

# Appointment of Vice-Chancellor and President

Australian Catholic  
University 2020





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# Chancellor introduction

The desire to empower our students to make a real impact in the lives of others, combined with our Catholic identity and mission, informs everything we do at ACU.

We are a young and innovative institution, one of the world's leading Catholic universities, and a distinctive presence on Australia's higher education landscape. Under the leadership of Professor Greg Craven, our retiring Vice-Chancellor and President, we have enjoyed a period of great transformation and growth. We've become a truly national university, with a global presence, growing our student numbers and improving our standing by staying true to our mission, and to the core values of truth, academic excellence and service.

As we have grown, we have affirmed our identity as a Catholic university open to all, putting us in a unique position to produce outcomes that other universities cannot replicate. Across our campuses, we offer world-class courses and state-of-the-art learning facilities that rival Australia's biggest and best universities. We have bolstered our credentials in teaching and research by engaging some of the world's leading scholars in a vast array of academic disciplines. Most important of all, we are focused squarely on standing up for people in need, and for causes that matter.

Our leaders need to hold these same values.

Our next Vice-Chancellor and President needs to believe that universities like ours serve chiefly to make a difference to people's lives. They need to see the value in our global presence, while also recognising the importance of acting locally. And they need to be able to take our university into a new phase of development, with a focus on leading in a manner that is forward thinking, dynamic, effective and impactful.

Leadership in any role is an engaging, challenging and rewarding experience, and we look forward to recruiting a Vice-Chancellor with fresh insights and perspectives to lead ACU.

**The Hon John Fahey AC GCSG**  
Chancellor



ACU opened in 1991 following the amalgamation of four Catholic tertiary institutions. These institutions had their origins in the mid-1800s, when religious orders and institutes became involved in preparing teachers for Catholic schools and, later, nurses for Catholic hospitals.



# A university with character

While we share the essential characteristics of universities around the world – teaching, learning and research – it is our focus that makes us unique. Our spotlight is on people, and the central human questions of meaning, purpose and value.

**There are four character traits which make us, us.**

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## JUSTICE

We protect and advance the rights of each person so that the whole community can flourish.

## COURAGE

We stand up and deliver a distinctive vision and add a bold sense of difference to the university sector.

