



# Indigenous Education Statement

For year end 31 December 2013

Never Stand Still

Nura Gili

## Provider Name:

The University of New South Wales (UNSW Australia, UNSW)

## Indigenous Education Unit Name:

Nura Gili Indigenous Programs Unit (Nura Gili)

## INTRODUCTION

UNSW is committed to improving higher education outcomes for Indigenous Australians. Our Indigenous education agenda at UNSW is recognised nationally and internationally as a leader in achieving academic excellence in Indigenous higher education teaching programs, research, and academic support services. Our key activities across the University focus on:

1. **Academic pathways** for all students – providing clear pathways to postgraduate and undergraduate learning opportunities;
2. **Innovating curriculum** – adopting progressive curriculum agendas that enable students to reflect and engage critically with their disciplines and knowledge bases;
3. **Creative & impactful teaching & learning** – conducting teaching and learning engagements that provide opportunities for students to develop their full potential;
4. **Student support & development** – developing high quality, learning support programs and services for Indigenous students to successfully participate in University life;
5. **Research & scholarship** – undertaking high quality research scholarship that benefits the Indigenous community;
6. **Leadership, service and communications** – contributing to University and community activities and informing national debate in areas affecting Australia's Indigenous people.

UNSW has a formal agreement set in a Compact with the Australian Government to increase Indigenous enrolments to 500, up from a base in 2010 of 211 students. This Compact has been supported by a \$1.6m project to relocate Nura Gili Indigenous Programs Unit to the centre of the Kensington campus and to a location now known as Balnaves Place.

## SECTION I: ACHIEVEMENT OF NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER EDUCATION POLICY (AEP) GOALS IN 2013 AND PLANS FOR FUTURE YEARS

### **I.1: Establish effective arrangements for the participation of Aboriginal and Torres Strait Islander peoples in educational decision-making.**

The Indigenous centres at UNSW are overseen by senior Indigenous Directors, each of whom is involved in decision-making bodies within the respective Faculty or Division and external committees:

- Nura Gili – Professor Martin Nakata
- Indigenous Law Centre (ILC) –Professor Megan Davis
- Muru Marri Indigenous Health Unit (MMIHU) – Professor Lisa Jackson Pulver AM

In addition to this, the Faculty of Medicine also includes the Kirby Institute which includes the Aboriginal and Torres Strait Islander Health Program. Information about these units can be accessed from: <http://www.nuragili.unsw.edu.au/research>

The Director of Nura Gili reports to the Vice-President and Deputy Vice-Chancellor (Academic). The position provides high level advice and counsel to members of the University's Executive Management Team on all matters affecting the University's key objectives for Indigenous Australian higher education and contributes at a high level to policy and organisational direction. The Director plays a key leadership role in developing and implementing the University's overall Indigenous Education strategies and is involved in university-wide agendas to achieve these goals.

In 2013, the Director of Nura Gili was represented on the following UNSW boards and committees:

- Academic Board
- Divisional Management Group for the Division of the Deputy Vice-Chancellor (Academic)
- Division of the Deputy Vice-Chancellor (Academic) Board of Studies
- Pre-University and Alternative Education Committee of the Academic Board
- Indigenous Legal Education Committee
- Indigenous Law Centre Management Committee

Various members of our Indigenous staff at Nura Gili are also represented on the Student Centre Managers' Group, Gender Equity Steering Committee, and Faculty of Arts and Social Sciences Standing Committee, Faculty of Arts and Social Sciences Standing Postgraduate Coursework Committee, and the Associate Deans of Education Program Structure and Assurance Committee.

Other key Indigenous leadership roles for the University include those within the Faculties, where for example, Professor Megan Davis, Dr Kyllie Cripps and Professor Lisa Jackson Pulver sit on a number of committees within the Faculty and the University. They, along with Professor Nakata, also participate as members of a range of external committees, such as, the State Library of NSW Council, AHRMC, the UN Permanent Forum on Indigenous matters, and the International Research Advisory Panel of the Maori Centre of Excellence.

Our Indigenous Employment Coordinator is also the Director of Babana Aboriginal Men's Group Inc and a board member of the NSW Men's Shed Association. He was part of the reference group for the South Western Sydney & Sydney Local Health Districts NSW Health - Aboriginal Tobacco Control Project.

