

## INDIGENOUS STUDENT SUCCESS PROGRAMME – 2018 Performance Report

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**Organisation**

Murdoch University

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### Kulbardi Aboriginal Centre



We are a vibrant, scholarly community that fosters academic success for Aboriginal and Torres Strait Islander students through their university journey. Kulbardi Centre believes that education is freedom and it opens doors for our students to live the life they aspire with positive transformation for themselves, their families and the larger community.

Kulbardi Aboriginal Centre is the driving force behind the development and implementation of strategies for a whole -of-university approach by working with the Schools and key departments within the University to increase participation, retention and completion outcomes for Indigenous students in tertiary education.

## Support Overview

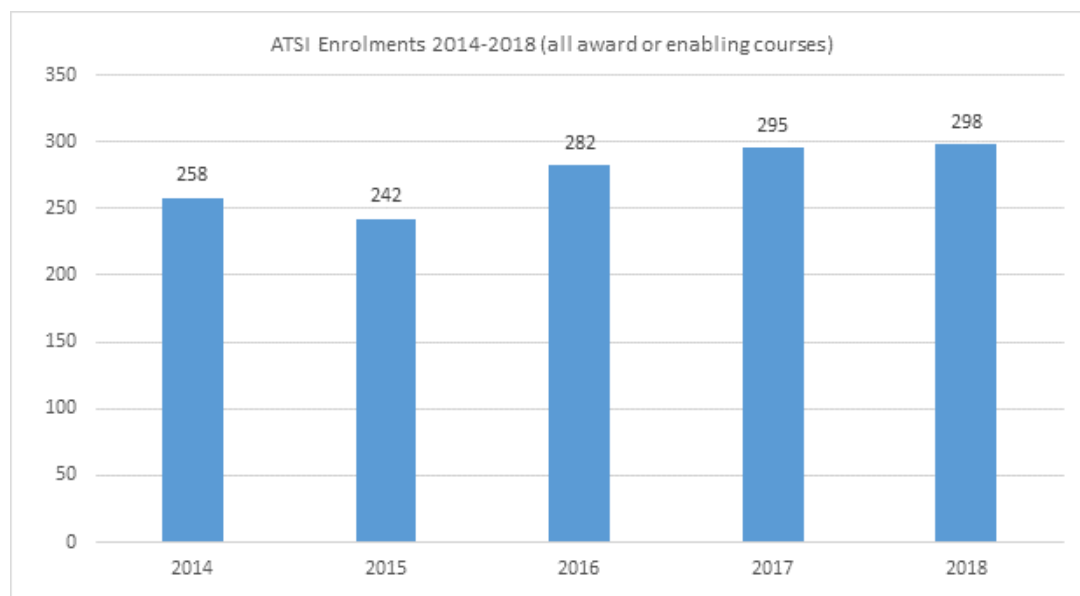
Kulbardi Aboriginal Centre delivers educational pathways via its award winning enabling program: K-Track, several learning support programs for undergraduate cohort, developing postgraduate ambitions, offering supplementary academic coaching to Indigenous students via ITAS and delivering wellbeing support and financial assistance.

The Centre has dedicated staff who assist directly or coordinate initiatives and specific activities from Kulbardi. They also work collaboratively with the University's outreach and marketing teams. The Indigenous Tutorial Assistance Scheme (ITAS) offers supplementary academic coaching to Indigenous students and has proven to be a valuable program in maintaining consistent and progressive results for our students.

### Commencing Aboriginal and Torres Strait Islander students

	2016	2017	2018
Aboriginal and Torres Strait Islander students	136	147	140
Non Aboriginal and Torres Strait Islander students (Domestic students only)	5,002	5,671	5,927
Total onshore domestic commencing students	5,138	5,818	6,067

### Aboriginal and Torres Strait Students Enrolments



## Aboriginal and Torres Strait Islander students from remote and regional areas EFTSL

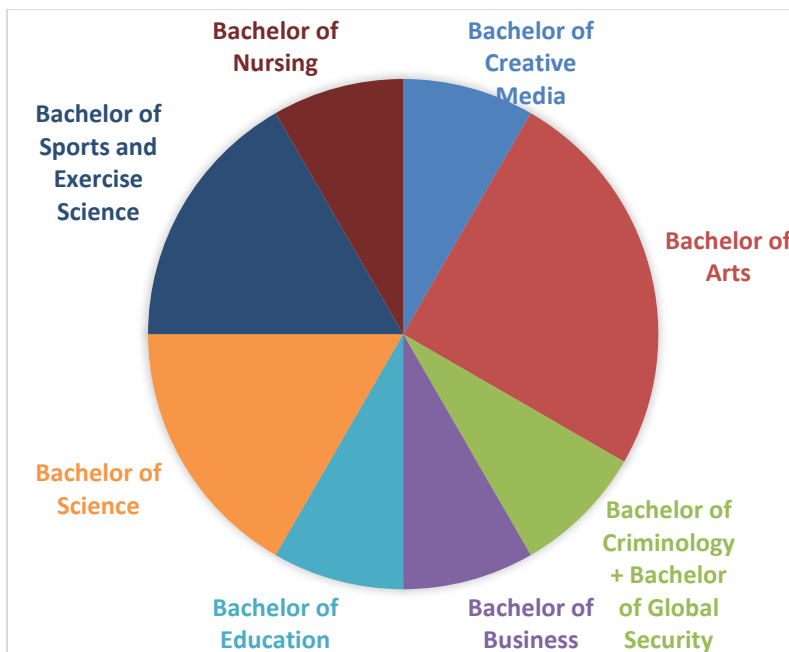
ATSI EFTSL	2017	2018
Regional	22.000	28.750
Remote	9.833	10.250
Urban	151.085	161.917
<b>Total</b>	<b>182.918</b>	<b>200.917</b>

### Programs to improve access (Enabling)

Kulbardi Aboriginal Centre's 14 week K-Track Enabling Program is an innovative pathway for Aboriginal and Torres Strait Islander students to gain entry to Murdoch University's courses. K-Track takes a whole of university approach to learning and teaching and the student experience. Students are exposed to a range of disciplines during the course that fosters interest and career aspirations.

