


# Vice-Chancellor's Indigenous Futures Fellowship Scheme

2024





## Warning

Members of Aboriginal and Torres Strait Islander communities are respectfully advised that people mentioned in this document may have passed away.

## Note to the reader

The word Country is often capitalised throughout this document. For Aboriginal and Torres Strait Islander communities, the notion of Country refers to custodianship, care and connection to specific locations. It also refers to vast tracts of land through which particular stories, songs and kinship lines connect communities. Country is perceived not just as a place but as a concept, which embodies families, language and culture.

Name, place and language spellings may differ depending on the speaker, writer or region. ECU values information led by Aboriginal and Torres Strait Islander communities and knowledge-sharing. Differences in name, place and language spellings may result from different languages and dialects in use, as indicated by the people of that area.

The terms Aboriginal and Torres Strait Islander and Indigenous are used interchangeably at various points in this document.

# Inspiring generations of creative thinkers.

# Creative thinking.

We instil creative thinking in everything we do to shape a better future for our people, students and community.

# Contents

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## Acknowledgement of Country

Kaya, ngalak djoorabiny noona djinanginy. Ngalak kaaditj koora koora Djinang, ngalak kaaditj koora koora Noongarang, moorditj, kaadijin, waangkiny. Ngalak kaaditj moorditj wiirn, moorditj kaadijin Noongarang dandjoo koorl. Ngalak kaaditj nidja Noongar Boodja. Ngalak kaaditj koora koora Noongarang, baalang Noongar Birdiya. Ngalang yaanginy Noongar boodjera yaakiny nyin. Ngalak dandjoo koorliny nidja bidi.

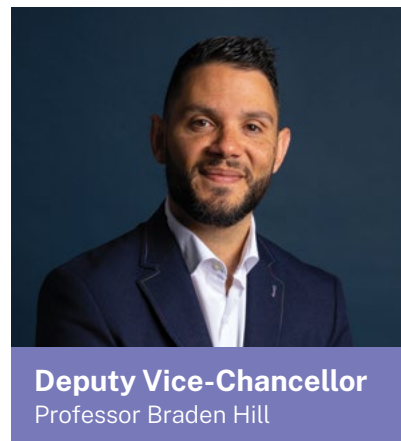
*Hello, we are happy to see you. We acknowledge the strength, traditional knowledges, language, wisdom and learning practices that has been passed on by Noongar people for thousands of years. We recognise the strong spirit and strong culture that connects Noongar people together. We acknowledge this is Noongar Country. We acknowledge all Noongar people, including the Noongar Elders, as we share this space (Noongar country) together. We walk this path together.*

ECU acknowledges and respects our continuing association with the Whadjuk people and the Wardandi people of the Noongar nation, the traditional custodians of the land upon which our Australian campuses stand.



# A message from the Deputy Vice-Chancellor (Students, Equity and Indigenous)

**Edith Cowan University believes in the transformative impact of education. We are proud of our longstanding commitment to supporting Aboriginal and Torres Strait Islander people realise their dreams and aspirations, through education.**



**Deputy Vice-Chancellor**  
Professor Braden Hill

We understand that such a commitment changes the lives of not only the individual, but also the lives of our Aboriginal and Torres Strait Islander families and communities.

As the Deputy Vice-Chancellor (Student, Equity and Indigenous), I am responsible for ensuring that we as an institution, are places of success for Aboriginal and Torres Strait Islander students, staff, and community. We know Aboriginal and Torres Strait Islander presence within our institution enriches all our activities and at ECU we articulate a whole-of-institution vision where Aboriginal and Torres Strait Islander matters are at the heart of higher education.

ECU is a young and progressive university with a strong reputation for excellence in teaching, high quality research, and state-of-the-art facilities.

Our dedicated academics and researchers develop and impart knowledge that plays a pivotal role in shaping society. We strive to ensure Aboriginal and Torres Strait Islander perspectives are at the heart of everything we do;

our teaching, our student support, our research, external engagement, and we are committed to growing our Aboriginal and Torres Strait Islander workforce.

ECU's values are owned and lived by the whole University community, they influence how we work and underpin our responsibility to promoting equity, inclusivity, and social responsibility. For more than a decade we have taken meaningful steps towards Reconciliation and ECU's Aboriginal and Torres Strait Islander Plan articulates a whole-of-institution vision to further progress this commitment.

Established in 1991, ECU has grown rapidly into a quality university with internationally recognised research and excellent student satisfaction. ECU has maintained its long standing 5-star rating for undergraduate teaching quality for 17 years straight. It is also ranked in the world's top 100 universities under 50 years old in the 2024 Times Higher Education (THE) Young Universities Rankings.

We aspire to deliver an excellent people experience and set our employees and the University up for long term success. To ensure our people are empowered to pursue innovative ideas, our leaders are equipped and confident to lead change and everyone has the opportunity to grow personally and professionally.

I am immensely proud of ECU and our talented and hard-working students and staff, actively supported by our senior leadership team and our Council.

ECU's five-year Strategic Plan places significant priority on empowering the talent and potential of our staff so you can thrive.

At ECU, we have a range of opportunities for you to explore for you to join me in leading the continuing transformation of ECU as a highly respected university and inspire the next generation of creative thinkers.

On behalf of the ECU Aboriginal and Torres Strait Islander community, we look forward to walking with you on your journey.





## Elder-in-Residence message



**Ni! Malitj wer kaadidjiny, noona maat-bidi yaaginy moordidjabiny koorliny.**

Listen! Grow in knowledge and understanding as you share your journey towards a brighter future.