## **1.2: Increase the number of Aboriginal and Torres Strait Islander peoples employed, as academic and non-academic staff in higher education institutions.**

UNSW Australia has a strong commitment to the employment of Aboriginal and Torres Strait Islander people and their ongoing career development opportunities across all areas of the University. This commitment has been restated in the University's 2014-16 Mission-based Compact with the Australian Government and projects our Aboriginal and Torres Strait Islander employment targets in both professional and academic areas.

The Indigenous Employment Plan is guided by the Indigenous leadership in the University with the intent to strive for higher employment numbers through a merit-based process. Our approach in the University is to also pursue and recruit Aboriginal and Torres Strait Islander people who will continually develop their professional capacities and contribute fully to the life and work of the University.

The Indigenous Employment Plan aims to:

1. Increase the number of Indigenous staff at all levels, and across all Divisions and Faculties within UNSW;
2. Develop Indigenous staff capacity through internal and external professional development programs as well as further studies;
3. Support Indigenous students with their employment needs and future career goals;
4. Strengthen UNSW and Nura Gili's relationship with the Indigenous community and the industry sector to leverage employment opportunities.

Nura Gili employs an Indigenous Employment Coordinator who is responsible for the coordination of the Indigenous Employment Plan across campus and to work within the Indigenous community to promote employment opportunities. The Coordinator regularly meets with Indigenous community through Indigenous Interagency meetings, Aboriginal Men's Group Meetings, Community Assistance Events and other Indigenous networks within the Greater Sydney Area. He circulates information on available positions on a weekly basis to community networks and our Alumni network and has developed an expression of interest component to the Indigenous employment section of the Nura Gili website.

The Indigenous Employment Coordinator provides ongoing and annual reports on the progress and achievements of the Plan to the Nura Gili Management Team as well as the Divisional Management Group of the Deputy Vice-Chancellor (Academic) and Human Resources. A copy of the revised current plan will be available on Nura Gili's website following approval by the University Executive in 2014.

Nura Gili Staff held their first 'Day on Country' in 2013. Staff (Indigenous and non-Indigenous) visited the Muogamarra Nature Reserve. This will be a set day each year to provide staff with an opportunity to consider the importance and significance of place for Indigenous peoples, and will serve as a reminder of the importance of our work at the University. This is part of Nura Gili's wellbeing program for its staff which complements our professional development activities.

### **UNSW Indigenous Specific Positions**

- Director, Nura Gili – Professor Martin Nakata
- 2 Academic Staff, Nura Gili – Dr Reuben Bolt & Leah Lui-Chivizhe
- Student Support Manager, Nura Gili – Michael Peachey
- Student Support Officers, Nura Gili – Chery Ah-See, Summa Naylor
- Student Recruitment Office, Nura Gili – Leearna Williams
- Administration Officers, Nura Gili – Alicia Smith, Zeita Davis
- Indigenous Employment Coordinator, Nura Gili – Jeremy Heathcote
- Director, Indigenous Law Centre – Professor Megan Davis
- Director, Muru Marri Indigenous Health Unit – Professor Lisa Jackson Pulver AM
- Director, Indigenous Programs, College of Fine Arts – Tess Allas
- Aboriginal Access Worker, Kingsford Legal Centre – Kaleesha Morris
- Winter School and Pre-Programs casual staff, Nura Gili
- Indigenous Cadet, Faculty of Law – Chantelle Porter

In addition to the tables on permanent and casual staff overleaf, the Faculty of Medicine also employs 5 Indigenous Conjoint Academic staff – 3 Associate Lecturers and 2 Senior Lecturers.

