



Australian University of Theology

# 2024 Annual Review



## Goals and Strategic Plan

The Australian University of Theology is an Australian University, leading and fostering a robust consortium of Affiliated Colleges, which actively engage in scholarship and collaborate in the provision of theological education. The University's chief purpose is to collaborate with its Affiliated Colleges to equip people to faithfully serve God's church and God's world primarily by the provision of quality-assured courses in theology and ministry.

AUT's strategic plan is in all things, to give glory to God, by serving students through:

- excellence in Christian teaching, research and scholarship;
- a healthy consortium of Affiliated Colleges;
- regulatory compliance that is a witness to our Christian faith; and
- becoming more like Christ.

This report covers key performance measures and major developments during 2024.

Further detail on standing policies and operations of the University may be found on the AUT website at [aut.edu.au](http://aut.edu.au)



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## ACTING CHANCELLOR'S REPORT

In its 134th year, the Australian University of Theology has undergone significant change for the better. We rejoice in the goodness of God as we seek to worship him with renewed and transformed minds, so teachers, staff, students and graduates will discern God's good, acceptable and perfect will.

True to its original purpose "to foster and direct a systematic study of Divinity", AUT has continued to nurture theological education through its network of Affiliated Colleges.

The scale of the enterprise is significant. Over seven hundred students graduated with awards in 2024. The University is and remains the largest theological education provider in Australia. Yet the measure of achievement is not quantity alone; quality is of paramount importance. Here AUT excels. In the Student Experience Survey results published in 2023, we scored our highest levels of overall satisfaction since the survey began in 2015. Based on all available published rankings at the time of writing, in the entire period of the survey data published so far (2015 to 2023), we continued to score first in every year for higher education providers over 1,000 students (including all universities), with an overall satisfaction response of 95%, higher than every university and exceeding the university average by over 18 points. These outstanding results are a testament to the knowledge, skills, expertise, care and character of the dedicated staff of the Affiliated Colleges.

In addition to its excellent teaching credentials, the research reputation of the University continues to grow. The ongoing development of the Graduate School of Research provides a focal point for research and research training, further consolidating the mature research culture of the University. In 2024, our scholars and HDR candidates were again able to gather with international colleagues, continuing to build on the meetings held in previous years. AUT scholars have continued to produce research which speaks to the academy as well as scholarship which explores the implications of that research for the church and society. These research findings are also incorporated into our teaching and learning.

The management team have been outstanding in dealing with various challenges in 2024. The Dean, now Vice-Chancellor, Professor James Dalziel, had sabbatical leave for six months, and I acknowledge the extra work and responsibility undertaken so well by Edwina Murphy and Simon Davies, in particular.

Our quest for University status came to a positive conclusion with the decision of the Tertiary Education Quality and Standards Agency (TEQSA) to register us as an Australian University on 20<sup>th</sup> December 2024. This followed a positive outcome and strong endorsement of our case in the Administrative Appeals Tribunal. In other TEQSA news, we were also delighted to achieve registration for the coming seven years without any conditions.

The Board of Directors (now Council) places a very high value on good governance. The Annual General Meeting in May 2022 unanimously approved a significantly revised constitution, which provides for members from a much wider group of current ACT stakeholders, including Anglican, Baptist, Presbyterian and Reformed denominations, and mission organisations such as CMS Australia and Pioneers Ministries. In 2024 the constitution was modestly revised to refine the implementation of the 2022 revisions together with other relevant updates (a further revision of the constitution was made in early 2025 to reflect our registration as an Australian University, including a change of company name to the Australian University of Theology Limited).

On a personal note, I sincerely thank Greg Hammond for his service in his role as Chair of the Finance, Risk, Audit and Compliance Committee and his outstanding effort in leading the work on amending the Constitution; and Andrew Bain for his role as Acting Chair of the Academic Board in 2024. I am grateful to Michael Vos for joining the Board of Directors during 2024, and I'd especially like to thank Roger Lewis for his role as Chair of the Board during 2024. We are sad Roger had to step down from the Board just after we were granted university status. Roger chaired the Board with warmth, grace, prayerfulness and a deep commitment to AUT and to Christian witness.

Bishop Paul Barker

Acting Chancellor



## VICE-CHANCELLOR'S REPORT

I continue to be grateful to our God for His support as I seek to serve the AUT Consortium. I am thankful to the many people who pray for me in my role.

During 2024 the AUT has continued to offer outstanding teaching and research in a continually changing tertiary environment. The past year has seen two significant changes for the AUT itself:

(1) TEQSA reregistered AUT for another seven years without any conditions in August 2024, and

(2) TEQSA changed our Provider Category from an Australian University College to an Australian University (with a specialised focus) in December 2024.

### STUDENT EXPERIENCE, WELLBEING AND SAFE ENVIRONMENTS

The AUT and Affiliated Colleges continued to provide excellent support to students as exemplified in AUT's high student ratings in the Student Experience Survey (SES), which were among the highest the AUT has ever received (95% overall satisfaction in undergraduate students, which ranks AUT first among all higher education providers with over 1,000 students, including all universities).

AUT continued to score highly on the SES freedom of expression measure (97%, compared to the sector average of around 86%). This measure covers three questions: 'I am free to express my views at [institution name]'; 'Academics are free to express their views at [institution name]'; and 'I am

free from discrimination, harm or hatred at [institution name]'.

The AUT and Affiliated Colleges continued to manage a range of wellbeing and safe environment issues. In accordance with the new Support for Students Policy, which was enhanced following legislative amendments which took effect 1<sup>st</sup> April, AUT and its Affiliated Colleges provide access to a range of student support services, and monitors students at risk of poor progress.

Responding appropriately to the issue of Sexual Assault and Sexual Harassment (SASH) is important in the context of higher education just as it is in society more broadly, and 2024 has seen further emphasis on SASH issues in the higher education sector. The AUT's Sexual Assault and Sexual Harassment Taskforce reports to the Council through the Vice-Chancellor. The taskforce includes student representation and monitors and advises on AUT's responses to sexual assault and sexual harassment. AUT has continued to be part of a 'Community of Practice' with other higher education institutions for addressing SASH issues. AUT continues to work with Affiliated Colleges to provide training and support to college SASH Officers. In addition, the University is a member of the National Redress Scheme.

The University has a Disability Reference Group to promote the inclusion of students with disabilities through curriculum development, teaching and learning strategies, and support resources and services. The group also seeks to promote theological exploration of disability.

AUT is developing approaches to instilling an institutional culture of respect for Aboriginal and Torres Strait Islander (ATSI) peoples. It first adopted Acknowledgement of Country and Welcome to Country Guidelines in 2021, and an Acknowledgement of Country is standard practice for ACT meetings. Following a review and revisions in 2023, updated Guidelines were implemented during 2024, and they are currently undergoing further revisions. The Aboriginal and Torres Strait Islander Consultation Group is an ongoing part of the University's yearly schedule of meetings.

In 2024 a new Reference Group for Languages Other Than English (LOTE) was formed to support the three Affiliated Colleges that teach in Chinese (Chinese Theological College Australia, Melbourne School of Theology and Brisbane School of

Theology) with a member from each of these colleges as well as other relevant representatives.

During 2024 AUT partnered with the Australian Defence Forces (ADF) to foster pathways for AUT students and graduates to become full-time and part-time Chaplains in the ADF (further details are available at <https://aut.edu.au/defence-force-chaplaincy-opportunities/>). I am particularly grateful for the support of Colonel Stephen Brooks (Director, Chaplain Recruiting – Army) and Bishop Grant Dibden (Anglican Bishop to the ADF), together with all the other ADF and AUT Affiliated College staff who have supported this initiative. A highlight of this partnership was the opportunity for staff from five AUT Affiliated Colleges and I to meet with ADF leaders involved in Chaplaincy on 13<sup>th</sup> May at Victoria Barracks, Paddington.



After an extensive consultation process, Malyon College in Queensland merged into Morling College, with the new structure to take effect from the start of 2025. Morling will continue to operate a campus and support students at the site of Malyon College, to be known as Brisbane Malyon Campus. I'd like to thank all the staff of Malyon College for their faithful service over many years, and I'd particularly like to acknowledge the Malyon Principal Rev Dr Peter Francis for all his efforts, including his care and support for me in my role.

## ENROLMENT TRENDS

There was a 2.3% decline in total enrolments (by student load in AQF courses) in 2024, following the 8.9% decline in 2023. While the pattern is uneven across Affiliated Colleges, with some stable or even growing at times, declining enrolments have presented an ongoing challenge for AUT and many Affiliated Colleges, as they do for most providers in the theology sector. Recent overall data suggest a shift closer to more stable enrolment figures rather than significant decline, but the future remains hard to predict.

As noted in the past, AUT has conducted research on the reasons for this decline, and there is no simple answer, but the impact of COVID-19 and a general decline in theological education in much of the Western world appear to be major drivers. Enrolment patterns will remain a significant interest for the foreseeable future.

## PROVIDER CATEGORY STATUS OF AUT

ACT continued its appeal with the AAT in 2024 regarding registration as an Australian University (with a specialised focus). By way of background, after submitting its research evidence in December 2022, this evidence was assessed by two eminent experts in religious studies, and each praised the research of the ACT, stating that it was "at world standard" (which is the central requirement for university status). A third combined report by two eminent general higher education experts also affirmed the ACT as being "at world standard". TEQSA did not accept this evidence.

The main hearing was held in mid-December 2023, but the final day of the hearing for closing statements was postponed by the AAT Member to 27<sup>th</sup> March 2024. A decision was handed down on 11<sup>th</sup> October. The [decision](#) was a strong endorsement of AUT's case, particularly on the issue of world standard research. Notably, the decision took the view that AUT's research had been at world standard since 2016 (paragraph 181 of decision).

In addition, the decision made the following comment about TEQSA's behaviour (paragraph 236):

*At this juncture, before I move on to address these concerns and the balance of ACT's third primary contention, it is appropriate that I say something about the Respondent's [TEQSA] conduct in assessing ACT's application for Australian University categorisation. In my view, the Respondent has subjected ACT to an unnecessarily protracted engagement process. The*

*Respondent appears to have made a decision early on to oppose ACT's application. The Respondent's objections have, over this process, repeatedly changed in shape and scope to a point where the Respondent's position before the Tribunal is almost unrecognisable from its initial position. Going forward, the Respondent should be better resourced to undertake its important work in a more timely manner.*

Following this decision, TEQSA conducted the required consultation with State Education Ministers, and registered us as an Australian University on 20<sup>th</sup> December 2024 (with news of this decision made public on 8<sup>th</sup> January 2025). We give thanks to God for this positive outcome. ACT's original university submission was made in April 2016. During 2025 we will seek to have AUT added to Table B of the Higher Education Support Act (2003), which, if successful, would subsequently allow AUT to seek competitive research grants and research block grant funding, as well as lead to the removal of the 20% FEE-HELP loan fee for relevant undergraduate students.

