



# AGE

## ANNUAL REPORT



# 2024

## FOREWORD



*Out of the shadows and into the light*

2024 has been a trying year for AGE – given the transition demands from AGME to AGE. We have survived and look forward to an exciting and challenging 2025+ ahead.

Student numbers dipped but we are seeing a revival and believe, slowly but surely, we will grow again – *bigger and brighter than ever*.

Throughout 2024 and into 2025 AGE remained online. What is pleasing, the indicators that count – SFUs remained positive and underline the fact that AGE despite its small size is functioning as a quality provider – even during stressful, and in some ways uncertain times.

*The refreshed AGE Strategic Intent* provides a path forward – and hopefully ensures a bright future - [87330e\\_4edc9c9a6efa429ea75b56ebb85271b6.pdf](#)

AGE will emerge as a quality independent school. This will be achieved and maintained by a dedicated and focused group of people including senior management staff, support staff and teaching staff – so AGE is indeed fortunate to have such a team in place.

*We reflect on 2024* as a relatively positive year and look forward to the challenges of 2025 ahead of us.

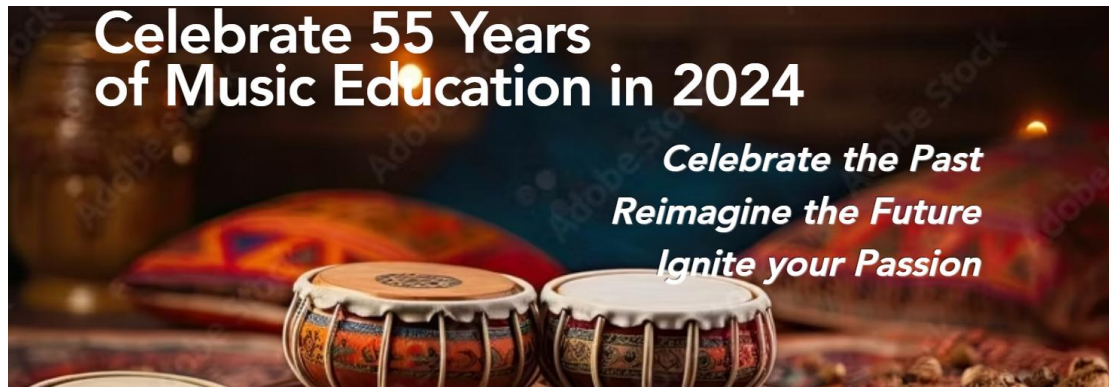
**Emeritus Professor Greg Whateley**  
Chief Executive Officer and Executive Dean  
April 2025

## Performance against strategic measures

### Growth

	2024	2025	2026	2027	2028
Programs	1	2	3	4	5
Locations	1	1	1	2	2
Students	4.5	75	150	225	300
Finances	Deficit	Deficit	Break even	Surplus	Surplus

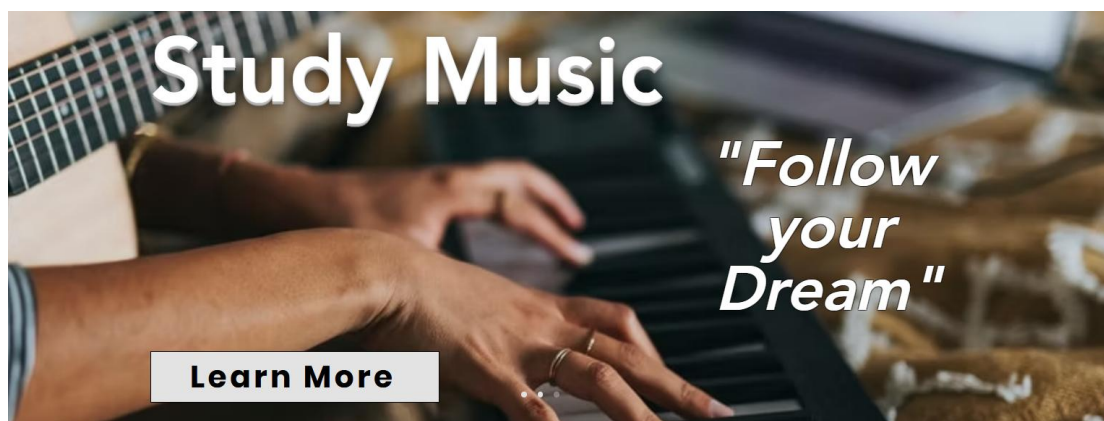
Numbers as expressed in EFTSL were low and a deficit outcome was inevitable.



## Diversity

	2024	2025	2026	2027	2028
Domestic (%)	100	20	25	30	30
International (%)	0	80	75	70	70
Nationalities	5	5	8	10	12
Undergraduate (%)	100	90	80	80	75
Postgraduate (%)	0	10	20	20	25

In terms of **diversity** the shortcomings were in the range of nationalities. The focus to date has been on undergraduate students.