**Table 1 – UNSW Indigenous staff - Permanent positions**

<i>Faculty / Division</i>	<i>Department</i>	<i>Academic/Non-Academic</i>	<i>Position Title</i>	<i>Grand Total</i>
College of Fine Arts	National Institute for Experimental Arts	Academic	Senior Research Fellow	1
College of Fine Arts	School of College of Fine Arts	Non-Academic	Director	1
Division of Advancement	Marketing & Development Office	Non-Academic	Administrative Assistant	1
DVC (Academic)	Aboriginal Education Program	Non-Academic	Administration Co-ordinator	1
DVC (Academic)	Aboriginal Education Program	Non-Academic	Administration Manager	1
DVC (Academic)	Aboriginal Education Program	Non-Academic	Administrative Assistant	1
DVC (Academic)	Aboriginal Education Program	Non-Academic	Administrative Officer	2
DVC (Academic)	Aboriginal Education Program	Academic	Lecturer	2
DVC (Academic)	Aboriginal Education Program	Academic	Professor and Director	1
DVC (Academic)	Aboriginal Education Program	Non-Academic	Senior Administrative Officer	2
DVC (Academic)	Document Services	Non-Academic	Library Assistant	1
DVC (Academic)	Library Service Desk	Non-Academic	Administrative Assistant	1
Faculty of Arts & Social Sciences	School of Social Sciences	Academic	Associate Professor	1
Faculty of Arts & Social Sciences	School of Social Sciences	Non-Academic	Research Officer	1
Faculty of Arts & Social Sciences	School of the Arts and Media	Non-Academic	Administrative Assistant	1
Faculty of Arts & Social Sciences	Social Policy Research Centre	Non-Academic	Administrative Assistant	1
Faculty of Arts & Social Sciences	Social Policy Research Centre	Academic	Research Associate	1
Faculty of Arts & Social Sciences	Social Policy Research Centre	Academic	Research Fellow	1
Faculty of Engineering	School of Computer Science & Engineering	Non-Academic	Administration Manager	1
Faculty of Engineering	School of Electrical Engineering & Telecommunications	Non-Academic	Stores Supervisor	1
Faculty of Law	Indigenous Law Centre	Academic	Professor & Director	1
Faculty of Law	Kingsford Legal Centre	Non-Academic	Aboriginal Access Worker	1
Faculty of Law	School of Law	Academic	Senior Lecturer	1
Faculty of Medicine	Centre for Primary Health Care & Equity	Non-Academic	Project Officer	1
Faculty of Medicine	Prince Of Wales Clinical School - Operating	Non-Academic	Administrative Assistant	1
Faculty of Medicine	Public Health & Community Medicine	Academic	Lecturer	1
Faculty of Medicine	Public Health & Community Medicine	Academic	Professor	1
Faculty of Medicine	St Vincent's Hospital Clinical School Operating	Non-Academic	Administrative Assistant	1
Faculty of Medicine	The Kirby Institute	Non-Academic	Project Manager	1
Faculty of Medicine	School of Aviation	Non-Academic	Administrative Officer	1
Faculty of Medicine	School of Optometry & Vision Science	Non-Academic	Administrative Assistant	1
Faculty of Medicine	School of Physics	Non-Academic	Computer Systems Officer	1
Faculty of Medicine	School of Physics	Non-Academic	Technical Officer	1
Faculty of Medicine	Science Administration	Non-Academic	Stores Supervisor	1
University Services	House at Pooh Corner Childcare	Non-Academic	Childcare Worker	1
UNSW Canberra at the Australian Defence Force Academy	School Physical, Environmental and Mathematical Sciences	Academic	Associate Professor	1
<b>Total</b>				<b>39</b>