I have been around for a while. I have lived through many changing policies affecting our people's journey. My family fought for the right of mainstream education. I have been involved with education for many years and have been privileged to gain the right to teach our local Noongar language. I have overcome many social obstacles and would consider it a privilege to walk alongside you in your journey.

I am on campus and my door is always open. I see you all as extended family and I am known by many as Nan Roma.

**Ngany nidja, noona yoowarl koorl  
- I'm here, come and visit.**

**Dr Roma Yibiyung Winmar**

## Kurongkurl Katitjin Dean's message



**At Kurongkurl Katitjin, we understand education and research can shape futures and dismantles barriers. We strive to enrich society through meaningful engagement, innovative student support, high quality teaching, impactful research and cultural leadership.**

ECU has a strong focus on Aboriginal and Torres Strait Islander led initiatives, teaching, research and is committed to empowering Aboriginal and Torres Strait Islander success. In my dual role of Dean of Kurongkurl Katitjin and ECU's Director, Aboriginal Research, I am responsible for assisting the University meet its commitment to Aboriginal and Torres Strait Islander peoples.

Kurongkurl Katitjin, ECU's Centre for Indigenous Education and Research is home to a diverse and talented team of researchers, academics, and professional staff who are making strides in Aboriginal and Torres Strait Islander student support and engagement, teaching and research focusing on health, education, and culture.

The team are primarily based at our Mount Lawley Campus and welcome you to drop in to say hi at any time.

**Professor Dan McAullay**





# Education has the unique ability to transform lives and enrich society

Education should change lives, and lives should change education.

From the first Aboriginal person to enter into an Australian university in 1957, the first graduate in 1959 or the groundbreaking achievement of Western Australia's first Aboriginal

PhD in 2000, these milestones have paved a way for Aboriginal and Torres Strait Islander people.

Aboriginal and Torres Strait Islander presence within the academy enriches everything we do. It is essential that we actively

amplify Indigenous voices and contributions to influence research, shape policies, and educate future generations.





# Choosing Academia and a career at a University

In choosing to work in academia, you have the opportunity to engage in a multitude of roles and responsibilities. You may choose to become a lecturer, sharing your knowledge and passion with eager minds. As a lecturer, you inspire and empower the next generation of creative thinkers, guiding them on their educational journey and igniting their curiosity.

Alternatively, you may pursue a career as a researcher, delving into exciting projects that push the boundaries of knowledge in your field. Whether you are exploring traditional knowledge systems,

addressing pressing social and environmental issues, or undertaking pioneering scientific discovery, research has the potential to effect meaningful change and contribute to the advancement of knowledge.

When you enter academic spaces, you bring with you invaluable perspectives and have the opportunity to ensure Indigenous ways of being, knowing and doing are recognised, valued, and infused throughout our teaching and research programs.



# ECU's first Aboriginal Graduate

In the first 10 years of ECU's education of Aboriginal tertiary students, only four graduates benefitted from the experience, the first being Len Hayward who graduated from the then Claremont Teachers' College in 1951.

In 1979, Mr Hayward went on to become Western Australia's first Aboriginal Principal after being promoted to Principal Class II of Wiluna Special Aboriginal School.

Len's journey to becoming the first Aboriginal member of the WA teaching profession and then practising his craft was ground-breaking. Since then, over 700 Aboriginal and Torres Strait Islander people have graduated, becoming part of ECU's Aboriginal and Torres Strait Islander Alumni community.

# The opportunity

**The Vice-Chancellor's Indigenous Futures Fellowship Scheme is designed to attract and provide opportunities for a new cohort of Aboriginal and Torres Strait Islander leaders and academics at ECU.**

We are seeking to appoint talented and passionate Aboriginal and Torres Strait Islander people to help us transform lives and enrich society.

Whether you are at the start of your journey in academia, an industry professional or a senior Indigenous Knowledge Holder we value your expertise and want to hear from you.

This fellowship scheme will help us in driving ECU's commitment to Indigenous focussed teaching, curriculum, learning, research and community engagement.

Successful applicants receive:

- Ongoing employment in the School aligned with your expertise/discipline.
- Flexible work options, including part-time arrangements are available for successful applicants.
- Development and mentorship opportunities.

# About you

**At ECU, we recognise academic leadership in a contemporary and inclusive way. We acknowledge that cultural knowledge, community connection, professional experience, and industry expertise are vital to academia.**

As a successful applicant you will be able to demonstrate capability against the following selection criteria:

- Be Aboriginal and/or Torres Strait Islander (Australian)
- Postgraduate qualification with subsequent experience, or can demonstrate experience and expertise equivalent to those qualifications; Aboriginal knowledges, industry experience, leadership expertise, community engagement and connections.
- You are a visionary who is passionate, innovative and inclusive in your practice, with a commitment to delivering high quality teaching and research programs that enhance the staff and student learning experience.
- You enjoy collaborating with passionate people who want to make a difference through ECU's academic activity and social impact.
- You are a values-driven collaborator and strategic thinker who operates with integrity and values self-awareness and continued personal growth.



## How to apply

Visit the ECU Employment Opportunities website and submit your online application by the closing date, along with the following documents:

- Your CV and contact information for three referees including your current supervisor/manager (who will only be contacted with your permission).
- A statement (maximum 2 pages) addressing your suitability against the selection criteria.

### Support for your application

For inquiries about the Vice-Chancellor's Indigenous Futures Fellowship Scheme, please contact Tillara Casey, Strategy and Talent Manager (Aboriginal and Torres Strait Islander) via email [t.casey@ecu.edu.au](mailto:t.casey@ecu.edu.au).



#### Applications Close

11:30pm (WST) on Sunday 11 August 2024.