K-Track was nationally recognised at the 2017 Australian Awards for University Teaching (AAUT) and was the recipient of the prestigious **Award for Programs that Enhance Learning**.

In 2018, 12 students successfully completed K-Track. Of those, 83% transitioned successfully into undergraduate studies, two deferred for personal reasons. Students transitioned into the following degrees



## K-TRACK EXPERIENCE



### Programs and initiatives to improve access

Program Name	Target audience	Program Description & Objectives	Outcomes Progress achieved
<p><b>Title: K-Track</b>  <b>Course Code: N1077</b></p> <p>Murdoch University's Indigenous Enabling Program</p> <p>Combined funding ISSP and donors.</p>	<p>Indigenous school leavers, mature aged students and working professionals.</p>	<p>K-Track is an alternative pathway for enrolment into university, preparing Aboriginal and Torres Strait Islander students for university studies.</p> <p>The students have an opportunity to develop their capacity to learn at the undergraduate level by participating in a thought-provoking, dynamic, and innovative course supported by a vibrant learning environment.</p>	<p>In 2018, 12 students successfully completed the K-Track program. Two students deferred for personal reasons.</p>

		<p>A student centric approach is used in all four units. These units assist students to improve their academic writing skills and critical thinking.</p> <p>K-Track offers students the option to study in two study modes: <b>Full Time:</b> Mon – Thu classes for 1 semester (14weeks). <b>Part Time:</b> Monday/Tuesday class for 1 semester, followed by Wed/Thu classes in 2nd semester (28 weeks)</p>	
<p><b>K-Track Summer and Winter school</b></p> <p><b>KAC005</b> University Bridging Unit.</p> <p>Directly funded by ISSP</p>	<p>Students who have successfully completed the K-Track Program are strongly encouraged to take the K-Track bridging unit.</p>	<p>Students are set up to work with an ITAS tutor to further prepare them for the undergraduate degree they have enrolled into.</p>	<p>Students who have participated in this unit have reported that they felt better supported and overall better prepared for first year studies.</p>
<p><b>K-Track Mentoring Program</b></p> <p>Funded by other University resources and donor.</p>	<p>This is a mentoring support program for the University's K-Track students.</p>	<p>K-Track Mentors: The K-Track Mentoring Program is an academic support activity.</p> <p>Kulbardi Aboriginal Centre employs K-Track mentors to run this program.</p> <p>Most of the mentors are second year students and they work directly with K-Track students over the course of the semester.</p>	<p>This program greatly benefits both the students and their mentors by cultivating a peer support structure formalised by the program while also providing employment and professional development for current Indigenous students in undergraduate studies</p> <p>In 2018, past K-Track students have been employed as K-Track Mentors. K-Track students have reported that they find this extra support very helpful and also gain valued insight from the experiences of their mentors.</p> <p>Feedback has been very encouraging.</p> <p><b>Student Kelvin Anderson</b></p> <p><i>“My mentor was always really great to work with. I have learnt a lot from her and I know I will not be so overwhelmed going into undergraduate studies”.</i></p>

<p><b>Financial hardship assistance</b></p> <p>Funded by ISSP and donors</p>	<p>Additional support for Indigenous students to assist with transport costs / emergency financial help or to support a student with an urgent financial need or emergency.</p>	<p>This initiative by Kulbardi Centre is funded by various sources and provides assistance to Indigenous students who are tracking well in their studies but need one off financial support which could be in the form of a Coles voucher or a preloaded smart rider to get to and from University.</p>	<p>Distributed to eligible students:</p> <p>25 Coles-Myer vouchers</p> <p>25 pre-loaded Smart Riders</p>
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### Outreach Activities

Program Name	Target audience	Program Description & Objectives	Outcomes Progress achieved
<p><b>NAIDOC 2018</b></p> <p><b>Community events</b></p>	<p>Aboriginal and non-Aboriginal members of the local community</p>	<p>This is an annual community engagement coordinated by Kulbardi Centre. It is a celebration of Aboriginal and Torres Strait Islander culture and is one of the key events on the University's engagement calendar</p>	<p>NAIDOC 2018 saw an attendance of over 250 people.</p>
<p><b>Deadly Dreaming expo</b></p>	<p>Aboriginal and Torres Strait Islander secondary school students (years 10 to 12) and school staff responsible for supporting Indigenous students and providing career guidance to students in these years.</p>	<p>This is an annual Indigenous secondary school engagement event. This exposition style event has representation from WA universities, government agencies and education providers. It also involves participation from employers from a wide range of industries that provide training and employment opportunities.</p>	<p>180 secondary school students attended 2018 Deadly Dreaming Expo.</p>
<p><b>Bullagar event</b></p>	<p>Corporate partners, Kulbardi students, graduates and alumni.</p>	<p>Bullagar is a cocktail style event hosted by kulbardi and the Alumni office. It provides a unique space for corporate partners to network and celebrate success stories with current students, recent graduates and alumni.</p>	<p>2018 Bullagar had 80 attendees from a range of organisations.</p>
<p><b>School visits (Aspiration Workshops)</b></p>	<p>Aboriginal and Torres Strait Islander secondary school students</p>		<p>85 students from 7 schools participated in on-campus outreach activities. Kulbardi staff ran aspiration workshops as incursions for 35 students from 2 schools</p>

