Flinders University acknowledges the Traditional Owners of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the Southeast, First Peoples of the River Murray and Mallee region, Jawoyn, Kaurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders and Custodians past, present and emerging.

We also acknowledge and pay respect to the Aboriginal and/or Torres Strait Islander nations from which our students, staff and community are from.

Flinders University uses the term ‘Indigenous’ when referring to programs and strategies and ‘Aboriginal and/or Torres Strait Islander’ when referring to peoples.

Artwork credit
Elizabeth Yanyi Close
Pitjantjatjara/Yankunytjatjara, 2020

The artwork both explores Connection to Country and speaks to the Landscape around Flinders University, but it also deeply explore and speaks to the concept of many Aboriginal and Torres Strait Islander people travelling to undertake their studies bringing with them knowledge, wisdom and understanding of their own Language Groups and standing together as one.
Flinders University's Indigenous Student Success Targets (ISTT) have been developed in consultation with Aboriginal and Torres Strait Islander students and staff and promotes a university-wide approach.

The ISTT encourages the development of localized and connected strategies within Colleges and Portfolios towards Aboriginal and Torres Strait Islander students' success. It is the first of its kind at Flinders and aligns with the University’s aspirations of success for all students.

The framework is underpinned by the University's Strategic Plan, Making a Difference – the 2025 Agenda which promotes Aboriginal and Torres Strait Islander student success with equal and equitable access for Aboriginal and Torres Strait Islander people with a target of 1.9% participation by 2025.

The University’s Student Success and Retention Strategy 2020-2025, Changing the Lives and Changing the World, promotes that every Flinders student should know that they belong, that they can succeed, and are supported as they develop their capabilities to navigate a unique pathway to their own success. This ISTT also aligns with the University’s Innovative Reconciliation Action Plan (RAP) and national priorities and agreements with the Australian Government, with commitments to increasing Aboriginal and Torres Strait Islander student participation across enrolments, progression and completions in undergraduate and postgraduate degree programs.

Aboriginal and Torres Strait Islander student success is a university-wide responsibility and is core business across the institution. Although dedicated Aboriginal and Torres Strait Islander student support and service areas with Aboriginal and Torres Strait Islander staff in prescribed positions are located at the Bedford Park and Flinders NT locations in Alice Springs and Darwin, this is supplementary and Aboriginal and Torres Strait Islander student success extends to all support services across the University. The University is committed to culturally responsive teaching and learning environments for Aboriginal and Torres Strait Islander students.

The University through its agreements with the Australian Government, receives Aboriginal and Torres Strait Islander Student Success Program (ISSP) supplementary funding from the National Aboriginal and Torres Strait Islander Australia’s Agency (NAAIA) that further supports Aboriginal and Torres Strait Islander student success. The Office of Aboriginal and Torres Strait Islander Student Success Program (AISST) in the University’s Strategic Plan, Making a Difference – the 2025 Agenda, allocated funding to ISSP to support Aboriginal and Torres Strait Islander student success.

The ISST encourages the development of localized and connected strategies within Colleges and Portfolios towards Aboriginal and Torres Strait Islander students' success. It is the first of its kind at Flinders and aligns with the University’s aspirations of success for all students. The framework is underpinned by the University's Strategic Plan, Making a Difference – the 2025 Agenda which promotes Aboriginal and Torres Strait Islander student success with equal and equitable access for Aboriginal and Torres Strait Islander people with a target of 1.9% participation by 2025.

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Aboriginal and Torres Strait Islander Student Success University Targets

The University has set targets to achieve by 2025: Commencing, Participation, Progression, Retention and Completions. These projected targets are inclusive of foundation studies, undergraduate, honours and postgraduate studies.

<table>
<thead>
<tr>
<th>Objective</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencing</td>
<td>3% by the end of 2025.</td>
</tr>
<tr>
<td>Participation</td>
<td>The number of Aboriginal and Torres Strait Islander student enrolments at the University continues to track above the Council target of 1.9%. Target: Maintain above 1.9% until the end of 2025.</td>
</tr>
</tbody>
</table>

To achieve the commencing target (3%) would mean that ~240 Aboriginal and Torres Strait Islander students would need to commence their study with Flinders University in 2025 (based on 2022 total domestic student commencing enrolments of ~8,000).