## INTEGRITY

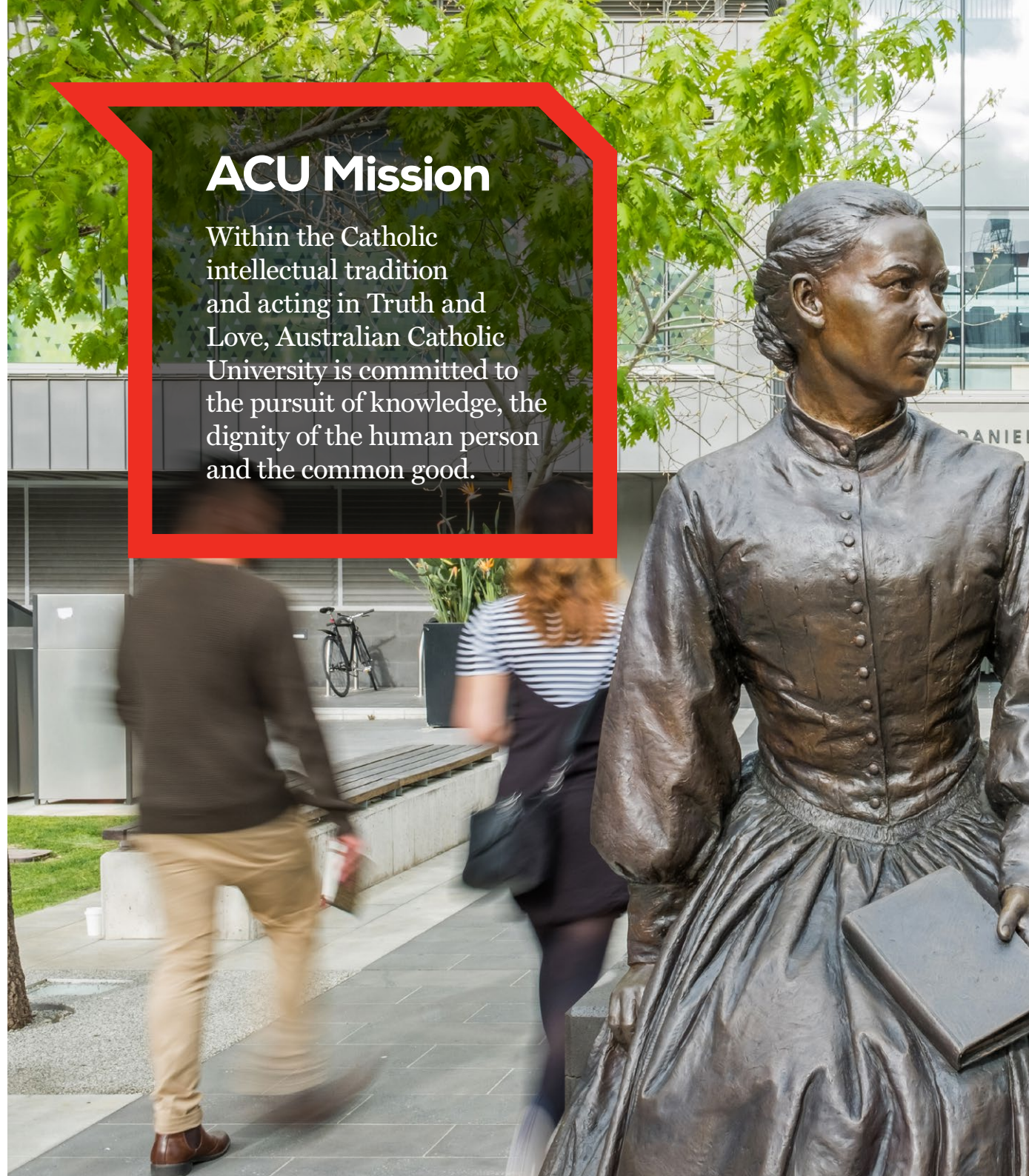
We strive for integrity in our university activities and relationships. We value integration and harmony— both within ourselves and with each other.

## WISDOM

As a university we are always seeking truth and wisdom, but as a Catholic university, we're confident in the source of that truth and wisdom.

## ACU Mission

Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.







# A university making an impact through empathy

At ACU we pride ourselves on offering a welcoming environment for everyone – irrespective of their socio-cultural backgrounds, religious beliefs or aspirations.

At the same time, we are a university committed to standing for something clear. We want to be the university for people who look beneath the surface and are stronger than external expectations and superficial measures of success. For people who want to pursue a lifelong journey of personal growth, to engage with curiosity and generosity of spirit, and ask what makes a life worth living.

In order to be agents of change in the world, we all need to see life through the eyes of others. It's our role to inspire and equip our students to make a difference – and that means cultivating their ability to act and think empathetically.

**Everything we do at ACU is underpinned by four core themes:**

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## **WE SEE THE WHOLE PERSON**

We're an inclusive community where everyone is valued and encouraged to thrive to the full extent of their human and intellectual potential.

## **THE WORLD IS OUR CAMPUS**

We're a dynamic institution with a fast-growing national and international footprint. We strive to put our students and staff at the centre of a vibrant global network of scholars, partnerships and opportunities.

## **WE'RE DEEPLY ENGAGED WITH INDUSTRY AND SOCIETY**

We're closely integrated into our communities and industries, working with them to answer the big questions, as well as to create tangible results with true mutual value.

## **EDUCATION WITH A BIGGER PURPOSE**

Our intellectual pursuits are inspired by a heartfelt ethical position: we stand up for people in need and causes that matter on our quest for a better common future for humanity.