<b>Future student engagement</b>	Aboriginal and Torres Strait Islander Secondary School Students	Kulbardi Centre's Engagement Team are invited to present to future various student groups and attend expositions to deliver information on tertiary education.	Our team was able to engage with over 500 secondary school students.
<b>Australian Indigenous Mentoring Experience (AIME)</b>	Indigenous high school students across year 7-12 within Murdoch University's catchment.	AIME operates a core program of outreach - To increase the transition rates of local Indigenous high school students through secondary school and onto a positive pathway (university, further training or employment) AIME engages University students as mentor.	195 students participated in the program, 125 students remained engaged in the program, (64%) 179 (92%), transitioned to the next year of school. > 88% of year 12 mentees reported that "University was an attainable option".
<b>Corporate engagement</b>	Corporate sponsors, Trusts, non-profit organisations.	Partnering with a diverse range of companies has helped Kulbardi Centre provide employment opportunities and career pathways for its students and graduates.	Funding from these partnerships provide additional resources for the Centre to support its students.  Corporate connections: Pink @ Perth Arena event links connecting 18 partners and students together  WesCEF Reconciliation event ran in partnership with Kulbardi had over 100 attendees
<b>Community Engagement</b>	Local Aboriginal and non Aboriginal community members	Our Engagement team attend several Indigenous community events or celebrations. Most often Kulbardi has a stall presence at these venues.	Participated in 6 different NAIDOC 2018 events across Perth attended by over 45,000 community members
<b>Living Library</b>	Murdoch University staff and students	This is an annual event held in partnership with the Murdoch University Library services. The event offers Murdoch University staff a unique experience as they are invited to 'hire out' a living book and listen to their unique stories in a speed-dating-style set up. "Living books" are Aboriginal and Torres Strait Islander staff,	Living library event attended by over 60 staff members and students

		students and community members individuals invited to be a living book for this event	
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### 1a Scholarships (2018 breakdown)

Student category	Education Costs		Accommodation Costs		Child Care Costs		Reward		Total/ Students Assisted (headcount)	
	\$	No	\$	No	\$	No	\$	No	\$	No
<b>From Regional/ Remote-undergraduate</b>			1000						1000	1
<b>From Regional/ Remote-postgraduate</b>										
<b>Undergraduate (non-regional/remote students)</b>	58750	66	12300	12	8664	10	6800	4 (see description below)	86514	92
<b>Post-graduate (non-regional/remote students)</b>	800	1							800	1
<b>Other (Enabling)</b>	15834	21							15834	21
<b>TOTAL</b>									104148	115

Value of Scholarships <u>awarded</u> by the university to <b>remote or regional students</b> in the <b>2017</b> academic year (Section 21(3) in the Guidelines refers)	<b>\$2600</b>
Value of Scholarships <u>offered</u> by the university to <b>remote or regional students</b> in the <b>2018</b> academic year (Section 21(3) in the Guidelines refers)	<b>\$2600</b>

#### Description of 4 Reward scholarships

**Accommodation** – The Kulbardi Success Accommodation Scholarship is open to all Aboriginal and/or Torres Strait Islander students currently enrolled in an undergraduate or postgraduate course at Murdoch University. The scholarships assist students to make a payment towards for rental fees, for on or off campus living.

**Education** – The Kulbardi Success Education Scholarship is open to all Aboriginal and/or Torres Strait Islander students currently enrolled in an enabling, undergraduate or postgraduate course at Murdoch University. The scholarship is designed to help students purchase books, unit readings.

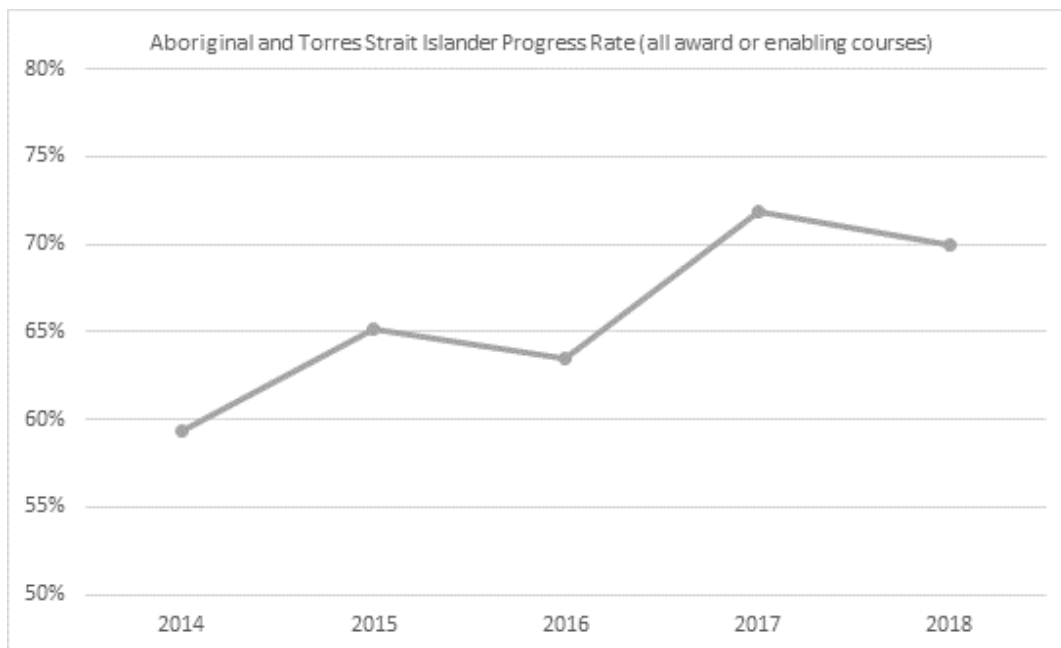
**Childcare** – The Kulbardi Success Childcare Scholarship is open to all Aboriginal and/or Torres Strait Islander students currently enrolled in an undergraduate or postgraduate course at Murdoch University. The scholarship helps students to pay for child care fees so that they can attend class, study and know that their child is being looked after safely whilst they attend University.



