

Indigenous Student Success Program

2019 Performance Report

Organisation	Griffith University		
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1. Enrolments (Access)

The GUMURRII Student Success Unit (GUMURRII), formerly known as GUMURRII Student Support Unit, is central to Griffith University's Aboriginal and Torres Strait Islander (First Peoples) community, with learning centres and staff based on all five of Griffith University's campuses.

GUMURRII is a dedicated student support unit for First Peoples students that assists all students in their educational journeys from attraction to success. GUMURRII works in direct partnership, consultation and collaboration with an increasingly diverse range of internal and external stakeholders and it endeavours to strengthen all aspects of University life by offering students access to safe and culturally appropriate environments that improve and enhance the student experience.

In May 2019, GUMURRII underwent its periodic internal organisational review. The resulting review report issued a suite of recommendations focussed on conceptualisation, development and implementation of a strategically-driven and evidenced-based approach to achieving continuous growth and improvements in First Peoples student retention, progression and success.

Table A

2019 Griffith University - First Peoples Student Enrolments EFTSL

	Undergraduate	Postgraduate Coursework	Research HDR	Non Award	Grand Total
Gold Coast	247.5	25.4	6.5	3.4	282.7
Nathan	156.0	5.4	11.8	0.1	173.3
Mt Gravatt	83.3	3.0	0.8		87.0
South Bank	54.8	6.8	7.1	0.1	68.8
Logan	48.6		4.3	0.3	53.1
Online	38.8	30.6		5.1	74.5
Other	11.6	11.4		5.1	28.1
Grand Total	640.5	82.5	30.4	14.1	767.5

Throughout 2019, GUMURRII sustained **marginal growth in First Peoples undergraduate enrolments (i.e. 1127 students in 2019 compared to 1,067 in 2018)**. GUMURRII has undertaken a thorough and comprehensive strengths-based approach to First Peoples student outreach, engagement and support whilst working in direct partnership and collaboration with Student Success, Student Retention, Admissions, Scholarships and Marketing, to achieve continuous growth and improvements.

Throughout 2019, GUMURRII's newly appointed Director, worked in direct partnership and collaboration with the senior executive and a wide range of staff and stakeholders to ensure that GUMURRII could contribute towards university wide values, aspirations and targets (i.e. emphasising

social justice, First Peoples and sustainability) and heightened visibility/promotion of First Peoples success. Discrete strategies to promote study and scholarship to prospective First Peoples students included (but are not limited to):

First Peoples Direct Entry Admissions and First Peoples Selection Survey – University Funded

- Our direct entry program is designed to provide an alternative admissions pathway into Griffith University and has been a part of the University access and admissions initiatives for over 20 years.
- Prospective candidates apply online to the Direct Entry Application and are assessed through the University's Admissions team, working in direct consultation and collaboration with GUMURRII staff to assess prospective First Peoples students.
- Griffith University's Direct Entry Program assesses other skills and attributes (e.g. formal qualifications, life and workforce experience) that may support enrolment application/s. Applicants are afforded the opportunity to complete a First Peoples Selection Survey to demonstrate their readiness, motivation and drivers for success in their chosen program of study.
- In 2019, a total of 238 Direct Entry Program formal offers were made to prospective First Peoples students via the Griffith University Student Admissions team. This is a significant increase on 2018, when 180 Direct Entry applications were made, resulting in 125 offers.

First Peoples Student Recruitment and Engagement Activities/Events (ISSP funded)

- Griffith University Market Days, Open Day and Recruitment evenings;
- NAIDOC Week – Brisbane and Sunshine Coast;
- Reconciliation Week – Walk and Talk events hosted on both Nathan and Gold Coast campuses;
- Careers Expo at Toowoomba; and
- Recruitment Activities – including visits to local secondary schools within the Southeast Queensland corridor.

Table 1 Scholarships - breakdown of 2019 payments

	Education Costs		Accommodation		Reward		Total	
	\$	No.	\$	No.	\$	No.	\$	No.
Enabling	144,543	53	137,434	27			281,977	80
Undergraduate	72,000	24			15,000	3	87,000	27
Post-graduate								
Other								
Total	216,543	77	137,434	27	15,000	3	368,977	107

2. Progression (access and outcomes)

In 2019 Griffith University had a total of 1,127 undergraduate and postgraduate students who self-identified as Aboriginal and/or Torres Strait Islander peoples. 2019 saw a steady **increase in Griffith's First Peoples unit success rates, rising from 73.89 to 74.08.**

Table B

2019 Griffith University - First Peoples Student Success Rates (2015-2019)

Success Rate	2015	2016	2017	2018	2019
(ie units passed / units attempted)	77.52	75.44	75.13	73.89	74.08

There are several strategies that GUMURRII Student Success Unit delivered in accordance with the Indigenous Student Assistance Grants Guidelines 2017 which contributed directly to our students' success and ongoing trend, including (but not limited to):

(* denotes ISSP funded activities)

Direct Entry Program

Griffith's direct entry program is designed to provide an alternative admissions pathway for all non-school leavers and/or mature-aged students. Whilst the initiative can assess other skills and attributes (e.g. formal qualifications, life and workforce experience), the introduction of the First Peoples Selection Survey offers prospective First Peoples students the opportunity to demonstrate their readiness, motivation for and likelihood to succeed in their chosen program of study.