The following table shows the actual numbers of student enrolments in prior years:

<table>
<thead>
<tr>
<th>Status</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencing</td>
<td>155</td>
<td>158</td>
<td>192</td>
<td>184</td>
<td>208</td>
<td>170</td>
</tr>
<tr>
<td>Continuing</td>
<td>212</td>
<td>205</td>
<td>199</td>
<td>208</td>
<td>212</td>
<td>246</td>
</tr>
<tr>
<td>Total</td>
<td>367</td>
<td>363</td>
<td>391</td>
<td>392</td>
<td>420</td>
<td>416</td>
</tr>
</tbody>
</table>

The number of commencing Aboriginal and Torres Strait Islander student enrolments.

The total number of Aboriginal and Torres Strait Islander enrolments.

The proportion of enrolled topics completed by Aboriginal and Torres Strait Islander students each year.

The proportion of Aboriginal and Torres Strait Islander students returning to continue their studies each year prior to having completed their course.

The number of course completions by Aboriginal and Torres Strait Islander students.

1 The use of commencing enrolments – the Council has set an overall target of 1.9% total enrolments, which is an aggregate measure also impacted by progression, completion, and retention. Commencing enrolments is a more useful metric within our strategy to isolate how well participation strategies are working at attracting and enrolling students.

Chart 1: Aboriginal and Torres Strait Islander student enrolment % of all domestic enrolments

Chart 2: Aboriginal and Torres Strait Islander student enrolment

In 2022, the number of Aboriginal and Torres Strait Islander student enrolment as a % of all university-wide domestic student enrolment was 2.0%. In enrolment terms this equated to 419 Aboriginal and Torres Strait Islander student enrolments.

All figures are as inclusive of all course levels (including foundation studies, exchange, cross institutional and HDR). All % proportion figures include domestic enrolments/loads only (excludes international). Source: Student Study Model, as at 30/07/2023.
Progression

Objective: To increase the number of topics successfully completed by Aboriginal and Torres Strait Islander students as a percentage of all topics Aboriginal and Torres Strait Islander students are enrolled in.

Target: The success rates of Aboriginal and Torres Strait Islander students increase to 80% by 2025. This would represent an increase from the 2020 figure of 75.2 to 80 in 2025.80% by the end of 2025.

Retention

Objective: To increase the percentage of Aboriginal and Torres Strait Islander students returning to continue their studies each year prior to having completed their course.

Target: 85% by census date, Semester 1, 2026 (this date aligns with 2025 targets as it relates to the 2025 cohort).

Chart 3: Aboriginal and Torres Strait Islander students % topic successful completion rate

The above chart shows the historical topic success rate of Aboriginal and Torres Strait Islanders, inclusive of all course levels. 2023 figures only include topic results that have been finalised before 30/07/2023, and excludes semester 2 results. These provisional 2023 success rates (which exclude semester 2 results) is currently at 81%, slightly above the 2025 student progression target of 80%.

Chart 4: % of retention of Aboriginal and Torres Strait Islander students from year to year

The above figure plots the trajectory to our 2025 target compared to historical data. Interestingly, these data back up the topic progression data insight that students who successfully continue with their study beyond their initial year are more likely to be return to study in future years. 2020 and 2021 numbers were also impacted by COVID 19, and so this may account somewhat for the dip.

The following table shows the actual number of topics passed by Aboriginal and Torres Strait Islander students in prior years:

<table>
<thead>
<tr>
<th>Topic Completion Status</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Successful</td>
<td>1179</td>
<td>1112</td>
<td>1121</td>
<td>1162</td>
<td>1221</td>
<td>637</td>
</tr>
<tr>
<td>Withdrew Without Penalty</td>
<td></td>
<td></td>
<td></td>
<td>24</td>
<td>25</td>
<td>30</td>
</tr>
<tr>
<td>Failed</td>
<td>324</td>
<td>355</td>
<td>385</td>
<td>403</td>
<td>336</td>
<td>139</td>
</tr>
<tr>
<td>Total</td>
<td>1527</td>
<td>1492</td>
<td>1536</td>
<td>1584</td>
<td>1586</td>
<td>781</td>
</tr>
</tbody>
</table>

NB: Excludes Topic Completion Status of "Unknown" where a grade is incomplete or yet to be finalised.