**Table 2 - UNSW Indigenous staff - Casual positions**

<i>Faculty / Division</i>	<i>Department</i>	<i>Academic/Non-Academic</i>	<i>Position Title</i>	<i>Grand Total</i>
Australian School of Business	School of Management	Academic	Casual Academic	1
College of Fine Arts	School of College of Fine Arts	Academic	Casual Academic	3
DVC (Academic)	Aboriginal Education Program	Academic	Casual Academic	27
DVC (Academic)	Aboriginal Education Program	Non-Academic	Research Assistant	2
DVC (Academic)	Aboriginal Education Program	Non-Academic	Student Ambassador	1
DVC (Academic)	Aboriginal Education Program	Non-Academic	Student Assistant	6
DVC (Academic)	Nura Gili Academic Programs	Academic	Casual Academic	1
DVC (Academic)	Nura Gili Outreach Recruitment	Non-Academic	Student Assistant	4
DVC (Academic)	Nura Gili Student Programs	Academic	Casual Academic	1
DVC (Academic)	Other Faculty of DVCA	Non-Academic	Student Assistant	1
DVC (Academic)	Nura Gili Academic Programs	Non-Academic	Student Assistants (Programs)	41
Faculty of Arts & Social Sciences	Centre for Social Research in Health (CSRH)	Non-Academic	Research Assistant	1
Faculty of Arts & Social Sciences	School of Social Sciences	Academic	Casual Academic	1
Faculty of Arts & Social Sciences	School of Social Sciences	Non-Academic	Research Assistant	2
Faculty of Engineering	Faculty Unit Admin (Engineering)	Non-Academic	Clerk	1
Faculty of Engineering	Faculty Unit Admin (Engineering)	Non-Academic	Student Assistant	1
Faculty of Engineering	School of Computer Science & Engineering	Academic	Casual Academic	1
Faculty of Law	Faculty of Law	Non-Academic	Student Assistant	1
Faculty of Law	Kingsford Legal Centre	Non-Academic	Administrative Assistant	1
Faculty of Law	School of Law	Academic	Casual Academic	4
Faculty of Law	School of Law	Non-Academic	Research Assistant	3
Faculty of Law	School of Law	Non-Academic	Student Assistant	1
Faculty of Medicine	Medicine Faculty Administration	Non-Academic	Student Assistant	1
Faculty of Medicine	Public Health & Community Medicine	Academic	Casual Academic	1
Faculty of Science	Centre for Ecosystem Science	Non-Academic	Research Assistant	1
Faculty of Science	School of Biological, Earth & Environmental Sciences	Academic	Casual Academic	1
Faculty of Science	School of Biological, Earth & Environmental Sciences	Non-Academic	Technical Officer	1
Faculty of Science	School of Optometry & Vision Science	Academic	Casual Academic	1
Faculty of Science	School of Psychology	Academic	Casual Academic	1
Faculty of the Built Environment	Built Environment Faculty Administration	Non-Academic	Student Assistant	1
Faculty of the Built Environment	Faculty of the Built Environment	Non-Academic	Student Assistant	1
Faculty of the Built Environment	School of Architecture and Design	Academic	Casual Academic	1
University Services	University Health Service	Non-Academic	Student Assistant	1
<b>Total</b>				<b>116</b>

*Data Source: UNSW HRD Reporting 13 May 2014 and Nura Gili*

### **I.3: Ensure equitable access of Aboriginal and Torres Strait Islander students to higher education.**

Nura Gili has a long established record of providing a suite of programs and activities to improve access of Indigenous students to UNSW.

The UNSW Pre-Law Program has now been running for 20 years. It was also the 16<sup>th</sup> Year for Pre-Medicine, 13<sup>th</sup> year for Pre-Social Work and 12<sup>th</sup> year for Pre-Business. The Pre-Programs were extended in 2013 to include a Pre-Education program for students who wish to become teachers in Secondary Education.

The annual UNSW Winter School ran for the 12<sup>th</sup> time in 2013 with a total of 150 secondary students from across Australia. This program is largely sponsored by UBS Foundation and UNSW to encourage school students to consider higher education studies as a post-school option and a future career in the professions.

UNSW continues to improve each year on its Indigenous admissions processes and outreach and recruitment activities.

<b>Commencing Aboriginal and Torres Strait Islander students</b>	<b>2012</b>	<b>2013</b>
Aboriginal and Torres Strait Islander students	118	151
Non Aboriginal and Torres Strait Islander students (Domestic students only):	9,239	13, 774

*Data Source: HEIMS*

#### **Programs dedicated to improving access to higher education**

<b>Program Name</b>	<b>Target audience</b>	<b>Outline of Program</b>	<b>Outcome</b>
UNSW Indigenous Admissions Scheme	Indigenous applicants for all Faculties excluding ADFA and Pre-Program cohorts	Flexible entry pathway for students who may not have required ATAR or high school education for standard admission	55 offers and 50 acceptances into UNSW programs in Semester 1 2014
Pre-Programs	Indigenous applicants in the areas of Law, Medicine, Social Work and Business  A New Pilot Programme in Secondary Education (Pre-Service Teaching) was established in 2013	Four week program for students seeking admission to undergraduate degrees or enabling programs	46 participants, with 35 accepting offers to study at UNSW in 2014
Enabling Programs	Law, Arts & Social Sciences, Science & Engineering	One year program for students not yet ready for admission to bachelor studies	88 students have now been enrolled in Nura Gili enabling programs since 2008  In 2013, 19 students were enrolled