## FINANCE AND PROPERTY

The accompanying Directors' Report and Financial Statements for 2024 record a total comprehensive gain of \$376,366. This amount incorporates a net operating income of \$206,283, reversing the net deficit of \$578,435 in 2023.

2024 has been an auspicious year with higher than expected enrolments and the favourable returns

from investments which had a positive impact on financial performance in 2024.

AUT's balance sheet remains healthy. The University maintains an investment portfolio that has been set aside to underpin its various reserves, namely the Sustainability Fund, Development Fund and Accreditation Fund.

The AUT property is its office at Level 5, 33 York St, Sydney. The location of the office is excellent for visiting members of the various committees, as the building sits immediately above Wynyard rail station.

## RESEARCH STRATEGY

AUT is not required to report its research output formally to the Department of Education or TEQSA. However, ongoing growth of a research culture across the AUT Consortium is an important measure of success. AUT continues to put in place policies and procedures to align AUT's research publishing with the Excellence of Research Australia criteria used by TEQSA for assessing universities. AUT has revised relevant policies following expert feedback during the AAT process, notably dropping the word "confessional" from the publication category "confessional scholarship" (now called simply "scholarship") to better reflect the potential for both research and scholarship publications to be confessional in nature.

An important aspect of 2024 was further implementation of the AUT "Graduate School of Research" (GSR), which facilitates the AUT Office Research Department and the Research

Committee of the Academic Board in coordinating research and HDR for the AUT Consortium. The GSR website includes a central listing of research seminars across Affiliated Colleges and skills seminars for HDR candidates and academic staff.

## GENERATIVE ARTIFICIAL INTELLIGENCE

AUT has continued to investigate the impact of Generative Artificial Intelligence (GenAI), including providing advice for students and staff. The Coursework Committee (now Teaching and Learning Committee) supported a working party on GenAI during 2024, and following a request from TEQSA to all higher education providers in mid 2024, AUT provided TEQSA with its plan for addressing GenAI into the future, particularly in the area of assessment. It is anticipated that GenAI will continue to develop significantly over coming years.

## SCHOLARSHIP PUBLICATIONS AND ACTIVITIES

The AUT has a strong record of publishing research and scholarship, which is recorded in the AUT's institutional repository (see the GSR section of the AUT website).

AUT has implemented benchmarks for Affiliated Colleges for scholarship publications and activities. In 2024 reporting to Academic Board, all Colleges met the benchmark for scholarship activities (an average of five activities per year per full-time equivalent academic staff member). For the benchmark for scholarship publications (an average of one publication per year per full-time equivalent academic staff member, averaged over five years,

with books counted as five), all Colleges but one met the benchmark - that one was at 4.9, instead of 5. The overall AUT averages were approximately double the required benchmarks.

## PRINCIPALS FORUM

The Principals Forum continues to be a valuable semi-monthly online meeting that covers a range of strategic and operational issues to assist us with maintaining a "healthy consortium" together, and meeting our TEQSA obligations. The meeting includes a devotion, updates on recent AUT and sector issues, and key discussion topics (some of which involve specialist external speakers, such as on legal issues). These meetings are complemented by the full day face-to-face Principals Forum in June, which provides a great opportunity for extended discussion and fellowship.

## REREGISTRATION

AUT's application for reregistration with TEQSA was submitted in June 2024. We were delighted to receive a positive response in mid August of reregistration with no conditions for a further seven years (the maximum possible). We are grateful to TEQSA for the rapid response to our reregistration submission, and helpful advice during this process.

## APPRECIATION

I am thankful for the excellent and ongoing support of the Council, AUT Office staff, Affiliated College communities and the various committees of the

AUT. Higher education is highly regulated, and the regulations are complex and burdensome. Without the skill and wisdom of so many within the AUT we would not be in the very positive position we are in today as a university with seven years of registration before us. I greatly appreciate the significant time given by many to the governance of our affairs.

In 2024 Anusha de Silva commenced in the role of Executive Assistant to the Executive Team. She assists in arranging meetings and events, working alongside the Research Department, and undertaking work as directed by the COO.

I am very grateful for the assistance of the staff of the AUT Office. They have been a great support to me, especially during the myriad of ongoing challenges in 2024. I am particularly grateful for support when I was on study leave in the second

half of the year, with Edwina Murphy as Acting Dean, who was ably supported by Simon Davies (Chief Operating Officer and Registrar).

I look forward to working with everyone on the tasks prepared in advance for us in 2025. I am reminded of the words of Paul in 2 Corinthians who warned against the “super apostles” who were caught up with status and pride – I pray that we may keep our eyes not on titles or status, but on serving our God with humility, who reminds us that “What we proclaim is not ourselves, but Jesus Christ as Lord... we have this treasure in jars of clay, to show that the surpassing power belongs to God and not to us (2 Cor 4:5a & 7) and “My grace is sufficient for you, for my power is made perfect in weakness” (2 Cor 12:9).

Prof James Dalziel  
Vice-Chancellor



## AUT AS A CONSORTIUM OF AFFILIATED COLLEGES

The Australian University of Theology leads and fosters a robust national network of confessionally diverse independent Bible and Theological colleges which deliver the awards of AUT on its behalf.

Affiliated Colleges are represented at every level of University governance including the key governing bodies. Affiliated Colleges are in a consortium which exists to strengthen all members. The relationship between each college and the AUT is expressed in the Affiliation Agreement signed by each Affiliated College and the Board of Directors/Council.

The richness of such a collection of Affiliated Colleges, each with a strong sense of their particular calling, is evident in the profiles each has provided for the AUT website. (See [aut.edu.au/our-colleges](https://aut.edu.au/our-colleges)). Information on Affiliated Colleges below, including the role of Principal, is as at the end of 2024 (a number of new Principals have begun in 2025).

## OUR AFFILIATED COLLEGES

### Bible College SA

**Principal:** The Reverend Dr Tim Patrick

**Contact:**

176 Wattle Street, Malvern SA 5061

08 8291 8188

[biblecollege.sa.edu.au](https://biblecollege.sa.edu.au)

**About the College:**

Preparing the next generations of gospel workers for Adelaide, South Australia, and beyond by the integrated teaching of Bible, theology, and ministry at the highest standards.

Bible College SA has been training women and men for faithful and effective Christian service for 100 years. The College has a special commitment to face-to-face learning in an environment that is freely inquisitive, while being unashamedly biblical.

## Brisbane School of Theology

**Principal:** The Reverend Dr Richard Gibson

**Contact:**

1 Cross Street, Toowong QLD 4066

07 3870 8355

[bst.qld.edu.au](http://bst.qld.edu.au)

**About the College:**

Brisbane School of Theology (BST) is an interdenominational and evangelical college offering high-quality, Bible-centred theological training in a diverse and supportive community, shaping the whole person for God's purposes. Aiming for more than simply growing students' knowledge of theology, BST is developing passionate, capable disciples who use what they know about God's word to serve him in the church and around the world. BST has an emphasis on preparing students for cross-cultural ministry contexts and actively partners with mission agencies and churches. BST also has a Centre for Asian Christianity that aims to equip and resource Christians for effective contextual ministry and mission to Asian people. Christians of different cultures, ages and denominations make up the BST community and have done for more than 70 years. There are a number of core Christian truths that BST teaches with great passion and lives by with conviction. There are also many secondary issues that aren't at the centre of the gospel, and in those areas BST believes it is important to expose students to different viewpoints and to encourage intelligent and prayerful reflection. If this sounds like a community you want to be part of then please explore further and contact BST.

## Chinese Theological College Australia

**Principal:** The Reverend Dr Grace Tsoi

**Contact:**

Suite 2, Level 2, 4 Railway Parade, Burwood NSW 2134

Campus and Library: 1 Clarence Street, Burwood NSW 2134

02 9715 2992

ctca.edu.au

**About the College:**

Chinese Theological College Australia is committed to training pastors who are spiritually, characteristically and intellectually sound in the multicultural context of Australian society to serve in Chinese churches and the wider community. In view of that, we deliver ACT's courses solely in Chinese language. At the same time we also equip elders, deacons and lay people to serve together with pastors for the advancement of the Kingdom of God.

Our college enjoys a good relationship with the wider Chinese Christian community in Australia that give us privileges of ample support from different Chinese churches in Sydney and other states.

We are like a big family, faculty and students interacting closely while alumni enjoy brotherly mutual support. At present, different levels of courses including Certificate, Diploma, Bachelor and Master are being offered. There is also continuous professional support, including ministry seminars and mentoring/consultation services for pastors and Christian workers. For graduates, we promise to support them with "after sale service" in their ministries.

## Christ College

**Principal:** The Reverend Dr Ian Smith

**Contact:**

1 Clarence Street, Burwood NSW 2134

02 9744 1977

[christcollege.edu.au](http://christcollege.edu.au)

### About the College:

Christ College exists to glorify God by providing leaders for God's church and its gospel-centred mission in the world, enabling God's people to live for Christ in all of life. We are committed to God's mission and his church, reformed theology, and providing fit-for-purpose leaders for his church through transformative and applied theological education for adult learners.

Centrally located at Burwood in Sydney's inner-west, with a secondary campus in Auckland, New Zealand, we have over 200 students studying a range of courses from Diploma, Undergraduate and Graduate Degrees right through to Postgraduate Research in a mixture of both Full-Time and Part-Time study modes.



## Laidlaw College

**Principal:** Dr Roshan Allpress

**Contact:**

3 Smythe Road, Henderson, Auckland 0650

+64 9 836 7800

[laidlaw.ac.nz](http://laidlaw.ac.nz)

### About the College:

Laidlaw College was established in 1922 and is the largest interdenominational Christian College in New Zealand, with campuses in Henderson, Auckland and Christchurch, a Learning Hub in Manukau, Auckland, as well as distance learning opportunities. Laidlaw is a Category 1 NZQA accredited tertiary educational institution, offering courses and programmes in theology and biblical studies, mission, ministry, counselling, and teacher education.

Laidlaw College has at its core a deep commitment to the Gospel of Jesus Christ to which the Bible bears witness and to an encounter with God the Father, Son, and Holy Spirit as we learn together. We are committed to seeing our students flourish academically, socially and through encounter with God and others in an intercultural College that reflects and celebrates the cultural diversity of Aotearoa, New Zealand.

