

# Welcome to ACU



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## Acknowledgement

ACU acknowledges Aboriginal and Torres Strait Islander Peoples' culture and heritage and the traditional custodianship of the lands on which the university is situated.



**It's what  
you do  
that  
defines  
who we  
are.**

### Welcome to Australian Catholic University

We believe our number one asset is our people. It is your character, your enthusiasm and your commitment that makes us a university like no other. Whatever your role within our organisation, from academics to research fellows or professional staff, it is *you* that makes us *us*.

At ACU, we pride ourselves on offering a welcoming environment for everyone. I hope that you will champion our values and work with us to create a place of work and learning that is unlike any other in Australia, or the world.

Best wishes on your journey and welcome to ACU.

### Professor Zlatko Skrbis

Vice-Chancellor and President, ACU

# Our mission and identity

## In truth and love

*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.*

**As a Catholic university, we're guided by our clear mission, strong sense of identity and our organisational values. Each of these influences the decisions we make and guides our staff and students in their day-to-day lives.**

Our mission is central to our work at ACU, and we are constantly striving to bring it to life. At ACU we:

- develop the whole person within their communities and across their life stages
- empower people as they learn, develop and grow with resilience
- enable people to flourish at all stages of their life and foster experiences that have meaning, purpose, and build belonging
- use research to identify and address real-world problems and make a positive impact
- are a catalyst of positive change in our communities and societies.

You don't need to be Catholic to work or study with us. Across our university, staff and students of all faiths – or none – work within the framework of respect for our mission and tradition and commit to the pursuit of knowledge, the dignity of the human person and the common good.

According to recent surveys, around a third of our staff identified as practising Catholics. We have a great diversity of different perspectives and viewpoints – and we wouldn't have it any other way.

In fact, we think that's one of our greatest strengths.

What's important to us is that you value the benefit of a good education, the ongoing pursuit of knowledge, the dignity of every human person, and share our passion for community outreach.





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### DID YOU KNOW?

Our Signadou campus in Australia's capital city, Canberra, has a saltwater, solar-heated swimming pool on campus grounds.

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## Domus – a home for our staff

You may wonder how ACU differs from other universities. ACU is both a public company and a Catholic university, and as a Catholic university, we have values and traditions that are particularly important to us. Catholic intellectual tradition is particularly valued, and we encourage you to think of this as forming the heart of our university.

In addition, the university aspires to be a place of belonging for our staff by developing an authentic academic and professional community. We believe the experience of connection, belonging and a common purpose contributes to a sense of flourishing in the workplace that you will enjoy, benefit from and want to share with others.

Whatever your faith or culture, and whether you are an academic or professional staff member, there are many opportunities both for learning and for contributing here at ACU.

# Our values

ACU is founded on a long history of commitment to truth, excellence and service, all within the Catholic intellectual tradition. Our values guide us in living out our mission.



## TRUTH

ACU is a place where faith and reason are explored in search of truth.

## EXCELLENCE

The pursuit of excellence underpins our efforts in teaching, research and engagement.

## SERVICE

We are a university of service. We seek to improve the lives of others through compassion, empathy and respect.



# Our vision



As a leading Catholic university, we will enable flourishing lives, foster thriving communities and forge an ethical future.

In 1991, Australian Catholic University opened as a publicly funded institution. Through faith and reason, the university aimed to promote academic excellence, serve communities and address societal challenges.

Since that time, ACU has been working to fulfil this ambition.

Released in 2024, Vision 2033, sets the strategic direction for the next stage of ACU's journey.



## FLOURISHING LIVES

To flourish, individuals require intellectual growth, a sense of wellbeing and moral purpose. This enables them to find fulfilment in their personal and professional lives.



## THRIVING COMMUNITIES

Thriving communities are healthy, secure and inclusive. They nurture social connection and provide opportunities for all.



## ETHICAL FUTURE

An ethical future is one that promotes human dignity and the common good above all other considerations.