# ACU at a glance



## Enrolments\*

Undergraduate students

**26,224**

Postgraduate students

**6,295**

Non-award students

**1,484**

International students

**4,783**



**ACU hosts students from more than 90 countries**

Top countries of origin

**Nepal**

**China**

**India**

**Vietnam**

**Philippines**



**Student enrolments by campus**

Canberra **1,169**

North Sydney **5,792**

Strathfield **4,873**

Melbourne **10,945**

Ballarat **1,060**

Brisbane **6,468**

Adelaide **41**

Online **3,655**

**Total 34,003**



**Staff headcount\*\***

**Academic**

**1,125**

**Professional**

**1,225**



**2020 operating revenue**

*Approx.  
\$560  
million*



**We rank first or equal first for 10 fields of research in Australia\*\*\***

- cardiorespiratory medicine and haematology
- clinical sciences
- cognitive sciences
- human movement and sports science
- nursing
- nutrition and dietetics
- psychology
- public health and health services
- religion and religious studies
- specialist studies in education

\* 2019 figures \*\*Full-time equivalent including casuals  
\*\*\*Four-digit FoRs, Excellence in Research for Australia (ERA) 2018

# A growing reputation

## IN AUSTRALIA

### Top 3

#### GRADUATE EMPLOYMENT

Domestic undergraduate employment rate,  
Graduate Outcomes Survey 2019



### 5 stars

#### FOR FULL-TIME EMPLOYMENT, LEARNER ENGAGEMENT AND SKILLS DEVELOPMENT

*Good Universities Guide 2020*



#### FOR EMPLOYABILITY, INTERNATIONALISATION AND FACILITIES

*QS Stars 2019*

### First

#### GRADUATE EMPLOYER SATISFACTION

Undergraduate cohort, Employer  
Satisfaction Survey 2019



## IN ASIA-PACIFIC

### Top 80

#### UNIVERSITIES

*Times Higher Education (THE) Asia-Pacific  
University Rankings 2019*



## IN THE WORLD

### Top 2%

#### UNIVERSITIES

*Times Higher Education World  
University Rankings 2020\**



### Top 10

#### CATHOLIC UNIVERSITIES

*Times Higher Education World University  
Rankings 2020, ranked IFCU members*



### Top 40

#### GENERATION Y UNIVERSITIES

*Times Higher Education Young University  
Rankings 2019*



### Top 50

#### SPORT SCIENCE

(#26 ARWU 2018)

#### NURSING

(#32 ARWU 2019)



### Top 75

#### EDUCATION

(#63 ARWU 2019)

\*Percentage calculated as ACU's world rank as a proportion of the total number of universities in the world: *International Handbook of Universities 2019*, Palgrave MacMillan.



# The role

## The person

As the next Vice-Chancellor and President of ACU, you will be innovative, agile and strategic, with the ability to inspire staff and students. You will continue to lead the transformation of the university and continue ACU's progress as a high performing higher education provider. In doing so, you will promote and embody the university's authentically Catholic character and mission, and ensure an engaging and rewarding place of work and learning.

In leading by example, you are authentic, collaborative, personable and pastoral – yet firm and decisive as the situation requires. You understand you are part of a team, empowering and supporting others to deliver outcomes and pursue excellence in all areas of the university.

You will be commercially savvy, actively seeking and using data to support decisions and balancing educational, financial and cultural outcomes. As the leader of the university, you will embrace and capitalise on opportunities for change, communicating effectively to influence others and drive innovation.

You will act with courage and with empathy and support the university's ambition to make an impact and stand up for people in need and causes that matter.