Aboriginal and Torres Strait Islander Tertiary Access Program (ATSITAP) *

GUMURRII's ATSITAP initiative aims to improve educational outcomes for Griffith University's First Peoples students via one-on-one or in small group tutorial/s. In 2019, a total of 276 First Peoples students received over 12,000 hours of tutorial support and assistance in their studies.

The continued growth in student participation in the GUMURRII's ATSITAP program demonstrates that it is a highly regarded and valued initiative that provides both direct and indirect support to First Peoples students and their retention, progression and success at Griffith University.

During 2019, GUMURRII commenced a periodic internal review and evaluation of the Aboriginal and Torres Strait Islander Tutorial Assistance Program (ATSITAP) with a view to delivering a supplementary tuition program that continues to meet the increasingly complex and diverse needs of all First Peoples students.

Table 2a Tutorial assistance provided in 2019

Level of study	Number of students assisted	Total hours of assistance	Expenditure (\$)
Enabling			
Undergraduate	250	11,937.12	79,6449
Postgraduate	26	571.92	44,223
Other			
Total	276	12,509.04	840,672

Outreach and Engagement Activities *

Throughout 2019, GUMURRII SSU undertook outreach and engagement with local First Peoples community, Griffith's Council of Elders and prospective students through a range of initiatives including culturally significant events, presentations, information sessions, market stalls and communications at careers days, expos and events.

Participation by GUMURRII staff, Elders and Community along with a diverse range of Griffith staff and students contributes to improving the cultural competency of all staff and promotes a culturally safe and enriched learning environment. In summary, throughout 2019:

- GUMURRII hosted the **annual ‘Walk and Talk’ event** at Griffith University’s Nathan and Gold Coast campuses. The events are in their 7th year and actively bring together a diverse range of students, staff and stakeholders from across all campuses to acknowledge National Reconciliation Week with approximately 300 students, staff and stakeholders in attendance across both events;
- GUMURRII worked in direct partnership with the Office of the Senior Deputy Vice Chancellor, Senior Executive of the University, ICEPP and the Council of Elders, to celebrate NAIDOC Week, by hosting Griffith’s **inaugural NAIDOC morning tea and flag-raising event** at the Nathan, Logan and Gold Coast campuses;
- **2019 GUMURRII Valedictory celebrations** successfully transformed into a more contemporary and engaging GUMURRII Valedictory cocktail event, with a focus on celebrating student success, engagement and promotion of networking and continued connection for future alumni. With over 170 guests from across the University, industry partners, graduates and families in attendance, it was also an opportunity to launch the GUMURRII Re-connect Campaign which continues to be progressed in direct partnership and collaboration with Griffith University’s Development and Alumni team; and
- GUMURRII continues to **build on our strong relationship/s with industry partners and corporate sectors** and their ability to provide scholarships, internships and employment opportunities to Griffith University’s First Peoples graduands. The industry and community appetite for engagement and partnership with GUMURRII remains strong and continues to be nurtured by GUMURRII’s senior staff and senior executive through a range of strategies (e.g. AIME, CareerTrackers and QLD Department of Treasury).

Advancement and Employability Coordinator *

The 2019 GUMURRII review afforded the opportunity to conceptualise, develop and implement a new Advancement and Employability Coordinator’s role to work directly with First Peoples students and partners to promote and nurture scholarship, bursary and awards opportunities and initiatives. As a direct strategy to improve the success rates for students, this officer will be focussed on furthering student progression, success and employability upon graduation in an increasingly complex and competitive environment.

Kungullanji – First Peoples Student Summer Research Program

Designed to create pathways to higher degrees by research, Griffith University’s Kungullanji program assists First Peoples students to engage with the wider research community through structured research workshops and activities that develop technical and practical research skills. The Program is held during Trimester 3 and introduces First Peoples students to the diversity of research through a supported experience. The students are aligned with a research unit based on their individual experience, skills and interest and in 2018, a total of nineteen (19) offers were made for the program, with fifteen (15) students completing the 12-week intensive program taking place in early 2019. Likewise, twenty three (23) students applied in 2019 to participate in the next intake which was undertaken in early 2020.

GUMURRII Student Success Unit *

Throughout 2019, GUMURRII operated five learning centres and nine staff based across all Griffith University’s campuses (Nathan, Gold Coast, Logan, Mount Gravatt and South Bank).