Our Mission, together with our strong foundations inform our strategic direction and focus areas to ensure that we achieve Vision 2033.

# ACU at a glance\*

We have a **Leadership Centre in Townsville** that links veterans, serving Australian Defence Force personnel and their families with support and access to educational opportunities

**1.65%** of our workforce identify as Aboriginal and Torres Strait Islander

ACU is **Australia's only** public Catholic university and is part of the government-funded national system of Australian universities

The last academic promotion round achieved a **76%** overall success rate

**484** staff have completed more than 10 years of service

ACU has **eight campuses**, seven in Australia and an international campus in Rome, Italy

\*Data current as of April 2024



## DID YOU KNOW?

Our Nursing, Midwifery and Paramedic students train in state-of-the-art simulation wards and fully fitted ambulances complete with realistic mannequin patients.

The Melbourne campus simulation wards form part of the State Emergency Plan and can be converted to a functioning hospital in the event of a catastrophic disaster.





# Our history

We're a young university built on centuries of Catholic tradition.

ACU was opened on 1 January 1991 following the amalgamation of four Catholic tertiary institutions:

- Catholic College of Education Sydney in New South Wales
- Institute of Catholic Education in Victoria
- McAuley College of Queensland
- Signadou College of Education in the Australian Capital Territory.

These institutions had their origins in the mid-1800s, when religious orders became involved in preparing teachers for Catholic schools and, later, nurses for Catholic hospitals.

## 1990

The Catholic College of Education formally handed responsibility for the college and its operation to ACU for both Strathfield and North Sydney campuses.

Mercy and Christ Colleges became ACU's two Melbourne campuses.

The Catholic Institute McAuley College formally handed responsibility to ACU for the Brisbane campus.

The Signadou Dominican College of Education formally handed responsibility for the college and its operations to ACU for the Canberra campus.

## 2003

Brisbane Campus was established in Banyo.

## 2000

Melbourne Campus was established in Fitzroy.

## 2013

Adelaide Campus was established in Thebarton.

## 2022

ACU Online was established.  
Rome campus established in Monteverde.

## 2021

Adelaide Campus was redesignated the ACU Adelaide Leadership Centre.  
Blacktown Campus welcomed its first intake of students.



# The ACU difference\*

We are recognised globally as a leader in tertiary education. See what sets us apart.



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We're in the **top 10 Catholic universities worldwide.**

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Health Sciences is the largest faculty in the university, with more than **16,000 students enrolled.**

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ACU graduate nurses are held in high regard for their **clinical skills, quick thinking and compassion.**

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We are ranked in the **top 100 universities for education worldwide**, with more than 10,000 students enrolled in the Faculty of Education and Arts.

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Students graduate with a qualification employers want from a university ranked in the **top 2 per cent of universities in the world.**

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We are ranked **14th in the world for nursing.**

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We have **over 200 clinical nursing partners** who welcome our placement students.

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We're **1st in Australia for theology, divinity and religious studies.**

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We've been awarded **five stars** for learning engagement, skills development and graduate salary for our undergraduate students.'

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There are more than **31,000 students enrolled** at ACU.

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ACU has more than **132,000 alumni.**

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More than **3,800 international students** from 108 countries choose to study at ACU.

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## DID YOU KNOW?

We run Away from Base courses so that our First Peoples students are able to maintain their connection to country while they study.