Winter School	School students in years 10, 11 and 12	Tertiary aspiration program	150 students attended one week camp on campus  Since 2010, 542 students have been through the program and 233 were in year 12. Of those, 64 are currently enrolled at UNSW
Spring Forum	3 day program for potential applicants 18+	Tertiary aspiration program	11 students attended, 4 enrolled at UNSW in 2014
School, TAFE, community visits and recruitment expos  Nura Gili Student Ambassador Program	Potential applicants, school and TAFE staff, community members	Roadshows, site visits, expos and market stalls promoting Nura Gili programs and university studies	Communications to potential students, communities, and key contacts in schools and TAFEs  60 school visits in 2013 (metro and regional)  9 Expos across NSW  School group visits to campus  Year 12 Day  Developing relationships with key partners  Professional Development for UNSW Indigenous students as Ambassadors

### Outreach activities

Outreach activity	Target audience	Outline of Program	Outcome
Science and Engineering Program	Students in Years 7 and 9	Designed to interest students in continuing studies in the sciences and maths and see tangible career paths	18 students participated in the program
Walama Muru	University students	University students raise funds and visit a remote community and assist in community development activities	Students gain an insight into Indigenous matters and visit a community to assist with community development projects

<p>School, TAFE and community visits</p> <p>Nura Gili Student Ambassador Program</p>	<p>Potential applicants, school and TAFE staff, community members</p>	<p>Roadshows, site visits, expos and market stalls promoting Nura Gili programs and university studies</p>	<p>Communications to potential students, communities, and key contacts in schools and TAFEs</p> <p>Visits to TAFEs across NSW</p> <p>3 Networking events with partner schools</p> <p>Developing relationships with key partners</p> <p>Professional Development for UNSW Indigenous students as Ambassadors</p>
<p>ASPIRE Program</p>	<p>Equity Initiative</p>	<p>Aspiration program for LSES school students</p>	<p>Long term initiative - Workshops with students, Nura Gili and Faculties to raise awareness and aspiration of higher education with Indigenous primary &amp; high school students in specific schools/areas</p>

Nura Gili works closely with the UNSW Scholarships Unit to actively promote its scholarships to Indigenous students. Scholarship uptake has improved in 2013. A number of Indigenous students have also been awarded general scholarships (i.e. not only those scholarships identified as Indigenous scholarships) such as the Academic Achievement Awards and the VC's Scholarships.

In addition to the scholarships below, the Shalom Gamarada Scholarship Program established by Professor Lisa Jackson Pulver with Shalom College continues to support more than 20 Indigenous students each year and assisting them towards graduation.

The Balnaves Foundation Scholarship celebrated its first Indigenous Medical graduate from the program in 2013. This program is a 15-year commitment from the Balnaves Foundation to support students through the 6 year Medicine program. The Foundation also currently supports seven other students.