GUMURRII’s Student Success Unit operates with two discrete arms or core business including (but not limited to):

- **Student Success** - nine (9) Learning Assistance Officers (LAOs) now known as Student Success Officers (SSOs) lead by one (1) Senior Officer / team leader, in the provision of tailored academic and pastoral support to all First Peoples students at Griffith University; and
- **Administration Support** consisting of a total of six (6) staff who provide administrative services and support to students, staff and stakeholders. This includes the administration, management and delivery of Griffith University’s Aboriginal and Torres Strait Islander Tertiary Access Program (ATSITAP).

GUMURRII works in direct partnership and collaboration with University academics and an increasingly diverse range of service delivery teams/areas including Griffith University’s Council of Elders, the Indigenous Community Engagement, Policy and Partnerships (ICEPP), Indigenous

Research Unit (IRU), Student Admissions, Student Success, Equity Services and Scholarships to offer and afford First Peoples students access to the highest quality of services and support.

Table 2b Indigenous Support Activities provided in 2019

Activity	Number of student participants	Expenditure (\$)
Direct Entry Admissions initiative	238	0
Aboriginal and Torres Strait Islander Tutorial Assistance Program (ATSITAP) *	276	840,672
Walk and Talk National Reconciliation Week Event *	150	1,500
Inaugural NAIDOC Week flag raising / morning tea *	150	1,500
Valedictory Student Celebration Event *	60	14,000
Kungullanji – First Peoples Student Summer Research Program – non-ISSP, externally funded	15	80,000

* ISSP funded activity

3. Completions (outcomes)

Of the total Griffith University student completions in 2019, 1.40% were First Peoples students, representing a marginal decline for completions achieved in the previous year (i.e. 1.77% in 2018).

Table C

2019 Griffith University - First Peoples Student Completions

Completion rates by students

Academic Career	2018		2019	
	Non Indigenous	Indigenous	Non Indigenous	Indigenous
Undergraduate	6,737	120	6,701	95
Postgraduate	2,948	43	2,824	40
Research	328	4	354	4
Grand Total	9,993	167	9,868	139

Griffith University aims to ensure all First Peoples students are provided with the appropriate support and mentoring to enhance their respective learning journeys through to completion. In redressing the marginal decline in completion rates, GUMURRII's Student Success Officers are working in direct consultation and collaboration with students deemed at being at highest risk. Throughout 2019, GUMURRII staff committed to undertaking a far more proactive role in engaging with Schools, Faculties, Lecturers and Course Coordinators to offer early intervention and preventative approaches for those at highest risk of attrition.

GUMURRII continues to offer a range of dedicated programs, services and support that aim to improve First Peoples student retention, progression and success, including (but not limited to):

Aboriginal and Torres Strait Islander Tutorial Assistance Program (ATSITAP) - ISSP funded
GUMURRII's ATSITAP initiative aims to accelerate educational outcomes for First Peoples students at undergraduate and where relevant/necessary, post-graduate levels through access to supplementary individual and group tutorial assistance. ATSITAP provides academic support and supplementary tuition, to First Peoples students at Griffith University and directly contributes to the transition, retention and success of First Peoples students.

As outlined in Table 2a, throughout 2019, a total of 276 First Peoples students received over 12,000 hours of tutorial support and assistance in their studies through the ATSITAP initiative. Over 200 tutors were engaged to deliver the program and 15% of tutors were First Peoples.

Indigenous Retention Officer - ISSP funded

In 2019, GUMURRII continued with a new and interim role of Indigenous Student Retention Officer who held primary responsibility for conceptualising, developing and implementing a range of initiatives that aligned with and furthered both GUMURRII's and the University wide strategic priorities for student retention, progression and success.

This role worked in partnership, consultation and collaboration with the Student Success Officers, key teaching staff and stakeholders to offer a case management approach to First Peoples students deemed at being of high risk and ensuring access to the highest levels of support and/or referral to other services.

During 2019, several scholarship application and exam preparation workshops were held across several campuses and in ensuring that all First Peoples students were afforded the fullest visibility of and access to specialised services and/or support. During review and assessment of outcomes throughout 2019, GUMURRII identified the need to increasingly embed these initiatives as being central to the roles of the Student Success Officers.

CareerTrackers Partnership - externally funded with ISSP funding for GUMURRII's engagement costs

CareerTrackers is a national non-profit with the goal of creating pathways and support for First Peoples to attend and graduate from university, achieving academic excellence, industry experience and successful transition to professional futures.

Griffith University's GUMURRII Student Success Unit formally partnered with CareerTrackers in 2016 to deliver a 10-year partnership that supports First Peoples students in their successful transition into university and chosen careers, creating a community of students who share common aspirations and who are supported by mentors.

Griffith students who participate in the Career Trackers program have access to '*Leadership Development Institutes*', extensive professional and personal development opportunities and paid internships.

During 2019, 47 internships were filled by Griffith University's First Peoples students. Whilst this is a little reduced from the 2018 participation of 55 students in 2018, GUMURRII is committed to strengthen this partnership and ensure greater awareness across all levels of the University. The initiative will be led by the proposed Advancement and Employability Coordinator into later years.