## Key responsibilities

In addition to statutory requirements, the Vice-Chancellor and President is the university's Chief Executive Officer and has wide ranging responsibility for:

- preserving and fostering the essential character of the university as a Catholic university, consistent with the mission of the Church and in the context of its beliefs, traditions and canonical legislation
- fostering, promoting and developing scholarship, research, teaching and learning; and community engagement; through:
  - graduates who are work ready and competent, ethical, committed to the common good and the dignity of the human person, able to make an impact through empathy

- world leading research, including both pure and applied research, together with scholarship with particular relevance to the intellectual and social works of the Catholic Church
- promoting, developing and delivering teaching and learning at university level, engaged with research and informed by scholarship.
- continuing the internationalisation of ACU including making sound commercial decisions that are in the interest of ACU internationally, including the continued growth of the university's Rome Campus
- ensuring sound financial management and stewardship of resources and proactively identifying and managing risks to the university's operations
- ensuring appropriate and effective external relationships including those with the Church, governments, other relevant educational institutions, principal employers of the university's graduates, business and industry, local, national and international communities, and benefactors of the university
- leading and fostering the attainment of a Catholic environment and lively community amongst the staff and students of the university
- fostering a culture of recognition of Australia's First Peoples, equity, diversity, inclusion and justice, in all university activity
- ensuring that the university contributes to society, by leading public debate, bettering quality of life through research and invention, interacting with the professions and business and enhancing the cultural life of the community.

## Role in governance

More complex than most universities. ACU is a public institution, recognised and funded by the Commonwealth Government, but also a private corporation. Our incorporation allows us to conduct ourselves as a Catholic university, and means we are governed in accordance with our constitution.







The Vice-Chancellor and President is ex officio a member of the university's Senate (governing body). As such you are responsible for:

- providing informed and evidence-based advice and information from which Senate can make decisions
- implementing Senate decisions
- liaising with the Chancellor on the performance of the university, its portfolios and organisational units and respective functions
- engaging externally to both protect and develop the interests of the university
- overseeing effective workforce management and organisational culture for university staff
- performing any other function specified or delegated by the Senate, or mandated under the ACU Constitution, or under university statute, legislation or regulation as a function to be performed by the Vice-Chancellor and President; and
- reporting to the Senate and relevant Senate committees on:
  - o the compliance of university operations with applicable Commonwealth and state legislation and consistent with the university's status as a private corporation
  - o ensuring policies and procedures are in place across the university, which are appropriate for maintaining required levels of internal control and managing risks; and
  - o developing and implementing strategies for revenue growth and diversification through prudential financial management.

### Selection criteria

1. Demonstrated intellectual distinction and professional standing required to lead a university.
2. Unequivocal commitment to furthering the Catholic mission and values of the university, with a genuine capacity to foster an environment that advocates and espouses Catholic social teaching.
3. An innovative and inspirational leader, models expected behaviour through 'walking the talk' and personal influence, leading an effective team, motivating and inspiring others through a clear vision and plan.
4. Exceptional range of communication and interpersonal skills required to foster and promote good relationships with all stakeholders within the university, and with the Church, industry, government and the outside community.

5. Highly developed strategic, organisational, risk, financial, people and resource management capability particularly in the context of geographically dispersed campuses.
6. Extensive experience in higher education and demonstrated ability to influence and shape opinion on higher education and related public policy issues.
7. Capacity to foster and reinforce a culture of internationalisation within the university and externally through program offerings and outreach.
8. Known capability to achieve vision and strategy, and enhance university standing regionally, nationally and internationally.
9. Sensitive understanding of the legislative obligation of the university in a range of areas such as equity, work health and safety, privacy, trades practice and child protection.
10. Desirable: extensive senior leadership in a tertiary education institution.

### Conditions of employment

The appointment will be for five years. Reappointment for any further term will be determined by the Senate after consultation with the appointee and following a review of the Vice-Chancellor and President's contribution to the university.

A competitive remuneration package appropriate to the position will be negotiated with the appointee. The package will include generous superannuation and access to the university's salary packaging scheme.

The position is located at the Vice Chancellery in North Sydney, New South Wales.