**Laptop** – The Kulbardi Success Laptop Scholarship is open to all Aboriginal and/or Torres Strait Islander students currently enrolled in an undergraduate or postgraduate course at Murdoch University. Laptop purchased by MU and awarded to successful student.

## 2. Success Rates

In 2017 Murdoch University had its highest success rate for Indigenous success rates in the last 10 years. Kulbardi Aboriginal Centre’s priority for 2017 was to focus on increasing success rates and this is reflected in the results. To increase success rates, two full-time staff members were employed to run a learning support unit and case-manage Aboriginal students who are considered ‘at-risk’ by the university. The Student Success Working Group was also established to monitor student’s progress and to identify strategies that will assist in increasing success rates. In 2018, student success rates decreased slightly due to our enabling results. We will work at consolidating our student success strategies to ensure that our success rates continue to increase over the next three years.



### Programs that improve retention and success

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Programs Initiatives /	Description	Outcome achieved / Progress
<p><b>Ngoolark Learning Support Program</b></p> <p><b>Unit Code: N1096</b></p> <p>Combination of funding</p>	<p>Ngoolark is a tailored learning program for undergraduate students who have previously failed units and want to undertake studies in a gradual and supported way.</p>	<p>In 2018 students enrolled in Ngoolark had a 69% pass rate in their other units.</p>
<p><b>Support programs and initiatives for Postgrad cohort</b></p> <p>Combination of funding</p>	<p><b>Postgraduate Writing Club:</b> Weekly 3hrs writing sessions run by an academic mentor.</p> <p><b>Co-Supervision for Indigenous research students:</b> This initiative ensures that students receive culturally appropriate and respectful academic supervision.</p> <p><b>Kulbardi Independent Study Contracts:</b> As part of the coursework component, Kulbardi works with the student to design and supervise independent study contracts, tailored to the specific needs of students' research interests.</p> <p><b>Postgrad Network:</b> Social gathering and information dissemination for PG students, including academic mentorship and support.</p>	<p>In 2018: one successful honours completion.</p> <p>3 Masters students formally supervised by Kulbardi academics, two of whom are on track for completion in 2019.</p> <p>Current and potential students receive regular email newsletters and the offer of formal and informal mentoring from Centre academic staff.</p>
<p><b>Kulbardi Orientation Day</b></p> <p>Combination of funding</p>	<p>As part of the Centre's Student Success Strategy, on Orientation day each student receives a welcome pack and meets with staff. This gives Kulbardi staff the opportunity to meet and communicate directly with enrolled students and inform them of all the support services on offer.</p>	<p>Students feel comfortable accessing the Centre, making meaningful connections and utilising the services to achieve success in their university studies.</p>
<p><b>Cadetships and internships</b></p>	<p>Corporate partnerships have helped provide employment, career pathways and scholarship opportunities for our students.</p>	<p>These partnerships also create internships and graduate programs that provide our students ongoing employment and the opportunity to work with the best and highly skilled professionals in their field.</p>
<p><b>Pastoral care, Academic learning, Transition and Support needs (PATS)</b></p>	<p>PATS is a set of questions that Kulbardi staff proactively use during the course of their interaction with students informally or via email. They reach out to the student during critical points mainly in the first few weeks of semester, before CENSUS date and close to end of semester when final assignments and exams are near.</p>	<p>Qualitative data collected informs our support and success strategies.</p> <p>Data is reviewed at SSWG meetings and helps develop individual support plans for students.</p>
<p><b>Student Success Working Group (SSWG)</b></p>	<p>This group looks at success and retention strategies, monitors ITAS attendance and discusses action outreach plans for students flagged "at risk".</p>	<p>The pro-active and timely intervention by the SSWG has helped identify at risk students</p>