# Guiding principles

**Success and self-determination:** We prioritise fostering success and self-determination, empowering Aboriginal and Torres Strait Islander people to lead and shape their futures.

**Value Indigenous knowledges and community connection:** We understand the importance of Indigenous Knowledge's and emphasise the importance of community connection, recognising these as vital sources of strength.

**Cultural safety, inclusion and belonging:** We are committed to creating environments of cultural safety, inclusion and belonging, where Aboriginal and Torres Strait Islander people feel respected and valued.

**Empower pathways to success:** We aim to empower pathways to success by providing resources, opportunities and support that enable Aboriginal and Torres Strait Islander people to achieve their goals and thrive in their careers at ECU.

## Process

### Short listing

This recruitment process is designed to attract Aboriginal and Torres Strait Islander leaders and academics across various disciplines, aligning with one of our Schools based on suitability.

Your application will be evaluated and put forward to the Selection Panel. We know candidates will differ in experience, ambition, and background; we are seeking to look at opportunities that align to your submission.

### Making connections

Shortlisted applicants will be invited to informally meet with key stakeholders, including Aboriginal and Torres Strait Islander staff, offering a unique opportunity to explore the institutional culture, your potential fit within the School and see how you could thrive in a career at ECU.

### Interview

Following these informal meetings, candidates will be invited to interview to undertake more formal discussions to assess qualifications, fit and potential contributions to the School and ECU.

## Salary scales

Classification Level	Salary Range
Level A	\$80,938 – \$108,498 plus 17% superannuation
Level B	\$113,918 – \$134,596 plus 17% superannuation
Level C	\$138,726 – \$159,403 plus 17% superannuation
Level D	\$166,295 – \$182,832 plus 17% superannuation
Level E	\$213,161 plus 17% superannuation

## Academic classifications

ECU's academic classifications are informed by the University's Academic Staff Performance Expectations and Outcomes (ASPEO) Framework, to provide Academic staff clarity on performance expectations in the core areas of academic work.

There are three core areas of academic work at ECU:

- Learning and Teaching
- Research and Research Training
- University Service

Upon appointment, individuals' negotiate their preferred Academic Scholar Role dependent on an individual's academic area of interest and progress. The Scholar role subsequently informs future workload allocation; promotion; development; and performance reviews.

### • Teaching and Research Scholar

Teaching and Research Scholar roles perform across Learning and Teaching, Research and Research Training, and University Service.

### • Research Focused Scholar

Research Focused Scholar roles focus on Research and Research Training, and University Service.

### • Teaching Focused Scholar

Teaching Focused Scholar roles contribute to the delivery of Learning and Teaching and University Service objectives for the organisation.



# Aboriginal and Torres Strait Islander Employment Matters

## Aboriginal and Torres Strait Islander Staff Network

As part of our commitment to supporting Aboriginal and Torres Strait Islander staff members, we have established a dedicated network. This network serves as a platform for connection, sharing experiences, and forging meaningful relationships. Whether through informal gatherings or structured events, it's a space where Aboriginal and Torres Strait Islander staff can come together, connect, celebrate, and share insights in a supportive space.

## Cultural and Ceremonial Leave

Fixed term and ongoing Aboriginal and Torres Strait Islander employees are entitled to cultural and ceremonial leave. This is paid leave up to a maximum of 5 working days per calendar year. Cultural leave can be accessed to participate in cultural and ceremonial obligations and community cultural events such as NAIDOC activities.

## Substituted Public Holidays

A provision in ECU's Enterprise Agreement, allows employees, should they wish, to substitute a public holiday for another day, by agreement with your line manager. For example, you may choose to work the 26 January public holiday, this clause recognises the diverse perspectives of our people.

## Cultural Safety and Anti-racism

ECU is clear in its commitment to leading national and global conversations about Indigenous futures, anti-racism, a decolonised academy, and respectful research in ways that are self-determined and led by Aboriginal and Torres Strait Islander needs and aspirations.



## Cultural Reflection Spaces

ECU is committed to providing a safe and inclusive environment for all Aboriginal and Torres Strait Islander staff, students and community. Each of our campuses have Cultural Reflection Spaces which provide opportunities for all people to learn about various aspects of Noongar culture.

Boorna Baronga is one of our spaces at the Joondalup campus. The term is a Noongar phrase meaning tree/wood totem. In 2018, ECU unveiled an installation of 14 custom wood totems, that represent each of the 14 Noongar clan groups. Each piece of art was designed by a Female Noongar artist, to celebrate the NAIDOC week theme "Because of her, we can."



# Why work at ECU?

**There are so many good reasons to choose ECU.  
Here are some of the better ones.**



## We lead by example

We know that change is driven by action and hold ourselves to the same standard as others.



## We embrace diversity

We believe in the power of diverse perspectives and always take a people-first approach.



## We care

We are kind and humble, fully committing to providing an excellent student experience.



## We are curious

We constantly look for new ways of working and have the confidence to embrace change.



## We empower each other

We recognise our people are our strength and work together to achieve our potential.





# Who was Edith Cowan?

**Edith Dircksey Cowan was born in 1861 on Yamatji Country in Glengarry near Geraldton.**

She believed that education was fundamental to tackling the social issues of her day and that it was the key to growth, change and improvement. She fought tirelessly to improve conditions for women, children, families, the poor, the under-educated and the elderly. She promoted sex education in schools, migrant welfare and the formation of infant health centres.

Among her many achievements, Edith Cowan was instrumental in obtaining the vote for women in Western Australia. She was Vice-President of the Women Justices' Association and the Western Australian League of Nations Union. She helped found the Children's Protection Society,

which was the precursor of the Children's Court and helped create the Western Australian National Council for Women, of which she was President from 1913 to 1921.

