



Wirltu Yarlū
Aboriginal Education



THE UNIVERSITY
of ADELAIDE

Wirltu Yarlū Aboriginal Education

2024 Operational Plan



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Branch Purpose

The Pro Vice-Chancellor Indigenous Engagement (PVCIE) provides strategic oversight of Aboriginal and Torres Strait Islander education, research and employment, while also providing leadership and management to the Office of the PVCIE at the University of Adelaide. The Office of the PVCIE works across and with the University divisions and faculties to support the University in meeting its commitment regarding the recruitment of Aboriginal and Torres Strait Islander staff, while also providing support services to Aboriginal and Torres Strait Islander students. This includes academic mentoring programs and access to pathway programs including Marni Wingku, the Karnkanthi Indigenous Education Program, and Aboriginal and Torres Strait Islander Access Pathways.

The Office of the PVCIE also supports the broader University to better understand Indigenous cultures and histories through the delivery of the Indigenous Knowledges units. The office is actively contributing to the new University's aspirations regarding First Nations success through purposive engagement with various merger domains, informed by extensive sector-wide research conducted as part of the 2023 Indigenous Portfolio Review project.

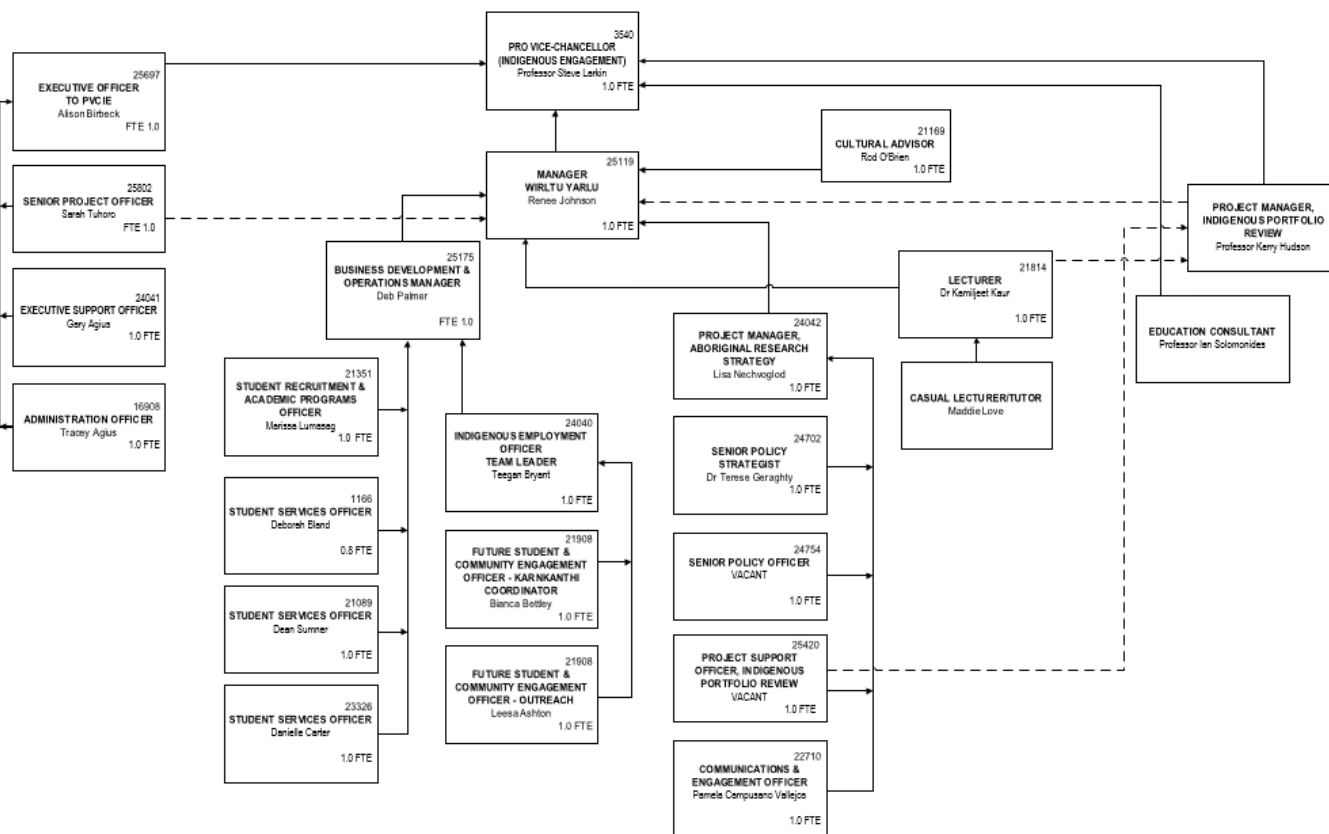
The Office of the PVCIE is responsible for leading the development of the Aboriginal and Torres Strait Islander Employment Strategy 2024-2026, under the direction of the Aboriginal and Torres Strait Islander Employment Strategy Advisory and Monitoring Committee. Additionally, the office is taking a leading role in the development of Adelaide University's First Nations Research Strategy and First Nations Education Strategy, while simultaneously monitoring the progress of the University in meeting the targets outlined in the Tarrkarri Tirrka (Future Learning) Strategy. The portfolio spans four main areas – strategic programs, student support, learning and teaching and community engagement. Please refer to the organisational chart on page 3 of this plan for an overview of the office organisational structure.

