workshops and support provided to students and staff in use of digital technology and Cloud Learning. Funded by the University.
- **Culturally Safe Environment:** Welcome to Country ceremony practised at orientation for all Institute students to ensure cultural foundation to the educational experience. Welcome to Country ceremony practised at all formal Deakin events. Aboriginal Cultural Education workshops and seminars available to all Deakin staff, and required for all staff working within the Institute. Funded by the University, partly funded by ISSP.
- **Indigenous University Games:** Hosted at Deakin University in 2017. The Indigenous games provided an opportunity for the University to celebrate Indigenous achievement in higher education and sport. Funded by the University.

2a Tutorial and other assistance provided (2017 breakdown)

Assistance type	Level of study	Number of students assisted	Hours of assistance	\$
Tutorial assistance	Undergraduate	190	5,118	\$259,563.75
	Post graduate	38	1,023.75	\$51,807.50
	Other			
	<i>total</i>	222	6,141.75	\$311,731.25

3. Completions (outcomes)

Institute of Koorie Education

The Institute has the greatest number of Aboriginal and Torres Strait Islander enrolments and completions within Deakin University. The Institute of Koorie Education supports Indigenous students enrolled in Community-Based Delivery programs within the Institute, and Indigenous students enrolled Deakin wide. Deakin University and the Institute offers a range of programs and strategies to improve award course completions of Aboriginal and Torres Strait Islander students.

Programs and Strategies to Improve Completions

- **Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020:** Deakin wide strategies to improve Indigenous completion at Deakin University. See information under section four.
- **Institute Student Services Division:** The dedicated Student Services Division within the Institute of Koorie Education provides enrolment, academic engagement, scholarship, examination, and graduation support to all Aboriginal and Torres Strait Islander students at Deakin University. Funded by the University, partly funded by ISSP.
- **Indigenous Tutorial Network:** Provides tutorial support to Aboriginal and Torres Strait Islander students enrolled at the Institute and Deakin wide. In-house tutorial service provided to Institute students whilst on-campus, and students are matched with appropriate tutors when home in community. Indigenous students and graduates are recruited as tutors in this program. Funded by ISSP.
- **Indigenous Staff:** The employment of Aboriginal and Torres Strait Islander staff ensures cultural and relational support for Indigenous students. The University has identified a number of positions for applicants who identify as Aboriginal and Torres Strait Islander people, in line with section 12 of the *Victoria Equal Opportunity Act (2010)*.
- **Grow Your Own Program:** Engagement of Indigenous graduates from Deakin University into academic and professional positions at the University. This program provides career progression support. Funded by the University.
- **Partnerships and Engagement:** Partnerships and engagement with industry and government organisations provides placement and work integrated learning opportunities for Indigenous students and graduates.
- **Postgraduate Courses:** Enrolment from Deakin Indigenous alumni into postgraduate studies (both coursework degrees and higher degrees by research) at the Institute of Koorie Education and Deakin wide, provides academic attainment and career progression opportunities for Aboriginal and Torres Strait Islander students.
- **Institute Community Graduation Ceremony:** The annual graduation ceremony provides invaluable networking opportunities for Indigenous graduates with other Indigenous graduates, senior Indigenous and non-Indigenous Deakin staff, and Indigenous community leaders. The ceremony celebrates the achievement of individual graduates, and reinforces the value that Aboriginal and Torres Strait Islander graduates provide to Indigenous communities and the wider Australian community.
- **HR Consultant (Indigenous Staffing):** The HR Consultant (Indigenous Staffing) position is filled by an appropriately qualified Indigenous person. The position aims to increase Indigenous employment throughout the University, and provide networking opportunities to Indigenous staff. One focus of this role is the engagement of Indigenous students and alumni in employment at the University.

4. Indigenous Education Strategy accessible by public

The [Aboriginal and Torres Strait Islander Higher Education Agenda 2016-2020](#) ('Higher Education Agenda') is Deakin University's Indigenous Education Strategy. The Higher Education Agenda responds to the objects of the University to involve Aboriginal and Torres Strait Islander people in teaching, learning, research and advancement of knowledge, in order to contribute to Indigenous educational aspirations and safeguarding of Indigenous cultural heritage: [s 5\(f\) Deakin University Act \(2009\)](#). The Universities Australia Indigenous Cultural Competency Framework and the United Nations Declaration on the Rights of Indigenous Peoples provides guidance and context for the Higher Education Agenda. The strategies outlined in the Higher Education Agenda are framed within Deakin University's strategic plan, [LIVE the Future: Agenda 2020](#). In meeting the requirements of section 13 of the ISSP guidelines the Higher Education Agenda addresses the following:

- **Deakin's Key Performance Indicators:**
 1. Aboriginal and Torres Strait Islander staff and student numbers represent whole of Australian population by 2020 (2016 Australia 3% and Victoria 3%). The current Enterprise Agreement sets specific targets for employment which are supported by this Agenda and the Deakin University Aboriginal and Torres Strait Islander Recruitment Outcomes Committee.
 2. Aboriginal and Torres Strait Islander communities recognise Deakin as a culturally safe and competent environment for teaching, learning and research. Deakin is University of Choice for Aboriginal and Torres Strait Islander students nationally and this is indicated by growth in enrolments to 1000 by 2020, retention and success to 70% by 2020 and growth in staff numbers to 100 by 2020.
 3. Cultural Competency Professional Learning is completed by all Senior Managers and is part of the Deakin Induction for all new staff by 2020.
- **Indigenous Students:** The key performance indicators and strategy objectives throughout the Higher Education Agenda prioritise increasing the number of Indigenous students accessing, progressing and completing higher education qualifications.
- **Indigenous Knowledges:** The key performance indicators and strategy objectives explicitly focuses upon including Indigenous Knowledges in curricula, graduate attributes, and teaching practices.
- **Cultural Competency:** The key performance indicators and strategy objectives promote cultural competency expectations for all Deakin students and staff.
- **Implementation and evaluation:** The responsibility to implement the Higher Education Agenda is Deakin wide, but is led by the University Executive. Implementation and evaluation is overseen by senior Indigenous Professor.

Indigenous Workforce Strategy accessible by public

As per section 12 of the ISSP guidelines Deakin University currently has two overarching documents that directly refer to increasing the Aboriginal and Torres Strait Islander workforce and development of Indigenous staff.

- Section 24 of the [Deakin University Enterprise Agreement 2017](#) refers to an incremental increase of our Aboriginal and Torres Strait Islander staff cohort from 2017-2021, specifically outlining an increase in Professional, Academic and Senior staff over this period (Please refer to clause 24.6 of the EA). The EA also commits Deakin to the implementation of an Aboriginal and Torres Strait Islander Employment Strategy (24.7) which has been approved in late 2017 and is due for an official launch in the second quarter of 2018.
- Deakin has an overarching [Higher Education Agenda](#) that outlines the Universities aspirations for employment in Goal 4: Experience. This section directly refers to an increase in the amount of senior appointments (4.2 Senior Executive, Director and Managerial level), Identifying programs for both the recruitment of new staff (4.10) and the development of current staff (4.11), and the development our own Aboriginal and Torres Strait Islander academics by encouraging and supporting current students and staff into gaining further academic qualifications (4.12). As noted by the timelines in the Agenda all of these programs have been worked through during 2016-17 and aspects will be included in the Employment Strategy due for launch in 2018.
- The provisions under the EA and the implementation and reporting for evaluation purposes of the upcoming Aboriginal and Torres Strait Islander Employment Strategy is coordinated by the HR Consultant (Indigenous Staffing) which sits in the Human Resource Division at Deakin. This is a dedicated and ongoing resource to coordinate all employment programs and initiatives in regards to Aboriginal and Torres Strait Islander staffing.
- As both the Agenda and Strategy have been approved by University Executive reporting on targets and milestones will occur at that level, based on the timelines mentioned in each document. Targets mentioned in the EA are reported and assessed by the Aboriginal and Torres Strait Islander Recruitment Outcomes Committee (24.9 in EA) which is a joint Committee with the NTEU.
- Currently in the Universities overarching Higher Education Agenda document a Key Performance Indicator has been set for Deakin to achieve a 3% staffing cohort. Work to achieve this figure is supported by a number of different initiatives which have been developed and will be included in the universities Aboriginal and Torres Strait Islander Employment Strategy once launched. Work towards this figure is also supported by the increase in employment numbers noted in the Deakin EA.

5a Indigenous workforce data (2017 breakdown)

While universities report on the number of Indigenous staff members through mainstream reporting requirements, the additional information below provides enhanced monitoring of the university's efforts in building its Indigenous workforce.