The following table shows actual Aboriginal and Torres Strait Islander student retention in prior years. It shows each student enrolment who returned to study the following year.

<table>
<thead>
<tr>
<th>Commencing Status</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencing</td>
<td>98</td>
<td>94</td>
<td>123</td>
<td>119</td>
<td>144</td>
</tr>
<tr>
<td>Continuing</td>
<td>164</td>
<td>158</td>
<td>155</td>
<td>160</td>
<td>163</td>
</tr>
<tr>
<td>Total</td>
<td>262</td>
<td>252</td>
<td>278</td>
<td>279</td>
<td>307</td>
</tr>
</tbody>
</table>

To achieve the 85% target would mean that an additional 50 students would need to be retained annually, from 307 students to ~357 students (based on 2022 total Aboriginal and Torres Strait Islander enrolments of 420).
**Completions**

Objective: To increase the number of course completions by Aboriginal and Torres Strait Islander students as a percentage of all Flinders University domestic student course completions.

Target: 1.6% by the end of 2025.

**Chart 5: % completions of Aboriginal and Torres Strait Islander students vs domestic students**

<table>
<thead>
<tr>
<th>Year</th>
<th>Completions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>0.0%</td>
</tr>
<tr>
<td>2019</td>
<td>0.2%</td>
</tr>
<tr>
<td>2020</td>
<td>0.4%</td>
</tr>
<tr>
<td>2021</td>
<td>0.6%</td>
</tr>
<tr>
<td>2022*</td>
<td>0.8%</td>
</tr>
<tr>
<td>2023</td>
<td>1.0%</td>
</tr>
<tr>
<td>2024</td>
<td>1.2%</td>
</tr>
<tr>
<td>2025</td>
<td>1.4%</td>
</tr>
</tbody>
</table>

*To achieve the 1.6% target would mean that annual completions would need to increase to ~75 students (based on 2022 total Flinders University completions of ~4,650).*

**Australian government and Flinders University policies & frameworks:**

- Universities Australia, Indigenous Strategy 2022 - 2025
- Innovative Research Universities Strategy 2022-2027
- Indigenous Student Success Program (ISSP)
- National Agreement of Closing the Gap
- National Review of Higher Education Access and Outcomes of Aboriginal and Torres Strait Islander People, 2012
- The Report on Aboriginal and Torres Strait Islander Student Success in Higher Degree by Research, 2020
- Flinders University Innovate Reconciliation Action Plan (RAP)
- Flinders University Whole of University Wellbeing Strategic Plan 2022 – 2025
- Flinders’ Student Retention and Success Strategy

**Flinders university governance**

- Tarrkarri-ana Committee – Flinders University Indigenous Governance Mechanism
- Retention Working Group
- Indigenous Advisory Council
- RAP Oversight Committee
- Indigenous Research Strategy Group

**Glossary of acronyms**

- IAS: Indigenous Admissions Scheme – alternative entry into Flinders undergraduate
- IES: Indigenous Entry Stream – alternative entry into MD program
- ISSO: Indigenous Student Support Officer
- ISSP: Indigenous Student Success Program – ISSP Commonwealth Tied Funding, National Indigenous Australians Agency NIAA
- OISE: Office of Indigenous Strategy and Engagement
- POCHE: POCHE SA|NT
- NIAA: National Indigenous Australians Agency
- SAS: Student Administration Services
- YSE: Yungkurrinthi Student Engagement

* 2022 figures only include Semester 1 completions. Semester 2 data were not available at the time this paper was finalised, so the current data point for 2022 may be inflated when compared at year end. To achieve the 1.6% target would mean that annual completions would need to increase to ~85 students (based on 2021 total Flinders University completions of ~5,300).
Indigenous Student Success Targets 2022-25

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