## Malyon Theological College

Malyon Theological College merged into Morling College from 1 January 2025.

## Mary Andrews College

**Principal:** Dr Laurel Moffatt

**Contact:**

Level 1, St Andrew's House, 464-480 Kent Street, Sydney NSW 2000

1300 590 531

mac.edu.au

**About the College:**

Mary Andrews College exists to equip women to serve Christ. Through growing in their knowledge and understanding of God's Word and by developing practical ministry skills, they will be equipped for ministry in the church, the community and the world. We do this by providing a flexible learning environment that students to study in hybrid mode either "in person" at our Sydney city campus or online via Zoom in "real time" from wherever they are in Australia.

Mary Andrews College was established in 1891 as an Anglican College for training women. The college under the umbrella of its parent organisation, Anglican Deaconess Ministries, is independent of the Diocese and welcomes people of all denominations and ages to study. We also warmly welcome men to any of our courses.

## Melbourne School of Theology

**Principal:** The Reverend Tim Meyers

**Contact:**

5 Burwood Highway, Wantirna VIC 3152

03 9881 7800

[mst.edu.au](http://mst.edu.au)

### About the College:

Melbourne School of Theology is a non-denominational Bible college based in the outer eastern suburbs of Melbourne. Since 1920, MST has been training and equipping men and women with a solid grounding in Scripture, and a focus on spiritual life, discipleship and mission. MST works closely with local churches, mission and para-church organisations to provide practical ministry and cross-cultural experience for students seeking to serve God in their church, workplace, or abroad. While a range of Distance subjects are available, MST also aims to create a strong sense of community on-campus in order to build one another up as the Body of Christ.



## Morling College

**Principal:** The Reverend Dr Tim MacBride

**Contact:**

Sydney campus – 122 Herring Road, Macquarie Park NSW 2113 02 9878 0201

Perth Campus – 20 Hayman Road, Bentley, WA 6102 08 6313 6200

Brisbane Campus – Level 2, 53 Prospect Road, Gaythorne QLD 4051 07 3354 5656

[morling.edu.au](http://morling.edu.au)

**About the College:**

Our culture is changing rapidly and the issues we face become more complex every day. At Morling College, we understand that to serve Christ effectively, you need a strong biblical and theological framework to equip you to minister in this challenging environment. Morling College offers you several courses of study in a variety of flexible learning modes, to prepare you for service wherever God is leading you.

Morling’s students are from a wide range of denominations, but the College is committed to the Baptist heritage it was built upon. The diversity of Morling College, within a shared evangelical conviction, makes Morling College unique. Morling’s primary vocation is the equipping of men and women in Bible, Theology and Mission, but we also offer a number of specialist programs including Counselling, Chaplaincy and Professional Supervision studies, Education postgraduate studies, the Impact gap-year program, intensives, seminars and conferences.

Morling College offers on-campus and online study modes, and is invested in renewing our online training and IT systems. At the heart of Morling College, is our mission to equip the whole believer to take the whole gospel, to the whole world.

## Presbyterian Theological College

**Principal:** The Reverend Peter Hastie (The Reverend Dr Jared Hood in 2025)

**Contact:**

684 Elgar Road, Box Hill North VIC 3129

03 9898 9384

[ptc.edu.au](http://ptc.edu.au)

**About the College:**

PTC is a theological college which seeks to equip its students to be able leaders, preachers, teachers and counsellors for the Christian Church, and to help them to apply the Bible to everyday life.

PTC's main strength is preparing candidates for full-time ministry as pastors of churches. However, we also offer quality theological education for people from all walks of life. Students can undertake courses of study with a special focus on mission, counselling, theology or practical ministry. Pathways leading to chaplaincy qualifications are also available through PTC, with opportunities for practical application of skills and knowledge gained in the classroom.



## Queensland Theological College

**Principal:** The Reverend Dr Gary Millar

**Contact:**

369 Boundary Street, Spring Hill QLD 4000

07 3062 6939

qtc.edu.au

### About the College:

Queensland Theological College (QTC) seeks to train and equip gospel workers for the future. We provide top class theological training which faithfully applies the Word of God to the real world.

At QTC you will be taught the Bible thoroughly and faithfully because we believe God's Word is what changes people and we want to get it right. We believe that training for ministry is best undertaken in the context of a Christian community that spends time together. In addition to classes, students spend time together in chapel, prayer and hearing about ministry issues and opportunities all around the world. QTC is a ministry of the Presbyterian Church of Queensland, founded in 1876.



## Reformed Theological College

**Principal:** Dr Phillip Scheepers

**Contact:**

3/221 Queen Street, Melbourne VIC 3000

03 5244 8600

[rtc.edu.au](http://rtc.edu.au)

**About the College:**

RTC is a reformed evangelical theological college based in the centre of Melbourne. It provides Christ-centred training for life and ministry in the context of a small, friendly and highly interactive community.

It offers flexible study options including on campus study, online and live-streamed classes. This flexibility is available across a broad range of courses for those wanting to train for pastoral ministry, Christian service, life in the workplace or personal spiritual growth.



## Ridley College

**Principal:** The Reverend Canon Dr Brian Rosner (The Reverend Canon Dr Rhys Bezzant in 2025)

**Contact:**

170 The Avenue, Parkville VIC 3052

03 9207 4800

[ridley.edu.au](http://ridley.edu.au)

**About the College:**

Ridley College provides teaching and training from gifted theologians and ministry practitioners. It combines a firm grasp of the content and meaning of the Scriptures, a comprehensive understanding of theology throughout church history, and practical on-the-ground training for our changing world. Our denominational heritage in Anglicanism shapes our culture and worship, while we welcome people from a diverse range of denominational backgrounds and embrace the richness of various evangelical traditions.

We provide this training and experience through a number of modes. Our on-campus students gather as a community where we learn, pray, study, worship, hear God's Word together, and care for each other.

Online students experience learning differently but still benefit from being part of their online cohort, and from opportunities to grow in their own local contexts.

## Sydney Missionary and Bible College

**Principal:** Dr Derek Brotherson

**Contact:**

43 Badminton Road, Croydon NSW 2132

02 9747 4780

[smbc.edu.au](http://smbc.edu.au)

**About the College:**

At the very heart of SMBC is our vision is to see thousands of loving skilled graduates bringing the light of Christ to a dark and needy world. Mission is in our DNA – reflected in our Centre for Cross-Cultural Mission and Centre for Preaching and Pastoral Ministry.

We are a Bible-centred, interdenominational college with a commitment to learning and being shaped within the context of community. Our diverse student body comes from across Australia and around the world. With over 100 years' experience, we offer contemporary facilities with residential options.

Our experienced teaching staff come from diverse backgrounds of ministry and missionary experience. It's not only their academic expertise which will stretch and deepen your biblical thinking, but also their life experience 'on the field' that provides application to what they teach.

We offer a flexible approach to learning with full-time and part-time, day or evening, intensive mode or semester length options – as well as our gap year program, The Bridge.

"At SMBC, God's mission is in the air you breathe. It's hard not to be blown away by the sheer breadth of his work you're exposed to each week. Or to find yourself catching more and more of his heart for people of every nation too." – Master of Divinity student.

## Trinity College Queensland

**Principal:** Dr Paul Jones (Dr Scott Downman in 2025)

**Contact:**

Level 1, 60 Bayliss Street, Auchenflower QLD 4066

07 3377 9950

[trinity.qld.edu.au](http://trinity.qld.edu.au)

### About the College:

Trinity's faculty aims to bring theological education to bear on the many challenges posed by postmodern society and Australia's post-Christian culture. We seek to provide students and ministry candidates with a thorough grounding in biblical literacy and the history of Christian thought by relating the Bible to everyday life through preaching, pastoral care, youth ministry, and marketplace theology. We aspire to form graduates who can communicate the Word of God clearly and authentically within the workplace, the local church, and in everyday life.



## Trinity Theological College

**Principal:** The Reverend Dr Donald West (The Reverend Dr Dan Cole in 2025)

**Contact:**

632-634 Newcastle Street, Leederville WA 6007

08 9228 9067

[ttc.wa.edu.au](http://ttc.wa.edu.au)

**About the College:**

Trinity Theological College trains people from many churches and denominations for Gospel-shaped ministry. Trinity is Christian, evangelical and reformed in its convictions.

Our purpose is to equip men and women for effective Christian service. Service that upholds, proclaims, and is shaped by the Gospel of Christ. Our approach integrates head, heart and hands and is Christ-Centred, Bible-Based and People-Focussed. Our training takes place in a community of prayer, friendship and worship with staff and peers. Our purpose-built facility is conveniently located just outside the Perth CBD and is easily accessible via public transport, car and bicycle.