### Scholarships Awarded to Indigenous Students in 2013

Name	Funding	No. Allocated for Indigenous Students	Cost p.a.	No. Awarded to Indigenous Students (Incl continuing students)
ABC Indigenous Engineering Scholarship	UNSW Foundation	1	\$10,000	0
Academic Achievement Awards	UNSW	0	\$4,000	3
Access Assist Equity Scholarship	UNSW	3	\$10,000	16
AGS UNSW Indigenous Law Scholarship	UNSW Foundation	1	\$7,000	1
ASB Honours Scholarships	UNSW	0	\$5,000	1
Australian Rotary Health Indigenous Health Scholarships	UNSW Foundation	4	\$5,000	4
Balnaves Foundation Indigenous Medical ILP Award	UNSW Foundation	1	\$2,500	1
Balnaves Foundation Indigenous Medical Scholarships	UNSW Foundation	1	\$25,000	7
Burbangana Indigenous Social Work Award	UNSW Foundation	1	\$2,500	1
Chris Mumbulla, Alumni and Supporters Indigenous Performing Arts Scholarship	UNSW Foundation	1	\$1,500	1
COFA Undergraduate Aboriginal Art Scholarship	Faculty	2	\$10,000	4
Commonwealth Accommodation Indigenous Scholarship (CAS- Indigenous) from 2010 only	Commonwealth Government	5	\$4,754	13
Commonwealth Education Indigenous Scholarships (ICECS) from 2010	Commonwealth Government	16	\$2,377	13
Commonwealth Indigenous Access Scholarship (IAS)	Commonwealth Government	6	\$4,485	1 semester payment
Commonwealth Indigenous Enabling CAS Scholarship	Commonwealth Government	5	\$4,754	2
Commonwealth Indigenous Enabling CECS Scholarship	Commonwealth Government	10	\$2,377	5
Dorothy Hughes Memorial Scholarship	UNSW Foundation	1	\$1,500	1
Ena and Jack Russell Scholarship For Indigenous Students	UNSW Foundation	1	\$20,000	1
Faculty of Engineering Aboriginal and Torres Strait Islander Scholarship	Faculty	2	\$10,500	2
Fred Hollows Foundation Indigenous Medical Scholarship	UNSW Foundation	1	\$25,000	2
John W Kirkwood Memorial Award	UNSW Foundation	0	\$1,500	1
Juris Doctor Scholarship for Indigenous	UNSW Foundation	1	\$10,000	1

Students				
Landon-Smith Family Scholarship	UNSW Foundation	1	\$10,000	1
Lilian Cohen Memorial Award	UNSW Foundation	2	\$5,000	2
Malcolm Cole Aboriginal and Torres Strait Islander Performing Arts Scholarship	UNSW Foundation	1	\$1,000	0
Maple-Brown Family Indigenous Scholarship	UNSW Foundation	1	\$10,000	1
Materials Science and Engineering Award	School	0	\$1,500	1
Ngiam Tong Yuen Scholarship	UNSW Foundation	0	\$10,000	1
Paul and Mabs George Memorial Scholarship	UNSW Foundation	1	\$14,000	1
Paul Doneley Memorial Scholarship	UNSW Foundation	2	\$1,800	1
Qantas Business Scholarship For Indigenous Students	UNSW Foundation	1	\$20,000	1
Roy and Lois Tirrell Scholarship	UNSW Foundation	1	\$2,500	1
Ryan Family Scholarship	UNSW Foundation	1	\$7,500	1
Skilled Medical Award for the Advancement of Indigenous Health	UNSW Foundation	1	\$5,000	1
Soukup Memorial Scholarship Foundation Indigenous Award	UNSW Foundation	1	\$5,000	1
St Michael's Uniting Church Arts for Rights and Global Concerns Indigenous Medicine Student Resource Award	UNSW Foundation	1	\$1,500	1
Una and Harley Wood Award for Indigenous Medical Students	UNSW Foundation	1	\$5,000	1
UNSW Ron Finemore Transport AAA	UNSW Foundation	0	\$4,000	1
VC's Alumni Appeal Scholarships	UNSW	0	\$5,000	1
VC's Equity Scholarships	UNSW	0	\$5,000	3
Wavelength International Indigenous Travel Award	UNSW Foundation	1	\$2,500	0

## 1.4 Achieve the participation of Aboriginal and Torres Strait Islander students in higher education, at rates commensurate with those of other Australians.

Nura Gili coordinates a range of programs that address increased participation of Indigenous students in higher education generally, and to recruit students to UNSW. Indigenous enrolments at UNSW have steadily increased towards our target of 500 enrolments.