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# Our commitment to equity, diversity and inclusion

ACU's commitment to equity, diversity and inclusion is aligned with our mission and values. This approach enables us to provide an inclusive and respectful working and learning environment where we can be our best selves and feel safe, engaged and empowered. We:

- have a **Gender Equality, Diversity and Inclusion** Framework and Gender Equality Action Plan that guide our priorities and areas of focus
- successfully achieved the prestigious Athena Swan Bronze Award accreditation and our Athena Swan action plan will further embed gender equality, diversity and inclusion outcomes
- have a strong commitment to attracting, retaining and developing Aboriginal and Torres Strait Islander staff as well as ensuring that our university is a culturally inclusive and safe space for staff and students
- welcome applications from people with disabilities and provide adjustments to ensure a welcoming and inclusive environment
- embrace people from all nationalities and cultural and religious backgrounds and welcome opportunities to celebrate cultural diversity
- have zero tolerance for discrimination, harassment and/or bullying
- have an Ally Network of staff who support the university's pastoral commitment to providing a safe, inclusive and respectful environment for students and staff who identify as being lesbian, gay, bisexual, transgender, intersex or queer, or as having any other sexuality or gender-diverse identity (LGBTIQ+)
- understand the importance of providing effective family-friendly workplace practices and practical support for parents and carers
- are recognised for our generous and flexible parental leave provisions which are leading practice across higher education
- offer a range of flexible working options to support our people to manage their work-life balance.



# Campus fun facts



## **BALLARAT – AQUINAS**

Our Aquinas Campus is set in the historic gardens of Carn Brea located on Wadawurrung Country. Our campus brings vibrant student life to small country town living. It's nestled between the city centre and a short walk from beautiful Lake Wendouree. Each year, a mock code black emergency exercise takes place on campus involving police, CFA, SES and final year ACU paramedicine students. The activity contributes to public safety partnerships between state and local jurisdictions and puts students to the test during a multi-agency casualty simulation.

## **BLACKTOWN – SAINT JOSEPHINE BAKHITA**

Our newest NSW campus sits in the heart of Greater Western Sydney, opposite the Blacktown train station on Darug Tribe Country. We've partnered with Blacktown City Council and local organisations to create something beautiful – a personal, supportive campus community that offers innovative, quality higher education courses on your doorstep. Our Blacktown Campus was named in honour of St Josephine Bakhita, patron saint of Sudan and victims of slavery.

## **BRISBANE – MCAULEY AT BANYO**

Spanning a 40-hectare site, our McAuley campus is in the light, leafy capital of Queensland on 1100 Nudgee Road in Banyo. The campus is gorgeous. Once a Provincial Seminary, with history dating back to 1863, the campus is situated on Turrabul and Jaggera Country. It's a green campus with a striking mix of historic and modern buildings. You can make use of a free shuttle bus service between key train stops and the campus.

## **CANBERRA – SIGNADOU**

Located on 223 Antill Street, our Signadou Campus is based in the suburb of Watson and situated on Ngunnawal Country. The name Signadou derives from a legend associated with Dominic de Guzman, who founded the Dominican Order in the 13th century and means "sign of God". The Canberra Campus has an impressive new state-of-the-art multi-purpose court that features basketball, netball, futsal and volleyball.

## MELBOURNE – ST PATRICK’S

Our Melbourne Campus in Fitzroy was established after ACU’s existing two Melbourne campuses (Mercy and Christ) were formally amalgamated. This campus is situated on Wurundjeri Country, right around the corner from Gertrude St (recently named second coolest street in the world). Australia’s first saint, St Mary MacKillop, was born on Brunswick Street right opposite our St Patrick campus.

## NORTH SYDNEY – MACKILLOP

Closest to the CBD, our North Sydney campus is located on Cammeraygal Country, at 40 Edward Street. A quick 5-minute train ride over the famous Sydney Harbour Bridge from the Sydney city centre will take you to our conveniently located campus. We’re surrounded by tall buildings, cafes and shops and provide a pocket of peacefulness within a vibrant corner of Australia’s largest city. The campus was named MacKillop to recognise the ongoing support and work by Mary MacKillop and the Sisters of St Joseph.

## STRATHFIELD – MOUNT SAINT MARY

We’re situated on 25A Barker Road, in one of Sydney’s oldest suburbs west of the Sydney city centre. Located on Wangal Country, the campus is near the beautiful Bicentennial Park, Sydney markets and DFO. You can make use of a free shuttle bus service between key train stops and the campus. Our Strathfield campus has a state of the art FIFA-certified synthetic football pitch that is also an interchangeable cricket pitch.