## Youthworks College

**Principal:** The Reverend Mike Dicker

**Contact:**

22 Carillon Avenue, Newtown NSW 2050

02 8093 3400

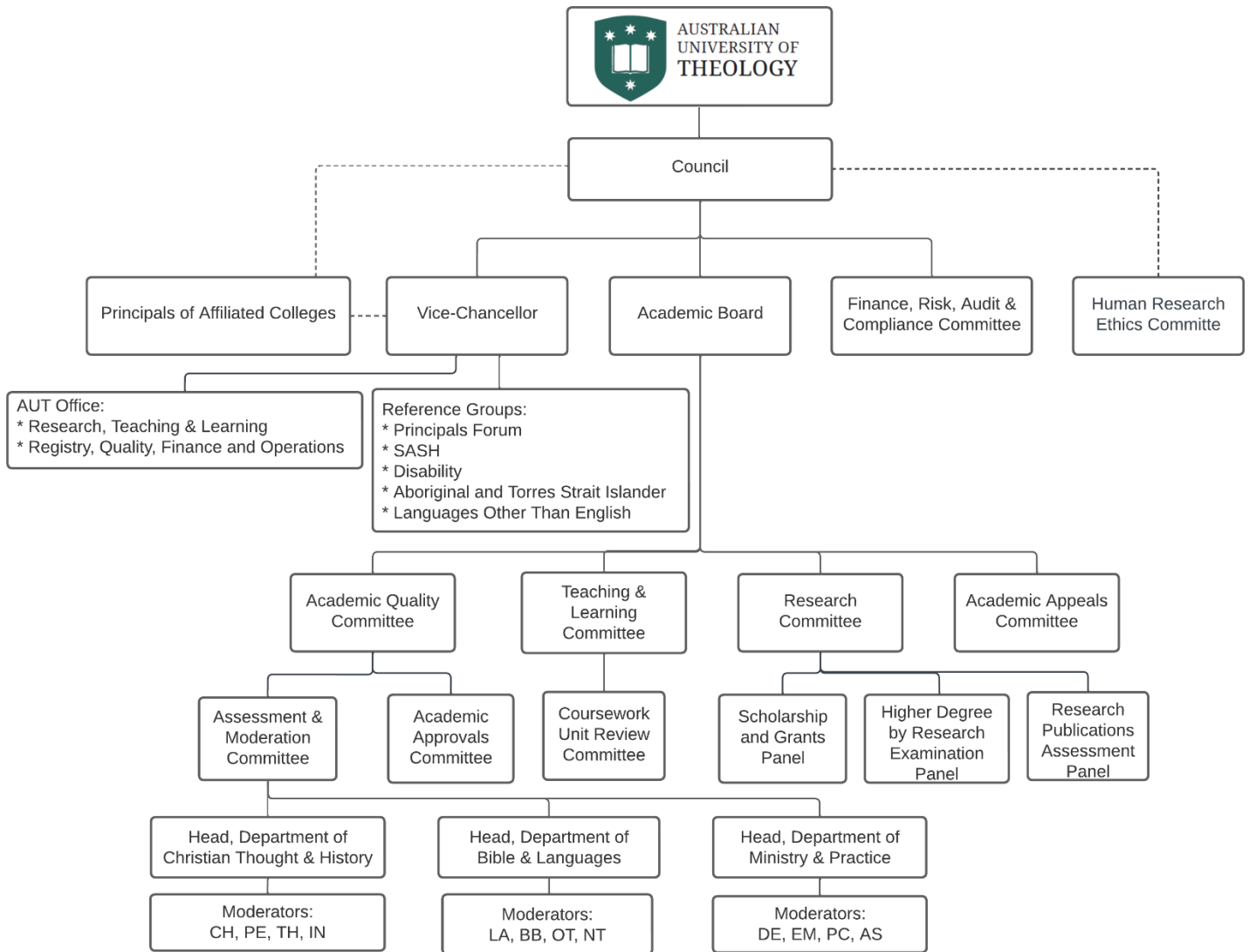
[youthworkscollege.edu.au](http://youthworkscollege.edu.au)

### About the College:

Youthworks College exists to train a new generation of people with a passion for sharing Jesus in children's and youth ministry to serve the church in Sydney, Australia and across the world. They provide a specialist, accessible and integrated approach to training for ministry to children and young people. The College specialises in the fields of Children's Ministry, Youth Ministry and Christian Education, offering classes face-to-face at our Loftus and Newtown campuses, and online.



# AUT GOVERNANCE AND STAFF



## Christian Thought & History

CH – Christianity in History

TH – Theology

PE – Philosophy & Ethics

IN – Integrative Studies

## Bible & Languages

NT – New Testament

OT – Old Testament

BB – Biblical Studies

LA – Languages

## Ministry & Practice

EM – Evangelism & Missiology

DE – Developmental & Educational Ministry

PC – Pastoral & Church-Focused Ministry

AS – Academic Skills

## MANAGEMENT TEAM 2024

### DEAN and CEO

James Dalziel, Dean/CEO

*Position became Vice-Chancellor in February 2025*

### RESEARCH, TEACHING AND LEARNING DIVISION

Edwina Murphy, Deputy Dean and Director of Research

*Position became Deputy Vice-Chancellor (Research) in February 2025*

#### Research

Edwina Murphy, Deputy Dean and Director of Research

Louise Gosbell, Research Manager

#### Teaching and Learning

Ian O'Harae, Director of Teaching and Learning

Erin Hutton, Moderation and Inclusion Manager

### REGISTRY, QUALITY, FINANCE AND OPERATIONS DIVISION

Simon Davies, Chief Operating Officer and Registrar

#### Registry

Simon Davies, Chief Operating Officer and Registrar

Asanka Gunarathne, Director of Academic Services and Overseas Student Liaison Officer

Diana Tadjudin, Student Reporting Officer

Rebekah Wall, Academic Administrative Officer

Jayne Tan, Support Officer – Academic Services

#### Quality

Stephen Sarkoezy, Academic Quality Officer

Lissa Philip, Quality Manager

#### Finance

Vicki Chen, Director of Finance

Mary Ann Navidad, Financial Accountant

#### Operations

Witali Klein, IT Systems Manager

Anusha De Silva, Executive Assistant

## AUT GOVERNANCE

Established in 2025, replacing the Board of Directors established in 2008, the Council exercises management and oversight of the University's academic enterprise. The Council is the final arbiter in matters concerning the eligibility of students, approval of new and review of existing courses, and the examination procedures and results. The current members of the Council are outlined below. Current AUT Council members, together with details of the members of the AUT Academic Board and the AUT Visitor, are available at <https://aut.edu.au/about/governance-council/>

Category	Name	Current Term Expiry
Independent Person who has administration experience in higher education at a senior level	Vacant	AGM 2025
Independent Person who has commercial expertise at a senior level within the public or private sector	Vacant	AGM 2027
Independent Person who has financial expertise and financial management experience at a senior level	Mr Michael Vos (Independent Person)	AGM 2026
A Principal of an Affiliated College	The Rev Dr Grace Tsoi (Chinese Theological College Australia)	AGM 2026
A Principal of an Affiliated College	The Rev Dr Ian Smith (Christ College, Sydney)	AGM 2027
An Independent Person	Prof Nalini Pather (Independent Person)	AGM 2025
An Independent Person	Prof Vanessa Chang (Independent Person)	AGM 2026
A person who may or may not be an Independent Person	Dr Anne Abraham (Independent Person)	AGM 2027
A Bishop who is a member	Bp Paul Barker (Independent Person) Deputy Chair, Council	AGM 2025
Additional person appointed by the Council	The Rev Dr Brian Harris	AGM 2026
Additional person appointed by the Council	Mr Greg Hammond (Independent Person)	AGM 2025

AUT is committed to ensuring appropriate representation in its governance bodies. Affiliated Colleges are represented at all levels of AUT governance. AUT also ensures that student representatives are included in relevant boards and committees. Membership of most positions on the Council is by appointment at a General Meeting of the Australian University of Theology Limited. Membership of the majority of positions on the Academic Board and its standing committees are determined by Affiliated College stakeholders. The gender balance of AUT's higher level governance bodies at the time of production of this Annual Review are as follows:

Board / Committee	Male	Female
Council	5	4
Academic Board	7	5
Finance, Risk, Audit and Compliance Committee	4	1
Academic Quality Committee	6	3
Teaching and Learning Committee	13	4
Research Committee	7	4

Following a request at the 2024 Annual General Meeting of ACT Limited, Affiliated Colleges were asked to report on the gender balance of Affiliated College Boards. The following responses were received from Affiliated Colleges:

College	Male	Female
Bible College SA	4	2
Brisbane School of Theology	6	3
Chinese Theological College Australia	11	1
Christ College	10	3
Mary Andrews College	2	6
Melbourne School Of Theology	6	2
Morling College	12	5
Presbyterian Theological College	10	1

Queensland Theological College	5	3
Reformed Theological College	7	1
Ridley College	9	5
Sydney Missionary and Bible College	4	4
Trinity College Queensland	4	3
Trinity Theological College	5	2
Youthworks College	7	4

While the AUT does not take a particular position on theological issues related to gender and leadership/teaching roles, it is important to note that some Affiliated Colleges (and/or their governing denominations) do have confessional commitments that are relevant to this issue. The Affiliation Agreement between AUT and Affiliated Colleges does not provide a mechanism for proposing or implementing changes to the membership of Affiliated College Boards.

## RESEARCH CULTURE

AUT continues to strengthen and deepen its research culture. In 2024, HDR candidates and academic staff participated (as appropriate) in Affiliated College research seminars, Research & Scholarship Networks, and Graduate School of Research (GSR) induction, skills sessions, and supervisor training. Two AUT hybrid conferences for HDR candidates and researchers were held at Ridley College, Melbourne—one focussed on Practical Theology in August, and the other in conjunction with the Professional Development Day in November, which included a session on GenAI and research.

AUT academic staff are also active in the international scholarly community and are members of a wide range of scholarly societies. The University hosted a breakfast for women scholars at the Australian and New Zealand Association of Theological Studies (ANZATS) conference in Adelaide in July, along with a breakfast for AUT scholars and others from our region at the Society of Biblical Literature (SBL)/American Academy of Religion (AAR) Annual Meetings in San Diego in November. A strong cohort of AUT academic staff also attended the meeting of the Society for New Testament Studies (SNTS) in Melbourne in July.

In addition, AUT engages with the wider Australian higher education sector, including through membership of the Australian Council of Graduate Research (ACGR) and attendance at their seminars, as well as their conference (along with the Quality in Postgraduate Research Conference) in Adelaide. Such participation assists us in further developing our research training and support of HDR candidates.

In 2024, this research activity resulted in books and book chapters with highly regarded publishers such as Brill, De Gruyter, Mohr Siebeck, Routledge, T&T Clark and Bloomsbury. AUT researchers also published in prominent journals such as *New Testament Studies*, *Journal of Theological Studies*, *Journal of Theological Interpretation*, *Journal for the Study of the New Testament*, *Journal for the Study of the Old Testament*, *Journal of Ecclesiastical History*, *International Journal of Public Theology*, and *International Journal of Practical Theology*.

## COMPLIANCE AND REPORTING

The AUT is required to report to external regulators and statutory bodies and to comply with a number of state and federal Acts. Key relationships include:

**(a) The Australian Charities and Not-for-profits Commission (ACNC) and Australian Securities and Investments Commission (ASIC)**

The AUT's Company Secretary submits audited financial statements as soon as possible after the AGM to ASIC and the ACNC. All current directors of the AUT and their relevant details are listed on the ASIC and ACNC websites.

**(b) Tertiary Education Quality and Standards Agency (TEQSA)**

TEQSA collects information on all higher education institutions including data on staffing, enrolments, academic outcomes, student feedback and provider finances. This information is used by TEQSA to assess the risk associated with each provider's continued compliance with the Higher Education Threshold Standards 2021. In addition to the information TEQSA receives from the Department of Education and from the outcomes of the QILT Surveys, AUT provides data through a Provider Information Request, including staff data for the AUT and Affiliated Colleges and financial data for the AUT.

**(c) Educational Service for Overseas Students (ESOS) Act**

TEQSA assumed responsibilities for registrations of providers and their courses in mid-2012. These approvals permit some Affiliated Colleges of the AUT to deliver registered AUT courses to overseas students at approved sites. In 2024, AUT continued with the new admission and enrolment process introduced in 2021, with AUT staff processing all overseas student admissions and enrolments, to ensure compliance with the relevant standards, as well as minimise workload for college staff.