		<p>early in the semester. These students are offered assistance resulting in a win-win outcome.</p> <p>The SSWG is a valuable platform for Kulbardi success officers and academic staff to come together and discuss success initiatives.</p>
<p><b>Academic coaching</b></p> <p>Combination of funding</p>	<p>Coaching is provided to students in the learning support program. This coaching aims to develop self-awareness in students who can reflect on their learning, identify areas for improvement and set goals to assist with successful completion of their units.</p>	<p>Coaching has been effective in helping students overcome barriers faced throughout the semester and has also been instrumental in the success of the Ngoolark program.</p>
<p><b>Learning analytics</b></p>	<p>Student’s engagement in their online learning system is monitored to identify “at-risk” students.</p>	<p>This information has enabled staff to conduct outreach to students not accessing their online units.</p>
<p><b>Strengthening relationships with the University’s Student advisor network</b></p>	<p>Improved relationships with the student advisor network to ensure that students identified as Aboriginal and Torres Strait Islander are referred to Kulbardi Centre.</p>	<p>Working towards a mutually beneficial relationship and exchange of ideas between this network and Kulbardi student support coordinator.</p>
<p><b>Student experience survey</b></p>	<p>The student experience survey informs and drives our action plans. It also gives valuable input in refreshing the Aboriginal and Torres Strait Islander Education Strategy.</p>	<p>Survey data has been instrumental in shaping success initiatives and the Education Strategy.</p>
<p><b>RightNow reporting</b></p>	<p>RightNow is a customer relationship management (CRM) software that allows Murdoch University authorised staff to input and share information on a student with other authorised users. It allows support staff to identify, assess and monitor “at-risk” students.</p>	<p>RightNow has given staff one central platform to report and store student information.</p>
<p><b>Student Success Wall</b></p>	<p>The student Success wall is a whiteboard for students to announce small and big wins by writing their achievement on the “wall”.</p>	<p>The small and big wins by individual students encourages other students who may be struggling. It is an effective tool to create a positive mindset that creates successful goals.</p>
<p><b>Outreach to current students</b></p>	<p>Kulbardi Support staff have been able to effectively communicate with current students via social media, Student Support Facebook page, direct phone call, emails and face to face meetings.</p>	
<p><b>Student advisor referrals from RightNow</b></p>	<p>Student Advisors flag “at risk” students and this helps support staff to contact students directly and provide much needed direction.</p>	<p>Kulbardi Student Support Coordinator to explore with Murdoch student advisor</p>

		network and unit tutors to fine tune this process.
<b>Student sessions</b>	<b>study</b>	Study sessions are held once a month. Students meet and get to know one another in a social space and have an opportunity to discuss their studies with fellow students and kulbardi staff.
<b>Kulbardi Online</b>		Kulbardi online forum assist staff in reaching out to students who do not access the Centre on a regular basis.
<b>Indigenous Assistance (ITAS)</b>	<b>Tutorial Scheme</b>	ITAS gives students the opportunity to receive one on one academic skills support from a qualified tutor.
ISSP funding		ITAS has helped to greatly increase the number of students successfully passing their units and completing their degree.

## Strategies to improve the cultural competency of staff/ or ensure the university offers a culturally safe and enriching environment

In 2018, over 80 staff participated in cultural awareness workshops delivered by Kulbardi Aboriginal Centre and local Aboriginal family owned and operated businesses.

### **Aboriginal Cultural Awareness**

2x3hr training session

Beyond Black and White: Reflecting on culture, race and bias. As part of the University's Reconciliation Action Plan, Kulbardi Aboriginal Centre is conducting this workshop for Murdoch University staff. This highly interactive session will enable Murdoch staff to develop personal strategies to implement in their professional practice that serve to work towards the University's goals for Reconciliation.

### **Know Your Campus- Kulbardi Aboriginal Centre**

1x1hr tour

The kulbardi Aboriginal Centre believes that education is freedom. Come along and find out what Kulbardi offers to students who are starting their university journey, currently studying a degree or continuing at the higher level.

### **Know your Campus- Nyungar "Walk on Country"**

1x1.5 hr

Murdoch University would like to invite you to join us for a "Walk on Country" with a respected Nyungar Elder. The University proudly acknowledges that it is situated on Nyungar Boodja and that this event is taking place on Wadjuk Boodja.

### **Know your Campus: Native herbs and spices**

1x 1.5hr tour

Come and learn about our native herbs and spices presented by Marissa Verma from Bindi Bindi Dreaming. Marissa will share her local knowledge about establishing your own native herb and spice garden. You can also sample some bush tucker tastings as part of the experience too.

## 2a Tutorial and other assistance provided (2018 breakdown)

Assistance type	Level of study	Number of students assisted	Hours of assistance	\$
Tutorial assistance	Undergraduate	139	2899.25	128,987.63
	Post graduate	12	115	5,116.35
	Other			
	<b>total</b>	<b>151</b>	<b>3014.25</b>	<b>134,103.98</b>
Indigenous Support Unit or other Indigenous student support activities	(optional breakdown of major activities or just total)			

## 3. Completions

Strategies to improve course completion of Aboriginal and Torres Strait Islander Students have included initiatives that center on supporting our students' university journey and are listed in the previous table "Programs that improve retention and success."

