

## Review of ATSI Unit in the Division of DVC (Indigenous Engagement)

### Scope of the review

The 2009 Review of the Aboriginal and Torres Strait Islander Studies Unit resulted in the establishment of the Office of the Pro-Vice-Chancellor (Indigenous Education), now the Deputy Vice-Chancellor (Indigenous Engagement). The Office of the DVCIE includes responsibility for a range of functions and provides support for broader University priorities such as the Reconciliation Action Plan, Aboriginal and Torres Strait Islander-focused alumni relations and communications, and the Indigenous Employment Strategy. The ATSI Unit provides a focus for community outreach, student support, research, and teaching and learning, including coordination of the Indigenous Studies Major.

Since the 2009 review, the University has made considerable progress towards improving performance in support of Aboriginal and Torres Strait Islander matters. The University implemented the Innovate Reconciliation Action Plan and is currently developing the Stretch RAP. The commitments embedded in plans such as the RAP, the Indigenous Employment Strategy, and the ATSI Research Strategy have led to improved outcomes in teaching, research, engagement, and staff and student recruitment. Faculties and Institutes are delivering on the goals of these strategies, with guidance provided by the Division and Unit. As the University has evolved and developed clarity and capability in Indigenous teaching and research, it is timely to review the Division and the Unit to determine the optimal scope, focus and organisation of these functions to support the strategic ambitions of the University into the future.

Although reviews of organisational units usually focus on academic and administrative service units, it is proposed that the review consider the effectiveness of the ATSI Unit as well as relevant functions of the broader DVCIE portfolio.

A review of the Unit in the context of the functions of the broader portfolio would provide valuable input to the future focus and effectiveness of the delivery in support of UQ's strategic priorities.

### Terms of Reference

#### 1. Strategic alignment

*a) Assess whether the functions and goals of the portfolio and the Unit are clearly articulated, aligned and enacted with respect to the values and strategic objectives of the University.*

#### 2. Scope of activities and effectiveness

*a) Review the scope of current and planned work of the portfolio and Unit and assess its performance in meeting these functions and goals.*

*b) Consider the optimal scope of activities and functions for the portfolio and the Unit, in light of the University's current organisational context and performance and other external context.*

*c) Assess the effectiveness of the portfolio in enabling University-wide objectives, including through connectivity across the portfolio, Faculties and Central areas.*

*d) Assess the effectiveness of the undergraduate student and HDR support functions provided by the Aboriginal and Torres Strait Islander Studies Unit.*

*e) Review the portfolio's contributions to informing, advancing, and embedding Indigenous knowledge across the University's curriculum design, research, pedagogies, and leadership.*

*f) Consider the role of the portfolio with respect to optimal organisational arrangements to recruit and support academics across the University in achieving Indigenous excellence as defined by Indigenous peoples.*

#### 3. Organisational arrangements

*a) Consider optimal organisational and governance arrangements to deliver on the University's strategic objectives, with consideration given to the role of the portfolio in supporting these.*

*b) Consider the capacity and skill-base of staff required in both the portfolio and across the University to achieve identified functions and goals.*

#### **4. Equity and diversity**

*a) Consider the performance of the portfolio in promoting inclusive and respectful engagement with Aboriginal and Torres Strait Islander people across all areas of our organisation and the community.*

*b) Review the portfolio's culture in terms of morale and commitment to the University Values, including performance implementing relevant University Plans, and in providing equity and diversity in all aspects of its operations.*

#### **5. Community engagement and partnerships**

*a) Review the effectiveness of the portfolio relationship with its alumni, community, partners and government agencies, and its ability to develop support for meeting its future goals.*