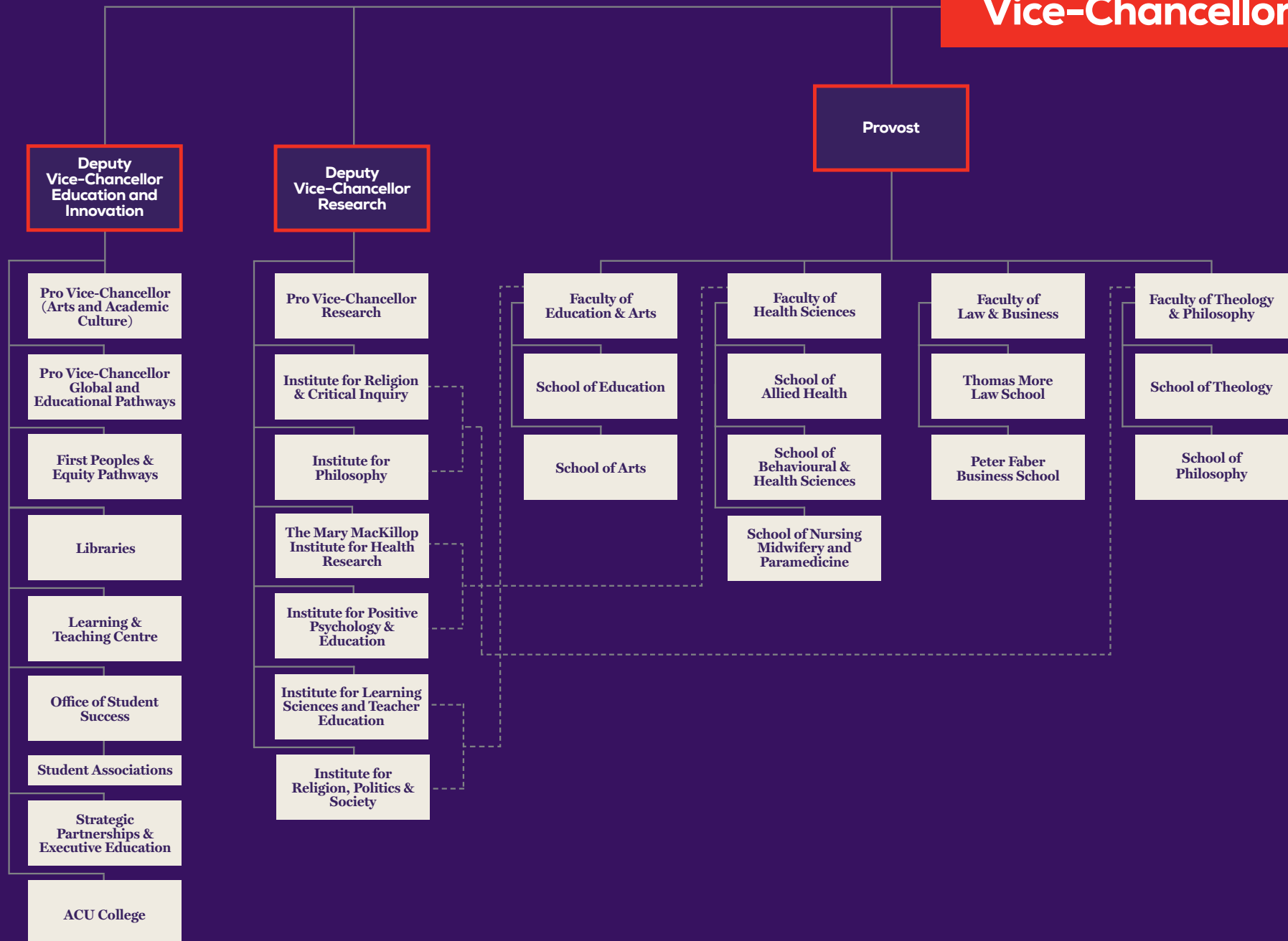
The university will meet the travelling costs and reasonable removal expenses for the Vice-Chancellor, spouse and dependent children, upon appointment.