Snapshot: 31 December 2017

Faculty	Level/position	Perm/ >1yr		Casual/ <1yr	
		Academic	Non-academic	Academic	Non-academic
Faculty of Business and Law	HEW 9		Non-Academic		
Faculty of Arts and Education	Level E	Academic			
Chief Digital Officer	HEW 7		Non-Academic		
Faculty of Science, Engineering and Built Environment	HEW 7		Non - Academic		
Faculty of Health	Level B	Academic			

Institute of Koorie Education	HEW 4		Non-Academic		
Institute of Koorie Education	HEW 6		Non - Academic		
Institute of Koorie Educations	HEW 8		Non-Academic		
Institute of Koorie Education	HEW 4		Non-Academic		
Enterprise	HEW 7		Non-Academic		
Chief Digital Officer	HEW 9		Non-Academic		
Institute of Koorie Education	Level D	Academic	GF		
Institute of Koorie Education	Level B	Academic			
Enterprise	Level 7		Non-Academic		
Faculty of Health	Level B	Academic			
Institute of Koorie Education	HEW 6		Non-Academic		
Institute of Koorie Education	Level C	Academic			
Faculty of Arts and Education	Level B	Academic			
Institute of Koorie Education	Level E	Academic			
Faculty of Business and Law	Level E	Academic			
Faculty of Business and Law	Level 6		Non Academic		
Institute of Koorie Education	Level B	Academic			
Media Relations and Corporate Communications	HEW 10		Non-Academic		
Institute of Koorie Education	Casual Academic			Academic	
Enterprise	Casual Exam Supervisor				Non-Academic
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual ITAS Tutor			Academic	
Faculty of Arts and Education	Casual Academic			Academic	

Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual General/HEW 7				Non-Academic
Institute of Koorie Education	Casual ITAS Tutor			Academic	
Institute of Koorie Education	Casual ITAS Tutor			Academic	
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual General/HEW 3				Non-Academic
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual Academic			Academic	
Faculty of Health	Casual Research Assistant				Non-Academic
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual Academic			Academic	
Institute of Koorie Education	Casual General/HEW 4				Non-Academic
Global Engagement	Casual IELTS Exam Supervisor				Non-Academic

Contracted total	23
Academic	10
Professional	13

Casual total	21
Academic	15
Professional	6

5. Indigenous involvement in decision-making

In meeting the requirements of section 11 of the ISSP guidelines Deakin University have the following:

- **Senior Indigenous Academics:** Deakin employs a number of appropriately qualified senior Indigenous academics within the University (see 5a table for further information), with these individuals holding positions on a number of decision making committees throughout the University, including but not limited to the University Executive, Senior Management Group, University Research and Ethics Committees, and the University Academic Board.

As the most senior academic appointment within the Institute of Koorie Education, Professor Liz Cameron holds membership on the University's Academic Board, the University Executive, the Faculty of Arts and Education Board, and the Professoriate as part of the Faculty-level governance.

- **Senior Indigenous Executives:** Deakin employs a number of appropriately qualified senior professional staff (see 5a table for further information), across a range of faculties and divisions within the University.

- **Institute Advisory Board:** The Institute of Koorie Education Advisory Board provides governance advice around key areas including Indigenous knowledge, courses, student engagement, and community aspirations and partnerships. The Board reflects the national scale of the Institute's activities and advises on cultural context and direction on strategic objectives.

The composition of the Board includes external senior Indigenous representatives from the Aboriginal and Torres Strait Islander community, as well as internal representatives from the Institute, Faculty of Arts and Education, and the broader Deakin community.

The Advisory Board met twice in 2017, early in the year to discuss the Advisory Board Terms of Reference, Draft Report of the Review of the Institute of Koorie Education, draft Aboriginal and Torres Strait Islander Higher Education Agenda, Institute vision and planning (including provision of programs relating to ISSP funding), and General Business associated with Deakin University achievements in Indigenous higher education. The second meeting, held later in the year, reflected on Deakin's and the Institute's activities in relation to Indigenous higher education, and future planning.

6a. Statement by the Indigenous Governance Mechanism

The University as a whole and particularly the Institute of Koorie Education, has made important progress in strengthening Aboriginal and Torres Strait Islander participation in higher education. The authentic engagement of senior Indigenous academics and professional staff across the University faculties and portfolios has contributed to this progress, and largely contributes to ongoing and meaningful engagement by the University with senior professional Indigenous peoples to ensure that progress in Indigenous education is informed and valued.

The University has worked towards the development of overarching strategic documents to increase Indigenous educational aspirations, employment opportunities, and decision making in higher education.

This acquittal and performance report reflects the important work that has been made by the University to ensure Indigenous student success in the past year and in the future.