In 1921, at the age of 60, she was the first woman elected to an Australian Parliament. Her most important feat as a parliamentarian was her contribution to the passing of the Women's Legal Status Bill, which became an Act in 1923. The Bill opened legal and other professions to Western Australian women for the first time.

Edith Cowan strove to achieve social justice and campaigned for the rights of women, children and families, the poor, the poorly educated and the elderly. So, it's fitting that the State's oldest education institution and newest university, Edith Cowan University, bears her name.

## Overview of ECU

Edith Cowan University (ECU) is a strong believer in the power of creative thinking. It's what inspires us to break new ground with world-leading research and drives us to provide the best experience for our students. It's why we always rank highly among the top Australian universities, from teaching quality to overall experience and support. And it's what we instil in our students, so they can go on to change the world.

We foster an environment that gives our team the space and confidence to think creatively, built on collaboration and inclusivity with all the support and flexibility they need.

Acknowledging that our University is situated on the unceded lands of the Noongar people, ECU has an intentional agenda to meet its responsibilities to Aboriginal and Torres Strait Islander communities and knowledges. With leadership roles and responsibilities at the governing, executive and senior leadership level, this is a strategic priority across all aspects of the University's activities.

This commitment has seen ECU come to lead Western Australia in terms of Aboriginal and Torres Strait Islander student success, employment and an emergent and successful research agenda centred on Aboriginal and Torres Strait Islander health and education.

ECU boasts a diverse and rich student cohort, with a mix of ages, backgrounds, nationalities, and talents. ECU's progressive nature drives its thirst for knowledge and desire for creating meaningful change in the world.

Its cutting-edge research in areas such as cyber security and artificial intelligence, high quality healthcare and nursing, cancer patient management and treatment and early childhood teaching ensure they continue to build their reputation on their research impact. ECU continually seeks opportunities to collaborate with other universities and to work with organisations and businesses to maximise research outcomes.



# ECU as a workplace



## Connected by a common purpose

We know that change is driven by action and hold ourselves to the same standard as others.



## Proudly Inclusive

ECU welcomes and values the unique experience, perspectives and contributions of all our people.



## Innovative Mindset

ECU embraces human creativity and always puts forward thinking over the status quo.



## Collaborative to the core

ECU fosters an accepting and open environment that encourages idea sharing and teamwork.



## Giving everyone a voice

ECU trusts and values its people and what they bring to the University, individually and collectively.



# Organisational values and expectations

**All ECU staff are guided by the University's values – integrity, respect, rational inquiry, personal excellence and courage.**

Our staff are required to comply with ECU policies and practices in all aspects of their work and conduct; and ensure the safety and wellbeing of themselves and others by complying with health, safety and equity requirements.

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## Our values

Students, staff and Council members will always conduct their study, work and service to the University in ways that embrace the following values:

### Integrity

We are ethical, honest and fair and demonstrate trust and personal responsibility.

### Respect

We treat everyone within our diverse community with dignity and respect.

### Rational inquiry

Our decision-making is driven by evidence, sound reasoning, and creative thinking.

### Personal excellence

We demonstrate the highest personal and professional standards.

### Courage

We are bold and resolute in our thinking and actions in pursuit of our goals.

## Our purpose

ECU's purpose is to transform lives and enrich society.

## Our vision

To lead the sector in educational experience, research with impact, and in positive contributions to industry and communities.

## Our commitments

To achieve our vision, ECU will:

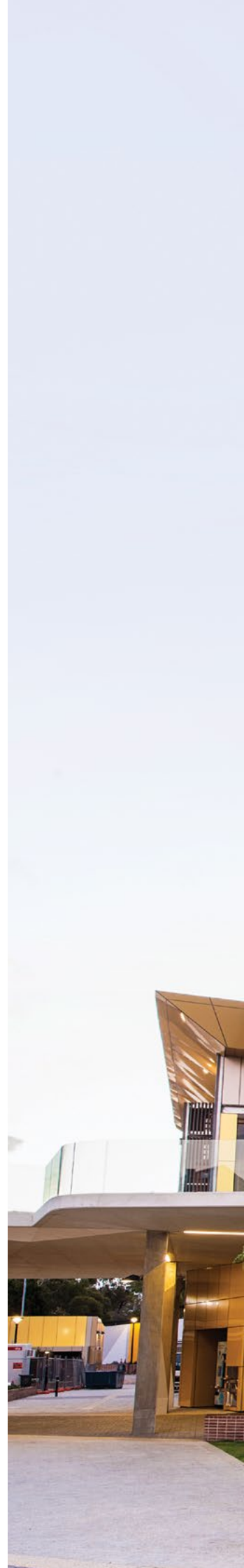
- be dedicated to every student's success
- provide real-world research solutions
- create partnerships for economic and social well-being
- empower our staff to lead in a diverse and values-based organisation
- secure our future through innovation and leadership

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## Commitment to Aboriginal and Torres Strait Islander Peoples

ECU acknowledges and respects the continuing association with Noongar people, the traditional custodians of the land, upon which its campuses stand and programs operate. ECU has a commitment to:

- engage closely with Aboriginal and Torres Strait Islander peoples and communities;
- fully develop Aboriginal and Torres Strait Islander students and staff, assisting them to realise their potential;
- ensure that individual differences and diversity are respected; and contribute positively to Aboriginal and Torres Strait Islander community development and sustainability through its students, staff, and graduates.