### Application process

The university has appointed executive search consultants, Heidrick & Struggles to advise on the appointment. For a confidential discussion contact Bill Kett at Heidrick & Struggles on +61 3 9012 3043 or via email at [acuvc@heidrick.com](mailto:acuvc@heidrick.com)

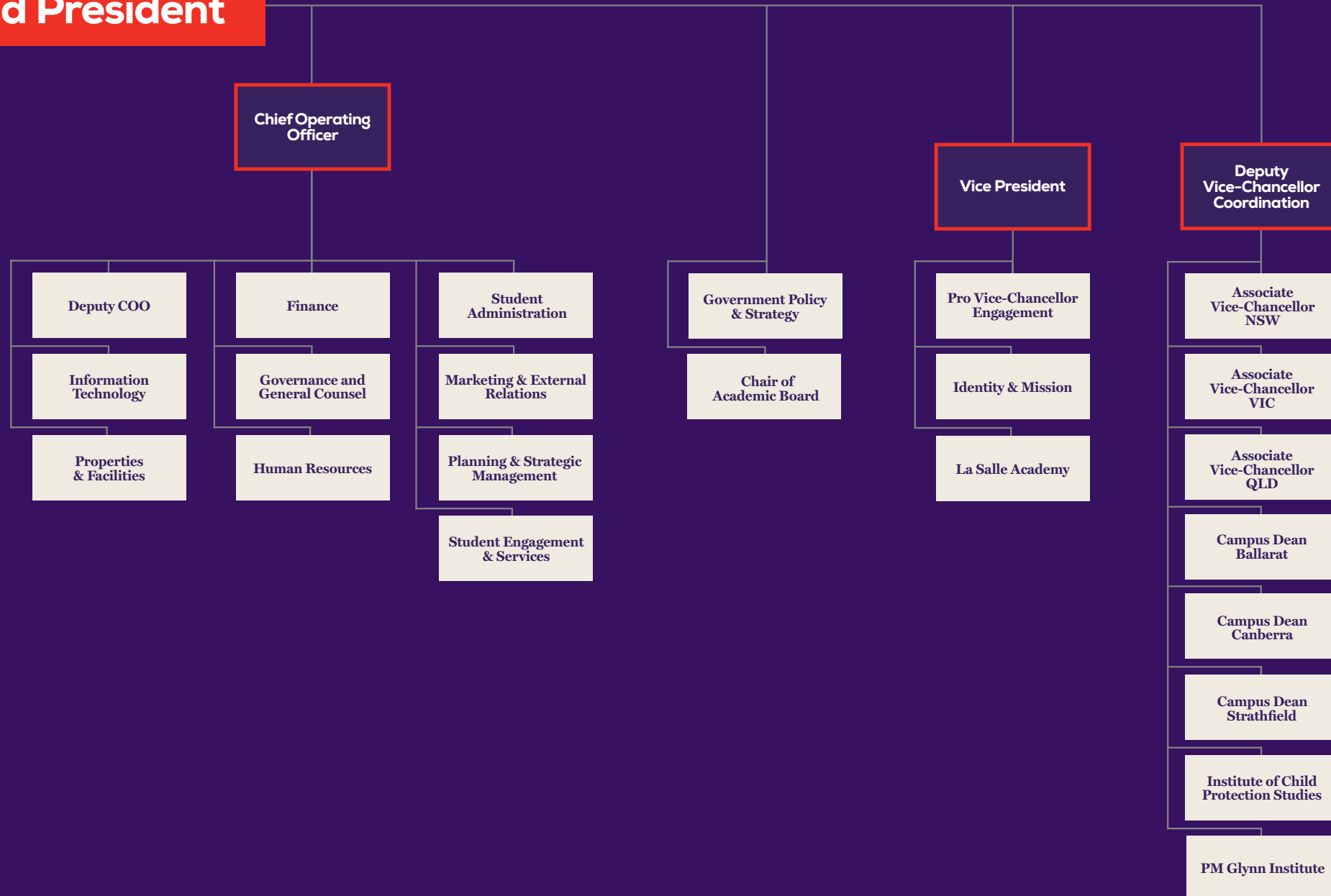
Applications close Friday 22 May 2020.