Branch Leadership

Professor Steve Larkin – Pro Vice-Chancellor (Indigenous Engagement) – Professor Larkin provides the executive leadership of Wirltu Yarlū and high-level strategic advice to the University's senior leadership.

- **Ms Renee Johnson – Manager Wirltu Yarlū Aboriginal Education Branch** (4 positions) – responsible for managing Wirltu Yarlū and providing strategic support to the Pro Vice-Chancellor (Indigenous Engagement).
- **Ms Debra Palmer – Business Development and Operations Manager** (5 positions) – responsible for managing the operations and business development of Wirltu Yarlū.
- **Ms Alison Birbeck – Executive Officer to the Pro Vice-Chancellor (Indigenous Engagement)** (3 positions) – responsible for coordinating and performing a range of strategic and operational projects, as well as organisational and administrative functions, for and on behalf of the Pro Vice-Chancellor (Indigenous Engagement).
- **Professor Kerry Hudson – Project Manager, Indigenous Portfolio Review** – responsible for working with the Pro Vice-Chancellor (Indigenous Engagement) to develop a new strategic framework for Indigenous engagement, participation, and success at the University of Adelaide.
- **Ms Lisa Nechvoglod – Project Manager, Aboriginal Research Strategy** – (4 positions) responsible for coordinating and leading the development and implementation of the First Nations Research Strategy for the new University.

Wirrtu Yarlu Organisational Chart



Key Success Indicators

Key Success Indicator	Example
Metric performance	Enrolments, completions
Employment target performance	Enterprise Agreement targets and/or 'reasonable progress'
Student experience/satisfaction	Periodic pulse consultations, yarning circles, surveys
Unit metrics	Units delivered by Wirrtu Yarlu such as enrolments, progression, completions, SELTs
Specific program metrics	Karnkanthi participation, university enrolments increasing
Compliance reporting	Timelines, accuracy, metric targets for students and staff

Action Plan

DASE Priority	Key Activities Initiatives	Timeframe	Position Lead	Deliverables Success Measures	Dependencies (where applicable)
First Nations Strategy					
	<ul style="list-style-type: none"> Finalise portfolio review 	Q2 2024	PVCIE	<ul style="list-style-type: none"> Strategic Plan 2024/2025 endorsed Strategic Plan socialisation Strategic Plan implementation Business Plan 2024 	VC, VCE, Academic Board
	<ul style="list-style-type: none"> Initiate an external, comprehensive costing process for the recommendations outlined in the Indigenous Portfolio Review Final Report 	Q2 2024	PVCIE	<ul style="list-style-type: none"> Financial Report outlining the costs of implementing the Strategic Plan 2024/2025 	COO, CFO
	<ul style="list-style-type: none"> Develop and implement Aboriginal and Torres Strait Islander Employment Strategy 2024-2026 	Q4 2024- Q1 2025 Q1 2024 Q3 2024	PVCIE, Indigenous Employment Officer	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander Employment Strategy Investment Fund Review Strategy finalised and launched Local area plans developed Web presence with First Nations focus for job opportunities created Target outreach strategies developed 	Joint Consultative Committee, Aboriginal and Torres Strait Islander Employment Strategy Advisory & Monitoring Committee, HR
	<ul style="list-style-type: none"> Cultural Awareness Module 	Q1 2024	PVCIE	<ul style="list-style-type: none"> Finalised module launched and implemented Participation metrics, certificates of completion 	HR, LEI
	<ul style="list-style-type: none"> Initiate and facilitate key Indigenous committees 	Ongoing	PVCIE, Manager Wirltu Yarlū	<ul style="list-style-type: none"> Schedule of regular Scholarships Committee meetings 	Coursework Scholarships, Graduate Research School, Future Students, Advancement, Trusts