## ROME

Just 3km from Vatican City, ACU Rome Campus is centrally located near the trendy suburb of Monteverde. It offers students an incredible opportunity to live and learn in one of the most fascinating and historically rich cities in the world. The grounds have plenty of places to relax in lounge areas and on terraces that offer views over Rome.



# Benefits of working at ACU

Working here brings you some great benefits.



## A WELCOMING COMMUNITY

We strive to serve our mission through our core values - Truth, Academic Excellence and Service. This means that in joining ACU you will:

- Be part of a welcoming community that embraces people of all faith or none.
- Encounter a respectful atmosphere of diversity across our community, guided by the principles of our Catholic faith and traditions.

## SUPPORTING WORK-LIFE BALANCE

We are committed to supporting work-life balance for our staff.

- Regular breaks from work are an important contributor to our sense of wellbeing. ACU provides a range of leave entitlements to help you achieve a healthy work-life balance and ensure you have the time you need to recharge, as well as the flexibility to get your best work done. We offer paid time off including annual leave, personal leave, parental leave, cultural/religious leave, carers leave and even grandparents leave.
- We are committed to creating an engaging, diverse and productive workplace that provides flexibility in when, where and how work is done, wherever possible. **Working flexibly** can include changing hours, patterns or the location of work.
- You have the right to switch off. We're the first university in Australia to implement a Right to Disconnect policy, promoting staff wellbeing and encouraging work-life balance.

## KEEPING YOU WELL AND ACTIVE

We offer a range of benefits to help you get active and stay healthy.

- Join **ACU Active**, your local campus walking group or the Banyo campus pool lap club.
- Take up our **Fitness Passport** program and get access to hundreds of gyms and pools. This health and fitness program provides discounted access to gyms and pools close to home or work for a single fee. You can bundle your family into the membership so your whole household can take advantage of the discounted rates.
- Get discounted health insurance through BUPA. Find out about Bupa's Health and Wellness program or take advantage of **BUPA Corporate Health Cover**.



## YOUR PAY

- Our remuneration package is competitive and aligns with the sector.
- Staff are entitled to generous superannuation benefits to help you achieve financial security during your retirement. We pay 17 per cent employer superannuation contributions to eligible staff. Learn more through the online financial wellbeing tools and resources provided by our default superannuation provider UniSuper.
- Eligible staff can access salary packaging that enables you to receive part of your income in the form of benefits, to potentially maximise your take-home pay.

## ADDITIONAL SUPPORT WHEN YOU NEED IT

- Our Employee Assistance Program (EAP) offers a 24/7 service, rapid response times and emergency telephone counselling to help staff proactively improve their wellbeing. EAP also provides a helpful support service to managers and supervisors navigating people issues.
- Our **Campus Ministry** team are here to provide pastoral support for you through social events, reflection and prayer experiences, or if you just need to chat.

## HELPING YOU GROW AND DEVELOP

Learning is part of our culture. We love providing our staff with opportunities to grow and develop their career.

- You can access study time in the form of paid leave of up to 130 hours per year to undertake a course of study and attend lectures and tutorials, complete assignments and prepare for exams.
- We'll reimburse you for up to 50 per cent of the costs for each unit you study to encourage your commitment to continuous learning.
- We cover the costs of any professional registration expense that's a requirement for your employment here.



## RECOGNISING YOUR CONTRIBUTION

Our staff are the heart of our institution, and we recognise your achievements.

- We support our academic staff through an annual academic promotions round to recognise achievements across all areas of academic activity, consistent with the university's mission and strategic priorities.
- We provide opportunities for professional staff to broaden their skills and experience and enhance career prospects through internal secondments.
- We proudly acknowledge and showcase the accomplishments of our people by encouraging performance excellence. We invite staff to submit nominations via the annual **Vice-Chancellors Staff Excellence Awards program**.