# Strategic direction

**Edith Cowan University's strategic direction is described in [ECU Strategic Plan 2022 – 2026, Towards the University of the Future](#)**

In defining ECU's strategy, the University has identified five strategic goals that guide our endeavors at all levels, serving as reminders of the ethos of the University and the way we differentiate ourselves.

## Our strategic goals and objectives

- Goal 1:** Delivering an exceptional student experience for success in work and life;
- Goal 2:** Undertaking impactful world-class research;
- Goal 3:** Leading the sector in internationalisation;
- Goal 4:** Empowering the talent and potential of our staff;
- Goal 5:** Securing our future.

## Supporting plans

ECU has established eight whole-of-University supporting plans providing a bridge between the ECU Strategic Plan 2022-2026 and ECU's annual operating plans. The supporting plans provide a coordinated approach to achieve a broad range of objectives for relevant Strategic Priorities from the Strategic Plan. Progress against each supporting plan will be reviewed annually, with adjustments incorporated where necessary.

1. Aboriginal and Torres Strait Islander Plan
2. Educational Experience Plan
3. Enrolment Growth Plan
4. Equity and Inclusion Plan
5. International Plan
6. Regional Plan
7. Research Plan
8. People and Culture Plan

## Aboriginal and Torres Strait Islander Plan

The overall purpose of the Aboriginal and Torres Strait Islander Plan is to articulate a whole-of-institution vision for ECU to further progress its commitment to Aboriginal and Torres Strait Islander students, staff, people, families, and communities. This vision is one where all areas of the University can and should contribute.

This plan was developed in consultation with ECU's Aboriginal and Torres Strait Islander community and key external stakeholders. It is informed by broader strategies such as the Universities Australia Indigenous Strategy.



# Our campuses

**ECU has three campuses in Western Australia, located across Whadjuk and Wardandi Country. Additionally, ECU courses are delivered through partnerships offshore in China, Dubai, Singapore, Vietnam and through ECU's managed campus in Sri Lanka.**



## Joondalup Campus

The Joondalup Campus is in Perth's northern metropolitan corridor, one of the fastest growing regions in Australia. This campus, accessed by first-class transport links is the University's largest and main campus. The Joondalup Campus features award-winning architecture, from the grandness of the Chancellery Building with its elaborate spikes, our vibrant golden Ngoolark building, named after the Noongar word for the Carnaby's Black-Cockatoo, and our latest Science building which includes super-labs for teaching and research, the Cybersecurity Centre of Excellence, and incorporates the world's largest periodic table.



## Mount Lawley Campus

The campus houses ECU's nationally and internationally recognised Western Australian Academy of Performing Arts (WAAPA), and Kurongkurl Katitjin, ECU's Centre for Indigenous Australian Education and Research. ECU is the first university in the world to acquire a Spiegeltent, providing a unique performance space for Western Australian Academy of Performing Arts (WAAPA) students to hone their craft.

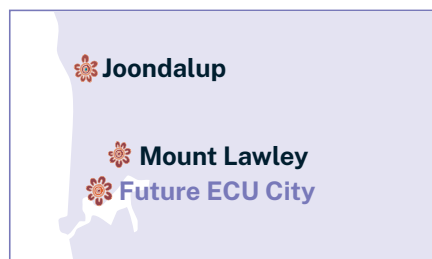
Mount Lawley Campus will transition to either the Joondalup or City Campus in 2026.



## ECU South West Campus

ECU South West is a regional campus in Bunbury, approximately 200 km south of Perth. The campus has an idyllic rural setting overlooking the City of Bunbury. The Schools of Arts and Humanities, Business and Law, Education, Nursing and Midwifery, Science, and Medical and Health Sciences offer programmes designed to meet the needs of a fast-growing region.





# ECU City

**ECU City is our exciting new campus in the centre of Boorloo (Perth) CBD that's due to open for classes in 2026.**

For more than two thousand generations, Boorloo has been a place of learning, sharing, intergenerational knowledge transmission and connection for Noongar people. As one of the world's oldest learning places, ECU City will build upon the history and knowledge to connect our rich past with an exciting future.

ECU has partnered with Whadjuk Noongar Elders to inform its design and develop a cultural narrative that has influenced the work of its architects. The cultural narrative embeds within the identity of the university the story of the location upon which the city campus is built. It speaks to the values of the Noongar people who over millennia utilised the same location as a site of intergenerational transmission of knowledge and learning.

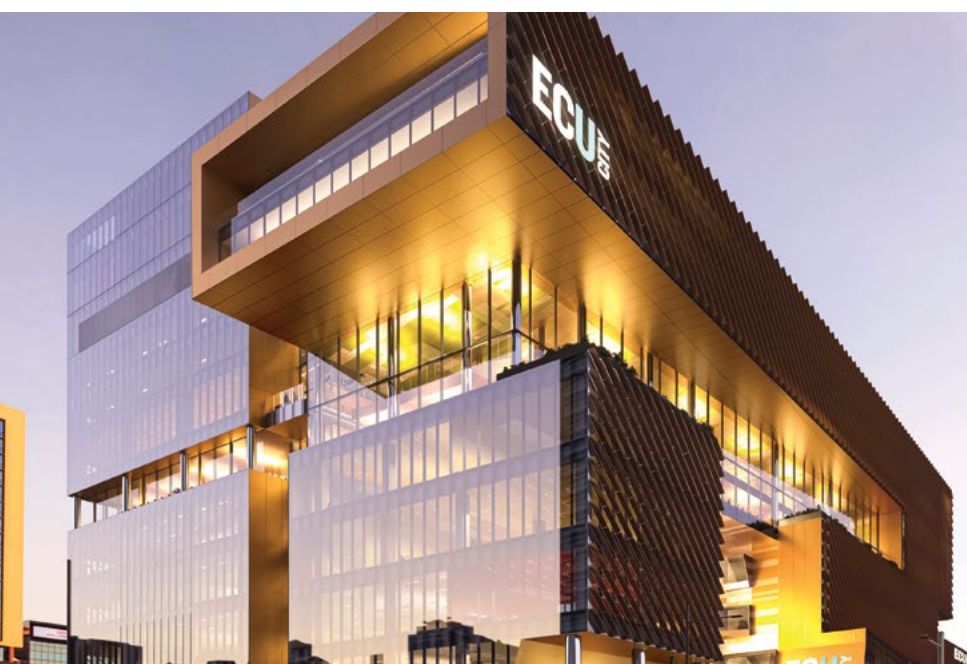
Part of the Perth City Deal between ECU, the Australian Government and the Western Australian Government, the ECU City Campus will deliver Perth a world-class Creative Industries, Business and Technology precinct.