				<ul style="list-style-type: none"> Schedule of regular Aboriginal and Torres Strait Islander Employment Strategy Advisory & Monitoring Committee meetings Consultation with Yaitya Ngutu Kaurma Advisory Committee as appropriate 	Office, ABLE, HMS, DASE, PandA DASE, HR
	<ul style="list-style-type: none"> Scope First Nations Global Community of Practice 	Q4 2024	PVCIE	<ul style="list-style-type: none"> Research conducted and project proposal completed 	External Engagement
	<ul style="list-style-type: none"> Expansion of the New Colombo Plan Indigenous international mobility program 	Q1 2024	Lecturer Indigenous Knowledges, Cultural Advisor	<ul style="list-style-type: none"> Increased funding Increased numbers/participation 	External Engagement
Improved access and entry					
	<ul style="list-style-type: none"> Respond to government initiatives for equity groups and Indigenous students (including Accord initiatives, Study Hubs) 	Q2 2024	PVCIE, Manager Wirtu Yarlū	<ul style="list-style-type: none"> Metric performance Student experience satisfaction indicators 	DASE
	<ul style="list-style-type: none"> Pathways Review 	Q2/3 2024	PVCIE, Project Manager Indigenous Portfolio Review	<ul style="list-style-type: none"> Pathways Review Report 	DASE, ABLE, SET, HMS
	<ul style="list-style-type: none"> Greater First Nations presence to attract Aboriginal and Torres Strait Islander students 	Q1 2024 Q2 2024	Manager, Wirtu Yarlū, Communications & Engagement Officer	<ul style="list-style-type: none"> Redesign of website content and format Finalise rollout of new branding Coordination and curation of Kaurma Day Incorporation of brand elements into Wirtu Yarlū space Creation of uniforms for Indigenous Nationals sporting event New Welcome to Country video and procedure developed 	ITDS, External Engagement Infrastructure, External Engagement

		Q4 2024		<ul style="list-style-type: none"> • Creation of Wirltu Yarlū Portfolio video content • Improved Wirltu Yarlū presence in buildings and study areas • Improved Wirltu Yarlū office wayfinding • Strong engagement from the University community in First Nations events • Increased social media presence 	Infrastructure, External Engagement
	<ul style="list-style-type: none"> • Work with the Advancement team on viable fundraising strategies and targets 	Q4 2024	PVCIE, Manager Wirltu Yarlū	<ul style="list-style-type: none"> • Strategy developed including clear targets, performance monitoring and accountability 	External Engagement
Education in a digital world					
	<ul style="list-style-type: none"> • Implement the new, planned, digitally enhanced Indigenous undergraduate and postgraduate units 	Q1 2024 Q2 2024 Q3 2024	Manager Wirltu Yarlū, Lecturer Indigenous Knowledges	<ul style="list-style-type: none"> • Increased digital, interactive content in current courses • Launch of new Immersive Storytelling course • Immersive Storytelling available for enrolment in Semester 2, 2024 	LEI, ABLE
Operation simplification and merger alignment					
	<ul style="list-style-type: none"> • Simplify operations and activity to improve efficiency, reduce bureaucracy, and manage priorities for change using a consistent decision-making framework 	Q4 2024	PVCIE, Manager Wirltu Yarlū	<ul style="list-style-type: none"> • Wirltu Yarlū Quality Assurance Framework socialised and embedded in decision-making processes 	
	<ul style="list-style-type: none"> • Make strategic and operational decisions which align to the transition to Adelaide University 	As required	PVCIE, Manager Wirltu Yarlū	<ul style="list-style-type: none"> • Engagement with merger workstreams and working groups where relevant and appropriate 	SEA Domain, Legislation & Academic Governance Domain, People & Culture Domain, Market & Partner Engagement Domain, Research & Research Training Domain,

				Corporate/Finance Domain, Curriculum Domain, IMO
<ul style="list-style-type: none"> Take leadership role in relation to Indigenisation of curriculum as part of the merger processes 	Ongoing	PVCIE, Co-lead Aboriginal Knowledges Curriculum Working Group	<ul style="list-style-type: none"> Representation on Aboriginal Knowledges Curriculum Working Group 	Aboriginal Knowledges Curriculum Working Group, IMO
<ul style="list-style-type: none"> Collaborate with UniSA colleagues on potential structure and governance models for new portfolio 	Q4 2024	PVCIE, Manager Wirrtu Yarlur	<ul style="list-style-type: none"> Regular meetings with counterparts at UniSA 	Wirringka, Office of the PVC(ALS), IMO
<ul style="list-style-type: none"> Adelaide University Research Strategy 	Q4 2024	PVCIE, Project Manager Aboriginal Research Strategy	<ul style="list-style-type: none"> Representation regarding development of First Nations Research Strategy 	VCE, VCE, Academic Board, UniSA DVCR & PVCR, UoA DVCR & PVCR
<ul style="list-style-type: none"> Adelaide University Education Strategy 	Q4 2024	PVCIE, Education Consultation Indigenous Portfolio Review	<ul style="list-style-type: none"> Representation within broader Curriculum Domain Representation on Aboriginal Knowledges Curriculum Working Group Regular meetings with UniSA stakeholders 	VCE, VCE, Academic Board, DVCA, Chief Academic Services Officer, Aboriginal Knowledges Curriculum Working Group
<ul style="list-style-type: none"> First Nations Policy 	Q1 2024 Q2 2024	PVCIE, Manager Wirrtu Yarlur, UniSA counterparts	<ul style="list-style-type: none"> Stage 1 Proposal Policy developed by First Nations Development Working Group Submission of draft policy for consultation and feedback (UniSA & UoA) Submission of draft policy to VCO for approval Policy implemented 	VCE, VCE, Council, Provost, DVCA, DVCR, First Nations Policy Development Working Group
<ul style="list-style-type: none"> Commence detailed planning for the mooted Indigenous Knowledges Centre to be established in 2026 	Q4 2024	PVCIE	<ul style="list-style-type: none"> Draft planning paper developed 	IMO, VC UniSA, VC UoA,
<ul style="list-style-type: none"> Ensure an Indigenous Knowledges core unit across disciplines as part of the merger curriculum process 	Ongoing	PVCIE	<ul style="list-style-type: none"> Addressed through the Aboriginal Knowledges Curriculum Working Group 	Aboriginal Knowledges Curriculum Working Group, Curriculum Leadership Group, IMO