By the end of 2019, a record total of 153 Griffith students had undertaken internships with CareerTrackers.

GUMURRII Alumni Re-connect Campaign – University funded

In 2019 GUMURRII launched its Alumni Re-connect Campaign, developed in close collaboration with Griffith Alumni and Development. GUMURRII's Griffith graduates are encouraged to stay connected through this Alumni initiative, which will enable and strategically facilitate future opportunities for mentoring, showcasing Alumni success, nurturing aspiration and belief for our students, and building ongoing connection with our students after graduation.

4. Regional and remote students

Griffith continues to see strong growth in the rates of regional and remote First Peoples students. Table D below demonstrates a strong upwards trend since 2015. Griffith's strong position and projection as a values-based University with a priority focus on First Peoples, in combination with its proven position in the area of online education has been a significant factor in making Griffith a University of choice for regional and remote First Peoples.

Table D

2019 Griffith University - First Peoples Regional & Remote EFTSL

Regional and Remote	2015	2016	2017	2018	2019
EFTSL	87.64	91.11	160.64	165.48	197.35

Griffith's Digital Campus

Griffith's Digital campus is the third largest and fastest growing "virtual" campus, offering an extensive range of undergraduate and postgraduate degrees online. Griffith's Digital campus increases access and affordability for regional and remote students to access a wide range of academic opportunities.

GUMURRII has experienced rapid growth in the number of Griffith's First Peoples students studying online, with 16% of all students and/or a total of 180 students studying online in 2019.

Anecdotal evidence suggests that an increasing number of students are choosing to study at least one subject online (i.e. 40% of the total Griffith University student population) and this growing trend ensures that regional and remote students - including First Peoples students - have improved access to award winning online higher education options.

In accordance with the considerable growth in online First Peoples student enrolments, GUMURRII's Student Success Officers have had to adapt services and support typically afforded throughout Griffith University's centres to digital and online environs.

Scholarships

Griffith university provides an extensive range of scholarship opportunities for First Peoples (including Accommodation Scholarships such as the Indigenous Commonwealth Education and Accommodation Scholarships) where consideration is given to regional and remote students in the selection criteria. For example, the Arrow Energy Scholarships aim to deliver learning opportunities for Arrow's Traditional Owner partners as a priority. Table 4 demonstrates that aligned with the growth of regional and remote students, regional and remote scholarships also increased in 2019. With more than 600 scholarships on offer to all students at Griffith University (including First Peoples), of which approximately twenty scholarship categories are discretely targeted at First Peoples, students are eligible for a full range of scholarships based on background, chosen study area, hardships experienced or achievements.

On-Campus Accommodation

Griffith provides a range of serviced and non-serviced on campus accommodation, with priority being provided to regional and remote students. For regional and remote students who do not choose to study online, but rather relocate to an urban setting, this provides accessible and coordinated accommodation options which assist students to orientate themselves and become part of the University community. GUMURRII staff work in direct consultation and collaboration with Griffith University's Accommodation as needed and where appropriate to support students' access to safe and affordable housing options.

Regional and Remote Outreach

Due to the resignation of GUMURRII's Indigenous Community Engagement Officer in 2019, there was considerably less visits and engagement with prospective students in regional and remote regions when compared to 2018.

In 2019 GUMURRII participated in a Careers Expo at Toowoomba as one of its student recruitment and engagement activities.

Students by State



Table 4 Scholarship data for remote and regional students

	Education Costs		Accommodation		Reward		Total	
	\$	No.	\$	No.	\$	No.	\$	No.
A. 2018 Payments	110,353	46	90,025	20	5,000	1	205,378	67
B. 2019 Offers	181,224	65	175,868	35	0	0	357,092	100
C. Percentage (C=B/A*100)	164	141	195	175	0	0	174	149
2019 Payments	144,543	53	137,434	27	0	0	281,977	80

5. Working with Vulnerable People Requirement

	Yes/No
Has the provider completed a risk assessment?	Yes
Have staff involved in ISSP activity received training?	Yes
Does the provider have a compliance process in place?	Yes

In accordance with section 35A of the Indigenous Student Assistance Grants Guidelines 2017, GUMURRII has established and asserted Blue Card requirements for all staff who are employed in relation to all ISSP funded activities.

6. Eligibility requirements

6.1. Indigenous Education Strategy

During 2019, the University's commitment to making First Peoples a priority has been demonstrated in development of *Creating a Future for All - Strategic Plan 2020-2025*.

Throughout 2019, Griffith University fulfilled its obligations regarding the Indigenous Education Strategy under section 13 of the ISSP Guidelines through the University's strategic plan and a range of mechanisms outlined below. The plan confirms Griffith University's commitment and aspirations to be a values-based institution, with three core values that underpin all the commitments in this strategy.

With regards to First Peoples, Griffith has committed to:

- Undertake an ambitious recruitment strategy including recruitment of senior First Peoples leaders and develop a framework for recruitment of First Peoples academic and professional staff across the University;
- Reach 2% of our academic and professional staff being First Peoples, with a clear plan to reaching population parity after this; and
- Provide a more coherent framework for teaching First Peoples content and cultural competency in our degrees and creating appropriate cultural training for students and staff.