ECU City will offer courses and undertake research at the nexus of creative and performing arts, business and law, and emerging technologies. ECU's creative industries and performing arts education and facilities will support Perth's focus on building an ecosystem for film, digital, stage and music production.

Kurongkurl Katitjin, ECU's Centre for Indigenous Australian Education and Research, will be part of a rich and diverse campus, and will continue to create opportunities to support and develop Aboriginal and Torres Strait Islander peoples' engagement with higher education.

ECU City will bring an estimated 10,000 students and staff to Perth's CBD from opening, growing to over 11,000 students and staff in 2030 to live, study and work in the city, improving vibrancy and stimulating the retail economy both day and night.

**It will draw on the best ideas and opportunities from its cultural and commercial surrounds. Projecting influence, innovation, and imagination. ECU City will inspire.**





“In my role I have been given opportunities to step outside my comfort zone which has helped my professional growth immensely.”

**Keneasha Lindsay**  
Student Success Coordinator  
Kurongkurl Katitjin

## Kurongkurl Katitjin

**Kurongkurl Katitjin, pronounced koor-ong-kurl cut-it-chin, is a Noongar phrase meaning ‘coming together to learn’. It’s also the name of our Centre for Indigenous Australian Education and Research at ECU.**

The Centre’s mission is to transform lives and enrich society through meaningful community engagement, innovative student support, high-quality teaching, impactful research and cultural leadership.

Kurongkurl Katitjin plays a vital role in assisting the University to meet its commitment to Aboriginal and Torres Strait Islander peoples. The Centre support university-wide activities and programs, as well as activities specific to Australian Aboriginal and Torres Strait Islander people and their cultures. This includes:

- Engaging closely with Aboriginal and Torres Strait Islander people and communities;

- Assisting Aboriginal and Torres Strait Islander students and staff to realise their full potential;
- Ensuring that individual differences and diversity are respected; and
- Contributing to community development and sustainability through Aboriginal and Torres Strait Islander students, staff and graduates.

Kurongkurl Katitjin provides additional support services and programs to help meet the academic and cultural needs of Aboriginal and Torres Strait Islander students, and to help them flourish and succeed in their studies.





## Maladjiny Research Centre

**The Maladjiny Research Centre, within Kurongkurl Katitjin, focuses on improving the delivery of health and wellbeing services to Australian Aboriginal and Torres Strait Islander children and families.**

We do this by bringing together multidisciplinary research expertise, through leadership and industry partners to achieve our vision and purpose.

The Centre works closely with its collaborators throughout the globe to produce findings that are translated into practical improvements across all levels of Australia's health care system.

## Australian Indigenous HealthInfoNet

The Australian Indigenous HealthInfoNet, an integral part of Kurongkurl Katitjin, provides up-to-date, evidence-informed, and practical information to health professionals and community organisations working to improve health and wellbeing outcomes for Aboriginal and Torres Strait Islander people, families and communities.

## Giving Aboriginal children a better start in life

Edith Cowan University researchers have welcomed generous funding from the National Health and Medical Research Centre (NHMRC) Clinical Trials and Cohort Studies 2021 grant and Stan Perron Charitable Foundation to support a world-leading child development program aimed at giving Aboriginal children a better start in life.

The Foundation's funding will support the Maawit Maladjin (Maawit = young people, babies, Maladjin = growing, raising, developing) Clinical Trial, which will apply an internationally successful Care of Child Development (CCD) program to address childhood development vulnerabilities for WA's Aboriginal and Torres Strait Islander children.

ECU's Dean of Kurongkurl Katitjin and Director of Aboriginal Research Professor Dan McAullay will lead a global team and says this is a crucial first step to 'Closing the Gap' in early childhood development with expected lifelong benefits.



[Read more](#)



# Schools

**The university is organised into nine teaching schools, with each school responsible for ongoing research programs.**

## Arts & Humanities

One of the largest and most comprehensive schools of its kind in the Southern Hemisphere, Arts & Humanities offers a diverse range of programs covering media and communications, contemporary arts, design, psychology and social sciences, criminology and justice and the humanities.

## Business & Law

The School offers a comprehensive range of courses with major specialisations, as well as specialist industry-focussed degrees. Broad areas of study include Law, Management, Finance and Banking, Marketing and Commerce, with all courses delivering relevant theory, practical work experience and generic employability skills.

## Education

ECU has been at the forefront of teacher education for over 100 years and the School of Education is the largest in Western Australia. Courses are available in a range of early childhood, primary and secondary education settings.

## Engineering

One of the fastest-growing Engineering schools in Australia, with courses in the areas of civil, chemical, mechanical, electrical power, mechatronics, control and automation, electronics, communications, computer systems, naval architecture, marine and offshore engineering, and motorsports.