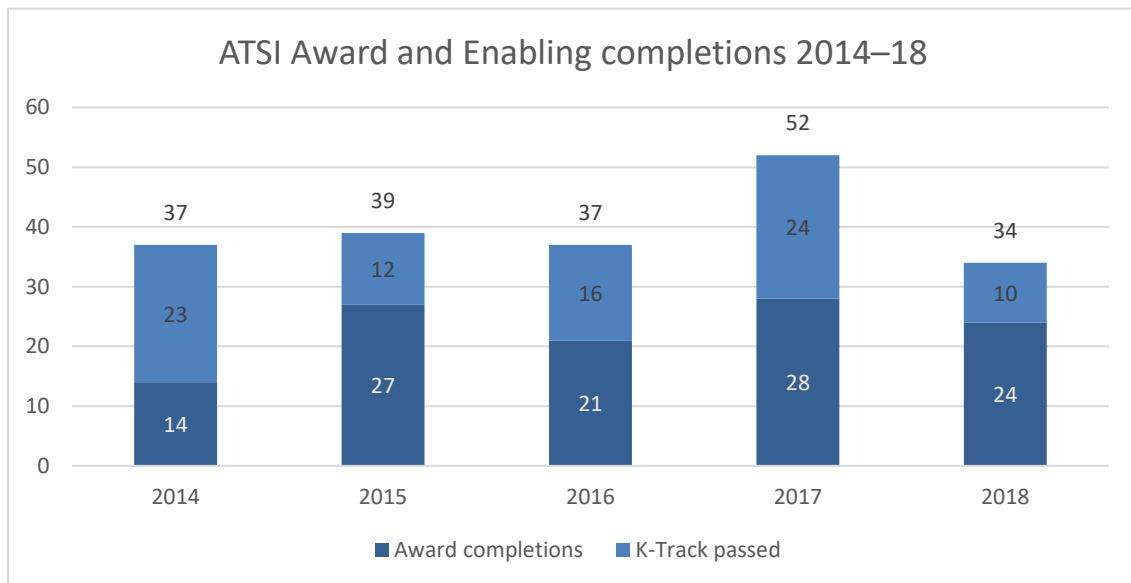
There was a slight decrease in our number of completions in 2018. However, this number remains relevant to the cohort. We saw a significant drop in K-Track completions due to a low number of enrolments in semester 2, 2018. This allowed us to revisit our recruitment methods in 2019.

### Strategies to assist graduates

Our Communication and Engagement team have developed strong relationships with corporate partners both in the public and private sector. These relationships have given us the opportunity to directly contact graduates and match specific opportunities to students. Corporate sponsors are also invited to meet with graduates at the Kulbardi centre to discuss opportunities available to them.

Our annual alumni event Bullargar provides Aboriginal and Torres Strait Islander graduates with the opportunity to network with corporates. Students in their final year and graduates,

who attend Bullargar, are given the opportunity to engage with corporate partners and to communicate about graduate and employment opportunities.



#### **4. Aboriginal and Torres Strait Islander Student’s and Education Strategy**

<http://www.murdoch.edu.au/Kulbardi/About-Kulbardi/Strategic-Direction/>

Murdoch University’s Aboriginal and Torres Strait Islander Student’s and Education strategy has been refreshed in 2018. Endorsed by the University’s Education Committee in 2018, this institutional strategy has provided the University with a coordinated approach to improving education outcomes for Indigenous students.

Including, but not limited to:

- A broader focus on developing stronger relationships with secondary schools to break down the barriers associated with Aboriginal and Torres Strait Islander students graduating high school.
- A focus on bringing more Aboriginal students on campus to raise their aspirations to coming to university
- A more coordinated approach to enabling success of undergraduate students
- Research focused success strategies
- A broader focus on graduate outcomes of students.

## **Implementation**

The responsibility for the implementation of the Aboriginal and Torres Strait Islander Students and Education strategy sits with the Senior Manager of Aboriginal Education. Progress is reported quarterly to the ATSIESC committee and bi-annually to Academic Council.

## **Outcomes of the strategy**

- A new school relationship officer was appointed to develop our relationships with Secondary schools. KPI of 15 Tier one schools was met.
- Kulbardi Aboriginal Centre now supports over 2/3's of our Aboriginal and Torres strait Islander students
- Completions and Success rates continue on uphill projection
- Strengthened recruitment of our K-Track program
- Post-graduate numbers have increased
- Corporate relationship network has been strengthened to increase opportunities for current students and graduate students.
- New pipeline programs developed to increase student engagement with STEM subjects.

## **Reconciliation Action Plan (RAP)**

In 2018, Murdoch University commenced the process of reviewing and evaluating its Reconciliation Action Plan 2015 – 2018 with a view to refreshing it and developing a Reconciliation Action Plan 2019 – 2022. A RAP Steering Group was established to provide oversight of this process. Wide community consultations were undertaken as part of the refresh process.

The Reconciliation Action Plan 2019 – 2022 was submitted to Reconciliation Australia for endorsement and we will be launching the new strategy in 2019

## **A few outcomes of the Inaugural RAP 2014-2018**

- Acknowledgement of Country signage displayed in a prominent location at the University". This initiative met the (RAP) 2015-2018 objective (2.11)
- Campus environments which are inclusive of Aboriginal and Torres Strait Islander cultures, such as prominent displays of Aboriginal and Torres Strait Islander art and language and Noongar artwork focussing on the Noongar seasons, in the winter garden.

- Ongoing support for annual on campus event NAIDOC and support for Indigenous Uni Games.
- During 2018 Murdoch University launched its Aboriginal and Torres Strait Islander graduation stole, which contributed to initiative 2.9 of the RAP



Graduation stole

## **5. Aboriginal and Torres Strait Islander Workforce Strategy**

Murdoch University has developed a new [Aboriginal and Torres Strait Islander Employment Strategy](#) alongside the new Reconciliation Action Plan. The responsibility for its implementation is situated with the Director of People and Culture. This strategy was developed in consultation with Aboriginal and Torres Strait Islander staff. The strategy is being monitored by the Equity and Diversity Committee – a subcommittee of Academic Council and overseen by the newly appointed Pro-Vice Chancellor Aboriginal. An Aboriginal staff member has been employed to ensure that the outcomes have been achieved. The strategy will work toward a 3% target for Aboriginal and Torres Strait Islander staff and address retention of staff by providing coaching and mentoring support. Murdoch Senior Executive Group have endorsed the Strategy.