To further strengthen Griffith University's commitment a suite of plans has been conceptualised, developed and implemented with key objectives to support the progress of First Peoples students, staff and stakeholders including (but not limited to):

1. University Strategic Plan (2020-2025)
2. Academic Plan (2017-2020)
3. Research and Innovation Plan (2017-2020)
4. Equity and Diversity Plan (2018-2019)
5. Engagement Plan (2018-2020)
6. Our People Plan (2017-2020)
7. Reconciliation Action Plan (2016-2018) extended to 2019
8. Disability Action Plan (2018-2020)
9. First Peoples Health Engagement Plan (2018-2022)
10. Griffith University Athena SWAN Action Plan (2018-2022)

Further information on these plans can be found here: www.griffith.edu.au/about-griffith/corporate-governance/plans-publications

The Reconciliation Action Plan (RAP) 2016-2018, provides the University with guidance on key strategies and measures to support First Peoples activities and engagement across the University, focussing on: Governance and Leadership; Collaboration and Engagement; Learning and Teaching; Research; Staffing and supplier diversity.

The Learning and Teaching component of the RAP outlines the University's Education Strategy with specific actions, timelines and goals. The University's RAP is endorsed by Reconciliation Australia at the Stretch level, and is publicly available on the University's website at: www.griffith.edu.au/__data/assets/pdf_file/0039/196788/Griffith-Reconciliation-Action-Plan.pdf

The role of the RAP Working Party is to ensure progress is made towards targets specified in the Griffith University RAP, and to report on this progress by the Senior Deputy Vice Chancellor.

The Working Party provides reports to the Aboriginal and Torres Strait Islander Advisory Committee, and Equity Committee, on an annual basis. During 2019 the role of Chair of the RAP Working Party moved from Deputy Vice Chancellor (Engagement), to Griffith's Senior Deputy Vice Chancellor, with a 12-month extension of the RAP to end 2019.

Throughout 2019, the Working Party has continued to fulfil the primary requirements of its role and purpose to progress the implementation and adoption of the current Griffith University RAP (2016-2019).

6.2. Indigenous Workforce Strategy

Griffith University has a long-standing commitment to the employment of First Peoples. During 2019, the University's commitment to making First Peoples a priority has been unequivocally demonstrated in development of *Creating a Future for All - Strategic Plan 2020-2025*. Throughout 2019, Griffith University fulfilled its obligations regarding the Indigenous Workforce Strategy under section 12 of the ISSP Guidelines through the University's strategic plan and a range of mechanisms and actions outlined below.

The plan confirms Griffith's position as a values-based University, with First Peoples being one of the three core values that underpin all the commitments in this strategy. In the matters of First Peoples, Griffith has committed to:

- Undertake an ambitious recruitment strategy including recruitment of senior First Peoples leaders and develop a framework for recruitment of First Peoples academic and professional staff across the University.
- Reach 2% of our academic and professional staff being First Peoples, with a clear plan to reaching population parity after this.
- Provide a more coherent framework for teaching First Peoples content and cultural competency in our degrees and creating appropriate cultural training for students and staff.

Griffith University continues to demonstrate its achievements in the area of First Peoples employment, attracting:

- the largest number of First Peoples academic staff in Queensland; and
- the highest percentage of First Peoples Australian staff of the Brisbane based Universities.

Throughout 2019, Griffith University undertook a nation-wide campaign to attract and recruit its inaugural Pro Vice Chancellor (Indigenous) and it is expected that the appointee will take lead role and responsibility for coordinating a University wide approach to all First Peoples matters and/or portfolio.

Griffith University is strongly committed to pursuing and implementing strategies that will ensure it attracts, retains, develops and values First Peoples academic and professional staff. Successful strategies have included

- Employment of a dedicated First Peoples Employment Consultant to work across the University to achieve the University's goals;
- First Peoples Employment Committee, chaired by the Senior Deputy Vice Chancellor;
- Implementation of a First Peoples Employment Talent Pool, to attract and engage First Peoples talent to the University.
- Information on these initiatives can be found here: www.griffith.edu.au/equity/first-peoples-employment-page

Table 6.2 Indigenous workforce data (2019 breakdown)

Level/position	Permanent		Casual and contract	
	Academic	Non-academic	Academic	Non-academic
Level A			6	
Level B	8		4	
Level C	4		1	
Level D	2			

Level E	1		2	
Sessional			44	
Outside Award		1		37
HEW 1				7
HEW 2				4
HEW 3				4
HEW 4		6		11
HEW 5		3		15
HEW 6		12		10
HEW 7		2		6
HEW 8		1		2
HEW 10				1
Senior Staff Director				1

6.3. Indigenous Governance Mechanism

Throughout 2019, Griffith University fulfilled its obligations to have an Indigenous Governance Mechanism under section 11 of the ISSP Guidelines through the **Aboriginal and Torres Strait Islander Advisory Committee (ATSIAC)**.

