4. Committing to activities that attract, support and retain a d a d c community of -ac a and students

KEY PERFORMANCE INDICATORS

DIVERSE COMMUNITY

Achievement of an institutional bronze award in the Athena SWAN charter

Per cent of senior staff who are women					
	2014	2015	2016	2017	2018
Per cent of HEW10+ professionals who are women	46.2	47.0	47.0	50.7	47.8
Per cent of Level D academics who are women	30.5	32.0	34.4	34.0	35.4
Per cent of Level E and abo27 (el s747 0 Td 35)-4 (.4) U-0.01 Tc 0 Tw -c5E (.3Tc ci271.389 339.537 cm0 0 m0 145					

An increase in the percentage of students who come from low socio-economic or regional/remote backgrounds

UQ students from regional or remote backgrounds		
	2016	2017
Per cent of UQ students from a low socio-economic background (based on first address – Australian Bureau of Statistics: Statistical Area Level 1)	12.2	11.5
Per cent of UQ students from a regional or remote background (based on first address – Australian Statistical Geography Standard)	17.8	17.6

An increase in the representation of Aboriginal and/or Torres Strait Islander students within UQ

d Torres Strait Islander enrolments[2]

	2013	2014	2015	2016	2017	2018[2]

Participation ratio
as Aboriginal and/

Success ratio of do
Aboriginal and/or

Improved engagement and commitment among staff to the University's purpose

Passion/engagement index[1]		
	2011	2015
Per cent of staff who agree	76.0	74.0

4.1 Develop and implement a Reconciliation Action Plan that ensures UQ builds respectful relationships and opportunities between Aboriginal and Torres Strait Islander peoples and the broader Australian community.
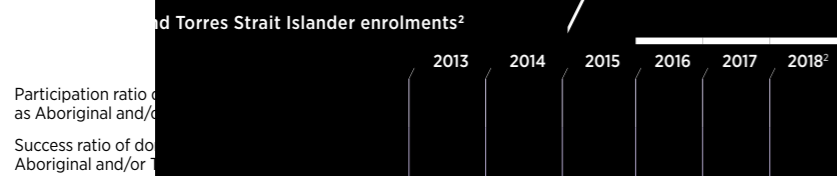
Reconciliation Action Plan

– UQ – Universities Australia/DAAD Australia-Germany Joint Research Cooperation Scheme: fostered research collaboration of the highest quality between Australian and German researchers.

– The UQ Advantage Office's Summer and Winter Research Programs, supported more than 650 undergraduate students to gain valuable research experience alongside UQ academics.

▶ Related initiative for 4.3	
2018 Roll of Honour	pg 6

Retention and career development of

▶ Related initiatives for 4.6	
1.5 Student Hub	pg 19
3.3 Brand refresh	pg 26
3.4 CX implementation	pg 26

4.4 Improve the mechanisms for assessing, developing, recognising, rewarding and improving high performance among academic and professional staff, with a focus on performance in areas of strategic importance.

People, Planning, Performance (P3)
Work began in 2018 on the development of an online tool that will provide academic staff with high-quality benchmarking data, which will enable them to reflect on their performance relating to the goals set out in the This online tool is expected to support an improvement in the University's approach to personal development and feedback. New dashboards for organisational units (schools, faculties, institutes) are also being developed for adoption in 2019, and will replace the old school and institute performance-based frameworks.