

Indigenous Student Success Program 2019 Performance Report

Organisation	James Cook University		
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The Federal Government provides funding through its Indigenous Student Success Program to universities each year:

- to assist Indigenous students to undertake higher education;
- to increase the number of Indigenous students enrolling in, progressing in and completing courses leading to a higher education award; and
- to increase the number of Indigenous students participating in a higher education environment.

James Cook University's Indigenous Education and Research Centre is pleased to report on the progress against these key funded areas. Together with the university-wide plan, the 2019 plans were to:

- create an inspiring and supportive environment on campus that celebrates the heritage, diversity and achievements of Indigenous people;
- assist Indigenous students to confidently participate in the academic and cultural life of the University;
- deliver a smarter learning support agenda that progresses Indigenous students through to completion of degree programs;
- adopt a progressive curriculum agenda that prepares all students to navigate the complexities of contemporary Indigenous situations in the tropics;
- design educational experiences that deliver an outstanding experience for all students, with exposure to research, and an engaging campus life; and
- engage in high quality research, intellectual scholarship, and research training in ways that enhance the traditional knowledge of Indigenous people and sustainable living practices for the tropics.

Our key objective for the year was to provide high quality, tailored learning support services to enhance Indigenous

Achieve completion rates of Indigenous students at levels higher than the sector average for Indigenous students.

Achieve participation rates of Indigenous students in STEM disciplines at levels higher than the sector average for Indigenous students.

Provide financial support to at least 75% of Indigenous students enrolled at the University.

1. Enrolment (Access)

James Cook University has two flagship programs for Indigenous school students. The first is the JCU Indigenous Winter School program, and is run in collaboration with the academic colleges of the university. This is a one-week residential course for Year 10, 11 and 12 students to provide them first-hand experiences

JCU provides resources to staff to ensure the university offers a culturally safe and enriching environment through the cultural protocols <https://www.jcu.edu.au/staff/cultural-protocols-guide>. This portal links to informative and practical information to support engagement with Australian Aboriginal people and/or Torres Strait Islander peoples in a way that is culturally respectful.

2019 5.78% 2018 5.57% 2017 5.54%

Domestic Enrolments by Domestic Indigenous	2017	2018	2019
#	832	821	826
%	5.54%	5.57%	5.78%

2019 1626 2018 193.69 2017 1626

#	M & F	U	T
2019	1626	193.69	1626

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This is a 33% increase on the previous year with improved completion rates across all the demographic breakdowns of Age, Gender and Socio-economic status

Completed by Demographic in Last 4 Years		2016	2017	2018	2019
Gender	Unspecified				1
	Male	18	26	35	53
	Female	56	49	70	87
Age Bracket	0 TO 19	1	4	12	35
	20 TO 24	36	26	33	34
	25 TO 29	13	18	23	24
	30 TO 34	7	8	14	18
	35 TO 39	4	5	6	10
	>40	13	14	17	20
SES	Low	24	23	26	
	Medium	44	46	75	104

6. Eligibility requirements

6.1. Indigenous Education Strategy

JCU website provides a number of documents outlining strategies for improving access,

6.2. Indigenous Workforce Strategy

James Cook University has an Australian Aboriginal and Torres Strait Islander Workforce Strategy which can be found at <https://www.jcu.edu.au/human-resources/documents/aboriginal-and-torres-strait-islander-workforce-strategy>

JCU has a target of 3% of all employees being of Aboriginal or Torres Strait Islander background. JCU currently has one Indigenous person employed at Pro-Vice Chancellor level.

The Australian Aboriginal and Torres Strait Islander Workforce Strategy is not the responsibility of IERC alone but an organisation wide commitment to increasing employment opportunities for Australian Aboriginal and Torres Strait Islanders. The strategy has been developed in the context of James Cook University continually seeking to enhance its relationship with the Australian Aboriginal and Torres Strait Islander community. Both the JCU Statement of Strategic Intent and University Plan 2015-2020, which is a commitment to reconciliation with Australian Aboriginal and Torres Strait Islander peoples and, more specifically, calls for an increase in the employment, retention and development of Australian Aboriginal and Torres Strait Islander staff. The strategy is administered by the Staff Equity and Diversity unit of JCU.

During Enterprise Agreement

Table 6.2 Indigenous workforce data (2019 breakdown)^{20 21}

	HEWL01				1	1
	HEWL03		2		2	4
	HEWL04				1	1

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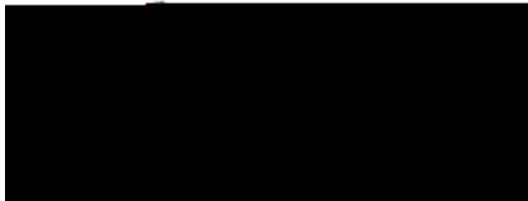
x JCU Academic Board
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6.3.1. Statement by the Indigenous Governance Mechanism

The Indigenous Governance Mechanism of the Indigenous Education and Research Centre is the IERC Management committee consisting of;

- Professor Martin Nakata, Pro-Vice Chancellor Indigenous Education & Strategy
- A/Prof Felecia Watkichi, Head Curriculum Development & Teaching Programs
- Mrs Manola Chong, Manager Centre Operations
- Mrs Virginia McHugh, Head Indigenous Student Support
- Vacant: Head Indigenous Research

The Management committee confirms that the information provided in this report is accurate



Additional information for completing the template

¹ Only payments made during 2019 can be included in this table. For ~~year~~ multi-year scholarship agreements, payments to be made in future grant years will be recorded in the performance reporting for the relevant future grant year.

² Record the number of students (head count) not EFTSL.

³ Include both preserved and new ISSP scholarships.

⁴ This figures in this column should be the sum of the relevant row.

⁵ The total may not be the sum of the previous columns as some students may receive several scholarships.

⁶ Include payments to all enabling students, including remote and regional students.

⁷ Include payments to all undergraduate students, including remote and regional students.

⁸ Include payments to all postgraduate students, including remote and regional students.

⁹ Record only hours of instruction received by the students (do not include staff planning or organising time).

¹⁰ Include any costs associated with providing tutorial assistance, including staffing costs, materials, facilities etc.

¹¹ Add more rows if necessary.

¹² Include a brief description of the activity.

¹³ Providers can either provide a breakdown of the major activities or a total for all the activities undertaken. Examples of activities may include mentoring, outreach activities, promotion of scholarships, events, elder residence, career guidance etc.

¹⁴ Only record amounts which would/did require payment during the 2019 calendar year. For multi-year scholarship offers, payments to be made in future grant years will be recorded against the reporting for the relevant future grant year.

¹⁵ Note the data in this table is a subsection of the all student scholarship data provided in Table 1.

¹⁶ This figures in this column should be the sum of the relevant row.

¹⁷ Record all verbal and written scholarship offers for the 2019 calendar year, including those offers that were not accepted by the student. Record the 2019 component of new scholarship offers and the planned 2019 value of previously awarded scholarships (including continuing scholarships and preserved scholarships).

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¹⁹ This section confirms that the provider complies with Section 35A of the Guidelines.

²⁰ While universities report on the number of Indigenous staff members through mainstream reporting requirements, the additional information provided in this section provides enhanced monitoring of μ v] Á Œ •] š Ç [• (() Œ š •] v μ] o] v P] š • / v] P v } μ • Á } Œ I () Œ X

²¹ Record all Indigenous staff employed by the provider, including those not working on ISSP