**(d) Department of Education**

AUT is required to report on student enrolments, unit outcomes and course completions, as well as the schedule of courses at the ACT's delivery locations to the Department. In 2021, the former HEPCAT reporting program was replaced by the Tertiary Collection of Student Information (TCSI) system, which provides the Department with student data from AUT and all other tertiary education providers in real time, assisting in

accurate and timely reports to the Department, as well as other government agencies such as Services Australia / Centrelink for student payments, and Australian Taxation Office for FEE-HELP debt allocation and repayments.

**(e) Australian Taxation Office (ATO)**

The Director of Finance and Financial Accountant regularly undergo professional development on changes in superannuation, payroll tax matters, and other finance matters. As a deductible gift recipient, the ACT is required to conduct an annual audit of its entitlement to such authority. The Director of Finance oversees the preparation and lodging of monthly and quarterly activity statements in relation to AUT's tax obligations and submission of the annual FBT return.

**(f) Human Research Ethics Committee (HREC) Reports to the NSW Privacy Commission and National Health and Medical Research Council (NHMRC)**

The AUT is required to comply with statutory guidelines on research under the Health Records and Information Privacy Act 2002. The University submits the report, prepared by the Director of Research, by the end of July each year. The AUT is also required to submit a more detailed report to the NHMRC. All HRECs are subject to the Privacy Act 1988.



## TEACHING AND LEARNING

A key activity in teaching and learning in 2024 was engaging with the opportunities and challenges created by the rapid development and multiplication of Generative Artificial Intelligence (GenAI) tools. An action plan addressing the impact of GenAI on the AUT, particularly in the area of assessment, was submitted in response to TEQSA's request for an action plan from all higher education providers. The implications of GenAI were a key focus of the Academic Deans' Days, the annual Professional Development Conference, as well as in Department meetings.

Changes to the Student Support Act resulted in adjustments to a number of policies and procedures to accommodate new requirements and expectations. A report on the implementation of these is to be provided to the Australian Government's Department of Education by 1<sup>st</sup> March 2025.

A Graduate Certificate of Theological Education (GCTE) was developed and accredited. This course is designed to advance knowledge and skills in theological education by investigating the ethical, philosophical, and theological underpinnings of the scholarship of learning and teaching; developing and implementing innovative approaches to assessment and feedback; and integrating current scholarship with teaching and learning.

The annual Professional Development Conference was hosted at Ridley College (and online). It provided the opportunity to consider a range of areas regarding the impact of GenAI, together with other current matters in teaching and learning.

The ACT's three Departments and its Research and Scholarship Networks have continued to facilitate collaborative sharing of research and scholarship ideas and resources across the Consortium.

The AUT has self-accrediting authority in the field of Religious Studies. AUT has a rolling cycle of three course review clusters conducted across a seven-year period. AUT commenced its second course review cluster during 2024, with the outcome of this process due in the second half of 2025.

## FIVE YEAR TRENDS

The AUT remains the largest network of theology colleges in Australasia. Overall enrolments have been in decline across this period, like many theology providers. Enrolments declined by approximately 2% in 2020, and 9.5% in 2021. There was a decline of 13% in 2022, followed by a decline of 9% in 2023. In 2024 there was a 2.3% decline in enrolments for the year for AQF courses. When including the full suite of AUT courses including the non-AQF courses of CertTheol and ASTC, there was an overall decline of 2.1% decline for all courses.

An exception in these overall figures is research student enrolment load. After an earlier decline, in 2021 and 2022 research degree enrolments rose and have remained relatively consistent.

TABLE ONE: Course Enrolments Trend 2020-2024, accredited course unit enrolment

	2020		2021		2022		2023		2024		5-yr trend
	n.	eftsl	n.	eftsl	n.	eftsl	n.	eftsl	n.	eftsl	eftsl
Sub-degrees (AQF 5 & 6)	721	286	597	222	504	171	460	157	448	160	-44%
Degrees (AQF 7)	660	338	596	294	567	274	522	248	451	220	-35%
Bachelor Honours/ Graduate (AQF 8)	844	223	784	206	747	189	671	172	636	174	-22%
Masters Coursework/ Extended (AQF 9)	981	446	984	439	843	367	774	330	761	332	-26%
Research (AQF 9 & 10)	81	39	90	45	90	45	88	44	93	45	15%
Other*	27	4	99	12	77	10	79	12	71	11	-31%
Grand Total	3,314	1,335	3,150	1,218	2,828	1,056	2,594	962	2,460	940	-30%

\* "Other" in the table includes cross-institutional AQF courses and Single Unit Study, but not the non-AQF courses of CertTheol and ASTC

Tables Two and Three list the courses offered by the AUT in 2024, together with the student enrolments and numbers graduating from each course.

TABLE TWO: Course Enrolments – 2024

		EFTSL	# Course
<b>UNDERGRADUATE</b> Sub-degrees (AQF 5 & 6)	Undergraduate Certificate of Theology	8.6	28
	Undergraduate Certificate of Ministry	2.7	12
	Diploma of Christian Studies	35.0	43
	Diploma of Theology	52.0	187
	Diploma of Ministry	23.9	81
	Diploma of Theology/Diploma of Ministry	2.9	13
	Advanced Diploma of Theology	12.3	32
	Advanced Diploma of Ministry	9.5	30
	Associate Degree of Theology	5.4	16
	Associate Degree of Ministry	7.6	22
	<b>Total</b>	<b>159.8</b>	<b>464</b>
Degrees (AQF 7)	Bachelor of Christian Studies	3.0	9
	Bachelor of Theology	119.9	244
	Bachelor of Ministry	72.0	158
	Bachelor of Theology/Bachelor of Ministry	15.7	29
	Bachelor of Divinity	8.9	16
	<b>Undergraduate Coursework Total</b>	<b>219.6</b>	<b>456</b>
<b>POSTGRADUATE</b> Bachelor Honours/ Graduate Certificates & Graduate Diplomas (AQF 8)	Bachelor of Theology (Honours)	3.6	6
	Bachelor of Ministry (Honours)	0.4	1
	Graduate Certificate of Divinity	27.8	129
	Graduate Diploma of Divinity	133.3	464
	Graduate Certificate of Christian Mentoring	2.6	16
	Graduate Certificate of Pastoral Care for Mental Health	4.4	23
	Graduate Certificate of Professional Pastoral Supervision	1.5	5
	<b>Total</b>	<b>173.6</b>	<b>644</b>
Masters Coursework/ Extended (AQF 9)	Master of Divinity	200.9	417
	Master of Divinity/Graduate Diploma of Divinity	28.6	38
	Master of Ministry	27.3	68
	Master of Missional Leadership	3.7	15
	Master of Intercultural Studies	1.5	7
	Master of Arts (Christian Studies)	0.7	3
	Master of Theological Studies	68.8	217
	Master of Professional Ministry	0.1	1
	<b>Postgraduate Coursework Total</b>	<b>331.7</b>	<b>766</b>
POSTGRADUATE - RESEARCH (AQF 9 & 10)	Master of Theology	2.8	6
	Doctor of Ministry	6.5	17
	Doctor of Philosophy	35.4	70
	<b>Postgraduate Research Total</b>	<b>44.6</b>	<b>93</b>
OTHER	Cross-institutional - Undergraduate	1.9	10
	Cross-institutional – Postgraduate	0.9	6
	Single Unit Study	7.9	55
	Certificate of Theology & ASTC	37.6	95
	<b>Other Total</b>	<b>48.3</b>	<b>166</b>
<b>Grand Total</b>		<b>977.5</b>	<b>2,589 (2,506)</b>

TABLE THREE: Graduates by Course 2024

		# Graduates
<b>UNDERGRADUATE</b> Sub-degrees (AQF 5 & 6)	Undergraduate Certificate of Ministry	12
	Undergraduate Certificate of Theology	40
	Diploma of Christian Studies	8
	Diploma of Theology	80
	Diploma of Ministry	21
	Diploma of Theology/Diploma of Ministry	3
	Advanced Diploma of Theology	15
	Advanced Diploma of Ministry	11
	Associate Degree of Theology	6
	Associate Degree of Ministry	4
	Total	200
<b>DEGREES</b> (AQF 7)	Bachelor of Christian Studies	2
	Bachelor of Theology	45
	Bachelor of Ministry	26
	Bachelor of Theology/ Bachelor of Ministry	4
	Total	77
<b>POSTGRADUATE</b> Bachelor Honours/ Certificate/Diploma (AQF 8)	Graduate Certificate of Divinity	102
	Graduate Certificate of Christian Mentoring	5
	Graduate Diploma of Divinity	119
	Graduate Certificate of Pastoral Care for Mental Health	9
	Graduate Certificate of Professional Pastoral Supervision	3
	Bachelor of Theology (Honours)	2
	Total	240
<b>Masters</b> Coursework/ Extended (AQF 9)	Master of Divinity	58
	Master of Divinity/Graduate Diploma of Divinity	4
	Master of Ministry	12
	Master of Intercultural Studies	1
	Master of Professional Ministry	2
	Master of Theological Studies	44
	Total	121
<b>Postgraduate - Research</b> (AQF 9 & 10)	Master of Theology	4
	Doctor of Ministry	1
	Doctor of Philosophy	8
	Total	13
<b>OTHER</b>	ACT Certificate of Theology & ASTC	39
	Grand Total	690

TABLE FOUR: Commencing Attrition Rates year-on-year review

Commencing attrition (first-year attrition rates) measures the percentage of students by headcount who start in one year and then do not complete a course in that course or another course with the provider in that year or the following year, or do not continue in any course with the provider in the following year. The 2023 commencing attrition rate therefore is made up of students that commenced an AUT course in 2023, but then did not complete any AUT course in 2023 or 2024 and did not continue in an AUT course in 2024. The most recent available internal data is for the 2023 commencing cohort. The most recent data set for Non-University Higher Education Providers and Universities available at time of publication is for the 2021 commencing cohort.

	All Students (%)	Full-time (%)	Part-time (%)
Non-University Higher Education Institutions (NUHEIs) 2021	25.6	19.4	31.6
Universities (Table A and B) 2022	19.2	13.4	30.3
Australian College of Theology 2022	21.0	5.1	24.9
Australian College of Theology 2023	17.9	3.3	22.2

Source: <https://www.education.gov.au/higher-education-statistics/resources/2023-section-15-attrition-success-and-retention>

In 2022, AUT had a smaller intake of full-time candidates compared with past years. Of the 2023 commencing full-time enrolments, there was a high degree of student retention, with only 3.3% attrition, showing great student commitment and motivation amongst this cohort, and positive retention strategies by AUT and its Affiliated Colleges. AUT is encouraged by this and will continue to monitor attrition and retention rates closely.