### **Reports against targets/milestones outlined in the strategy**

To ensure that targets are met a taskforce will be set up. This task force will consist of people who are responsible for the actions of the strategy. The task force will prepare a report twice a year to senate. This will ensure a high level of accountability to achieve the targets of the strategy.



## Outcomes of the strategy

The strategy has only been in place since December 2018. Outlined below are a few of the outcomes achieved so far

- A newly appointed Pro-Vice Chancellor Aboriginal
- A dedicated 50D position to implement the strategy has been appointed
- One new FTE 50D position appointed to the college of ABLES

### 5a Indigenous workforce data (2018 breakdown)

		Continuous		Fixed Term		Casual	
Faculty	Level/position	Academic	Non-academic	Academic	Non-academic	Academic	Non-academic
<b>Academy</b>	Lecturer	Y					
	Associate Lecturer – Community Development			0.5Y		Y	
	Lecturer	Y					
	Education Officer						Y
	Academic Support Officer / Administrative Assistant		Y				
	Research Assistant						Y
	Animal Welfare Worker						Y
	Library Officer		Y				
	Administrative Officer		Y				
<b>Education</b>	ITAS Tutor			0.6Y		Y	
	School Relationships Officer				0.6Y		
	Kulbardi Student Support Coordinator		Y				
	Senior Manager Aboriginal Education		Y				

	Kulbardi Student Success Officer		Y				
	Engagement and Communications Coordinator		Y				
	Associate Lecturer : Indigenous Academic Fellow			0.2Y			
	Equity Assistant						Y
	Learning Innovations Support Officer		0.6Y				
<b>Research and Innovation</b>	Pro Vice Chancellor (Aboriginal and Torres Strait Islander Leadership) & Centre Director – Ngangk Yira				0.4Y		
					0.6Y		
	Adjunct Senior Lecturer						
	Research Coordination and cultural Co-Lead (Ngangk Yira Research Centre)				Y		
	Senior Aboriginal Project Officer				0.6Y		
	Research Officer						Y
<b>TOTAL HEAD COUNT</b>							<b>23</b>

## 6. Indigenous involvement in decision-making

Murdoch University has made significant improvement to ensure that Aboriginal and Torres Strait Islander people are members of key governance and decision-making bodies within the institution. Members are from within the university and the wider community.

**Indigenous staff and community members are meaningfully involved in the following institutional committees:**

**Senate:**

Mr. Glen Kelly

Former Chief Executive Officer of the South West Aboriginal Land and Sea Council, Glen Kelly is a key member of Murdoch University's peak governance body, University Senate.

**Academic Council:**

Professor Rhonda Marriott

Professor Marriott is the University's Pro Vice Chancellor (Aboriginal and Torres Strait Islander Leadership) and provides Aboriginal and Torres Strait Islander representation on Academic Council, the University's peak academic governance body.

**University Education Committee (UEC):**

The University Education Committee is a subordinate committee of the University's Academic Council and is responsible for university-wide education matters.

Professor Rhonda Marriott, Pro Vice Chancellor (Aboriginal and Torres Strait Islander Leadership) is an ex-officio member of the UEC.

Ms Chanelle van den Berg, Senior Manager of Aboriginal Education is an ex-officio member of the UEC.

**Equity and Diversity Committee (EqDC):**

Ms Chanelle van den Berg, Senior Manager of Aboriginal Education is an ex-officio member and Deputy Chair of the EqDC.

The Equity and Diversity Committee is a subordinate committee of the University's Academic Council and is responsible for providing oversight of student and staff equity and diversity matters, including the Aboriginal and Torres Strait Islander Employment Strategy and the Reconciliation Action Plan.

**Honorary Panel of Elders:**

- [Ms May Mguire](#)
- [Mr Peter Phillips](#)
- [Ms Myrtle Yarran](#)
- [Ms Teresa Walley](#)
- [Mr Sealin Garlett](#)
- [Mr Jim Morrison](#)
- [Dr Robert Issacs](#)
- [Ms Marie Taylor](#)
- [Ms Millie Penny](#)
- [Mr Fred Penny](#)

**Indigenous governance mechanism**

The Aboriginal and Torres Strait Islander Education and Strategy Committee (ATSIESC) is a subordinate committee of the University Education Committee (UEC)

The *Terms of Reference* for the Aboriginal and Torres Strait Islander Education and Strategy Committee, as approved by Academic Council via resolution AC/73/2017 (v), are as follows:

1. To develop and communicate clear strategies and accountable governance and management structures to drive the development and implementation of the Indigenous Education Strategy.
2. To improve the performance of Murdoch University key indicators of Aboriginal and Torres Strait Islander educational outcomes including: access, participation, retention, completion and success.
3. To ensure the development of principles and processes that guide the inclusion of Aboriginal and Torres Strait Islander knowledges, histories, perspectives and contexts across the University's course offerings.

4. To ensure opportunities are provided for the Murdoch community to gain inclusive perspectives, ensuring Aboriginal and Torres Strait Islander ways of being, knowing and doing: rights and cultural protocols are respected.
5. To advise on and develop strategies that increase the enrolments of Aboriginal and Torres Strait Islander students at Murdoch University.
6. To advise on the development of innovative strategies and alternative pathways that enable Aboriginal and Torres Strait Islander students to enter University.
7. To ensure Aboriginal and Torres Strait Islander students are provided with a high-quality educational experience that nurtures excellence and personal achievement.
8. To embed cultural awareness and education for the Murdoch University community to ensure the creation of a culturally safe learning environment for Aboriginal and Torres Strait Islander students.
9. To monitor and provide advice on the progress of implementing the education aspects of the Reconciliation Action Plan (RAP) to the relevant committee.