Aboriginal and Torres Strait Islander student total enrolments	2012	2013
Aboriginal and Torres Strait Islander students:	304	380
Non Aboriginal and Torres Strait Islander students (Domestic students only):	37,564	39,252

Data Source: HEIMS

### Strategies to address participation

Strategies	Outline	Constraints	Outcome
Recruitment and Outreach activities	Promotion of tertiary study and options	Costs, Staff Resources, Limited to NSW focus	Increased enrolments at UNSW
Student Ambassador Program, Program Supervisors and ITAS Tutoring	Utilising UNSW current Indigenous students in recruitment and outreach activities, Programs as supervisors and as tutors within programs or for ITAS	Costs	Increased work opportunities for current Indigenous students  Professional development and work experience for current Indigenous students
Tertiary Aspiration programs	Promotion of tertiary study and options	Costs, Staff Resources, Limited university and corporate funding	Increased awareness of study options and UNSW offerings
Admissions programs	Flexible entry options for Indigenous students	Gaps in education and pre-requisite knowledge, limited time and funding for extended assessment	Identified support needs and activities for individual students
Mentoring and support services	Personal and Academic support for students enrolled	Staff Resources	Retention, engagement and reduced attrition
Financial support including scholarships, and employment	Support to address "whole of student" needs while undertaking university studies	Costs, Scholarship criteria, time on studies impacted by work commitments	Retention, engagement and reduced attrition and student stress
Enabling programs	Extended introduction to university studies to support transition to university and address gaps in education or knowledge	Staff resources, additional study time for students (0.5-1 years)	Improved transition for students and confidence to continue with Bachelor studies

## 1.5. Enable Aboriginal and Torres Strait Islander students to attain the same graduation rates from award courses in higher education as other Australians.

Nura Gili continues to improve its learning support program to achieve its primary goal of producing quality Indigenous graduates. In 2013, Nura Gili employed a new dedicated academic support advisor in numeracy to assist with participation in programs in the sciences, engineering and business. The increase in retention rates is testament to the changing ways we are delivering academic support to our students.

Nura Gili also hosted the first Indigenous Graduation Celebration Reception for the Australian School of Business, and held its inaugural Nura Gili Awards Night. Both events involved students at all stages of their program to highlight achievements and foster the motivation to continue and successfully complete their studies. Awards were given for Excellence in Academic Achievement for all Faculties. Following in the tradition of Winter School, Spirit Awards were also awarded. In addition, there were 3 Burbuga Birrung (Rising Star) Awards and 3 Indigenous Accountants Awards. Awards were sponsored by Nura Gili, Staff, Faculties and Industry partners.

In addition to the formal events held throughout the year, Nura Gili also hosted a special visit from Damian Miller, UNSW Indigenous Alumni and Ambassador to Denmark, who spoke with students and encouraged them to complete their studies.

<b>Aboriginal and Torres Strait Islander student completions</b>	<b>2012</b>	<b>2013</b>
Aboriginal and Torres Strait Islander students: <b>(Higher Degree)</b>	<b>8</b>	<b>10</b>
Non Aboriginal and Torres Strait Islander students: <b>(Higher Degree)</b>	<b>2,588</b>	<b>2331</b>
Aboriginal and Torres Strait Islander students: <b>(Other postgraduate)</b>	<b>3</b>	<b>5</b>
Non Aboriginal and Torres Strait Islander students: <b>(Other postgraduate)</b>	<b>443</b>	<b>350</b>
Aboriginal and Torres Strait Islander students: <b>(Bachelor degree)</b>	<b>15</b>	<b>26</b>
Non Aboriginal and Torres Strait Islander students: <b>(Bachelor degree)</b>	<b>4,586</b>	<b>4136</b>