# Vice-Chancellor and Provost





nd President



# Research with impact

Our research intensification strategy has sought to achieve excellence by focusing on areas of strategic priority, all of which support our overarching commitment to social justice and the common good.

These areas of research priority—education, health, and theology and philosophy—align strongly with our mission as a leading Catholic university and with the distinctive profile of our institution.

## **The university has six research institutes**

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**Institute for Learning Sciences and Teacher Education**

**Institute for Positive Psychology and Education**

**Mary MacKillop Institute for Health Research**

**Institute for Religion and Critical Inquiry**

**Dianoia Institute of Philosophy**

**Institute for Humanities and Social Sciences**









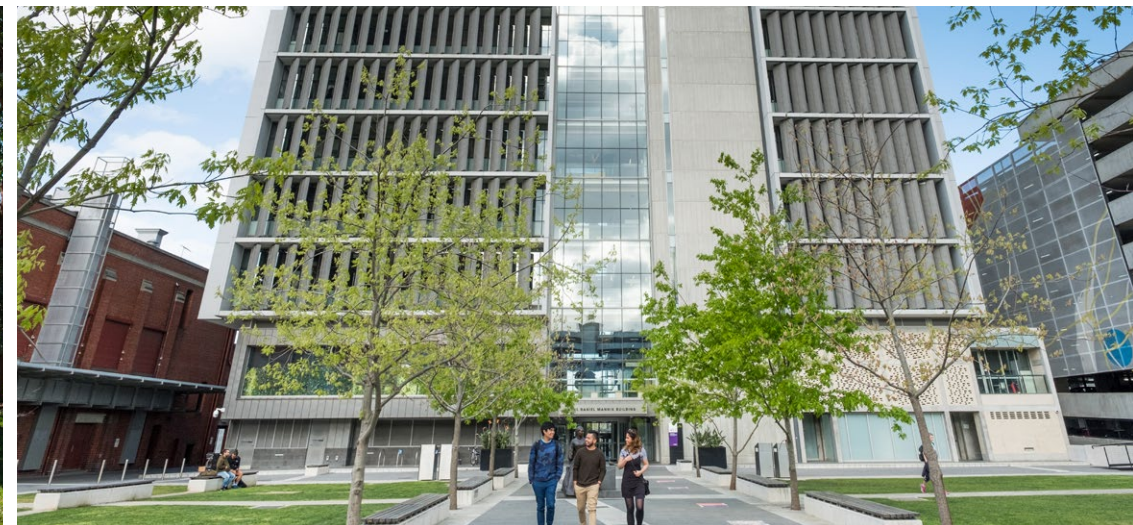
# Our neighbourhoods

We have eight campuses around Australia, and a campus in Rome, Italy. Each one is unique, but they're all dynamic, inviting and inspiring places to learn.

*Top left to bottom right—Adelaide Campus, Ballarat Campus, Blacktown Campus, Brisbane Campus, Canberra Campus, Melbourne Campus, North Sydney Campus, Rome Campus, Italy, Strathfield Campus*









# The student experience

We offer a wide range of exceptional undergraduate, postgraduate and research courses. Many of these are accredited by peak professional bodies and designed in collaboration with industry experts.

Undergraduate and postgraduate study is offered across four faculties:

**Faculty of Education and Arts**

**Faculty of Health Sciences**

**Faculty of Law and Business**

**Faculty of Theology and Philosophy**

and a range of areas, including:

**Allied health**

**Business**

**Creative arts**

**Early childhood education**

**Global studies**

**Humanities and social sciences**

**Inclusive education and disability studies**

**Information technology**

**Law**

**Nursing, midwifery and paramedicine**

**Nutrition and biomedical science**

**Philosophy**

**Psychology**

**Public health and administration**

**Sport and exercise science**

**Teaching and education**

**Theology**







### **A culture of support**

Our wide range of services helps students navigate through some of the more challenging parts of uni life. We offer financial advice, study, counselling and career services, and tailored support for students with disabilities. There are also support programs for elite athletes and performers, student leadership opportunities, and equity programs and scholarships.