### ATSIESC Membership

Ms Chanelle van den Berg (Chair)	Appointed by the Provost or nominee (Senior Manager of Aboriginal Education)
Ms Ashah Wright (Deputy Chair)	Appointed by the Provost or nominee (Staff member representative, appointed by the Chair)
Ms Sian Bennett	Postgraduate student representative, appointed by the Chair
Professor Jurgen Brohmer	College Dean Engagement or nominee (ABLSS)
Dr Lisa Cary	College Dean Learning and Teaching or nominee (ABLSS)
Ms Amy Cleasby	Manager Student Success
Dr Alasdair Dempsey	College Dean Learning and Teaching or nominee (SHEE)
Ms Roseanne Feehon	Staff member representative, appointed by the Chair
Mr Alasdair MacDonald	Associate Director Strategy, Quality & Analytics or nominee
Professor Rhonda Marriott	Director Aboriginal Education, Equity and Inclusion or equivalent
Associate Professor Philip Nicholls	College Dean Engagement or nominee (SHEE)
Dr David Palmer	Discipline Group representative (ABLSS)
Ms Carmel Penny	Undergraduate student representative, appointed by the Chair
Professor Kylie Readman	Provost or nominee

Dr Steve Shaw	Discipline Group representative (ABLSS)
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## Number of meetings and main agenda items discussed over the year:

### Academic Council

8 meetings in 2018

No specific items were raised at Academic Council during 2018. However, Academic Council did have Aboriginal and Torres Strait Islander representation as part of its membership composition.

### University Education Committee

8 meetings in 2018

Items:

- *Aboriginal and Torres Strait Islander Students and Education Strategy*  
The University Education Committee provided feedback on the Aboriginal and Torres Strait Islander Students and Education Strategy during the Strategy's refresh process in 2018.
- *Reconciliation Action Plan*  
The University Education Committee provided input into the draft Reconciliation Action Plan.

### Aboriginal and Torres Strait Islander Education and Strategy Committee (ATSIEC)

3 meetings in 2018

Items:

- *Aboriginal and Torres Strait Islander Students and Education Strategy*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee provided feedback on the Aboriginal and Torres Strait Islander Students and Education Strategy during the Strategy's refresh process in 2018.
- *ISSP Performance Report 2017*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee approved the submission to the Department of Prime Minister and Cabinet of the ISSP Performance Report 2017.
- *Embedding Aboriginal and Torres Strait Islander Knowledge and Perspectives within Curriculum at Murdoch University*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee provided input into initiatives for embedding Aboriginal and Torres Strait Islander knowledge and perspectives within curriculum at Murdoch University.
- *Kulbardi Aboriginal Centre Recruitment and Engagement Update*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee was provided with an overview of the activities for the recruitment and engagement of students by the Kulbardi Aboriginal Centre.
- *K-Track Update*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee received an annual update on the K-Track program, Murdoch University's enabling program for Indigenous students.
- *Aboriginal and Torres Strait Islander Student Experience Survey*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee were requested to provide input into the development of an Aboriginal and Torres Strait Islander student experience survey.
- *Aboriginal and Torres Strait Islander Research Update*

The Aboriginal and Torres Strait Islander Education and Strategy Committee were provided with an overview of the research that was being undertaken at Murdoch University in relation to Aboriginal and Torres Strait Islander peoples and communities.

- *Support for Aboriginal and Torres Strait Islander Students in Science Programs*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee was provided with an overview of the program to provide support for Aboriginal and Torres Strait Islander students undertaking Science degrees.
- *Aboriginal and Torres Strait Islander Scholarships Update*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee was provided with an overview of the scholarships program at Murdoch University for Aboriginal and Torres Strait Islander students.
- *Reconciliation Action Plan*  
The Aboriginal and Torres Strait Islander Education and Strategy Committee was provided with the opportunity to provide input into the draft Reconciliation Action Plan.

### **Equity and Diversity Committee**

4 meetings in 2018

Items:

- *Reconciliation Action Plan*  
The Equity and Diversity Committee received regular updates on the progression of the refreshed Reconciliation Action Plan throughout 2018.
- *Aboriginal and Torres Strait Islander Employment Strategy*  
The Equity and Diversity Committee provided feedback regarding the development of an Aboriginal and Torres Strait Islander Employment Strategy, and supported the progression of the final draft, during 2018.

## **6a. Statement by the Indigenous Governance Mechanism**

The Aboriginal and Torres Strait Islander Education and Strategy Committee (ATSIESC) is a subordinate committee of Murdoch University's Education Committee (UEC)

*In accordance with Standing Order 10 of the Standing Orders for Academic Council and Subordinate Bodies, the resolution below was approved via a Decision by Circulation. An Absolute majority of members supported the recommendation. The decision was effective on Tuesday 25 June 2019.*

*As a result of the Decision by Circulation, the Aboriginal and Torres Strait Islander Education and Strategy Committee agreed to approve the Indigenous Student Success Program (ISSP) 2018 Performance Report, to be submitted to the Department of Prime Minister and Cabinet.*

**Resolved:**                    *to APPROVE the Indigenous Student Success Program (ISSP) 2018 Performance Report, to be submitted to the Department of Prime Minister and Cabinet.*  
**ATSIESC/09/2019**

