

ANU by 2025

Australia's national university

Strategic Plan on a Page 2021 – 2025

Our Purpose To serve society through transformational research and education

Our Vision ANU will be among the great universities of the world and driven by a culture of excellence in everything we do

Our Motto *First, to know the nature of things*
Naturam primum cognoscere rerum

Our Values

Academic
freedom and
integrity

Respecting,
celebrating and
learning from
First Nations
Peoples

Inclusion,
equity and
diversity

Truth-seeking,
transparency and
accountability

Fairness
and justice

Safety and
wellbeing

Respectful
collegiality

Strengthening our national mission and meeting our unique responsibilities

- Develop and disseminate new ideas to increase innovation, understanding, democratic participation and prosperity
- Meet our responsibilities to the Asia-Pacific region with work informed by specialist knowledge and networks
- Test and share new ideas for the Australian higher education sector
- Chart a better future for health and wellbeing in Australia and beyond
- Contribute to global environmental sustainability
- Engage with First Nations Peoples through academic work, convening key conversations, and the study of First Nations traditional knowledge
- Pioneer a new approach to engineering and tech design and build new national capabilities in data-driven policy and business development

Conducting research that transforms society and creates national capability

- Focus on collaboration to create and inform beneficial solutions for society
- Develop significant research infrastructure and make it accessible to all
- Translate and communicate our research and shape national and global debates
- Create at least one major societal transformation from work originating at ANU
- Collaborate with Asia-Pacific neighbours to address regional issues
- Provide distinctively outstanding support and opportunities to our early and mid-career academics
- Support and incentivise all ANU staff to work innovatively and collaboratively in support of research excellence
- Provide research-enriched teaching and an outstanding PhD experience

Delivering a student experience equal to the world's best

- Offer an outstanding campus life and residential experience
- Provide seamless services from pre-enrolment to graduation and alumni membership
- Overcome barriers to admission created by disadvantage and be accessible to all students with talent and potential to succeed
- Deliver academically rigorous, high quality, inspiring programs of study
- Create a physical and digital campus, which is inclusive, supportive and nurturing
- Build distinctive non-degree offerings that engage creativity and talent

Being a standard-bearer for equity and inclusion

- Provide a distinctively inclusive, supportive and collegial environment for all
- Be a demonstrated champion of our institutional values
- Ensure our digital and physical campus and its services are accessible to all
- Enhance the social cohesion, wellbeing and collaborative culture of our community
- Lead in the recruitment of students from Indigenous, rural and low-SES backgrounds
- Renew our recruitment and staff development practices to drive equity, diversity and an enhanced staff journey
- Enrich data capability so decisions lead to greater equity and diversity
- Ensure a working environment that increases staff happiness and productivity
- Have zero tolerance for behaviour that falls below our standards and contravenes our values

What does success look like?

- Be second to none in Australia in all areas where we conduct research
- Be a catalyst for societal transformation
- Provide a distinctively inclusive, supportive and collegial environment in which to learn and work
- Be the preferred University in Australia for students
- Deliver exceptional graduate outcomes in Australia
- Strengthen strategic government partnerships
- Reflect and value the diversity of Australia
- Be a trusted national institution