<https://www167.griffith.edu.au/sites/committee-app/pages/display-committee-information.aspx?name=Aboriginal+and+Torres+Strait+Islander+Advisory+Committee>

In early 2019, the incoming Director of GUMURRII undertook a review to ensure all relevant governance matters in relation to the Unit were considered at the highest levels of the University. This was achieved through ATSIAC and the Griffith University Council of Elders (represented at ATSIAC through the Chair and membership), ensuring that the two foremost First peoples governance bodies of the University had access to reporting and the opportunity to endorse strategic and operational developments in relation to GUMURRII.

Throughout 2019, ATSIAC received both written and verbal reports on all GUMURRII Student Success Unit matters including periodic reviews and updates on student data, the periodic internal review of GUMURRII and subsequent recommendations, provided input and endorsed strategic initiatives of the Unit. In all instances, the foremost senior First Peoples staff, stakeholders and authorities (e.g. Elders Council and/or representatives) were directly engaged, consulted and supportive of all services and support undertaken and/or applied by GUMURRII.

2019 ATSIAC Membership:

Position/Name	Element	Term
Chairperson		
Uncle Graham Dillon DUniv	Griffith Elder	9 April 2019 to 31 December 2020
Vacant		
Ex Officio Members		

A Deputy Vice Chancellor nominated by the Vice Chancellor		
Professor Debra Henly	Senior Deputy Vice Chancellor	ex officio
Professor of Indigenous Community, Engagement, Policy and Partnerships;		
Professor Boni Robertson		ex officio
Professor of Indigenous Research		
Dr Boni Robertson		ex officio
Director, GUMURRII Student Support Unit		
Ms Cheryl Godwell-Pepper		ex officio
Program Director, Bachelor Contemporary Australian Indigenous Art or nominee		
Dr Bianca Beetson		ex officio
First Peoples Employment Consultant		
Mr Joshua Long		ex officio
President, Griffith Indigenous Students Association (GISA) or nominee		
Vacant		
Appointed		
Council member appointed by Council		
Dr Robert Anderson OAM DUniv	Griffith Elder	1 January 2019 to late 2019 due to retirement
Representative or nominee, Commonwealth or State Department of Education, however named from time to time, and nominated by the Department		
Vacant		
Two Aboriginal representatives (one of whom should be male and one of whom should be female), nominated by the Griffith University Aboriginal and Torres Strait Council of Elders and appointed by Council		
Uncle Bill Buchanan		9 April 2019 to 31 December 2020
Professor Roianne West		9 April 2019 to 31 December 2020
Two Torres Strait Representatives (one of whom should be male and one of whom should be female), nominated by the Griffith University Aboriginal and Torres Strait Islander Council of Elders, and appointed by Council		
Mr Charles Passi		9 April 2019 to 31 December 2020
Dr Heron Loban		9 April 2019 to 31 December 2020
Appointed		
Two student representatives, one from the Northern campuses (Logan, Mt Gravatt, Nathan and Southbank) and one from the Gold Coast, to be nominated by the Griffith Indigenous Students Association (GISA)		

Mr Andrew Smith	(Northern campuses)	22 May 2019 to 31 December 2020
Vacant	(Gold Coast campus)	
Co-opted		
Two staff representatives co-opted by the Committee on the recommendation of the relevant Deputy Vice Chancellor		
Mr John Graham		1 January 2019 to 31 December 2020
Dr Kerry Bodle		1 January 2019 to 31 December 2020
The Advisory Committee may co-opt other representatives into membership of the Committee and/or to any sub-committees or task groups convened to ensure inclusive or for expert opinion/consultancy on specific issues		
Mr Harry Van Issum		

During 2019, Griffith University began a review process for the Terms of Reference for The Aboriginal and Torres Strait Islander Advisory Committee, along with the organisational units that deal with First Peoples matters in the University.

It is worthwhile noting that throughout 2019, Griffith University undertook a nation-wide campaign to attract and recruit its inaugural Pro Vice Chancellor (Indigenous) and it is expected that the appointee will take lead role and responsibility for coordinating a University wide approach to all First Peoples matters and/or portfolio.

6.3.1. Statement by the Indigenous Governance Mechanism

The Indigenous Governance Mechanism provides oversight of how ISSP-funded expenditure is prioritised administered, and acquitted.

This was achieved through the **Aboriginal and Torres Strait Islander Advisory Committee (ATSIAC)** and the Griffith University Council of Elders (represented at ATSIAC through the Chair and membership), ensuring that the two foremost First Peoples bodies and entities of the University were directly engaged, consulted and collaborated on all aspects of GUMURRII's core business, targets and aspirations in achieving continuous growth and improvements in First Peoples student retention, progression and success.

