

ACU People Plan

2022-2025

Our mission: Within the Catholic intellectual tradition and acting in truth and love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.

We have long understood and valued the contribution of our people and, while our future success will depend on many factors, we know that excellence in education, research and engagement is only possible because of our people. The plan sets out six inter-related pillars aligned with and in support of ACU's overall mission and strategic priorities.



Leadership capability to bring life to our mission

- Build leadership capability.
- Develop critical role succession plans.



Professional growth and outstanding careers to enable potential

- Support staff to grow and develop.
- Foster a feedback and coaching culture.
- Enable outstanding career pathways for academic and professional staff.
- Increase visibility and transparency of the academic promotions process.



Employing the best people for our future success

- Recruit the best people with the right skills and values alignment and who feel 'at home' at ACU.
- Leverage the unique strengths of ACU as a Catholic university in recruitment.
- Develop ACU's next Aboriginal and Torres Strait Islander Employment Plan.



Health, safety and wellbeing in a supportive and caring culture

- Foster a culture and work practices that enhance staff health, safety and wellbeing.



Diversity and inclusion – we welcome everyone

- Promote and support a diverse workforce and a culture of inclusiveness.



Engaged and enabled workforce - free to focus on what matters

- Enhance staff communication and listening mechanisms.
- Consider the current and future attributes of active and vibrant workplaces at ACU.
- Provide staff feedback and HR data to support decisions and build engaged teams.
- Curate a 'fit for purpose' set of contemporary people policies and supporting practices.
- Identify and remove barriers to getting work done to free up staff to focus on what matters.