# Caring for our home and community



Our staff are custodians of the university. As custodians, we have a duty to leave the university a better place than we found it. We can do this by always thinking about the best interests of the university both in the immediate and longer term.

We have a strong commitment to sustainability. Among other actions, we've actively increased our energy efficiency across our campuses and reduced our water consumption. We're constantly looking at ways to improve the sustainability of our campuses, whether that means designing and building new garden projects, working with architects to design new buildings to meet Australian best practice, or encouraging staff to make small changes like turning off lights in meeting rooms when they're not in use.

We value community engagement as a key way of serving the common good and our staff can apply for 5 calendar days per year to participate in approved community engagement activities during normal work hours. We've also established the Clemente Australia program for community members experiencing multiple disadvantages, offering the opportunity to study through pathway programs.

## WE'RE PROUD OF OUR PROGRESS:

We're the first university in Australia for energy efficiency. All our Australian campuses are **100 per cent powered by renewable energy**

We have more than **300 bike parking spaces**

Our water consumption is **half the sector average**

We've eliminated more than **10,000 single-use plastic bottles**

We are part of the **Australian Catholic Anti-Slavery Network**, working with more than 30 other Catholic organisations to identify and manage modern slavery risks in supply chains

More than **3,500** of our students have completed community engagement placements



# Frequently asked questions

## WHERE DO I GO TO FOR HELP AS A NEW STARTER?

Your supervisor is there to help and will provide you with everything you need to know. You can also contact the Service Central team on (07) 3623 7272 or reach out for an online chat for advice and support about a range of services across the university. Service Central also have hundreds of frequently asked questions designed to help new starters.

## HOW OFTEN WILL I BE PAID?

We get paid fortnightly. You can see an overview of the payroll calendar dates [here](#).

## HOW DO I LOG INTO ACU SYSTEMS?

Once you commence, you'll receive details to sign in to all platforms. Your supervisor can also assist you with this.

## WHAT'S THE BEST WAY TO TRAVEL TO WORK?

How you get to campus is important: it impacts our local communities, our environment and your health, wellbeing and finances. Your transport options may include train, bus, tram, walking, cycling and driving, depending on your campus. Check out the [Transportation Options](#) for your campus.

## CAN I ACCESS SPORTING FACILITIES?

You sure can. You'll have access to a range of different facilities that support an active lifestyle: take a swim during lunch in Brisbane, run on the national-level soccer pitch in Strathfield or play tennis on the rooftop in Melbourne, to name just a few of the options. Find out more [here](#).

## HOW DO I REQUEST A FLEXIBLE WORKING ARRANGEMENT?

You can start by talking to your supervisor to find out what type of arrangement best suits your situation. Options include changing hours, patterns or location of work or compressing your hours. Find out more about [flexible working](#) at ACU.

## HOW DO I GET A STAFF IDENTIFICATION CARD?

Once you accept your offer, you will receive a confirmation email with instructions to upload your details along with a passport-quality photo. We'll then have your card ready for collection when you come onto campus.

## WHAT ARE MY LEAVE ENTITLEMENTS?

We offer a range of different leave to support wellbeing, the employee lifecycle and professional development. Find out more information on our [Leave](#) webpage.

## HOW DOES ACU SUPPORT WORKING PARENTS?

You can access sector-leading parental and carer's leave provisions that support primary carer parents and their partners. We also provide support for adoptive and foster parents [Explore Supporting Parents at ACU](#).

## IS THERE AN INDUCTION PROGRAM AT ACU?

Of course! We want you to feel welcomed and supported as soon as you start your new role. Once you officially start with us, you'll receive email prompts inviting you to begin your induction.

*Disclaimer (April 2024): Information correct at time of printing. The university reserves the right to amend, cancel or otherwise modify the content without notice.*

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