



University Council Skills Matrix

FINANCIAL AND COMMERCIAL SKILLS		University Governance Framework Reference	Rating	Proposed Ideal Metric
Financial Literacy	(115) at least two members with financial skills and qualifications		Essential	3 members with 5
Financial Management			Essential	3 members with 5
Accounting			High	2 members with 4
Investment Management			High	2 members with 4
Commercial			Essential	3 members with 5
Business Development / Revenue Generation			High	3 members with 5
HIGHER EDUCATION INDUSTRY EXPERIENCE		University Governance Framework Reference	Rating	Proposed Ideal Metric
Higher Education Management	(116) should include external members with a superior knowledge of the higher education and research sectors		Essential	2 members with 5
Research and Development			Essential	2 members with 5
Staff Safety and Wellbeing			Essential	1 member with 5
Student Safety and Wellbeing			Essential	1 member with 5
Academic Governance			High	1 member with 5
International Education			High	1 member with 5 and 1 member with 4
Learning and Teaching			High	1 member with 5 and 1 member with 4
Regulations, Legislation and Policy			Medium	2 members with 4

STRATEGIC AND OVERSIGHT SKILLS	University Governance Framework Reference	Rating	Proposed Ideal Metric
Corporate Governance and Ethics	(117) possess specific skills, qualifications and experience that are relevant to the achievement of the University's mission and the development of the University Strategy	Essential	4 members with 5
Strategy (Development and Implementation)		Essential	4 members with 5
Audit and Compliance		High	1 member with 5 and 1 member with 4
Legal		High	1 member with 5
Philanthropy		High	1 member with 5 and 1 member with 4
Quality Assurance		High	1 member with 5 and 1 member with 4
Risk Management		High	1 member with 5 and 1 member with 4
Stakeholder Engagement		High	1 member with 5 and 1 member with 4
People and Culture		Medium	2 members with 4
Entrepreneurship		Medium	1 member with 4
Public Relations and Marketing		Medium	2 members with 4
RELATED INDUSTRY EXPERIENCE			
Agriculture		Medium	1 member with 4
Cybersecurity		Medium	1 member with 4
Government (State/Federal)		Medium	2 members with 4
Information Technology		Medium	1 member with 4
Health/Medicine		Medium	1 member with 4
Regional Development		Medium	1 member with 4



BOARD EXPERIENCE		Rating	Proposed Ideal Metric
Non-Executive Director Experience		Medium	5 members with 4
Director/Senior Manager Experience		Medium	5 members with 4
Not-for-profit Experience		Medium	2 members with 4
For-profit Experience		Medium	2 members with 4
AICD Foundations of Directorship Course (min)	5 = Completed AICD Foundations of Directorship or Company Directors Course	High	50% of members with 5
PERSONAL ATTRIBUTES		University Governance Framework Reference	Rating
Gender equity	(121)a. to maintain, as far as is practicable, at least 40% representation of female members and 40% representation of male members on the Council and its committees	Essential	40% female 40% male
Rural and Regional	(121)b. to maintain representation of members with a connection to rural and regional areas at least 50% of new appointees	Essential	50%
First Nations	(121)c. to encourage participation by appropriately qualified First Nations people and to identify opportunities for involvement of First Nations people in the work of the Council	Essential	At least 1 First Nations member



Document history

Approval date	Resolution or delegation	Nature of Amendment
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