ATSIAC advises the University on the establishment and maintenance of effective and on-going consultative mechanisms to enable the Aboriginal and Torres Strait Islander community to participate in institutional planning and decision-making relating to Aboriginal and Torres Strait Islander research, education, employment, training and professional development.

Indigenous Student Success Program

2019 Financial Acquittal

Organisation

Griffith University

1. Financials – income and expenditure

Table 1a ISSP income available to support Indigenous students in 2019 (excluding GST)¹

Item	(\$)
A. ISSP Grant	
ISSP Grant 2019 (flexible component)	3,441,950
ISSP Grant 2019 for preserved scholarships	38,182
Subtotal ISSP Grant	3,480,132
B. Other ISSP Related Income	
Rollover of ISSP funds from 2018	
Interest earned/royalties from ISSP funding	
Sale of ISSP assets	
Subtotal other ISSP related income	
Grand total	3,480,132

Table 1b Other funding available to support Indigenous students in 2019 (excluding GST)²

Item	(\$)
A. Other non-ISSP funds	
Other funding provided under HESA³	
HEPPP	645,060
Other Commonwealth Government funding	4,320,695
Funds derived from external sources⁴	
Donations	160,615
Total of other non-ISSP funds	5,126,370

Table 1c Expenditure on support for Indigenous students during 2019 (excluding GST)⁵

Item	Actual ISSP (\$) ⁶	Estimate other funds (\$) ⁷	TOTAL (\$) ⁸
Preserved scholarships	32,727		32,727
"New" scholarships from flexible ISSP funding	336,250		336,250
Teaching and learning ⁹			
Salaries for staff working on ISSP activities ^{10 11 12}	1,120,749		1,120,749
Administration for staff working on ISSP activities ¹³	484,874		484,874
Travel – domestic (airfares, accommodation & meals)	27,573		27,573
Travel – international (airfares)		9,015	9,015
Travel – international (accommodation and meals)			
Conference fees and related costs ¹⁴	7,572		7,572
ISSP Asset purchases made during 2019 ¹⁵			
Tutoring	764,560		764,560
Student Support Unit Costs	417,954	1,636	419,590
Indigenous Research Unit	81,418	144,046	225,464
HEPPP - Indigenous Outreach		645,060	645,060
External funds - Scholarships (sources detailed above)		168,615	168,615
External funds - First Peoples Health Unit		4,312,695	4,312,695
University funds - Indigenous Policy, Council of Elders etc		232,352	232,352
University Funds - Indigenous Scholarships		219,750	219,750
University Funds - First Peoples Health Unit		1,939,299	1,939,299
University Funds - Miscellaneous Activities		135,936	135,936
University Funds - Overheads		184,424	184,424
A. Total Expenditure 2019	3,273,677	7,992,828	11,266,505
B. Unexpended 2019 ISSP funds approved for rollover into 2020 grant year	200,000		
2019 ISSP funding committed (A + B)	3,473,677		
D. Other unexpended 2019 ISSP Funds to be returned to PM&C¹⁶	1,000		
C. Unexpended 2019 preserved scholarships funds to be returned to PM&C	5,455		

2. Rollovers

Table 2 Rollovers agreed

	Rolled over (\$) (A)	Expended/committed ¹⁷ (\$) (B)	Excess to be returned to the Department ¹⁸ (C) (C = A – B)
2018 funds rolled over into 2019			
2019 funds agreed for rollover into 2020	200,000		

Rollover determination dated 29 January 2020 provided authorisation for \$200,000 of the 2019 ISSP grant to be rolled over for use in 2020. The purpose of this rollover is to upgrade the student support facilities at Logan and Nathan campuses. Progress to date is as follows:

- audit of computer and ergonomic computer accessories in the Logan and Nathan campuses has taken place, and
- negotiations are underway with vendors to complete the upgrade.

3. Goods and Services Tax

Table 3 Goods and Services Tax (GST) paid under ISSP - 1 January – 31 December 2019¹⁹

1. GST received by you in 2019 as part of the Indigenous Student Success Program funding under the <i>Higher Education Support Act 2003</i> ²⁰			\$
2. GST remitted or committed for payment to the Australian Taxation Office (ATO) (in the remittance instalments shown below) ²¹			\$
Amount remitted: \$	Amount remitted: \$	Amount remitted: \$	
Date remitted: / /	Date remitted: / /	Date remitted: / /	

4. ISSP Assets

Table 4a ISSP Assets inventory²²

Asset Description/ category	Adjustable Value	ISSP contribution

Table 4b ISSP Assets - acquisitions and disposals during 2019

Asset Description/ category	Acquisitions Purchase Value	Disposals/ Sale Price	Disposals Average Age

5. Endorsement of the Financial Acquittal²³

Financial Acquittal supported and initialled by:

Michelle Clarke

(Print name of relevant officer)

Chief Financial Officer

(Print position title)



(Signature and date)

Telephone contact: (07) 373 57166

E-mail:

cfo@griffith.edu.au

INDIGENOUS STUDENT SUCCESS PROGRAMME 2019 CERTIFICATION

Complete this certification after reading the completed 2019 Performance Report and 2019 Financial Acquittal for the Indigenous Student Success Programme.