## Medical & Health Sciences

The school is home to learning and research in medical, biomedical, exercise and sports science and paramedical science, with courses in medical science, human biology, emergency medical services, public health, nutrition, environmental health, occupational safety and health, exercise and sports science and occupational therapy.

## Nursing & Midwifery

The school runs the largest undergraduate nursing program in Western Australia. A diverse and exciting mix of courses is offered to students, with courses being developed in consultation with industry groups and combining the latest theory with hands-on, practical experiences.

## Science

The school offers a diverse range of industry-relevant courses with a strong emphasis on practical skills in the laboratory or field. Science-based courses are offered in the areas of computing, information science, security science, biology, environmental science, chemistry, mathematics, and physics.

## Western Australian Academy of Performing Arts

Recognised nationally and internationally for the quality of its graduates, WAAPA provides the most comprehensive range of performing arts training in Australia. Employing world-class staff, the school enjoys state-of-the-art performance and teaching facilities.

## Kurongkurl Katitjin

Kurongkurl Katitjin is our Centre for Indigenous Australian Education and Research. The Centre plays a vital role in assisting ECU to meet its commitment to Indigenous peoples, supporting University-wide activities and programs, as well as activities specific to Aboriginal and/or Torres Strait Islander people and their cultures.



# About staff and students

## Staff

**We aspire to deliver an excellent people experience and set our employees and the University up for long term success.**

ECU has over 2000 strongly committed academic and professional staff employed on a full-time and part-time basis. ECU conducts a nationally benchmarked staff survey on a two-year cycle. The 2022 ECU Staff Survey results demonstrated continued high level engagement.

ECU was awarded Voice Project's "Best Workplace" 2020, being the first enterprise sized organisation (over 1000 employees) to win this award. Voice Project's "Best Workplace" awards recognise organisations that have achieved exceptional levels of employee engagement and satisfaction. The University has implemented a range of strategies to grow academic and research leadership capacity over the last 10 years. Most recently, this includes the Vice-Chancellor's Professorial Research Fellow scheme where a number of world class researchers were appointed to further build research at ECU.

The University provides career progression and pathways that support diversity in the academic population. This is achieved through varying the expected mix of teaching and research loads for staff through different academic classifications: Teaching and Research Scholar, Teaching Focused Scholar, Research Scholar, and Practitioner Scholar. ECU's staff profile has a high proportion of females (65%) and compares well against sector benchmarks for representation of women at senior academic and professional levels.

## Students

**We equip students with the confidence and practical skills to deal with whatever challenges may come their way.**

ECU enrolls over 30,000 students annually, with around 21% being international students studying at our Australian campuses. Of the total student body, 60% are female and 65% are studying full-time. ECU's South West Campus is located in the regional city of Bunbury, 200 km south of Perth, and has around 1,100 students. ECU has been ranked Australia's top public university for undergraduate overall experience, according to the national QILT (Quality Indicators in Learning and Teaching) survey results.

Our reputation for teaching quality was also highlighted in the 2024 Good Universities Guide, where ECU has achieved a five-star rating for teaching quality for an amazing 17 years in a row. The University was ranked in the top 400 in the Times Higher Education World University Rankings 2024, an annual list of the top universities based on their teaching, research, and international outlook.

**ECU is the top-rated public university in WA for student support, among Aboriginal and Torres Strait Islander students and the top university in WA for commencing undergraduate Aboriginal and Torres Strait Islander student success rates.**



### Rock Solid Foundations Alumni

We are immensely proud of the over 700 Aboriginal and Torres Strait Islander graduates. The sash pictured above, designed by Noongar Balardong artist Rohin (Dushong) Kickett, represents the resilience of Aboriginal and Torres Strait Islander people and the ripple effect that education has on their lives.

# Learning and teaching

ECU offers higher education courses in a wide range of disciplines including: Business, Creative and Performing Arts, Education, Engineering, Environmental Science, Hospitality and Tourism, Information Technology, Law, Nursing and Allied Health, and Psychology. It also offers a small number of VET courses in the creative arts through the Western Australia Academy of Performing Arts.

As a medium-sized institution that welcomes a diverse student cohort, we leverage a whole-of-university approach to sustaining and enhancing quality and an outstanding student experience across these disciplines. We have created a culture of excellence that centres the student experience and embraces collaboration and innovation. ECU's approach was recognised by TEQSA during ECU's re-registration in 2018, and awarded an Australian Award for University Teaching Program Award in 2021 for 'Inclusion in Action'.

## An exceptional student experience

In the QILT Student Experience Survey national report (2022) our students have rated ECU the top public university in Australia for Overall Experience, Skills Development and Student Support. Our international undergraduate students have also rated ECU the top public university in Australia for Overall Experience. The QILT Student Experience Survey is the only comprehensive survey of current higher education students from all universities across Australia, based on hundreds of thousands of responses.

An exceptional student experience is most strongly correlated with Teaching Quality, for which ECU has an enviable reputation. ECU has maintained a 5-star rating for undergraduate Teaching Quality in the Good Universities Guide for 17 straight years. That reputation continues to see ECU ranked 1st in Western Australia for Teaching Quality, and also for Overall Experience, Student Support, Skills Development, and Learning Resources.

The Australian Financial Review's inaugural Best University Rankings have ranked ECU 6th in Australia and the only WA university in Australia's Top 10. It's the first time in Australia's history that a university ranking system has recognised the traditional notions of excellence, such as research and reputation, as well as student satisfaction and equity.