# OUTCOMES

## STUDENTS

There has been a significant progressive decline in Equivalent Full Time Student Load (EFTSL) over the past six years. The proportion of enrolments in postgraduate courses (AQF 8-10) increased in 2021 and has remained constant from 2021 with a slight increase in 2024. Figures one to four below indicate the number of individual students who have undertaken any relevant AQF courses.

FIGURE ONE: Students by Course Level (EFTSL)

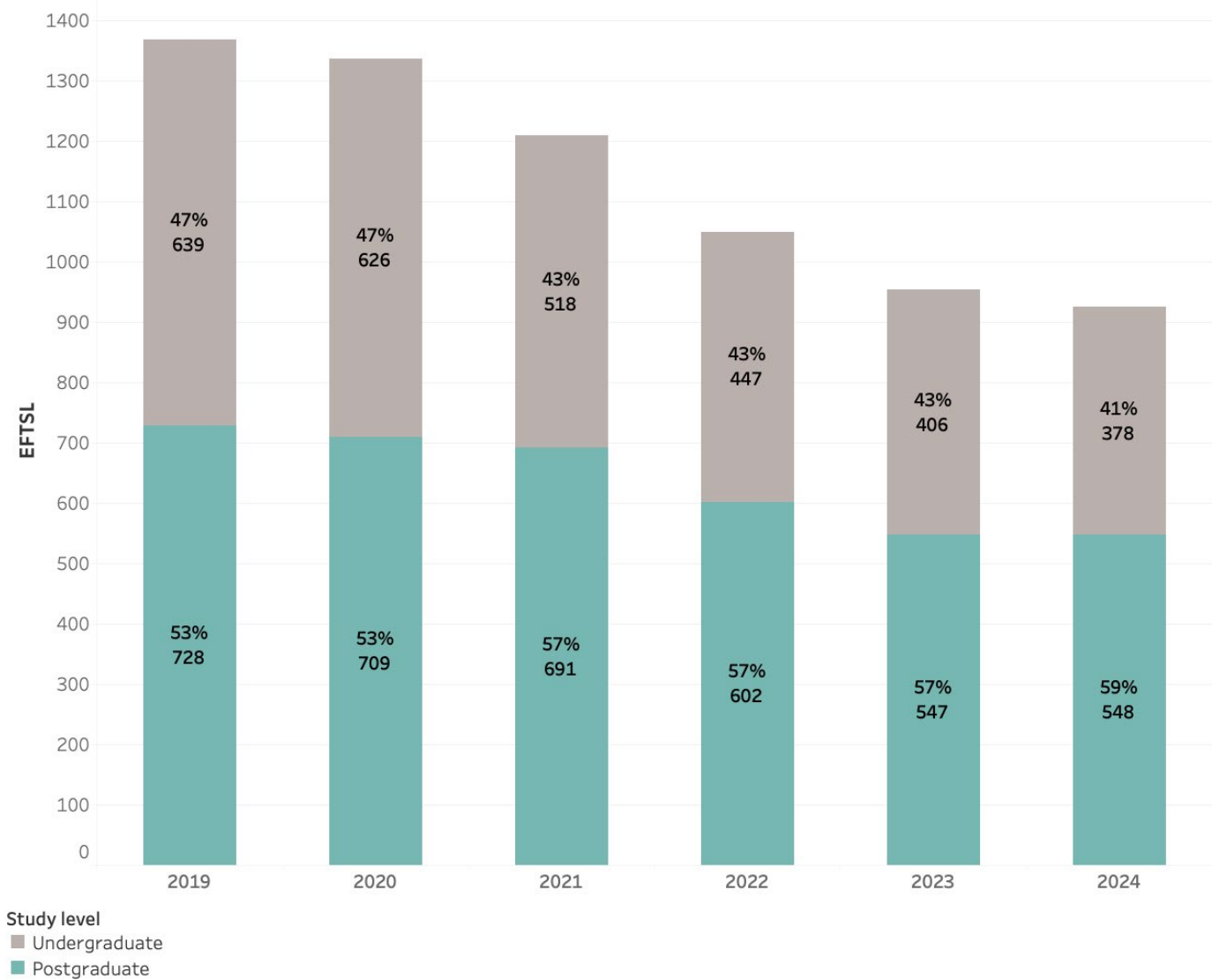
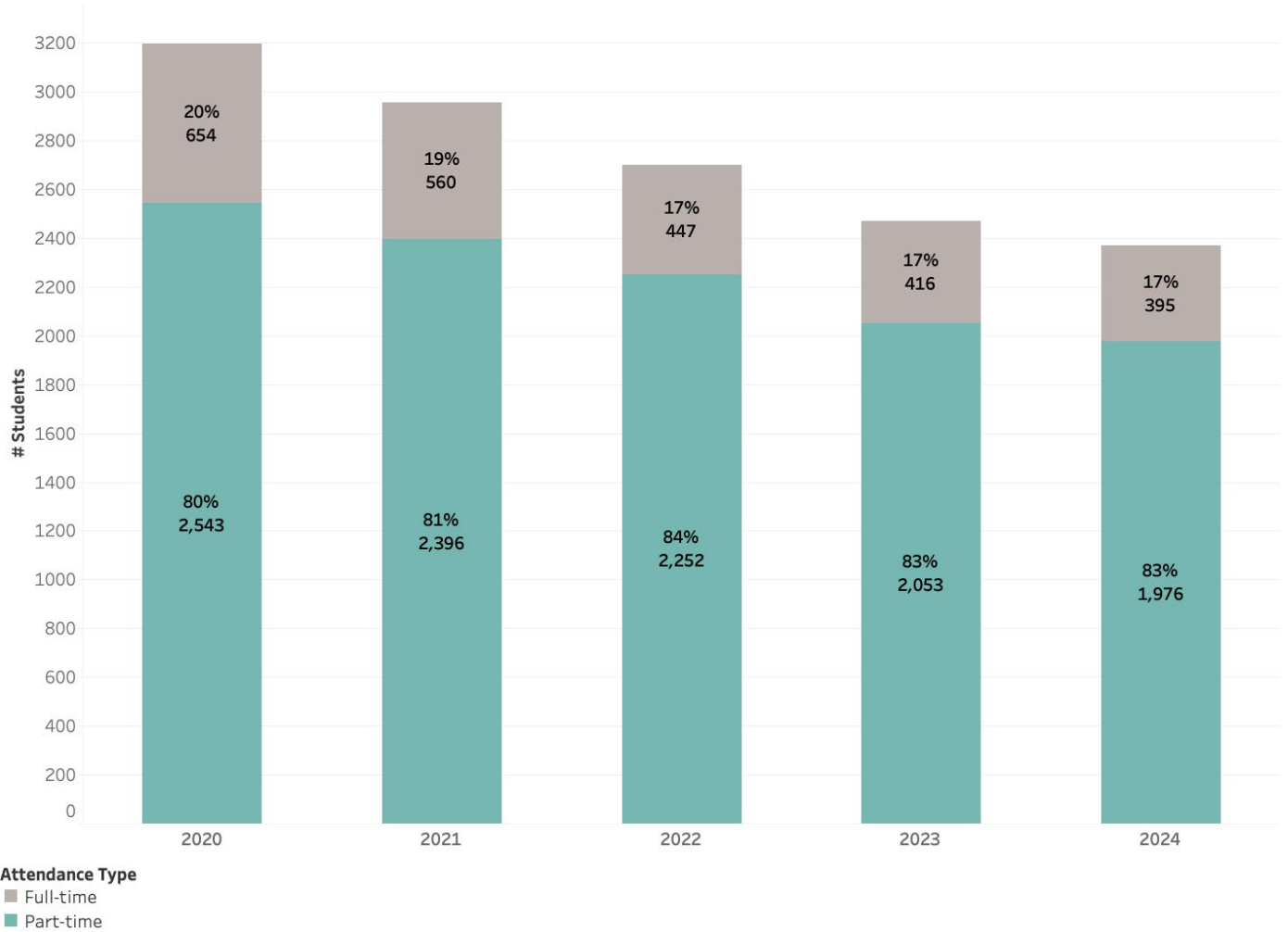


FIGURE TWO: Students Part-Time vs Full-Time

The AUT has a very high proportion of Part-Time students compared to the wider Higher Education sector. This is known to have a significant impact on attrition and completion. Since 2020 the number of full-time students as a proportion of enrolments has been in decline.



## GENDER

FIGURE THREE: Students by Gender

For more than a decade, the AUT has exhibited a proportion of male/female students of approximately 60/40, rising to 43% female students from 2022.