## Quality

	2024	2025	2026	2027	2028
Full time staff (%)	35	35	35	40	40
AQF+1 (%)	100	100	100	100	100
Progression (%)	NA	80	80	80	80
Attrition (%)	NA	20	20	20	20
Completions (%)	80	85	85	80	80
Student Satisfaction/5	4.54	4	4	4	4
Staff Satisfaction/5	3.77	4	4	4	4
Student Staff Ratio (SSR)	1.5	15	20	25	30
SES (QILT) Aggregate	NA	National Average	National Average	National Average	National Average

In terms of **quality** key targets have been achieved – with AQF+1 achievement; high completions; very pleasing student satisfaction (SFU); and a remarkably low Student Staff Ratio (SSR). Staff Satisfaction needs consideration and effort.



## Co-operation

	2024	2025	2026	2027	2028
<b>Adjuncts and Fellows</b>	0	5	10	15	15
<b>National Partners</b>	1	1	2	3	4
<b>International Partners</b>	4	4	5	7	8
<b>National Projects</b>	1	1	2	3	3
<b>International Projects</b>	2	2	2	3	3

All elements are positive with enormous potential for growth moving forward.



## Benchmarking

	2024	2025	2026	2027	2028
Partners	2	3	5	7	9
Internal Surveys/year	0	3	3	3	3
External Surveys/year	0	1	2	3	3
Graduate Surveys/year	3	1	1	1	1
Grade Distribution Comparisons	0	3	5	7	9
Peak Body Surveys	0	1	1	1	1
QILT surveys	NA	1	1	1	1

Our **benchmarking** targets for 2024 have not been extensive – this will be a focus in 2025+





## Feedback from Students

Readings (soundings) are taken against student satisfaction levels by way of eSurveys for Student Feedback on Units (SFUs) at the end of each trimester. The most recent survey was conducted at the end of Summer School 2024/2025 -

Survey Questions		SP1 2025
Q1	The subject provided useful knowledge and skills	4.67
Q2	The learning outcomes were achievable	4.33
Q3	The subject workload was manageable	4.00
Q4	The subject helped to develop relevant professional skills such as problem solving and critical thinking	4.33
Q5	The lecturer was well prepared for each class	4.50
Q6	The lecturer provided useful feedback	5.00
Q7	The lecturer had a good knowledge of the subject matter	5.00
Q8	The lecturer used e-learning resources eg smartboard moodle in a way that aided learning in the subject	4.33
Q9	The lecturer was available to discuss learning problems outside of class time	4.83
Q10	The assessment requirements were clearly explained	4.33
Q11	Overall the teaching in the subject was of a high quality	4.67
<b>AVERAGE</b>		<b>4.54</b>

The outcome is excellent. AGE is committed to ongoing surveys providing longitudinal data.





## Feedback from Staff

Readings (soundings) are taken against *staff satisfaction levels* by way of Staff eSurveys at the end of each trimester. The most recent survey was conducted at the end of Summer School 2024/2025 -

Survey Questions		SP1 2025
Q1	You are provided with the tools and resources to do your job well	3.14
Q2	Your job requirements are clearly communicated and goals and strategies are clearly defined	3.43
Q3	You feel encouraged to come up with new and better ways of doing things	4.00
Q4	Your supervisor visibly demonstrates a commitment to quality	4.71
Q5	You are satisfied with the level of involvement in decisions that directly affect your work?	3.14
Q6	AGE does a good job of keeping employees informed about matters affecting your work?	3.71
Q7	Overall, you are satisfied with your job?	4.29
Average		3.77

The overall impact of these 'soundings' suggest - a *reasonably satisfied* staff. The aggregated outcome was 3.77 – so plenty of room for improvement moving forward. Qualitative input is carefully considered - and requests are actioned whenever possible/feasible.

Focus areas will be on 'the tools and resources' issue and the 'level of involvement in decision making'.

What is most pleasing is a return to 88%.



## **Academic Board Membership 2024**

The important work of the AGE Academic Board continued throughout 2024. On behalf of AGE, I would like to thank the following members for their commitment and support. There are no changes to membership planned for 2025.

Membership of the AGE Academic Board includes –



**Dr Tim Weir** (External Chair)



**Dr Laura Hougaz** – Independent member



**Dr David Morgan** – Independent member



**Associate Professor Jordan Murray** (ex-officio) – internal



**Professor Beth Woollacott** (Secretary) - internal

For member profiles see - [Leadership | Guild Music Copy](#)

The current *Academic Board 'Terms of Reference'* can be viewed at - [87330e\\_6e698575ff2c4877b4e177737123fbb6.pdf](#) - see pp20-25.

**Initiatives for 2025 include –**

- Grow overall AGE **student numbers** in line with ‘Strategic Intent’
- Further expand the activities at the North **Melbourne** Campus
- Develop **postgraduate** offerings
- Expand **F2F** delivery
- Progress **Online** delivery
- Develop further **International** Projects
- Establish a **Centre for Creativity**
- Establish a **Centre for Scholarship**
- Increase **international student** numbers



*A special thank you is extended to **Professor Elizabeth Woollacott, Associate Professor Jordan Murray, Associate Professor Christopher McLeod, Shashi Mathew and Priyanka Deswal***



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