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## **The Core Curriculum**

Our Core Curriculum is a key part of every student's ACU education – giving them time to reflect on ways they can change the world by applying the principles of Catholic Social Thought. Principles such as the common good, dignity of the human person, solidarity with others, and stewardship of the earth. The Core is unique to ACU. It challenges our students to see the world from different perspectives and engage with the world in a meaningful and transformative way. Students can elect to undertake the Core in Australia or in multiple offshore locations including Rome.

## **Community engagement**

At ACU we're all about making an impact. We offer a huge range of community engagement and volunteering opportunities, both in Australia and overseas, and it's built in to almost all our undergraduate programs.



# The staff experience

We know our number one asset is our people. It's their character, enthusiasm, and engagement that make ACU a university like no other.

We believe in showing our genuine, ongoing appreciation for the great work of our staff, and we do it by offering excellent leave and employment conditions, and by fostering a work environment where staff can grow and develop.





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## Gender equality

In 2020, we received an Employer of Choice for Gender Equality (EOCGE) citation by the Workplace Gender Equality Agency for the ninth consecutive year.

Some of our achievements include:

- consistently high levels of women represented in leadership roles – 60 per cent of our managers are women
- a range of flexible working options accessed by many women and men
- 10-days paid leave for staff experiencing domestic violence, including access to other leave on a case by case basis
- zero tolerance for sexual misconduct.

## Supporting parents

ACU has one of the most generous paid parental leave schemes in Australia. Our parental leave provisions support both birth parents and their partners, and also provide support for adoptive and foster parents. Birth parents can access up to 12 weeks' leave at full pay – as well as up to 40 weeks' paid leave at 60 per cent of their normal pay.

## Aboriginal and Torres Strait Islander Peoples

At ACU, we understand the importance of implementing proactive strategies to help redress the disadvantage experienced by Aboriginal and Torres Strait Islander peoples, and our recruitment practices seek to increase employment at all levels of the University. We support prospective Aboriginal and Torres Strait Islander employment by encouraging both mainstream and targeted employment.





# Our place in the world

Our relationships with more than 200 universities and educational institutions around the world support education abroad, staff mobility, collaborative research, articulation and shared community engagement activities.

One in four of our Australian bachelor degree students gain international experience during their studies.

## Rome Campus

We offer a broad range of academic programs at our Rome Campus which involve multiple disciplines and include rich community engagement experiences, access to leading scholars, and an opportunity to experience life in Rome by living in our purpose-built student residence. Our campus also hosts a growing suite of research seminars, fostering collaborative research relationships in theology, philosophy and religious studies with scholars from institutions across Europe and North America, as well as Australasia.

The Rome Campus also facilitates collaboration with stakeholders in Rome including Vatican officials, and offers a venue for networking events for ACU's key Australian industry stakeholders and international partners.







**Key partnerships include:**

- KU Leuven, Belgium
- Pontifical Catholic University of Chile
- Tongji University, China
- University Mannheim, Germany
- Binus University, Indonesia
- Catholic University of Lyon, France
- Catholic University of the Sacred Heart, Italy
- Nagoya University of Foreign Studies, Japan
- Radboud University, The Netherlands
- Ateneo de Manila University, The Philippines
- Catholic University of Lisbon, Portugal
- Fu Jen Catholic University, Taiwan
- Leeds Trinity University, UK
- Fairfield University, USA
- St John's University, USA
- University of North Carolina at Chapel Hill, USA
- DePaul University, USA



ACU is committed to sustainability. This guide is printed on paper sourced from PEFC-certified, sustainably managed forests.

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