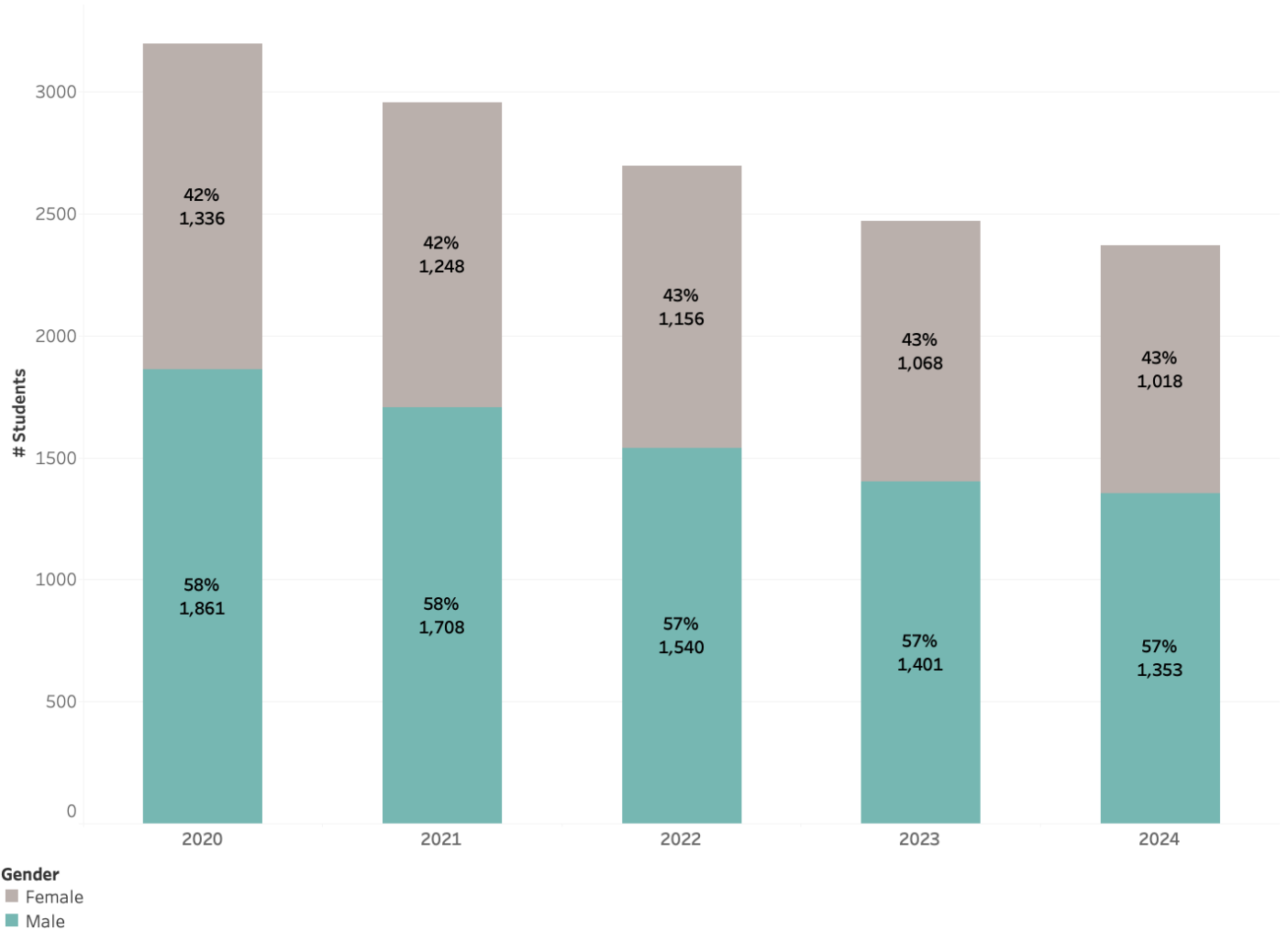


FIGURE FOUR: Students by Gender (Degree courses and above)

For students in AQF7+ courses, there has been an increase in the percentage of female students since 2020.

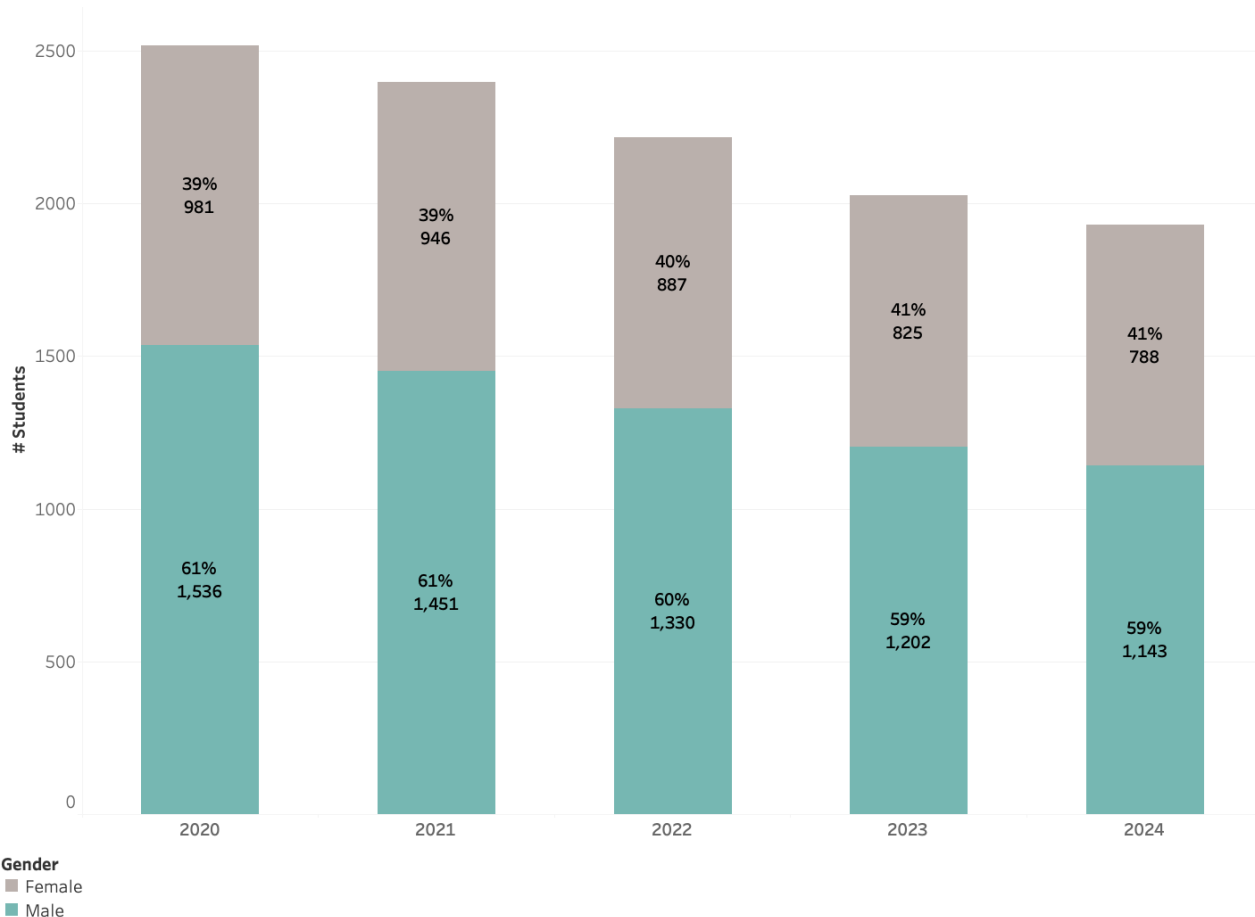


FIGURE FIVE: Permanent Faculty by Gender

Female representation in permanent faculty increased in 2021 to 19%, following an increase from 2020. In 2024 the number of permanent faculty remained constant across the AUT, and the proportion of female faculty members remained at 19% by headcount, with a modest but steady increase in female academic load each year from 2021 (12%) to 2024 (16%).

	2021		2022		2023		2024	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Faculty (headcount)</b>	143	34	110	26	127	30	127	30
<b>Faculty (headcount - %)</b>	81%	19%	81%	19%	81%	19%	81%	19%
<b>Total academic load (FTE)</b>	92.4	13	71.7	10.9	77.7	12.5	77.4	14.5
<b>Total academic load (FTE - %)</b>	88%	12%	87%	13%	86%	14%	84%	16%

## SATISFACTION AND DESTINATION

The AUT, like other providers in the higher education sector, receives rich data from a variety of surveys. This is processed and interpreted by the AUT Office Quality Team and reported to the relevant Boards and Committees and to the Affiliated Colleges as appropriate. Such feedback enables the AUT to identify areas of strength and weakness and to identify its relative performance within the higher education sector.

### FIGURES SIX & SEVEN: Student Experience Survey (SES) 2022-23

This survey of current students shows high degrees of satisfaction and, overall, it places the AUT highly within the sector. The stand-out area of lower satisfaction is in “peer engagement.” This reflects the high proportion of PT students, and illustrates a wider sector trend, but remains an area requiring attention by the AUT and its Affiliated Colleges. NB: Comparative data for 2023-24 not yet available at the time of writing.

For the ninth year in a row the Australian University of Theology has come first for quality of entire educational experience for undergraduate students in the 2023 Student Experience Survey for institutions with over 1,000 students. The AUT’s score of 95.4 was higher than every university and exceeded the university average (76.1) by more than 19 points.

Similarly, for the seventh year in a row, the Australian University of Theology has come first for quality of entire educational experience for postgraduate students for institutions with over 1000 students. The AUT’s score of 94.4 in overall satisfaction was higher than every university and significantly exceeded the university average (76.4) by 18 points.

FIGURE SIX:

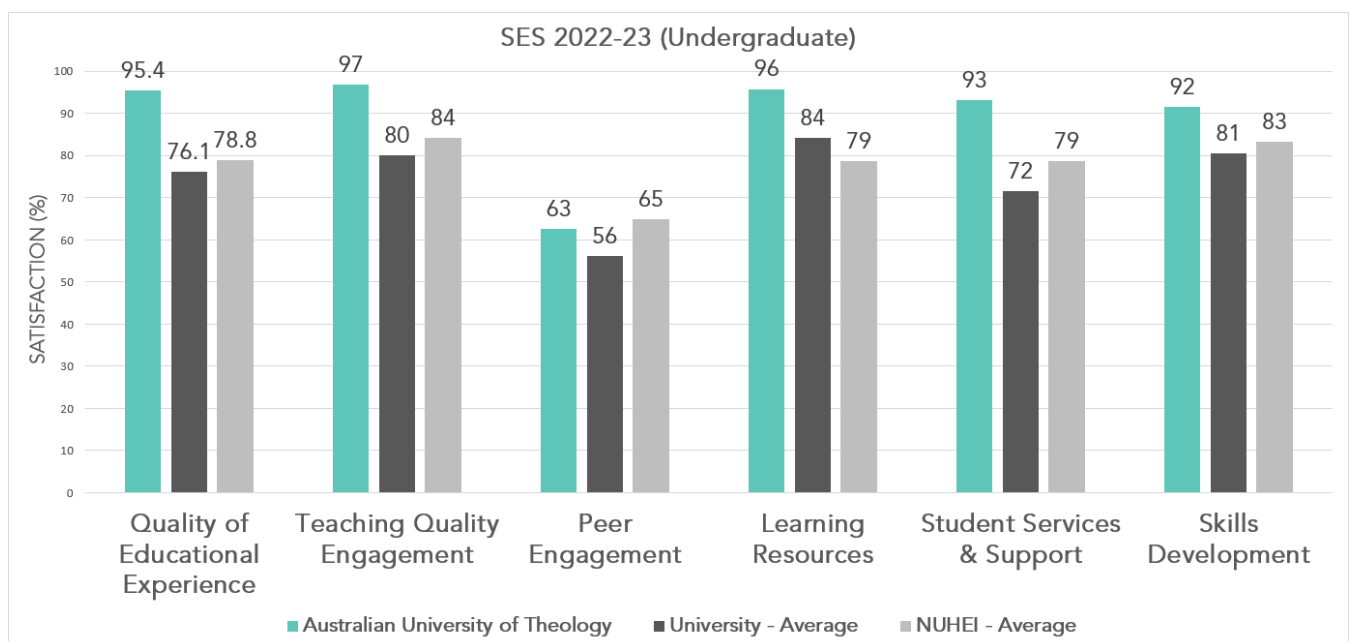
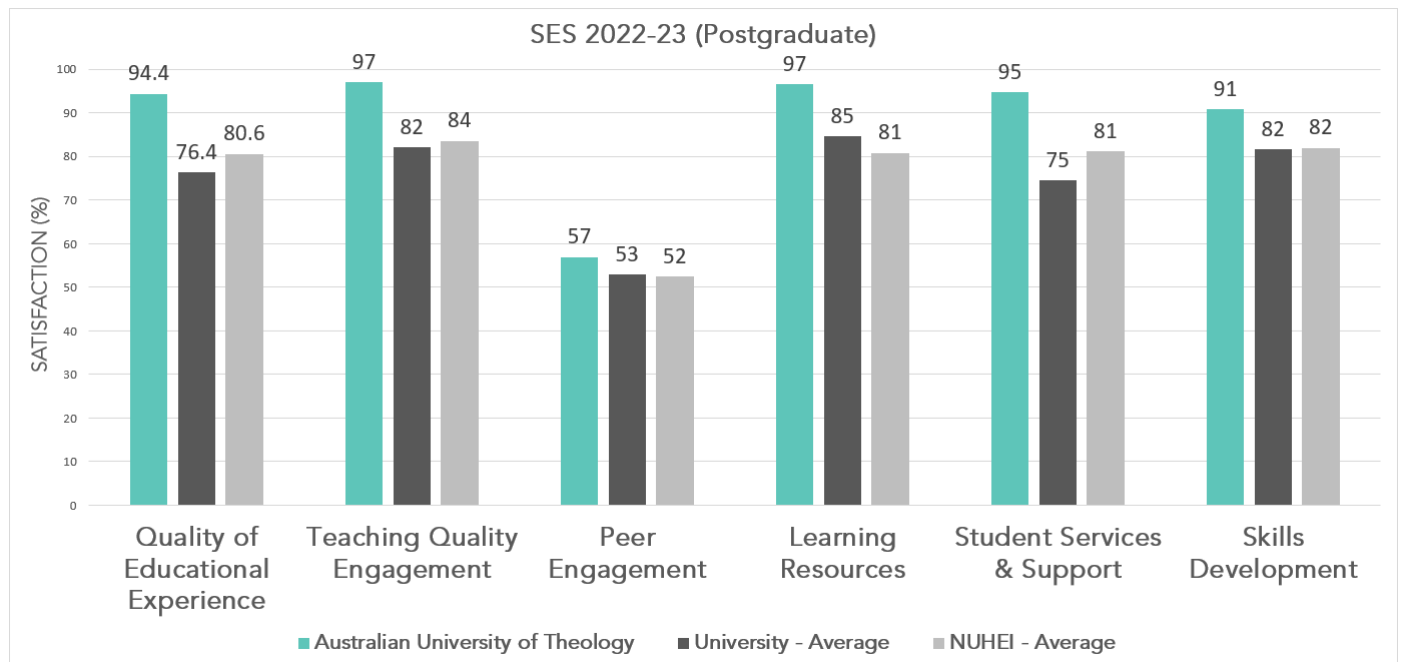




FIGURE SEVEN:



FIGURES EIGHT & NINE: Graduate Outcomes Survey (GOS) 2022-23 – (Surveys Recent Graduates)

These independent surveys show AUT graduates exceeding the averages of employment outcomes for universities and non-university higher education institutions (NUHEIs).

It should be noted that some of these figures are likely affected by the relatively higher percentage of AUT students who study for reasons of personal and spiritual growth, as opposed to seeking employment, compared to other higher education courses.

FIGURE EIGHT:

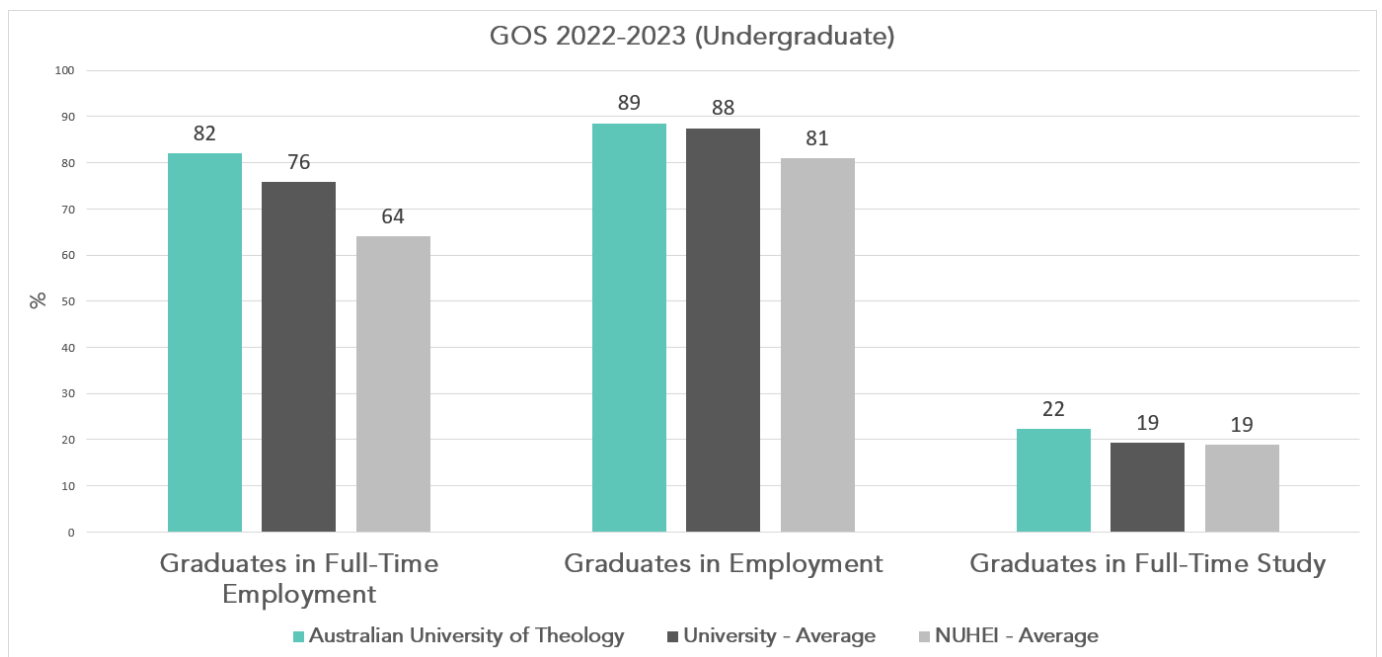


FIGURE NINE:

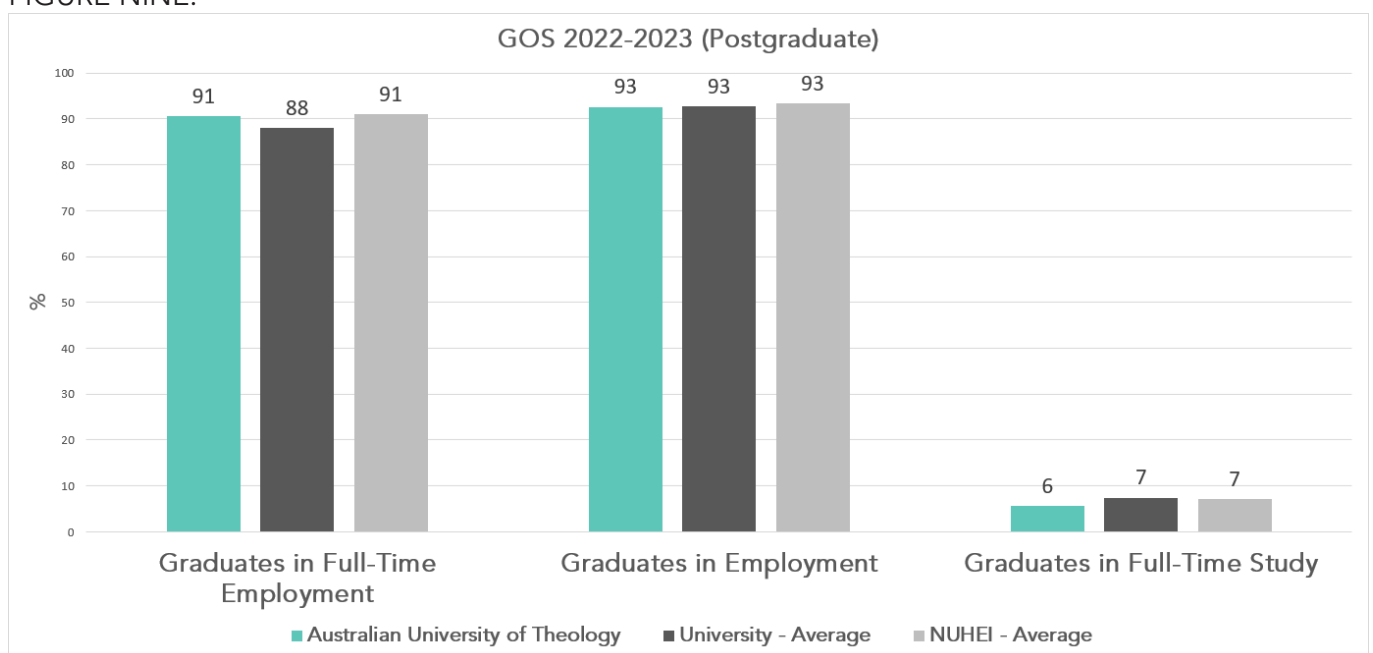


FIGURE TEN: Employer Satisfaction Survey 2023 – Surveys Employers of Recent Graduates

	Employability		Overall Satisfaction	
	%	n	%	n
<b>Australian University of Theology</b>	70.6	17	95.0	20
<b>All Institutions</b>	84.1	2,710	83.7	2,828

Employers of ACT Graduates are highly satisfied with ACT Graduates.

Overall satisfaction reports the proportion of supervisors giving responses 'Very likely to consider' or 'Likely to consider' to the item: 'Based on your experience with this graduate, how likely are you to consider hiring another graduate from the same course and institution, if you had a relevant vacancy?' The employability indicator is defined as the proportion of supervisors who indicated they were satisfied with the employability skills of their graduate. The 2023 AUT employability figure is somewhat lower than in other years, but this appears to be a statistical anomaly which may be due to the small sample size.



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