## Contemporary infrastructure

We provide world-class, inclusive and engaging learning experiences across all modes of learning. This is supported by significant recent investments in physical and digital infrastructure including:

- A future-focussed suite of learning space types to enable active learning at scale
- A new learning management system to enable development of an expanded learning ecosystem
- Data and analytics to improve and enhance curriculum, teaching quality and student experience with a focus on success for diverse cohorts.
- Together this supports a commitment to the continual improvement of key outcomes including in retention and success.

## Empowered to succeed

ECU offers a comprehensive range of curricular and extracurricular activities to provide graduates with the skills and confidence they need for next steps into careers. ECU has a coordinated approach to employability activities which makes them much more visible to students, industries, and communities.

## Equity, diversity and excellence

ECU embraces its role as leader in contemporary equity, diversity and inclusive practices that widen participation and success for staff and students in higher education. Our aim is to foster an environment where everyone feels welcome, respected and supported to fully participate in their studies and employment. ECU does this by delivering an internationalised curriculum that fosters a sense of belonging for all students and staff, and maintaining an inclusive working environment that addresses inequalities of opportunity.

## Success for Aboriginal and Torres Strait Islander students

Our goal is for all students to engage with Aboriginal and Torres Strait Islander content, perspectives and histories. We achieve this through a whole-of-institution approach to success and retention for Aboriginal and Torres Strait Islander students and workforce.



# Research profile

## World-class research

Our world-class research transcends medical practice, driving health outcomes and quality of life. It leverages our unique geographical location, tying the natural environment to the built. It's also at the forefront of shaping our digital future, addressing the challenges of the digital revolution. And it shares the culturally rich society we live in today, informing and protecting communities, and developing creative practices.

Examples of our ground-breaking research include:

- Early melanoma detection through a blood test
- Exercise as medicine for cancer patients
- Metal filtration to improve wastewater quality
- Biometric security system for smartphones
- Seagrass sequestration as an indicator for climate change
- Improving childhood literacy standards
- Community resilience to climate change.

You can explore these projects and more at [ecuworlclass.com](http://ecuworlclass.com).

We have diverse foci for our research, bringing together multi-disciplinary teams to achieve extraordinary outcomes.

Our research has the greatest impact across the following general domains:

- Health
- Natural and Built Environment
- Securing Digital Futures
- Society and Culture

ECU's research in these fields meshes with, and contributes to, both Federal and State Government identified research priority areas.

ECU's research is dedicated to finding solutions for real world problems. This is highlighted by the range of industry partners we engage with, and the level of industry funding contributed to our research programs. Projects that range from environmental science and agribusiness, to advanced photonic/optical materials and health, delivery of \$10 million annually to ECU through industry funding.

ECU's partnership activities have focused on building common technical and methodological platforms for ongoing collaboration, and building a critical mass of high quality research expertise at ECU, in turn generating world-class research outcomes and sustainable new research programs, which attract competitive grants funding.



### Grant to help boost HPV vaccination among Aboriginal youth

ECU has been awarded more than \$900,000 in grant funding to improve human papillomavirus (HPV) vaccination rates among young Aboriginal and Torres Strait Islander people.

Spanning four years, the \$974,708 National Health and Medical Research Council (NHMRC) 2022 Ideas Grant has enabled the research team to co-create health promotion messages, develop and deliver a social media campaign with Aboriginal and Torres Strait Islander TikTok influencers.

The initiative reflects a commendable fusion of research prowess and digital influence, striving to empower communities for healthier tomorrows.

Follow [@obhvpv](#) or find out more here:  
[Instagram](#) | [Facebook](#) | [TikTok](#) | [Linktree](#)

# Benefits



## Empowering you to be you

ECU offers a strong and supportive culture, so you can bring your whole self to work.



## A learning organisation

ECU encourages its people to learn, develop and grow personally and professionally.



## World-leading teaching and research

ECU is at the forefront of teaching and research, breaking new ground in countless industries.



## A mission of recognition

ECU works hard to ensure everyone feels valued, celebrating achievements with a range of awards.



## Work that works for you

ECU provides flexible working arrangements and a variety of generous entitlements.



## Cutting-edge spaces and technology

ECU is home to state-of-the-art teaching spaces and technology that extend into the real world.



## Superannuation that's more super

ECU offers a range of generous salary packing options and 17% superannuation.



## Practical perks

ECU employees can access a range of deals, from banking and health insurances to gym and travel.



# The art

## About the art

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2023

**Danjoo Kaartdijin**

–Together Knowledge

The piece symbolises the instrumental role People and Culture play in fostering ECU's employee experience, prioritising our people and their wellbeing, valuing their diversity and nurturing their talent and potential. It shows a connectedness across our three campuses, all situated on Noongar Boodja (Country) and represents the educational tools that allow for growth, knowledge and wisdom for our ECU community in the past, present and future.

## About the Artist

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**Buffie Punch**

Noongar Yorga (Aboriginal Women of the Noongar Nation).

Buffie's family connections stem from Gnowangerup, a small town in Western Australia. She finds immense joy in spending time with her loved ones and holds a deep bond with her family. Much of her work is profoundly influenced by her family, cultural ties, spirituality, and relationships.

Through her artwork, Buffie can express herself wholeheartedly. She views art as one of the most powerful tools for storytelling, believing it to be a means of sharing narratives. With a lifelong passion for painting, drawing, and exploring various art forms, she finds herself particularly drawn to the challenge of conveying her spiritual, cultural, and life experiences to others through art.





## Contact us

To find out more about ECU,  
please visit [ecu.edu.au](http://ecu.edu.au)

## Employment opportunities

[ecu.edu.au/employment-opportunities](http://ecu.edu.au/employment-opportunities)

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