*Note: Figures extracted from both HEIMS and 2013 IES.*

## Support mechanisms

Support mechanisms	Description	Constraints	Outcome
Ngurra Orientation Program	Orientation program for commencing Indigenous students	Optional attendance	Students provided with information to assist them in their studies including wellbeing and academic support services on campus
Utilisation of ITAS	Supplementary tuition	Complex to administer, funding	Increased academic support
Utilisation of Faculty and Central Learning Support Units eg. Business Education Development Unit and Learning Centre, college tuition support	Supplementary tuition	Uptake by students	Increased academic support
Nura Gili Student Support Staff	Academic and personal support	Staff resources	Retention and engagement
Learning Support Strategy	Monitoring and support of academic progress and needs	Staff resources, systems	Improved academic performance and increased support in targeted areas
Emergency fund	Financial support for students in times of crisis	Funding	Assistance for students in financial crisis
Cadetships and Employment Opportunities	Financial support for students while at university	Balancing need for work with time on studies	Retention, engagement and reduced attrition and student stress
Scholarships, including residential scholarships	Financial support for students while at university	Funding, criteria	Retention, engagement and reduced attrition and student stress
Industry relationship building	Building links that support students and may lead to career or work opportunities	Staff resources	Assistance for students
Faculty initiatives	Specialised staff and activities discipline specific	Costs, Staff Resources	High enrolments in Law, Medicine and increasing in other Faculties; Proactive support for enrolled students where dedicated staff are involved in academic progress
Example - ASB Indigenous Industry Networking Evening	Business Faculty event to link current students with Industry partners to discuss career opportunities,	Staff resources	Students discussed internships, graduate opportunities, research options, career progression, working abroad and developed professional networking contacts

SRC Indigenous Officer	Elected Indigenous Student	Funding	Elected position that works with students, student organisations (ARC, SRC), Faculties and Nura Gili. Social and cultural events across campus to promote Indigenous issues and support Indigenous students. Eg. Close the Gap Day, Mabo Day
Indigenous Games	Team compete at the National Indigenous Games	Funding	Students organise teams to train and compete at the Indigenous Games. Develops student support networks and friendships and promotes involvement in sport.



## **1.6. To provide all Australian students with an understanding of and respect for Indigenous traditional and contemporary cultures.**

Nura Gili offers a Major and Minor in Indigenous Studies, within the UNSW Bachelor of Arts. The Major and Minor is available to all students within a wide range of Arts and Social Sciences programs, particularly dual degrees with Medicine, Science, Engineering, Law, and Business. Its cross-curricula programs are designed to enhance the student's professional studies. The Level 1 and 2 courses (subjects) are available as single units to all UNSW students as general electives, and/or as general education offerings.

During 2013, Nura Gili revised its Level 3 courses and developed the new capstone course to be offered for the first time in 2014. Four additional courses were also developed in 2013 for their delivery in 2014. These new courses bring a science component into the stream and marks the half-way point in our agenda to improve the course offerings to students at UNSW. Preparations are also underway to introduce an honours program in 2015.

The Indigenous Studies stream structure is as follows:

### Level 1:

ATSI1011 Indigenous Australia

ATSI1012 Aboriginal Sydney

### Level 2:

ATSI2003 Indigenous Material Culture

ATSI2004 Popular Culture of Indigenous Australia

ATSI2011 Indigenous Political History

ATSI2012 Indigenous Politics

ATSI2014 Indigenous People and Policy

ATSI2015 Indigenous Science

ATSI2016 Torres Strait: Past & Present

### Level 3:

ATSI3001 Australian Indigenous Identity

ATSI3002 Indigenous Australia

ATSI3003 Cultural Heritage & the Environment

ATSI3005 Whiteness

ATSI3006 Indigenous Astronomy

ATSI3007 Human-Animal Interactions

ATSI3008 Indigenous Studies Capstone

Nura Gili also supports the SRC Indigenous Officer and the Walama Muru program through the student organisation ARC. Both programs foster an understanding of Indigenous issues and culture across campus.

Nura Gili is also involved in a research partnership with Microsoft Research called the Aboriginal Sky Stories Project, which aims to incorporate Indigenous astronomy knowledge into the World Wide Telescope project.

Nura Gili received its second ARC grant in 2013 with the awarding of a Discovery Early Career Researcher Award (DECRA) to Dr Duane Hamacher to undertake research into the astronomical knowledge of Torres Strait Islander people.

## **SECTION 2: EXPENDITURE OF INDIGENOUS SUPPORT PROGRAM GRANT**

See Attachment.

## SECTION 3: HIGHER EDUCATION PROVIDER'S CONTACT INFORMATION

Prof N Martin Nakata  
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## SECTION 4: PUBLICATION OF THE STATEMENT

This statement will be published on approval of the Department of Prime Minister and Cabinet on Nura Gili's website: <http://www.nuragili.unsw.edu.au>

Previous years reports are available from: <http://www.nuragili.unsw.edu.au/about-us>

31 May 2014