	<ul style="list-style-type: none">Establish an interim Vice-Chancellor's First Nations advisory mechanism for 2024-2025	Q4 2024	PVCIE	<ul style="list-style-type: none">Qualified membership from community and sector	VCE, VCE, Academic Board
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Tables

Table 1: Wirltu Yarlú Academic Mentoring Program (WYAMP) tutorial assistance provided in 2023

	Number of unique students assisted	Total number of tutorial sessions attended	Total hours of assistance
Total	43	518	1025.25

Table 2: Indigenous scholarships granted in 2023

	Applications	Offered	Accepted	Unsuccessful	Funds granted
Total	120	92	83	26	\$203,500

Table 3: Indigenous Knowledges Courses Offered by Wirltu Yarlú in 2023

Courses offered	2021	2022	2023
ABORIG 1001	138	117	133
ABORIG 3001	23	26	33
ABORIG 1002	29	29	31
ABORIG 3000	1	1	3

Table 4: Tarrkarri Tirrka (Future Learning) Targets, Students 2020 – 2024

Students	2020		2021		2022		2023		2024
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Participation (Headcount) (#)	271	300	286	293	300	*	315	*	331
Access (Commencing) (#)	117	128	117	103	117	102	117	*	116
Undergraduate (#)	234	259	246	244	258	217	271	201	284
Total Postgraduate (PGCW & HDR) (#)	37	32	40	34	42	33	44	35	47
Karnkanthi Participation	45	30	45	70	45/31	41	45	33	45
Retention (%)	82	76	83	78	84	61	85	65	86
Success (%)	76	70	78/72	72	81	*	83	*	86
Completions (#)	43	35	49	47	54	40	60	55	66

*Data not currently available

Figure 1: Aboriginal and Torres Strait Islander Workforce Data 2020 – 2023*

Aboriginal and Torres Strait Islander workforce at a glance

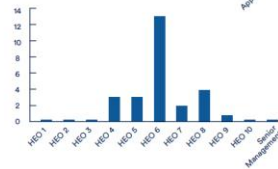
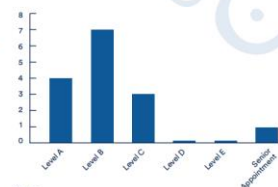
Staff Numbers



Division/ Faculty Breakdown



Classification Breakdown



37%
Academic



63%
Professional



66%
Female



34%
Male



0%
Gender X



39
Average employee age



4.3
Average years of service

As at 31 June 2023	2023	2022	2021	2020
Aboriginal and Torres Strait Islander Total staff	41	39	43	39
By type				
Academic	15	16	13	9
Professional	26	23	30	26
Staff By Division and Faculty				
Division of Academic and Student Engagement	15	12	12	7
Division of External Engagement	1	2	1	0
Division of Research & Innovation	2	1	1	0
Division of University Operations	2	2	1	3
Faculty of Arts, Business, Law, and Economics	5	5	6	5
Faculty of Health and Medical Sciences	11	12	16	14
Faculty of Science, Engineering and Technology	5	5	6	5
Vice-Chancellor and President	0	0	0	1
By Function				
Teaching and Research Function	6	5	5	4
Teaching only Function	4	2	1	1
Research only Function	4	8	7	4
Other Function	27	24	30	26

*While achieving staff targets is a whole of university responsibility, Wirtu Yarlou is responsible for reporting the university's progress towards these targets.

Further enquiries

Professor Steve Larkin, Pro Vice-Chancellor Indigenous Engagement

Ms Renee Johnson, Manager Wirrtu Yarluyarlu Aboriginal Education Branch