I certify that:

- (i) the Institution has met the eligibility requirements of the Indigenous Student Success Programme as set out in guidelines and the *Higher Education Support Act 2003*; and
- (ii) the 2019 Indigenous Student Success Programme Performance report presents an accurate summary of the Institution's use of program funds and of other activities undertaken by the Institution to improve Aboriginal and Torres Strait Islander student and staff outcomes; and
- (iii) the 2019 Indigenous Student Success Programme financial acquittal represents a complete, true and correct summary of transactions that took place during 2019 under the Indigenous Student Success Programme; and
- (iv) Indigenous Student Success Programme Funds and any interest earned or royalties/income derived from these Funds was expended on activities consistent with the Indigenous Student Success Programme guidelines and the *Higher Education Support Act 2003*.


I understand that:

- (i) the Minister or the Minister's delegate may seek further information to support this certification; and
- (ii) in the event that I have not remitted GST paid under the Agreement to the Australian Taxation Office, that it is my obligation to remit those amounts, as required under the *A New Tax System (Goods and Services Tax) Act 1999*; and
- (iii) it is an offence under the *Criminal Code Act 1995* to provide false or misleading information.

Certification recommended by university's Indigenous Governance Mechanism:

Name:

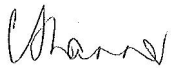
Title:

Signed:  Date:

Certification made by Vice-Chancellor or equivalent delegate:

Name:

Title:

Signed:  Date:

Additional information for completing the template

¹ The financial tables have a dual purpose of itemising actual income and expenditure associated with the ISSP in 2019 as well as estimating other funds and expenditure supporting Aboriginal and Torres Strait Islander students at the university. ISSP supplements the support the institution should already be providing to Indigenous students and the third column below helps us recognise the commitments your institution is making to lift and sustain Aboriginal and Torres Strait Islander student outcomes.

Please feel free to add additional "item" lines as required.

² Please estimate the funds available.

³ Please include funding provided under the Commonwealth Grants Scheme and Higher Education Participation and Partnerships Program.

⁴ Examples of other funding are philanthropic donations, other student payments, business income etc.

⁵ Where applicable, figures provided in this table must be consistent with the figure provided in the institution's 2019 Performance Report.

⁶ List the expenditure of the income listed in Table 1a above.

⁷ List the expenditure of the income listed in Table 1b above.

⁸ Sum ISSP expenditure and other funds expenditure.

⁹ Estimate expenditure on Indigenous students for teaching and learning across all faculties. This may be a pro-rata of Commonwealth Grants Scheme funding.

¹⁰ If the staff member works on non-ISSP specific activities (for example, mainstream tutoring or lecturing), only record the pro-rata amount that reflects the amount of time the staff member worked on ISSP-specific activities.

¹¹ Include expenditure on salaries for staff that provide tutorial assistance.

¹² May include pro-rata expenditure on salaries for staff time spent monitoring and recording tutoring and student withdrawals.

¹³ This could include minor equipment, consumables and other non-staff costs associated with administering ISSP activities, but cannot include contributions to savings or corporate dividends. If the staff member works on non-ISSP specific activities (for example, entering student data for non-Indigenous students), only record the pro-rata amount that reflects the amount of time the staff member worked on ISSP-specific activities.

¹⁴ Costs may include, but are not limited to, registration fees, presentation fees, equipment costs etc.

¹⁵ Assets are defined in the *Indigenous Student Assistance Grants Guidelines 2017*, and are items that have an individual value of \$5,000 or more.

¹⁶ Include unspent 2018 funds that were rolled over into 2019 but were not expended during 2019 (ie the amount recorded in Table 2, column C).

¹⁷ For 2018 funds rolled into 2019, the amount included here should be the amount expended in 2019. For 2019 funds agreed for rollover into 2020, the amount recorded here should be the amount of the funding that has been committed for expenditure in 2020.

¹⁸ This amount should be included in the total unspent 2019 amount listed in Table 1c, Section D.

¹⁹ If GST is not paid to you, do not complete the table in section 3. If GST is paid to you, the amount of GST funding included in each payment is set out in a Recipient Created Tax Invoice (RCTI) issued to you at the time of the payment. State whether these amounts have been remitted to the Australian Taxation Office (ATO) or committed for payment to the ATO.

²⁰ This amount is stated on your Recipient Created Tax Invoices (RCTIs).

²¹ This amount is stated on your Recipient Created Tax Invoices (RCTIs).

²² Record assets acquired using ISSP funding prior to 2019.

²³ If the organisation is subject to audit by an Auditor-General of the Commonwealth or State or Territory government this authorisation should be signed by the Chief Financial Officer or an executive officer with primary responsibility for the organisation's internal audit function. If the organisation is not normally subject to audit by an Auditor-General, then the organisation's auditor should sign this authorisation.